

**Policy Document**  
**Remuneration Policy for Research**  
**Publications in Journals**



**Directorate of Research (DOR)**



# University of Central Punjab

*(Incorporated by Ordinance No. XXIV of 2002 promulgated by Government of the Punjab)*

## 1) Objective & Motivation

In a bid to enhance research culture in the context of creative work, breakthrough findings, knowledge up-gradation, effective surveys & reviews, and innovative solutions of local market/industrial/societal research problems, the University of Central Punjab (UCP) always pay special emphasis on the publication of aforementioned research activities in quality impact factor journals. As well-known, the in-house research productivity of UCP can only be recognized and broadcasted to the external world if the research outcomes have been published in journals of high impact factor. On the publication of research articles in impact factor journals, the UCP faculty members will be rewarded with a remuneration package, which moves in accordance with the journal ranking in its specific area as per the new HEC journal recognition system (HJRS). Further, the university will also accommodate faculty members in the payment of journal publication fees/article processing charges/extra pages' charges depending upon the ranking of a journal as per HJRS system. The models of these two remuneration packages are described below.

## 2) Background

The creativity, credibility, and productivity of research work can only be ensured if it is published in a peer-review journal, which holds a non-zero impact factor and excellent ranking in its subject area. The reward system and promotion of research culture should revolve around the aforementioned metrics of journals.

In the recent era, variety of journals have been launched by numerous publishers, which though creates the opportunity for researchers to publish their research work; however, the malpractice of publishing below-par and substandard research work is also increasing considerably. This, in turn, creates adverse effects on the research quality of published scholarly work and a negligible impact on value-addition and improvements in the local market/industry. In fact, the growing involvement of private corporate firms as journal publishers with their business model "pay to publish" gives rise to fake/bogus/predatory journals. Needless to say that if early-career researchers or young faculty members start publishing their research work in such journals with an "ease of publishing" approach and simultaneously paying sizeable publishing fees, not only the publication quality degrades considerably but also the innovative cognitive thinking will be on the dark side.

To deal with these malfunctioning activities, the standardization of journals with proper assessment is inevitable. Nowadays, the impact factor of a journal evaluated by Clariavate Analytics is considered as a well-consensus variable to decide the prestige of the journal. Nevertheless, there is also a growing demand from the research community that the ranking and

prestige of journal should be evaluated in its respective subject area, where multiple indicators shall be taken into account apart from the impact factor variable.

### **2.1 New HEC Journal Recognition System (HJRS) – To Give Guidance**

Recently, HEC has launched a new HEC journal recognition system (HJRS) for the characterization and ranking of journals in accordance with their respective subject areas, where the journals indexed by Web of Science (WoS) and Scopus are considered. The algorithm of HJRS takes into account multiple metrics parameters of the journal such as eigen factor, article influence score, scimago journal rank, hirsh-index, cites per doc, source normalized impact per paper etc., the collective outcome of these factors decides the journal ranking in the respective subject area. Importantly, the system also delivers the assessment rubrics in terms of three categories of journals i.e., W (Highest), X (In-between), and Y (Lower) categories of the journal.

### **2.2 Rationale for Remuneration Policy for Research Publications**

The new HJRS system is developed with a motive “recognition and reward ecosystem” where “high quality research” is rewarded and promoted” [1], which shows excellent resemblance with the aims and objectives of UCP policy for publishing research papers in high-quality impact factor journals. Consequently, the new policy of UCP is adopting the HJRS system and will deliver the incentive amount in accordance with the journal’s ranking decided by HJRS, if the paper is published in the impact factor journal. The other main reasons behind the philosophy of adopting the new HJRS are as follows:

- 1) HJRS is free of cost, easily accessible, federally monitored, and an efficient search engine tool of journals, which provides an ideal environment for researchers to check the validity and ranking of journals.
- 2) HJRS system comes up with the inherit rubrics system in the context of W, X, Y, & Non-recognized categories of the journal in the relevant subject area.
- 3) One of the main requirements for the HEC best publication award is the publication of research paper in the W category journal as per the HJRS system.
- 4) For faculty promotions and Ph.D. degree awards, HJRS can provide a more convenient path to decide the researcher's profile and productivity.
- 5) Less debate and grievances of researchers with regard to the high or low impact factor of journals of certain fields.
- 6) The adoption of HJRS may satisfy more to regulatory bodies of different faculties in terms of research policy.

