University of Management and Technology

UMT Research Reward Policy

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1 Introduction

The University of Management and Technology (UMT) is committed to strengthening its research profile, international visibility, and ranking performance through a transparent, merit-based, and quality-oriented publication incentive framework. Recognizing that publishing scientific research is one of the most critical responsibilities of faculty and researchers, the Research Reward Program is designed to acknowledge and reward high-quality publications in indexed journals, with differentiated incentives based on quartile rankings and journal standing within relevant subject categories. This initiative aims to motivate excellence in both academic and applied research, enhance research productivity and quality, foster a strong research culture, and ultimately elevate UMT's national and global academic standing.

2 Objective

- ❖ Promote the publication of research in leading international journals, raising UMT's global academic profile.
- ❖ Contribute actively toward achieving internationally recognized research excellence.
- ❖ Foster meaningful collaborations with researchers worldwide, expanding UMT's research network and impact.
- ❖ Encourage a diverse range of scholarly contributions, enriching academic discourse across various fields.

3 Scope

This Research Reward Policy is applicable to all faculty members (including visiting and on long leave), research associates and participants of Schools/Institutes, alumni, as well as non-faculty researchers, effective from date of approval.

4 Policy

4.1 Guidelines and General Eligibility Requirements

a. An article shall be eligible for incentive only if it appears in a journal indexed in Web of Science or Scopus at the time of publication; holds a valid quartile ranking in the relevant year/category; is uploaded on the UMT Research Portal; and is submitted within twelve weeks of the publication date.

b. Publications in predatory, delisted, or otherwise non-recognized journals shall not be considered.

c. A publication shall not receive a second reward under the same reward category.

d. Researchers must have UMT affiliation for all types of research manuscripts.

e. Researchers shall maintain an updated Scopus Author ID, ORCID , Google Scholar Profile and UMT Research Portal profile to be eligible to apply for reward for any category defined in this policy.

f. Conference papers not listed in Scopus / Web of Science shall not come under the umbrella of this policy.

g. Research work published in a journal that is not a full-length research/review paper i.e. Letter to Editor, Abstracts, Notes, Short Paper/Study, Correspondence, Discussion & Comments, Contribution, Erratum, and Corrigendum, etc. will not be considered for the cash reward.

h. Where the publication/APC fee has been paid or reimbursed by UMT and is lower than the approved research reward for that publication category, only the difference between the approved reward and the amount paid/reimbursed by UMT shall be disbursed to the researcher. In all cases, the total financial support provided by UMT for a publication shall not exceed the approved research reward.

i. Eligible books and book chapters shall be rewarded under Type 5 of this policy and may also be considered separately for academic performance appraisal in accordance with applicable HEC/UMT criteria

j. Winning of research grants, patents, models, applied research, etc. shall be dealt with as per policy available at: www.umt.edu.pk/oric/Downloads.aspx

k. This reward will be given upon the online/print publication of the article.

l. The total number of authors of the publication, irrespective of affiliation, shall determine the applicable authorship category and reward distribution structure. However, for allocation of the UMT research reward, eligible UMT-affiliated authors shall be placed sequentially from the first reward position onwards, irrespective of their actual position in the publication. Non-UMT authors shall be counted for determining the authorship category but shall not receive any portion of the UMT research reward (Annex 1):

One co-author	55% for the first author 45% for the second author
Two co-authors	40% for the first author 35% for the second author 25% for the third author
Three co-authors	35% for the first author 30% for the second author 20% for the third author 15% for the fourth author
More than three co-authors	30% for the first author 25% for the second author 20% for the third author 25% is distributed among the other authors equally
Corresponding Author	Where the corresponding author is different from the first eligible UMT author, the corresponding author shall be considered the second eligible UMT author solely for the purpose of reward distribution. The remaining eligible UMT authors shall thereafter be placed sequentially according to their order of authorship. Where more than one corresponding author is affiliated with UMT, the reward allocated to the second-author position shall be divided equally among such eligible UMT corresponding authors.

m. for authors with UMT affiliation only. For reward calculation, only authors carrying UMT affiliation shall be considered in the authorship sequence. Non-UMT authors counted but shall not receive any portion of the UMT research reward.

n. Reassignment of the corresponding author to the second reward position shall result in the remaining eligible UMT authors moving sequentially to the subsequent reward positions.

o. The authorship-based reward distribution mechanism defined under Section 2.1(m) shall apply to all eligible multi-authored outputs under Types 1, 4, 5, 6, and 7, unless specifically stated otherwise in the relevant reward category.

p. Name/affiliation of UMT in the publication shall be a pre-requisite for availing this reward.

q. UMT affiliation is legitimate and supported by employment, study, supervision, project, funding or substantive research association, with these conditions Multiple affiliations of UMT authors will not affect reward amount.

r. Verification of the publication from the UMT Research Grant Committee shall be mandatory for this reward.

