

Initial Score Summary: F I ____ + F II ____ + F III ____ + F IV ____ = ____ Points

FACTOR IV - QUALIFICATIONS AND CONTRIBUTIONS

A. Demonstrated Accomplishments:

In brief, complete sentences, summarize significance and impact of the **3 highest-rated** accomplishments, and explain incumbent's role in each:

B. Stature and Recognition:

Incumbent's stature is evidenced by the following 3-5 honors, awards, and/or invitations:

Incumbent is locally regionally nationally internationally recognized for research in:

Incumbent has a poor, fair, good, excellent record of participation in scientific meetings.

C. Advisory and Consultant Activities:

Incumbent's 3-5 most significant advisory and consultant activities include:

The panel assigned Degree ____ for this factor because:

Concerns/deficiencies noted for criteria of this factor:

- Recency of accomplishment
- Diminished stature/recognition
- Diminished advisory/consultant activity

FACTOR I - RESEARCH ASSIGNMENT

A. Assigned Responsibility:

Incumbent occupies a Lead Scientist Research Leader Center/Laboratory Director position, or has no formal leadership role.

Incumbent's current assignment involves research to (identify assignment limits/boundaries):

In team research, incumbent usually functions as leader or member, providing expertise in:

Assignment is continuing or new (since _____) [**NLT 4 years back; not applicable for first post-hire panel review**].

Incumbent has a substantial service technology transfer other special assignment (identify _____
_____) requiring approximately _____% of duty time.

B. Objectives and Methodology: (for next 3-4 years)

Objectives are to:

Of particular significance are current studies on:

Methods and approaches employed are best characterized as routine unusual novel sophisticated requiring considerable modification, because:

C. Expected Results:

Successful research should result in:

The panel assigned Degree _____ for this factor because:

Concerns/deficiencies noted for criteria of this factor:

- Results are not reflected as accomplishments and/or advisory/consultant activities.
- There is little evidence that substantial progress is being made in this continuing assignment.

FACTOR II - SUPERVISION RECEIVED

A. Assigned Authority: (freedom to make decisions within scope of assignment)

Within the specific identifiable broad unusually broad assignment, incumbent has the freedom to:

Specific problems for study, such as work on _____, are assigned by the supervisor selected by incumbent subject to approval by the supervisor the total responsibility of the incumbent.

B. Technical Guidance Received: (extent of review by supervisor prior to conducting experiments)

Technical guidance involves:

C. Review of Results: (extent of review/verification of results/findings by the supervisor)

Manuscripts and other reports are reviewed by the supervisor as required by ARS policy. **OR**

Manuscripts and other reports are reviewed by the supervisor for:

D. General Supervision:

Any Major Only broad changes in research require the supervisor's approval.

Incumbent has responsibility for:

and freedom to:

The panel assigned Degree ____ for this factor because:

Concerns/deficiencies noted for criteria of this factor:

Extent of supervision is not consistent with the demonstrated capability of the scientist or progress being made.

FACTOR III - GUIDELINES AND ORIGINALITY

A. Available Literature: (extent to which literature is available/relevant to the assignment)

Literature on _____ is available, but specific information on _____ is lacking.

Available techniques such as _____
[] are useful [] require minimal adaptation [] require major adaptation [] are unusable.

B. Originality Required: (aspects which make planning/conducting research and interpreting results especially difficult)

Originality is required to:

The assignment is difficult because:

C. Demonstrated Originality:

Incumbent's originality is evidenced by:

The panel assigned Degree ____ for this factor because:

Concerns/deficiencies noted for criteria of this factor:

[] The originality required in this position is not consistent with originality demonstrated by incumbent to date.