

**EASTERN MEDITERRANEAN UNIVERSITY  
RESEARCHER INCENTIVE PRINCIPLES**

**CHAPTER I**

**Aim, Scope, Basis and Definitions**

**Aim**

**ARTICLE 1**

The aim of these principles is to determine the methods and fundamentals pertaining to the Researcher Incentive Award to be given to Eastern Mediterranean University academic staff. The principles are about the detailed qualities of activities to be taken as a basis in the calculation of the researcher incentive scores in line with the nature of the scientific fields as well as the corresponding points for activities and, methods and basics for the calculation of the researcher incentive score.

**Scope**

**ARTICLE 2**

These principles cover the regulations pertaining to Eastern Mediterranean University's academic staff's scientific research projects, scientific meetings, publications, work, received attributions and all other activity areas of similar type specified in addition to the Researcher Incentive Principles. The principles also cover the regulations for the supporting of other scientific research found appropriate by the university organs, the specification of the Research Advisory Board's duties, responsibilities and operation areas within the scope of the present incentive principles and, methods and regulations to be adhered by the academic staff members wishing to apply for the Researcher Incentive Award.

**Definitions and Abbreviations**

**ARTICLE 3**

In the application of these principles;

- a) RAB: Refers to EMU Research Advisory Board,
- b) Sub-activities: Refer to sub-activities specified in the Activity and Score Table appearing in the appendix section of these principles.
- c) AEC: refers to EMU Academic Evaluation Criteria,
- d) Research: On the condition that the research does not take place within the scope of a project;
  - i. it should have the written approval or consent of the institution of higher education and national/international institutions and organisations,
  - ii. the researchers are expected to produce novel information, provide solutions or conduct an analysis of technological problems, and develop innovative products, work or design in line with the scientific basics through undertaking duties at a university or a research institution outside his/her own institution for a minimum period of three months.
  - iii. The final report for the research should be finalised after it has been found successful by the authorised organs of the relevant institutions. Systematic work not falling within the other activity types specified in these principles as well as research approved in EMU Academic Evaluation Criteria regarding other matters not falling within the scope of the Research Advisory Board's Scientific Research Support Principles as well as other regulations.

- e) Research Support Principles: refer to EMU Research Support Principles applied by the Research Advisory Board.
- f) Citation: refers to attributions to the academic staff member's publications which are not authored by the said academic staff member.
- g) Presentation: As also described in the Researcher Incentive Principles Activity and Score Table, presentations delivered and published in national and international meetings which have a scientific board (proceedings book, abstract book, web site or in CD or DVD format),
- h) Unit Researcher Incentive Application and Evaluation Commission: Refers to the Commission which conducts a preliminary evaluation of the academic staff member's incentive files at Faculties or Schools under the title of Faculty/School Researcher Incentive Application and Evaluation Commission or Schools under the title of School of ..... Researcher Incentive Application and Evaluation Commission.
- i) Area indexes: Indexes recognised at EMU Academic Evaluation Criteria,
- j) Activity: Activity refers to finalised national or international projects which have the quality of contributing to science, technology and arts, research, publication, design, exhibition, patent, citations from one's work, presentations delivered at international meetings which have a scientific board, received academic awards and scientific/service-related activity areas which are specified in these principles, all of which are expected to have taken place during the former year for each calendar year.
- k) Refereed Journal: Refers to a refereed journal published at least once a year for the past three years.
- l) Patent: Refers to patents registered by national or international organisations,
- m) Project: Refers to projects carried out within the scope of those defined by EMU Research Advisory Board as well as those which have undergone scientific evaluation and received budgetary support following their approval by the national and international institutions and those carried out in line with scientific principles and serving for the purpose of the production of new information and scientific interpretation or provision of solutions to technological problems. For the recognition of the aforesaid work as a project, the final report should be found successful by the authorised bodies.
- n) Exhibition: Refers to all audio and visual exhibitions, biennales, shows, mini-concerts, concerts, festivals and performances carried out by the academic staff member's activity field which have artistic or scientific qualities.
- o) Calendar Year: Refers to the period between 1 January and 31 December,
- p) Design: Refers to the preliminary draft, design and finalised version of a structure or a technical/industrial product within the academic activity field of the relevant academic staff member.
- q) Incentive Award: Refers to in-cash and in-kind incentive support to be determined by the Eastern Mediterranean University Rector's Office and the authorised boards.
- r) Award: Excluding those granted via the relevant institutions of EMU within the scope of EMU's rules, regulations and by-laws, it refers to academic and arts-related awards at national or international levels granted by professional organisations and state or public institutions in the relevant field upon the evaluation of a board which has members from

the area of the academic staff member in return for activities which took place in the relevant academic area

