AREA II

FACULTY

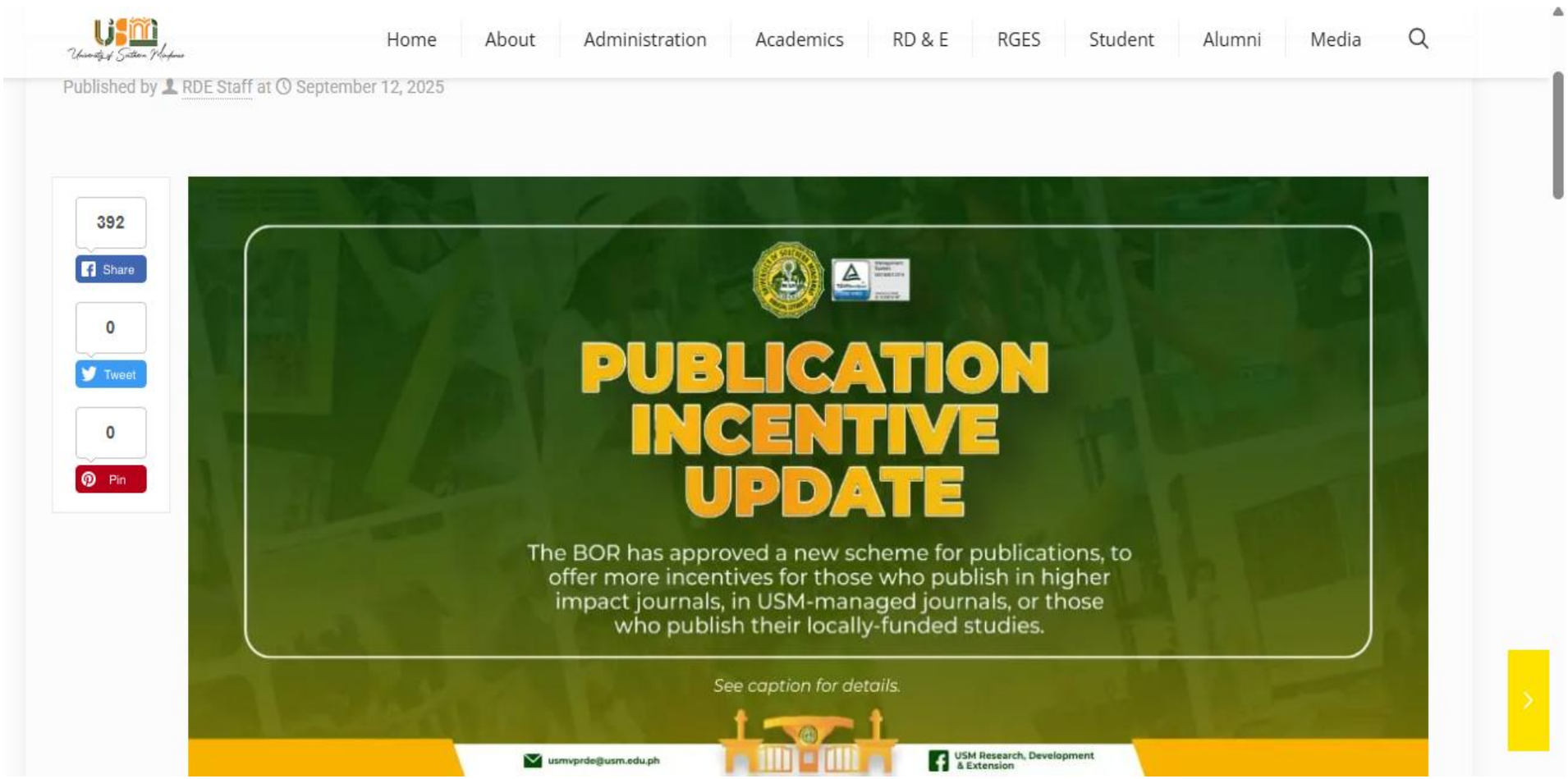
PARAMETER G:

SALARIES, FRINGE BENEFITS AND INCENTIVES

I.1.14

I.1.14 thesis/dissertation aid

USM Website



A. **Schedule of application and award of publication incentive.**

Publication incentive application and award will be done twice per year. Schedules of application and award will be as follows:

CALL FOR APPLICATION	AWARD
February	March
August	September

Justification: Manage fund utilization and availability.

For 2026, Submissions will be accepted until September 30 through this link. These will serve as the basis for the Special Awards to be conferred during RDE Week or on March 13, 2026, as per USM PRAISE Guidelines.

