# UNIVERSITY OF KWAZULU-NATAL

# 2015 PUBLICATION COUNT

**Guidelines** 

Annual submission of research outputs to the Department of Higher Education and Training (DHET)

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# Publication Count

#### 1. INTRODUCTION

# Annual submission of research outputs to the Department of Higher Education and Training (DHET)

The publication count exercise is the annual compilation of the University's research output, which is submitted to the national Department of Higher Education and Training (DHET) for government subsidy to the institution. Each researcher is responsible for the collection and up-loading of data on IRMANET for the publication count. Detailed information on the publication count process, extracted from the DHET policy on measuring research output of public Higher Education Institutions [1], is provided below. Please note that all outputs in the recognised categories must **meet the criteria of accreditation** in order to qualify for inclusion in the publication count.

### 2. JOURNAL ARTICLES

#### 2.1 Definition

Journals refer to peer-reviewed periodical publications devoted to disseminating original research and new developments within specific disciplines, sub-disciplines or field of study. These include original articles, research letters, research papers, and review articles. Only accredited/approved journals are subsidised (see below).

#### 2.2 Lists of DHET accredited/approved journals

For purposes of subsidy, only DHET accredited/approved journals are recognised. Titles of all 2014 DHET accredited/approved journals on the *Sciences Citation Index of the Institute of Scientific Information (ISI)*, the *International Bibliography of Social Sciences (IBSS)* and South African Journal are available on the Research Office website using the following link: <a href="http://research.ukzn.ac.za/DoHETAccreditedJournals.aspx">http://research.ukzn.ac.za/DoHETAccreditedJournals.aspx</a>

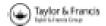
#### 2.3 Proof of UKZN affiliation and submission of paper copy

Researchers are required to send a photocopy of the first page of each published journal article, wherein the following are clearly stated: name of journal, volume, year of publication, title of the article, **page numbers**, name(s) of author(s) and proof of author affiliation to UKZN (see examples).

- If the information listed above is not published on the first page, please **also copy** the relevant pages which bear the required information.
- Highlight the above information on each paper copy, as shown on the examples below.

#### 2.4 Examples of journal articles showing author affiliation

Biotechnology & Biotechnological Equipment, 2015 Vol. 29, No. 1,54-63, http://dx.doi.org/10.1080/13102818.2014.986360



#### ARTICLE: AGRICULTURE AND ENVIRONMENTAL BIOTECHNOLOGY

# Bacillus safensis LAU 13: a new source of keratinase and its multi-functional biocatalytic applications

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"Microbiology Unit, Department of Pure and Applied Biology, Faculty of Pure and Applied Sciences, Ladoke Akintola University of Technology, Oghomoso, Nigeria; <sup>1</sup> Department of Microbiology, Faculty of Science, Federal University of Technology, Minna, Nigeria; \*Department of Microbiology, School of Life Science, University of KwaZalu-Natal, Piete marithurg, South Africa

(Received 21 June 2014; accepted 22 July 2014).

A newly isolated bacterium identified as Bacillus suforuis based on biochemical tests and 16S rRNA analysis and its mutant variant created by exposure to ultraviolet radiation at 254 nm were investigated for keratinolytic activity. The wild-type strain produced 35.4–50.4 U/mL keratinase over a period of 120 h, while the mutant one yielded 64.4–108.5 U/mL keratinase for the same period of 120 h. The optimal conditions for the enzyme activities were pH 7.5 and 40 °C. The mutant and wild-type strain keratinases retained 59% and 54% of their activity after 12 h preteatment at 40 °C, and 64% and 60% of their activity after 12 h at pH 7.5, respectively. The keratinases showed high substrate specificity for feathers, but low specificity for human and bovine hairs. The enzymes were activated by Na<sup>+</sup>, Ca<sup>2+</sup>, Fe<sup>2+</sup> and Mg<sup>2+</sup>. However, while Mn<sup>3+</sup> activated the enzyme from the mutant strain, it inhibited that of the wild type. The mutant and wild-type strain completely degraded whole chicken feathers after 6 and 9 days at  $30 \pm 2$  °C, and also completely dehaired goatskin within 12 and 16 h, respectively, without damage to the skin. Similarly, remarkable destaining of blood-stained cloth occurred within 2–3 h. The obtained results showed an improvement in the properties of the mutant strain for use of the microorganism or its enzyme as biocatalysts.

