



UMT


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NOTIFICATION

Subject: UMT Research Reward Policy 2025

It is notified for the information of all concerned that the Competent Authority has been pleased to approve UMT Research Reward Policy 2025, w.e.f., October 1, 2024. UMT Research Reward Policy 2025 is annexed herewith for implementation.


Raja Muhammad Nasir Khan
Registrar

Circulation: Chairman Secretariat, President Secretariat, Rector Secretariat, Office of Provost, All Deans, All Directors, All Heads of Teaching Departments, OCE, OTR, Heads of Management Offices and Master File.



University of Management and Technology

Policy Title: UMT Research Reward Policy 2025

Approved Revised Version: 1.0

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POLICY TITLE: UMT RESEARCH REWARD POLICY

1.0 Objective

Publishing scientific research is considered one of the most critical responsibilities and expected contributions of faculty members and researchers at UMT. The Research Reward Program is designed to recognize and honor the achievements of exceptional researchers at UMT, motivating them to further elevate the standards of academic and applied research at the university. This program also seeks to boost research productivity and quality, strengthen UMT's research culture, and enhance the university's academic standing.

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

2.0 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 1st October 2024.

3.0 Policy

3.1 Guidelines and General Eligibility Requirements:

- a. This policy will apply to research articles published by UMT authors in HEC recognized international and national Journals.
- b. Researchers must have UMT affiliation for all types of research manuscripts.
- c. Researcher having account/profile on Google Scholar, Scopus, Mendeley, Publon and ORCID will be eligible to apply for reward for any category defined in this policy.
- d. Conference papers shall not come under the umbrella of this policy.
- e. Research work published in a journal that is not a full-length research 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.
- f. Publishing of articles with publishing fees paid by UMT will not be considered for a cash reward.
- g. Full book/book chapter(s)/partial contribution in a book will be dealt with separately as per HEC policy in the annual performance appraisal.



- h. Winning of research grants, patents, models, applied research, etc. shall be dealt with as per policy available at: www.umat.edu.pk/oric/Downloads.aspx
- i. This reward will be given upon the online/print publication of the article.
- j. For single author* publication, a complete reward amount will be given to the author; however multiple/co-authorship* will be treated as per detail:

One co-author	60% for the first author 40% for the second author
Two co-authors	50% for the first author 30% for the second author 20% for the third author
Three co-authors	40% for the first 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 25% for the second author 20% for the third author 20% is distributed among the other authors equally
Corresponding Author	The corresponding author if not the first author will be considered as the second author and the rest of the authors will be dealt with accordingly (this policy will not be applicable in case of more than one corresponding author)

*for authors with UMT affiliation only

- k. In cases with multiple authors, the total reward amount will be divided among all authors; however, only UMT authors will receive the reward. Non-UMT authors will be excluded from receiving any portion of the reward.
- l. Name/affiliation of UMT in the publication shall be a pre-requisite for availing this reward.
- m. UMT author(s) showing affiliation with two or more institutions will carry weight accordingly (e.g. for dual affiliation weightage will be 50%).
- n. Verification of the publication from the UMT Research Grant Committee (RGC) shall be mandatory for this reward.



3.2 Type 1- Publication Categories and Amount of Cash Rewards:

Categories of cash rewards shall be as per HEC's journals and publication policy 2024. The distribution shall be as follows:

HEC Category	Impact Factor Range	Cash Award / Subject Categories	
		Social Sciences/ Arts & Humanities	Pure/Applied Sciences
Y (Local Journals)	N/A	Rs. 15,000	Nil
Y – Category (Pakistani Journals indexed in Scopus, Web of Science (WoS), MEDLINE (PubMed), China National Knowledge Infrastructure (CNKI))	N/A	Rs. 30,000	Rs. 10,000
SJR listed (other than Y and X categories)	N/A	Rs. 45,000	Rs. 20,000
X – Category (Pakistani Journals indexed in Scopus and in X category by HEC, Journals indexed in Emerging Sources Citation Index (ESCI))	N/A	Rs. 60,000	Rs. 30,000
International Journals	0.01 To 0.99	Rs. 75,000	Rs. 50,000
International Journals	1.00 To 1.99	Rs. 100,000	Rs. 70,000
International Journals	2.00 To 2.99	Rs. 125,000	Rs. 90,000
International Journals	3.00 To 3.99	Rs. 150,000	Rs. 110,000
International Journals	4.00 To 4.99	Rs. 175,000	Rs. 130,000
International Journals	5.00 To 5.99	Rs. 200,000	Rs. 150,000
International Journals	6.00 To 6.99	Rs. 200,000	Rs. 170,000
International Journals	7.00 and above	Rs. 200,000	Rs. 200,000



3.3 Type 2 – Reward on Citation:

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).

Number of Citations	Reward (Pk Rs)/ Categories	
	Social Sciences/ Arts & Humanities	Pure/Applied Sciences
10-30 citations	10000	2500
31-50 citations	20000	5000
51-70 citations	30000	10000
71-100 citations	40000	20000
101-250 citations	50000	30000
251-500 citations	50000	40000
501 and above citations	50000	50000

3.4 Type 3 - Publication in Nature Index Journals:

(<https://www.natureindex.com/faq#journals>)

The Nature Index is a database of author affiliation information collated from research articles published in an independently selected group of 82 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.

- 25% extra reward will be given for full-length Journal paper publication in *Nature Index Journals*.

3.5 Type 4 - Publication in Top 10% of Journals of the subject:

Publications in top-ranked journals indicate the quality of research work. 25% extra reward will be given for full-length Journal paper publication in the Top 10% of journals of that subject based on Web of Science.

3.6 Type 5- Reward on Newspaper Articles:

Articles published in leading Newspapers (only in Jang, The News, Dawn, Tribune, Guardian and New York Times) on the Editorial page, as full-length articles and with the proper affiliation of UMT, shall also be rewarded:

Newspaper article	Rs. 3,000
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3.7 Type 6- Reward on Scopus Listed Books/Book Chapters:

Books/Book Chapters published as author listed in Scopus with the complete affiliation of UMT shall also be rewarded:

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

3.8 Type 7- Reward on Conference Proceedings:

Papers published in Scopus list conference proceedings with the complete affiliation of UMT shall also be rewarded:

Full-length Paper published in Scopus listed Conference Proceedings	Rs. 15,000*
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*Policy points 3.0 will apply

3.9 Type 8 - Reward on Citation of Research Paper with UMT Affiliation in International Patents:

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	3000/-
04 to 07 citations	5000/-
08 and above citations	10000/-

4.0 Process

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 bimonthly (every two months) meetings and forward cases with the Rector's approval to the Accounts Office for further process.

5.0 Implementation and Compliance

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

6.0 Distribution

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

7.0 Research Reward - Process Flow Chart

