

ANNEX-6
ACADEMIC STAFF PERFORMANCE ASSESSMENT TABLE

(Amended: Senato Decision-24/04/2024-2024/05)

****The method for calculating the Education-Teaching score is specified in Appendix 7: Education Performance Evaluation Implementation Principles.**

I. EDUCATION-TRAINING	Maximum Points	Courses	Other Training Activities	Total Score
A. Basic Training Activities 1. Courses Taught ¹ 2. Other Training Activities				
B. Innovative Methods in Education and Teaching				
Other Training Activities	POINTS	QUANTITY		
1. Opening a new course	5 POINTS			
2. Opening a new core/service course (University or Faculty level)	5 POINTS			
3. Teaching in High School Summer/Winter School	5 POINTS			
4. Teaching in High School/Teacher/Alumni Academies	5 POINTS			
5. Supervising students for TÜBİTAK, etc. student projects, competitions, or awards	5 POINTS			
6. Seminar course coordination	5 POINTS			
7. Module coordination	5 POINTS			
8. Graduate thesis supervision	Master's: 10 POINTS PhD: 20 POINTS			
9. Non-thesis Master's Program Final Project Supervision	7 POINTS			
10. Course supervision	5 POINTS			
11. Skill coordination	5 POINTS			
12. Weekly contribution to other courses	2 POINTS			

¹ Only courses taught at Kadir Has University will be evaluated. In the Fall and Spring semesters, only the number of courses with the highest number of students (see Appendix 7) will be included in the grading. Summer semester courses will not be graded. The courses "Z009 Doctoral Qualification," "Z015 Internship," "Z020 Seminar," and "Z025 Thesis" are not subject to grading.

13. Providing training within incubation/acceleration programs	2 POINTS			
14. Providing in-house training to academic and/or administrative staff	2 POINTS			
15. Completion of Coursera 'Training of Trainers' Certificate Program (4 modules, 22 courses, 242 hours)	10 POINTS			
GROUP I – TOTAL SCORE				

II. RESEARCH AND DEVELOPMENT	Maximum Points	Quantitative	Total Points	Dean's point
A. YAYINLAR				
1. Article published in AHCI, SSCI, SCI-Expanded or SCOPUS indexed journals 2:				
a) Published scientific article (published in a journal in the first quartile—the quartile requirement does not apply to the Faculty of Law) ³	100 POINTS			
b) Article published in AHCI, SSCI, SCI-Expanded or SCOPUS indexed journals (non-Q1) ⁴	40 POINTS			
c) Short article, analysis, book review, letter to the editor	10 POINTS			
2. Scientific articles published in other international peer-reviewed journals not included in the AHCI, SSCI, SCI-EXP, and SCOPUS databases	30 POINTS			
3. Scientific articles published in TR Dizin/ULAKBİM and recognized peer-reviewed national journals, applicable to the Faculty of Law ⁵	20 POINTS			
4. Books and book chapters				
a) Course books and academic texts published by renowned ⁶ publishing houses, or works artistic literature				
International	150 POINTS			
National	100 POINTS			
b) Chapters in textbooks and academic books published by renowned publishing houses				

² In indexed (SCOPUS/SCI-EXP/SSCI/AHCI) scientific articles, a co-author is awarded 20 points if they are an undergraduate student, 30 points if they are a master's student, and 40 points if they are a doctoral student. The scoring is based on the points corresponding to the highest level of education, regardless of the number of students..

³ The journal in which the scientific article is published must be in the Quartile 1 category in SCOPUS or Web of Science for the relevant year. For publications indexed in both SCOPUS and Web of Science, the higher Quartile value is accepted. The Quartile requirement does not apply to scientific articles produced within the Faculty of Law; scientific articles in the relevant indexes are evaluated in the II.A.1.a category with 100 points.

⁴ Conference articles indexed by AHCI, SSCI, SCI-EXP, or SCOPUS are considered in this POINTS category, regardless of the journal's Quartile values..

⁵ For the list of journals designated for the Faculty of Law, see Appendix 11.

⁶ “For lists of publishers to be evaluated in the “Recognized” category, see Annexes 8 and 9.