Keywords: Bacillus asfonsis; keratinase; feather; dehairing; destaining; biocatalysis

#### Introduction

Kemtins are insoluble fibrous proteins found in hair, wool, feather, nail, horns and other epithelial covering, with rich beta helical coils that are linked through cysteine bridges.

[1-3] These kemtinous substates are considered as one of the major factors, which contribute to pollution, due to their recalcitant nature, [4] as a result of the strong structural stabilization by several hydrogen and disulphide bonds, cysteine bridges and hydrophobic interactions, [5] The development of enzymatic and/or microbiological methods for the hydrolysis of feathers into soluble proteins and amino acids could be extremely attractive as a cheap and easy method for production of valuable products.

Keratinases (E.C 3.4.21/24/99.11) are a class of proteases capable of cleaving different keratin-containing substrates.[4] They are mainly serine or metalloproteases that possess the ability to degrade the structures that form keratinous proteins.[6] Keratinolytic activity has been reported for various bacterial genera,[7-11] fungal species [12,13] and actinomycetes [14], with the enzyme produced both in submerged and solid state fermentations. There are also reports of improvement of keratinolytic activities of bacterial strains through mutagenesis by exposure to ultraviolet (UV) light.[15,16]

Kentinolytic enzymes are novel biocatalysts that are applicable in detergent, medical, cosmetic, textile and leather industries, in the degradation of prion, as pesticides, production of biodegradable films, glues and foils. [12,17,18] Therefore, efforts are continuously intensified to screen the environment for the isolation of novel keratinase-producing strains.

In this study, we report the isolation of a novel strain of Bacillus safeusis for the production of keratinase and induction of its mutant variant, using UV midiation. The produced keratinases demonstrated remarkable featherdegrading, dehaving and destaining abilities, indicating the potential of the isolate in diverse biotechnological processes to create novel bio-products.

#### Materials and methods

#### Preparation of substrates and media

Feathers and soil were obtained from the feather dump site of LAUTECH Teaching and Research Farm,



#### RESEARCH ARTICLE

Investigation of the lytic ability of South African bacteriophages specific for Staphylococcus aureus, associated with bovine mastitis

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(Received 10 January 2014; returned 18 February 2014; accepted 17 October 2014)

Bovine mastitis is an infectious disease of the mammary glands of dairy cattle primarily causaled by the bacterium, Staphylococcus aureus subsp. aureus Rosenbach1884. Traditional control of this organism was through the use of antibiotics. However, S. auraus is developing resistance towards these chemotherapeutic agents faster than they are being developed. Bacteriophages can serve as an alternative control measure for the disease. This study investigated the prevalence of phages and S. auraus within the South African dairy environment, as well as infectivity of phage isolates against antibiotic-resistant S. aureus. The four S awes strains used in the study displayed resistance to representative antibiotics from both the β-lactamases and non-β-lactamases, macrolides, aminoglycosides and glycopeptides. Susceptibility was only noted towards the tetracycline antibiotics. Twenty-eight phages were isolated and screened against four strains of S. auraus. Only six phages showed biocontrol potential based on their wide host range, high fitres and common growth requirements. Morphological and preliminary genomic analysis was carried out on the three best performing phages. At an optimal titre of between 6.2 × 107 and 2.9 × 10<sup>8</sup> pfu.ml<sup>-1</sup>, the phages were able to reduce live bacterial cell counts between 64% and 95%. In addition, these six phages showed further infectivity towards S. aureus strains that were isolated from different milk-producing regions during a farm survey. The phages isolated in this study show reasonable potential for in vivo applications.

Keywords: antibiotic resistance; bacteriophage; biological control; bovine mastitis

#### 1. Introduction

Bovine mastitis is a mammary disease of dairy cattle, with Staphylococcus aureus subsp. aureus Rosenbach1884 being one of the main causal pathogens (Capurro, 2009). The physical and biochemical impact of this disease on milk quality severely compromises the commerciability of milk. This impact has manifested in annual recordable losses approaching 2 billion USD in the USA alone, and up to 35 billion USD worldwide (Jones & Bailey, 2009; Mubarack, Doss, Dhanabalan, & Venkataswamy, 2011; Van den Borne, 2010).

A holistic control strategy comprising the hosts' natural defence system, cultural

#### 2.5 Journal articles not subsidised

The following types of articles appearing in journals are not subsidised:

- Correspondence to the editors
- Abstracts or extended abstracts
- Obituaries
- Book reviews
- News articles
- Advertorials
- Previously published articles

#### 2.6 Application for journal accreditation

Accreditation for journals not listed by the DHET may be applied for. Please refer to Section 6.

