1. Introduction

1.1 For most researchers, publishing an article in a prestigious journal is likely to be recognized and rewarded with attention from one’s peers. However, to encourage and promote outstanding scientific publishing and in accordance to University Malaya’s aspirations to be a “world-class” research university by 2015, the university has decided to pay promotional incentives to researchers who have publications affiliated with the University in journals indexed by the ISI-Web-of-Science (WoS).

1.2 The incentives will be paid only for the following categories of full-length publications:
   - Articles
   - Review
   - Proceeding papers (full articles published in a journal indexed by WoS)

1.3 The ISI Web-of-Science Databases refer to the following only:
   - Science Citation Index Expanded (SCI-Expanded)
   - Social Sciences Citation Index (SSCI)
   - Arts & Humanities Citation Index (A&HCI)

1.4 Letter or Correspondence to Editor or Editorial material will not be paid incentives. Books and chapters in books indexed by WoS will also not be paid incentives.

2. Amount of Incentive Payment

2.1 For Science Citation Index Expanded (SCI-Expanded) and Social Sciences Citation Index (SSCI)


<table>
<thead>
<tr>
<th>Quartile/Tier</th>
<th>Ranking</th>
<th>Amount paid (RM)</th>
<th>Number of Papers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Q1 (Tier1)</td>
<td>Top 25%</td>
<td>RM 6,000 per paper</td>
<td>Any number</td>
</tr>
<tr>
<td>Q2 (Tier2)</td>
<td>Top 50%</td>
<td>RM 3,000 per paper</td>
<td>Any number</td>
</tr>
<tr>
<td>Q3 (Tier3)</td>
<td>Top 75%</td>
<td>RM 500 per paper</td>
<td>Any number</td>
</tr>
<tr>
<td>Q4 (Tier4)</td>
<td>Others</td>
<td>Incentive not paid</td>
<td>Not applicable</td>
</tr>
</tbody>
</table>

Note:

(1) If the journal falls into more than one (1) category, the category with the best rank will be considered.

(2) The maximum cumulative incentives paid per staff is RM 50,000 per year (for the same publication year)

2.2 For papers published in Arts & Humanities Citation Index (A&HCI), a flat rate of RM1,000 will be paid per paper.

3. Procedures for claiming

3.1 Papers must have arisen from research being undertaken the staff of the University of Malaya and must bear the university's address.

3.2 Each author can claim a maximum of RM 50,000 in a publication year.

3.3 Claims can only be made in following year after the publication is indexed by WoS (for example, the incentive for publication indexed in 2010 will be paid only in 2011). **This rule applies to publications only up to the year 2015.**

3.4 Claims for multiple authors from UM must be initiated by one of the authors and approved by the other authors. Authors who are not staff of the UM are not eligible for this incentive.
3.5 Students who are co-authors of the paper are **NOT ENTITLED** to claim but should be rewarded accordingly (preferably a percentage of the incentive) by their supervisors (or co-authors who are staff of the university).

3.6 For multiple authorship from UM, the following rules apply:

1. Any of the co-author can make the claim but approvals must be obtained from all co-authors.
2. Amount (or percentage) of incentive per paper to be apportioned between each co-authors must be decided amongst the authors themselves.
3. Any dispute on the amount must be resolved by the co-authors before claims can be processed. If disputes are not solved within the year the publication incentive is paid, no incentive will be paid to any of the co-authors.
4. All authors must respond to 1st claimants within 1 month of the first claim. If there is no response, claims will only be paid to the co-authors who have responded.
5. All claims not made or resolved with the stipulated period will revert back to the university.

3.7 All authors **MUST** update their UMEXPERT page (and put in the various abbreviated forms of their names in the publications) for the year to be eligible for the incentive claims. Those authors who do not update the UMEXPERT page or do not have a UMEXPERT page will not be paid incentive for the year.

3.8 All incentive amount paid is declared in the EC form and is taxable.

Revised Date: 5 October 2011