



RANI LAKSHMI BAI CENTRAL AGRICULTURAL UNIVERSITY
Jhansi-Gwalior Road, Jhansi-284003

(Established under the Rani Lakshmi Bai Central Agricultural University Act, 2014)

Website : www.rlbcau.ac.in Email- registrar.rlbcau@gmail.com

Phone no.:- 0510- 2730555

Advertisement No: RLBCAU/01/2019

Dated: 9th January, 2019

RECRUITMENT FOR VARIOUS TEACHING POSITIONS

Applications from eligible candidates are invited for recruitment for the following teaching positions:-

S.No.	Position	Level	Discipline	No. of vacancies
1.	Professor	14 as per 7 th CPC pay matrix.	College of Agriculture	01 (UR)
			Agronomy (01)	(01)
			College of Horticulture & Forestry	01 (UR)
			Forestry (01)	(01)

Essential:

- Doctoral degree in relevant subject including relevant basic sciences.
- 10 years experience in the relevant subject out of which 8 years should be as Scientist/Lecturer/Extension Specialist or in an equivalent position in the PB-3 of Rs. 15,600-39,100 with Grade Pay of Rs.5,400/Rs.6,000/ Rs.7,000/Rs.8,000 and 2 years as Associate Professor/ Senior Scientist or in an equivalent position in the Pay Band-4 of Rs37400-67000 with Grade Pay of Rs 8700/9000.
- The candidate should have made contribution to Research/Teaching/Extension Education as evidenced by published work with a minimum of 10 publications as research/policy papers and/or books.

Age: Preferably below 57 years as on 01.01.2019.

Desirable:

- Adequate experience of teaching and guiding Post-Graduate students.
- Outstanding contribution as evidenced by published work in reputed journals.
- Familiarity with modern tools and applications in scientific technologies in the field.

S.No.	Position	Level	Discipline	No. of vacancies
2.	Associate Professor	13 A as per 7 th CPC pay matrix.	College of Agriculture	02 (UR)
			Genetics & Plant Breeding	(01)
			Plant Pathology	(01)
			College of Horticulture & Forestry	02 (UR)
			Horticulture	(01)
			Forestry	(01)

Essential:

- Doctoral degree in relevant subject including relevant basic Sciences.
- 8 years experience in the relevant subject as Scientist/Lecturer/Extension Specialist or in an equivalent position in the PB-3 of Rs. 15,600-39,100 with Grade Pay of Rs. 5,400/ Rs. 6,000/ Rs. 7,000/ Rs. 8,000.
- The candidate should have made contribution to Research/ Teaching/Extension Education as evidenced by published work with a minimum of 7 publications as research/policy papers and/or books/innovations and impact.

Age: Preferably below 47 years as on 01.01.2019.

Desirable:

- (i) Adequate experience of teaching and guiding Post- Graduate students.
- (iii) Familiarity with modern tools and applications in scientific technologies in the field.

S.No.	Position	Level	Discipline	No. of vacancies
3.	Assistant Professor	10 A as per 7 th CPC pay matrix.	College of Agriculture	10 (UR)
			Agronomy & Agrometeorology	(01)
			Genetics & Plant Breeding	(01)
			Soil Science and Agricultural Chemistry	(01)
			Entomology	(01)
			Agricultural Economics	(01)
			Agricultural Engineering	(01)
			Plant Pathology	(01)
			Agricultural Extension & Communication	(01)
			Biochemistry	(01)
			Crop Physiology	(01)
			College of Horticulture & Forestry	14 (UR)
			Fruit Science	(01)
			Vegetable Science	(01)
			Floriculture & Landscaping	(01)
			Plantation, Spices, Medicinal & Aromatic Plants	(01)
			Biotechnology & Crop Improvement	(01)
			Post Harvest Technology	(01)
			Forest Protection (Plant Pathology)	(01)
			English	(01)
			Natural Resource Management	(01)
			Silviculture and Agroforestry	(01)
			Forest Botany and Tree Improvement	(01)
			Forest Products & Utilization	(01)
Wildlife Management	(01)			
Environmental Science	(01)			

Essential:

- (i) Master's degree in the relevant disciplines and with at least 60% marks or equivalent grade point. Evidence of the National Eligibility Test (NET) conducted by ICAR-ASRB, UGC/CSIR.

