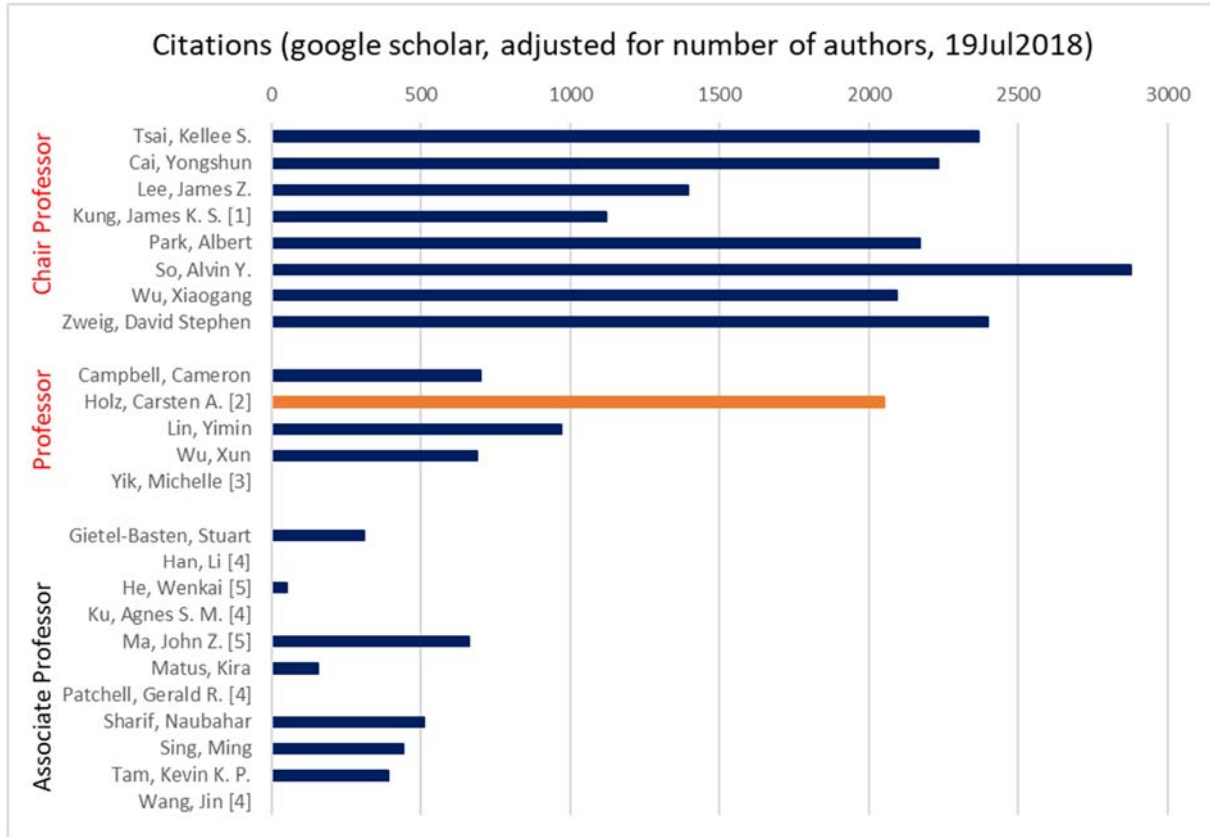


Social Science Division Research and Teaching

1. Research

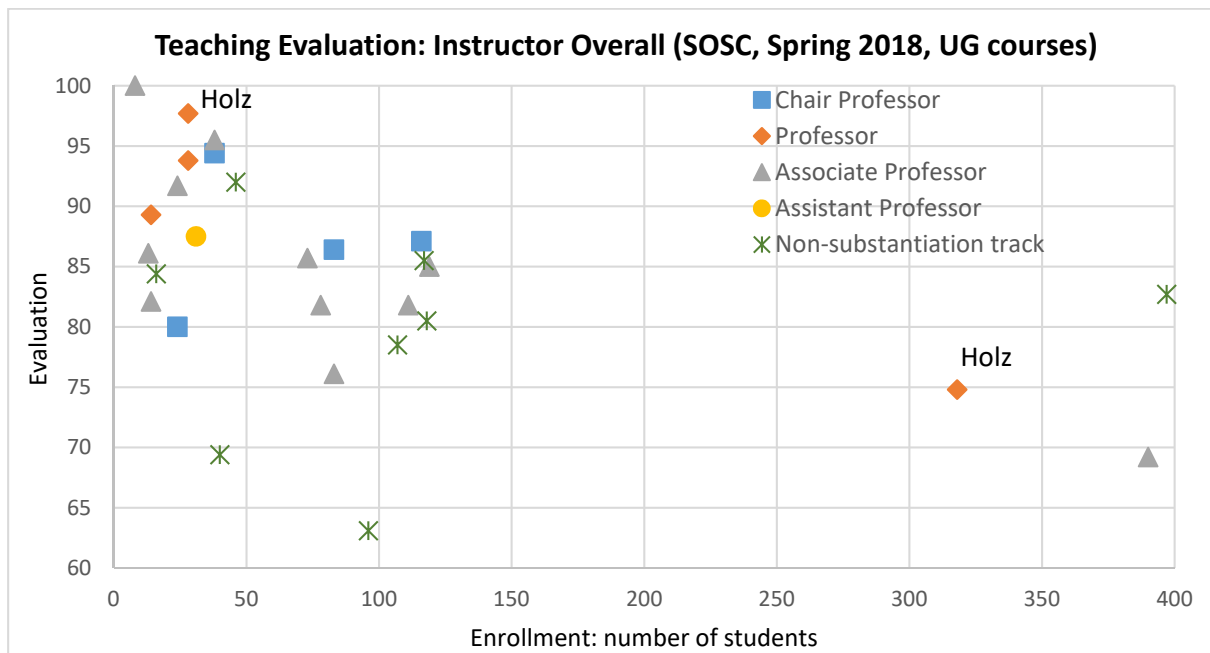


The citation number of any one person is this person's total citations divided by the average number of authors.

For those with google scholar profile enabled, the average number is an eye-balled estimate taking into consideration that co-authorship and citations vary across papers, i.e., it's a citation-weighted estimate. (I didn't spend days nit-picking over each colleague's numbers. The eye-balling should get to within 10% of the "true" result. The dean has enough staff to do accurate calculations.) The rationale for not using total citations is explained in a separate section below.

- [1] No longer at HKUST. Was at HKUST through spring semester 2018.
- [2] Profile checked for articles mistakenly attributed by google scholar to this author; these mistakenly attributed articles were then removed in the google scholar profile online. (Other colleagues' citation counts may include citations that google scholar erroneously attributed to them, unless they also cleaned up their profile.)
- [3] Google scholar user profile enabled. Has 5978 citations, many of which as part of an 80-head research team; most others with about 3-5 co-authors.
- [4] Google scholar user profile not enabled (or could not be found). Regular google scholar search for this name yields results but it's too difficult to determine which articles are by this author.
- [5] Google scholar user profile not enabled (or could not be found). Regular google scholar search for this name yields results. The reported result is the sum of all citations (with the citation for each article divided by the number of authors), starting with the highest citation-count item and stopping at or below the last item with 5 citations. (I.e., items with 1-4 citations are omitted.)

2. Teaching



3. Citations: Rationale for dividing the citations of each publication by the number of authors

Starting point: one author writes a paper and gets X citations for it.

Two authors together write a paper by each writing one half of the paper, and get X citations for the paper. Since each author did half the work, s/he is being attributed half the citations.

