

EVALUATION OF GÜMÜŞHANE UNIVERSITY ACADEMIC INCENTIVE SITUATIONS BETWEEN 2021 AND 2024

Günay ÇAKIR¹

Ferkan SİPAHİ²

Halil İbrahim ZEYBEK³

ABSTRACT

Since 2016, faculty members' university academic activities have been recorded in the Higher Education Information System (YÖKSİS). The following topics are qualified for incentives: It is organized into sections labeled project, research, publication, design, exhibition, patent, citation, notification, and award. These figures are also used in Turkish universities' monitoring and evaluation reports. The study examined the academic activities of Gümüşhane University faculty members from 2021 to 2024. Academics' work is documented annually through YÖKSİS data entry. In this context, units were classified as faculties, colleges, vocational schools, and research centers. Academic study totals and averages were calculated for each unit using the grouping values. Furthermore, results were discovered across all universities using academic titles. It was also determined how many academic staff members received the Council of Higher Education's academic incentive allowance annually. After analyzing the 4-year YÖKSİS data, 174 people in 2021, 214 people in 2022, 254 people in 2023, and 268 people in 2024 qualified for awards based on 30-point threshold. The incentive system helps higher education administrators develop evidence-based policies for their universities. Thus, it contributes measurable value to academic openness and responsibility.

Keywords: Academic Incentive, YÖKSİS, Evaluation, Türkiye.

GÜMÜŞHANE ÜNİVERSİTESİ 2021-2024 YILLARI ARASI AKADEMİK TEŞVİK BAŞVURU VERİLERİNİN DEĞERLENDİRİLMESİ

ÖZ

2016 yılından itibaren üniversitelerdeki öğretim elemanlarının akademik faaliyetleri Yüksek Öğretim Bilgi Sistemi (YÖKSİS) veritabanına girilmektedir. Akademik teşvik verilmesine konu olan faaliyet başlıkları sırasıyla; proje, araştırma, yayın, tasarım, sergi, patent, atf, tebliğ ve ödül kısımlarından oluşmaktadır. Türkiye’de üniversitelere ait izleme ve değerlendirme raporlarında da bu veriler kullanılmaktadır. Çalışma Gümüşhane Üniversitesi bünyesindeki öğretim elamanlarının 2021 ve 2024 yılları arasındaki akademik faaliyetleri üzerinden yapılmıştır. Akademisyenlerin bir takvim yılı içindeki çalışmalarını YÖKSİS veritabanı veri girişiyle belgelenmektedir. Bu bağlamda birimler içersinde fakülte, yüksekokul, meslek yüksekokulu ve araştırma merkezlerine göre gruplandırma yapılmıştır. Her bir birimdeki akademik çalışmaların gruplandırma değerlerine göre toplam ve ortalama değerleri hesaplanmıştır. İlave olarak tüm üniversite bazında akademik unvana göre de sonuçlar verilmiştir. Yüksek Öğretim Kurulu akademik teşvik ödeneği uygulamasından her yıl yararlanmış olan akademik personel sayısı da belirlenmiştir. Sonuç olarak 4 yıllık YÖKSİS verileri değerlendirildiğinde, 2021 yılında 174 kişi ve 2022 yılında ise 214 kişi, 2023 yılında 254 kişi ve 2024 yılında 268 kişi 30 puan barajını geçerek ödül almaya hak kazanmıştır. Teşvik sistemi, yükseköğretim yöneticilerine üniversiteleri ile ilgili kanıt temelli politika geliştirmeleri hususunda katkı sağlamaktadır. Böylelikle akademik alanda şeffaflık ve hesap verebilirlik kapsamında ölçülebilir katkılar sunmaktadır.

Anahtar Sözcükler: Akademik Teşvik, YÖKSİS, Değerlendirme, Türkiye

¹ Karadeniz Teknik Üniversitesi Orman Fakültesi Yaban Hayatı Ekolojisi ve Yönetimi Bölümü 61100 Trabzon Türkiye; gcakir@ktu.edu.tr

² Gümüşhane Üniversitesi, Mühendislik ve Doğa Bilimleri Fakültesi 29100, Gümüşhane, Türkiye, ferkansipahi@gmail.com

³ Ondokuz Mayıs Üniversitesi, İnsan ve Toplum Bilimleri Fakültesi, Coğrafya Bölümü, Samsun, Türkiye, zeybekhi@gmail.com

1. INTRODUCTION

Universities offer efforts to help students adjust to social life through education, increase their employability after graduation, and make it easier for them to get involved in business or social activities. It also carries out studies to improve the societal impact of researchers' and developers' work. Several scientific markers are taken into consideration when creating academic studies that look at research and development processes. Several important criteria have been put out to evaluate the success of universities from year to year. Our country's scholars conduct research, offer services, and work in education (Kaptanoğlu & Özok, 2006). An academic incentive allowance is a system of awards based on the scientific achievement of university members throughout a calendar year. This technique was designed to assist scientists become more motivated (Deci & Ryan, 1985).

Academic staff in universities also behave similarly to employees in other organizations academically after the completion of the regulation controversy. One of the most important motivational elements of the academic staff is wage. The first objective of this study is to determine how the academic staff of Gümüşhane University evaluates the incentives they receive academically (AKYOL, 2014). The second objective is to determine the academic aspirations incentives evaluation situations at the university, the level of the Faculty/Discipline type of academic aspirations incentives evaluations, the interaction of this situation with the academic accumulation level. In this context, the evaluation situations of the academic staff regarding academic incentives are discussed. On the other hand, the incentives of the academicians are important on the road to reaching a higher academic level. In order to reward the work done, the wage that employees receive from their work corresponds to both the sources of subsistence and wealth and to the general definition. There is the same view of the academic staff as an image, but the difference here is the perception of academic staff regarding the significance of wages.

Wage is the top of the iceberg in getting paid if the distinction of the wage and all the elements that lead to it are taken into account. The wage that constitutes the financial basis of the work is also a source of safety for the future of the employees. This situation is particularly true for state employees. For employees who have received the guarantee of a future in terms of their work or have already passed a period, the wage they wish to take is the material materialization of what they have made. If this wage represents a certain level, the satisfaction of the academic staff will increase and vice versa.

In 2002, the laws governing quality control and academic evaluation in higher education institutions were put into place. The Commission for Higher Education Academic Evaluation and Quality Improvement was established in 2005. However, not all university departments have sufficiently addressed quality awareness, and going beyond the management level has not raised productivity. Universities consequently created in-house techniques for assessing academic achievement. TÜBİTAK and universities have diverse approaches to rewarding scientific publication activity in Türkiye. However, the supports appear to be oriented at expanding the quantity of activities rather than improving the quality of academic activities (Al, 2008).

In 2021, 2022, 2023, and 2024, there were 227, 194, 233, and 326 research publications published in journals using Gümüşhane University's Web of Science (WOS) system, respectively. Nonetheless, the Web of Science system's papers are not the only criteria used to evaluate universities. Scholars and organizations evaluate it based on parameters such as the number of graduate PhD students, projects (EU, TÜBİTAK, etc.), and national and international publications (books and articles).

In 2016, YÖK started implementing the "Academic Incentive Allowance" application. The publication potential of university faculty members is now being evaluated utilizing the reward mechanism.

In this context, the potential of Gümüşhane University academics to produce scientific studies for the last four years (between 2021 and 2024) (total academic activities produced in one year) and receive academic incentive grants has been investigated, as well as the current status of the scientific studies of academic staff based on faculty, college, and vocational school uploaded to the Dec database.

2. MATERIAL AND METHODS

2.1.1 Study area

This study examines academic staff scores based on data uploaded to the YÖKSİS database during the calendar year 2021-2024. YÖKSİS is an information system that collects data from Turkish university officials and students. This system serves as a uniform platform for academic personnel to enter and score their scientific works. Gümüşhane University was founded in 2008 and is comprised of one institute, eight faculties, one college, and ten vocational schools. The study employed YÖKSİS academic performance values as reported by faculty members in academic units.

