Huiku, Leena; Hyrkkänen, Anna-Kaisa; Pasanen, Irma; Tolonen, Eva

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Published: 01/01/2017

Document Version
Publisher's PDF, also known as Version of record

Please cite the original version:
Bibliometric Services in Recruiting Processes at Aalto University
Leena Huiku, Anna-Kaisa Hyrkkänen, Irma Pasanen, Eva Tolonen
Aalto University

Talent Search since 2015-
Summary of first seven pilot cases

- more than 500 scholars contacted
- more than 300 answers/discussions
- more than 80 applied
- +20 Short listed

Talent Search process

- Shortlisting
- Screening & Longlisting
- Preparation
- HR
- MIS

Selection committee

Tenure Track applicants’ publication analyses and reappointment candidates’ reviews since 2011-

MIS Learning Centre HR

KPI indicator: Review of Tenure Track recruits since 2017-

RIS MIS HR

Tenure Track recruits review as part of the RAI process 2018

RIS MIS

Bibliometric tools
Web of Science, InCites, Scopus, Google Scholar, other field specific sources

Abbreviations of units
MIS=Management Information Service
RIS=Research & Innovation Services
HR=Human Resources Services

Nordic Workshop on Bibliometrics and Research Policy, Helsinki, November 9-10, 2017
aalto.fi