OR

Doctorate degree in the relevant subject including relevant basic sciences with 2 published research papers in scientific general with NAAS rating of more than 4.0.

Age: Preferably below 40 years (Age may be relaxed as per provisions of Section 10 of Recruitment rules for Teaching Employees) as on 01.01.2019.

Section 10: Relaxation of age and experience

- (i) The statutory provision for relaxing of age, experience etc. prescribed in case of the candidates belonging to SC/ST/OBC/PwD or any other category will be made applicable to them as per UGC/ Govt. of India norms. A certificate to this effect in the format as prescribed by the Govt. of India issued from the competent authority should be attached with the prescribed application form. Wherever, relaxation of qualification including

percentage of marks is permitted under the UGC/ Govt. of India guidelines, such relaxation shall also be considered in appropriate cases subject to recommendations of the Screening Committee as per relevant Govt. of India rules.

- (ii) In addition to above, Board of Management may relax age limit and experience in respect of women candidates, employees of Rani Lakshmi Bai Central Agricultural University, Employees of the Central Government/ State Government/ Agricultural Universities / Central autonomous bodies/ organizations/ Institutions/ Public Sector Undertakings etc.
- (iii) Period spent on working against any post in the project/scheme or on contract in Rani Lakshmi Bai Central Agricultural University, Agricultural Universities / Central Government/ State Government/Central autonomous bodies/ organizations/ Institutions/ Public Sector Undertakings etc. including broken period of service rendered as indicated above up to a maximum period of five years may also be taken into account for the purpose of age relaxation/experience for appointment in regular establishment provided that one stretch of such service is for more than six months in an academic session.

Desirable:

- (i) Experience of research in reputed ICAR Institutes/Agricultural Universities/government institutions with evidence of published research papers.
- (ii) Knowledge of Computer applications.



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Annexure I

SCORE-CARD GUIDELINES FOR PROFESSOR

	Details	Maximum Score	Score Awarded
1	Academic Qualifications	5 marks	
	One mark for first class or equivalent, ½ mark for second class or equivalent in Undergraduate level. No marks below 50% marks		
	2 marks for first class or equivalent, 1 mark for second class or equivalent in Masters Degree. No marks below 50% marks		
	2 marks for first class or equivalent 1 mark for second class or equivalent in PhD. If there is no class/grading system, he/she will get 2 marks.		
	1 mark for Post-Doctoral Fellowship both National and International, which are competitive e.g., Fellowship awarded by DBT/DST, Fulbright/ Humboldt/ Boyscast/ DAAD etc. or any other additional qualification acquired relevant to the post P.S. Aggregate award under item 1 is limited to 5 marks		
2	Employment Record and Experience	6 marks	
	Marks are assigned for the number of years of service over and above the prescribed number of years required for a particular post. For Professor is 10 years, with at least 3 years experience as Senior Scientist or Associate Professor with AGP of 9000 is prescribed with PhD qualification. 10 years of service no marks Every additional year Service 1.0 subject to a maximum of 6 marks.		
3	Service in Remote Areas/ Disadvantageous area	1.5 marks	
	Marks for Service in remote areas namely, the Andaman, Nicobar, Lakshadweep, Minicoy and Amindivi islands; State/ Union Territories in the Northeastern region, Ladakh Division of J&K State, Sikkim, Pangi Sub Division of Chamba, and Lahaul & Spiti districts of Himachal Pradesh. * half mark for each year of Completed Service in a remote area subject to a maximum of 1.5 marks. Marks are assigned for Service rendered in original centre/station in disadvantageous areas (other than those in remote areas). The decision for classification of place of posting shall solely depend on the screening committee in consultation with the Vice-Chancellor. *0.25 mark for each year of completed service in disadvantageous area. Maximum of 1.5 marks.		
4	In-service Award/Recognition	3.0 marks	
	One mark each for national/international award (recognized) such as by ICAR/CSIR/UGC/ DBT/National Institutes, Ministries of Central Government, FAO of the UN or reputed Foreign countries etc.)		