Two authors together write a paper by each putting in as much effort as they usually do for a solo-authored paper. The paper then is of substantially better quality (why else would they each put in a full-paper effort compared to the half-paper effort required for a joint paper). The paper gets into a better journal and thereby gets more attention and 2 times X citations (if not more, given that some people only cite articles in top journals). Again, attributing half of the total citation count to each person corresponds to their contribution. — "Better" journal by definition means a higher-impact journal, and the impact factor of a journal is a direct measure of the average number of citations per article in a journal. I.e., by definition, the expected value of the number of citations increases with the impact factor (degree of "betterness" of the journal).

Counting the total citations of a paper for each author would create incentives for 2 authors to each write their paper and put each other's name on it—without making the article any better or receiving more citations—and to thereby additionally gain the citations received by the other persons' article, to which one's only contribution has been to add one's name. At that point, why not have an agreement among all faculty members of the division to put the name of every divisional faculty member on their paper? Each of us then gets thirty times more citations.

I.e., if the dean were to remunerate citation counts that are not adjusted for number of authors, the dean remunerates the illusion of citations rather than the actual achievement of citations. Since only a few colleagues benefit from the double-/triple-/quadruple-/quintuple-/ and in the case of psychology 80-fold double-counting of citations, the dean, if s/he remunerates citation counts that are not adjusted for number of authors, strongly incentivizes faculty to play a meaningless game. — Every time I was in Dean James Lee's office (at least three times), he pointed to a chart of *total* citation counts (first lying on his desk, then pinned to the wall) that apparently had meaning for him, including as an indicator of faculty performance.