- s) National Publishing House: A publishing house which has been operating regularly at the national level (TRNC and Turkey) for a minimum period of five years and published at least twenty books in the same field belonging to different writers.
- t) International Publishing House: A publishing house operating regularly at the international level for a minimum period of five years and published a minimum of twenty books in the same field belonging to different authors,
- u) Publication: Excluding thesis work, refers to the authoring of research book, coursebook, chapter in a book, encyclopedia section, and article and editorship, membership in an editorial board, membership in a publication board, journal refereeing, translation and translation editorship, and performance-based audio and/or visual recording.

In the clarification of doubts regarding the definitions present in the current principles, EMU Research Support Principles are taken into consideration. If a need for the clarification of issues in the Research Support Principles arises, EMU Academic Evaluation Criteria will be taken into consideration.

## **CHAPTER TWO**

### **General Principles**

#### **Research Advisory Board**

##### **ARTICLE 4**

(1) In addition to the duties specified in EMU Research Support Principles, the Research Advisory Board has the responsibility of fulfilling the duties and responsibilities specified in these principles. During the fulfillment of duties specified in EMU Researcher Incentive Principles, the Research Advisory Board has the full authority in the preparation of incentive principles, their calculation and application of the approved incentive principles.

(2) The Research Advisory Board is responsible for the specification and announcement of the methods and principles pertaining to these principles prior to the start of applications, as well as the preparation and implementation of the researcher incentive application calendar and finalisation of the process which the award will be granted.

(3) The Research Advisory Board is the ultimate decision making body in clarifying doubts and resolving disputes that may arise during the application of principles regarding the documentation of the activities and their classification within the activity types. In the clarification of doubts and resolution of disputes, the Research Advisory Board acts in accordance with EMU Research Support Principles and EMU Academic Evaluation Criteria and takes into consideration the special requirements of each field of science as well as relevant work and ensures that their decision is non-biased, fair and in compliance with the principles.

## **Unit Researcher Incentive Application and Evaluation Commission**

### **ARTICLE 5**

(1) With the purpose of fulfilling duties assigned by these principles and conducting a preliminary evaluation of the incentive applications, a Unit Researcher Incentive Application and Evaluation Commission made up of minimum three and maximum five members is formed under each Faculty or School upon the decision of the Faculty/School Board.

(2) In the event of the Faculty or School Boards not forming a Faculty/School Researcher Incentive Application and Evaluation Commission, in accordance with Article 10(3) of the Scientific Research Support Principles, the Project Evaluation Group appointed within the scope of each Faculty and/or Department's Type C Scientific Research Project (BAP-C) Application Principles may be appointed for the aforesaid purpose with the approval of the Faculty or School Board.

(3) In the commission, the most senior member in terms of title and/or work is appointed as the Chair. Commission members are selected by the Faculty/School Board amongst the most senior academic staff members in terms of title and different departments operating under the Faculty/School. While choosing the commission members, the Faculty/School takes special attention in making balanced choices amongst different departments operating under them. In the event of not having sufficient numbers of adequate academic staff members within the Faculty/School, members may be chosen amongst academic staff members whose field of expertise is closely linked to those specified. The service period for the commission members is two years. Members who have reached the end of the service period may be re-elected. In the event of a member leaving the commission due to various causes, a new member who will provide services during the remaining service period of the former member is elected through the same method.

(4) In the event of not forming a Faculty/School Researcher Incentive Application and Evaluation Commission, upon the Faculty/School Board's decision, Project Evaluation Groups (PEG) may undertake relevant duties within the same scope.

(5) The commission convenes with absolute majority of the number of members including the chair. Decisions are taken with absolute majority. In the event of a tie vote, decisions are taken in line with the vote of the commission chair.

(6) The commission has the authority to clarify doubts that may emerge during the documentation of activities and their classification within the activity types and may transfer the matter of dispute or uncertainty to the Research Advisory Board for the final decision.

