

**Standards for promotion and merit advancement at Scripps Institution of Oceanography:  
Project Scientists (adopted from UCSD Biology Department)**

Project Scientists are evaluated on their ability to make significant, original, and creative contributions to a specific project in a research program under the supervision of their faculty sponsor. Individuals in the Project Scientist series are expected to have a broad range of knowledge and competency and be able to work independently but are not expected to carry out an independent research program. SIO relies on supervisor letters as part of its evaluation as not all contributions result in publications. SIO also examines impact and significance of publications and data sets, but given the breadth of SIO, we do not have exact expectations for the number of publications or category of journals. Sponsors/reviewers may exercise reasonable flexibility in assessing the quality and impact of publications and data sets against quantity as well as the overall original contributions of the Project Scientist to the research program. Project Scientists are not required to engage in university and public service, but many do so with the endorsement of their sponsor.