2.2. Material

Turkey has 208 universities as of January 2025, including 129 state institutions and 79 foundations (YÖKSİS, 2025). Academic staff at state universities are eligible for the academic incentive allowance under the "Academic Incentive Allowance Regulation" (Turkish Official Gazette, 2016). The study universe includes YÖKSİS data declarations from Gümüşhane University faculty members. The Academic Incentive Allowance Regulation lists activity titles such as project, research, publishing, design, exhibition, patent, citation, communication, and prize. Faculty members at the university are assessed based on YÖKSİS data submissions from a calendar year by regulations. The total scores computed as a consequence of the academic incentive allowance application were considered during the evaluation process.

2.3. Metods

The Unit Academic Incentive Application and Review Commission collects and examines scientific studies conducted by university academics in one calendar year (January 1-December 31) in accordance with relevant regulations, and then forwards them to the University Academic Incentive Regulation, Supervision, and Objection Commission for final evaluation. Units were entered into separate forms using the shorthand symbols shown in Table 1. Lecturers in the Gümüşhane University rectorate

organization (Atatürk Principles and Revolution History, Turkish Language, Foreign Languages, Fine Arts, Physical Education, and Informatics) departments were not assessed.

Gümüşhane University's personnel information system provided information on titles (professor, associate professor, assistant professor, research assistant, and lecturer). The YÖKSİS database data for 2021, 2022, 2023, and 2024, which contains information about academic staff's scientific studies, was reviewed by unit, year, and title. All of the results included in this study are the final results of the evaluation conducted by Gümüşhane University's "University Academic Incentive Regulation, Supervision, and Objection Commission".

The following estimates were done using data from Academic Incentive Allowance applications.

- Academic title-based score ranges.
- Gender-based incentive rates.
- Arithmetic mean ($\bar{x}$) and sum (Σ) of academic unit-based incentive points.
- Recipient rate of academic staff incentive allowance.

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Table 1. Table of academic incentive unit names, abbreviations, and unit symbols

Academic Unit Name	Abbreviation	Academic Unit Name	Abbreviation
Faculty of Letters	EDEFA	Gümüşhane Vocational School	GMYO
Faculty of Communication	İLEFA	Gümüşhane Vocational School of Health Services	GSHMYO
Faculty of Theology	İLAFA	İrfan Can Köse Vocational School	İCKMYO
Faculty of Engineering and Natural Sciences	MDBF	Kelkit Aydın Doğan Vocational School	KADMYO
Faculty of Economics and Administrative Sciences	İİBF	Kelkit Sema Doğan Vocational School	KSDMYO
Faculty of Health Sciences	SABF	Kürtün Vocational School	KÜMYO
Faculty of Sports Sciences	SPBF	Şiran Dursun Keleş Vocational School	ŞDKMYO
Faculty of Tourism	TUFA	Şiran Mustafa Beyaz Vocational School	ŞMBMYO
School of Applied Sciences	UBYO	Vocational School of Social Sciences	SOBMYO
		Torul Meslek Vocational School	TOMYO

3. FINDINGS

Universities take the lead in both scientific research and education. Academics' work also influences university rankings among themselves. Council of Higher Education (CoHE) implemented the "Academic Incentive Allowance" in 2016 to evaluate the scientific research capacity of university faculty members through a compensation mechanism. In this context, the ability of Gümüşhane University faculty members to publish and get academic incentive allowances over the last four years (2021-2024) was researched and statistically analyzed.

It is critical to evaluate projects and outcome products at the university level using international and national indexes for comparison. The number of journal articles published in Gümüşhane University's Web of Science system in 2021, 2022, 2023, and 2024 was 227, 194, 233, and 326 units, respectively.

Table 2 shows the average academic incentive allowance data for the university's academic units between 2021 and 2024, based on YÖKSİS scores. It shows the total number of faculty members who can/cannot receive academic incentive allowance, as well as the range of academic incentive allowance scores for these units.

When the statistics in Table 2 are analyzed, the number of academic staff who got academic incentive allowance between 2021 and 2024 is determined to be 174 (%30.5), 214 (%33.9), 254 (%43.0), and 268 (42.2%), respectively. The proportions of men and women among academic staff getting incentives were 72% male, 28% female in 2021, 67% male, 33% female in 2022, 67% male, 33% female in 2023, and 69% male, 31% female in 2024. In 2022, 22.5% of men (144) and 11.1% of women (70) received academic incentive allowances out of a total of 631 academic personnel. In 2021, the top three units receiving academic incentive allowances were MDBF (n=47), İİBF (n=36), and SABF (n=16). Similarly, in 2022, MDBF (n=48), İİBF (n=41), and SABF (n=22). In 2023, there were 57 MDBF, 43 İİBF, and 26 SABF. In 2024, there are MDBF (n=61), İİBF (n=40), and SABF (n=30) (Table 2, Figure 1, Figure 2 and Figure 3).

When the units are evaluated according to the number of personnel within them, the unit with the highest academic incentive allowance in terms of male academic staff became the Faculty of Tourism in 2021 with 63.6% (n=11), the Faculty of Tourism in 2022, the Faculty of Sports Sciences in 2023 and the Faculty of Sports Sciences in 2024.

The units with the lowest incentive benefit rates were İCKMYO and KÜMYO in 2021, UBYO in 2022, GSHMYO in 2023, and ŞDKSHMYO in 2024. UBYO had the highest incentive Deciency rate among women in 2021 (0.0%; n=4), followed by ILAFA-CUMYO-ŞMBMYO in 2022, CUMYO-TOMYO in 2023, and CUMYO-ŞMBMYO in 2024, based on units. UBYO has consistently had the highest proportion of women obtaining academic incentive allowances. In 2021, ILAFA-KÜMYO-ICKMYO-ŞMBMYO-SOSBMYO earned the lowest academic incentive allowance for women. This was followed by ILAFA-KÜMYO-TOMYYO in 2022, KÜMYO-TOMYYO in 2023, and KÜMYO-ŞMBMYO in 2024.

Table 2. Academic incentive allowance evaluation results for 2021–2024 by academic unit.

Academic Units	Number of Academic Staff Receiving Academic Incentives								Number of Academic Staffs Who Cannot Receive Academic Incentives				Total Academic staff			
	2021		2022		2023		2024		2021	2022	2023	2024	2021	2022	2023	2024
	M	W	M	W	M	W	M	W								
EDEFA	8	1	14	3	10	5	10	3	44	46	35	48	53	63	50	61
İLEFA	3	3	5	4	8	4	8	3	22	16	14	16	28	25	26	27
İLAFİA	6	0	6	0	12	1	15	1	14	26	24	20	20	32	37	36
MDBF	37	10	36	12	45	12	46	15	82	83	63	68	129	131	122	128
İİBF	25	11	30	11	31	12	29	11	26	31	19	30	62	72	63	68
SABF	6	10	3	19	7	19	9	21	29	29	22	25	45	51	48	55
TUFA	7	2	7	1	7	1	7	1	2	3	3	4	11	11	11	12
SPBF	4	1	8	2	10	2	12	5	9	6	3	2	14	16	15	20
UBYO	2	1	0	2	1	2	1	2	1	2	1	1	4	4	4	4
GMYO	8	2	10	3	11	4	11	4	40	41	32	32	50	54	47	47
GSHMYO	2	2	1	1	1	5	2	5	17	24	17	20	21	26	23	27
İCKMYO	0	0	2	2	3	2	2	1	13	14	14	17	13	18	18	20
KADMYO	3	1	5	2	4	3	11	3	27	26	24	23	31	33	31	37
KSDMYO	2	3	1	3	2	4	2	5	10	9	12	6	15	13	18	13
KÜMYO	0	0	1	0	1	0	3	0	9	10	9	6	9	11	10	9
ŞDKSHMYO	1	2	1	4	1	4	1	3	13	11	11	14	16	16	16	18
ŞMBMYO	3	0	5	0	5	2	3	0	10	12	9	11	13	17	16	14
SOBMYO	7	0	7	1	9	1	6	2	13	12	5	11	20	20	15	19
TOMYO	1	0	2	0	1	0	3	2	15	18	20	16	16	20	21	21
TOTAL	125	49	144	70	171	83	181	87	396	417	337	369	571	631	591	635
Percentage Rate	72	28	67	33	67	33	68	32	69	66	57	58				

