NUML Research Policy

Year 2017

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Table of Contents

1. General 1

1.1. Purpose 1

1.2. Scope 1

1.3. Policy Statement 1

1.4 Policy Guidelines 1

2. Research Incentives 2

2.1 Relaxation of Courses 2

2.2 Cash Incentives: 2

2.3 External Projects / Consultancy Fund Sharing Guidelines 4

1. General

1.1. Purpose

NUML is committed to creating knowledge, in the light of its vision and mission statements, through excellence in research, innovation and commercialization. This policy is aimed to promote a research-oriented environment and to provide a structural framework in nurturing a research culture through various intramural and extramural interventions. These include various incentives, research support, capacity development, policy guidelines, industry-academia linkages, and advocacy efforts to provide a comprehensive apparatus in achieving systematic and clearly defined goals.

1.2. Scope

This policy is applicable to all researchers and authors at NUML.

1.3. Policy Statement

1.3.1 All the researchers will use NUML "Publication Management System" for all their needs of incentives as well as the requirements of a searchable repository.

1.3.2 All considerations for incentives / relaxations in terms of research articles will be considered only if they are published in HEC recognized journals. In case of book publication/edited volume contributions, the publication will be referred to NUML writers' forum which will decide it on a case-to-case basis.

1.3.3 All publications will only be considered for incentives / relaxations where the author is either of the first two authors.

1.4 Policy Guidelines

The policy is governed by the following guidelines:

1.4.1 Establishment of research culture to promote quality research and its integration with other academic activities at NUML.

1.4.2 Periodic/ Regular induction of PhD (only) faculty members is preferred for improving and sustaining the research output, research relevance and research profile of the departments, disciplines, and the University.

1.4.3 Significant financial as well as career growth incentives be provided to the faculty to pursue innovation centric research and development.

1.4.4 Appointments at senior faculty positions are preferred based on annual research output in HEC recognized journals.

1.4.5 NUML encourages faculty members / supervisors to publish papers through student contribution, other (funded) projects and collaborative effort with university affiliation by considering due credit to all contributors.

1.4.6 Promoting faculty engagement in consulting services proactively through experienced professionals among faculty members who are capable of handling complex, multidisciplinary, and meticulous work associated with University-Industry collaborations.

1.4.7 NUML will strive to provide facilitation in terms of suitable space, library, and access to national and international journals in collaboration with other partners.

2. Research Incentives

2.1 Relaxation of Courses

The faculty member may be given relaxation in their course teaching load as per the table given below. However, the faculty members will have to take at least one course per semester. The total amount of the project/s will be calculated on an accumulated basis. The amount of funding secured by the faculty member will be assessed at the time of allocation of courses before a semester starts. However, the funding of a project will not be considered if the remaining time is less than three months.

Amount of Funding	**Relaxation of courses**		**Maximum duration of the allowance**
	PI	**One-Co-PI**	
>1.0 million and <2.0 million PKR	1 course	-	One Semesters
>2.0 million and <5.0 million PKR	2 courses	-	One Semesters
>5.0 million and <10.0 million PKR	2 courses	1 course	Two semesters
>10.0 million PKR	2 courses	1 course	Three semesters

2.2 Cash Incentives:

2.2.1 Cash Incentives will be given for research publications only **in HEC approved journals having clear mention of volume and issue number on publication**. The faculty members / officials / students may be given cash incentives for their research publications as per the tables below.

Table-A

#	**Journal Publication**	**Honorarium amount (Rs)**
1.	Impact Factor Journal (Indexed in Web of Science JCR) with Quartile 1 ranking (subject wise)	Max. up to 150,000/-
2.	Impact Factor Journal (Indexed in Web of Science JCR) with Quartile 2 ranking (subject wise)	Max. up to 100,000/-
3.	Impact Factor Journal (Indexed in Web of Science JCR) with Quartile 3 ranking (subject wise)	Max. up to 50,000/-
4.	Impact Factor Journal (Indexed in Web of Science JCR) with Quartile 4 ranking (subject wise)	Max. up to 30,000/-
5.	Non-Impact Factor "Indexed in Web of Science/Scopus (active list)" W Category	Max. up to 30,000/-
6.	Non-Impact Factor "Indexed in Web of Science/Scopus (active list)" X Category	Max. up to 20,000/-
7.	Non-Impact Factor "Y" Category	Max. up to 5,000/-

a. Maximum limit for honorarium payment will be **Rs. 300,000/-** per faculty member in a calendar year.
b. Maximum limit for non-impact factor category (serial 5-7) will be two (2) papers in a calendar year.
c. The above mentioned limitation (a and b) is applicable on all articles published on or after **Jan 01, 2023**. This cycle will continue in future following the calendar starting on 01 Jan of each respective year.
d. Papers published on or after **01 January 2020** will be considered for cash incentive as per the current revised policy.
e. The rate of honorarium mentioned above in serial numbers **1-7 will come into effect on 01-04-2023**. They will be applicable to all relevant publications published on or after the said date.

Table-B

Possibilities	**Affiliation with NUML**	
	First Author	**Second Author**
Only One Author (sole author in publication)	100%	N/A
Two Authors	50%	50%

2.2.2 Rector NUML may appoint any senior faculty member as full-time research faculty member with zero teaching load for a year to produce several articles and / or a book in that year.

2.2.3 In case of book publication/edited volume contribution, publication will be referred to NUML writers' forum which will decide it on a case-to-case basis in terms of its acceptance and amount of cash award.

2.3 External Projects / Consultancy Fund Sharing Guidelines

2.3.1 For academic growth and national development, the faculty members are to be encouraged to undertake research projects/studies/consultancy services. All consultancy projects earned and executed by NUML faculty members / staff are considered as NUML projects. Terms for Income & Honorarium Sharing for PI are as follows:

2.3.1.1 For any individual independent project where the funding agency does not provide any honorarium/ fund distribution guidelines, 20% of the earning will be transferred to the university.

2.3.1.2 For any project earned from HEC or other donor/ funding agencies, the honorarium/ funding distribution guidelines will be followed. All overhead costs given in the project will be transferred to the university.