

## **Research Publication & Reward Policy**

### **Overview**

1. The University has adopted excellence measures for publishing of research in prestigious journals. It shall benefit the University in cultivating pedestal of quality research and elevating its academic rank. At the same time, it shall monitor predatory or dubious publishers for ensuring apt use of research funds.

### **Objectives**

2. Key objectives are as under:
  - 2.1. Reward the efforts of researchers who publish in ranked journals;
  - 2.2. Curb publishing in journals who artificially inflate impact Factor (IF) to make money;
  - 2.3. Quality criteria should be (as much as possible) subject or domain independent; and
  - 2.4. Foster collaborative research.

### **Measures for Eligibility**

3. Under mentioned rubrics (500-point formula) are applied for research publication fee or reward remuneration:
  - 3.1. **Definition 1 [Eligible Journal]**. A Journal is eligible to be considered for NUCES Quality Criteria if and only if it:
    - 3.1.1. is indexed by Thomson Web of Science; and
    - 3.1.2. has been assigned an Impact Factor (IF).
  - 3.2. **Definition 2 [Article Influence]**. The Article Influence Score™ (AI) for each journal is a measure of the per-article citation influence of the journal. It tells us (in percentile) that how much the articles of a journal have influenced the knowledge in a given subject area. The percentile rank will be the marks obtained out of 100.
  - 3.3. **Definition 3 [Eigen Factor]**. The Eigenfactor™ [EF] score of a journal is an estimate of the percentage of time that library users spend with that journal. This factor measures the prestige of a Journal because with a prestigious journal, researchers will spend more time. The percentile rank will be the marks obtained out of 100.
  - 3.4. **Definition 4 [Scimago Journal Rank (SJR)]**. The SJR indicator measures the scientific influence of the average article in a journal, it expresses how central to the global scientific discussion an average article of the journal is and adapts Google Page Rank to measure it. It will have a weight of 100 points. The marks will be assigned as per Annex-I.
  - 3.5. **Definition 5 [H-index]**. The H-index is a prestigious measure to determine the quality and quantity of research produced by a researcher, journal and an institute. If H articles of a Journal are cited at least H times each and the remaining articles are not cited more than H times, then H will be the H-index of a journal. It will have a weight of 100 points. The marks will be assigned as per Annex-I.
  - 3.6. **Definition 6 [Cites per Doc (CD)]**. Cites per Doc in last 2 years measures the scientific impact of an average article published in the journal. It is computed using the same formula that of journal impact factor™ (Thomson Reuters). It will have a weight of 100 points. The marks will be assigned as per Annex-I.
  - 3.7. **Definition 7 [Journal Quality Ranking System]**. On the basis of the 500 points formula, 4 categories of journals are eligible as follows:
    - 3.7.1. **Gold Journal**. An Eligible Journal is ranked as Gold if it has achieved 80% or above marks in the 500 points formula.
    - 3.7.2. **Silver Journal**. An Eligible Journal is ranked as Silver if it has achieved 70% or above marks and less than 80% marks in the 500-points formula.
    - 3.7.3. **Bronze Journal**. An Eligible Journal is ranked as Bronze if it has achieved 60% or above marks and less than 70% marks in the 500-points formula.

3.7.4. **Honourable Journal.** An Eligible Journal is ranked as Honourable if it has achieved 50% or above marks and less than 60% marks in the 500-points formula.

3.7.5. **Quality Journal.** Any Journal that does not meet Gold, Silver, Bronze and Honourable criteria but meets two conditions:

3.7.5.1. Is an eligible Journal, and

3.7.5.2. Is a Free Journal.

3.8. **Definition 8 [Campus Research Committee (CRC)].** To be constituted by the Director campus. The CRC shall comprise of 3 members (all PhDs) from 3 different departments.

### Honorarium Brackets

4. Article processing charges (APC) / Publication fees or Reward money will be as under:

4.1. If a paper is published in a Gold Journal, a remuneration of Rupees 90,000/- per paper.

4.2. If a paper is published in a Silver Journal, a remuneration of Rupees 75,000/- per paper.

4.3. If a paper is published in a Bronze Journal, a remuneration of Rupees 50,000/- per paper.

4.4. If a paper is published in an Honourable Journal, a remuneration of Rupees 35,000/- per paper.

4.5. If a paper is published in a Quality Journal, a remuneration of Rupees 25,000/- per paper.

### General Eligibility Requirements

5. Submitted publication must satisfy the subsequent eligibility conditions:

5.1. A faculty member (s) can apply either for research publication fee or reward remuneration but not both for a published research article;

5.2. The article type must be "Original Research Paper". Publications under "Letters to the Editor", "Editorial", "Case-study Report", "Book Review", "Review Paper", "Research Note", or "Conference paper" etc. are disallowed;

5.3. The research article must be published during the period of employment at NUCES;

5.4. The publication must bear the name of NUCES as the applicant's institutional affiliation;

5.5. If two or more than two faculty members jointly author the paper, the remuneration will be equally divided among them;

5.6. If the majority of authors (more than 50%) are not from NUCES, the paper will be considered for reward remuneration, but will be ineligible for APC / publication fee;

5.7. The authors have to sign Plagiarism Undertaking (including the Self-Plagiarism) that the paper for which remuneration has been requested is not already published elsewhere;

5.8. A 'researcher' may be awarded at the maximum two times for publishing in an Honourable and Quality Journal included in NUCES ranking in a fiscal year. However, no such limit exists for Gold, Silver, and Bronze ranking journals; and

