

RESEARCH REWARD POLICY OF STMU

- Publishing scientific research is deemed as one of the most essential jobs and anticipated tasks of faculty members and researchers at Shifa Tameer-e-Millat University (STMU).
- The Research Reward Program aims at rewarding and honoring the efforts of outstanding researchers at STMU and encouraging them to exert more for the sake of elevating academic and applied research at STMU to the highest levels.
- The program also aims at increasing research productivity and quality, enhancing STMU research culture and uplifting the University's academic rank.

Objectives:

- Encourage publication in leading international journals.
- Contribute actively toward achieving internationally recognized research-excellence.
- Foster collaboration with international researchers worldwide.
- Encourage diversification of scholarly outcomes.

Guidelines and General Eligibility Requirements:

Faculty members submitting application for incentives must fulfill the following eligibility criteria:

- The applicant must have published his/her article/book/book chapter/patent during **employment/affiliation at STMU**.
- The same scholarly work/publication cannot be submitted **more than once**.
- It should be **indexed in one or more** of the following databases: *Web of science (WoS) or Science Citation Index (SCI)/SCI-Expanded or Social Sciences Citation Index (SSCI) or Scopus database.*
- A Book and "Article type" which is either "full paper", or "review" or "note" publications are considered for rewards. Publications under "Letters to the Editor", "Editorial", "Case-study report", Communicates, etc. are not qualified for rewards.
- The **reward is given to all authors who published in journals with Impact factor**. In the case that more than one author contributed to the submitted publications, the reward will be distributed according to the below table:

| | |
|-----------------------------------|--|
| Co-author | 60% for the first author and/or senior author 40% for the second author |
| Two co-authors | 50% for the first author and/or senior author 30% for the second author 20% for the third author |
| Three co-authors | 40% for the first author and/or senior author 30% for the second author 20% for the third author 10% for the fourth author |
| More than three co-authors | 35% for the first author and/or senior author 25% for the second author 20% for the third author 20% is distributed among the other authors equally |

Type 1- General Paper Reward:

- The papers published in journals which are *listed in Web of science (WoS) or Science Citation Index (SCI)/SCI-Expanded or Social Sciences Citation Index (SSCI) or Scopus database* are to be rewarded.
- Impact factor is calculated according to Thomson Reuters (ISI).

| No | Journals Impact Factor | Reward (Rs) |
|----|--|-------------|
| 1 | Articles in journals indexed in Scopus | 15,000 |
| 2 | Articles in journals with Impact Factor (ISI web of Science) | 25,000 |

Type 2 - Publication in Nature or Science Journal:

- Reward will be given for publication in *Nature Journal or Science journal*.
- The value of this reward is proposed to be PAK Rs: 200,000 in addition to a plaque recognizing the efforts.

Type 3 - Publishing a Book:

- A reviewed/refereed book (not editorial book nor thesis) published by a reputable international publisher and endorsed by the University Promotion Committee, is proposed to be rewarded PAK Rs: 30,000 per book.

Type 4 - Publishing a Book Chapter:

- A reviewed/refereed book chapter (not editorial book nor thesis chapter) published by a reputable international publisher and endorsed by the University Promotion Committee, is proposed to be rewarded PAK Rs: 10,000 per book chapter.

Type 5 - Securing Extramural Funding:

- Rewards will be given to the faculty members who secure extramural funding for the University.
- Faculty members will be rewarded with 1% of the grant value they bring to STMU.
- Furthermore, a matching grant of 20% will also be provided to the faculty member from the STMU 'Research Fund' for a separate research project.

Type 6 - Citation:

- Reward for a given article that has been cited intensively (at least **15** times, for science, engineering and medical and **10** times for other disciplines), will be according to following table:

| No | Number of Citation per article | Reward (Rs) |
|----|--------------------------------|-------------|
| 1 | 10/15-24 | 10,000 |
| 2 | 25-50 | 30,000 |
| 3 | More than 50 | 50,000 |

Type 7 - Highly Cited Researcher:

- A one-time reward for a researcher whose name is listed by the Institute for Scientific Information * (ISI) as a "highly-cited author". The value of this award is proposed to be PAK Rs: 100,000.
- * www.highlycited.com

Type 8 - Patent:

- A reward for "Granted" patent in registered patent office through the University Patent Office/Committee.
- The value of this award is proposed to be PAK Rs: 50,000.

Type 9: Researcher of the Year Award:

- Researcher of the Year Awards will be offered annually to the most active faculty member in terms of number of recognized scholarly publications in that year.
- The award will be PAK Rs: 100,000.

Type 10: College/Department's Distinguished Research Award:

- College Distinguished Research Awards will be offered annually to the most active colleges in terms of number of recognized scholarly publications per faculty member.

- The award is PAK Rs: 500,000 for first rank, PAK Rs: 300,000 for second rank and PAK Rs 200,000 for third place.
- The respective College will have the flexibility to spend the award amount to further enrich the research productivity.

Criteria for College/Department's Distinguished Research Award

| No. | Criteria | Percentage |
|-----|--|------------|
| 1 | Publishing ratio = (number of indexed papers/books published in classified international periodicals/ per faculty members in the college/Center) | 45%-50% |
| 2 | Citation Ratio = (Total number of citations/The number of faculty members) | 15% |
| 3 | Number of patents per college/center (if applicable) | 0-5% |
| 4 | Number of international/national awards from outside STMU (such as HEC, PSF, EU, NIH, UNESCO, etc.) per faculty member. | 5% |
| 5 | Value of external research grants per faculty member and number of research grants per faculty member. | 10% |
| 6 | College/Center annual growth in terms of indexed research productivity (trend) | 10% |
| 7 | No of research seminars, journal clubs, workshops conducted per faculty member | 10% |
| 8 | Number of joint publications/funding between colleges and research centers per faculty member. | 0-10% |