

AU Research Publications Reward Policy

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Introduction

Ajman University (AU) encourages and requires its faculty members and researchers to conduct high quality and impactful research in their areas of specialization and disseminate their research findings in highly reputable journals. The publication of scientific research is considered as one of the most essential jobs of faculty members and researchers at AU. The University has taken a number of steps to support its faculty towards achieving this goal. As an additional incentive, the AU has adopted a policy to provide a financial reward for the dissemination of quality research in SCOPUS-indexed publications.

Aim and Objectives

The AU Research Publications Rewards policy aims to honor the efforts of faculty/researchers at AU and encourage them to contribute more in elevating academic research at AU. The objectives are as follows:

- To increase number and quality of AU SCOPUS-indexed papers in leading international journals,
- To encourage and motivate faculty/researchers to contribute actively in AU research vision and mission,
- To promote and encourage faculty/researchers to have collaborative research with international collaborators, and
- To encourage faculty to make possible efforts to improve the visibility of their research outcomes and citations.

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The AU research publications rewards are classified into the following 5 categories:

- Category 1: Papers Published in Scopus-Indexed Journals (Non-Arabic)
- Category 2: Publications of Books or Book Chapters
- Category 3: International Collaboration
- Category 4: Publications in Arabic Journals/Books
- Category 5: Citations

The financial incentives in all categories have been specified for research findings published in Scopus-indexed journals and/or books only (except category 4). The maximum financial reward for research publications received by an individual AU author in categories 1, 2, 3 and 4, shall not exceed 20,000 AED in one academic year. Exceptional cases, where all the research is published in SCOPUS Quartile-1 (75%-99%) journals, may be considered for a higher reward in Category-1 on a case-by-case basis and approval from the Vice Chancellor for Academic Affairs (VCAA) is required.

The eligibility criteria for research reward is as follows:

- At the time of reward, the applicant must be an employee of AU either as a faculty member or full-time research or teaching assistant, refer as AU author in this document, at the time of reward.
- The applicant must use Ajman University affiliation as a primary/main affiliation, and it should be visible on the published research.
- The same research output cannot be submitted more than once in all categories.
- The research in all categories (with an exception of Category 4) should be indexed in SCOPUS.
- The research should be published during the dates advertised by the DGSR. Accepted papers/books/book chapters need to be submitted during the following year cycle.
- Any research published/submitted in conference proceedings is not eligible for the reward.
- Any research article/abstract/book chapter, which is presented in a conference is not eligible for a reward. However, if an extended version of a conference paper is accepted in a SCOPUS indexed journal, it can be submitted for AU publication reward. The applicant needs to clarify this and submit both conference and journal versions of the paper.

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- The financial reward will be awarded to AU authors i.e. AU faculty or full-time research or teaching assistants only.
- For all categories, except category 4, the Journal/Book Chapter/Book must be indexed by SCOPUS at the time of submission of research work.

Category 1: Papers Published in Scopus-Indexed Journals (English)

For journal papers published in the top 10% of Scopus Quartile-1 (75% - 99%) journals, i.e. 90%-99%, the payment per AU author shall be as per Table 1. To identify SCOPUS Quartiles, the only information available on www.scopus.com will be used; journal quartile classification on SCImago (<https://www.scimagojr.com>) will not be used to evaluate quartile. For more details, please refer to the *AU Guidelines for Research Publications (2019)* document.

Table 1. Financial incentives for papers published in Top 10% of SCOPUS Quartile 1 Journals

SN	Number of Authors Listed on Published Paper	Payment per AU Author (AED)
1	1	10,000
2	2	7,500
3	3	5,000
4	4 or more	18,000 / Number of Authors

For research papers published in other SCOPUS Quartiles 'i.e. Quartile 1 - Quartile 4, the payment per AU author will be reduced (relative to Table 1) as per Table 2.

Table 2. Financial incentive for papers publishes in Q1-Q4 Scopus-indexed journals

SN	SCOPUS Quartile (www.scopus.com)	Payment/AU Author as a percentage of Table 1
1	Quartile 1 (75% – 89%)	80%
2	Quartile 2 (50% – 74%)	60%
3	Quartile 3 (25% – 49%)	40%
4	Quartile 4 (0% – 24%)	25%

A journal title might have a different quartile within different subject area it is included in. For

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example, International Journal of Pharmacy Practice is ranked in Pharmacy as 74% (Quartile 2, AU-B) while the same journal in Medicine is ranked as 45% (Quartile 3, AU-C). In this case, the decision is based on the researcher's field of specialization.