	<p>*A half mark each for Institutional or recognized professional societies fellow/award/recognition; President/ Chairman/ Member/ Member Secretary of important Committees and other decision/ policy making bodies/committees of national level.(excluding official duty/assignment at institutional level); Reviewer for peer-reviewed NASS listed journals; and Conference prize/medal such as best paper or best poster.</p> <p style="text-align: right;">Maximum of 2 marks</p> <p>One marks for Fellowship of any one of the recognized National Academies viz., National Academy of Agricultural Sciences, National Academy of Medical Sciences, Indian Academy of Sciences, Indian National Academy of Engineering, Indian National Science Academy, National Academy of Sciences or equivalent National/ International Academies</p> <p style="text-align: right;">Maximum of 1 marks</p>											
5	Teaching/Research/Extension/	10 marks										
	<p>Identify one primary and one secondary area of work :</p> <table border="1" data-bbox="248 825 1135 1020"> <thead> <tr> <th>Area of Work</th> <th>Major and Minor area of function</th> <th>Marks</th> </tr> </thead> <tbody> <tr> <td>A. Teaching/ Research/ Extension</td> <td>Teaching/ Research/ Extension as major function</td> <td>7.0</td> </tr> <tr> <td>B.</td> <td>Teaching/ Research/ Extension as minor function</td> <td>3.0</td> </tr> </tbody> </table> <p>Note: Scientists devoting more than 75% of time on an activity would be considered as Major Function, and devoting less than 25% of time on an activity would be considered as Minor Function.</p> <p>A.1 Marks for Teaching as Major Function. Maximum 07 marks</p> <ul style="list-style-type: none"> • For teaching as the major function, the candidate must have taught 3 courses with a total 8 credit hr load during each academic year. Half mark for each year of teaching as specified herein. Maximum 5 marks • Designing of course curriculum – new courses added or revised Each programme award 0.5 mark. Maximum 1 mark • Innovation in teaching methods/and development of teaching aids/e-courses. Each programme award 0.5 mark.– Maximum 1 mark <p>P.S. Aggregate award under E.A.1 is limited to 07 marks</p> <p>A.2. Marks for Research as Major Function. Maximum 07 marks</p> <p>A.2.1 Research projects: Research project associated with for a minimum period of 3 years as evidenced by research projects completed and reports submitted. One mark for each project completed.</p> <p style="text-align: right;">Maximum 4.0 marks</p> <p>A.2.2 Leadership in research initiatives One mark for acting as PI of each project, and 0.5 mark for acting as Co- PI for each project. Maximum 3.0 marks</p> <p>A.3. Award of Marks for Extension as Major Function. Maximum 07 marks</p>	Area of Work	Major and Minor area of function	Marks	A. Teaching/ Research/ Extension	Teaching/ Research/ Extension as major function	7.0	B.	Teaching/ Research/ Extension as minor function	3.0		
Area of Work	Major and Minor area of function	Marks										
A. Teaching/ Research/ Extension	Teaching/ Research/ Extension as major function	7.0										
B.	Teaching/ Research/ Extension as minor function	3.0										