M: Men, W: Women

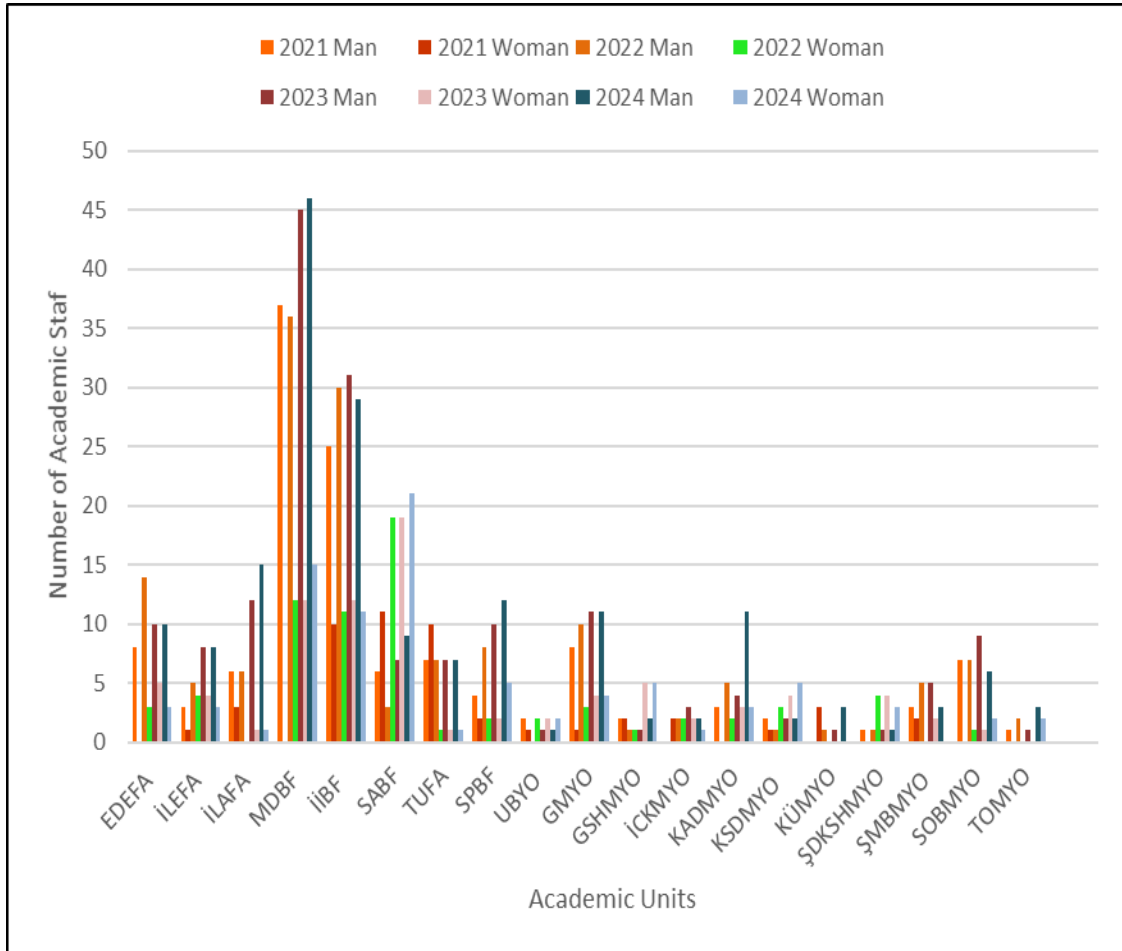


Figure 1. Graph of male and female academic incentive allowance in units between 2021 and 2024

In 2021, the Faculty of Tourism had the highest rate of receiving unit-based academic incentive allowance for male academic staff (63.6%) and the School of Applied Sciences for women (25%), while İrfan Can Köse Vocational School and Kürtün Vocational School had the lowest rates (0.0%).

In 2022, the Faculty of Tourism and the School of Applied Sciences for women (50%) had the highest unit-based academic incentive allowance for male academic staff (63.6%), while the lowest units were the Faculty of Theology for men and women (0.0%), İrfan Can Köse Vocational School (0.0%), and Kürtün Vocational School (0.0%).

In 2023, the Faculty of Sports Sciences and the School of Applied Sciences for women (50%) had the highest unit-based academic incentive allowance for male academic staff (66.7%), while the lowest units were Gümüşhane Health Services Vocational School for men (4.3%) and Kürtün Vocational School for women (0.0%). In 2024, the Faculty of Sports Sciences and the School of Applied Sciences for women (50%) had the highest unit-based academic incentive allowance for male academic staff (70%), while the lowest units were Şiran Dursun Keleş SHMYO for men (5.6%) and Şiran Mustafa Beyaz Vocational School and Kürtün Vocational School for women (0.0%) (Table 3).

Table 3. Unit-based incentive allowance rate by gender and year (based on total academic personnel on a unit basis)

Academic Units	2021		2022 M	2022W	2023 M	2023 W	2024 M	2024 W
	2021 M	W						
<i>EDEFA</i>	15.1	1.9	22.2	4.8	20.0	10.0	16.4	4.9
<i>İLEFA</i>	10.7	10.7	20.0	16.0	30.8	15.4	29.6	11.1
<i>İLAF</i>	30.0	0.0	18.8	0,0	32.4	2.7	41.7	2.8
<i>MDBF</i>	28.7	7.8	27.5	9,2	36.9	9.8	35.2	11.7
<i>İİBF</i>	40.3	17.7	41.7	15,3	49.2	19.0	41.2	14.7
<i>SABF</i>	13.3	22.2	5.9	37,3	14.6	39,6	16.4	38.2
<i>TUFA</i>	63,6	18.2	63.6	9,1	63.6	9,1	58.3	8.3
<i>SPBF</i>	28,6	7.1	50.0	12,5	66.7	13.3	70.0	20.0
<i>UBYO</i>	50,0	25.0	0.0	50.0	25.0	50.0	25.0	50.0
<i>GMYO</i>	16,0	4.0	18.5	5.6	23.4	8.5	23.4	8.5
<i>GSHMYO</i>	9,5	9.5	3.8	3.8	4.3	21.7	7.4	18.5
<i>İCKMYO</i>	0,0	0.0	11.1	11.1	16.7	11.1	10.0	5.0
<i>KADMYO</i>	9,7	3.2	15.2	6.1	12.9	9.7	29.7	8.1
<i>KSDMYO</i>	13,3	20.0	7.7	23.1	11.1	22.2	15.4	38.5
<i>KÜMYO</i>	0,0	0.0	9.1	0.0	10.0	0.0	33.3	0.0
<i>ŞDKSHMYO</i>	6,3	12.5	6.3	25.0	6.3	25.0	5.6	16.7
<i>ŞMBMYO</i>	23,1	0.0	29.4	0.0	31.3	12.5	21.4	0.0
<i>SOBMYO</i>	35,0	0.0	35.0	5.0	60,0	6,7	31.6	10.5
<i>TOMYO</i>	6,3	0.0	10.0	0.0	4.8	0.0	14.3	9.5
Total								
Percentage	21.9	8.6	22.8	11.1	28.9	14,0	28.5	13.4

M: Man W: Woman

Of the 571 academic staff who were evaluated in 2021 for the academic incentive application allowance at the university, there were 19 people with 100 points and above, 35 people with 60-99.9 points, and 127 people with 30-59.9 points, according to the YÖKSİS database scoring ranges. In 2021, 175 (n=571; 30.6%) academic staff had no points. Similarly, in 2022, 19 academic staff out of 631 received 100 points or more, but in 2023 and 2024 this number was 21 (n=591) and 11 (n=635). Table 4 shows raw score range distributions for academic titles.

