University of Management and Technology
Office of the Rector

INTER OFFICE MEMORANDUM

To:	All Deans / Directors, Dir (Sialkot), CODs, Registrar, Controller of Examinations	Date:	29/01/2020
From:	Rector	Ref No:	ORC-001-1/21/002
Subject:	Measures for Transforming UMT into a Research University	**C.C:** - President's Secretariat - DG UMT - Dir OHR - All UMT Faculty - Rector Secretariat	

In order to systematically transform University of Management and Technology (UMT) into a research focused university, following measures have been finalized and should be implemented across all academic and support entities.

All stakeholders are encouraged to undertake necessary activities for the implementation of these measures.

1.	**Giving Preference to Active Researchers for Engagement / Appointments on Faculty Positions**
(i)	UMT should offer lecturer's positions to the MS / M Phil Graduates of UMT, who have won Rector's Merit Award or Dean's Merit Award and has also produced at least one journal publication (HEC/Scopus listed) from his / her thesis research.
(ii)	The candidates for the positions of Assistant Professors, Associate Professors, and Full Professors must have produced, at least, three (3), six (6), and nine (9) publications, respectively during the last three years. All of these publications must be recognized by HEC / Scopus.
(iii)	Senior Faculty Members must form active Research Groups at UMT for training their young colleagues.
(iv)	UMT must reward the researchers, who win research projects with grants and contribute to development of research and development facilities for the university.
(v)	The number and quality of publications must be given due weightage in the assessment of faculty members for appointment as Deans, Directors, or Chairpersons.

2.	**Enhancement in Journal Publications from the Thesis Research done by the Postgraduate Students.**
(i)	Each MS / M Phil student has to attend three research workshops, three research seminars and has to present his / her research work in a conference. Each PhD student has to attend five research workshops, five research seminars and has to present his / her research work in three conferences.
(ii)	Publication of at least one research paper must be compulsory for MS / M Phil graduates. For this purpose, every MS / M Phil student, who has opted to do a thesis, must also prepare an article for publication in a journal for completion of his / her degree. The requirement shall apply to all MS / M.Phil students who register for Thesis in Spring 2021 or later.
(iii)	The thesis supervisors must make necessary refinements in the research articles of the MS / M Phil students and get them published in HEC recognized journals. The supervisor must include the names of the students in the publication. The remuneration of supervision shall be paid to the supervisor only after publication in HEC / Scopus recognized journals.
(iv)	Publication of at least two research papers must be compulsory for a PhD degree in Social Sciences / Humanities. Publication of at least three research papers must be compulsory for a PhD degree in Pure / Applied Sciences. The Requirement shall apply to PhD Students who register Doctoral Thesis-I in Spring 2021 or later.
(v)	PhD research topics are already approved by BASAR. In case of MS/ M Phil programs, the topics must be approved by the Board of Studies (BOS). As per existing UMT policy, two representatives from Industry are included in BOS are meant for making the thesis more "applied".
(vi)	UMT must have a strict implementation of a maximum period, say 2.5 years, for completion of MS / M Phil degree and four years for PhD Degree.
(vii)	Each supervisor must submit six-monthly progress reports on research supervision and publications to his / her respective Dean / COD.

3.	**Facilitation and Support for Research Work**
(i)	To enhance research output, the departments must plan and develop R&D facilities in a systematic manner.
(ii)	Each department should organize a research colloquium once a month to be attended by faculty, MS /M Phil / PhD students, faculty from other universities and professionals from Industry.

(iii)	UMT must offer attractive incentives for publications in good impact factor journals.
(iv)	School-wise and department-wise progress on research activities be monitored by the relevant Deans / Directors and CODs. A summary of the progress report to this effect must be circulated to the President, the Rector, Dean ORIC and Director AAQIC (biannual)
(v)	Research profile of each individual faculty member must be updated on a regular basis on the department / school web page. Each faculty member must create and update his / her Google scholar profile, account on ResearchGate and Open Researcher and Contributor ID (ORCID ID). This is to be ensured by the relevant COD.