GUIDE FOR FIRST-TIME APPLICANTS
Institute for Philosophical Research, UNAM
September 2026

This document summarizes the criteria that guide appointments to the Institute for researchers at the rank of Associate Researcher "C".

1. AREAS OF SPECIALIZATION AND AREAS OF COMPETENCE

An applicant's *area of specialization* is the area in which they carry out the great majority (approximately 70% or more) of their academic activities. An area is considered an *area of competence* if the applicant conducts research in it but it is not an area of specialization.

2. EVALUATION CRITERIA

Applications will be evaluated according to the following categories, listed in order of importance.

a) RESEARCH. Research project and work plan, writing sample, and research experience.

The research project and work plan must cover a one-year period, be ambitious yet feasible, be relevant to the subject matter of the call for applications, and include publications (at least two submitted for peer review) in highly prestigious journals or with highly prestigious academic publishers; teaching (at least two courses per year) and conference presentations (at least four per year); participation in seminars and research groups (at least two); and organization of academic events (at least one).

The writing sample must be relevant to the subject matter of the call for applications. It is expected to have been published or accepted for publication, or to have the potential to be published in a top-quartile journal.

To demonstrate research experience, applicants must have at least six months of postdoctoral experience at an institution other than the one that awarded their most recent degree; a solid publication record relevant to the subject matter of the call for applications, including at least four publications; and experience participating in research projects. Prestigious scholarships or fellowships for graduate study or research, awards recognizing academic achievement, and prizes for conference papers, posters, or other materials presented at academic events will also be taken into consideration.

b) TEACHING, PUBLIC ENGAGEMENT, AND OUTREACH. Teaching experience, participation in academic events (including their organization), and experience in public engagement and outreach.

To demonstrate teaching experience, applicants must satisfy at least one of the following requirements: having taught at least four courses, or having served on at least one thesis advisory committee or examination committee. At least one of the courses taught and one of the theses supervised or examined must be relevant to the areas covered by the call for applications.

To demonstrate participation in academic events, applicants must satisfy at least one of the following requirements: having delivered at least four presentations at recognized academic events, or having participated in the organization of at least two academic events.

To demonstrate experience in public engagement and outreach, applicants must have participated in at least two activities such as the following, all on philosophical topics and directed to non-specialist audiences: public conversations or panel discussions, translations of texts, articles, books, newspaper or magazine pieces, fairs, workshops, and audiovisual materials (interviews, short videos, or infographics).

c) PARTICIPATION IN COLLEGIAL BODIES AND OTHER PROFESSIONAL SERVICE.

Other forms of professional service include preparing referee reports for prestigious journals, edited volumes, or academic events, as well as reviewing proposals for research funding agencies.

d) PERFORMANCE DURING THE SELECTION PROCESS. Letter of intent, letters of recommendation, research presentation and interview, and support from the Institute community following the presentation.

If Spanish is not one of the applicant's native languages, the letter of intent must express a firm commitment to learning Spanish within no more than two years.

The letters of recommendation should address the quality of the applicant's research, their teaching abilities, and the kind of colleague they are likely to be.

Shortlisted applicants must give a research presentation relevant to the subject matter of the call for applications, open to the entire Institute community, and defend a well-argued thesis. The presentation will last 50 minutes, followed by 30 minutes for questions and answers. An interview with the Advisory Committee will then take place.

In all cases, evaluations will be based on *accumulated academic age*, that is, the total time elapsed since completion of the doctoral degree, excluding periods of justified inactivity. (For example, assuming that adjustments for inactivity have already been made, greater weight will be given to someone who took four years after completing the Ph.D. to obtain six strong publications than to someone with ten strong publications who took nine years.) For this reason, applicants are encouraged, if they wish, to include in their CV any relevant

information concerning interruptions in their academic career, as well as information related to the mechanism described in the following section.

3. EQUALIZATION MECHANISM

In the event of a tie, the following qualitative and quantitative criteria will be used to break the tie, in the following order: the quality and number of publications, research experience, the number of courses taught, the amount of student supervision and mentoring, the quality and number of conference presentations, research stays at other universities, and the number and prestige of fellowships received.

When, in the judgment of the Advisory Committee, two applicants have very similar qualifications (with a difference of no more than 7 points), the following will also be taken into account: nationality (giving priority to Mexican applicants and, among them, to women, followed by applicants from other Latin American countries); membership in other historically discriminated groups, including sex and gender diversity, or applicants from less favorable academic contexts; and previous experience at UNAM.

WEIGHTING TABLE

	Minimum acceptable *	Maximum score
1. Research project and work plan	15	20
2. Writing sample	10	15
3. Research experience	10	15
4. Teaching experience	3	10
5. Participation in academic events	3	5
6. Public engagement and outreach experience	2	5
7. Collegial bodies and other professional service	2	5
8. Letter of intent	3	5
9. Letters of recommendation	3	5
10. Research presentation and interview	7	10
11. Support from the Institute community following the presentation	3	5

To be included on the shortlist, an applicant must exceed the minimum acceptable score in four of the first seven criteria. Consequently, an applicant must obtain 55 points across criteria 1–9 in order to be shortlisted.