There were 175 staff members in 2021 (571 total), 216 in 2022 (631 total), 257 in 2023 (591 total), and 284 in 2024 (635 total) who did not obtain any points. Each year, there was a rise in the number of faculty members who applied for academic incentive allowances without receiving any points. Five percent of the total rate is made up of faculty members who failed to declare points. Consequently, it is evident that other academic staff members who did not have or had zero YÖKSİS database points

between 2021 and 2024 performed poorly in terms of publication creation, with the exception of associate professors and professors (Table 4).

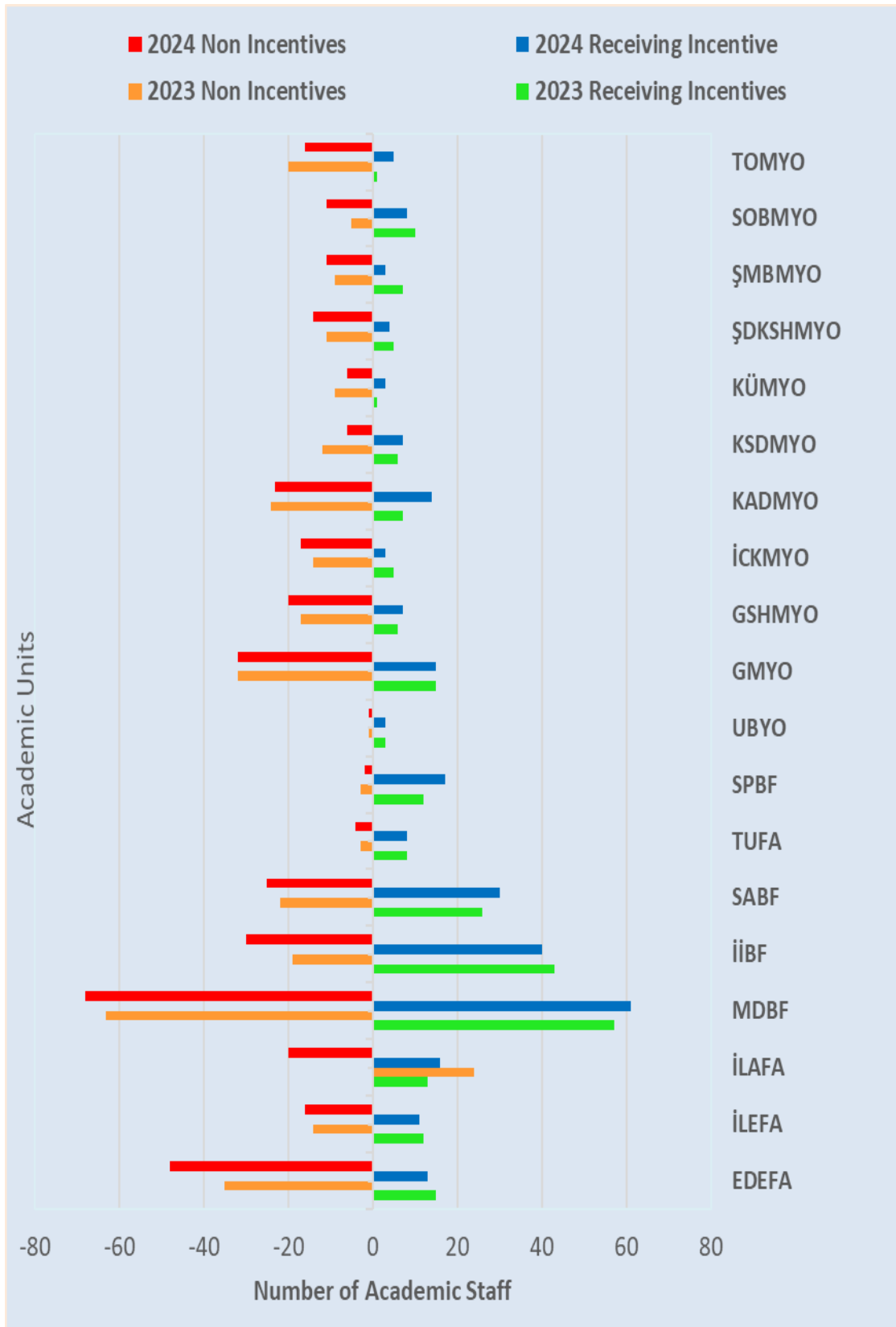


Figure 2. Graph of receiving/not receiving academic incentives 2021 and 2022

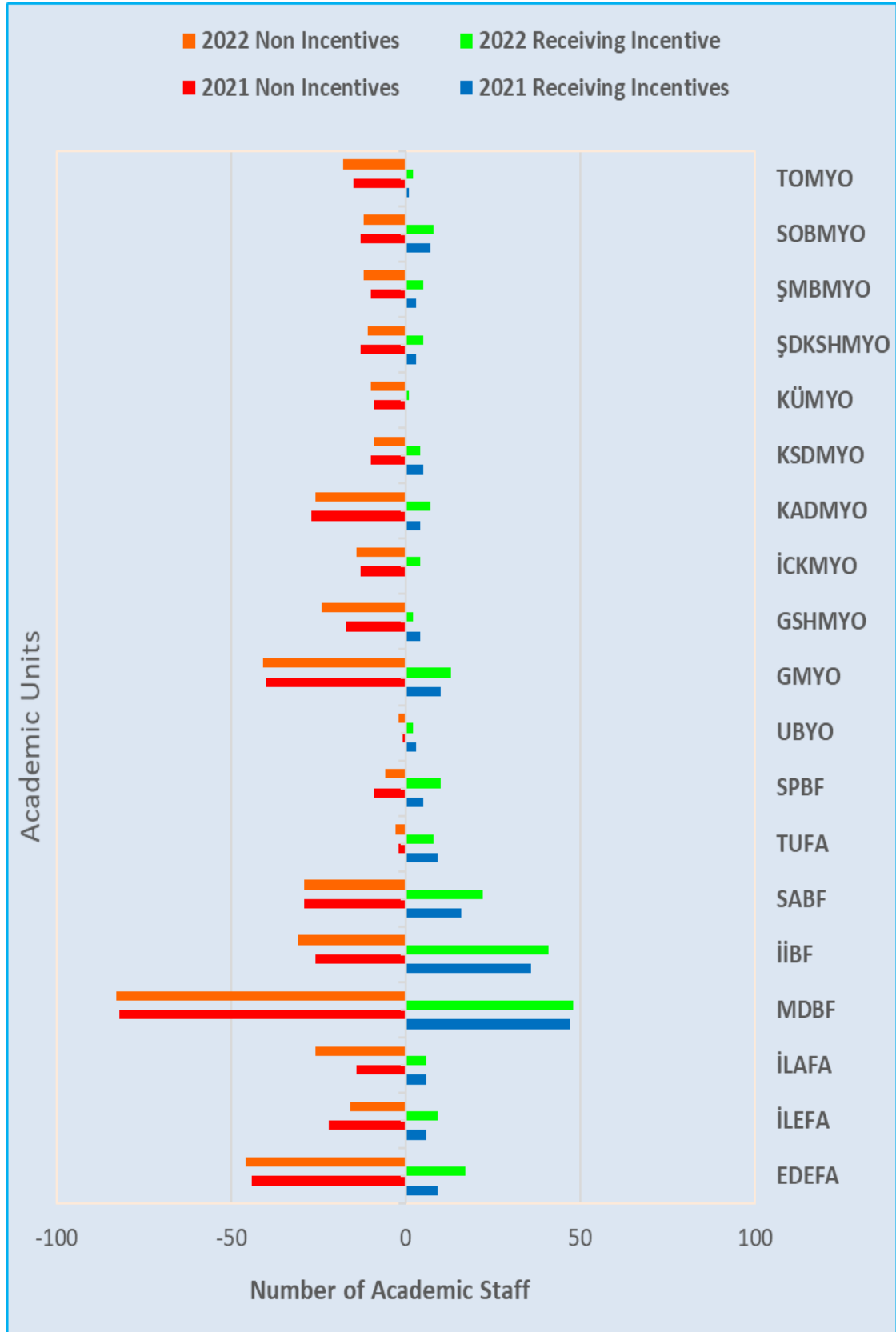


Figure 3. Graph of receiving/not receiving academic incentives 2023 and 2024

Table 4. Sorting by academic title and raw score data for academic incentive allowance

