



UNIVERSITY OF AGRICULTURAL SCIENCES, BANGALORE

Administrative Office, GKVK, Bangalore – 560 065

No. AO/RT/Qual. & Score card/e-Gazette/2022-23

Dated-15-03-2023

NOTIFICATION

Sub: The Statutes Governing Qualifications and Score-card for Direct Recruitment and Promotions of Teachers, Library & Physical Education Faculty in Agricultural Universities of Karnataka

Read : (1) This University's 395th & 396th Board of Management Meeting Proceedings, Dated:06-01-2023.
(2) Government Letter No.AGRI-29-AUM-2021, Dated:10-03-2023.

In exercise of the powers conferred on it under Section 53(2) of University of Agricultural Sciences Act, 2009, the Board of Management of University of Agricultural Sciences, Bangalore, has been pleased to make a Statute called “**The Statutes Governing Qualifications and Score-card for Direct Recruitment and Promotions of Teachers, Library & Physical Education Faculty in Agricultural Universities of Karnataka**” as annexed to this Notification.

The Statutes received the Assent of the Chancellor on 02-03-2023.

This Statute shall come into force from the date of publication in the Official Gazette.

By Order
Sd/-
REGISTRAR

STATUTES GOVERNING QUALIFICATIONS AND SCORE-CARD FOR DIRECT RECRUITMENT AND PROMOTIONS OF TEACHERS, LIBRARY & PHYSICAL EDUCATION FACULTY IN AGRICULTURAL UNIVERSITIES OF KARNATAKA

1. SHORT TITLE, APPLICATION AND COMMENCEMENT:

1.1 These Statutes may be called Statutes Governing Qualifications and Score-Card For Direct Recruitment and Promotions of Teachers, Library & Physical Education Faculty in Agricultural Universities of Karnataka

1.2 These Statutes shall apply for direct recruitment and promotion of the teachers, library and physical education faculty in University of Agricultural Sciences, Bangalore, University of Agricultural Sciences, Dharwad, University of Agricultural Sciences, Raichur and Keladi Shivappa Nayak University of Agricultural and Horticultural Sciences, Shivamogga for maintenance of standards in Higher Education.

1.3 They shall come into force from date of notification in official Gazette.

2. RECRUITMENT AND QUALIFICATION

2.1 The direct recruitment to the teachers, library and physical education faculty in University shall be on the basis of merit through an all-India advertisement, followed by selection by a duly-constituted Selection Committee as per the provisions made under these Statutes. The composition of such committee shall be as specified in these Statutes.

2.2 The Minimum qualifications required for teachers, library and physical education faculty shall be as specified by the UGC Regulations on minimum qualifications for appointment of teachers and other academic staff and measures for maintenance of standards in Higher Education 2018.

2.3 A Master's degree in the concerned subject with a minimum of 55% marks shall be required for those recruited as teachers, library and physical education faculty. A relevant grade which is regarded as equivalent to 55%, wherever the grading system is followed by a recognized University, at the Master's level shall also be considered valid.

2.4 A relaxation of 5% shall be allowed at the Master's level for the candidates belonging to Scheduled Caste/Scheduled Tribe/Other Backward Classes (OBC) (Non-creamy Layer)/Differently abled/ Specially abled(a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Loco motor disability including cerebral palsy, leprosy cured, dwarfism, acid- attack victims and muscular dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) to (d) including deaf-blindness) for the purpose of eligibility and assessing good academic record for direct recruitment. The eligibility marks of 55% marks(For

Traditional System) or 60% marks(For Trimester System) or 70% marks (For Semester System) and the relaxation of 5% to the categories mentioned above are permissible, based only on the qualifying marks without including any grace mark procedure. A relaxation of 5% shall be provided to the Ph.D. Degree holders who have obtained their Master's Degree prior to 19 September, 1991.

