



**ZIAUDDIN UNIVERSITY**

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ZU/Ref. No:- 0113

April 22, 2025

## NOTIFICATION

In light of the resolution made in the 343<sup>rd</sup> Academic Council meeting under agenda item No. 343.2b and BASR 330<sup>th</sup> meeting under agenda 33.4, it is hereby notified that the revised policy for publication incentive and travel grants has been approved.

This shall come into force with immediate effect.



**Dr. Mirza Amin Ul Haq**  
Acting Registrar

# **Z I A U D D I N U N I V E R S I T Y**

## **GUIDELINES, POLICIES AND PROCEDURES**

<b>Policy Title</b>	Incentive Policy for Publications and Travel Grants
<b>Policy Number</b>	
<b>Date of Original Approval</b>	16 <sup>th</sup> Feb, 2019
<b>Approved By</b>	Academic Council (280th Meeting of the Academic Council)
<b>Date of Revisions</b>	Revised: 20-Mar-2021 (296 <sup>th</sup> Academic Council) Revised: 17-Mar-2025 (343 <sup>rd</sup> Academic Council)
<b>Contact</b>	ORIC Department

### **PURPOSE:**

Ziauddin University promotes research culture among its various faculties and campuses. The primary objective of the proposed incentive policy is to motivate the faculty members of Ziauddin University to undertake and participate in quality research of internationally recognized accreditation and ranking agencies.

### **SCOPE:**

- To create a research culture at ZU.
- To motivate the faculty to publish original work in Internationally recognized journals.
- To provide financial and motivational rewards to all the faculty/staff/student members of ZU
- To promote interest among faculty members to involve themselves in collaborative work with their counterparts in reputed International Universities.

## PUBLICATION INCENTIVES

### 1. Journals

The honorarium will be based on journals ranked according to SCOPUS and/ or Web of Sciences (WoS) in the following manner.

Table 1.1: Journal Articles Publication Incentive

SCOPUS/WOS	Amount in Rs.
Q1	250,000/-
Q2	180,000/-
Q3	150,000/-
Q4	120,000/-

#### 1.1. Note for Policy:

- Incentives will only be awarded to students supervised by ZU faculty, faculty and staff affiliated with ZU only.
  - a. The higher honorarium will be considered/awarded if the publication is ranked in more than one database.
- If the research paper is a joint publication with many authors, the following rates/ratios will be applicable provided all the authors are from ZU.
  - a. If one author from ZU (100% payment), if the author is the 1<sup>st</sup> author or the \*corresponding author.
  - b. For two authors ratio will be 60:40, if the author is 1<sup>st</sup> and 2<sup>nd</sup> author or first author and\* corresponding author.
  - c. In case of three authors the ratio will be 50:30:20, if the authors are in the order of 1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> or 1<sup>st</sup> author, \*corresponding author and the 2<sup>nd</sup> author.
  - d. In case of many authors other than from ZU, authors from ZU will be compensated if they in the 1<sup>st</sup>, 2<sup>nd</sup> or 3<sup>rd</sup> sequence only.

\*Corresponding author should be mentioned in the publication and usually is author 1 or 2.

#### 1.2. Reimbursement Requirements:

- a. Reimbursement forms are required to be submitted on relevant prescribed pro-forma.
- b. Following documents should be enclosed with the 'Reimbursement Pro-forma';
  - i. Documentary evidence from the publisher indicating your research publication has been accepted.
  - ii. Date of publication
  - iii. Link of journal

- iv. Indexing (SCOPUS/WoS/)
- v. HEC Category
- vi. Impact Factor if any
- vii. Research Paper along with author details.
- viii. Grant proposal draft as per template provided by ORIC

## **2. Travel Grants**

### **2.1 Conference Travel**

#### **a. National Conference**

- i. Registration fee up to --Rs. 25,000/-
- ii. Economy Airfare up to Rs. 100,000/- (all inclusive)

### **2.2 Note**

- 1. At least one year of service is mandatory to apply for travel grant.
- 2. Individual Applications in each category will be entertained once in a year.
- 3. The conference paper should be original and not presented elsewhere.

### **2.3 Reimbursement Requirement**

- 1. Copy of conference brochure containing aims, objectives and themes, charges of registration and accommodation with online link
- 2. Letter of acceptance/invitation or email from the organizer in which mode of presentation has been clearly mentioned.
- 3. Reimbursement claim should be filed within the same fiscal year as the event.
- 4. Candidate must attach the following with the reimbursement form
  - a. Used air ticket bearing the cost of the ticket (with PNR and ticket number)
  - b. Original boarding pass counterfoil
  - c. Original receipt for payment of registration fee of the event bearing the grantees name and the actual amount.
  - d. Original receipt of payment for accommodation bearing the grantees name during of stay and the actual amount.