Point groups	Years	Lecturer	Res. Ass.	Doctoral Fellow	Assoc Prof.	Prof.	Total
0 point	2021	96	40	27	6	2	171
	2022	107	69	30	6	4	216
	2023	133	46	59	13	6	257
	2024	126	64	69	19	6	284
0.1-29.9 points	2021	58	63	77	14	7	219
	2022	48	44	87	16	6	201
	2023	13	22	37	8	6	86
	2024	26	20	37	5	5	93
30.0-59.9 points	2021	12	20	55	23	17	127
	2022	13	14	72	27	14	140
	2023	18	17	80	43	23	181
	2024	23	16	68	51	31	189
60.0-99.9 points	2021	7	7	8	11	2	35
	2022	1	0	26	19	9	55
	2023	1	1	23	13	11	49
	2024	3	2	20	19	14	58
100 points and above	2021	0	3	2	9	5	19
	2022	1	0	4	10	4	19
	2023	0	0	7	7	4	18
	2024	0	0	2	4	5	11
Total	2021	173	133	169	63	33	571
	2022	170	127	219	78	37	631
	2023	165	86	206	84	50	591
	2024	178	102	196	98	61	635

The average academic incentive application allowance score of 13 academic units rose while the average of 6 academic units fell, based on the academic score averages of academic units for 2021 and 2024. SPBF (31.67), KSDMYO (12.69), KÜMYO (12.68), İCKMYO (10.12), KADMYO 10.04), TORUL (8.22), \DKMYO (4.74), GSHMYO (4.26), İLEFA (3.57), SABF (3.23), UBYO (1.70), SOBMYO (0.62), İLAFA (0.15), and \MBMYO (0.01) have higher average scores than the average score values of 2021 and 2024.

According to academic incentive application allowance data, the following units have declining average scores: TUFA (-2.78), FENDER (-2.76), EDEFA (-1.69), FEAS (-1.32), and GMYO (-0.98) (Table 6). The unit with the largest decline was TUFA academic data, whose average score value dropped by 2.78. The Faculty of Sports Sciences, which employs 18 academic staff, has the highest academic average value in 2024 at 31.67 (Tables 5 and 6). Citation, publication, and notification areas have the highest grades in terms of academic accomplishment. There was a limit to how much could be studied in projects and other subjects.

Table 5. Total points earned from the academic incentive allowance and overall averages by title from 2021 to 2024

Academic Title	YEAR	PROJECT	ACADEMIC STUDY	ARTICLE	DESIGN	EXHIBITION	PATENT	CITATION	SYMPOSIUM	PRIZE	TOTAL POINT
Research Assist.	2021 Total	6.00	0.00	1072.40	0.00	0.00	0.00	983.75	100.70	4.00	2166.85
	2022 Total	0.00	22.50	491.35	0.00	0.00	0.00	443.15	23.95	0.00	980.95
	2023 Total	2.00	9.35	573.56	0.00	0.00	0.00	337.05	55.80	0.00	977.76
	2024 Total	0.00	18.00	554.24	0.00	0.00	0.00	398.54	72.17	0.00	1042.95
	2021 Avrg.	0.05	0.00	8.06	0.00	0.00	0.00	7.45	0.76	0.03	16.29
	2022 Avrg.	0.00	0.18	3.87	0.00	0.00	0.00	3.49	0.19	0.00	7.72
	2023 Avrg.	0.02	0.11	6.67	0.00	0.00	0.00	3.92	0.65	0.00	11.37
	2024 Avrg.	0.00	0.17	5.38	0.00	0.00	0.00	3.87	0.70	0.00	10.13
Lecturer	2021 Total	17.60	0.00	680.74	0.00	0.00	0.00	463.65	130.75	0.00	1266.09
	2022 Total	2.00	20.90	411.06	0.00	5.00	0.00	376.00	87.40	0.00	902.36
	2023 Total	0.00	0.00	557.66	0.00	0.00	0.00	360.00	65.75	0.00	983.41
	2024 Total	0.00	0.00	912.70	0.00	0.00	0.00	408.88	95.70	0.00	1417.29
	2021 Avrg.	0.10	0.00	3.91	0.00	0.00	0.00	2.76	0.75	0.00	7.45
	2022 Avrg.	0.01	0.11	2.17	0.00	0.03	0.00	1.99	0.46	0.00	4.77
	2023 Avrg.	0.00	0.00	3.55	0.00	0.00	0.00	2.29	0.42	0.00	6.26
	2024 Avrg.	0.00	0.00	5.01	0.00	0.00	0.00	2.25	0.53	0.00	7.79
Doctoral Fellow	2021 Total	26.00	31.80	2022.55	0.00	15.00	18.00	1836.85	182.55	12.00	4119.42
	2022 Total	7.04	0.00	2860.52	6.81	0.00	0.00	2669.39	320.71	5.04	5869.51
	2023 Total	10.00	72.00	3884.24	4.50	17.10	0.00	2401.00	384.90	0.00	6773.74
	2024 Total	20.00	18.00	2771.13	0.00	13.50	0.00	1984.27	302.41	0.00	5109.30
	2021 Avrg.	0.15	0.19	12.35	0.00	0.09	0.11	11.27	1.43	0.04	25.50
	2022 Avrg.	0.15	0.19	11.97	0.00	0.09	0.11	10.93	1.07	0.07	24.52
	2023 Avrg.	0.05	0.34	18.58	0.02	0.08	0.00	11.49	1.84	0.00	32.41
	2024 Avrg.	0.10	0.09	14.24	0.00	0.07	0.00	10.28	1.54	0.00	26.33
Assoc Prof.	2021 Total	8.00	0.00	977.32	0.00	0.00	18.00	1595.45	83.90	0.00	2686.07
	2022 Total	11.00	0.00	1394.12	0.00	0.00	0.00	2496.20	150.95	0.00	4052.27
	2023 Total	0.00	0.00	1489.65	0.00	0.00	0.00	2304.90	148.10	0.00	3942.65
	2024 Total	22.15	0.00	2118.55	0.00	0.00	0.00	2533.26	230.58	0.00	4904.54
	2021 Avrg.	0.13	0.00	16.29	0.00	0.00	0.30	26.59	1.40	0.00	44.77
	2022 Avrg.	0.14	0.00	17.87	0.00	0.00	0.00	32.00	1.94	0.00	51.95
	2023 Avrg.	0.00	0.00	17.73	0.00	0.00	0.00	27.44	1.76	0.00	46.94
	2024 Avrg.	0.21	0.00	19.99	0.00	0.00	0.00	23.90	2.18	0.00	46.27
Professor	2021 Total	10.00	0.00	372.90	0.00	0.00	0.00	1262.75	70.20	0.00	1715.85
	2022 Total	0.00	0.00	506.65	0.00	0.00	0.00	1248.35	85.00	0.00	1840.00
	2023 Total	20.00	0.00	896.56	0.00	0.00	0.00	1535.20	102.45	0.00	2554.21
	2024 Total	24.00	0.00	987.19	0.00	0.00	0.00	1775.30	166.16	0.00	2952.65
	2021 Avrg.	0.30	0.00	11.30	0.00	0.00	0.00	38.27	2.13	0.00	52.00
	2022 Avrg.	0.00	0.00	13.69	0.00	0.00	0.00	33.74	2.30	0.00	49.73
	2023 Avrg.	0.40	0.00	17.93	0.00	0.00	0.00	30.70	2.05	0.00	51.08
	2024 Avrg.	0.39	0.00	16.60	0.00	0.00	0.00	29.60	2.79	0.00	49.38
All universities Academic Staff	2021 Total	67.60	31.80	5128.91	0.00	15.00	36.00	6143.45	568.10	16.00	11958.27
	2022 Total	20.00	43.40	5659.51	6.75	5.00	0.00	7233.70	667.28	5.00	13613.24
	2023 Total	32.00	81.35	7401.66	4.50	17.10	0.00	6938.15	757.00	0.00	15231.76
	2024 Total	66.00	36.00	7372.58	0.00	13.50	0.00	7138.95	869.90	0.00	15496.93
	2021 Avrg.	0.12	0.06	9.96	0.00	0.03	0.06	11.43	1.25	0.02	22.83
	2022 Avrg.	0.03	0.07	8.71	0.01	0.01	0.00	11.13	1.03	0.01	20.94
	2023 Avrg.	0.05	0.14	12.40	0.01	0.03	0.00	11.62	1.27	0.00	25.51

