

Policy Document

Remuneration Policy for Research Publications in Journals



ORIC



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 the journal prestige index (JPI) value in its respective subject area, which is estimated through new HJRS.

$$\text{Remuneration Amount in Rs} = 25,000 + \left(30,000 \times \frac{\text{JPI}}{100} \right) \quad (1)$$

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 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 3rd position is applicable for UCP authors in the multi-author publication.
- 6) The allocation of remuneration amount is based on the number of author(s) and position of author(s) as illustrated below in tables. Here, Table 1 is applicable for local collaboration. In case, if there is foreign author (outside Pakistan) in top-3 authors i.e., international collaboration, Table 2 will be applied.

Table 1 – Local collaboration papers

Position in Authorship	Amount Allocation Weightage		
	Sole Author Paper	*Two Authors Paper	Multi Author Paper
Principal Author/1 st Author	100%	60%	50%
2 nd Co-author	-	40%	30%
3 rd Co-author	-	-	20%

*Not more than two authors in a paper

Table 2 – International collaboration papers

Position in Authorship	Amount Allocation Weightage		
	Single UCP Author in Multi Author Paper	Two UCP Authors in Multi Author Paper	
Principal Author/1 st Author	80%	60%	70%
2 nd Co-author	60%	40%	-
3 rd Co-author	40%	-	30%

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, if the journal's position is amongst the top 30% journals in its subject area position as per JPI defined by HJRS.

4.1 Eligibility Conditions & Filing of Sponsorship Case

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

- 1) Publication fees of maximum up to 500 \$ may be sponsored by UCP.
- 2) In the research publication, the Principal/1st Author should belong to UCP, where the sole affiliation of UCP should be declared.
- 3) The journal should not belong to fake/bogus/predatory publishers and peer-review reports should reflect the quality of the journal.
- 4) The prior approval before the final publication of the article must be taken such that the timely release of sponsorship amount is ensured.

[1] <https://hjrs.hec.gov.pk/index.php?r=site%2Fabout>. Accessed on 10-08-2022.

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

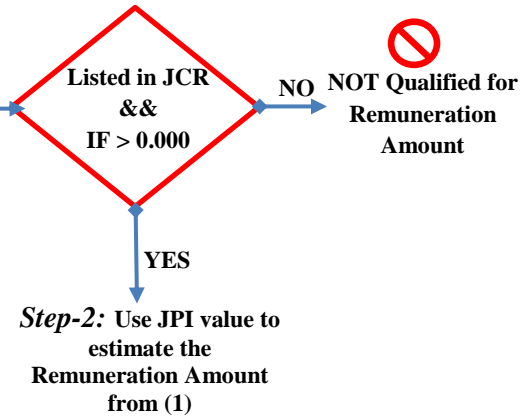
ISSN: 0001-4273, COUNTRY: United States, SUBJECT AREA & SUB CATEGORY: Business, Management and Accounting

Scopus: Yes, WoS: Yes

Subject Area Position: BUSINESS, MANAGEMENT AND ACCOUNTING

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

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



$$\text{Remuneration Amount in Rs} = 25,000 + \left(30,000 \times \frac{99}{100} \right) = 54,700/-$$



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Form A - Remuneration Form for Research Publication

Applicant Name:	
Designation:	Date of Joining - UCP:
Faculty: <input type="checkbox"/> FMS <input type="checkbox"/> FOE <input type="checkbox"/> FOIT <input type="checkbox"/> FHSS <input type="checkbox"/> FLL <input type="checkbox"/> FOP <input type="checkbox"/> FMMC <input type="checkbox"/> FOL <input type="checkbox"/> FOST	
Email:	

Pos.	Authors Name	UCP	Foreign
1 st		<input type="checkbox"/>	<input type="checkbox"/>
2 nd		<input type="checkbox"/>	<input type="checkbox"/>
3 rd		<input type="checkbox"/>	<input type="checkbox"/>

Title of Research Paper	
Journal Name	
Category of Journal	<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
Impact Factor (WoS-JCR)	
ISSN	
Volume/Issue No	
Month-Year of Publication	
URL/DOI of Published Paper	
URL of Journal Main Page	
JPI (As per HJRS)	
Total Amount	$Rs = 25,000 + \left(30,000 \times \frac{JPI}{100} \right) =$
Claimed Amount (Select more than one option for multiple UCP authors)	<p>Local Case: <input type="checkbox"/></p> <p><input type="checkbox"/> Sole Author → 1st: <input checked="" type="checkbox"/> 100%</p> <p><input type="checkbox"/> Two Authors → 1st: <input type="checkbox"/> 60%, 2nd: <input type="checkbox"/> 40%</p> <p><input type="checkbox"/> Multi-author → 1st: <input type="checkbox"/> 50%, 2nd: <input type="checkbox"/> 30%, 3rd: <input type="checkbox"/> 20%</p> <p>Foreign Case: <input type="checkbox"/></p> <p><input type="checkbox"/> Single Author → 1st: <input type="checkbox"/> 80%, 2nd: <input type="checkbox"/> 60%, 3rd: <input type="checkbox"/> 40%</p> <p><input type="checkbox"/> Two Authors → 1st: <input type="checkbox"/> 60%, 2nd: <input type="checkbox"/> 40%</p> <p><input type="checkbox"/> Two Authors → 1st: <input type="checkbox"/> 70%, 3rd: <input type="checkbox"/> 30%</p> <p>Rs:</p>

For Official Use	
Recommended Incentive Amount	
1.	Rs:
2.	Rs:
3.	Rs:

Signature of Applicant: _____

Date: _____

Recommended by Concerned DEAN: _____

Name & Signature

Verified/Recommended by Director Research: _____

Name & Signature

Recommended by Director ORIC: _____

Name & Signature


Approved by Pro-Rector: _____

Name & Signature

Documents Required by the ORIC (Research Section)

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

Please send email at 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 research section of ORIC 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

Applicant Name:	Date of Joining - UCP:
Designation:	
Faculty: <input type="checkbox"/> FMS <input type="checkbox"/> FOE <input type="checkbox"/> FOIT <input type="checkbox"/> FHSS <input type="checkbox"/> FLL <input type="checkbox"/> FOP <input type="checkbox"/> FMMC <input type="checkbox"/> FOL <input type="checkbox"/> FOST	
Email:	

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

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

For Official Use	
Recommended Journal Fees	
	Rs:

Signature of Applicant: _____

Date: _____

Recommended by Concerned DEAN: _____

Name & Signature

Verified/Recommended by Director Research: _____

Name & Signature

Recommended by Director ORIC: _____

Name & Signature

Approved by Pro-Rector: _____

Name & Signature

Documents Required by the ORIC (Research Section)

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 1st 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

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

Please send email at 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 1st 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 research section of ORIC will scrutinize the documents. Thereafter, the applicant will be informed through email regarding the award status of the sponsorship of journal fees.