4.2 Type 1- Publication Categories and Amount of Cash Rewards

4.2.1 Incentive Formula

General Formula: Reward = Fq + Vq × [(TJq - PJq) / (TJq - 1)]

Where: Fq = fixed component; Vq = variable component;

TJq = Total number of journals within the applicable quartile in the relevant subject category. PJq = Position of the journal within that quartile, arranged according to journal ranking..

4.2.2 Quartile-wise Incentive Structure*

Quartile	Formula	Reward Range (PKR)	Remarks
Q1	150,000 + 50,000 × [(TJq − PJq) /(TJq − 1)]	**150,000–200,000**	Highest incentive category; top-ranked Q1 journals receive the maximum reward.
Q2	100,000 + 40,000 × [(TJq − PJq) /(TJq − 1)]	**100,000–140,000**	Provides a substantial incentive while maintaining clear differentiation from Q1.
Q3	50,000 + 30,000 × [(TJq − PJq) /(TJq − 1)]	**50,000–80,000**	Provides a moderate incentive while encouraging progression toward higher-quartile journals.
Q4	10,000 + 20,000 × [(TJq − PJq) /(TJq − 1)]	**10,000–30,000**	Provides nominal recognition while maintaining a strong incentive to publish in higher-quality journals.

- An additional 10% reward shall be granted for publications involving genuine international research collaboration with author(s) holding foreign institutional affiliation.

4.2.3 Interpretation of Formula

a. The fixed component guarantees a minimum incentive within each quartile.

b. The variable component rewards stronger journal standing within the same quartile.

c. The base publication reward shall not exceed the approved quartile ceiling under any circumstances.

d. When PJq = 1, the publication receives the maximum possible reward for that quartile.

4.2.4 Ranking Source and Determination of Quartile

a. Web of Science Journal Citation Reports (JCR) shall be the primary source for quartile determination.

b. Where Web of Science data is not available, Scopus/CiteScore quartile may be used as the secondary source, subject to Research Office verification.

c. Where a journal is assigned to multiple subject categories, the highest available quartile shall be considered; journal position shall be determined within the category yielding that quartile

Note: A paper could potentially receive:

e. Q1 reward;

f. 10% international collaboration bonus;

g. 25% Nature Index bonus.

h. Publication-based bonuses may be combined; however, the cumulative additional bonus shall not exceed 30% of the calculated base publication reward. Citation-based rewards under Type 2 shall be independent of this ceiling.

5 Type 2 – Reward on Citation

5.1 Citations play important role in author's H index and university ranking, so special reward will be given on number of citations. Citation's data will be taken from Scopus once in January for papers cited in last year. Citation Reward is only for UMT faculty and staff. (Served complete year of evaluation at UMT and will not be entitled on leaving UMT). Citation rewards shall be based only on citations received during the immediately preceding calendar year. Citations already considered for a reward in a previous year shall not be counted again in subsequent years. The citation reward shall be determined on the aggregate number of eligible Scopus citations received by a researcher's UMT-affiliated publications during the immediately preceding calendar year, excluding self-citations as reported by Scopus

Number of Citations (Excluding self-citations)	Reward (Pk Rs)/ Categories	
	Social Sciences/ Arts & Humanities	Pure/Applied Sciences
10-30 citations	10000	NA
31-50 citations	20000	NA
51-70 citations	30000	10000
71-100 citations	40000	20000
101-250 citations	50000	30000
251-500 citations	70000	40000
501-750 citations	80000	50000
751-1000 citations	90000	75000
1001 and above citations	100000	100000

5.2 Where field-normalized citation impact/percentile data are available through Scopus, publications falling within the global top 10%, top 5% and top 1% most-cited publications in their respective field and publication year will be rewarded special bonus per highly cited paper:

Highly Cited Paper*	Reward per highly Cited Paper for one specific year (PKR)
top 1%	Rs 20000/-
top 5%	Rs 15000/-
top 10%	Rs 10000/-

5.3 A paper shall receive only the highest applicable Highly Cited Paper Reward category and shall not receive cumulative rewards under the Top 10%, Top 5%, and Top 1% categories for the same evaluation year.

6 Type 3 - Publication in Nature Index Journals

https://www.natureindex.com/faq#journals

6.1 The Nature Index is a database of author affiliation information collated from research articles published in an independently selected group of high-quality science journals. The Nature Index provides a close to real-time proxy of high-quality research output and collaboration at the institutional, national, and regional levels. The Nature Index also provides institutions with an easy means to identify and highlight some of their best scientific research.

6.2 An additional 25% reward shall be granted for an eligible full-length journal paper published in a Nature Index journal, subject to the cumulative publication-bonus ceiling specified under Section 2.2.4

7 Type 4- Research Communication and Public Engagement Reward

7.1 To enhance the visibility and societal impact of UMT research, rewards shall be provided for credible research-based outputs that communicate UMT research to policymakers, industry, professional communities, and the wider public. Eligible outputs must carry UMT affiliation/acknowledgement, be published through a recognized platform, and demonstrate substantive research content.