International	30 POINTS			
National	15 POINTS			
c) An entry in an encyclopedia published by a renowned publishing house				
International	10 POINTS			
National	5 POINTS			
d) A scientific or artistic translation book, a compilation of case law, or a practical handbook in the relevant field	30 POINTS			
e) A compilation of laws without case law	20 POINTS			
f) Translation of book chapters, articles, or court decisions	5 POINTS			
5. CITATIONS: For each publication with a KHAS address over the past 5 years, the number of citations received in the respective year ⁷	2 POINTS			
B. CREATIVE WORKS PRODUCED IN THE FIELDS OF ART AND DESIGN				
1. Works or pieces that are added to the permanent collections of museums or renowned art institutions, or that are commissioned or produced by such institutions				
International	150 POINTS			
National	80 POINTS			
2. Solo exhibitions and art/design events held at renowned galleries, theaters, art institutions, and similar venues				
International event	50 POINTS			
National event	30 POINTS			
3. Works accepted for juried or curated exhibitions and events (biennials, festivals, etc.)				
International	80 POINTS			
National	30 POINTS			
4. Tanınmış galeri, tiyatro, sanat kurumu vb. yerlerde yapılan sergi ve sanat/tasarım etkinliklerinde yer alan çalışmalar				
Uluslararası	25 POINTS			
Ulusal	15 POINTS			

⁷ For all faculties, the number of citations received by publications from the 5 years preceding the performance period, accessible in SCOPUS and Web of Science (AHCI, SSCI, SCI-EXP) databases, will be accepted within the relevant performance evaluation period. For the Faculty of Law, citations received by publications evaluated in category II.A.3 of the Academic Staff Performance Evaluation Table (Appendix-6) will be accepted, provided that they are documented by the relevant faculty member.

5. Feature film directing/screenwriting/producing/cinematography/editing/leading role (world premiere at major festivals)				
International	100 POINTS			
National	70 POINTS			
6. Short film directing (world premiere at renowned festivals)				
International	30 POINTS			
National	15 POINTS			
7. Theater directing, playwriting, play adaptation, dramaturgy, acting (having played leading roles in well-known productions)				
International	100 POINTS			
National	70 POINTS			
8. Movement design/choreography				
International	100 POINTS			
National	70 POINTS			
C. SCIENTIFIC PROJECTS ⁸				
1. Project Management/Project Leadership				
International (Points will be awarded as long as the project is active)	150 POINTS			
National (Points will be awarded as long as the project is active)	100 POINTS			
2. Research in the Project ⁹				
International (Points will be awarded as long as the project is active)	40 POINTS			
National (Points will be awarded as long as the project is active)	20 POINTS			
3. Science and Technology-Related Patents				

⁸ Research projects funded from external sources, registered with the R&D Resources Directorate, and providing full living support for undergraduate/graduate students/postdoctoral researchers for at least 6 months are accepted. Among projects started in previous years, those that have continued for at least 3 months within the performance evaluation year will be considered. There is no time requirement for newly started projects. In international projects, the roles of "coordinator" and "coordinator researcher" receive double the points (300 and 80 points respectively). In ERC projects, the roles of principal investigator and researcher receive triple the points (450 and 120 points respectively). In TEYDEB projects, consultancy is worth the same points as a national researcher role (20 points). In "R&D Support" projects, "Management Committee membership" accounts for 60% (60 points) of the national project leader's POINTS, while "participation" accounts for 30% (30 points) of the national project leader's POINTS. TÜBİTAK ARDEB 1002, COST participant, COST MC, and ISTKA projects do not meet the minimum research requirement in performance evaluation but are included in the POINTS calculation. Erasmus+ KA1, MSCA Researchers' Night, MSCA Postdoctoral Fellowship, TÜBİTAK TEYDEB 1501, TÜBİTAK TEYDEB 1507, TÜBİTAK BİDEB 2219, TÜBİTAK BİDEB 2237 projects, other scientific board memberships, consultancy projects funded by companies, and event projects are not included in the performance evaluation. Projects under the TÜBİTAK 2244-Industry Doctorate Program are included in performance evaluations for 3 years. For consulate, NGO, and umbrella organization projects, the decision will be made by the R&D Resources Directorate after reviewing the R&D component within the project.