2.5 The time taken by candidates to acquire M. Phil. and / or Ph.D. Degree shall not be considered as experience to be claimed for appointment/promotion to the teaching positions. Further, the period of active service spent on pursuing Research Degree simultaneously with teaching/research/extension assignment without taking any kind of leave, shall be counted as teaching experience for the purpose of direct recruitment/promotion. The regular faculty members up to twenty per cent of the total faculty strength (excluding faculty on medical / maternity leave) shall be allowed by their respective university to take study leave for pursuing Ph.D. degree.

2.6 The Ph.D. Degree shall be a mandatory qualification for direct recruitment to the post of Assistant Professor in Universities with effect from 01.07.2021.

2.7 The Ph.D. Degree shall be a mandatory qualification for selection and promotion to Professor and Associate Professor Cadre Posts.

2.8 The upper age limit to apply for the entry level post of Assistant Professor/ Assistant Librarian or equivalent post in the Agricultural Universities of Karnataka is 45 years for SC/ ST, 43 years for OBC and 42 years for General category candidates.

2.9 The score obtained as specified in the score card shall be considered for short-listing for interview and the selections shall be based on overall performance.

3. SELECTION/PROMOTION PROCEDURES

3.1 The overall selection/promotion procedure shall incorporate transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based on weightages given to the performance of the candidate in different relevant dimensions and his/her performance on a scoring system proforma, in prescribed score-card.

3.2 The process of selection/promotion shall involve inviting the application/bio-data with duly filled score card based template, enclosing all requisite credentials. A teacher who wishes to be considered for promotion under the CAS may submit in writing to the university, within three months in advance of the due date, or after the eligibility date that he/she fulfills all the requirements under the CAS supported by all credentials. In order to avoid any delay in holding the Selection/Screening cum Evaluation Committee Meetings for various promotions under the CAS, the University may initiate the process of screening cum evaluation/ selection, and complete the process within six months from the receipt of application. The university shall send a general circular twice a year,

inviting applications for the CAS promotions from the eligible candidates.

3.3 Preliminary screening of application/bio-data received for appointment/promotion shall be made by a Committee comprising three Officers nominated by the Vice-Chancellor. The Committee shall go through the application/bio-data and recommend a list of candidates eligible for further consideration for selection/promotion.

3.4 Evaluation of research publications shall be as per prescribed Score Card. Appropriate weightage for such publications shall be given as per the score card.

3.5 The credentials will be evaluated by duly constituted Selection Committee for direct recruitment for Assistant Professor/Associate Professor/ Professor at the time of interview.

3.6 The credentials will be evaluated by duly constituted Screening cum Evaluation committee for promotion of Assistant Professor (from Academic level 10 to Academic level 11 and from Academic level 11 to Academic level 12) at the time of Assessment.

3.7 The credentials will be evaluated by duly constituted Selection Committee for promotion from Assistant Professor (Academic level 12) to Associate Professor (Academic level 13A) and from Associate Professor (Academic level 13A) to Professor (Academic level 14) at the time of interview.

3.8 The Selection Committee for direct recruitment shall recommend a panel of a maximum of four names for each post in the order of merit and submit to the University.

3.9 The Screening cum Evaluation committee/Selection Committee for promotion shall recommend all eligible teachers indicating their date of eligibility for promotion to the University.

3.10 A teacher who has earned annual increments regularly during the assessment period.

3.11 All the procedures outlined above, shall be completed on the day of the committee meeting, wherein the minutes are recorded along with scores obtained and recommendation made and duly signed by all members of the committee in the minutes.

3.12 The CAS promotions being a personal promotion to the incumbent teacher holding a substantive sanctioned post, on superannuation of the individual incumbent, the said post shall revert back to its original cadre.

3.13 The incumbent teacher must be on roll and active service of the University on the date of consideration by the Committee for CAS Promotion.

3.14 If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion will be from that of minimum period of eligibility.

3.15 Candidates who do not fulfill the minimum score requirement under the

Score card based system will have to be re-assessed only after a minimum period of one year. The date of promotion shall be the date on which he/she has successfully got re-assessed.

3.16 If the candidate does not succeed in the first assessment, but succeeds in the eventual assessment, his/her promotion will be deemed to be from the later date of successful assessment.