Note: *Please be advised that it is necessary to submit an* ***Application for Intent to Publish*** *to the* ***RPSO*** prior to the submission of manuscript to a journal. [VPRDE Memo No. 71 S2024]

B. **Increased publication incentive for Q1 Scopus/Web of Science Journals**.

Description: Provide higher publication incentive for papers published in Scopus/WoS Q1 Journals of P60,000 per paper which will be given in full amount to the author who will apply for publication incentive. The applicant must be USM personnel. Only 1 (one) author can apply per article and a certification from co-authors must be secured by the applicant. The template for certification can be found here.

Benefits: Encourages faculty and researchers to submit in high-ranking journals.

FOR FACULTY AND STAFF PUBLICATION

Increase of publication incentive for Scopus/Web of Science **Q1 journals**, from P50,000.00 (BOR Res. No. 088 S. 2016) to P60,000.00

For Quartile 1 (Q1)	For Quartile 2-4 (Q2-Q4)
Legal Basis: BOR Reso. No. 77 S. 2025	Legal Basis: BOR Reso. No. 088 S. 2016
For articles published in these journals, **P60,000** will be given in full amount to the author (main or co-author) who will apply for publication incentive. The applicant **MUST** be a USM personnel. Only 1 (one) author can apply per article and a certification from co-authors must be secured by the applicant. *Note: Each article may only be applied once.*	For articles published in Scopus/Web of Science but *not* in Q1, then the incentive is P50,000 to be divided as follows. Sample Computation for 3 authors: **Main author**: P50,000 x 50%= **P25,000** **Co-authors** (2): P50,000 x 50%= P25,000/2= **P12,500**

C. Increased publication incentive for papers published in USM-managed journals from P20,000 (BOR Res. No. 004 S. 2017) to P30,000

For USM-managed journals
Legal Basis: BOR Reso. No. 77 s2025
P30,000– USM-managed journals **Justification**: To increase the number of paper submissions in USM-managed Journals Sample Computation for 3 authors: **Main author**: P30,000 x 50%= **P15,000** **Co-authors** (2): P30,000 x 50%= P15,000/2= **P7,500**

D. Increased publication incentive for papers published in legitimate peer-reviewed journals, including USM-managed journals, generated from locally funded research from

For USM-managed journals
Legal Basis: BOR Reso. No. 77 s2025
P30,000– USM-managed journals **Justification**: To increase the number of paper submissions in USM-managed Journals Sample Computation for 3 authors: **Main author**: P30,000 x 50%= **P15,000** **Co-authors** (2): P30,000 x 50%= P15,000/2= **P7,500**

D. Increased publication incentive for papers published in legitimate peer-reviewed journals, including USM-managed journals, generated from locally funded research from P20,000 (BOR Res. No. 004 S. 2017) to P40,000.00

For publications in legitimate peer-reviewed journals arising from locally funded research
Legal Basis: BOR Reso. No. 77 S. 2025
P40,000– legitimate peer-reviewed journals, including USM-managed journals generated from locally funded research **Justification**: To increase the number of published papers generated from locally funded research. Only articles published generated from locally funded research in the past 2 years will be qualified for this incentive.

Sample Computation for 3 authors:

Main author: P40,000 x 50%= **P20,000**
Co-authors (2): P40,000 x 50%= P20,000/2= **P10,000**

(Computation is based on BOR Res. No. 93 S. 2017)

FOR STUDENT PUBLICATION

For publication indexed in legitimate Web of Science and Scopus journal.

Legal Basis: BOR Reso. No. 55-C S. 2023

For legitimate publications in the amount of P30,000.00. (1) the student lists "University of Southern Mindanao" as an affiliation in the paper, (2) the research data upon which the publication is based should have been gathered while the student was enrolled in USM, (3) the student submits evidence that the article was submitted during the time that the student was enrolled in USM, (4) the students and their USM Co-authors adhere to criteria for authorship set by the International Committee of Medical Journal Editors (ICMJE), and (5) all co-authors indicated their percentage contribution in the publication (Which will be proportionate to their incentive).

Sample Computation for 3 authors:

Main author – 50% P30,000 x 50%= **P15,000**

Co-author 1 – 25% P30,000 x 25%= **P7,500**
Co-author 2 – 25% P30,000 x 25%= **P7,500**

