

Inefficiencies of Evaluation Mechanism for Promotion and Tenure of Researchers and Faculty Members in Iran

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ABSTRACT

Evaluation of researchers and faculty members for promotion and tenure is of utmost importance for research institutions and universities. In Iran and according to the guidelines of the ministry of science, research, and technology, the evaluation of researchers and faculty members is primarily based on publications in archival journals. The minimum score from journal publications for promotion is also fixed across different branches of science. In this paper, we argue that relying on journal publications, as the only way of demonstrating scientific achievements, is harmful for many branches of science. As an example, we show that conference publication is preferred in computer science. Moreover, requiring identical score from journal publications across vastly different branches of science with vastly different culture is unfair. This paper qualitatively and quantitatively highlights several shortcomings of existing guidelines for evaluation of researchers and faculty members in Iran.

Keywords: Evaluation, Researcher, Faculty Member, Conference, Journal, Computer Science, Ministry of Science, Research, and Technology.