

Instructions for Incentives and Rewards for Scientific Publishing and Authoring for Faculty Members at Jadara University

Article (1): These instructions are called scientific publishing incentives instructions for faculty members at Jadara University who publish their scientific research in internationally classified scientific journals in the **Clarivate** or **Scopus** database, or in distinguished and prestigious journals such as **Nature and Science** or their equivalent, or who write books or chapters in books published by international publishing houses, or they register international patents, or their research has been cited internationally.

Article (2): These incentives aim to advance scientific research at the university and national levels, raise the level of the university to be among the best universities at the global level, and achieve the global presence of the university and faculty members.

Article (3): The university grants incentives as follows:

First: Incentives for scientific publication in international journals

Article (4):

A. At the recommendation of the Deanship of Scientific Research, the university provides a financial reward to faculty members who have published their research (**Full Article or Full Review**) in international journals classified within the databases mentioned in Article (1) of these instructions, with a maximum amount of (2500) two thousand five hundred dinars, as follows:

1- (5000) five thousand dinars for the researcher who published research in leading journals (Nature and Science).

2- The following table shows the publishing mechanism in the following global databases:^{2 1}

Bonus Category	Bonus Value (as a percentage of the maximum)	Conditions	Conditions
		Scopus	Thomson
1	100%	Q1	SCI, SCIE, SSCI, AHCI
2	80%	Q2	SCI, SCIE, SSCI, AHCI
3	50%	Q3	SCI, SCIE, SSCI, AHCI
4	40%	Q4	SCI, SCIE, SSCI, AHCI
5	90%	Q1	ESCI: EMERGING SOURCES...
6	60%	Q2	ESCI: EMERGING SOURCES...
7	40%	Q3	ESCI: EMERGING SOURCES...
8	30%	Q4	ESCI: EMERGING SOURCES...
9	80%	Q1	
10	50%	Q2	
11	30%	Q3	
12	20%	Q4	
13	80%	SCI, SCIE, SSCI, AHCI
14	25%	ESCI: EMERGING SOURCES...

B. If the published research fulfills one of the conditions set forth in section (A) of this article, but it is not Full Article or Full Review, then 50% of the reward value shown in the above table will be calculated for it. This includes the following classified research:

Short paper, Technical note, Mini-review, Clinical report, Case report, Short report, Short review and perspective.

Note:

- 1- Amended by Deans Council Decision No. (124), Session No. (8), dated 1/26/2021 AD.
- 2- Deans Council Decision No. 282 dated 5/25/2022.

C. These incentives are paid only for the research that is published by a faculty member in his specialization. However, the research which is published in other than the researcher's specialization is not approved for incentive purposes.

Second: Incentives for publishing a book or chapter in a book:

Article (5):

A. The university, upon the recommendation of the Scientific Research Council, gives faculty members who have published one or more refereed books published by international publishing houses in the field of research specialization a financial reward of (1000) dinars for each book, provided that the content of the book is not extracted from a master's or doctoral dissertation. In addition, the researcher must pass a positive arbitration by external arbitrators and making a degree of verification of the plagiarism and plagiarism examination. Moreover, the researcher should present a copy to the university library as a gift.

B. The university, upon the recommendation of the Scientific Research Council, gives to the faculty members who have published a chapter or more in a book that is refereed and published by international publishing houses, a financial reward of (500) dinars for each book, provided that the content of the chapter or any part of it has not been published previously and the Scientific Research Council decide on these applications and the extent of their entitlement to incentives.

Third: Patent Incentives:

Article (6):

The university, upon the recommendation of the Scientific Research Council, provides faculty members with international patents registered and granted in the name of the university (assignee) according to the rules, a financial reward of (1000) thousand dinars for each patent.

Fourth: Incentives for the best college in scientific research:

Article (7):

The university receives a recommendation from the Scientific Research Council for the best college whose faculty members have won the largest number of awards and distinguished research activities during the academic year, a financial reward of (2500) two thousand five hundred dinars,

in addition to a certificate of appreciation for the college and a shield in the name of the college, according to the following criteria:

No.	Standard	Ratio
1	1. Publication rate = (the number of papers published in international classified journals / the number of faculty members.	1. The publication rate is greater than zero and less than 0.25, the rate is 25%. 2. The publishing rate is greater than or equal to 0.25 and less than 0.5, the percentage is 50%. 3. Publication rate is greater than or equal to 0.5 and less than 1, the rate is 60%. 4. The publication rate is greater than or equal to 1, or 70%.
2	2. Patent rate = (the total number of patents in the college / the total number in the university).	1. The rate is greater than zero and less than 0.25, the rate is 2%. 2. The rate is greater than or equal to 0.25 and less than 0.5, the rate is 5%. 3. The rate is greater than or equal to 0.5 and less than 1, the rate is 7%. 4. The rate equals 1 at 10%.
3	3. The rate of international and local awards = (the total number of awards in the college / the total number in the university).	1. The rate is greater than zero and less than 0.25, the rate is 2%. 2. The rate is greater than or equal to 0.25 and less than 0.5, the rate is 5%. 3. The rate is greater than or equal to 0.5 and less than 1, the rate is 7%. 4. The rate equals 1 at 10%.
4	4. Rate of research funded from outside the university = (the number of funded research in the college multiplied by the total funding in the college / the number of funded research in the university multiplied by the total funding in the university).	1. The rate is greater than zero and less than 0.25, the percentage is 2%. 2. The rate is greater than or equal to 0.25 and less than 0.5, the rate is 5%. 3. The rate is greater than or equal to 0.5 and less than 1, the rate is 7%. 4. The rate equals 1 at 10%.