3.17 If, however, the candidate finds that he/she fulfills the eligibility conditions at a later date and applies on that date and is successful, his/her promotion will be effected from that date of fulfilling the criteria.

4. General Instructions

4.1 The eligibility as well as suitability of a candidate shall be considered based on the information provided by the applicant in the application.

4.2 All the items as mentioned in the application shall be supported by the attested relevant and authorized documents. Only such documents/records will be taken into consideration for award of marks.

4.3 Prescribed certificates should be obtained from competent authority on or before the last date of submission of application. In case of Centre of Excellence/ Infrastructure created, certificate issued by the competent authority/ Universities/ Directors in case of National Institutes only will be considered.

4.4 Any additional documents/ certificates/records given after the last date for submission of filled-in application shall not be considered for award of marks.

4.5 If a candidate has submitted more than one application prescribed for the same post before the last date, the latest application will be considered as valid for the purpose.

4.6 Interviews will be conducted by the Selection Committee duly constituted as per the Statutes of the University and the marks will be allotted as per the score-card including the performance in interviews and the decision of the Selection Committee shall be final.

4.7 The applicant should provide Bio-data/information as per the template/format provided for verification. The Selection Committee will allot the marks only based on the information submitted in the template/ format.

4.8 Candidates with knowledge of Kannada shall be preferred for the Teaching/ Research/ Extension post in the entry level in the University (mandatory for KVK posts).

4.9 Minimum marks prescribed for placing teachers/ library and equivalent faculty in the selection panel/promotion

Sl	Name of the post	Direct Recruitment*	Promotion
1	Assistant Professor (Academic Level 10)	40	---

2	Assistant Professor (Academic Level 10 to 11)	---	60
3	Assistant Professor (Academic Level 11 to 12)	---	65
4	Associate Professor (Academic Level 13A) & (Academic Level 12to 13A)	50	70
5	Professor (Academic Level 14) & (Academic Level 13A to 14)	50	70
6	Senior Professor (Academic Level 14 to 15)	---	70

* For SC, ST, OBC (Non Creamy Layer) and Differently Abled / Specially abled category 05 marks relaxation is prescribed

5. COMPOSITION OF SELECTION COMMITTEE/ SCREENING CUM EVALUATION COMMITTEE FOR DIRECT RECRUITMENT AND CAREER ADVANCEMENT SCHEME (CAS) PROMOTIONS

The Selection Committee/Screening Cum Evaluation Committee for Direct Recruitment & CAS promotions shall be as follows.

(A) Composition of Selection Committee for

- (1) Direct recruitment of Assistant Professor/ Assistant Librarian and Equivalent cadre (Academic Level 10),
- (2) Direct recruitment of Associate Professor/Deputy Librarian and Equivalent cadre (Academic Level 13A)
- (3) Direct recruitment of Professor/Librarian and Equivalent cadre (Academic Level 14)
- (4) CAS promotion of Assistant Professor (Academic Level 12) to Associate Professor (Academic Level 13A)
- (5) CAS promotion of Associate Professor/Deputy Librarian and Equivalent cadre (Academic Level 13A) to Professor/Librarian and Equivalent cadre (Academic Level 14)
- (6) CAS promotion of Professor (Academic Level 14) to Senior Professor (Academic Level 15)
- (i) Vice-chancellor who shall be the Chairperson of the Committee
- (ii) An Academician not below the rank of Professor (Librarian for library posts) with minimum eight years of experience who is the nominee of the Chancellor
- (iii) Three outside subject experts not below the rank of Professor (Librarian for library posts) having minimum 8 years of experience in the subject/field concerned nominated by the Vice-Chancellor out of the panel of names approved by the relevant statutory body of the

University.

- (iv) Dean of the faculty.
- (v) Head(not below the rank of Professor/ Librarian for library posts)
- (vi) An academician (not below the rank of Professor/ Librarian for library posts) representing SC/ST/OBC/ Minority/ Women/ Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee do not belong to that category.

At least **four members**, including two outside subject experts, shall constitute the quorum.