#### 2.7 DHET calculation of units

A research article published in an approved journal will be subsidised as a single unit, if all the authors are affiliated to the claiming institution. In the case where authors are affiliated with two or more institutions, the subsidy is shared between the claiming institutions.

#### BOOKS

#### 3.1 Definition

Books refer to peer-reviewed, non-periodical scholarly or research publications disseminating original research on developments within specific disciplines, sub-discipline or field of study. Only books that meet specified criteria are subsidised.

# 3.2 Examples of different types of books

*Monographs*, which are relatively short books or treatise on a single scholarly subject written by a specialist(s) in the field and are generally not extensive in scope.

*Chapters*, which are one or more major divisions in a book, each complete in itself but related in theme to the division preceding or following it.

*Edited works*, are collections of scholarly contributions written by different authors and related in theme. A book may have one or more editors.

#### **Please Note:**

Papers presented at a conference and subsequently produced in book form are considered "Conference Proceedings" and not "Books for the Specialist".

#### 3.3 Criteria used to evaluate books

- The purpose of the book must be to disseminate original research and new developments within specific disciplines, sub-disciplines or field of study.
- The book must be peer-reviewed as a research output and supporting evidence must be provided in the book or from the publishers. In instances where publishers are directly approached, please request a generic statement that specifies the peer-review process, rather than a specific statement relating to your publication.
- The book must have an International Serial Book Number (ISBN).
- The length of the book must be a minimum of 60 pages, excluding references, bibliography, appendices.
- The target audience of the book must be specialists in the relevant field.
- In the event that the book is published in a language other than English, the institution must submit a summary of the output in English (minimum of one page). Similarly, any supporting evidence or documentation must also be provided in English.
- The minimum contribution from a book that will be considered for evaluation will be a complete division of a book such as a chapter.

# 3.4 Proof of UKZN affiliation and submission of paper copy

Please supply the following information as well as a copy of the book that has met the criteria above:

- Original books are required to be submitted **even when only a chapter is being claimed**. If the original book cannot be submitted, a photocopy of the **complete book** must be provided. Please note that originals make it easier for the panel to evaluate submissions. Return of book/s is guaranteed.
- Please highlight the following on the copies: UKZN authors and proof of affiliation, ISBN, proof of peer-review and year of publication.

#### Please note:

- An evaluation panel of senior professionals from the higher education community is elected annually by the DHET to evaluate all books and proceedings submitted by claiming institutions. This independent panel evaluates these outputs together with the relevant accompanying information individually prior to recommending the allocation of units for each book or proceeding based on the above minimum criteria.
- As a rule, outputs emanating from commissioned research or contracts paid by contracting organisations will not be subsidised by the DHET.

#### Note for publishers:

• Books must be peer-reviewed as a research output and such supporting evidence must be provided in the book or from the publishers (See example).

# 3.5 Example of letter from publisher



22 January 2015

TO WHOM IT MAY CONCERN

**Re. Proof of peer review:** Rethinking the South African Crisis: Nationalism Populism, Hegemony by Gillian Hart

Manuscripts accepted for consideration by the University of KwaZulu-Natal Press as a matter of course undergo a rigorous peer-review process. Manuscripts are submitted to at least two experts in the field, based either in South Africa or abroad depending on the scope of the proposed book. A decision to publish will require at least two favourable peer-review reports, and authors are expected to incorporate appropriate recommendations that may be put forward by the peer reviewers in consultation with the editor and publisher.

This is to confirm that *Rethinking the South African Crisis*, ISBN 978-1-86914-251-3, published in 2013 by the University of KwaZulu-Natal Press, was peer reviewed by two independent reviewers.

There is a convention of trust between publishers and peer reviewers that their names will not be revealed and that the content of their reports will remain confidential.

Yours sincerely,

DEBRA PRIMO PUBLISHER UKZN PRESS

primod@ukzn.ac.za

University of KwaZulu-Natal Press

Private Bag X01 Scottsville, 3209

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To: Prof. Dr. Paul Bernard Decock

University of KwaZulu-Natal

South Africa

Leuven, February 8, 2013

Re: Geert Van Oyen and Tom Shepherd, Resurrection of the Dead. Biblical Traditions in Dialogue, Bibliotheca Ephemeridum Theologicarum Lovaniensium 249, Leuven: Peeters, 2012.