	<p>A.3.1 Technology application, demonstration and adoption One mark for each of the following activities. Marks will be awarded for those activities that are confirmed by successful outcome. Marks shall be awarded, only if there is documentary proof for the matching achievements.</p> <ul style="list-style-type: none"> • involvement in technology application programs through organizing/ coordinating activities related to technology assessment and refinement e.g., on farm trials and report on technology refinement, • Extent of adoption of the technology in adopted areas • Participatory Rural Appraisal (PRA) and Participatory Technology Development (PTD), yield gap analysis and impact assessment for providing feedback to research and development in the form of report. • Development of innovative extension methodologies, management cases and documentation success stories. • New methodology developed or innovation introduced which led to improvement in extension/technology adoption. <p style="text-align: right;">Maximum 5 marks</p> <p>A.3.2 Extension approaches for technology dissemination Half mark for each of the following function. Marks will be awarded for those functions that are confirmed by successful outcome.</p> <ul style="list-style-type: none"> • formation of Formal Village Organizations/Farmer Field Schools/ establishment of Farmers Producer/Commodity Interest Groups, • introduction of innovative extension methods and institutional innovations supporting adoption of introduced technologies including commercialization and mass dissemination of technologies, • founding of e-linkages/connectivity, creating and use of electronic and web based knowledge portals and products, • organization or coordination of interface meetings, demonstrations, farmers meeting/field day/technology week, exhibition, TV & Radio talks and <p style="text-align: right;">Maximum 2 marks</p> <p>B Teaching/ Research/ Extension as minor function For any of the teaching/research/extension as the Minor Function mentioned by the applicant, the award of marks will be calculated as narrated above and distributed for the major function. Each total thus obtained will be multiplied by 0.25 for awarding marks for the Minor Function limited to 3 marks only.</p> <p style="text-align: right;">Maximum 3 marks</p>									
6	<p>Experience in guiding Ph.D. students and administration</p> <table border="1" style="width: 100%;"> <tr> <td data-bbox="256 1493 565 1608">Research Guidance for Master's/Doctoral dissertation as major Guide</td> <td data-bbox="573 1493 1044 1608">(1 mark for each PhD student and ½ mark for PG guidance subject to a maximum of 4 marks)</td> <td data-bbox="1052 1493 1138 1608">4.5 marks</td> </tr> <tr> <td data-bbox="256 1619 565 1713">Administrative experience</td> <td data-bbox="573 1619 1044 1713">Administrative experience ½ mark each for each year of Administrative experience (subject to a maximum of 3 marks)</td> <td data-bbox="1052 1619 1138 1713">3.5 marks</td> </tr> </table>	Research Guidance for Master's/Doctoral dissertation as major Guide	(1 mark for each PhD student and ½ mark for PG guidance subject to a maximum of 4 marks)	4.5 marks	Administrative experience	Administrative experience ½ mark each for each year of Administrative experience (subject to a maximum of 3 marks)	3.5 marks		8 marks	
Research Guidance for Master's/Doctoral dissertation as major Guide	(1 mark for each PhD student and ½ mark for PG guidance subject to a maximum of 4 marks)	4.5 marks								
Administrative experience	Administrative experience ½ mark each for each year of Administrative experience (subject to a maximum of 3 marks)	3.5 marks								
7	<p>Monitoring and Research Coordination</p>		2.5 marks							
	<ul style="list-style-type: none"> • Assistance in project management and coordination • Assistance in monitoring(Physical, financial and scientific) targets • Preparation of review reports, proceedings and other assigned duties(specify) • Participation in institutional activities/meetings 									

	<ul style="list-style-type: none"> Innovation in monitoring and co-ordination methods. <p>Any other relevant contribution not covered above</p> <ul style="list-style-type: none"> One mark for individual effort and a half mark for collaborative effort <p style="text-align: right;">Maximum of 2.5 marks</p>		
8	Special Attainments	2.5 marks	
	<p>One mark for each novel technology developed (patent, prototype, genetic stock, variety, process, concept, methodology/ new inventions/ gene pool identified etc. Half mark for each success story of technology disseminated or commercialized individual effort carries marks as indicated above, joint effort carries half the marks.</p> <p style="text-align: right;">Maximum of 2.5 marks</p>		
9	Externally Funded Projects	6 marks	
	<p>Only those projects supported from external sources on the basis of applicant's competence should be mentioned, such as ICAR Cess Fund Schemes, Competitive Grand Projects (CGP) under World Bank, projects funded from DST, DBT/UGC and national/international organizations/ agencies etc –projects with more than ₹ 20.0 lakhs support alone will be considered.</p> <p>2 marks for Principal Investigator (PI) per project and one mark for Co PI/associated scientist per project. AICRP will not be considered as individual project for claim in this regard.</p> <p style="text-align: right;">Maximum of 6 marks</p>		
10	Summer/Winter School/Refresher Course and Seminar/Symposium etc.	1.5 marks	
	<p>Half mark for each course organized as Course Director or Course Coordinator (Marks shall be given only for organization of Winter School/Summer School/Refresher Course/ICAR-CAS training of not less than 10 days)</p> <p>One mark for Chairman/Organising Secretary/Convener for organizing Seminar/Symposium</p> <p>(Workshop / Trainings organized as part of duty of the post, and simple participation, or delivering lecture or paper presentation will not be considered).</p> <p style="text-align: right;">Maximum of 1.5 marks</p>		
11	International Exposure	1 mark	
	<p>One mark for each one- month experience of working/associating in internationally important organization / laboratory. Period spent abroad towards Masters / PhD/ Post-Doctoral experience will not be considered.</p> <p>Half mark for paper / poster presentation in international event- seminar/ Symposium/ Conference / Workshop etc.</p> <p style="text-align: right;">Maximum of 1 marks</p>		
12	Institution Building/ Service Functions	3.0 marks	
	<p>Only clearly defined contributions as a leader in institutional building shall be considered.</p> <p>For example, creation of totally new institution, laboratory, field facility etc., that has bearing on improved standards or resource generation can be given. Likewise, in case of adding new equipments, mention can be made as to how many other scientists are benefited by such addition. Similarly, encouraging HRD, plan implementation and/or monitoring of progress to show better results, successful execution of major projects, etc. can be given.</p>		