ZU/Ref.No.0106

10<sup>th</sup> April, 2025**Minutes of 343<sup>rd</sup> Meeting of Academic Council**

The 343<sup>rd</sup> meeting of the Academic Council was held on Monday, 17<sup>th</sup> March, 2025 at 09:30 AM in the Boardroom of Ziauddin University, Clifton, Karachi. The meeting was chaired by Prof. Dr. Abbas Zafar, Acting Vice Chancellor, Ziauddin University.

**Following attended the meeting:**

1. Dr. Abbas Zafar	Acting Vice Chancellor	In Chair
2. Dr. Nida Hussain	Pro Chancellor	Member
3. Dr. Pirzada Qasim Raza Siddiqui	Professor Emeritus	Member
4. Dr. Pamela Marshall	Dean, ZUFONAM	Member
5. Dr. Shehla Najib Sidiki	Dean, FLAHS	Member
6. Dr. Zafar Iqbal Qureshi	Dean, Faculty of ZUVAS	Member
7. Dr. Fahad Azim	Dean, ZUFESTM	Member
8. Dr. Sumaira Farooqui	Dean, Faculty of AHS	Member
9. Ms. Shaaista Sarki,	Dean, Faculty of LP&G	Member
10. Dr. Asher Ekhlaiq Ahmed	Director PG Clinical	Member
11. Dr. Yasmeen Amarsi	Advisor to the Chancellor	Member
12. Dr. Mirza Amin Ul Haq	Acting Registrar ZU	Member/Sec
13. Ms. Amina Siddiqui	Principal, ZCSLHS	Member
14. Dr. Nuzhat Hassan	Acting Principal, ZMC	Member
15. Mr. Muhammad Adnan Fuzail	Director QEC	Member
16. Dr. Zulfiqar Ali Umrani	Director, ORIC	Member
17. Dr. Wahab Buksh Kadri	Principal, ZCD	Member
18. Dr. Amna Aamir Khan	Secretary, BASR	Member
19. Dr. Nudrat Fatima	Principal, College of Pharmaceutics Sce	Member
20. Dr. Ayesha Iqbal	Principal, ZCMT	Member
21. Dr. Saifullah	Principal, College of Management and Applied Sciences	Member
22. Mr. Muizz Alam Khan	Controller of Examinations	Member
23. Dr. Samia Tariq	Acting Chairperson, Civil Engineering,	Member
24. Mr. Ali Farhad	Acting Principal College of Podiatric Med	Member
25. Ms. Qurat ul Ain Adnan	Principal, ZCPT, Karachi Campus	Member



26. Ms. Sarah Jehangir	Principal, College of Clinical Psychology	Member
	Human Nutrition and Dietetics	Member
27. Dr. Tehmina Tabish	ZCSLHS	By invitation
28. Mr. Aly Hassam Ul Haq	ZUFL&g	By invitation

**Regrets:**

**The following members were not able to participate in the meeting due to preoccupation:**

1. Dr. Tasneem Qureshi	Dean, FEMNS	Member
2. Dr. Arif Hussain	Assistant Dean Allied Health Sci.	Member
3. Mr. Faizan S. Syed	Advisor to the Chancellor on Financial	Member
4. Dr. Ahmed Fawad	Assoc. Director Acad. (Clinical) N.N	Member
5. Dr. Ejaz Mohiuddin	Principal, Eastern Medicine	Member
6. Dr. Uzma Ghorri	Assoc. Director Acad (Clinical) Clifton	Member
7. Dr. Fasiha Sohail Khan	Assoc. Director Acad. (Clinical) KDLB	Member
8. Dr. Noor Muhammad Soomro	Professor, Faculty of VAS	Member
9. Engr. Dr. Munaf Rashid	Principal, College of Computing and Software Engineering	Member
10. Dr. Talat Mirza	Principal, College of Molecular Medicine	Member
11. Dr. Shahkamal Hashmi	Principal, College of Public Health	Member
12. Ms. Rana Hussain	Principal, Co Ed, FLAHS, ZU	Member
13. Dr. Musarat Jahan,	Acting Principal, College of	
14. Dr. Iram Khursheed	Director., DED	Member
15. Mr. Syed Attaullah Shah	Chief Librarian	Member
16. Ms. Neelum Zehra	Principal, ZCOT	Member
17. Mr. Muhammad Usman Khan	Principal, ZCPT Sukkur	Member
18. Dr. Hira Zahid	Chairperson, Department of Biomedical Engineering	Member
19. Dr. Ali Asghar	Add Chairperson, Department of Electrical Engineering	Member

