

Scientific personnel productivity evaluation system

Regarding scientific publications, the University of Georgia prioritizes publications reflected in the world's leading international scientific databases - Scopus and Web of Science. There are several main interrelated reasons for this:

Including scientific journals in the leading scientific bases is one of the indicators of their quality.

Due to the large number of scientific journals in the world, it is necessary to use some ready-made, external filters to evaluate the quality of the scientific activity of employees. International scientific bases are just such a filter. There are more than 37,000 scientific journals in the Scopus database alone, and up to 21,000 in the "core" of Web of Science. Without these databases, independently assessing the credibility of any of the tens of thousands of journals would require significant university resources, and in the case of some disciplines, may not be possible with internal resources. According to the classification of the same bases, there are hundreds of scientific subfields. For evaluating the journals of some subfields, the relevant field specialists may not be found either in the university or in Georgia.

The leading scientific databases provide the necessary meta-information about each journal and publication included in them, which also simplifies the assessment of the quality of scientific activity.

When evaluating the scientific value of a publication, such parameters as the average citation rate of the journal and the number of citations of a particular article are useful. These parameters become reliable and comparable only within a certain scientific base. For example, we can compare the number of citations of two articles in the same field in the Scopus database. However, it would be incorrect to compare the number of citations of one article in Scopus with the number of citations of another article in another database.

The number of citations recorded in any leading database is also reliable in the sense that it reflects citations only in papers and journals that are also included in the same database.

Thus, the inclusion of publications in the database gives us not only a certain indicator of quality but also a reliable tool for their comparison.

Scholars around the world are more likely to read papers in journals that are ranked in leading databases and leading journals in their respective fields.

Delivering papers to specialists in the relevant field is not only an indicator of the quality of the papers but also a factor of their impact and practical effectiveness. A high-quality paper may be lost to the scientific process if it is not communicated in professional circles.

Thus, by prioritizing international scientific bases, we not only set the standard of quality but also promote the effectiveness of scientific activity.

Due to the above-mentioned factors, university rating systems are mainly based on the evaluation of publications recorded in international databases.

Scientific works found outside international bases - in addition to being difficult to assess for quality and most likely to remain outside the wider scientific process - do not have an adequate impact on the university's international rankings and reputation.

The international reputation of the university, in turn, is directly related to subsequent academic success. The ranking of the university is reflected in the academic level of scientists or students who wish to cooperate with it.

Thus, the main tool for evaluating the activity of employees in terms of scientific publications for the University of Georgia is the number of their publications in Scopus and Web of Science databases, journals, and citability.

An additional tool is the evaluation of articles and citations recorded in Google Scholar. Google Scholar scores often correlate with scores from leading databases and also have some influence on some ranking systems. Listing in Google Scholar also increases the likelihood that your publication will be found and used by colleagues. However, unlike Scopus and Web of Science, Google Scholar does not monitor the quality of scientific journals or other scholarly sources (such as conference papers). Virtually any online source that meets certain technical, non-scientific criteria can be included in Google Scholar.

In individual cases, such publications, which are not included in the above-mentioned databases, can be a criterion - for example, in the case of monographs with certain relevance, expert documents, or manuals. However, the university does not undertake to fully record and evaluate all publications that are not included in the main databases.