

## POLICY FOR PAYMENT OF INCENTIVE FOR PUBLICATION IN JOURNALS

### Introduction

1. Human History recognizes creation and dissemination of new Knowledge as the dominant force responsible for evolution and sustenance of society. Critical thinking skills and learning to ask the right question remain at the core of knowledge generation and scientific research. Successful research demands mastery of a range of skills including, Inter alia, the art of organized thinking and the ability to express it clearly.
2. Air University (AU) encourages its faculty member push knowledge frontiers in the realms of art, Sciences and technologies. Creation of new Knowledge and offering it to the world is viewed as a preferred activity at AU. Faculty members are heartened to publish research in quality journals.
3. This policy aims to recognize enthusiasm and efforts of faculty members and researchers of AU for publishing their research work in well reputed journals.


### Classification of Publications

4. The categories of published research classified according to HEC Journal Recognition System (HJRS) and their corresponding incentive amount (in Pak Rs) by eligible AU faculty members / researchers would be as follows:

Category	HJRS Category	Incentive (Rs)	Maximum of <b>five (05)</b> research papers can be claimed for cash award in one financial year (1 <sup>st</sup> July- 30 <sup>th</sup> June) by a faculty member.
<b>A</b>	<b>'W'</b>	40,000/-	
<b>B</b>	<b>'X'</b>	15,000/-	
<b>C</b>	<b>'Y'</b>	10,000/-	

### Conditions

5. Following Conditions apply for publishing of research in journals:-
  - (a) This policy is for regular faculty members of Air University, Islamabad, its sub-campuses, AU constituent and affiliated colleges.
  - (b) The AU faculty members are to mention their association with AU. The name of the University is to be preceded by the name of the department by AU Main Campus, its Sub-Campuses, AU constituent and affiliated Colleges. For example, "**Department of Physics, Air University Islamabad – Pakistan**".
  - (c) Only the research publications published under the name of "**Air University, Islamabad - Pakistan**" will be considered for the incentive award.
  - (d) In case the research paper is published by MS/PhD student, he/she has to be the first author, while his/ her supervisor and co-supervisor are to be the second and third authors respectively.
  - (e) Every faculty member has to apply for research incentive within two months of their publication. The late applications will not be considered for award of incentives.

OPI	Date	Page No	Signature
Office of Research, Innovation and Commercialization (ORIC)	11 <sup>th</sup> July, 2023	1 of 2	

- (f) Publication contribution towards meeting the degree requirement of a faculty member will not be considered for the research incentive.
- (g) AU Policies on '**Plagiarism**' and '**Generative AI**' are to be strictly followed for all publications.
- (h) To be eligible for cash award, the faculty member has to be among the first three authors. Cash award shall be distributed amongst AU authors as per framework given below:
- (i) In case of a solo author, 100% of the award would be given to the AU faculty member.
  - (ii) In case of more than one AU authors, the incentive award amount will be distributed among the faculty members as follows:
    - First Author - 50%
    - Second Author - 30%
    - Third Author - 20%.

#### **Publication from Funded or Classified Research**

6. In case research emanates from a funded and / or classified project, the concerned author is to apply in writing to obtain approval from the Vice Chancellor through Department Chair, Dean and Director ORIC to submit such research work for publishing. Necessary written ~~approval~~ from sponsoring / funding agency[ies] must be submitted with the application. On receipt of written approval from Vice Chancellor, the author may submit his / her publication in one of the categories mentioned in para 4.

#### **Procedure for the Award of the Incentive**

7. Following procedure will be followed for claiming of incentives:-
- (a) The publishing author is to apply for research incentive within two months of its publication. The Author will provide an undertaking against authorship, Journal's category and originality of the research duly verified by relevant Head of the Department and countersigned by the concerned Dean.
  - (b) The incentive cases will be processed bi-annually by 31<sup>st</sup> January and 15<sup>th</sup> June every year.
8. The policy will come into effect immediately and will supersede all previous policies on the subject. The policy will be reviewed as and when required.



**(JAVAID AHMED)**  
Air Marshal (R)  
Vice Chancellor  
Air University, Islamabad

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OPI	Date	Page No	Signature
Office of Research, Innovation and Commercialization (ORIC)	11 <sup>th</sup> July, 2023	2 of 2	