Category*	Reward (PKR)
International newspaper/media research article or op-ed (like The Guardian, The New York Times, Financial Times, Washington Post and other internationally recognized newspapers)	20,000
National leading newspaper research article/op-ed (Jang, The News, Dawn, Tribune)	10,000
Policy brief/policy paper published by a recognized organization	25,000
Policy paper formally cited/adopted by government/regulatory body	50,000

Category*	Reward (PKR)
Published research/teaching case study	20,000
Research blog/explainer on a recognized scholarly/professional platform	5,000
Research-based white paper/public report	25,000

7.2 The same research content shall not qualify for multiple rewards merely through republication or adaptation across different media platforms.

8 Type 5- Reward on Scopus Listed Books/Book Chapters

8.1 Scholarly books/book chapters indexed in Scopus at the time of verification, published by a recognized academic publisher, and carrying complete UMT affiliation shall be eligible:

Authored Book	**Rs. 50,000**
Authored Book Chapter	**Rs. 20,000**

9 Type 6- Reward on Conference Proceedings

9.1 Papers published in Scopus list conference proceedings with the complete affiliation of UMT shall also be rewarded. The conference/proceedings source must be active in Scopus/Web of Science at the time of verification and must not be discontinued or identified as predatory:

Full-length Paper published in Scopus listed Conference Proceedings	**Rs. 15,000***

*General eligibility requirements under Section 2.1 shall apply.

10 Type 7- Reward on Citation of Research Paper with UMT Affiliation in International Patents

10.1 The extent to which universities are supporting their national economics through technology transfer is an area needs recognition. The reward will be given to researchers upon citations of papers published with UMT affiliation in International Patents.

Number of citations (with UMT affiliations) in International Patents	Reward (Pk Rs)
01 to 03 citations	10000/-
04 to 07 citations	20000/-
08 and above citations	30000/-

10.2 Patent citations shall be verified through recognized international patent databases, such as WIPO PATENTSCOPE, Google Patents, Espacenet, or other databases approved by the Research Grant Committee (RGC). Each eligible patent citation shall be counted only once for reward purposes. Where the cumulative number of patent citations subsequently qualifies for a higher reward category, only the difference between the previously received reward and the newly applicable reward shall be payable.

11 Process

11.1 The researcher will apply through the online form available on the web page of the Research Grant Committee (RGC) and also submit a signed copy of the form to the secretary Research Grant Committee. RGC shall review the reward cases in quarterly meetings and forward cases with the Rector's approval to the Accounts Office for further process.

11.2 UMT reserves the right to withhold, cancel, or recover any reward where eligibility has been established on the basis of incorrect information, inappropriate affiliation, duplicate claim, subsequent retraction due to research misconduct, or any material misrepresentation. RGC shall be the competent body for determination of such cases

12 Implementation and Compliance

Research Grant Committee (RGC) shall be responsible for the Implementation and Compliance of this policy.

13 Distribution

13.1 The policy will be shared with all UMT Faculty, Staff, Students and Alumni.

13.2 Annex 1: Example of Reward Calculations

13.3 All authors are counted to determine the authorship bracket, but when assigning the reward sequence, the eligible UMT authors are moved to the front of the reward sequence, regardless of their actual position in the publication.

13.4 So, if there are 5 total authors, of whom only 2 are UMT authors, the paper falls under the "more than three co-authors" category. The applicable sequence is:

1st	reward	position	=	30%
2nd	reward	position	=	25%
3rd	reward	position	=	20%

remaining 25% = divided among the remaining authors

13.5 However, because only UMT-affiliated authors are eligible to receive UMT reward, the two UMT authors would receive the first two shares:

Quartile	Total Reward	1st UMT Author — 30%	2nd UMT Author — 25%	Total paid to UMT authors — 55%
Q1	Rs. 150,000–200,000	45,000–60,000	37,500–50,000	82,500–110,000
Q2	Rs. 100,000–140,000	30,000–42,000	25,000–35,000	55,000–77,000
Q3	Rs. 50,000–80,000	15,000–24,000	12,500–20,000	27,500–44,000
Q4	Rs. 10,000–30,000	3,000–9,000	2,500–7,500	5,500–16,500

For example, suppose the publication sequence is:

Author	A	Non-UMT
Author	B	Non-UMT
Author	C	UMT
Author	D	Non-UMT
Author	E	UMT

Although the two UMT researchers are actually the 3rd and 5th authors, for UMT reward sequence they become:

Author C = 1st eligible UMT author → 30%
Author E = 2nd eligible UMT author → 25%

The non-UMT authors are still counted when determining that this is a five-author publication, but they do not receive any UMT reward. Therefore, only 55% of the approved publication reward is actually disbursed in this example; the balance is not redistributed to the two UMT authors.

14 E-approval - 7279



