



UNIVERSITY OF NAIROBI

RESEARCH REWARDS AND AWARD PROGRAMME

July 21st 2017

Approvals:

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1. Introduction

Publication and commercialization of research outputs forms one of the key job descriptions of faculty members at the University of Nairobi. The Research and Awards programme aims to honour the efforts of outstanding researchers in the university, as well as encourage an increase in research productivity. The latter will raise the University's profile and rank. The programme further encourages publications within leading peer reviewed international journals, as well as protection and commercialization of intellectual property produced at the University of Nairobi.

2. Objectives of the Programme

Instituting a reward and award programme, in conjunction with other reform measures, can provide significant dividends to a university, and form the objectives of the programme. Specifically, the programme seeks to increase the number of publications (within indexed journals, refereed/reviewed books from reputable publishers, and granted patents) by university faculty that will bring significant returns to the university in terms of international stature, rankings, ability to attract international and local collaborators, and additional research funding.

In addition, the programme aims to motivate faculty members to publish quality work in high impact journals that will not only give them better international visibility, but will also have a profound impact on the university's global ranking. For example in the Webometrics ranking, 40% of the overall score is based on two publication-based indicators: The number of citations from the top researchers in the University according to Google Scholar (10%); and the number of publications cited among the top 10% in the World from 26 disciplines within the Scimago Database (30%).

3. Reward Categories and Amounts

All rewards will be tallied for the academic year beginning July 1 each year and ending June 30th the following year. Rewards will be made during a ceremony in September each year. Rewards will be granted for:

1. Publications in high impact journals indexed in one or more of the following: Scopus database, Web of Science (WoS), Science Citation Index (SCI) or Social Sciences Citation Index (SSCI);
2. Reviewed/refereed book publication by a reputable publisher; and
3. Granted Patent or new seed or plant variety, for work done while under the employment of the University, and submitted through the University Intellectual Property Management Office

The reward amounts for each of these categories are presented in Table 1. For cases of multiple authors or inventors, the rewards will be shared as shown in Table 2a. In disciplines such as medicine, biological and physical sciences where the principal investigator (PI) is placed as last author by tradition, the reward distribution is as provided in Table 2b.

Table 1. Rewards for research output as journal publications, book authorship or patent granted

SN	Description	Reward Amount (KES)
1	Journal publication while under the employment of the University. Publication must be in a journal indexed in one or more of the following Scopus database, Web of Science (WoS), Science Citation Index (SCI) or Social Sciences Citation Index (SSCI). Reward is given to all authors (including students). Rewards are only eligible where the research work is based at the University of Nairobi. Where more than one author, rewards is shared as per Table 2a and 2b.	20,000
2	Reviewed/refereed book publication by a reputable publisher. Authors must be under the employment of the University. Where more than one author, rewards is shared as per Table 2a.	30,000
3	Granted patent, new seed or plant variety for work done while under the employment of the University, and submitted through the University Intellectual Property Management Office	50,000
4	Licensing of a granted patent, new seed or plant variety for work done while under the employment of the University, and submitted through the University Intellectual Property Management Office	100,000

Table 2a. Sharing of journal publication reward among multiple authors

Number Authors	Sharing Percentages
2	Author 1 – 60%, Author 2 – 40%
3	Author 1 – 50%, Author 2 – 30%, Author 3 – 20%
4	Author 1 – 40%, Author 2 – 30%, Author 3 – 20%, Author 4 – 10%
5 or more	Author 1 – 35%, Author 2 – 25%, Author 3 – 20%, Author 4 and above – 20% distributed equally

Table 2b. Sharing of journal publication reward among multiple authors in medicine, biological, physical sciences and other disciplines where PI appears last in list of authors

Number Authors	Sharing Percentages
2	Author 1 – 60%, Author 2 – 40%
3	Author 1 – 50%, Author 2 – 20%, PI (Author 3) – 30%
4	Author 1 – 40%, Author 2 – 20%, Author 3 – 10%, PI (Author 4) – 30%
5 or more	Author 1 – 35%, Author 2 – 20%, Author 3 and above excluding PI – 20% distributed equally, Last Author (PI) - 25%

