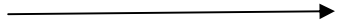


**Table 1. Minimum Qualifications for Initial Appointment**

Criteria	Rank of UP University Scientist		
	I	II	III
• Graduate degree	Doctoral Degree* in specific field of specialization or MD with MS 		
• Minimum no. of years of consistent productive scholarship prior to appointment	5	7	10
• Criteria for Scientific Productivity			
<b>I. SCIENTIFIC PRODUCTIVITY</b>			
A. Scientific Articles/ Journals			
1. National			
2. International			
3. International, ISI			
B. Scientific/Technological Books/Chapters in Books (prestigious publishers)			
1. National			
2. International			
C. Technological Output			
1. Patent			
2. Original peer-reviewed design			
<b>II. SCIENTIFIC RECOGNITION</b>			
A. Scientific Standing (International Journals/Books)			
1. Editor			
2. Peer reviewer			
3. Member, editorial board			
4. Citations			
B. Professional Standing (International Organizations/Conferences)			
1. Member of prestigious international bodies by invitation			
2. Scientific award			
3. Keynote speaker			
4. Plenary Speaker			
• Source of Points (minimum) (Criteria I, II)	I (min 35 pts) and II	I (min 40/max 50 pts) plus II	I (min 45/max 55 pts) plus II
• Number of points required	55 last 5 years	75 last 5 years	95 last 5 years

- in field in which s/he is being considered