

Tenure and incentive systems in Turkey

Shortcomings of indicator-based evaluations



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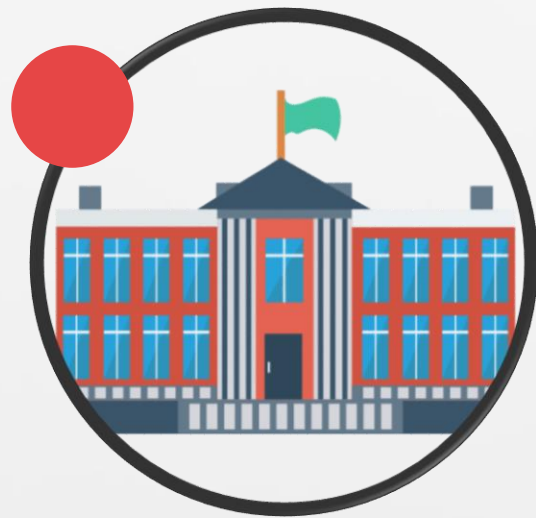
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Warming up...



208 universities

127 public, 78 foundation



**Under the roof of the
Higher Education Council**

Strategic planning and
coordination



Current debate

Scientific merit, nepotism,
the promotion method of
rectors, the role of higher
education council, scarcity
of research funds and
academic positions...

Tenure system

**Being an
academic**

01

Research assistant position | Temporary contract until Ph.D. degree

University requests a position, HEC approves, vacancy is published via university website
Written or oral exams | GPA | language score | Being a graduate student is often obligatory

**PhD and post-
doctorate?**

02

Scarce PhD scholarships and post-doctoral positions | Low salaries

To finish PhD, publishing an article indexed in WoS or a published book is an obligation

**First academic
position**

03

Assistant professor position | Temporary contract (1-3 years)

University requests a position, HEC approves, vacancy is published via university's website
Each university has their own criteria | Additional criteria indicating specific person is possible

**Associate
professor (title)**

04

Given by Higher Education Council | not guarantee the position

Criteria is defined by HEC | Researchers with PhD can submit the application
Some examples of criteria: At least 3 publications in local journals, article/book from PhD, etc.

**Associate professor
(position)**

05

The first permanent position | not applicable without the title

University requests a position, HEC approves, vacancy is published via university's website
Each university determines their own criteria based on indicators | Additional criteria is possible

Professorship

06

Five years after associate professorship | very permanent position

Each university determines their own criteria | expectations are low
Once a professor, always a professor

Some problems of the tenure system

The scientific levels of evaluation panels (gate keepers), problematic pointing system and...

Disciplinary differences

12 different fields

... but no important differences

Main expectation is
"Publish as much as you can"

Conceptualization

No definition of
"international publisher"
or "field index"

ORs

Replacable criteria

Obligations

3 articles in local journals

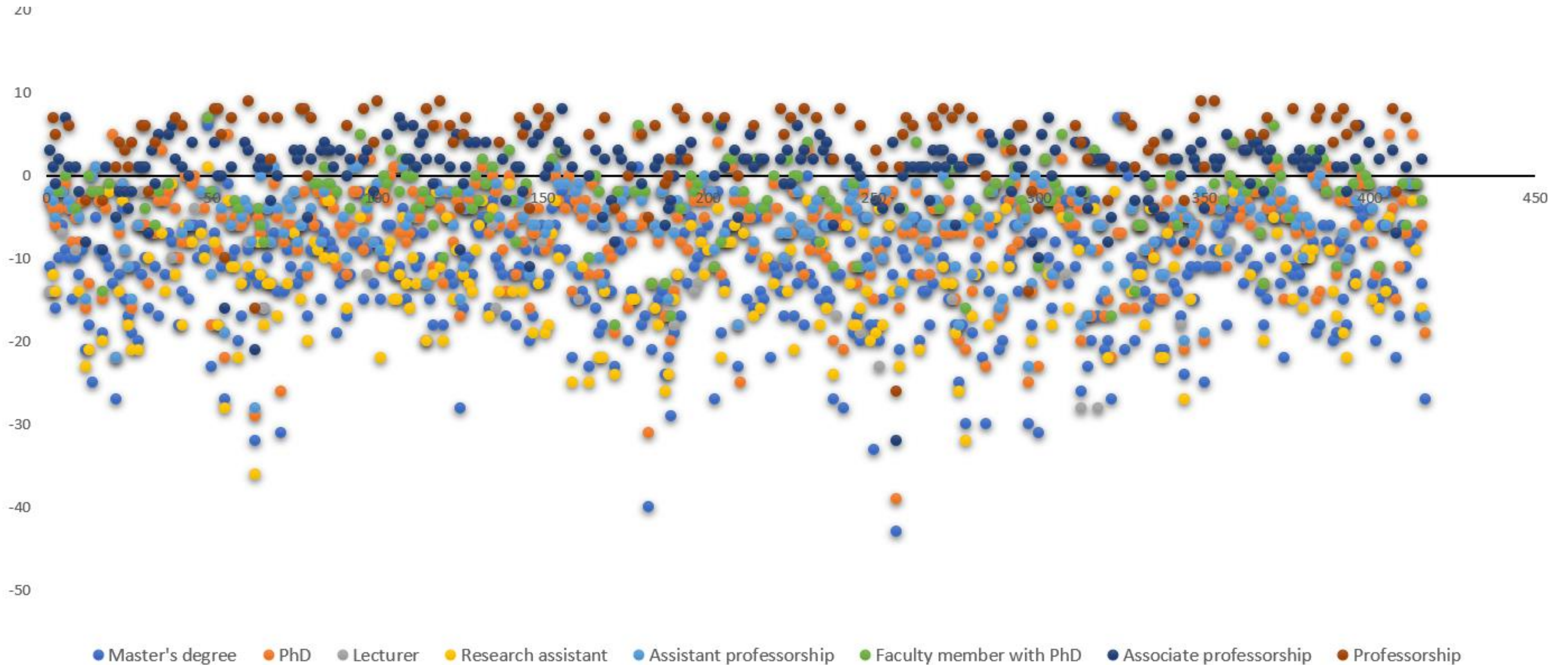
Giving lectures

Supervising thesis

Promoting single-author

Discouraging multi authorship

Consequence?