(B) Composition of Screening cum Evaluation Committee for

- (1) CAS promotion of Assistant Professor/Assistant Librarian or equivalent cadres (Academic Level-10 to Academic Level-11)
- (2) CAS promotion of Assistant Professor/Assistant Librarian or equivalent cadres (Academic Level-11 to Academic Level-12)
 - (i) Vice-Chancellor or his/her nominee shall be the chairperson of the committee.
 - (ii) The Directors/Deans of the Faculty concerned;
 - (iii) The Head of the Department/Librarian for library posts, as the case may be; and
 - (iv) One subject expert in the subject concerned subject nominated by the Vice-Chancellor.

At least **three members**, including one outside subject experts, shall constitute the quorum.

6. COUNTING OF PAST SERVICES FOR DIRECT RECRUITMENT AND PROMOTION UNDER CAS

Previous regular service, whether national or international, as Assistant Professor, Associate Professor or Professor or equivalent in a University, College, National Laboratories or other scientific/professional organizations such as the CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR and DBT, should count for the direct recruitment and promotion under the CAS of a teacher as Assistant Professor, Associate Professor, Professor or any other nomenclature, provided that:

- (a) The essential qualifications of the post held were not lower than the qualifications prescribed by the UGC for Assistant Professor, Associate Professor and Professor, as the case may be.
- (b) The post is/was in an equivalent grade or of the pre-revised scale of pay as the post of Assistant Professor (Lecturer), Associate Professor (Reader) and Professor.
- (c) The concerned Assistant Professor, Associate Professor and Professor should possess the same minimum qualifications as prescribed by the UGC for

appointment to the post of Assistant Professor, Associate Professor and Professor, as the case may be.

(d) The post was filled in accordance with the prescribed selection procedure as laid down in the Statutes of the University/State Government/Central Government/ Institutions concerned, for such appointments.

(e) The previous appointment was not as guest lecturer for any duration, or an ad-hoc or in a leave vacancy of less than one-year duration. Ad hoc or temporary service of more than one- year duration can be counted provided that:

- (i) the period of service was of more than one-year duration;
- (ii) the incumbent was appointed on the recommendation of duly constituted Selection Committee; and
- (iii) the incumbent was selected to the permanent post in continuation to the adhoc or temporary service, without any break

(f) No distinctions shall be made with reference to the nature of management of the institution where previous service was rendered (private/local body/Government), while counting the past service under this clause.

7. Period of Probation & Confirmation

The period of Probation and Confirmation of teachers and equivalent cadre staff in the University shall be as stipulated in the Karnataka Civil Service (Probation) rules, 1977 and the Karnataka Civil Services (General Recruitment) rules, 2021 and orders issued there under from time to time.

8. Creation & filling up of posts of teachers

Without the sanction of the State Government no new posts be created and no recruitment shall be made to the posts in the University and affiliated colleges. However, the ratio of posts as prescribed by UGC/ICAR shall be adhered to accordingly,

(1) Teaching posts in universities, as far as feasible, may be created in a pyramidal order, for instance, for one post of Professor, there shall be two posts of Associate Professors and four posts of Assistant Professor, per Department.

(2) All the sanctioned/approved posts in the university system shall be filled up on an urgent basis only after getting necessary approval of the State Government.

9. Qualification, Score card and Explanatory Note

The Minimum Qualifications, Score card indicating allotment of marks and detailed Explanatory note for direct recruitment and CAS promotion of various posts are provided in ANNEXURE-A and ANNEXURE-B respectively.