## **Researcher Incentive Application and Evaluation Process**

### **ARTICLE 6**

(1) Academic staff members are expected to apply to the relevant Unit Researcher Incentive Application and Evaluation Commission. The Commission conducts a preliminary evaluation of the suitability of applications.

(2) Within scope of the specified application calendar, academic staff members submit their incentive applications and a file containing samples, proof and documents for academic activities to the relevant Unit Researcher Incentive Application and Evaluation Commission in line with the specified methods and within the specified period.

(3) If deemed necessary, the Unit Researcher Incentive Application and Evaluation Commission may demand additional information, clarification and documents from the applicants at all stages of the evaluation of academic activities. Applicants are required to

fulfill the said demands within 10 working days. In the event of the failure of submission of missing documents or information, and not meeting the demands for additional information and documents, the Commission may reject the application.

(4) The Unit Researcher Incentive Application and Evaluation Commission primarily determines whether the activities of the applicant are suitable for the evaluation of the commission. Applications not found suitable are transferred for the evaluation of the Research Advisory Board with justifications. The Research Advisory Board is the ultimate decision making body in the relevant applications.

(5) The Unit Researcher Incentive Application and Evaluation Commission conducts an assessment of the applications and submits a signed copy of the decisions taken, the relevant evaluation report on the applications and a score table to the Research Advisory Board in compliance with the announced calendar. The aforesaid documents should also bear the approval of the department chair in departments operating under the Rector's Office, deans in faculties and directors in other units.

(6) Written justification/explanation for the academic activities which have been rejected in the evaluation report prepared by the Unit Researcher Incentive Application and Evaluation Commission or undergone a point value change has to be provided.

(7) The Research Advisory Board is responsible for examining the applications sent by the Unit Researcher Incentive Application and Evaluation Commission as well as the basis for the evaluation decisions taken by the commissions. In situations of necessity, the applicants may be asked to submit additional documents and information and/or changes may be applied on decisions submitted by the relevant units. The aforesaid demands should be catered for within 5 working days by the relevant academic staff applicant. In the event of the failure of submission of missing documents or information, or not meeting the demands for additional information and documents, the Research Advisory Board determines whether or not the required information is mandatory for the presentation of the incentive award and, if deemed necessary, rejects the incentive application with justifications.

(8) The Board signs the meeting resolutions, the evaluation report for applications, and the attached score table and inform the relevant researchers in writing or through electronic environment of the decisions taken. Written justification for the academic activities which have been rejected in the evaluation report prepared by the Research Advisory Board or undergone a point value change has to be provided.

(9) Appeals against the decisions of the Research Advisory Board may be submitted to the said board within 5 working days following the announcement of the relevant decision of the board. The Commission finalises the decisions within 15 working days following the deadline for the application period for appeals. Decisions of the Research Advisory Board are final.

## **Evaluation of the Researcher Incentive Activity Areas**

### **ARTICLE 7**

(1) In the evaluation of the award, date of the receipt of the award, in the evaluation of the projects and research, date of the finalisation of the projects and research, in the evaluation of designs, date of the finalisation of the design, in the evaluation of patents, date of the patent registry, and in the evaluation of exhibitions, the launch day of the exhibition are taken as a basis.

(2) In the evaluation of editorship in refereed journals, points belonging to the current year are taken into consideration. For each figure, a separate scoring takes place. Points for delayed publications or for publications which cannot be documented are not taken into consideration.

(3) For the scoring of international presentations, the meeting/symposium/congress scientific board should be formed of minimum 5 international academicians from abroad, regardless of the place of the meeting (local or international).

(4) For the scoring of national presentations, the meeting/symposium/congress scientific board should be formed of minimum 5 academicians, regardless of the place of the meeting/congress/symposium.

(5) For an exhibition to be evaluated as international, its international quality should be confirmed by the relevant department's board of science or arts.

(6) Citations from other publications of academic staff members are included into calculations even though they do not appear in academic classifications and activities.

(7) International presentations related to the topic of the project may be delivered within the same year the project is carried out. The presentation may be converted to an article or a book and, citations and awards may be received from such activities. Situations as such may be re-scored in separate or different academic activity fields.

(8) Multiple awards may be received from the same activity. In situations as such, each award is included in the calculations separately.

(9) In the scoring of the re-published books or book chapters, repeated exhibitions, concerts and demonstrations taking place within the same year, 50% of the activity score assigned within the same year of evaluation is applied.

