



UNIVERSITY GRANTS COMMISSION

COMMISSION CIRCULAR NO. 05 /2018 (i)

No. 20, Ward Place,
Colombo 07.

December 04, 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 and 992nd meetings held on 10.05.2018 and 09.08.2018 respectively 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 University Grants Commission at its 992nd meeting held on 09th August 2018 amended Commission Circular No. 05/2018 by including the sentence "This scheme is complementary to the existing research allowance that is being paid now." of the quoted text of the 2nd paragraph. Accordingly, the Commission Circular No. 05/2018 is amended by Circular No. 05/2018 (i).

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 scheme is complementary to the existing research allowance that is being paid now."

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

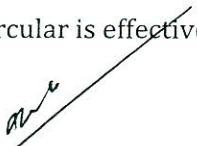
While there would be **no financial incentive**, the Circular provides for an approved scheme to recognize the research performance of a Researcher (Academic and Administrative staff) in the university system. The Universities are encouraged to use the approved scheme when recognizing Researchers in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

The Commission Circular No. 05/2018 dated 5th July 2018 is hereby rescinded.

This Circular is effective from 5th July 2018.


Prof. Mohan de Silva
Chairman

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