**AC Agenda Item No. 343.1**

**Confirmation of the minutes of the 342<sup>nd</sup> meeting of the Academic Council, held on 15<sup>th</sup> February, 2025:**

- Acting Vice Chancellor, Dr. Abbas Zafar welcomed all the members and directed Acting Registrar Dr. Mirza Amin Ul Haq to recite few verses from the Holy Quran.
- Dr. Abbas Zafar, Acting Vice Chancellor asked for corrections or observations if any.



- The confirmation of the minutes of the 342<sup>nd</sup> meeting of the Academic Council was proposed by Dr. Fahad Azim, Dean ZUFESTM and seconded by Dr. Sumaira Farooqui, Dean FAHS

**AC Resolution # 343.1:** The minutes of the 342<sup>nd</sup> meeting of the Academic Council were unanimously confirmed and approved by the Council.

**AC Agenda Item No.343.2**

**Approval of the recommendations of the 330<sup>th</sup> meeting of the BASR, held on Tuesday, 4<sup>th</sup> February, 2025, at 9:30 a.m. in the Boardroom of Ziauddin University**

The meeting was chaired by the Acting Vice Chancellor, Prof. Dr. Abbas Zafar. Dr. Amna Aamir Khan, Secretary of BASR, presented the minutes before the Academic Council for consideration and approval;

**343.2 a Approval of Four Ph.D and Twelve M.Phil synopsis as presented in BASR Agenda Item No. 330.2.**

- i- Ms. Ayesha Ali (ID:8-5/f2023/017) MPhil in Biotechnology, titled, “Green Synthesis of Zinc and Iron Nanoparticles: Enhancing Growth and Physiological Performance in Nile Tilapia”. Her supervisor is Dr. Fariha Ibrahim (ID: 81830)
- ii- Ms. Aliya Irshad Sani (ID: 9-1/2023/001) PhD in Biochemistry, titled, “Genetic Polymorphism and DNA Methylation of TNF Receptor Superfamily Member 4 in Pre-Treated and Post-Treated Triple Negative Breast Cancer Patients”. Her supervisor is Prof Dr. Shamim Mushtaq (ID: 80739) and co supervisors are Dr Ghulam Haider (External) and Dr Irfan Khan (External)
- iii- Ms. Aqsa Maqsood (ID: 8-5/F2022/002) MPhil in Biotechnology, titled, “Production of Single Cell Protein produce from Agro-industrial waste using *Aspergillus niger* and its evaluation in broiler chickens”. Her supervisor is Dr. Fariha Ibrahim (ID: 81830).
- iv- Ms. Areeja Ansari (ID: 8-5/F2022/001) MPhil in Biotechnology, titled, “Combination Therapy: Exploring the Therapeutic Efficacy of Silver Nanoparticles and Commercial Antibiotics against UTI Causing Pathogens”. Her supervisors are Dr. Syeda Bushra Zafar (ID: 81839) and Dr. Samina Iqbal (External)
- v- Ms. Arisha Saif (ID:8-5/F2023/003) MPhil in Biotechnology, titled, “Fabrication and Characterization of Chitosan Nanoparticles Conjugated with Natural Extracts for In Vitro Therapeutic Applications. Her supervisors are Dr. Fariha Ibrahim (ID: 81830) and Dr. Asma Ansari (external)
- vi- Ms. Bushra Anzar (ID: 8-5/f2023/018) MPhil in Biotechnology, titled, “Microalgae derived Selenium Nanoparticles Ameliorate Adverse Impacts of Aflatoxin in aquaculture”. Her supervisor is Dr. Fariha Ibrahim (ID: 81830)
- vii- Dr. Hafiz Syed Mohammad Osama Jafri (ID: 9-1/2023/022) PhD in Biochemistry, titled, “Chitinase-3-Like 1 Gene Expression and Methylation Status in Mismatch Repair-Deficient