Sd/-
Vice-Chancellor,
UAS Bangalore

Sd/-
Registrar,
UAS Bangalore

Sd/-
Chancellor,
State of Karnataka

ANNEXURE-A
(Qualification and Score-card for Direct Recruitment)

- A1- Assistant Professor (Entry Level) A2- Associate Professor
A3- Professor
A4- Assistant Librarian (Entry Level) A5- Deputy Librarian
A6- Librarian
A7- University Librarian
A8- Assistant Professor of Physical Education (Entry Level)

ANNEXURE- B
(Eligibility and Score-card for promotion under Career Advancement Scheme (CAS) – 2016)

- B1- Assistant Professor (Academic level 10 to Academic level 11).
B2- Assistant Professor (Academic level 11 to Academic level 12)
B3- Assistant Professor to Associate Professor (Academic level 12 to Academic Level 13 A)
B4- Associate Professor to Professor (Academic level 13A to Academic Level 14)
B5- Professor to Senior Professor (Academic Level 14 to Academic Level 15)
B6- Assistant Librarian (Academic Level 10 to Academic Level 11)
B7- Assistant Librarian (Academic Level 11 to Academic Level 12)
B8- Assistant Librarian to Deputy Librarian (Academic Level 12 to Academic Level 13A)
B9- Deputy Librarian to Librarian (Academic Level 13A to Academic Level 14)
B10- Assistant Professor of Physical Education (Academic level 10 to Academic Level 11)
B11- Assistant Professor of Physical Education (Academic level 11 to Academic level 12)
B12- Assistant Professor of Physical Education to Associate Professor (Academic level 12 to Academic level 13A)
B13- Associate Professor of Physical Education to Professor (Academic level 13A to Academic Level 14)

A2- Qualification and Score-card for Direct Recruitment of Associate Professor

1	A Good academic record, with a Ph.D. Degree in the concerned/related disciplines.
2	A Master's Degree with at least 55% marks (For Traditional System) or 2.5 out of 4.00(For Trimester System) or 7.00 out of 10.00 (For Semester System). A relaxation of 5% shall be allowed at the Master's level for the candidates as specified in 2.4 of guidelines
3	A minimum of eight years of regular service of Teaching/Research/Extension in an academic/research position equivalent to that of Assistant Professor in a University, College or Research Institutions Recognized by Central / State Govts. and a minimum of 07 publications in the peer-reviewed or NAAS rated or UGC-listed journals.
4	Significant contribution to Teaching/ Research/Extension with minimum score as stipulated in the prescribed Score-card.

Score-card

	Particulars	Maximum marks allotted
1	Academic Qualifications	15
2	Academic Experience	10
	(a) Experience in Teaching/Research/Extension in the cadre of Assistant Professor(over and above minimum service)	[06]
	(b) Outstation experience in the cadre of Assistant Professor.	[04]
3	Scientific publications in the cadre of Assistant Professor.	20
4	Special Awards/ Medals/ Fellowships/ Recognition for academic excellence in the cadre of Assistant Professor.	05
5	Attainment in the professional field in the cadre of Assistant Professor	20
6	Externally funded Projects operated& Projects/Funds allotted by University/Government in the cadre of Assistant Professor	07
7	Organizing Symposia Seminars/ Summer Institutes/ Winter Institutes/Refresher Courses/ Workshops and Training Programmes as Assistant Professor.	08
8	Confidential reports for the preceding 5 years in the cadre of Assistant Professor	05
9	Performance in the Interview.	10
	Total Marks	100

EXPLANATORY NOTES FOR AWARD OF MARKS

1.	Academic Qualification.	Maximum marks allotted = 15
(a)	Bachelor's Degree.	Maximum marks allotted = 03 3 Marks shall be awarded on <i>Prorata</i> basis considering the conversion percentage of marks given in the Equivalent percentage certificate of CGPA (Trimester system)/ OGPA (Semester system) issued by the competent authority as under. (1) For candidates holding degree under Semester system, 60% gets 0.0 Mark and 100% gets 3 Marks. (2) For candidates holding degree under Trimester system where equivalent percentage certificate is not furnished CGPA of 2.00 gets 0.0 Mark and 4.0 gets 3 Marks. (3) In case of candidates holding degree from traditional system / Universities 50% gets 0.0 Mark and 100% gets 3 Marks. Note: The candidates are required to furnish an attested copy of the certificate of equivalent percentage of marks in the case of award of marks other than in 10 point scale.

