

Academic freedom policy

Have a policy on supporting academic freedom (freedom to choose areas of research and to speak and teach publicly about the area of their research)

UCP actively promotes academic freedom. Employees teach and research in their own areas of expertise and are recognized and rewarded for exceptional research and teaching.

Annexure A: A working example of estimation of remuneration amount through Eq. (1) is shown in the *Annexure A* of this document.

3.1 Eligibility Conditions & Filing of Remuneration Case

Following eligibility conditions are essential for the filing of remuneration case to the Directorate of Research on account of impact factor publication:

- 1) An applicant should be a full-time faculty member or research/working staff of UCP.
- 2) In a research publication, the UCP member should mention his/her sole institutional affiliation with UCP via the name "University of Central Punjab (UCP), Lahore, Pakistan". The UCP member can further associate his/her faculty/department with the institution name, if required.
- 3) The journal should contain a non-zero impact factor as per the latest WoS-JCR.
- 4) The remuneration amount should be claimed in the same calendar year in which the article is published.
- 5) Maximum of up to 3rd position is applicable for UCP authors in the multi-author publication, where the allocation of remuneration amount is based on the position-wise mechanism as illustrated below:

Position in Authorship	*Amount Allocation Weightage
Principal Author/1 st Author	50%
2 nd Co-author	30%
3 rd Co-author	20%

***In case of foreign author in top-3 authors list, +5% increment in weightage will be awarded keeping in view the importance of foreign collaboration.**