

Regulations on Mid-term Appraisal of JU Postdoctoral Researchers

I. Employees

After 12 months of employment, the postdoctoral program and co-supervisor should conduct a mid-term appraisal on the scientific research and overall performance of the postdoctoral researcher. A postdoctoral researcher recruited jointly by the postdoctoral program and the research station at an enterprise will be mainly appraised by the enterprise thereof.

II. Modes

Within 2 months after the postdoctoral researcher is employed for one year, the school of the employer should organize an appraisal panel comprising 3-5 specialists to conduct the mid-term evaluation. The postdoctoral researcher will be graded in accordance with weighted scores of the panelists. The postdoctoral researcher will report his/her work for the panelists to review by presenting a 20-minute PPT that truthfully records the progress of his/her employment.

III. Contents

The mid-term appraisal is mainly aimed at assessing the professional dedication of the postdoctoral researcher and his/her research progress, including the execution of research plan, the stage achievements, problems and difficulties in his/her research, the planning on and objective of the next stage, etc.

IV. Grading

In accordance with his/her work report and daily performance, the panelists will conduct a comprehensive evaluation on the postdoctoral researcher. The evaluation will be graded in a descending order as:

A=Excellent, B=Good, C=Pass, D=Fail. The performance for each level is detailed as follows:

A. Excellent

A postdoctoral researcher will be graded as Excellent who possesses a high level of comprehensive quality, works conscientiously, does his/her scientific research seriously, maintains good relations with others, completes the stage plan for his/her post-doctoral research in due time, works full-time at the station, and meets one of the following requirements during his/her employment:

1. Publishing (including acceptance notification, similarly hereinafter) with Jiangsu University as the first author affiliation no less than 2 papers on SSCI or CSSCI periodicals certified by the employer as important periodicals of the discipline. In the event that the researcher officially publishes a monograph of a fairly high academic value (limited to the first or the second author), or gets 1 national invention patent license (limited to the researcher as the first inventor or as the second inventor with his co-supervisor as the first), or wins 1 scientific and technological achievement award of the provincial-or ministerial level (limited to one of the first 3 winners), 1 indexed paper may be deducted from the total publications required of the postdoctoral researcher;

2. Having got approved 1 general project funded by China Postdoctoral Science Foundation.

B. Good

A postdoctoral researcher will be graded as Good who possesses a high level of comprehensive quality, works conscientiously, does his/her scientific research seriously, maintains good relations with others,

completes the stage plan for his/her post-doctoral research in due time, works full-time at the station, and meets one of the following requirements during his/her employment:

1. Publishing with Jiangsu University as the first author affiliation no less than 1 paper on SSCI or CSSCI periodicals certified by the employer as important periodicals of the discipline. In the event that the researcher officially publishes a monograph of a fairly high academic value (limited to the first or the second author), or gets a national invention patent license (limited to the researcher as the first inventor or as the second inventor with his co-supervisor as the first), or wins 1 scientific and technological achievement award of the provincial-or ministerial level (limited to one of the first 3 winners); or completes 1 significant research report;

2. Having got approved 1 general project funded by China Postdoctoral Science Foundation.

C. Pass

A postdoctoral researcher who works hard but does not progress so fast due to objective reasons that have delayed his taking on the program. The postdoctoral researcher will be graded as Pass on conditions that he/she has met one of the following requirements:

1. Publishing with Jiangsu University as the first author affiliation no less than 1 paper on kernel periodicals.

2. Participating in a government sponsored project of the provincial-or ministerial level (expanded to a project of the city-or department level for a researcher of humanities or social sciences).

D. Fail

A postdoctoral researcher will be graded as Fail under one of the following circumstances:

1. His/her leave for personal affairs totals no less than 30 accumulated days or his/her absenteeism totals no less than 7 consecutive days or no less than 15 accumulated days.

2. Not having completed the research proposal in due time, not having completed the mid-term appraisal even in the postponed three months, not having formulated the research plan for his/her term of employment or not having completed the stage work in due time.

3. The researcher has not written any research paper or research report since the inception of his/her employment.

V. Rewards & Punishments

The postdoctoral researcher graded as “Excellent” will be given priority to his/her application for attending an academic conference and carrying out related academic research abroad during his/her term of employment; the postdoctoral researcher graded as “Pass” will be prompted to rectify the deficiency in his/her work; the postdoctoral researcher graded as “Fail” may have his/her work terminated upon suggestion of the postdoctoral program, the decision on which shall be reported to Jiangsu Province Department of Human Resources and Social Security. The result of mid-term appraisal might be taken later as important supporting materials for his/her application for a teaching/research position at the university.