Dear Professor Decock

Peeters Publishers has had the rule of double review for every manuscript from its foundation onwards. The directors of our series as well as our journals work hard to continue to ensure the quality of our series and journals.

Therefore I hereby wish to declare that all articles to the Peeters publication, Resurrection of the dead. Biblical Traditions in Dialogue, edited by Prof. Dr. Geert Van Oyen and Prof. Dr. Tom Shepherd, which was published in 2012 by Peeters, (ISBN 978-90-429-2689-9) underwent a thorough peer review process. Each contribution to this volume was carefully examined by recognised international specialists from the field prior to publication. The peer reviewed evaluation examined each contribution to the volume for its inherent academic quality, its coherence with the overarching theme of the volume and its contributions to the discipline. When an essay was deemed of appropriate quality and scholarly acumen, it was returned with comments to the contributors in order to address any issues of style or content that needed attention. Revised versions of essays underwent final copy-editing before contributors were given a last opportunity for review and acceptance. The process took several months.

For further information regarding and volume and the process by which it was produced, feel free to contact our publishing contact.

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#### 3.6 Books not subsidised

The following types of book publications are not subsidised:

- Dissertations and theses
- Text books, manuals and study guides
- Inaugural speeches
- Reports forming part of contract research
- Works of fiction

#### 3.7 DHET calculation of units

A book may be subsidised to a maximum of five units or a portion thereof, based on the number of pages being claimed relative to the total number of pages of the book, if all the authors are affiliated to the claiming institution. A guideline of a minimum of 60 pages and maximum of 300 pages will be allocated per unit or proportions and multiples thereof, if all the authors are affiliated to the claiming institution. However, where authors are affiliated with two or more institutions, the subsidy is shared between the claiming institutions.

## 4. CONFERENCE PROCEEDINGS

#### 4.1 Definition

Proceedings refer to a published record of a conference, congress, symposium or other meeting whose purpose is to disseminate original research and new developments within specific disciplines, subdisciplines or field of study. Only proceedings that meet specified criteria are subsidized.

# 4.2 Criteria used to evaluate conference proceedings

- The purpose of the proceedings must be to disseminate original research and new developments within specific disciplines, sub-disciplines or field of study.
- Articles accepted for publication in the proceedings must be peer-reviewed and published in full
- The proceedings must have an ISBN.
- The target audience of the proceedings must be specialists in the relevant field.
- In the event that the published proceeding is in a language other than English, the institution must submit an abstract of the proceeding in English. Similarly, any supporting evidence or documentation must also be provided in English.

## Please note:

• Where proceedings are published in an approved journal, the output will be treated as a journal article.

# 4.3 Proof of UKZN affiliation and submission of paper copy

Please supply the following information and photocopies of conference proceedings that meet the criteria set out above:

• Copies of the front and back covers, ISBN, table of contents, lists of contributors and their affiliation, preface, introduction, foreword, all papers by UKZN authors, peer-

- review statement from the proceeding or from the publisher indicating that the *full papers* were refereed *prior* to publication.
- Please highlight the following on the copy: UKZN authors and proof of affiliation, ISBN, proof of peer-review and year of publication.

# 4.4 Conference proceedings not subsidised

The following types of articles appearing in proceedings are not subsidised:

- Correspondence to the editors
- Abstracts or extended abstracts
- Obituaries
- Book reviews
- News articles
- Advertorials
- Previously published material

#### 4.5 DHET calculation of units

Proceedings that meet the above criteria will be allocated a maximum of one-half of a unit (0.5) provided that all the authors are affiliated to the claiming institution. In the case where authors are affiliated with two or more institutions, the subsidy is shared between the claiming institutions.

#### 5. GENERAL

#### 5.1 Author affiliation

The DHET requires evidence that the author(s) being claimed conducted the research at UKZN which lead to the publication. Should this information not appear on the paper, then the Dean and Head of School must confirm in writing to the university Research Office that the author undertook the research leading to the publication while working at UKZN.

## 5.2 Up-loading of publication data on IRMANET

Please up-load research output data on IRMANET on an ongoing basis. IRMANET allows for data entry of journal articles, books and book chapters, conference proceedings and graduated students (masters and doctoral). Please also up-load a pdf of the final print version of the journal article. Please contact Mr Wilondja Muzumbukilwa at extension 7224, email <a href="muzumbukilwaw@ukzn.ac.za">muzumbukilwaw@ukzn.ac.za</a> (College of AES and College of Health Sciences) or Mr Mcebo Zulu at extension 2031, email <a href="muzumbukilwaw.au.za">zulum5@ukzn.ac.za</a> (College of Humanities and College of Law and Management Studies) for assistance.