(b)	Master's Degree in the concerned subject.	Maximum marks allotted = 03 3 marks shall be awarded on <i>Prorata</i> basis considering the conversion percentage of marks given in the Equivalent percentage certificate of CGPA (Trimester system)/ OGPA (Semester system) issued by the competent authority as under: (1) For candidates holding degree under Semester system, 70% gets 0.0 Mark and 100% gets 3 Marks. (2) For candidates holding degree under Trimester system where equivalent percentage certificate is not furnished CGPA of 2.5 gets 0.0 Mark and 4.0 gets 3 Marks. (3) In case of candidates holding degree from traditional system/Universities, 55% gets 0.0 Mark and 100% gets 3 Marks. Note: The candidates are required to furnish an attested copy of the certificate of equivalent percentage of marks in the case of award of marks other than in 10 point scale.
(c)	Ph.D. Degree.	Maximum marks allotted = 03 (1) Candidates obtaining Ph. D with Course Work of any Agricultural University/by any other University with 4+2+3 system = 3 Marks (Trimester/ Semester system). (2) Candidates obtaining Ph. D from Traditional University (3+2+3 system) with course work and Ph. Ds from foreign Universities without course work—2 Marks. Note: For basic science subjects and social sciences 3+2+3 will be considered on par with 4+2+3. (3) Candidates obtaining Ph. D without course work or by research alone in any University – 1 Marks Note: Relevant document for having the course work to be enclosed.
(d)	Higher Training/PG Diploma in the academic field.	Maximum marks allotted = 02 (1) Post-doctoral fellow = 1 Marks for each of 6 months and above, 0.5 mark for each of below 6 months. (2) PG diploma not less than ten months/ M.Phil = 0.5Mark (max 1 mark) (3) Higher academic Training in recognized academic/scientific/professional institutions (10 days and above) = 0.25 Mark for each training(max 01 marks)

(e)	Awards/Recognitions obtained for academic excellence.	Maximum marks allotted = 04 (1) International award = 3 Marks each - Award/ Medal/ Recognition. (2) National award = 2 Marks each (3) State award = 01 Mark each (4) University Gold medal = 01 Mark each (5) Sponsored Gold medal awarded by University= 0.5 Mark each
		(6) Awards from Professional Society = 0.5 Mark for each. <i>Note: If a candidate secures more than one medal/award for the same degree/ achievement, the highest award shall be considered for allotting marks (except American Bibliography and other nonprofessional awards).</i>
	2. Academic Experience.	Maximum Marks allotted = 10
(a)	Experience in Teaching/Research/ Extension in the cadre of Assistant Professor.(over and above minimum service)	Maximum marks allotted = 03 01 mark for each year
(b)	International Experience in cadre of Assistant Professor or equivalent in Teaching/ Research/Extension	Maximum marks allotted = 03 01 mark for each year
(c)	Outstation experience in the cadre of Assistant Professor.	Maximum marks allotted = 04 (1) A/B class city – Nil (2) C class city = 1 mark for each year of service (3) Other places – 2 mark for each year of service
3.	Scientific publications in the cadre of Assistant Professor.	Maximum marks allotted = 20 (1) For full length research papers published in refereed Scientific Journals: NAAS rated journals- (a) Rating 6 and above = 02 marks (b) Rating 5 to 5.99 = 1.5 marks (c) Rating 4 to 4.99 = 01 marks (d) Rating Less than 4 = 0.50 marks (e) Research note/ Full Length Paper published in refereed /UGC Listed journals = 0.25 marks each (2) Full length research papers presented & published in Seminars/ Symposia/Conferences proceedings: (Maximum = 7 Marks) (a) International level = 1 Mark each (b) National level = 0.5 Mark each (3) For Research Note/Abstracts/short communication/Poster presentation published in Seminar/Symposium/Conferences= 0.5 and 0.25 Marks each for International and National respectively

