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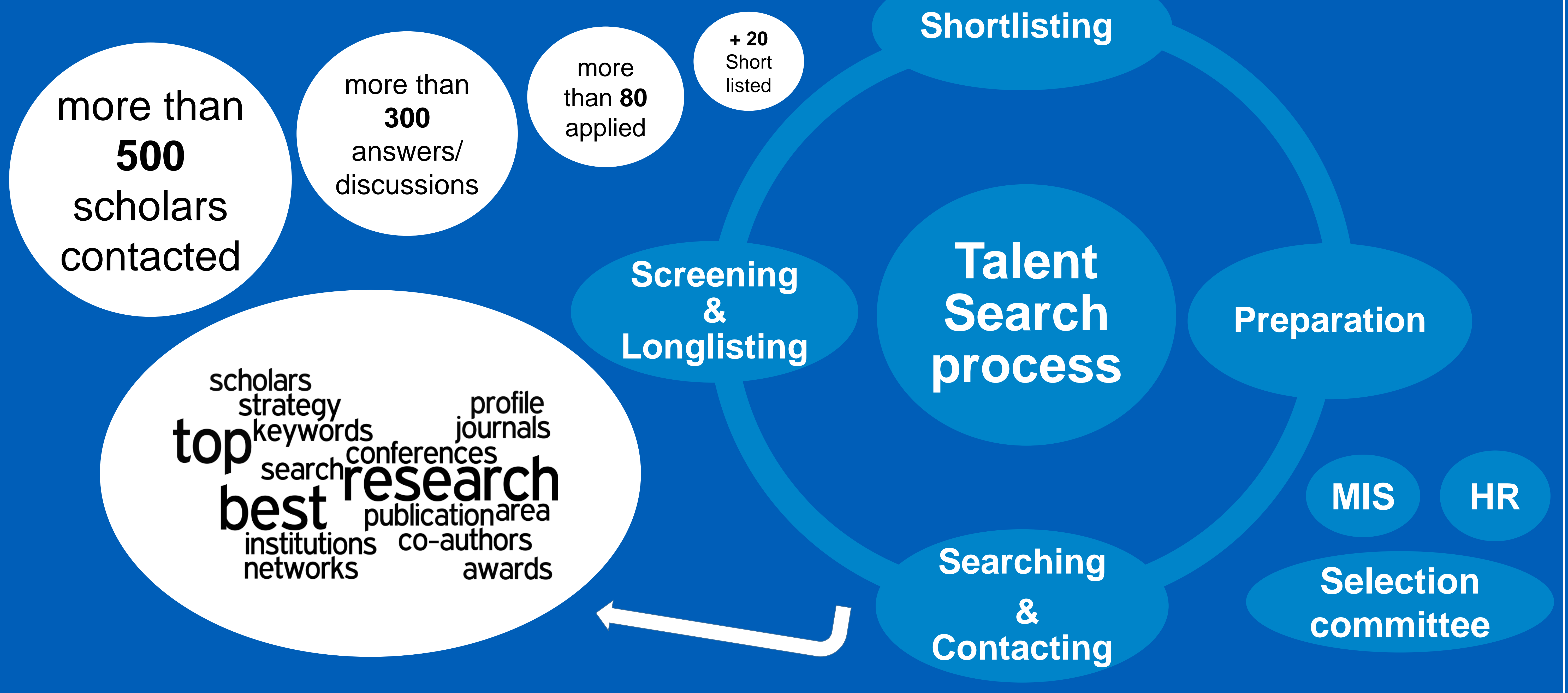
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Bibliometric Services in Recruiting Processes at Aalto University

Leena Huiku, Anna-Kaisa Hyrkkänen, Irma Pasanen, Eva Tolonen
Aalto University

Talent Search since 2015-

Summary of first seven pilot cases



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

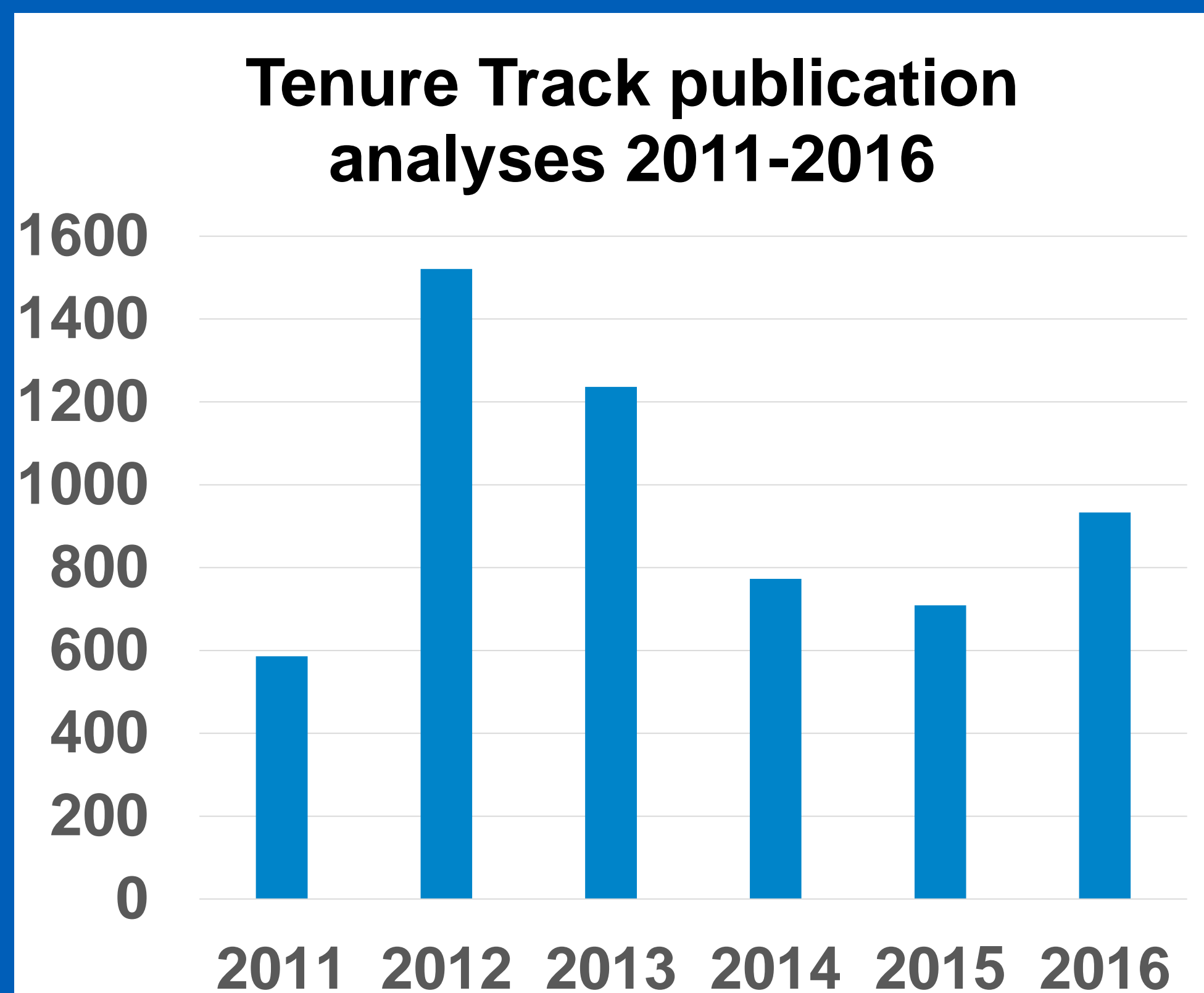
MIS

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

