INTERDISCIPLINARY SCIENTIFIC RESEARCH AND PERSONNEL MANAGEMENT SYSTEM AT NAKHCHIVAN STATE UNIVERSITY

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Interdisciplinary Scientific Research and Personnel Management System at Nakhchivan State University

Nakhchivan State University (NDU) implements an extensive evaluation and staff development system to improve academic performance and achieve higher results. Various indicators are used to evaluate the university's performance. These indicators are divided into different categories related to the assessment of academic research, publications, and other scientific activities. These categories are assigned appropriate scores and indicators, taking into account the contributions of employees in their field of specialization.

Publications and Academic Activities:

Publications are one of the main indicators of academic activity. NSU employees are highly valued for publishing their scientific articles in international databases such as Scopus and Web of Science, as well as for making presentations and giving reports at national and international conferences. The scores given to published articles vary in different categories:

- Q1 (article published in journals included in Scopus and Web of Science databases): 500 points

- Q2 (article published in journals included in Scopus and Web of Science databases): 400 points

- There are also special score tables for articles published in international and national journals. Depending on the number of articles, the scores of employees directly affect the value of their scientific activities.

Editorial, Judging, and Commenting:

NSU also highly values editing, refereeing, and reviewing scientific publications. Editorial activities in journals included in the Web of Science and Scopus databases earn employees additional points for their performance in this field.

- Editorship in a journal in the Scopus and Web of Science databases: 300 points

- Editorship in international journals abroad: 150 points

- Refereeing in books and journals: 60 points

Patents and Grants:

NSU employees are also known for their international patent and grant activities. Patents obtained abroad and leading and participating in international grant projects are of great importance.

- Obtaining a patent abroad: 1000 points

- Head of an international grant project: 500 points

- Head of projects financed by the Science Development Foundation: 300 points

Teaching and Administration:

In teaching activities, serious assessments are also offered to university employees. Points are given as a result of student assessments and observations of the rector and department heads who monitor the teaching activities of teachers. Also, employees who hold positions in the university's management and commissions also collect appropriate points.

- Student assessment survey results (9-10 points): 40 points

- Assessments of teaching activities for department heads and deputy deans: 100 points

- University management (rector, vice-rector, department head): 60-100 points

Interdisciplinary Collaboration and Development:

NSU places great emphasis on interdisciplinary activities. This encourages collaboration between different fields of research. Exchange programs, foreign internships, and participation in international courses involving academic staff members are also highly valued.

- Participation in internship programs abroad: 50 points

- International-level training and internship certificate: 100 points

- Personal activities and creative exhibitions: 80-200 points

Conclusion:

Nakhchivan State University has a multi-faceted system for evaluating academic and scientific activities and supporting the development of staff. This system encourages the development of scientific research and teaching activities, as well as increases interdisciplinary cooperation and international exchange of experience. The evaluation mechanism provided by the university allows staff to increase their scientific activities and reach higher academic levels.