⁹ For the Faculty of Law only, "consultancy in a project" receives the same points as research in a project but does not fulfill the "minimum research requirement".

Patent Application	100 POINTS			
Pending Patent (First three years)	30 POINTS			
4. Technopark Projects				
Setting up a company in the Technology Park	100 POINTS			
Existing Company (First three years)	30 POINTS			
To act as a consultant on projects to be carried out by Technology Park companies as part of university-industry collaboration	15 POINTS			
To form consortia with Technopark companies for EU projects that he/she will draft	50 POINTS			
To provide academic mentoring to companies in the incubator and Technopark	15 POINTS			
D. Undergraduate students supported as part of a research project ¹⁰	10 POINTS (Her Bir Öğrenci İçin)			
GROUP II – TOTAL SCORE				

	Maximum Points	Quantitative	Total Points	Dean's point
III. SERVICES				
A. University Services				
1. Administrative Tasks				
a) Vice Dean, Vice Director (Institute/School/Vocational School), Department Chair, Center Director, Administrative Unit Director	30 POINTS			
b) Head of department	20 POINTS			
c) Graduate/Vocational School Program Coordinator or Administrative Unit Coordinator, ERASMUS Coordinator, coordinating roles in the design and establishment of new programs, and ongoing duties defined by the Deans' Offices (internship and graduation coordinators, Faculty Bologna Coordinator, etc.)	10 POINTS			
2. Chair/Membership of the University Standing Committee (for each)	10/5 POINTS			
3. University Promotion Activities				

¹⁰ Undergraduate students receiving support under research projects must be registered with the Directorate of R&D Resources. The POINTS under this heading are awarded to the project coordinator.

a) Seminar as Part of High School Visits and Career Day Events	15 POINTS			
b) Courses Offered at KHAS Academies	20 POINTS			
c) Workshop Held as Part of Promotional Activities	20 POINTS			
d) Promotional Activities as Part of Career and Vocational Day Events (Off-Campus)	5 POINTS			
e) Bilateral Agreement for Erasmus and Other Exchange Programs	25 POINTS			
B. Professional Events				
1. Editorial Board Membership				
a. Editorial board membership, associate editor, or similar roles in journals indexed in AHCI, SSCI, SCI-EXP, or Scopus	75/30/20 POINTS			
b. Editing for international books published by renowned publishing houses	50 POINTS			
c. Editing of national books published by renowned publishing houses	35 POINTS			
d. Editor of special issues in national peer-reviewed journals indexed by TR Dizin/ULAKBİM	15 POINTS			
e. Special issue editorship for journals indexed in AHCI, SSCI, SCI-EXP, or Scopus	50 POINTS			
2. Scientific conferences, exhibitions, festivals, and competitions				
a. Congress ¹¹ Organizing Committee or Chair of the Jury/Curator at a festival or competition				
International	50 POINTS			
National	30 POINTS			
b. Keynote Speaker				
International	30 POINTS			
National	15 POINTS			
c. Coordinator of Panels, Workshops, and the International Summer School				
International	10 POINTS			
National	5 POINTS			
d. Member of the Congress Organizing Committee or a jury member at a festival or competition				
International	15 POINTS			

¹¹ Scientific events lasting three or more days with numerous concurrent sessions are considered “congress.”

National	10 POINTS			
e. Organizing other events (conferences, workshops, seminars, roundtables, art events, etc.)				
International	20 POINTS			
National	10 POINTS			
f. Consulting roles or membership on official committees within other organizations (municipalities etc.)				
International	30 POINTS			
National	15 POINTS			
3. Science, Art, and Design Scholarships and Awards (Selection Committee, Jury, or Curator)				
a. International scholarship/postdoctoral research opportunity	50 POINTS			
b. National scholarship/postdoctoral research opportunity	25 POINTS			
c. Artist-in-residence program at international institutions	35 POINTS			
d. Artist-in-residence program at national institutions	10 POINTS			
e. Award (prize, distinction) at international science, art, design, performance, and architecture festivals and competitions	50 POINTS			
f. Awards (prizes, honors) at national science, art, design, performance, and architecture festivals and competitions	25 POINTS			
GROUP III – TOTAL SCORE				