#### 5.3 Documents and paper copies

It is imperative that data up-loaded on IRMANET is accurate and that documentation is complete and submitted to the university Research Office, in order to avoid rejection by the assessment committee and external auditors.

#### Please note:

- Each year the journal articles are audited by external auditors prior to submission to the DHET.
- Handwritten information is not acceptable by the auditors or the DHET.
- Internal assessment of books and refereed conference proceedings is undertaken by the College Research committee.

#### 5.4 Deadlines

The internal closing date of the University Research Office for submission of all paper copies and other documentation in respect of the 2014 publication count is 15 February 2016.

#### 5.4.1 Journal articles

In the case of Journal articles, the paper copies should be sent to the University Research Office on or before 15 February 2016.

# 5.4.2 Books, chapters and conference proceedings

In the case of Books, Chapters in Books and Conference Proceedings, the paper copies should be sent to the College Research Committee by the **date set by the College.** 

#### 5.5 Late submissions

- Higher education institutes may only claim once for each subsidisable research output. Institutions must claim the outputs with a publication date of the preceding year (n-1) in the current reporting year (n)
- Late submission of research outputs for the year (n-2) may be considered for evaluation. The researcher must provide supporting evidence stating reasons for the late submission, such as late publication of the journal, book or proceedings by the publisher. However, the Deputy Vice Chancellor or University Dean of Research must motivate for the late submission to be considered stating reasons for the late submission.

# 6. GUIDELINES FOR JOURNAL ACCREDITATION ONTO DHET LISTS

## 6.1 International journals

For journals published outside South Africa, which do not appear on the ISI or IBSS indices, the editorial office of the particular Journal should be requested to apply for inclusion of that journal on the ISI or IBSS Indices.

- ISI selection process: <a href="http://www.isinet.com/selection/">http://www.isinet.com/selection/</a>
- IBSS selection process: http://www.lse.ac.uk/collections/IBSS/support/informationPublishers.htm

#### 6.2 South African journals

South African journals, which in the opinion of the Institution comply with the minimum criteria for inclusion, may be proposed for inclusion. A minimum of three consecutive issues must be published for journals with a quarterly or higher publication frequency and one issue for annual publications before submission for accreditation.

The following information accompanied by a physical copy of the journal should be sent to the Research Office by 24 December of each year for submission to the Department of Higher Education and Training for the journal to be considered for inclusion, effective the following calendar year:

- Title, including translations if not published in English.
- The ISSN of the journal
- Publisher and the publisher's address and contact details
- Frequency of publication
- Evidence that the journal has been published for the minimum prescribed cycle (the most recent 3 copies of 3 consecutive issues for a journal with a quarterly or higher publication frequency, 2 copies, for a journal published semi-annually, and 1 copy for a journal published annually)
- Editorial policy, including evidence of the peer review process
- Editorial board, the status of the members of the editorial board must be provided together with their institutional affiliations.
- In the case of electronic journals, the journal's internet Uniform Resource Locator (URL).
- Indication of library holdings should be provided.

# 6.3 Minimum criteria for a journal to be eligible for inclusion in the list of approved iournals

- The purpose of the journal must be to disseminate research results and the content must support high-level learning, teaching and research in the relevant subject area.
- Articles accepted for publication in the journal must be peer reviewed.
- The majority of contributions to the journal must be beyond a single institution.
- The journal must have an International Serial Number (ISSN).
- The journal must be published regularly.
- The journal must have an editorial board that includes members beyond a single institution and is reflective of expertise on the relevant subject area.
- The journal must be distributed beyond a single institution.

# 7. OTHER RESEARCH OUTPUT

#### 7.1 INTERNATIONAL AND LOCAL CREATIVE CONTRIBUTIONS

# 7.1.1 UKZN CRITERIA FOR THE ASSESSMENT OF CREATIVE CONTRIBUTIONS

Published creative writing (fiction, drama, volumes of poetry, translations)

• The creative writing (fiction, drama, volume of poetry, translation) must be published by a reputable publisher.