2024 Avrg. 0.10 0.06 11.47 0.00 0.02 0.00 11.10 1.35 0.00 24.10
Table 6. Academic study averages for academic units from 2021 to 2024

ACADEMIC UNIT	YEAR	PROJECT	ACADEMIC STUDY	ARTICLE	DESIGN	EXHIBITION	PATENT	CITATION	SYMPOSIUM	PRIZE	TOTAL POINT
	AVERAGE VALUES										
EDEFA	2021 Avrg.	0.00	0.00	7.97	0.00	0.00	0.00	2.46	0.26	0.00	10.69
	2022 Avrg.	0.02	0.00	8.42	0.00	0.00	0.00	5.12	0.54	0.00	12.58
	2023 Avrg.	0.00	0.00	15.95	0.00	0.00	0.00	3.82	0.20	0.00	19.98
	2024 Avrg.	0.00	0.00	6.46	0.00	0.00	0.00	2.54	0.00	0.00	9.00
İLAFİA	2021 Avrg.	0.00	0.00	16.86	0.00	0.00	0.00	3.53	1.39	0.26	22.04
	2022 Avrg.	0.00	0.00	4.26	0.00	0.00	0.00	2.18	0.51	0.00	6.90
	2023 Avrg.	0.00	0.00	13.17	0.00	0.00	0.00	2.18	0.19	0.00	15.54
	2024 Avrg.	0.22	0.00	16.50	0.00	0.00	0.00	4.43	0.42	0.00	22.19
İLEFA	2021 Avrg.	0.00	0.00	10.76	0.00	0.56	0.67	4.94	0.53	0.00	17.45
	2022 Avrg.	0.00	0.00	15.91	0.26	0.00	0.00	11.23	1.11	0.00	28.50
	2023 Avrg.	0.00	1.73	13.20	0.17	0.66	0.00	11.93	0.12	0.00	27.81
	2024 Avrg.	0.00	0.00	10.19	0.00	0.50	0.00	9.93	0.40	0.00	21.02
İİBF	2021 Avrg.	0.03	0.00	16.98	0.00	0.00	0.00	15.04	1.07	0.00	32.64
	2022 Avrg.	0.00	0.00	19.77	0.00	0.00	0.00	14.74	1.34	0.01	32.09
	2023 Avrg.	0.00	0.00	22.10	0.00	0.00	0.00	17.46	1.02	0.00	40.58
	2024 Avrg.	0.12	0.00	13.72	0.00	0.00	0.00	15.73	1.75	0.00	31.32
MDBF	2021 Avrg.	0.28	0.12	8.11	0.00	0.00	0.14	20.95	1.19	0.03	30.33
	2022 Avrg.	0.08	0.11	7.51	0.00	0.00	0.00	20.81	1.24	0.00	29.75
	2023 Avrg.	0.25	0.30	8.27	0.00	0.00	0.00	16.68	1.78	0.00	27.27
	2024 Avrg.	0.27	0.28	9.23	0.00	0.00	0.00	16.20	1.59	0.00	27.57
SABF	2021 Avrg.	0.36	0.37	9.26	0.00	0.00	0.00	9.20	1.79	0.00	20.98
	2022 Avrg.	0.07	0.00	11.57	0.00	0.00	0.00	15.97	2.27	0.00	29.88
	2023 Avrg.	0.00	0.00	16.20	0.00	0.00	0.00	13.47	3.05	0.00	32.72
	2024 Avrg.	0.00	0.00	12.48	0.00	0.00	0.00	9.12	2.62	0.00	24.21
TUFA	2021 Avrg.	0.00	0.00	16.20	0.00	0.00	0.00	23.45	0.27	0.00	39.93
	2022 Avrg.	0.00	0.45	15.51	0.00	0.00	0.00	20.20	0.00	0.00	36.16
	2023 Avrg.	0.00	0.00	8.72	0.00	0.00	0.00	28.36	0.05	0.00	37.13

	2024 Avrg.	0.00	0.00	13.28	0.00	0.00	0.00	23.63	0.25	0.00	37.15
SPBF	2021 Avrg.	0.00	0.00	9.69	0.00	0.00	0.00	6.56	2.29	0.43	18.96
	2022 Avrg.	0.00	0.00	16.51	0.00	0.00	0.00	18.02	0.86	0.00	35.38
	2023 Avrg.	2.00	0.00	30.53	0.00	0.00	0.00	21.16	3.45	0.00	55.14
	2024 Avrg.	2.00	0.00	22.36	0.00	0.00	0.00	23.59	4.68	0.00	50.63
UBYO	2021 Avrg.	0.00	0.00	20.34	0.00	0.00	0.00	15.94	1.20	0.00	37.48
	2022 Avrg.	0.00	0.00	16.58	0.00	0.00	0.00	16.88	0.00	0.00	33.45
	2023 Avrg.	0.00	0.00	18.08	0.00	0.00	0.00	10.13	1.50	0.00	29.70
	2024 Avrg.	0.00	0.00	21.83	0.00	0.00	0.00	15.85	1.50	0.00	39.18
GMYO	2021 Avrg.	0.04	0.00	5.01	0.00	0.00	0.00	12.88	0.62	0.00	18.42
	2022 Avrg.	0.16	0.00	5.97	0.00	0.10	0.00	11.70	1.15	0.00	18.97
	2023 Avrg.	0.04	0.00	6.53	0.00	0.00	0.00	12.43	0.25	0.00	19.25
	2024 Avrg.	0.00	0.00	5.88	0.00	0.00	0.00	10.89	0.67	0.00	17.44
GSHMY O	2021 Avrg.	0.00	0.00	4.63	0.00	0.00	0.00	8.27	0.28	0.00	13.18
	2022 Avrg.	0.00	0.00	3.23	0.00	0.00	0.00	9.55	0.47	0.00	13.25
	2023 Avrg.	0.00	0.00	8.26	0.00	0.00	0.00	10.75	1.21	0.00	20.23
	2024 Avrg.	0.00	0.00	5.88	0.00	0.00	0.00	10.89	0.67	0.00	17.44
KADMY O	2021 Avrg.	0.00	0.00	4.86	0.00	0.00	0.00	4.54	0.62	0.00	10.02
	2022 Avrg.	0.07	0.00	1.19	0.00	0.00	0.00	6.00	1.07	0.00	8.33
	2023 Avrg.	0.00	0.00	11.47	0.00	0.00	0.00	6.62	1.73	0.00	19.82
	2024 Avrg.	0.00	0.00	12.46	0.00	0.00	0.00	6.50	1.11	0.00	20.06
KSDMY O	2021 Avrg.	0.24	0.00	9.30	0.00	0.00	0.00	7.38	1.28	0.00	18.20
	2022 Avrg.	0.00	0.00	11.27	0.00	0.00	0.00	6.86	1.98	0.00	20.11
	2023 Avrg.	0.00	0.00	12.70	0.00	0.00	0.00	7.43	4.18	0.00	24.30
	2024 Avrg.	0.00	0.00	18.44	0.00	0.00	0.00	10.52	1.93	0.00	30.89
İCKMYO	2021 Avrg.	0.00	0.00	0.85	0.00	0.00	0.00	0.00	0.00	0.00	0.85
	2022 Avrg.	0.00	0.00	11.27	0.00	0.00	0.00	3.38	0.67	0.00	15.32
	2023 Avrg.	0.00	0.00	8.85	0.00	0.00	0.00	3.30	0.53	0.00	12.69
	2024 Avrg.	0.00	0.00	6.06	0.00	0.00	0.00	2.91	0.30	0.00	9.27
KÜMYO	2021 Avrg.	0.00	0.00	0.00	0.00	0.00	0.00	0.20	0.00	0.00	0.20
	2022 Avrg.	0.00	0.00	4.58	0.00	0.00	0.00	3.65	0.30	0.00	8.52
	2023	0.00	0.00	2.30	0.00	0.00	0.00	2.73	0.00	0.00	5.03