(10) Formation of research infrastructure, entrepreneurship, projects targeted towards supporting the research culture of researchers and students, and projects working towards civic involvement and social responsibility activities fall outside the scope of the incentive award. For each carried out project, the award is targeted towards the provision of complementary or supportive budgetary support from different institutions or organisations. No repeated scoring for work appearing as an extension/part of the same project is held.

(11) Activities falling within the scope of the journals indexed by those specified in the attached Activity and Score Table of these principles are included in the score calculation of researchers in all areas of science.

(12) Doubts that may emerge during the incentive evaluation of all scientific activities specified in the attached Activity and Score Table of these principles are clarified with a consideration of EMU Academic Evaluation Criteria and, principles and applications of EMU Academic Evaluation Board. EMU Research Advisory Board is the authorised body in taking decisions regarding the said issues.

(13) Those applicants who have been recruited at EMU as an academic staff member and, at the same time, who have a scientific publication/work or service published/carried out bearing the title of EMU may benefit from the researcher incentive award.

(14) Upon the approval of EMU Rector's Office, the University Executive Board and Senate, the Activity and Score Table appearing in the Researcher Incentive Principles and the relevant attachments may be used in the performance evaluation of the academic staff members. Decisions regarding this issue is subject to the approval of the related organs of EMU.

## **Calculation of the Researcher Incentive Point**

### **ARTICLE 8**

(1) The Researcher Incentive Award refers to the real or cash support specified in line with the rates/proportions determined by these principles by EMU Rector's Office and the relevant Boards.

(2) Researcher Incentive Score is calculated as follows and in line with the attached Activity and Score Table:

a) Primarily, the score for each academic activity type is obtained. The calculation is carried out through the addition of rates obtained by the academic staff member from the sub-activities of each activity type and their multiplication by 10, 20 or 30 points, each of which are specified for each academic activity type. [Academic activity type score = addition of sub-activity rates x point specified for the type of activity]

b) The main researcher's incentive score for the Researcher Incentive Award is calculated through the addition of points obtained from each academic activity type.

(3) The activity score obtained by the academic staff member from each activity type may not exceed 10, 20 or 30 points specified for each academic activity. Similarly, the researcher incentive score (total activity score) may not exceed 100 points.

(4) The following principles are applied in the specification of score incentive rates for publication and presentation activities with more than one academic staff member:

a) For the first author, 100%,

b) 100% for the corresponding author and senior author (the final name in the article who has at least 10 international publications in the field of publication) and the name delivering the presentation, regardless of the order of authors.

c) For the second author, 90%,

ç) For the third author, 80%,

d) For the fourth author, 70%,

e) For the fifth and further authors, 50% is taken into consideration.

(5) In the determination of the incentive score for the project activities in which more than one academic staff member has been involved:

a) For the project coordinator, 100%,

b) For the researcher or advisor academic staff member, 80%,

c) For the researcher or advisor; senior instructor, research assistant, instructor, and expert, 70% is taken into consideration.

(6) In the scoring of the citation activity type, number of persons is not taken into consideration. Separate scores are calculated for each researcher. Attributions to the same publication appearing in different chapters/sections of a book or article are considered as one

citation only. However, in books which have different authors for each chapter, separate score evaluation for each citation in different chapters takes place.

(7) For activities which lack a special sharing rate or the ranking/rating of authors, the ratio of “rate/number of authors” is taken into consideration. However, group activities such as exhibitions are evaluated out of full points regardless of the number of the persons.

(8) In the calculation of the Researcher Incentive Award, doubts regarding the specification of activities to be included in the calculations are clarified through the decision of the Research Advisory Board in line with the Research Support Principles and Academic Evaluation Criteria. Whilst taking decisions regarding this item, the Research Advisory Board takes into consideration the qualities of the fields of science as well as the principles, applications and decisions of EMU Academic Evaluation Commission.

## **Other Provisions**

### **Article 9**

(1) The Research Advisory Board evaluates applications submitted in areas other than the activity areas specified in these Principles within the scope of Article 8(8) of these principles and determines whether or not they are suitable academic activities for the researcher incentive support.

(2) To earn the right to apply for the Researcher Incentive Award, the researcher should possess minimum sixty (60) incentive points obtained from minimum three (3) activity areas.