### 3) Working Model of Remuneration Package for Research Publications

On the confirmation of journal listing in Journal Citation Report (JCR) with non-zero impact factor, the total remuneration amount is calculated by using the formula expressed in Eq. (1). Here, Rs: 25,000/- serves as a minimum floor value and it can move up to maximum ceiling value of Rs: 55,000/-. The estimation of remuneration amount from the range Rs: 25,000/- to 55,000/- is based on journal ranking in its respective subject area as per new HJRS.

$$\text{Remuneration Amount in Rs} = 25,000 + \left( 30,000 \times \frac{TJ - JP}{TJ - 1} \right) \quad (1)$$

Here;

*TJ* represents total journals in a subject area

*JP* represents journal position in its respective subject area

**Annexure A:** A working example of estimation of remuneration amount through Eq. (1) is shown in the *Annexure A* of this document.

#### 3.1 Eligibility Conditions & Filing of Remuneration Case

Following eligibility conditions are essential for the filing of remuneration case to the Directorate of Research on account of impact factor publication:

- 1) An applicant should be a full-time faculty member or research/working staff of UCP.
- 2) In a research publication, the UCP member should mention his/her sole institutional affiliation with UCP via the name “University of Central Punjab (UCP), Lahore, Pakistan”. The UCP member can further associate his/her faculty/department with the institution name, if required.
- 3) The journal should contain a non-zero impact factor as per the latest WoS-JCR.
- 4) The remuneration amount should be claimed in the same calendar year in which the article is published.
- 5) Maximum of up to 3<sup>rd</sup> position is applicable for UCP authors in the multi-author publication, where the allocation of remuneration amount is based on the position-wise mechanism as illustrated below:

<b>Position in Authorship</b>	<b>*Amount Allocation Weightage</b>
Principal Author/1 <sup>st</sup> Author	50%
2 <sup>nd</sup> Co-author	30%
3 <sup>rd</sup> Co-author	20%

**\*In case of foreign author in top-3 authors list, +5% increment in weightage will be awarded keeping in view the importance of foreign collaboration.**

#### **4) Working Model of Sponsorship of Publication Fees for Journals**

The sponsorship fees for research publication in impact factor journal is based on the below-mentioned criteria, where Eq. (2) is utilized to estimate the %age of journal position (JPP) in its respective category.

$$\text{Journal Position in Percentage (JPP)} = \frac{JP}{TJ} \times 100 \quad (2)$$

#### **4.1 Eligibility Conditions & Filing of Sponsorship Case**

The sponsorship amount and eligibility criteria for the filing of sponsorship case of journal fees to the Directorate of Research are as follows:

- 1) If JPP value, as defined in Eq. (2), is amongst the top 30% of its subject area position, publication fees of maximum up to 500 \$ may be sponsored by UCP.
- 2) In the research publication, the Principal/1<sup>st</sup> Author should belong to UCP, where the sole affiliation of UCP should be declared.
- 3) The journal prestige is important and it should not belong to fake/bogus/predatory publishers.
- 4) The prior approval before the final publication of the article must be taken such that the timely release of sponsorship amount is ensured.

## Annexure A: Working Example

**Case:** A faculty member from Faculty of Management Sciences has published a research paper in the Academy of Management Journal.

**Step-1:** Goto HJRS website and JCR list

Academy of Management Journal

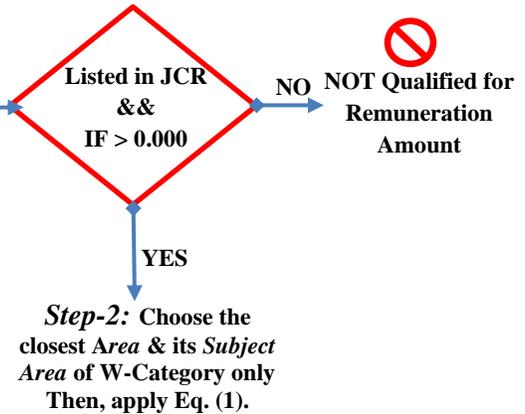
ISSN: 0001-4273, COUNTRY: United States, SUBJECT AREA & SUB CATEGORY: Business, Management and Accounting

