

**COMMENTS TO THE REPORT SUBMITTED BY THE EXTERNAL SCIENTIFIC ADVISORY COMMITTEE
UNIVERSITY OF PUERTO RICO BOTANICAL GARDEN**

	Personnel and Recruitment	Scientific Vision and Infrastructure	Integrated Public/Research/University Botanical Garden
James D Ackerman	The organizational structure needs to be independent of political changes Appointments should be based on solid scientific and administrative credentials and experience Proposed administrative structure difficult to achieve due to limited resources, sequencing of hiring recommended	Agrees on scientific projects identified by the ESAC Expressed excitement with resources the UPR has to address the proposed projects Highlighted UPR-RRP strengths, researchers, for each project focusing on RRP Agrees that recruitments and incentives are needed to generate new projects Supports creation of a research center that provides space and complements knowledge corridor goals	Emphasized need to change the perception that the botanical garden is a place to have a wedding and a place to march in protest against Central Administration policies. Suggests that a broad-based and well publicized research program is an approach that will lend serious credibility to the garden. Improvements are required in the face that the Garden presents to the public for successful fundraising As the image of the Garden turns positive, broadening the Garden's funding base should become an easier task.

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Inés Sastre- De Jesús	Agrees that an Executive Director with experience and training is certainly needed Position should be advertised and filled through a competitive-national search process Concerns expressed about linking the position to an academic appointment to a specific department/campus	Expressed that all proposed projects are feasible Collaborative efforts essential to promote scientific efforts Retreat to promote discussions suggested to establish teams	Facilities are needed to provide faculty integration Apartments on the grounds is a must to promote scientific research at the Garden One semester sabbaticals should be established to encourage working at the Botanical Garden, this could reduce the need to recruit new personnel

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Eugenio Santiago Valentín	Stated that Executive Director should have different role than the traditional/current one Scientific focus and understanding of biodiversity and conservation issues are necessary besides managerial skills Executive Director needs to engage in developing new programs and activities Agrees on the 5 areas identified by the ESAC and the need for hiring professional staff Current organizational structure needs to be re-engineered Suggested priorities for hiring personnel: curator for living collection and education coordinator	Hiring of professional staff to develop joint projects is a basic need Support of Herbarium presented as example of areas in need of immediate support Synergy among researchers of other units (e.g., Mayagüez, Río Piedras, RCM, etc.) is also required The lack of record keeping for the living collection, and a web page for public consultation were mentioned as examples of factors currently affecting collaborative efforts Continuity and long-term commitments required for developing research agenda at the Botanical Garden	Strong image of the UPR in science will require attention to three priorities: • Developing good science (through collaborations with other units) • Using science and collections as a basis for a strong educational program, • Following best practices in botanical garden administration