(3) Academic staff members who have terminated their employment in EMU are not entitled to apply for the researcher incentive award.

(4) Following the presentation of the award, the Rector’s Office is informed about the applications detected to contain false information upon the decision of the Research Advisory Board. The Rector’s Office may initiate relevant procedures regarding the cancellation of the award or return of the payments issued.

## **CHAPTER 3 Final Provisions**

### **Execution**

#### **ARTICLE 10**

These principles take effect following the date of their approval by the Eastern Mediterranean University Executive Board.

### **Executive Power**

#### **ARTICLE 11**

These principles are executed by the Eastern Mediterranean University Rector’s Office.



## RESEARCH INCENTIVE PRINCIPLES ACTIVITY AND SCORE BOARD

ACTIVITY TYPE	SUB-ACTIVITY	DETAILS	RATIO (%)
<b>(1) PROJECT (30 POINTS)</b>	Internationally funded finalized project	Project funded by World Bank, European Union and Council of Europe (Only for projects with R&D (Research and Development) characteristics)	100
		Project funded by other international private or public institutions (Only for projects with R&D characteristics)	80
	Nationally funded finalized project	Project funded by TÜBA (Turkish Academy of Sciences) and TÜBİTAK (Scientific and Technological Research Council of Turkey)	75
		Project funded by Ministry (Only for projects with R&D characteristics)	75
		Industrial Theses Support Program (SAN- TEZ) project	75
		Projects funded by other public institutions except from Higher Education Institutions (Only for projects with R&D characteristics)	35
		Scientific Research Project funded by Higher Education Institutions (Only for projects with R&D characteristics)	35
		Private Institutions (R&D, innovation and unique design projects)	20
<b>(2) PUBLICATION (30 POINTS)</b>	Scientific book (exempt the Thesis)	Scientific book published internationally in the field of expertise	100
		Scientific book published nationally in the field of expertise	60
	Course book	Course book published internationally in the field of expertise	70
		Course book published nationally in the field of expertise	40
	Chapter in a book	A chapter in a book published internationally in the field of expertise	40
		A chapter in a book published nationally in the field of expertise	20
	Translation of a book	Complete translation of a book in the field of expertise	30
		Chapter(s) translation of a book in the field of expertise	15
	Section in an encyclopedia	Section in an encyclopedia published internationally in the field of expertise	10
		Section in an encyclopedia published nationally in the field of expertise	6
	Authentic / compiled article	Complete article published in journals within the scope of SSCI, SCI-Exp, AHCI	40
		Complete article published in journals within the scope of ESCI	35
		Complete article published in area index journals excluding SSCI, SCI-Exp, AHCI, ESCI	30
		Complete article published in other national or international peer-reviewed journals	20
	Other (Technical note, brief article, comment, case report, letter to editor, summary, book critique, research note)	Article published in journals within the scope of SSCI, SCI-Exp, AHCI	10
		Article published in journals within the scope of ESCI	8
		Article published in area index journals excluding SSCI, SCI-Exp, AHCI, ESCI	6
	Internationally broadcasted, performance-based audio and/or video recording	Authentic individual recording	40
		Integrated recording	20