Scopus: Yes, WoS: Yes

Subject Area Position: BUSINESS, MANAGEMENT AND ACCOUNTING

Parameter	Raw Score	HJRS Percentile
EFT™	0.0289	99
AJ™	5.597	98
SJR *	11.19	100
H-index	304	100
CD2	9.32	99
SNIP *	4.7518	100

JPI: 99, Category: W, Medallion: Platinum, Subject Area Position: 2 / 1356



**Step-2:** Setting of parameters and calculation of remuneration amount of W-category through Discipline-wise search

HJRS HEC Journal Recognition System

Area: Management Sci, Subject Area: Business, Management and Acc, HJRS Category: W Category

Showing 1-20 of 437 items. TJ

	JPI	HJRS Category	Medallion
1 Journal of Finance	100	W	Platinum
2 Review of Financial Studies	99	W	Platinum
3 Journal of Financial Economics	99	W	Platinum
4 Academy of Management Journal	99	W	Platinum
5 Academy of Management Review	99	W	Platinum

JP

$$\text{Remuneration Amount in Rs} = 25,000 + \left( 30,000 \times \frac{437 - 4}{437 - 1} \right) = 54,793/-$$

In accordance with HEC categories (W, X & Y) of journals, four scenarios take place in the calculation of *TJ* & *JP* values through HJRS:

- 1) In case, the impact factor journal belongs to W-Category, then values of *JP* and *TJ* are calculated by considering journals of only W category.
- 2) In case, the impact factor journal belongs to X-Category, then values of *JP* and *TJ* are calculated by considering journals of both W & X categories.
- 3) In case, the impact factor journal belongs to Y-Category, then values of *JP* and *TJ* are calculated by considering journals of all three W, X & Y categories.
- 4) In case, the impact factor journal is not present in HJRS database, a basic amount of Rs: 25,000/- is awarded. Extra remuneration amount may be included if the journal exhibits excellent repute in key factors.



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## Form A - Remuneration Form for Research Publication

<b>Applicant Name:</b>	
<b>Designation:</b>	<b>Date of Joining - UCP:</b>
<b>Faculty:</b> <input type="checkbox"/> FMS <input type="checkbox"/> FOE <input type="checkbox"/> FOIT <input type="checkbox"/> FASS <input type="checkbox"/> FLS <input type="checkbox"/> FOP <input type="checkbox"/> FMC <input type="checkbox"/> FOL <input type="checkbox"/> FOS	
<b>Email:</b>	

<b>Published:</b> <input type="checkbox"/> <b>Foreign Collaboration</b> (5% increase in remuneration)			
Pos.	Authors Name	UCP	Foreign
1 <sup>st</sup>		<input type="checkbox"/>	<input type="checkbox"/>
2 <sup>nd</sup>		<input type="checkbox"/>	<input type="checkbox"/>
3 <sup>rd</sup>		<input type="checkbox"/>	<input type="checkbox"/>

<b>Title of Research Paper</b>	
<b>Journal Name</b>	
<b>Category of Journal</b>	<input type="checkbox"/> Impact Factor → As per WoS-JCR List <input type="checkbox"/> W Category <input type="checkbox"/> X Category <input type="checkbox"/> Y Category → As per HJRS
<b>Impact Factor (WoS-JCR)</b>	
<b>ISSN</b>	
<b>Volume/Issue No</b>	
<b>Month-Year of Publication</b>	
<b>URL/DOI of Published Paper</b>	
<b>URL of Journal Main Page</b>	
<b>TJ</b> (Total journal in subject area as per HJRS)	
<b>JP</b> (Journal position in subject area as per HJRS)	
<b>Total Amount</b>	$Rs = 25,000 + \left( 30,000 \times \frac{TJ - JP}{TJ - 1} \right) =$
<b>Claimed Amount</b> (Select more than one option for multiple UCP authors)	<input type="checkbox"/> 50% <input type="checkbox"/> 30% <input type="checkbox"/> 20% Rs:

<b>For Official Use</b>	
<b>Recommended Incentive Amount</b>	
1.	Rs:
2.	Rs:
3.	Rs:

**Signature of Applicant:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Recommended by Concerned DEAN:** \_\_\_\_\_  
**Name & Signature**

**Verified/Recommended by Research Director UCP:** \_\_\_\_\_  
**Name & Signature**

**Approved by Pro-Rector UCP:** \_\_\_\_\_  
**Name & Signature**

## Documents Required by the Directorate of Research

Please hand over the following documents in printed/hard form to:

1. “Form A - Remuneration Form for Research Publication” duly signed by the Applicant and Dean of the concerned department.
2. Printed/hard copy of published paper indicating volume/issue no. and year.
3. Main page of the journal indicating impact factor and ISSN.

