Additional File 1: An example of research ranking weightage :

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| Research Ranking weightage | Publication weightage | 70% | 35% | Publication as single/ first author (ISI journals). |
| **15%** | Publication as coauthor (ISI journals) |
| **25%** | Publication as single/ first author (books and chapters). |
| **10%** | Publications in Non-ISI journals (regardless to authorship order). |
| **15%** | number of yearly citations. |
|  |  |
| **Ongoing research weightage** | **30%** | **50%** | Securing financial funding/ grants for conducted research. |
| **20%** | Being a principle investigator. |
| **20%** | Being a supervisor for students research. |
| **10%** | Being a co-investigator. |