

NEAR EAST UNIVERSITY

SUPPLEMENTARY ACADEMIC INCENTIVE PACKAGE

Purpose and Scope

Article 1 – Purpose

The purpose of this supplementary academic incentive package is to enhance research outputs in both quantity and quality by providing additional support mechanisms beyond the existing academic incentive system, particularly through added incentives for journals within the top 10% segment.

Within this framework, it aims to:

- Increase publications in journals indexed in the Scopus database and classified under multiple subject areas,
- Develop targeted publication strategies based on faculty-specific journal lists,
- Encourage academic collaborations with universities ranked in the top tier of international rankings,
- Integrate postgraduate productivity into academic performance,
- Improve postgraduate education opportunities for both academic and administrative staff, and
- Sustainably strengthen academic human resources.

Article 2 – Scope

This incentive package covers:

- Academic staff employed at the university, and
- Doctoral students who produce research outputs.

The incentives included in this package are applied in addition to the existing academic incentive system and encompass:

- Publication performance,
- International collaboration,
- Postgraduate education outputs, and
- Academic engagement activities.

Postgraduate education activities of administrative staff are also evaluated within this scope.

Types of Supplementary Incentives

Article 3 – Supplementary Academic Incentive Mechanisms (Scopus Field-Based Journal Incentive)

1. In addition to the existing top 10% journal incentive, additional incentive mechanisms are introduced for publications in journals indexed in Scopus and classified under multiple subject areas.
2. A journal's inclusion in multiple subject categories in Scopus is considered an indicator of interdisciplinary impact potential.
3. Faculty-based journal lists are prepared in line with the scientific priorities of each field, with particular emphasis on multi-subject area journals (see annexed list).

4. Publications in such journals are granted an additional 30% incentive on top of existing incentives.
5. These incentives aim to promote interdisciplinary research and support publications with cross-disciplinary impact.

Article 4 – Incentive for Academic Collaboration with Top-Ranked Universities

1. Academic collaborations with universities ranked within the top 100 in international higher education rankings (such as Times Higher Education, QS, or equivalent) are encouraged.
2. Scientific publications involving co-authorship with such universities receive an additional 30% incentive beyond existing incentives.
3. Collaboration includes joint publications, joint research projects, academic mobility, and research network development.
4. The definition of top-ranked universities is determined based on the most recent ranking data of the relevant year.

Article 5 – Performance-Based Additional Criteria (Postgraduate Graduate Index)

1. A Postgraduate Graduate Index is established to evaluate academic performance in integration with postgraduate education outputs.
2. The index is based on the following indicator:
 - ✓ Number of graduated master's and doctoral students
3. Based on index results, academic staff receive a monthly additional payment reflected in their salaries.
4. This system aims to promote output-oriented management of postgraduate education processes.

Article 6 – Internal Postgraduate Scholarship Program

1. An internal postgraduate scholarship program is implemented for the postgraduate education of academic and administrative staff (as per the staff scholarship directive for postgraduate programs).
2. Within this scope, 100% scholarships are provided for master's and doctoral programs.
3. The program aims to support the qualitative development of academic and administrative human resources.
4. Allocation and continuation conditions of scholarships are determined according to procedures set by the Rectorate.

Article 7 – Right of Academics to Nominate Fully Funded Postgraduate Students

1. Associate Professors and Professors are granted the right to recommend one postgraduate student under their supervision for a 100% scholarship.
2. This right is to be used for students with high academic potential and the aim of training future academics.
3. Scholarship nominations are finalized upon approval by the relevant academic unit and the Rectorate.

Article 8 – Inclusion of Doctoral Students in the Publication Incentive System

1. Doctoral students who produce scientific publications during their studies are included in the incentive system.

2. Provided they meet the relevant criteria, doctoral students may benefit from publication incentives offered to academic staff.
3. This practice aims to increase research productivity at an early stage.

Article 9 – Program for Inviting Distinguished Academics (Co-Teaching Program)

1. A program is implemented to invite nationally and internationally recognized scholars to the university.
2. Within this framework:
 - ✓ Travel, transfer, and accommodation expenses are covered by the university,
 - ✓ Participation in courses, seminars, and academic events is ensured,
 - ✓ Scientific interaction and collaboration with academic staff are encouraged.
3. The invitation process follows this workflow:
Faculty Member Proposal → Department Chair → Dean → Rectorate
4. The justification for the invitation and academic details are recorded in the institutional system.

Enforcement and Implementation

Article 10 – Implementation Principles

1. This supplementary incentive package is implemented in integration with the existing academic incentive system.
2. Incentive rates, evaluation criteria, and implementation processes are determined and updated by the Rectorate.
3. All processes are monitored and evaluated within the institutional quality assurance system.

Article 11 – Entry into Force

This supplementary academic incentive package enters into force on the date it is approved by the University Executive Board.

Article 12 – Execution

The provisions of this incentive package are executed by the Rector.