



# Excellence Rewards

### Excellence Rewards

**Excellence Rewards are aimed at supporting and motivating King Abdulaziz University's (KAU) faculty members and persons of equivalent status to continue to accomplish scientific achievements and promote their quality, contributing to advancing global knowledge proliferation and enhancing the concept of knowledge industry.**

Excellence Rewards are awarded to Saudi faculty members and the like for their scientific achievements in accordance with the relevant ministerial decisions. Below is an overview of the scientific achievements entailing entitlement to an Excellence Reward.

## Scientific achievements entailing entitlement to an Excellence Reward:

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### Scientific awards and the like

- Patents
- Scientific discoveries
- Medical and biotechnology discoveries
- Rare surgical operations
- Medical drug discoveries

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### Patents and the like

- Scientific awards (local, regional, international)
- Scientific publishing

### General rules for awarding an Excellence Reward:

- Excellence Rewards shall be awarded in accordance with the relevant ministerial decisions.
- Excellence Rewards shall be awarded to Saudi faculty members and persons of equivalent status at **KAU**.
- An Excellence Reward shall be received by the person entitled thereto for a maximum of **two (2) years** per scientific achievement (**indexed paper/patent/award**).
- The ceiling of an Excellence Reward shall be **100%** of the first grade of the base salary of a faculty member or the like.
- An Excellence Reward for scientific awards and the like or for patents and the like shall be divided equally among all the participants whose names appear on the published achievement, regardless of rank or capacity.
- An Excellence Reward for scientific awards and the like shall be granted only for works published in the most recent Gregorian year and the **three (3)** Gregorian years preceding it at the most.
- An Excellence Reward for patents and the like shall be awarded only for those granted in the most recent Gregorian year and the **three (3)** Gregorian years preceding it at the most.

## Scientific Awards

**An Excellence Reward for a local, regional or international scientific award shall be granted in accordance with the following rules:**

- 1) The award is given by a scientific institution or a specialized entity.
- 2) The awarding entity is one that adopts peer review (refereeing) in respect of the research papers submitted for the award.
- 3) The award is on the list of awards approved by the National Commission for Academic Accreditation and Assessment (NCAAA), or NCAAA agrees to list it.

### **Amounts of Excellence Rewards for scientific awards:**

- Local: **10%** of the base salary of the first grade of the salary scale.
- Regional: **20%** of the base salary of the first grade of the salary scale.
- International: **30%** of the base salary of the first grade of the salary scale.



### Scientific Publishing

**An Excellence Reward for scientific publishing shall be granted in accordance with the following rules:**

- Excellence Rewards for scientific publishing shall be awarded in accordance with the Regulations for the Payment of Excellence Rewards received from the Ministry of Education, provided that the papers shall be published in ISI indexed journals with a ranking among the total journals in the discipline(s) as indicated by the Clarivate Analytics Web of Science databases.
- It shall be allowed to apply for an Excellence Reward for scientific publishing only for a paper published and appearing in the Web of Science databases, provided that its status shall be 'Published' and it shall have a publication date in the paper's report on the Web of Science website. It shall not be allowed to apply for an Excellence Reward for a paper whose status is 'Early Access' in the paper's report on the Web of Science website.
- Excellence Rewards shall be awarded only for papers published as original research but not for review or other papers.

- A journal's category shall be determined based on the arithmetic average of the outcomes of dividing the journal's ranking by the total number of journals in each discipline in the year preceding the paper's year of publication according to the journal's Journal Citation Report in the Web of Science databases.

**Accordingly, the journal's category shall be determined as follows:**

- **Category A:** arithmetic average is less than or equal to 0.1.
- **Category B:** arithmetic average is less than or equal to 0.2 and greater than 0.1.
- **Category C:** arithmetic average is greater than 0.2.
- **Local ISI:** the journal's country according to the Journal Citation Report in the Web of Science databases is Saudi Arabia, and the journal has a ranking among the total journals in the discipline(s) in the year preceding the year of publication.



- In the event that the journal has no ranking in the year preceding the paper's year of publication, the arithmetic average of the outcomes of dividing the journal's ranking by the total number of journals in each discipline in the paper's year of publication according to the Journal Citation Report in the Web of Science databases shall be used.
- **The Excellence Reward percentages shall be as follows:**
  - **Category A: 30%** divided equally among the authors of the published paper, regardless of rank or capacity.
  - **Category B: 20%** divided equally among the authors of the published paper, regardless of rank or capacity.
  - **Category C: 10%** divided equally among the authors of the published paper, regardless of rank or capacity.
  - **Local ISI: 30%** divided equally among the authors of the published paper, regardless of rank or capacity.

