NAME_____

ST EVALUATION CHECK LIST

CLASSIFICATION FACTORS		DEGREE E —10 POINTS	DEGREE F 12 PTS		DEGREE G –14 POINTS	DEGREE H 16-18 PTS
RESEARCH SITUATION OR ASSIGNMENT a. SCOPE	☐	Research assignments are of such scope and complexity as to require subdivision into separate phases, some of which are considerably broad and complex. The researcher typically works as a primary investigator but may also be a project member.	☐	☐	1. Responsible as a team leader of senior personnel for formulating and guiding a broad scale attack on critical problems in frontier areas of national or international scope and importance. 2. Responsible for attacking basic research problems of such fundamental interest and extraordinary difficulty that projects influence planned activities of numerous scientists in Government, academic institutions and private industry.	☐
b. COMPLEXITY	☐	Projects/problems are exceptionally difficult and unyielding to investigation and require unconventional or novel approaches or complex research techniques.	☐	☐	1. Projects are pushing frontiers in several areas of science that are typical of Degree E. 2. There have been numerous attempts by highly competent scientist to explore an area and gain a fundamental understanding of processes or phenomena,. New Hypotheses, concepts, and techniques must be developed for attack and interpretation, frequently challenging existing theory with irrefutable insights on processes or phenomena studied.	☐
c. IMPORTANCE OF END RESULTS	☐	Typically, research studies of this scope will result in major advances or open the way for extensive related development; progress in areas of exceptional interest to the scientific and professional community; important changes in theories, methods, and techniques; opening significant new avenues for further study; or, contributions answering important questions in the field.	☐	☐	The assignment and leadership exercised influence the shaping of agency program goals, advancement of programs, and understanding of the total field. Results should be a series of contributions to the field that clearly demonstrate over a substantial period that effectiveness of the research is recognized to lead in defining the area under attack or the field of science as a whole.	☐
SUPERVISION RECEIVED a. ON ASSIGNMENT	☐	Technical supervision is consultative in nature. The researcher works under broad administrative supervision that is limited to approving staffing, funds, and facilities and to provide guidance on broad agency policies.	☐	☐	Supervisory relationship fully reflects recognition of the researcher as a top authority in the field internationally, and as a distinguished and brilliant scientist. Technical supervision is non-existent, and administrative oversight is cursory. There are few if any bounds on the development of the research, and the research influences the direction of the organization's overall technical program.	☐
b. IN PROCESS	☐	Within the framework of management's objectives and priorities, the researcher is responsible for formulating research plans and hypotheses; carrying out the project plan; interpreting findings and assessing their organizational and professional applicability; and locating and exploring the most promising areas of research in relation to agency program needs and state of the science or discipline.	☐	☐	There is a degree of confidence in and reliance on the researcher's productivity, competence, and judgment, such that there is an unusual level of support for recommendations, as well as for most novel and as of yet unproven investigations.	☐
c. ON COMPLETION	☐	Management accepts the researcher's findings as technically authoritative as a basis for decisions, and as acceptable for review by the scientific community.	☐	☐	Interpretations, recommendations, and conclusions having major impact on matters of great urgency and significance are furnished to other agencies and the professional community.	☐
GUIDELINES a. GUIDELINES AVAILABLE	☐	There is almost complete absence of guidelines, pertinent literature, and methodology.	☐	☐	There is a complete absence of guidelines, pertinent literature and methodology that pertain to the researcher's pioneering projects.	☐

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b. ORGINALITY REQUIRED	☐ Originality and creativity are demonstrated by: discovering complex theory or methodology; contributing significantly to the development of new theory or methodology to supplant or add new dimensions to a previous framework; and solving problems and delivering results that markedly influence the scientific field or society. .	☐	☐ Work is characterized by the application of such unusual productivity, creativity, and depth of insight into the fundamental nature of phenomena and their relationships as to product a substantial variety of new methods and techniques, new approaches to formerly intractable problems, identification of new problems to be attacked, and important new concepts and discoveries. New areas are opened up for exploration; the findings have widespread applicability to other fields of science and technology; and there is likely to be a major stimulus to scientific and technological effort and achievement in the field of endeavor.	☐
	20 POINTS	24 PTS	28 POINTS	32-36 PTS
IV. QUALIFICATIONS AND SCIENTIFIC CONTRIBUTIONS a. ACTIVITY	☐ The researcher has made outstanding and significant contributions by conducting research in either a broad field or a narrow but very specialized field of research.	☐	☐ Researcher has demonstrated outstanding leadership in a broad field of research that has influenced significantly the advancement of agency programs and the planned activities of numerous scientists in other agencies, academic institutions, and private industry.	☐
b. COMPLEXITY	☐ Contributions are of such importance and magnitude that they serve to move the art forward to the extent that other researchers must take note of the advance in order to keep abreast of development in the field.	☐	☐ Contributions are of such importance and magnitude that they help to shape agency program goals and serve to move the art forward to the extent that they have widespread applicability to other fields of science and technology.	☐
c. PUBLICATIONS	☐ Work at this level includes many of the following: primary authorship of a number of important papers including seminal or synthesis publications, some of which have had a major impact on advancing the field or are accepted as authoritative in the field; contributions to inventions, designs, techniques, models, or theories are regarded as major advances and open the way for further developments or solving problems of great importance to the professional community, the organization, or the public;	☐	☐ Researcher has: 1. Authored a number of seminal publications that have had a major impact on advancing the field and are accepted as definitive of important areas of it and/or 2. Made major discoveries that have solved problems of great importance to the international scientific community, the agency, or to the public. Scientific contributions have had a widespread application to other fields.	☐
d. STATURE	☐ Researcher is sought as a consultant by colleagues who are themselves recognized experts in the fields. He/she receives recognition by the scientific community as an authority in the field; receives requests from highly-respected colleagues to collaborate with the researcher; attracts new researchers to the field; receives invitations to address or to assume a leadership role in national professional organizations and associated committees; and, is selected to lead research to solve large and complex problems. Researchers at this level typically perform a variety of advisory activities based on their scientific reputation and standing such as: contribute significantly to professional symposia defining the state of the discipline and new or emerging fields; contributing to strategic research planning and program development; participating in major technology or information transfer activities of great importance to the scientific fields, the agency or the public; or, participating in applying the research to important management and policy decisions.	☐	☐ Researcher is internationally recognized authority and leader in an area of widespread scientific interest and investigations; typically has received honors from major organizations for accomplishments; is sought as an advisor and consultant on scientific and technological programs that extend well beyond own field. Researcher has earned a reputation that serves as recruiting attraction for recent graduates who seek opportunities to work under his/her inspiration and guidance in order to catch the researcher's imaginative fire, critical judgment, and research techniques. Researcher personal competence is likely to be a major consideration in agency sponsorship of programs in his/her field.	☐

	Research				Supervision				Guidelines				Qualifications				
Degree	E	F	G	H	E	F	G	H	E	F	G	H	E	F	G	H	TOTAL POINTS
Points	10	12	14	16-18	10	12	14	16-18	10	12	14	16-18	20	24	28	32-36	
Rating																	