		(Maximum=6 marks) (4) Books published by individuals = 2 marks each (Maximum=4 Marks). <i>Note: Translation books carried 50% marks.</i> (5) Research Bulletins/Extension Bulletins/ Chapters in Books published by Universities/National Institutes/ Government Departments/Standard Commercial Publishers/Training Manuals/e-notes = 0.25 Mark each (Maximum = 3 Marks) (6) Extension Leaflets/Folders/Brochures/ published
		by Universities/National Institutes/Government Departments/ Standard Commercial publishers = 0.25 Mark each (Maximum = 3 marks). (7) Popular articles published in leading Dailies/ Institutional/Govt. Departmental Periodicals/Radio talks/TV programmes/ Phone-in programmes = 0.25 Mark each (Maximum = 3 marks) <i>Note:</i> (1) All the publications mentioned above should have been published as on the last date prescribed for submission of filled-in application. (2) The first three authors in all the above cases will get full marks while the rest of the authors will get 50 per cent of the marks allotted to each item.
4.	Special Awards/ Medals/ Fellowships/recognition for Professional excellence in Teaching/ Research/ Extension in the cadre of Assistant Professor.	Maximum Marks allotted = 05 (1) International Awards = 3 Marks each (2) National Awards = 2.5 Marks each (3) State level Awards = 2 Marks each (4) University Level Awards = 1.5 Mark each (5) Any Awards/Medals/Recognitions from Professional Societies = 1 Mark each. <i>Note: For Team Awards / Medals Recognitions the leader gets full marks and each Associate gets 50% of the marks assigned above.</i>
Explanatory Note for Medals/Awards/Recognitions: (1) International award means, the award given by the organizations which are of international repute and established by the international funding to further the research needs of the international community (e.g., CGIAR, DST/DBT/INSA/Common wealth/US Indian Education Fund/Indo-African/ Full Bright/ FAO/ UNO etc) recognized by Govt. of India/International Bodies (Other than Professional Societies.) (2) National level award means, the award secured at the National level in recognition of significant professional achievements. (3) State award means, the award initiated by the State Government in recognition of significant professional achievements. (4) University level award means, any award given at the University level. (5) Professional Society awards means, any award given by Registered Scientific Societies/Bodies in recognition of significant professional achievements.		
5.	Attainment in the professional field in the cadre of Assistant Professor. (Attainment in addition to his / her	Maximum Marks allotted = 20 (1) Performing other works such as Technical administration/ Sports & Cultural

	regular Teaching / Research / Extension activities)	activities/ Wardens/ Tour Leaders / Co-ordinators & Assistant Co-ordinators of Examination/ Farm Management/ Participation: in Bi-monthly / Tri monthly NAEP Workshops/ working as Staff Advisors/RAWE Co-ordinator/ Hands on Training (HOT)/ Report compilation of the respective units / Directorates, preparation of CDs and any such corporate work = 0.5 Mark per activity per year (Maximum 3 marks) (2) (i) For every PG student guided as
		Chairman (a) Ph.D. Student = 1 Mark for each student. (b) M.Sc. Student = 0.5 Mark for each student. (ii) For every PG student guided as Member of Advisory Committee (a) Ph.D. Student = 0.5 Mark for each student. (b) M.Sc. Student = 0.25 Mark for each student. (Maximum 3 marks) (1) New course designed, teaching (e-course / MOOC course) aids developed etc. = 1 Mark for each activity. (Maximum 2 Marks) (2) Registration of varieties/ Genotypes of plants/ microorganisms, bio agents and insects pests of significance in Agriculture in PPVFRA/ Gene Bank Accession Number issued by NCBI/NBPGR/NBAIR/ National Bureau of Fish and Animal Resources/ Release of Variety / Technology / Prototypes developed = 2 Marks each for PI / Leader and for Co-PI / Collaborator/Associates = 0.5 Marks each. (Maximum 6 Marks) (3) Patents Obtained = 03 marks for PI and 1.5 marks for Co-PI for each and Filing Patents=1.5 Marks for PI and 0.75 marks for Co-PI for each. (Maximum 6 Marks) (4) For diffusion of each Variety/ Technology /Prototype among farmer's / users work assigned with line departments = 1 Mark each. (Maximum 3 Marks) (5) Service rendered by carrying out full time Corporate activities to support the