- It is required that the main (**i.e. first**) affiliation of an author in a published paper shall be King Abdulaziz University. The affiliation shall include the names of the University, city and country, written correctly and with no abbreviations or additions, as follows:

**King Abdulaziz University, Jeddah, Saudi Arabia**

Faculty members and those of equivalent status at the University Hospital or Rabigh Branch may include the following in their main (**i.e. first**) affiliation:

**King Abdulaziz University Hospital, Jeddah, Saudi Arabia**

**King Abdulaziz University, Rabigh, Saudi Arabia**

- A research paper shall not be approved for an Excellence Reward unless the Corresponding Author is a member of the research team.
- An Excellence Reward for scientific publishing shall, in the event of repeated publication as a single author in the same year in the same **Category B journal**, be granted for only one paper.
- An Excellence Reward for scientific publishing in **Local ISI** indexed journals shall be granted for only one paper in the event of repeated publication in the same year in the same **Local ISI journal**.
- An Excellence Reward for scientific publishing pertaining to scientific papers published **in 2020** or earlier in **Category C journals** shall be granted for only one paper in the event of repeated publication in the same year in the same **Category C journal**.
- An Excellence Reward for scientific publishing pertaining to scientific papers published **in 2021** or later in **Category C journals** shall be granted for only two papers in the event of repeated publication in the same year in the same **Category C journal**, provided that each paper shall involve multiple authors. However, one of them may be published as a single author.
- An Excellence Reward for scientific publishing shall be granted only for scientific papers published in the most

## Patents

**An Excellence Reward for patents shall be granted in accordance with the following rules:**

- Patent: a scientific patent obtained by a faculty member or a person of equivalent status, individually or jointly, from an internationally or locally recognized patenting body. It is required that a patent shall be registered with one of the following entities:

United States Patent and Trademark Office

Japan Patent Office

European Patent Office

King Abdulaziz City for Science and Technology (KACST)

- Excellence Rewards for patents shall be awarded to Saudi faculty members and persons of equivalent status at KAU.
- It is required that KAU shall be the owner of the patent, individually or jointly, and its name written correctly (i.e. King Abdulaziz University).
- A requirement for the payment of an Excellence Reward for a patent is that the patent shall result from, or otherwise result in, a peer-reviewed (**refereed**) scientific paper, provided that the paper shall be published in a peer-reviewed ISI indexed scientific journal as indicated by the Clarivate Analytics Web of Science databases.

- It is required that the first affiliation of those entitled to an Excellence Reward for a patent shall be Saudi Arabia and KAU.
- It is required that the main (**i.e. first**) affiliation shall be KAU in the scientific paper resulting in or from the patent. The affiliation shall include the names of the University, city and country, written correctly and with no abbreviations or additions, as follows:

**King Abdulaziz University, Jeddah, Saudi Arabia**

Faculty members and those of equivalent status at the University Hospital or Rabigh Branch may include the following in their main (**i.e. first**) affiliation:

**King Abdulaziz University Hospital, Jeddah, Saudi Arabia**

**King Abdulaziz University, Rabigh, Saudi Arabia**

- An Excellence Reward for a patent shall be divided equally among the inventors, regardless of rank or capacity.
- An Excellence Reward shall be awarded for patents granted in the most recent Gregorian year and the **three (3)** Gregorian years preceding it at the most.



### Excellence Rewards for Scientific Discoveries

**According to the ministerial decisions related to awarding Excellence Rewards for scientific discoveries, the following requirements shall be satisfied for scientific discoveries not falling under patents, medical or biotechnology discoveries:**

- The discovery shall be registered with a specialized entity recognized by the academic board to which the nomination request was submitted. If there is no such entity or it is not possible to register the discovery for a good reason, the board shall consider whether to accept or reject the nomination request, providing justification.
- The discovery shall be accompanied by a paper published in a peer-reviewed scientific journal indexed within the publishing vessels approved by the academic board to which the nomination request was submitted.
- The discovery shall be peer reviewed by the academic board to which the nomination request was submitted to verify the excellence of the discovery.

### Excellence Rewards for Medical and Biotechnology Discoveries

According to the ministerial decisions related to awarding Excellence Rewards for medical and biotechnology discoveries, a discovery shall be required to be registered with one of the following entities:

- United States National Center for Biotechnology Information.
- European Bioinformatics Institute.
- DNA Data Bank of Japan.

**Moreover**, it is required for the payment of Excellence Rewards for medical and biotechnology discoveries that a discovery shall result from, or otherwise result in, a peer-reviewed scientific paper, and that the conditions established by **NCAAA** in relation to the refereeing of research associated with achievement shall be met.

### Excellence Rewards for Rare Surgical Operations

According to the ministerial decisions related to awarding Excellence Rewards for rare surgical operations, the following requirements shall be satisfied:

- The operation shall have involved an unprecedented development in surgery.
- The operation shall have been performed upon prior authorization from the Ethics Committee (**or its equivalent**) of the hospital where it was performed.
- The outcomes of the operation shall have been documented and published in a **Category A or Category B** journal according to the classification set out in Paragraph (**Third**) (1)(a) of the Regulations for the Payment of Excellence Rewards contained in **Cable No. 9285 of 27/5/1431H** received from the Ministry of Education.

### Excellence Rewards for Medical Drug Discoveries

**According to the ministerial decisions related to awarding Excellence Rewards for medical drug discoveries, it shall be required for a discovery to be**

registered with one of the entities indicated in Item **(Fourth)** or the entities indicated in Paragraph **(Fifth)** (2) of the Regulations for the Payment of Excellence Rewards contained in **Cable No. 9285 of 27/5/1431H** received from the Ministry of Education. With respect to the entirety of Item **(Fifth)**, it is required that a discovery shall result from or in a peer-reviewed scientific paper, and that the conditions established **by NCAAA** in relation to the refereeing of research associated with achievement shall be met.

