



Policy Name	Publications Incentive Framework
Proposed By	Director ORIC
Reviewed By	Registrar and Pro-VC
Approved By	ORIC Steering Committee
Effective From	01-07-2026
Next Review Date	30-06-2028



1. Purpose

This policy establishes a structured incentive system to recognize, reward, and promote high-quality research output among researchers. It aims to enhance publication productivity, citation impact, and policy-oriented research contributions at national and international levels.

2. Scope

This policy applies to all research conducted under the auspices or affiliation of Islam Group and Grand Asian University, regardless of discipline, funding source, or location. It applies to faculty members, researchers, postgraduate and undergraduate students, visiting scholars, research associates, consultants, administrative staff involved in research administration, and external collaborators researching on behalf of the University.

3. Policy Objectives

The policy seeks to:

- Encourage publication in high-impact journals
- Increase citation performance and global research visibility
- Promote policy-relevant research and knowledge transfer
- Strengthen institutional research ranking and reputation
- Foster a culture of scholarly excellence and impact-driven research

4. Research Publication Incentive (Cash Reward System)

4.1. Eligibility Criteria

- This policy will apply to research articles published by authors affiliated with Islam Group and Grand Asian University in Scopus-listed Journals.
- Research work published in a journal that is not a full-length research paper, i.e., Letter to the Editor, Abstracts, Notes, Short Paper/Study, Correspondence, Discussion & Comments, Contribution, Erratum, and Corrigendum, etc., will not be considered for the cash reward.
- This reward will be given upon the online/print publication of the article, subject to verification from QEC.
- University affiliation must be clearly mentioned.
- Papers published from July 2026 onward shall be considered for these rewards.

- In cases with multiple authors, the total reward amount will be divided among all authors; however, only GAUS authors will receive the reward. Non-GAUS authors will be excluded from receiving any portion of the reward.
- For single-author publications, the full reward amount will be given to the author; however, multiple/co-authorship* will be treated as per the details:

Number of Authors	Reward Contribution
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.

4.2. Publication Categories and Amount of Cash Rewards

Categories of cash rewards shall be as per Scopus quartile. The distribution shall be as follows:

Journal Category	Reward per Publication
1 st Q1 Paper in a year	Rs. 60,000
2 nd Q1 Paper in a year	Rs. 65,000
3 rd Q1 Paper in a year	Rs. 70,000
3+ Q1 Papers in a year	Rs. 75,000
1 st Q2 Paper in a year	Rs. 40,000
2 nd Q2 Paper in a year	Rs. 45,000
3 rd Q2 Paper in a year	Rs. 50,000
3+ Q2 Papers in a year	Rs. 55,000
X Category (Web of Science-ESCI)	Rs. 20,000

4.3. Publication in Nature Index Journals

The Nature Index is a database of author affiliation information collated from research articles published in an independently selected group of high-quality science journals.

► A 15% extra reward will be given for full-length Journal paper publication in Nature Index Journals. (<https://www.natureindex.com/faq#journals>)

4.4. Reward on Books/Book Chapters:

Indexed Books/Book Chapters published as author with the complete affiliation of GAUS shall also be rewarded:

Authored Book $\geq$ 70000 Words	Rs. 50,000
Authored Book Chapter	Rs. 15,000

4.5. Conference Papers (Scopus-Indexed Conferences)

Papers published in Scopus-listed conference proceedings with the complete affiliation of GAUS shall also be rewarded:

Scopus-indexed conference paper	Rs. 15,000
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4.6. Reward on Scopus Citation

Citations play an important role in authors' H-index and university ranking so that a special reward will be given based on the number of citations. Citation data will be taken from Scopus once in January for papers cited in the last year. Citation Reward is only for those faculty and staff who have served at least one complete year at GAUS.

Annual Citations	Incentive (PKR)
100–199 citations	Rs. 10,000
200–499 citations	Rs. 20,000
500–999 citations	Rs. 30,000
1000+ citations	Rs. 50,000

5. Process

All faculty members and staff shall submit their eligible research achievements through the Learning Management System (LMS) portal under the designated **ORIC** section. Eligible achievements include, but are not limited to:

- Research articles published in peer-reviewed journals
- Conference papers and proceedings
- Books and Book Chapters
- Patents (filed, granted, or commercialized, as applicable)
- Externally or internally funded research projects

QEC shall verify the authenticity of the paper, and ORIC shall check for completeness and eligibility in accordance with the University's approved policies. ORIC shall compile the cases and submit them to the Research Grant Committee for consideration.

The Research Grant Committee shall review all verified submissions for incentives and grants under the relevant University policies. Based on its deliberations, the Committee shall make recommendations and forward the cases to the competent authority for final approval.

6. Policy Review and Amendments

This policy shall be reviewed every two years, or earlier if required, to ensure alignment with the University's strategic priorities, HEC regulations, emerging technologies, and international best practices. Amendments shall be approved by the appropriate statutory bodies of the University.

Proposed By:



Director ORIC
Grand Asian University Sialkot

Approved By:



Vice Chancellor/ Chairman ORIC-SC
Grand Asian University Sialkot