Authors are strongly encouraged to visit the SCOPUS website (www.scopus.com) and make sure that the Journal is indexed by SCOPUS. Please check the coverage period carefully before submitting an article for publication. The SCOPUS Quartile information may also change from time to time based on the SCOPUS evaluation criteria. If the SCOPUS Quartile changes from the time of submission to the time of publication, the SCOPUS quartile information at the time of calculating rewards will be used by the University.

Category 2: Publications of Books or Book Chapters (SCOPUS-indexed)

- For a published book chapter, peer-reviewed and indexed by SCOPUS, each AU author shall receive a net amount of AED 2,000.
- For a published authored book, peer-reviewed (not editorial book or thesis) and indexed by SCOPUS, each AU author shall receive a net amount of AED 5,000.
- For a published edited book, peer-reviewed and indexed by SCOPUS, each AU author shall receive a net amount of AED 5,000 if at least one chapter of the edited book is authored by the AU author/editor.

Category 3: International Collaboration

Any eligible research output under Category 1 or Category 2 is eligible for an additional payment if one or more authors of the paper are from outside UAE. Research outputs from Category 4 (SCOPUS indexed only) are also eligible for a financial reward in this category. Faculty members are highly encouraged to collaborate with reputable and ranked universities only.

The additional payment in category 3 is 25% of the payment in category 1, 2 or 4.

Category 4: Arabic Publications

For Arabic language publications (journals or books), only the top peer-reviewed journals /publishers, which are categorized as AU-A or higher in the AU publication classification, will be considered for the reward. The applicants must submit all peer-review reports (as received from the Journal/Publisher) with their submission. The internal peer-review or peer-review as arranged by the AU College will not be accepted. No financial reward will be offered to non-peer reviewed

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papers or when peer review reports are not available. The quality of peer-review reports may be assessed by an ad-hoc committee, which submits recommendations to the DGSR. The ad-hoc committee may request additional information from the applicant or college dean to make recommendations.

The reward sum in this category will be calculated as follows:

Table 3. Financial incentive for Arabic language publications

SN	Number of Authors Listed on Published Paper/Book	Payment per Paper/Book (AED)
1	N authors per Journal paper	2,000/N per AU author (Non-SCOPUS) 4,000 per AU author (SCOPUS – Single Author) 6,000/N per AU author (SCOPUS – More than one author)
3	N authors per Book	2,000/N per AU author (Non-SCOPUS)

Category 5: Citations

A financial reward will be given to AU author(s) for a SCOPUS-indexed article or non-edited book that has been extensively cited. The following criteria shall be met to submit nomination for this category reward:

- The paper must be published with correct Ajman University affiliation, as a primary affiliation, on the paper.
- The paper must be published during the latest 5 years e.g. during 2020, a window of 2015-2019 will be used.
- Self-citations will be excluded.
- Only verifiable counts of citations from www.scopus.com are acceptable (citations from Google scholar or any other indexing database will not be counted).
- The financial incentive for citations is on per paper basis; in case of multiple AU authors the payment in this category will be divided equally among AU authors.

The financial reward under category 5 can be submitted only once for any published research output if the output receives a certain number of citations (during the 5 year window), as defined in the following table:

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SN	Number of Citations (from SCOPUS.com) excluding self-citations	Financial Reward (AED)
1	20 – 40	2,000
2	41 – 60	4,000
3	≥ 60	6,000

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Procedures

1. At the beginning of each academic year, the dean of Graduate Studies and Research (GSR) invites all faculty members through academic deans to apply for the AU research publication rewards in all categories. The dean of GSR informs the academic deans by email about the exact dates, determined according to the University academic calendar.
2. Faculty members submit their nominations in the mentioned categories (1-4) as per the provided template to the head of their College Research Committee (CRC) by the deadline.
3. The head of CRC receives all nominations/applications and verifies nominations for the adherence of eligibility criteria as per *AU Research Publications Reward Policy*. The head of CRC may request additional information from the applicant if required.
4. The head of CRC forwards all applications with suggested financial rewards for each applicant (under all applicable categories) to the DGSR.
5. The dean of GSR reviews and verifies all nominations and forwards the reward payments to the Office of Human Resources.

Grievances

1. All appeals and disputes relating to AU research publications reward shall be sent directly to the DGSR.
2. The DGSR acknowledges the receipt of grievance to the applicant, and the dean of GSR forms an independent ad-hoc committee to investigate the grievance.
3. The ad-hoc committee submits observations and recommendations to the dean of GSR, and the final decision is communicated to the applicant.