

Research Rubric

Domain	Items	Grading proposed				
		Strong (5)	(4)	Average (3)	(2)	Below average (1)
Professional statement	Quality of essay	Clear, easy to understand the researcher's contributions to the field. First impression: candidate deserves the award.		Average presentation of professional statement. Need further evidence to assess if deserves an award		Not well articulated.
	Topic relevance/application	Highly relevant. Application of research is clear or deals with relevant and timely topic(s)		The topic of research might be relevant and might have an application but it was not made clear by the applicant		Topic is not clearly explained and relevance/ Applicability is questionable
Letters of Reference (LOR)	From whom?	Strong recommendation letters from key personnel (dean, directors, experts in the field of the applicant)		Similar to the "strong" criteria, but mostly from the same institution as the candidate		Weak or "Impersonal" LOR or for which LOR does not clarify how apt/knowledgeable the person is in the area of expertise being assessed
	From where?	LOR from FIU, as well as from other institutions in the U.S. and abroad		LOR from FIU and from Institutions in the US		LOR only from FIU
CV and achievements	Number and date of publications	Significant number of publications (number should be adjusted according to researcher's area) Publications cited include the most recent years (2-3 years) and while already working for FIU		Significant number of publications (number should be adjusted according to researcher's area) but not so in the most recent years (past 2-3 years), and/or while already working for FIU		Either low number of publications or publications dated only from more than 3 years ago, or only while not as an FIU member
	Top journals	Experts considered a top journal (by LOR impressions or according to citation index*)		Publications in less influential journals (while subjective, use expert opinion on LOR and citation indexes to grade)		Publication in non-peer reviewed journals or journals of unknown origin and/or quality
	Grants while at FIU	Received grants while at FIU (past 3 years)		Received grant while at FIU (past 3 years) of "relatively"		No grants ever received while at FIU

		of “relatively” significant amounts		moderate amounts or received grants only more than 3 years ago		
Organization of application	Did applicant follow instructions? < 4-page CV/ relevant applications	Followed all instructions regarding CV and document size, presentation, LOR, chronological order of “presentation”		Problems in following instructions in 1 or 2 of the requirements		Presentation and documentation seems disorganized and/or incomplete.
Extra	“Wow” factor?	After revising all documents there is clear perception that the candidate deserves the award		After revising all documents the perception is of uncertainty on whether the candidate deserves the award		After revising all documents the candidate does not deserve the award

*Please keep in mind that the citation index is not a unanimous gold standard for the quality of the journals. Assess this item cautiously (e.g., in the field of medicine/ epidemiology some journals heavy on reviews are likely to have the citation index “inflated”)
 2 and 4 grades are reserved for situations where item assessed falls between the corresponding lower and higher grading rubric.