- and -Proficient Treatment-Naïve and Treated Colorectal Cancer Patients”. His supervisors are Prof Dr Shamim Mushtaq (ID: 80739) and co-supervisors are Dr. Adnan Abdul Jabbar (ID: 90749) and Dr Arsalan Ahmed (90869)
- viii- Dr. Samreen Ramzan (ID: 8-1/2023/002) MPhil in Molecular Medicine, titled, “Antiproliferative And Antifibrotic Effects Of Sesamol On Primary Oral Submucous Fibrosis Cell Line”. Her supervisor is Dr Shumaila Usman (ID: 81298) and co-supervisor is Dr. Talat Mirza (ID: 81229)
- ix- Dr. Rubina Hussain (ID: 9-1/2023/011) PhD in Molecular Medicine, titled, “Prediction Model and Molecular Genetic Analysis of Preeclampsia in relation to Fetomaternal Outcomes”. Her supervisor is Dr. Shumaila Usman (ID: 81298) and co-supervisors are Prof. Dr. Talat Mirza (ID: 81229) and Prof. Dr. Zulfiqar Bhutta (External)
- x- Dr. Sana Khalid (ID: 9-1/2023/011) MPhil in Molecular Medicine, titled, “Evaluating Anti-fibrotic Potential Of hAESC's Isolated Exosomes On Primary Oral Sub-mucous Fibrosis Cell Line”. Her supervisor is Dr. Shumaila Usman (ID: 81298) and co-supervisor is Dr Mujeeb ur Rehman (External)
- xi- Mr. Mehar Alia Rizvi (ID: 8-5/F2023/016) MPhil in Biotechnology, titled, “In vitro Investigation of Zinc Conjugated Moringa Nanocomposite: Fabrication, Characterization and Therapeutic Applications”. Her supervisor is Dr. Fariha Ibrahim (ID: 81830) and co-supervisor is Dr. Asma Ansari (External)
- xii- Mr. Muhammad Abdullah Idrees (ID: 9-17/2023/006) PhD in Management Sciences, titled, “Role of Fintech in Financial Inclusion: The Mediating Role of Financial Literacy”. His supervisor is Dr. Saif Ullah (ID: 82022)
- xiii- Ms. Nausheen Wajid (ID: 8-5/F2022/006) MPhil in Biotechnology, titled, “Development of Gelatin based biofilm using Musa acuminata mediated biogenic Copper Nanoparticles”. Her supervisor is Dr. Fariha Ibrahim (ID: 81830) and co-supervisor is Dr. Muhammad Asif Asghar (External)
- xiv- Ms. Saira Khalid (ID: 8-5/F2023/002) MPhil in Biotechnology, titled, “Nephroprotective effects of Vanillic Acid against Lipopolysaccharides (LPS) induced Acute Kidney Injury (AKI)”. Her supervisor is Dr. Syeda Bushra Zafar (ID: 81839) and co-supervisor is Dr. Abdul Hameed (81826)
- xv- Ms. Sana Khan (ID: 8-5/2022/003) MPhil in Biotechnology, titled, “Synthesis of silver nano particles from coconut husk and potential application in functional packaging”. Her supervisor is Dr. Syeda Bushra Zafar (ID: 81839) and co-supervisor is Dr. Marium Shaikh (external)
- xvi- Ms. Unzila Ahmed (ID: 8-5/F2023/001) MPhil in Biotechnology, titled, “Chitosan based hydrogels loaded with TiO<sub>2</sub> and ZnO nanoparticles for wastewater treatment”. Her





supervisor is Dr. Fariha Ibrahim (ID: 81830) and co-supervisor is Dr. Asma Ansari (external)

**343.2b Approval of publication incentive policy as presented in BASR Agenda Item No. 330.4**

Dr. Amna Aamir informed the members about the proposal of travel grant and revision of Publication Incentive Policy for Ziauddin University, which was presented by Dr. Shehla Sidiki, Dean FLAHS. This was presented because of the decision in the 342nd Academic Council meeting in which members advised that travel grants proposal should be routed from BASR to Academic Council.

**343.2c Approval of the launch of phd computer science program as presented in BASR Item No. 330.3:**

Dr. Amna Aamir informed the members that a proposal presented by Dean ZUFESTM launching Ph.D Computer Science alongwith eligibility criteria, duration of programme and scheme of studies.

**343.2d Approval Of the 2 cases of Ph.D cases of Electrical Engineering for extension of one year presented in 330th minutes of BASR under agenda item number 330.3.**

Dr. Amna informed the members that 2 cases of Ph.D students; Mr. Syed Waqas Ali and Ms. Mehwish Faiz of Ph.D Electrical Engineering, were presented for extension of one year on completion of seven years as per ZU Postgraduate Policy

**AC Resolution No.343.2:**

**343.2a:** After detailed discussion the Academic Council approved the 16 synopsis discussed as recommended by BASR under agenda item **330.2** (i - xvi).