5.9. Authors with articles under review or accepted but not published are ineligible.

### Annex I

Measure / Marks	50	65	80	100
<b>Cites/Doc (CD)</b>	$0.7 \leq CD < 1.5$	$1.5 \leq CD < 2.0$	$2.0 \leq CD < 3.0$	$3.0 \leq CD$
<b>H - Index</b>	$50 \leq H < 65$	$65 \leq H < 80$	$80 \leq H < 100$	$100 \leq H$
<b>SJR</b>	$0.5 \leq SJR < 0.80$	$0.80 \leq SJR < 1.50$	$1.50 \leq SJR < 2.00$	$2.00 \leq SJR$

Table 1: to assign marks for SJR, H-index & Cites/Doc

Note: [A publication in year X should use the values for the year (X-2)]

The normalized thresholds (Nthreshold) for CD, H-index, and SJR as 0.7, 50 and 0.5 respectively. If a Journal is unable to get 50 marks, then its score for a particular matrix will be included using the formula (Metric Value) / (Nthreshold for metric) \* 50.

**PROFORMA**  
**(Research Publication & Reward Claim)**

<b>SECTION - I</b>				
<b>Applicant's Information</b>				
Full Name:				
Designation:				
Highest Qualification				
Department:		Campus:		
Date of Joining:		Employee No:		
Email:		CNIC No:		
Cell No:				
<b>SECTION - II</b>				
<b>Publication Details</b>				
Paper Title:				
Journal Name:				
Journal Discipline:		ISSN:	Print:	URL:
			Electronic:	
Volume:		Issue:		Page No(s):
Journal Publisher:				
Country of Origin:				
Indexing:	SCI Thomson Reuters			
Impact Factor:		5 year Impact Factor:		
Authorship Information: (as appeared in journal publication)	1. Name:			Affiliation:
	2. Name:			Affiliation:
	3. Name:			Affiliation:
	4. Name:			Affiliation:
Publication Fee:	Amount (\$, €, £) :			Amount (PKR):
<b>SECTION - III</b>				
<b>500 Point Appraisal</b>				
Article Influence (100)	Score:			
Eigen Factor (100)	Score:			
Scimago Journal Rank (100)	Score:			
H – Index (100)	Score:			
Cites per Doc (100)	Score:			
Total: (500)	Total Earned:			Category:
<b>Declaration</b>				
I, _____ declare that				
1) the paper is based on my original work and no part of it is copied in substance or concept from any other source, except for citations and quotation that have been duly acknowledged;				
2) the journal is listed in the Thomson Reuters Master Journal list;				
3) the journal is neither blacklisted by HEC nor listed in “Title Suppressions Journals”;				
4) the paper has not been previously or concurrently being submitted for another journal publication; and				
5) none of the author(s) is a ghost, guest or gifted author as defined by the Committee On Publications Ethics (COPE).				
Applicant's Signatures:				Date:

**Note:**

- (1) Attach hard copy of the published article
- (2) Copy of ‘Plagiarism Check Report’ signed by the applicant

<b>SECTION - IV</b>			
<b>Evaluation by Head of Department</b>			
<b>Comments:</b>  <div style="display: flex; justify-content: space-around;"> <span><input type="checkbox"/> Recommended</span> <span><input type="checkbox"/> Not Recommended</span> </div> <input type="checkbox"/> Referred to Campus Research Committee (CRC)  <div style="display: flex; justify-content: space-between;"> <span>Full Name:</span> <span>Signatures:</span> </div> <div style="display: flex; justify-content: space-between;"> <span>Date:</span> </div>			
<b>CRC Evaluation</b>			
We have reviewed the attached journal paper publication application to confirm that:  All the scores attached in Section III are <input type="checkbox"/> accurate / <input type="checkbox"/> inaccurate.  <div style="display: flex; justify-content: space-around;"> <span><input type="checkbox"/> Recommended</span> <span><input type="checkbox"/> Not Recommended</span> </div>			
<b>Convener:</b>	<b>Member 1:</b>	<b>Member 2:</b>	<b>Member 3:</b>
Signatures:	Signatures:	Signatures:	Signatures:
<b>Recommendation by Director Campus</b>			
<b>Comments:</b>  <div style="display: flex; justify-content: space-between;"> <span>Full Name:</span> <span>Signatures:</span> </div> <div style="display: flex; justify-content: space-between;"> <span>Date:</span> </div>			
<b>SECTION - V</b>			
<b>Verification by ORIC Department</b>			
<b>Comments:</b>  <div style="display: flex; justify-content: space-between;"> <span>Name:</span> <span>Signatures:</span> </div> <div style="display: flex; justify-content: space-between;"> <span>Date:</span> </div>			
<b>Recommendation by Registrar / CoE</b>			
<b>Comments:</b>  <div style="display: flex; justify-content: space-between;"> <span>Name:</span> <span>Signatures:</span> </div> <div style="display: flex; justify-content: space-between;"> <span>Date:</span> </div>			
<b>Remarks by Rector</b>			
<b>Comments:</b>  <div style="display: flex; justify-content: space-around;"> <span><input type="checkbox"/> Approved</span> <span><input type="checkbox"/> Not approved</span> </div> <div style="display: flex; justify-content: space-between;"> <span>Name:</span> <span>Signatures:</span> </div> <div style="display: flex; justify-content: space-between;"> <span>Date:</span> </div>			
<b>Payment by Human Resource / Accounts Department</b>			
<b>Comments:</b>  <div style="display: flex; justify-content: space-between;"> <span>Name:</span> <span>Signatures with Stamp:</span> </div> <div style="display: flex; justify-content: space-between;"> <span>Date:</span> </div>			