- The volume (novel, collection of short stories, play or poetry) must be submitted together with at least two appropriate reviews as well as a coordinating report by an expert in the field
- Only novels, short story collections, plays and volumes of poetry will be recognised, not individual short stories or poems.
- Translations of novels, short story collections, plays or volumes of poetry must also be submitted together with at least two appropriate reviews as well as a coordinating report by an expert in the field. In addition, the translator should submit a report explaining the purpose of the translation and the theoretical concerns that inform it. Routine translation of commercial works should not qualify for publication award, only translations that aim to extend the discipline of translation studies.
- Winning a recognised national or international creative writing prize/ award/ medal/ competition will qualify such a work for publication award.

# Public performance (music: concert/ recital; drama: directing/ acting/ design; dance: choreography/ performance)

- The performance must be a scheduled, advertised public performance and not simply part of student training within the institution.
- A clear distinction should be made between routine 'commercial' performances, which should not qualify for publication award, and those which extend the particular performing arts discipline and may therefore qualify for publication award.
- Two reviews/ assessments/ reports to be submitted together with a coordinating assessment of the performance by an expert in the field.
- In addition, the applicant should submit a report explaining the conception of the performance and the theoretical concerns that inform it.
- Winning a recognised national or international award/ prize/ medal/ competition will qualify such a performance for publication award.

# Musical compositions/ arrangements

- Music compositions or arrangements submitted for publication award should be groundbreaking ones that show a high level of originality and creativity.
- The musical score or CD to be submitted together with two reviews/ assessments/ reports as well as a coordinating report by someone of standing in the field.
- In addition, applicants for publication award for musical compositions/ arrangements should submit a report explaining the conception of the work and the theoretical concerns that inform it.
- Musical compositions/ arrangements that win recognised national or international awards/ prizes/ medals/ competitions will qualify for publication awards.

# Fine arts (ceramics, painting, sculpture, etc)

- Exhibitions of work must be in reputable galleries or museums.
- Submissions for publication awards for art exhibitions must be accompanied by appropriate documentation, at least two reviews/ assessments/ reports as well as a coordinating report by someone of standing in the field.
- In addition, applicants for publication awards for fine arts should submit a report explaining the conception of the work and the theoretical concerns that inform it.
- Individual works of art that win recognised national or international awards/ prizes/ competitions will qualify for publication awards.
- Acquisition of individual works by major national or international galleries, museums and collections will qualify the artist for a publication award.

#### Please note:

Creative contributions that meet the criteria above should be up-loaded on IRMANET and submitted to the University Research Office for committee approval.

#### 7.2 JOURNAL AND BOOK EDITORIALS

#### 7.2.1 UKZN CRITERIA FOR THE ASSESSMENT OF EDITORIALS

#### Journals and books

- The editor must have written a substantial introduction which is in itself an original contribution to knowledge. It has to be critical, substantial and researched based editorial.
- Merely being a member of the editorial board, the editor or co-editor without having written the research-based editorial does not qualify one for productivity awards.
- The criteria for evaluating a whole book / chapter is not the same as for the evaluation of book / journal editorial.

#### 7.3 PATENTS

#### 7.3.1 UKZN CRITERIA FOR THE ASSESSMENT OF PATENTS

- Only patents of inventions which were subjected to a strict technical examination in a particular country and which were subsequently granted can be regarded as part of the research output.
- If an invention is patented in more than one country, such an invention can only be considered once for the purposes of research output.
- An invention which is registered in one country as one patent but in another country as more than one patent is regarded as a single patent.

#### **Submission of patent for evaluation**

Please supply the following information and photocopies for the patent that meet the criteria set out above:

- The seal & patent (or certified copies).
- Written motivation with experimental research results in respect of the functioning of the report.

Final patent specifications and claims, together with drawings (if applicable)

#### Please note:

Only patents approved by the University IP Office will be awarded productivity units.

# 7.4 GRADUATED MASTERS AND DOCTORAL STUDENTS

• Verified against graduation lists

# 7.5 STAFF WHO GRADUATED WITH PhDs

• Submit proof of doctoral degree to the University Research Office

# 7.6 NRF RATING

• Verified against the NRF list

# 8. REFERENCES

 RSA. Dept. of Higher Education and Training. 2015. Research Outputs Policy. Government Gazette No. 38552 Vol. 597 11 March. Available at: <a href="http://www.dhet.gov.za/Policy%20and%20Development%20Support/Research%20Outputs%20policy%20gazette%202015.pdf">http://www.dhet.gov.za/Policy%20and%20Development%20Support/Research%20Outputs%20policy%20gazette%202015.pdf</a>. Accessed: 06 July 2015