**343.2b:** The Council approved the proposal of travel grant and revision of Publication Incentive Policy as recommended by BASR under agenda item No. **330.4**.

**343.2c:** After detailed discussion Academic Council approved the proposal for launching Ph.D Computer Science as presented at the 23rd meeting of the Board of Faculty, ZUFESTM under agenda item 3 and subsequently approved by BASR under agenda item **330.3**.

**343.2d:** Academic Council approved the 2 cases of Ph.D students of Electrical Engineering for extension of one year which were recommended in 330th minutes of BASR under agenda item number **330.3**.

**Agenda Item No.343.3**

Dr. Fahad Azim, Dean ZUFESTM presented the 23<sup>rd</sup> meeting minutes of Boards of Faculty of ZUFESTM was held on Thursday, 27<sup>th</sup> February 2025 at 12:00 p.m. in the ZUFESTM, North Campus for consideration and approval.

**343.3a Approval of the launch of BS Health Safety and Environmental Management as presented in 23 BoF under Item No.3**

Dr. Fahad Azim, Dean ZUFESTM informed the members about the launch of BS Health Safety and Environmental Management and Associate Degree of Health Safety and Environmental Management.

**343.3a Approval of the launch of Associate Degree of Health Safety and Environmental Management as presented in 23 BoF under Item No.3**

- Dr. Abbas Zafar, Acting Vice Chancellor that this programme structure is having any Council or NCRC. Dr. Fahad informed that there is no council or NCRC
- Dr. Abbas Zafar added that if we add safety subject linked with hospital i.e student can do some internship in hospital
- Dr. Nida Hussain, Pro Chancellor added if this safety course is purely related to Civil Engineering so we can not link it with hospital

**Item No.3** Dr. Fahad Azim presented the proposal for launching of Ph.D in computer science which was already approved in 330th BASR minutes and AC number . Dr. Fahad informed the members that this programme is already approved from BASR. Dr. Fahad requested if council approved then we request council for inspection.

**Resolution No 343.3:**

- a) After detailed discussion Academic Council members approved the launching of BS and Associate Health Safety and Environmental Management programme under the 23rd meeting minutes of BOF, ZUFESTM
- b) Academic Council also approved the launching of a new programme Ph.D Computer Sciences which was approved in 330th BASR meeting and presented in Academic Council for approval

**Agenda Item No.343.4**

Dr. Sumaira Farooqui, Dean of the Faculty of Allied Health Sciences, presented the Undergraduate Policy to the Council. She informed the members that each program now has a unique course code. In coordination with the IT department, new course codes have been assigned to every program.

Dr. Sumaira also informed the council members about the **compliance status** of HEC UG policy from LLB programme.



- Mr. Aly Hassam Ul Haq, Director of the Faculty of Law, Politics, and Governance, presented a letter detailing the LLB program to the Council members.
- In response, Dr. Nida Hussain asked Dr. Sumaira to review the document. Dr. Sumaira acknowledged receipt of the letter and stated that it would be forwarded to the Undergraduate Committee to ensure that the LLB course meets the requirements set by the Higher Education Commission (HEC).

**Resolution: a)** The Council referred back to the UG Committee for deliberation and to check the alignment between the current LLB curriculum and HEC UG policy.

- Dr. Sumaira informed the Council that no compliance has been received from the Faculty of Veterinary College. Dr. Zafar stated that a letter has already been sent to the Council.

**Resolution: b)** The Council referred back to the UG Committee for deliberation and to map the scheme of studies to ensure alignment with PVMC accreditation standards.


## Agenda Item No.343.5

### Any Other Matter

- Dr. Nudrat Fatima, Principal, College of Pharmaceutical Sciences presented the transfer case to the council in which council members advised that the transfer case will be forwarded to Transfer Committee no need to present in the Academic Council.

**Resolution:-** The agenda item has been withdrawn, and the Council advised that cases not within the purview of the Academic Council should not be entertained.

- Mr. Muizz Alam Khan, Controller of Examinations informed the members that Gold Medal policy must be circulated through Registrar to all Dean and Principals
- Dr. Sumaira Farooqui, Dean of the Faculty of Allied Health Sciences and Convener of the Convocation Committee, announced that the convocation ceremony is scheduled for April 16, 2025. Additionally, a photoshoot for all graduates will take place on April 10, 2025, at Ziauddin Family Park.
- The meeting concluded with a vote of thanks extended both to and from the chair.

  
**Dr. Mirza Amin Ul Haq**  
Acting Registrar

Cc: All Concerned