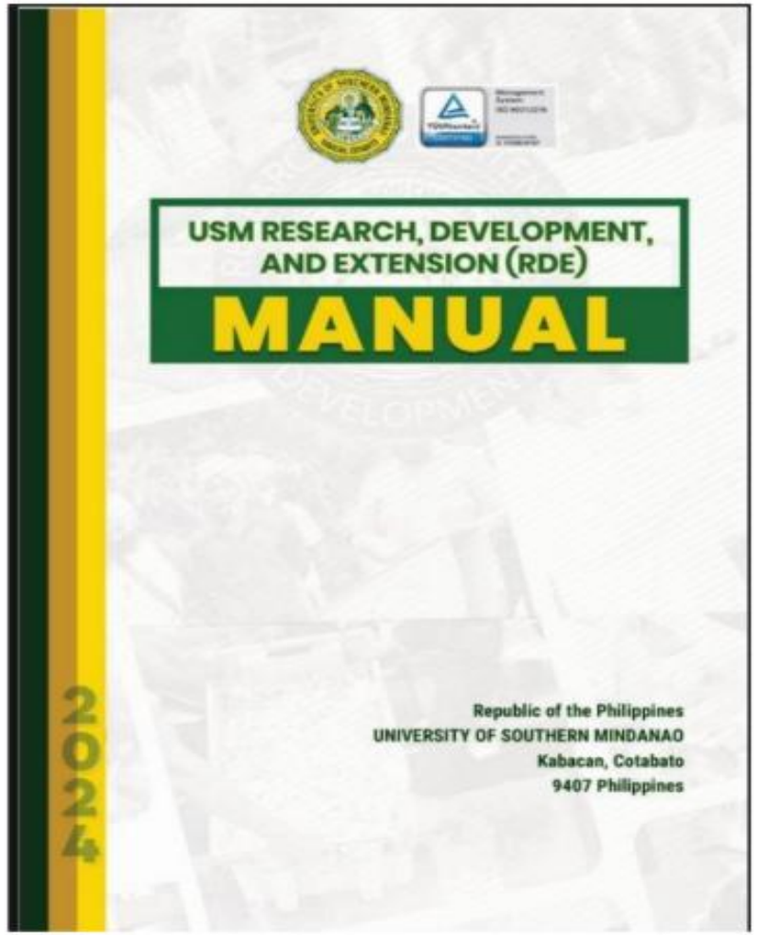
For student publication published in legitimate peer-reviewed journal that is not indexed in Web of Science or Scopus.

Legal Basis: BOR Reso. No. 55-C S. 2023
P15,000 – legitimate peer-reviewed journals. Sample Computation for 3 authors: **Main author** – 50% P15,000 x 50%= **P7,500** **Co-author 1** – 25% P15,000 x 25%= **P3,750** **Co-author 2** – 25% P15,000 x 25%= **P3,750**

Note: All listed authors must have a verifiable contribution; leaving contributions blank or assigning no percentage is not allowed. "Guest authorship" is strictly prohibited.

The provision in **BOR Reso No. 143 s2022** still holds that publication incentives are subject to fund availability and in case of lack of funds, incentives for publications derived from locally funded or externally funded research shall be prioritized. After which, proportional allocation based on the proposed incentives will be applied, with a cap of P100,000 per author per year.

The USM Extension Services Center Operation Manual



The USM Research, Development and Extension (RDE) Manual
Revised 2024

Approved by the USM Board of Regents (BOR) by virtue of Resolution No. 106, s. 2023
Revisions approved by the USM Board of Regents by virtue of Resolution No. 119, s. 2024

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Honorarium/Stipend/Productivity Incentive for Locally Funded Project

1. A researcher or faculty shall only be entitled to an honorarium for tasks beyond his/her normal workload.
2. For university-funded RDE projects (local research fund), the maximum monthly honorarium shall be as follows, subject to the approved budget:
   Project Leader - Php 4,000.00/project /
   Study Leader - Php 3,000.00/study
3. The honorarium shall be released on a quarterly basis. Honorarium can only be released upon submission of approved workplan, Special Order, budget summary, and quarterly monitoring and evaluation report (Appendix 1a for Research, and Appendix 1b for Extension).
4. The last quarter of the honoraria for all internally and externally funded research can only be released upon submission of an accomplishment/terminal report (Appendix 2a and 2b for research and extension, respectively) and publishable article (Appendix 3, accepted and certified by the RPSO Director) in a refereed journal. For extension, the publishable article may be in the form of a journal article or news feature article.
5. For externally funded RDE projects, the rate of the honorarium shall depend on the approved allocation of the funding institutions.

2.1.c Financial Resources

Possible sources of research funding, appropriate allocation/budgeting and efficient utilization are all very critical in the RDE system. Funding for the RDE activities of the University come from the national fund, local fund from tuition fees, and Production Economic Research Management System (PERMS). Financial support for the USM RDE Programs can also be generated through grants, donations and collaborations with the government, local and foreign funding institutions.

The USM Administration provides RDE funds through direct allotment to RDE units. The RDE Directors manage the funds and determine the research prioritization based on the research agenda.