

Promoting Research at IoBM

Publications/Proposal at IoBM

Publishing high quality research is important not only for researcher, but for its Institute also. On the one hand the world famous ranking QS (Quacquarelli Symonds), for example considering 20% of “citation per faculty”, this means research published in impact factor (by ISI/WoS) is considered more important. Another world famous ranking THE (Times Higher Education) consider research component as 30% as reputation survey (18%), research income (6%) and research productivity (6%). On the other hand, HEC Pakistan was considering research components as 40% for ranking purposes.

IoBM long ago initiated research incentives to encourage their faculty members to publish high quality research papers. The incentives will be given to the following categories of Research Publications.

If the research paper is a joint publication (up to 5 authors), then following rates/ratios will apply keeping in view the rank.

1. Just one Author 100 % payment
2. For two authors rates/ratio will be 60:40
3. In case of more than two authors (up to 5 authors), first author will receive 50% and all other remaining authors equally divided by 50%

Note: Payment is subject to Academic load/number of students.

Remuneration for Publications at IoBM

1. Remuneration for Local/Notational Journals:

From July 2020, the HEC Journal Recognition Systems (<https://hjrs.hec.gov.pk/>) will be considered to categorize national and international journals.

W Category Journals (100% - JCR list with 0 IF, 150% - JCR list >0.01 to .5 IF, 200% >.5 to 1 IF and 250% >1 IF of paid course – depending on employee rank)

X Category Journals (100% of paid course – depending on employee rank)

Y Category Journal (50% of paid course – depending on employee rank)

2. ISI/Scopus Indexed Journals:

From July 2020, the HEC Journal Recognition Systems (<https://hjrs.hec.gov.pk/>) will be considered to categorize journals.

W Category Journals (100% - JCR list with 0 IF, 150% - JCR list >0 to .5 IF, 200% >.5 to 1 IF and 250% >1 IF of paid course – depending on employee rank)

X Category Journals (100% of paid course, 150% - JCR list >0 to .5 IF, 200% >.5 to 1 IF and 250% >1 IF of paid course – depending on employee rank)

Y Category Journal (50% of paid course, 150% - JCR list >0 to .5 IF, 200% >.5 to 1 IF and 250% >1 IF of paid course – depending on employee rank)

3. Other Index Journal Publication or Conference Proceeding Publications in Scopus/IEEE/ACM/ABDC/ or equivalent Indexed Publications:

May be considered as research activity for annual appraisal only (not for any remuneration).

4. Publication of Book:

Book publication (authored – not as editor etc.) as per HEC criteria may be considered as 2 times X category publication or 2 times Y category publication, subject to evaluation by HEC or IoBM committee to be appointed by the President IoBM, recommended by concerned Deans.

2xX Category Journals (200% of paid course – depending on employee rank)

2xY Category Journal (100% of paid course – depending on employee rank)

Note: Subject to approval from Committee

5. Publication of Book Chapter (Published with reputed Publisher):

May be considered as research activity for annual appraisal only (not for any remuneration).

6. Teaching Case Study:

May be considered as research activity for annual appraisal only (not for any remuneration).

7. Patent filled:

As per HEC criteria may be considered, subject to evaluation by HEC or IoBM committee to be appointed by the President IoBM, recommended by concerned Deans.

20,000/- remuneration may be paid (Subject to approval from Committee)

8. Patent Registered:

As per HEC criteria may be considered, subject to evaluation by HEC or IoBM committee to be appointed by the President IoBM, recommended by concerned Deans.

100% of paid course – depending on employee rank (Subject to approval from Committee)

9. Funding Project Submitted:

As per HEC criteria may be considered, subject to evaluation by HEC or IoBM committee to be appointed by the President IoBM, recommended by concerned Deans.

10,000/- remuneration may be paid to PI (Subject to approval from Committee)

10. Publication to product

If the outcome of the paper is converted into a commercially viable product, 100% of paid course – depending on employee rank, subject to evaluation by IoBM committee to be appointed by the President IoBM, recommended by concerned Deans. (Subject to approval from Committee)

Existing rates (Summary):

			50%	100%	150%	200%	250%
	Rate	Hrs	Y	X	W/0 IF 0-.5	IF .5 to 1	IF >1
Professor	1375	45	30,938	61,875	92,813	123,750	154,688
Associate Professor	1275	45	28,688	57,375	86,063	114,750	143,438
Assistant Professor	1200	45	27,000	54,000	81,000	108,000	135,000
Sr. Lecturer	1100	45	24,750	49,500	74,250	99,000	123,750
Lecturer	1000	45	22,500	45,000	67,500	90,000	112,500
Jr. Lecturer	900	45	20,250	40,500	60,750	81,000	101,250
RA/RF/ Staff + Lab Engr / Lab Suprv/ IoBM Student	800	45	18,000	36,000	54,000	72,000	90,000

Calculations, for example:

Case-1:

If single author (Professor) published in Y category Journal, then he/she will be paid as:
30,938/- only

Case-2:

If two authors – one is student and other is supervisor (Associate Professor) and publishing in X Category Journal, both will be paid as:

First author (60% of paid course = 36000) = 21600/-

Second author (40% of paid course = 57375) = 22950/-

Case-3:

If 5 authors, all are IoBM faculty members and publishing in IF (0.4), then they will paid as:

1st Author Lecturer (50% of paid course = 55688) = 27844/-

2nd Author Senior Lecturer (10% of paid course = 74250) = 7425/-

3rd Author Assistant Professor (10% of paid course = 81000) = 8100/-

4th Author Associate Professor (10% of paid course = 86063) = 8606/-

5th Author Professor (10% of paid course = 92813) = 9218/-

Procedure for claiming research incentives (Clause 1 & 2)

1. After publication, faculty may report the research paper to their respective HoD with following data
 - a. Research Paper along with authors details
 - b. Publication date
 - c. Link of Journal
 - d. Link HJRS
 - e. Indexing (Scopus/WoS etc.)
 - f. HEC Category
 - g. Impact Factor (if any)
2. Concerned HoD will forward it to Dean
3. Concerned Dean will forward it to Rector
4. After approval from Rector HR will process the remuneration as per IoBM research incentives policy

Note: Payment is subject to Academic load/number of students.