	Avrg. 2024 Avrg.	0.80	0.00	6.06	0.00	0.00	0.00	2.66	3.36	0.00	12.88
SOBMY O	2021 Avrg.	0.40	0.00	14.66	0.00	0.00	0.00	11.79	2.52	0.00	28.78
	2022 Avrg.	0.00	0.13	16.48	0.00	0.00	0.00	17.09	1.84	0.00	35.54
	2023 Avrg.	0.00	0.00	19.59	0.00	0.00	0.00	25.38	3.55	0.00	48.52
	2024 Avrg.	0.00	0.00	15.54	0.00	0.00	0.00	12.22	1.64	0.00	29.40
	2021 Avrg.	0.00	0.00	4.54	0.00	0.00	0.00	9.28	0.50	0.00	13.66
ŞMBMY O	2022 Avrg.	0.00	0.00	7.55	0.00	0.00	0.00	9.11	2.44	0.00	17.81
	2023 Avrg.	0.00	0.00	11.19	0.00	0.00	0.00	8.40	1.20	0.00	20.79
	2024 Avrg.	0.00	0.00	3.90	0.00	0.00	0.00	8.49	1.29	0.00	13.67
	2021 Avrg.	0.00	0.00	4.66	0.00	0.00	0.00	0.28	2.00	0.00	6.94
	2022 Avrg.	0.00	0.00	8.17	0.00	0.00	0.00	5.08	1.20	0.00	14.15
ŞDKMY O	2023 Avrg.	0.00	0.00	9.40	0.00	0.00	0.00	4.95	0.98	0.00	15.32
	2024 Avrg.	0.00	0.00	7.53	0.00	0.00	0.00	3.75	0.40	0.00	11.68
	2021 Avrg.	0.00	0.00	4.14	0.00	0.00	0.00	0.49	0.34	0.00	4.97
	2022 Avrg.	0.00	0.00	5.91	0.00	0.00	0.00	1.12	0.54	0.19	7.77
	2023 Avrg.	0.00	0.00	2.19	0.00	0.00	0.00	1.27	0.00	0.00	3.46
TOMYO	2024 Avrg.	0.00	0.00	10.86	0.00	0.00	0.00	2.21	0.11	0.00	13.19

Table 7. Overall academic achievement for each group in 2021 and 2024

ACADEMIC UNIT	YEAR	PROJECT	ACADEMIC STUDY	ARTICLE	DESIGN	EXHIBITION	PATENT	CITATION	SYMPOSIUM	PRIZE	TOTAL POINT
EDEFA	2021 Total	0.00	0.00	422.39	0.00	0.00	0.00	130.15	13.80	0.00	566.34
	2022 Total	1.00	0.00	404.00	0.00	0.00	0.00	261.10	27.40	0.00	629.00
	2023 Total	0.00	0.00	797.71	0.00	0.00	0.00	190.95	10.20	0.00	998.86
	2024 Total	0.00	0.00	284.28	0.00	0.00	0.00	111.90	0.00	0.00	396.18
	2021 Total	0.00	0.00	387.70	0.00	0.00	0.00	81.30	32.00	6.00	507.00
İLAFİA	2022 Total	0.00	0.00	144.70	0.00	0.00	0.00	72.00	18.00	0.00	234.70
	2023 Total	0.00	0.00	408.30	0.00	0.00	0.00	67.50	6.00	0.00	481.80
	2024 Total	8.00	0.00	594.05	0.00	0.00	0.00	159.60	15.00	0.00	776.65
	2021 Total	0.00	0.00	413.60	6.75	0.00	0.00	291.90	28.80	0.00	741.05
	2022	0.00	0.00	290.40	0.00	15.00	18.00	133.50	14.25	0.00	471.15

	Total										
	2023	0.00	45.00	343.20	4.50	17.10	0.00	310.20	3.00	0.00	723.00
	Total										
	2024	0.00	0.00	275.10	0.00	13.50	0.00	268.20	10.80	0.00	567.60
	Total										
İİBF	2021	2.00	0.00	1069.81	0.00	0.00	0.00	917.20	67.35	0.00	2056.36
	Total										
	2022	0.00	0.00	1344.24	0.00	0.00	0.00	1002.50	90.80	1.00	2438.54
	Total										
	2023	0.00	0.00	1392.14	0.00	0.00	0.00	1100.20	64.20	0.00	2556.54
MDBF	Total										
	2024	8.00	0.00	933.18	0.00	0.00	0.00	1069.40	118.95	0.00	2129.53
	Total										
	2021	26.00	15.00	677.09	0.00	0.00	18.00	1476.45	68.30	4.00	2284.84
	Total										
SABF	2022	10.00	13.50	923.90	0.00	0.00	0.00	2559.10	152.73	0.00	3659.23
	Total										
	2023	30.00	36.35	1008.94	0.00	0.00	0.00	2034.70	216.75	0.00	3326.74
	Total										
	2024	34.00	36.00	1171.67	0.00	0.00	0.00	2057.20	202.10	0.00	3500.97
TUFA	Total										
	2021	16.00	16.80	416.83	0.00	0.00	0.00	413.85	80.40	0.00	943.88
	Total										
	2022	3.00	0.00	509.14	0.00	0.00	0.00	702.55	99.95	0.00	1314.64
	Total										
SPBF	2023	0.00	0.00	777.61	0.00	0.00	0.00	646.50	146.40	0.00	1570.51
	Total										
	2024	0.00	0.00	549.03	0.00	0.00	0.00	401.20	115.20	0.00	1065.43
	Total										
	2021	0.00	0.00	178.20	0.00	0.00	0.00	258.00	3.00	0.00	439.20
UBYO	Total										
	2022	0.00	5.40	186.08	0.00	0.00	0.00	242.40	0.00	0.00	433.88
	Total										
	2023	0.00	0.00	95.88	0.00	0.00	0.00	312.00	0.50	0.00	408.38
	Total										
GMYO	2024	0.00	0.00	159.30	0.00	0.00	0.00	283.50	3.00	0.00	445.80
	Total										
	2021	0.00	0.00	135.67	0.00	0.00	0.00	91.80	32.00	6.00	265.47
	Total										
	2022	0.00	0.00	231.08	0.00	0.00	0.00	252.30	12.00	0.00	495.38
GSHMY O	Total										
	2023	0.00	0.00	457.88	0.00	0.00	0.00	317.40	51.75	0.00	827.03
	Total										
	2024	0.00	0.00	447.13	0.00	0.00	0.00	471.80	93.60	0.00	1012.53
	Total										
GSHMY O	2021	0.00	0.00	81.38	0.00	0.00	0.00	63.75	4.80	0.00	149.93
	Total										
	2022	0.00	0.00	66.30	0.00	0.00	0.00	67.50	0.00	0.00	133.80
	Total										
	2023	0.00	0.00	72.30	0.00	0.00	0.00	40.50	6.00	0.00	118.80
GSHMY O	Total										
	2024	0.00	0.00	87.30	0.00	0.00	0.00	63.40	6.00	0.00	156.70
	Total										
	2021	2.00	0.00	240.60	0.00	0.00	0.00	566.85	31.20	0.00	792.06
	Total										
GSHMY O	2022	8.00	0.00	286.68	0.00	5.00	0.00	573.45	56.50	0.00	929.63
	Total										
	2023	2.00	0.00	306.89	0.00	0.00	0.00	584.25	11.70	0.00	904.84
	Total										
	2024	0.00	0.00	276.18	0.00	0.00	0.00	511.85	31.50	0.00	819.53
	Total										
GSHMY O	2021	0.00	0.00	97.26	0.00	0.00	0.00	173.75	5.80	0.00	276.81
	Total										
	2022	0.00	0.00	97.26	0.00	0.00	0.00	173.75	5.80	0.00	276.81
	Total										
	2023	0.00	0.00	97.26	0.00	0.00	0.00	173.75	5.80	0.00	276.81

