



UNIVERSITY GRANTS COMMISSION

COMMISSION CIRCULAR NO. 05 /2018

No. 20, Ward Place,
Colombo 07.

July 05, 2018

Vice-Chancellors of Universities
Rectors of Campuses
Directors of Institutes

TRANSPARENT RESEARCH PERFORMANCE SCHEME TO RECOGNIZE RESEARCHERS IN THE UNIVERSITY SYSTEM

The University Grants Commission at its 986th meeting held on 10.05.2018 decided to approve and introduce a transparent Hirsch Index (***h-index***) based scheme to recognize research performance and rank researchers (Academic and Administrative staff) within 5 tiers in the university system.

The transparent Research Performance Scheme was approved to fulfill Section 223 of the Budget Speech for 2017. Section 223 states "To encourage more research and development, we invite the UGC to introduce a transparent tier based research performance scheme tagged to the Hirsch Index (H Index), to motivate academic staff members of the universities towards impactful research performance and to improve their retention within the university system.

This transparent Research Performance Scheme will place each Researcher (Academic and Administrative staff) in one of 5 tiers, namely Tier 1, Tier 2, Tier 3, Tier 4 and Tier 4 Star (4*) and enable them to advance through the Tiers. The placement is based on the Hirsch Index (***h-index***), as reported by Google Scholar, over the individual's research career. The ***h-index*** measures both the productivity and impact of the published work of Researchers (Academic and Administrative staff).

Therefore, a Researcher's ***h-index*** reported by Google Scholar was approved as the transparent measure to advance through the Tiers to recognize his/her research performance. The minimum ***h-index*** values to qualify for a given Tier are field-weighted because of internationally accepted differences in publications and citations between different fields of study. The minimum ***h-index*** values given below in Table 1 are proposed to qualify for a Tier and to advance through the Tiers.

Table 1- Minimum ***h-index*** values to qualify for a Tier

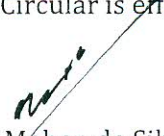
Faculties / Disciplines	Minimum <i>h-index</i> values to qualify				
	Tier 1	Tier 2	Tier 3	Tier 4	Tier 4*
Indigenous Medicine, Medical and Dental Sciences	0	2	7	13	20
Pure Sciences except Mathematics	0	2	6	11	17
Agriculture, Allied Health Sciences, Applied Sciences, Engineering, IT and Computing, Quantity Surveying, Veterinary Sciences	0	2	5	9	14
Architecture, Arts, Design, Fine Arts, Humanities & Social Sciences, Law, Management, Mathematics, Town and Country Planning	0	1	4	7	11

While there would be **no financial incentive**, the Circular provides for an approved scheme to recognize the research performance of a Researcher (Academic and Administrative staff) in the university system. The Universities are encouraged to use the approved scheme when recognizing Researchers in the university system.

The methodology to implement the Research Performance scheme is given in Annex 1. The applicable Tier for a staff member should be determined by a Research Management Committee appointed by the University Senate.

The Universities are instructed to recognize Researchers (Academic and Administrative staff) according to the approved Tiers, following this Circular, when a request is received from a Researcher.

This Circular is effective from 5th July 2018.


Prof. Mohan de Silva
Chairman

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Annex 1 – Methodology to Implement the Research Performance Scheme to Recognize Researchers in the University System

The methodology to be followed in determining the Tier of an individual Researcher is described below.

Prerequisite to Apply

Prior to submission of an application to be placed in a Tier, the Researcher (Academic or Administrative staff) must open a Google Scholar account that has been made public, with a verified email account having the domain name of the University to which he/she is attached.

Methodology

1. The Researcher, having determined the Tier level appropriate to his/her **h-index** on Google Scholar, according to “Table 1 Minimum **h-index** values to qualify for a Tier”, may apply for recognition from the approving authority of the University/Higher Education Institute with sufficient evidence to satisfy the approving authority.
2. The approving authority shall be the University Research Management Committees which have been established with the approval of the Senate of the University, to approve the payment of the annual Research Allowance. The same approving authority shall determine the Tier of the Researcher when an application is received.
3. The application must be comprehensive. The evidence necessary for the University Research Management Committee to substantiate the publications claimed in the application must be provided. Submitting only the **h-index** value reported by the Google Scholar is not a comprehensive application.
4. If the Researcher is not satisfied with the determination of the approving authority, he/she may appeal to the Vice Chancellor of the University / Director of the Higher Educational Institute for reconsideration.
5. If the assigned Tier for the Researcher is to be elevated based on the increased **h-index** value reported by Google Scholar compared to that given in “Table 1 Minimum **h-index** values to qualify for a Tier” for his/her Faculty/Discipline, the Researcher may apply to the approving authority to determine the improved Tier of the Research Performance scheme. Steps 2 to 4 are applicable for the application submitted for the improved level.