

Subject: Incentive Program for Faculty on Publishing in Impact Factor Journals

The University of Faisalabad (TUF) is committed to achieving academic excellence and establishing itself as a leading research institution nationally and internationally. A key metric in this pursuit is our performance in global university rankings (e.g., QS, Times Higher Education), which heavily weigh research output, quality, and impact.

Citations and publications in high-impact journals are the lifeblood of academic recognition. To systematically incentivize and reward our faculty for generating such high-quality research, the Office of Research, Innovation & Commercialization (ORIC) proposes the establishment of a formal cash incentive program. ORIC proposes a structured financial incentive scheme for faculty members who publish research papers in journals with Impact Factor (IF).

Incentive Structure:

The proposed incentive amounts are as follows:

<u>Impact Factor</u>	<u>Cash Incentive (PKR)</u>
• < 2.0	10,000/-
• 2.0 to 5.0	15,000/-
• >5.0	25,000/-

Eligibility Criteria:

- The paper must be original research. Review articles may also be considered.
- QEC will evaluate the claimed paper.
- The paper must acknowledge "The University of Faisalabad" as the author's primary affiliation.
- The journal must be indexed in the Web of Science (Clarivate Analytics) or Scopus to verify the Impact Factor.

Benefits for The University of Faisalabad (TUF):

The implementation of this program will yield significant, multifaceted benefits:

a) Direct Enhancement of University Rankings:

- **QS World University Rankings:** This program directly targets key QS metrics: Citations per Faculty (a major weightage) and Academic Reputation (built through visible, high-impact publications).
- **Times Higher Education (THE) Rankings:** THE rankings heavily emphasize Research Influence (citations) and Research Volume/Income. Increased high-IF publications will improve our scores dramatically.

b) Increased Research Visibility and Impact:

- Incentivizing publications in high-IF journals, which have wider readerships, will lead to a substantial increase in the global visibility and citation count of TUF's research.
- This establishes TUF as a thought leader in various academic fields.

c) Motivation and Faculty Development:

- Provides tangible recognition and reward for research efforts, boosting faculty morale and motivation.
- Attracts and retains high-potential, research-active faculty members, enhancing the overall academic caliber of the university.
- Encourages faculty to aim for top-tier international journals rather than settling for lower-quality publications.

d) Strengthening of ORIC and Research Culture:

- Provides ORIC with a clear, measurable program to manage and promote.
- Fosters a competitive yet collaborative culture of research excellence across all departments and faculties.
- Generates concrete data for ORIC to track faculty performance and identify research strengths.

e) Improved Post-Graduate Research (MPhil/PhD):

- Supervisors will be incentivized to guide their students towards high-quality publications, directly improving the output and standard of our postgraduate programs.

f) Attraction of External Funding:

- High-impact publications increase chances of securing competitive national and international research grants.

g) Student Attraction:

- Improved academic reputation will attract top-quality students and researchers to TUF.

Implementation Mechanism

1. **Application:** Faculty will submit a formal claim to ORIC upon official online publication of their paper, providing a link to the article and proof of the Journal Impact Factor.
2. **Verification:** QEC will verify the journal's indexing, Impact Factor, author, and affiliation.
3. **Approval:** ORIC will recommend the incentive to the Rector for approval after verification and the same will be notified to the Finance Department for processing the payment.
4. **Disbursement:** Incentives will be processed through Finance Department and be subject to applicable taxes.
5. **Tracking:** ORIC will maintain a dedicated database to track all incentivized publications.

Note: This policy is valid from October 08, 2025