* Onur Öztürk, the role of performance evaluation systems on the preference of predatory publishing. Master's thesis, will be defended in June 20. (Advisor: Zehra Taşkın)

Consequence?

Favoring English

An article on SCIE and SSCI is equal to 20 points

An article on local journals is equal to 4-8 points

Publishing at least three articles in local journals is "obligatory"

Result: High quality research to SCIE, SSCI; rejected low quality ones to local journals

English language articles in local journals

Because no conceptualization on what is national, what is international.

Consequence?

Favoring English - II

Turkish judicial system is mostly based on Swiss, German and French legal codes

German and French is more important than English in academia for some sub-fields

Turkish is important for dissemination of local research

... but it is expected scholars working on law to publish English language articles in "indexed" journals.

Result: Decontextualized locally relevant research that nobody cares



Search for



Universities

Abdullah Gül University
Acıbadem Mehmet Ali Aydınlar University
Adana Alparslan Türkeş Science and Technology University
Adıyaman University
Afyon Kocatepe University
Ağrı İbrahim Çeçen University
Akdeniz University
Aksaray University
Alanya A. Keykubat University
Alanya H. Emin Paşa University

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Religion
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<https://akademik.yok.gov.tr/>


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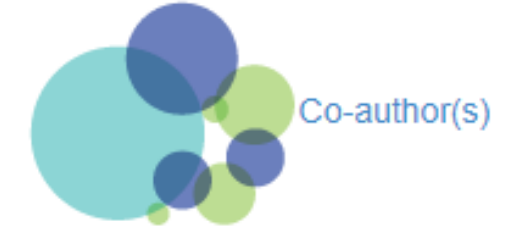


ASSOCIATE PROFESSOR

ZEHRA TAŞKIN

HACETTEPE UNIVERSITY/FACULTY OF LETTERS///

Social Science **Information Management** Documentation, Information Systems, Internet



Researcher ID : 169563
ORCID:0000-0001-7102-493X

Academic Titles

2021

ASSOCIATE PROFESSOR

HACETTEPE UNIVERSITY/
FACULTY OF LETTERS BİLGİ VE BELGE
YÖNETİMİ BÖLÜMÜ

2019-2021

PROFESSOR

Adam Mickiewicz University in
Poznan
Scholarly Communication Research Group

2018-2020

Education

2019-2021

Post-Doc

ADAM MICKIEWICZ
UNIVERSITY IN POZ
SCHOLARLY COMM
RESEARCH GROUP

2012-2017

Doctoral

HACETTEPE UNIVERSITY/
INSTITUTE OF SOCIAL SCIENCES BİLGİ
VE BELGE YÖNETİMİ (DR)

Thesis title: İçerik tabanlı atıf analizi modeli
tasarımı: Türkçe atıflar için metin
kategorizasyonuna dayalı bir uygulama

There are many other systems (university's system, institutional repository, funding agency's system), but interoperability is the problem.

Incentive system

Incentive systems

01

**Incentive Program for International
Scientific Publications (a.k.a. UBYT)**

02

**Academic incentive system by Higher
Education Council**

The main aim is to raise the number of publications

The encouragement method is giving money

UBYT

01

Structure

The Scientific and Research Council of Turkey gives monetary support to the authors published papers in IF journals using Turkey affiliation

02

Indicator

Article influence score

03

Monetary support

Between 1500 – 30000 TRY
(~70 – 1400 EUR)

04

SSH specificity

All AHCI journals: 3000 TRY
(140 EUR)

05

Multi-authorship

The amount is divided into the number of co-authors

06

How many times in a year?

For top tier, no limit,
For the others, a total of 15000 in a year



Academic Incentive Regulation

01

Structure

The Higher Education Council gives annual bonus to the salaries of academics working in public universities

02

System

In every January, scholars report all scientific outputs of previous year

03

Activity types

Project, research, publication, design, exhibition, patent, citation, proceedings, awards

04

Calculation method

Upper limit for each activity is 30 points, 100 for total. Amount is determined considering the positions of scholars. Scholars below 30 points, cannot get the support.

05

Journal level indicator

Quartiles

06

Multi-authorship

The total point is divided to number of authors

Consequence?

Book chapter season

Scam chapter invitations in every December

A single-authored article in Nature and a low quality chapter get the same point

Least effort, maximum gain: Publish in December, apply in January

The same effect is valid for associate professor titles, but in March and October



Consequence?

Point-oriented activities



**Research shows that these incentives do
not increase the number of
publications in high-impact journals**

Conclusion

We have a strong desire to increase the number of publications as a research policy for two primary reasons:

- To improve our ranking levels
- To enhance our visibility within the research community

However, it is crucial to acknowledge the significant problems associated with indicator-based systems and give them due consideration.

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