		University's academic / General administration in the cadre of Assistant Professor such as Assistant Registrar/Technical Officer/ Bakery Training Unit/ Editor-Communication Centre/Editor-National Journal/International Journal/ Reviewer of International Journal/ADSW / DDSW/ Co-coordinator for examination, NSS/NCC Programme Officers & coordinators, Seed production activity of BS/FS/CS/TL Seeds and any such corporate work= 1.00 Mark per year. (Maximum 6 marks)
6.	A. Externally funded Projects (Competitive Mode) operated as Assistant Professor.	Maximum marks allotted = 07 (A & B) (1) Projects outlay up to 05 Lakhs = 1 Mark per Project as PI and 0.5 Mark per Project as Co PI. (2) Projects outlay of above 5.1 Lakhs up to 10 Lakhs = 2 Marks per Project as PI and 1 Mark per Project as Co PI. (3) Projects outlay of above Rs.11 Lakhs up to 20 Lakhs = 3 marks per Project as PI and 1.5 Marks per Project as Co PI. (4) Projects outlay of Rs.21 Lakhs up to 50 Lakhs = 4 Marks per Project as PI and 2 Marks per Project as Co- PI. (5) Project outlay of above 51 Lakhs = 5 Marks per project as PI and 2.5 Marks per project as Co-PI.
	B. Projects/funds allotted to teachers by University/ Government.	(1) Projects outlay up to 05 Lakhs = 0.6 Mark per Project as PI and 0.3 mark per Project as Co PI. (2) Projects outlay of above 5.1 Lakhs up to 10 Lakhs = 1.2 Marks per Project as PI and 0.6 mark per Project as Co PI. (3) Projects outlay of above Rs.11 Lakhs up to 20 Lakhs = 1.8 Marks per Project as PI and 0.9 marks per Project as Co PI. (4) Projects outlay of Rs.21 Lakhs up to 50 Lakhs = 2.4 Marks per Project as PI and 1.2 Mark per Project as Co- PI. (5) Project outlay of above 51 Lakhs = 03 Marks per project as PI and 1.5 Marks per project as Co-PI. <i>Note: A valid certificate obtained from the concerned controlling Officer and duly countersigned by the concerned Officers / Heads of the Directorates shall be submitted in support of their claims.</i>

7.	Organizing Summer Institutes/ Workshops and Programmes as Assistant Professor. Symposia Institute/ Refresher Courses and Seminars/ Winter Courses/ Training	Maximum marks allotted = 08 (1) For conducting / Organizing Symposia / Seminars / Summer Institute / Winter Institute/ Refresher courses / Workshops / Training Programmes at: (a) International level = 3 Marks per activity as Leader / Director; 1.5 Marks per activity as Associate Leader / Co-Director. (b) National level = 2 Marks per activity as Leader / Director; 1 marks per activity as Associate Leader / Co-Director. (c) University level = 1 Marks per activity as Leader/Director; 0.5 Mark per activity as Associate Leader/Co – Director. (d) Webinars =0.5 marks per activity as Leader/ Director and 0.25 marks per activity as Associate Leader/ Co-Director. (2) For participating in Symposia / Seminars / Summer Institutes / Winter Institutes / Refresher courses / Workshops / Training Programmes as Resource Person to impart training = 0.25 Mark each (Maximum = 3 Marks).
8.	Confidential reports for the preceding five years in the cadre as Assistant Professor.	Maximum marks allotted = 05 marks. Grading given by the Reporting Officer: (1) A/A+/A- = 1 mark per year. (2) B/B+/B- = 0.75 mark per year. (3) C/C+/C- = 0.5 mark per year. Note: In case the confidential reports of a candidate for the assessment period are not satisfactory and if the candidate has been inflicted with penalties on Statutory enquiry he will get no marks for major punishments and 50% marks for minor punishments out of the total marks earmarked for confidential reports.
9.	Performance in the Interview.	Maximum marks allotted = 10