General Provisions:

Article (8):

In the case that there is more than one researcher applying for incentives, the financial rewards will be distributed as follows:

The number of researchers	The percentage of reward distribution
Two researchers	60% the first researcher, 40% the second researcher.
Three researchers	50% the first researcher, 30% the second researcher, 20% of the third researcher.
Four researchers	40% the first researcher, 30% the second researcher, 20% for the third researcher, 10% for the fourth researcher.
Five researchers or more	35% of the first researcher, 25% of the second researcher, 20% of the third researcher, 20% distributed equally to other researchers.

Article (9): In the event that there are researchers on the scientific product from outside the university, the reward is paid to researchers from the university only, and the value of the reward is determined based on the order of their names on the research as shown in the table contained in Article (8) of these instructions.

Article (10): If any of the researchers is a visiting professor at the university and the name of Jadara University appears on the research as the place of work of the researcher (affiliation), then he is treated as a faculty member at the university and distributed over 12 months at a monthly rate.

Article (11): General conditions for applying for incentives:

1- The applicant must be a faculty member at the university when the research is accepted for publication and when submitting the incentive request.

2- The appearance of the name of the university as the place of work of the researcher (affiliation) on the published scientific product.

Article (12): In the case that the scientific product is derived from university works and the name of the student / students appears on it, the student / students is not counted among the total number of researchers for the purposes of disbursing incentives.

Article (13): The Mechanism of Applying for Incentives:

- 1 -Submitting a copy of the published academic product.
- 2 -Fill in the relevant form available on the university's website.
- 3 -Take a screenshot of the old and new h-index on the university's website.

Article (14): If the published academic product stems from an academic research project supported by the university, it is required to indicate that in the research acknowledgment for the purposes of proceeding with the incentive disbursement procedures.

Article (15): If the name of the university appears as a second place of work for the researcher (Double Affiliation) on the published academic product, then 50% of the due incentives will be paid to him according to these instructions upon his return to the university.

Article (16): The president decides on cases in which there is no stipulation is provided in these instructions based on the recommendation of the Deanship of Scientific Research.

Article (17): Researchers who receive salaries outside the salary scale or receive a scientific research allowance shall be paid (40%) of the amounts stipulated in Article (4) and according to the provisions of Articles (8) and (21) of these instructions, provided that their research is published in journals that follow Clarivate and Scopus databases.

Article (18):

A: Each researcher who has an H-index in Scopus database greater than 1 will be paid an amount of (250) two hundred and fifty dinars if the disbursement is for the first time.

B: Each faculty member is given incentives for every H-index (**Scopus**) they get through their work at the university, once a year, as follows:

1- H-index points from 1-5, an amount of (250) two hundred and fifty dinars shall be paid for each point.

2- H-index points from 6-8, an amount of (500) five hundred dinars shall be paid for each point.

3- H-index points from 9-11, an amount of (750) seven hundred and fifty dinars shall be paid for each point.

4- H-index points of 12 or more, an amount of (1000) thousand dinars shall be paid for each point.

C: In order to obtain the H-index incentives, the researcher must have one account on the Scopus database in the name of Jadara University.

Article (19):

A: The university pays a financial reward to faculty members whose research was cited in the Scopus database according to the last five years of research in the Scopus database, according to the attached table, if the disbursement is for the first time.

Number	Scopus citation number, excluding self-citation	Reward value in dinars
1	49-25	300
2	75-50	600
3	Over 75	900

B: The university will disburse the citation rewards for the following year, depending on the increase in the number of citations from the previous year in which the reward was disbursed according to the table in Paragraph A.

C: For the researcher to obtain the scientific citation reward, it is required that they have had one academic year at the university.

D: In order to obtain the scientific citation incentives, the researcher must have one account on the Scopus database in the name of Jadara University.

Article (20): A faculty member who obtains funding for an international project in the name of the university is granted an amount of (2,500) two thousand five hundred dinars, taking into account Article (21) and Article (8) of these instructions.

Article (21)

A. The financial rewards are distributed according to the rank of the faculty member as follows:

Researcher Rank (when accepted for publication)	The percentage due from the reward value
Professor	%100
Associate Professor	%75
Assistant professor	%50
Lecturer or Teaching Assistant	%25

B. This article applies to all bonuses and incentives mentioned in these instructions.

Article (22): Fifteen (15) research papers as a maximum are accepted for incentive purposes, with no more than 10,000 dinars annually, distributed as follows:

1. Five research papers in which the researcher is the only author.
2. Five research papers in which the researcher is the first author.
3. Five research papers in which the researcher is one of the authors (not the first author).

Article (23): Incentives are paid to any faculty member over a period of 12 months and will be discontinued if a faculty member resigns from the university, or their contract is terminated.

Article (24): The Council of Deans decides on cases that are not mentioned in these instructions.