	2022 Total	0.00	0.00	74.29	0.00	0.00	0.00	219.55	10.80	0.00	304.64
	2023 Total	0.00	0.00	190.09	0.00	0.00	0.00	247.35	27.80	0.00	465.24
	2024 Total	0.00	0.00	241.40	0.00	0.00	0.00	206.25	34.95	0.00	482.60
KADMY O	2021 Total	0.00	0.00	150.65	0.00	0.00	0.00	140.85	19.20	0.00	310.70
	2022 Total	2.00	0.00	32.00	0.00	0.00	0.00	162.00	29.00	0.00	225.00
	2023 Total	0.00	0.00	355.50	0.00	0.00	0.00	205.35	53.60	0.00	614.45
	2024 Total	0.00	0.00	460.85	0.00	0.00	0.00	240.40	40.95	0.00	742.20
KSDMY O	2021 Total	3.60	0.00	139.43	0.00	0.00	0.00	110.70	19.20	0.00	272.93
	2022 Total	0.00	0.00	146.46	0.00	0.00	0.00	89.15	25.80	0.00	261.41
	2023 Total	0.00	0.00	177.75	0.00	0.00	0.00	103.95	58.50	0.00	340.20
	2024 Total	0.00	0.00	258.22	0.00	0.00	0.00	147.30	27.00	0.00	432.52
İCKMYO	2021 Total	0.00	0.00	11.10	0.00	0.00	0.00	0.00	0.00	0.00	11.10
	2022 Total	0.00	0.00	202.80	0.00	0.00	0.00	60.90	12.00	0.00	275.70
	2023 Total	0.00	0.00	159.35	0.00	0.00	0.00	59.40	9.60	0.00	228.35
	2024 Total	0.00	0.00	96.90	0.00	0.00	0.00	46.60	4.80	0.00	148.30
KÜMYO	2021 Total	0.00	0.00	0.00	0.00	0.00	0.00	1.80	0.00	0.00	1.80
	2022 Total	0.00	0.00	45.76	0.00	0.00	0.00	36.45	3.00	0.00	85.21
	2023 Total	0.00	0.00	23.03	0.00	0.00	0.00	27.30	0.00	0.00	50.33
	2024 Total	8.00	0.00	60.60	0.00	0.00	0.00	26.55	33.60	0.00	128.75
SOBMY O	2021 Total	8.00	0.00	293.10	0.00	0.00	0.00	224.10	50.40	0.00	575.60
	2022 Total	0.00	2.00	247.17	0.00	0.00	0.00	256.30	27.60	0.00	533.07
	2023 Total	0.00	0.00	293.92	0.00	0.00	0.00	380.70	53.20	0.00	727.82
	2024 Total	0.00	0.00	295.27	0.00	0.00	0.00	232.20	31.20	0.00	558.67
ŞMBMY O	2021 Total	0.00	0.00	63.53	0.00	0.00	0.00	120.65	7.00	0.00	191.18
	2022 Total	0.00	0.00	98.09	0.00	0.00	0.00	118.40	34.20	0.00	231.49
	2023 Total	0.00	0.00	179.00	0.00	0.00	0.00	134.40	19.20	0.00	332.60
	2024 Total	0.00	0.00	54.54	0.00	0.00	0.00	118.90	18.00	0.00	191.44
ŞDKMY O	2021 Total	0.00	0.00	69.90	0.00	0.00	0.00	4.20	30.00	0.00	104.10
	2022 Total	0.00	0.00	130.71	0.00	0.00	0.00	81.30	18.00	0.00	226.42
	2023 Total	0.00	0.00	150.39	0.00	0.00	0.00	79.20	15.60	0.00	245.19
	2024 Total	0.00	0.00	135.60	0.00	0.00	0.00	67.50	7.20	0.00	210.30
TOMYO	2021 Total	0.00	0.00	66.30	0.00	0.00	0.00	7.80	5.40	0.00	79.50

2022 Total	0.00	0.00	124.12	0.00	0.00	0.00	23.55	11.40	4.00	163.07
2023 Total	0.00	0.00	45.90	0.00	0.00	0.00	26.70	0.00	0.00	72.60
2024 Total	0.00	0.00	228.06	0.00	0.00	0.00	46.50	2.40	0.00	276.96

4. RESULTS and DISCUSSION

Academic title, gender, unit averages, and academic incentive allowance receipt rate by faculty, college, and vocational school were examined in the evaluation reports of academic incentive allowances released by Gümüşhane University to analyze this study. According to Balcı (2017), the academic incentive allowance evaluation reports created by university unit academic incentive allowance evaluation committees using data from the YÖKSİS database are believed to be largely accurate. In particular, universities founded after 2000 are more productive than those founded and institutionalized before 2000 in several ways (Ak & Gülmez, 2007; Alparslan, 2014). According to Karadağ and Yücel (2016), the high average academic incentive allowance suggests that various academic pursuits are undertaken at the pertinent universities.

The faculty rankings were MDBF, TUFA, SABF, İİBF, İLEFA, EDEFA, and İLAFA when the number and scores of academic staff members who received academic incentive allowances at Gümüşhane University between 2021 and 2024 were analyzed on a unit basis. In terms of academic incentive allowances received in each of the four years from 2021 to 2024, MDBF and İİBF had the greatest values among the university's academic units. In terms of obtaining academic incentive allowances in 2021 and İLAFA in 2022, KÜMYO was found to have the lowest rate. According to the academic characteristics of the academic units, this scenario is believed to be related to the title of the academic staff and the capacity for publication production. Given their position at colleges, academic staff members frequently do poorly academically. There are academic staff members that perform academic work in addition to their teaching responsibilities. In 2021, 15.98% of assistant professors had no academic work, while in 2022, 13.70% did.

174 individuals in 2021, 214 in 2022, 254 in 2023, and 268 in 2024 met the 30-point criterion and were eligible to receive an academic incentive grant award after the academic staff of Gümüşhane University assessed the academic studies of the previous four years using the YÖKSİS database. As a result of this study, it is anticipated that the application for the academic incentive grant award would significantly advance higher education policy, boost academic performance, and guarantee quality and scientific accomplishments. Additionally, academic staff in colleges and vocational schools should be pushed to undertake more scientific work, even when a high percentage of faculty members receive incentives. As a result, more academic staff members are participating in scientific endeavors thanks to the "Academic Incentive Allowance" program created for faculty members. It is important to make sure that faculty members whose annual academic activity values are insufficient are involved in the expanding activities. Joint transdisciplinary initiatives and in-service training can boost contribution rates.

In 2021, MDBF (47 people), İİBF (36 people), and SABF (16 people) were the units that earned the biggest rewards in terms of the number of academic personnel, according to Tables 4 and 5. MDBF (57 people) - İİBF (49 people) - SABF (26 people) in 2023 and MDBF (60 people) - İİBF (41 people) - SABF (22 people) in 2022, İİBF (38 people) - SABF (30 people) in 2024. The KÜMYO and TOMYO units were the least incentivized.

This rate is typically shown to be larger in numerical units, even when the academic production of the units does not vary within the unit. Positive changes in social areas have been demonstrated by this momentum. The roles of research assistant and lecturer have 0 points overall in academic activity. Assistant Professor Posts come after these. The low scientific work output of research assistant roles in academia is particularly thought-provoking. Lecturer and research assistant posts have dragged these levels downward since university academic performance evaluations are conducted numerically.

One of the areas where the university needed to improve was the extremely low departmental rate of TÜBİTAK projects in 2021 and 2024. The TÜBİTAK competency analysis values and URAP rankings were directly impacted by this (TÜBİTAK, 2021; URAP, 2024). Even if it is anticipated that the application for the academic incentive allowance award will improve academic performance, it is clear that rewarding performance more will have a greater impact on academic performance (Tonbul, 2008).

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