4. Awards Categories and Amounts

All awards will be evaluated as of June 30th each year, with awards made during a ceremony in September each year. The awards will be based on the Hirsch index (h -index) suggested by Jorge Hirsch in 2005.¹ The index seeks to measure the productivity and citation impact of academic publications. An academic with an index of P has published P papers and books, that have each been cited at least P times. Research output awards will be made within academic clusters as presented in Table 3. Clustering will account for the differences in typical citation numbers found across different fields.

From July 2011, Google Scholar automatically calculates h -indices from within an author's profiles. It also provides a 'recent' h -index, the h -5 index, that only considers publications in the last 5 years. The h -5 index will be used as the basis for the awards as it gives a moving 5-year assessment of impact and productivity. The h -5 index is updated on annual basis.

Table 4 provides the award type and amounts. The awards will be presented within each academic cluster as presented in Table 3.

¹ Torra, V., Narukawa, Y. (2008) The h -index and the number of citations: two fuzzy integrals, IEEE Trans. on Fuzzy Systems, 16 (3): 795–797.

Table 3. Academic Clusters for Rewards and Awards

S/N	Academic Clusters
1	School of Engineering, Institute of Nuclear Science
2	School of Art and the Design, School of the Built Environment
3	School of Agriculture and School of Veterinary Sciences
4	School of Biological Science, School of Physical Sciences, Center for Biotechnology and Bioinformatics, Institute for Climate Change and Adaptation
5	School of Computing, School of Mathematics
6	Faculty of Arts Departments and Sub-Departments in Kiswahili, French, Literature, linguistics, German studies, religious studies, social work, sociology; Centre for Translation and Interpretation; Africa Women's Studies Centre
7	School of Journalism and Mass Communication, School of Law, Centre for Advance Studies in Environmental Law and Policy
8	All Schools, Institutes and Centres in College of Health Sciences
9	All Schools, Institutes and Centres in College of Education and External Studies
10	Faculty of Arts Departments and Sub-Departments in Hospitality Management, Travel and Tourism Management, psychology, sociology, criminology, entrepreneurship development, environmental planning and management, geography, political science, library and information science
11	School of Business and School of Economics
12	Institute for Development Studies, Institute for Anthropology, Gender and African Studies, Public Studies and Research Institute, Institute for Diplomatic and International Studies.

Table 4. Awards for Research Productivity and Impact

S/N	Description	Reward Amount (KES)
1	Highest productivity and citation impact in last 5 years (open to all faculty members in the cluster)	50,000
2	Highest productivity and citation impact among up and coming faculty (open to lecturers and senior lecturers only) ²	40,000

² A lecturer or senior lecturer who is awarded under the overall category above is not eligible for the *Up and Coming Award*.

4.1 Senate Awards for Overall Research Productivity and Impact

The University of Nairobi Senate Awards for Overall Research Productivity and Impact will be awarded to the faculty member who has the highest *h-5* index across the entire university as determined on June 30th each year. There will be two categories of awards as shown in Table 5.

Table 5. Awards for Research Productivity and Impact

S/N	Description	Reward Amount (KES)
1	Highest productivity and citation impact in last 5 years (open to all faculty members in the university)	70,000
2	Highest productivity and citation impact among up and coming faculty (open to all lecturers and senior lecturers only) ³	50,000

This award shall be endowed by members of Senate to honour their colleagues.

5. Implementation

Implementation of the Rewards and Awards Programme will begin in the financial year July 1, 2017-June 30th 2018, with first set of rewards and awards presented in September 2018.

The DVC RPE shall be responsible for the implementation of the programme.

³ A lecturer or senior lecturer who is awarded under the overall category above is not eligible for the *Up and Coming Award*.