	Nationally broadcasted, performance-based audio and/or video recording	Authentic individual recording	20
		Integrated recording	5
<b>(3) EDITORSHIP / REFEREEING (10 POINTS)</b>	Book editorship	Book editorship in internationally published book in the field of expertise	60
		Book editorship in nationally published book in the field of expertise	30
	Proceedings editorship	Editorship in proceedings book of international congress or symposium	30
		Editorship in proceedings book of national congress or symposium	15
	Journal editorship	Editorship in journals within the scope of SSCI, SCI-Exp, AHCI	30
		Editorship in area index journals excluding SSCI, SCI-Exp, AHCI, ESCI	10
		Editorship in journals within the scope of ESCI	15
	Refereeing	Refereeing in journals within the scope of SSCI, SCI-Exp, AHCI	5
		Refereeing in journals within the scope of ESCI	3
		Refereeing in area index journals excluding SSCI, SCI-Exp, AHCI, ESCI	3
		Refereeing in other national or international peer-reviewed journals	2
	<b>(4) DESIGN (30 POINTS)</b>	Artistic design (building, environment, artefact, site, object, media work)	Applied in public institutions and private law legal entities
Awards in project competitions (first 3 places)		National	15
		International	30
Beneficial artifact/object		TSE/TPE certified (TSE- Turkish Standards Institution, TPE- Turkish Patent and Trademark Office)	30
<b>(5) EXHIBITION (30 POINTS)</b>	Authentic individual event	International	60
		National	30
	Integrated event	International invitational/competitive event	15
		National invitational/competitive event	10
<b>(6) PATENT (30 POINTS)</b>	Internationally registered patent in the field of expertise		100
	Nationally registered patent in the field of expertise		60
<b>(7) ATTRIBUTION (20 POINTS)</b>	For each attribution from different publications of the academic staff member listed in the references section of international books in which the academic staff member is not among the writers of the books in question		8
	For each attribution from different publications of the academic staff member listed in the references section of national books in which the academic staff member is not among the writers of the books in question		2
	For each attribution from different works of the academic staff member listed in the references section of journals covered by SSCI, SCI-Exp, AHCI in which the academic staff member is not among the writers of the journals in question		4
	For each attribution from different works of the academic staff member listed in the references section of international journals except SSCI, SCI-Exp, AHCI in which the academic staff member is not among the writers of the journals in question		2
	For each attribution from different publications of the academic staff member listed in the references section of journals covered by ESCI in which the academic staff member is not among the writers of the journals in question		2
	For each attribution from different journals of the academic staff member listed in the references section of national peer-reviewed journals in which the academic staff member is not among the writers of the journals in question		2
	Performing a work of the composer in an international concert where the composer does not takes part in		5
	Attribution from scientific publications in court decision		8
<b>(8) PRESENTATION</b>	Attending international congresses and symposiums as a keynote speaker		50

<b>(30 POINTS)</b>	Presentation in international congresses and symposiums as a guest speaker		40
	Oral presentation of a full text publication in international congresses and symposiums		30
	Presentation of a published poster in international congresses and symposiums		10
	Oral presentation of a published abstract in international congresses and symposiums		10
	Attending national congresses and symposiums as a keynote speaker		40
	Presentation in national congresses and symposiums as a guest speaker		30
	Oral presentation of a full text publication in national congresses and symposiums		20
	Presentation of a published poster in national congresses and symposiums		5
	Oral presentation of a published abstract in national congresses and symposiums		5
<b>(9) AWARD (30 POINTS) (EXCEPT STUDY/PROJECT/ PUBLICATION INCENTIVE/PARTI CIPATION- ACHIEVEMENT CERTIFICATE VE PLAQUE/SCHOLAR SHIP/CERTIFICAT E OF HONOUR /CERTIFICATE OF SERVICE)</b>	Scientific award granted by TÜBA or TÜBİTAK		100
	Scientific award granted by institution or organizations abroad in the field of expertise		80
	Scientific award granted by domestic state institutions and organizations		40
	Award granted by science and/or artistic board of events such as international congress, assembly, symposium, conference and festival (academic staff member who is issued on behalf can apply)		30
	Award granted by science and/or artistic board of events such as national congress, assembly, symposium, conference and festival (academic staff member who is issued on behalf can apply)		15
<b>(10) POST- GRADUATE THESIS OR PROJECT COORDINATOR (10 POINTS)</b>	Completed PhD thesis		50
	Completed post-graduate thesis		25
	Completed post-graduate project		10
<b>(11) PROVIDING SERVING TO EMU AND THE PUBLIC (10 POINTS)</b>	Serving EMU (as specified in ADEK criteria, except coordinator / membership / presidency services funded with executive compensation)	Launching and Development Activities: assigning a duty in the launching of a new unit within EMU	50
		In-service training and/or seminar activities organized for university staff	10
		Design and planning created for university	50
		Establishing a laboratory: establishing a course or research lab	20
	Serving the public (as specified in ADEK criteria)	Educational Activities: in-service training activities to be provided to staff working within the body of government-owned units and/or non-governmental organizations; preparations of exams for promotion, selection, placement and competition, and/or evaluation activities	15
		Informing: Activities published/broadcasted in printed and/or visual media with the aim of informing the public in the field of expertise	5
		Expert's report/service: Each expert's report/service prepared in the field of expertise on the requested matters coming from organizations	20
		Mentoring relevant institutions or organizations in the field of expertise	15
	Board membership in relevant institutions or organizations in the field of expertise	15	