**Research Associate - DOR**

Office: Cabin No: 37,  
Gym Faculty – Sports Complex,  
Ext: 351.

Please send email at [research@ucp.edu.pk](mailto:research@ucp.edu.pk) with the subject “Journal Publication” and attach the following documents in email:

1. “Form A - Remuneration Form for Research Publication” in soft form. Note: Signatures are not essential – Please do not scan as information needs to be copied from the form.
2. Soft copy of published paper indicating volume/issue no. and year.
3. Main page of the journal indicating impact factor and ISSN.

After receiving the documents, the Directorate of Research will scrutinize the documents. Thereafter, the applicant will be informed through email regarding the award status of the published paper.



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## Form B - Sponsorship Form of Journal Fees for Research Publication

<b>Applicant Name:</b>	<b>Date of Joining - UCP:</b>
<b>Designation:</b>	
<b>Faculty:</b> <input type="checkbox"/> FMS <input type="checkbox"/> FOE <input type="checkbox"/> FOIT <input type="checkbox"/> FASS <input type="checkbox"/> FLS <input type="checkbox"/> FOP <input type="checkbox"/> FMC <input type="checkbox"/> FOL <input type="checkbox"/> FOS	
<b>Email:</b>	

Pos.	Authors Name	UCP
1 <sup>st</sup>		<input type="checkbox"/>

<b>Title of Research Paper</b>		
<b>Journal Name</b>		
<b>Category of Journal</b>	<input type="checkbox"/> Impact Factor → As per WoS-JCR List <input type="checkbox"/> W Category <input type="checkbox"/> X Category <input type="checkbox"/> Y Category → As per HJRS	
<b>Impact Factor (WoS-JCR)</b>		
<b>ISSN</b>		
<b>Volume/Issue No</b>		
<b>Month-Year of Publication</b>		
<b>Published of Journal</b>		
<b>URL/DOI of Published Paper</b>		
<b>URL of Journal Main Page</b>		
<b>TJ</b> (Total journal in subject area as per HJRS)		
<b>JP</b> (Journal position in subject area as per HJRS)		
<b>Peer-Review Reports</b>	No of Reviewers: Review Reports Attached: <input type="checkbox"/>	
<b>Journal Relative Position</b>	<input type="checkbox"/> Top 30%	
<b>Journal Fees in US\$</b>		
<b>Claimed Amount (Upto 500 \$)</b>	Rs:	Conversion Rate USD to PKR

<b>For Official Use</b>	
<b>Recommended Journal Fees</b>	
	Rs:

**Signature of Applicant:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Recommended by Concerned DEAN:** \_\_\_\_\_

**Name & Signature**

**Verified/Recommended by Research Director UCP:** \_\_\_\_\_

**Name & Signature**

**Approved by Pro-Rector UCP:** \_\_\_\_\_

**Name & Signature**

## Documents Required by the Directorate of Research

**Please hand over the following documents in printed/hard form to:** 

4. “Form B - Sponsorship Form of Journal Fees for Research Publication” duly signed by the Applicant and Dean of the concerned department.
5. Attach the details of peer-reviews of journal i.e., peer-review reports of reviewers (From 1<sup>st</sup> cycle till publication).
6. Main page of journal indicating its publication fees.
7. Main page of the journal indicating impact factor and ISSN.

**Research Associate - DOR**

Office: Cabin No: 37,  
Gym Faculty – Sports Complex,  
Ext: 351.

**Please send email at [research@ucp.edu.pk](mailto:research@ucp.edu.pk) with the subject “Sponsorship of Journal Fees” and attach the following documents in email:**

4. “Form B - Sponsorship Form of Journal Fees for Research Publication” in soft form. Note: Signatures are not essential – Please do not scan as information needs to be copied from the form.
5. Attach the details of peer-reviews of journal i.e., peer-review reports of reviewers (From 1<sup>st</sup> cycle till publication).
6. Main page of journal indicating its publication fees.
7. Main page of the journal indicating impact factor and ISSN.

After receiving the documents, the Directorate of Research will scrutinize the documents. Thereafter, the applicant will be informed through email regarding the award status of the sponsorship of journal fees.