	<p>Service Functions: Service provided for following miscellaneous tasks by applicant qualify for award of marks:</p> <ul style="list-style-type: none"> i) Preparation of review reports, proceedings and other similar works. ii) Duties performed for at least one year or more as warden, Library I/c, Student Welfare Officer, Animal House I/c, Farm I/c, Common Instruments Lab. I/c, Assistance, PME Cell iii) Assistance at least for one year in coordination and monitoring progress of work of RAC, IMC, QRT, BOM, PME Cell, Academic Council and similar Advisory Committees of the Institute/University. iv) Production and distribution of seeds/seeds/ culture/planting materials /diagnostic services/store purchase/maintenance of farms each at least for one year. <ul style="list-style-type: none"> • 0.50 mark for each of the above criteria. <p style="text-align: right;">Maximum of 3.0 marks</p>		
13	Inter-Institutional Projects	2 marks	
	<p>Mention only those projects, which are running at more than one institution and candidate, as PI or CoPI is associated in project planning, review and progress of the work of all the centres in different institutions. Projects with more than ₹ 10.00 lakhs support will be considered. *one mark for each project.</p> <p style="text-align: right;">Maximum of 2 marks</p>		
14.1	Publications (Referred Articles)(NAAS)	12 marks	
	<p>Identify 15 best research papers published in referred journals for allocation of score according to NAAS journal rating on a scale of 1 to 20.0. The sum total of the NAAS score for 15 publications will be multiplied by 0.115 to obtain marks.</p> <p>For research publications where NAAS Journal ID is not available, the Screening Committee shall be empowered to give marks not more than 0.5 for each publication</p> <p>For journals not covered in NAAS but have international impact factor, applicant can indicate score as (6 + impact factor)</p> <p style="text-align: right;">Maximum of 12 marks</p>		
14.2	Other Publications	5 marks	
	<ul style="list-style-type: none"> • Two marks to first author and one mark to co-authors for each book/monographs of minimum 100 pages published-authored/edited. (Maximum of 3 marks) • one mark to first author and a half mark for co-authors for each book chapters and training manual (Maximum of 1 marks) • Half mark for each conference proceeding paper/popular article/ bulletin/short communication (Maximum of 1 mark) <p style="text-align: right;">Maximum of 5 marks (3+1+1)</p>		
15	Any Other academically relevant information	1 mark	
	TOTAL (1 to 15)	70	
	INTERVIEW	30	
	GROSS TOTAL	100	



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SCORE-CARD GUIDELINES FOR ASSOCIATE PROFESSOR

	Details	Maximum Score	Score awarded
1	Academic Qualifications	10 Marks	
1.1	Academic Performance Distribution of marks for each of the academic achievements would be as follows:		
	<ul style="list-style-type: none"> From 60% and up to 70% marks or 6 to 7 OGPA on the scale of 10 or equivalent at 10+2 and B Graduate, Master's, Ph.D. degrees. 0.5 marks each 		
	<ul style="list-style-type: none"> >70% and up to 80% marks or 7 to 8 OGPA on the scale of 10 or equivalent at 10+2 and Graduate, Master's, Ph.D. degrees. 0.75 marks each 		
	<ul style="list-style-type: none"> >80% marks or more than 8 OGPA on the scale of 10 or equivalent at 10+2 and Graduate, Master's, Ph.D. degrees. 1 mark each 		
	<ul style="list-style-type: none"> National Talent Search Scholarship/INSPIRE or other Scholarship as defined by the Council/ASRB 1 mark each 		
	<ul style="list-style-type: none"> Merit Scholarship at the Graduate level 1 mark each 		
	<ul style="list-style-type: none"> JRF at the Master's Level/Merit scholarship in the ICAR DUs 1 mark each 		
	<ul style="list-style-type: none"> SRF of ICAR or JRF of CSIR/UGC at the Ph.D. level or other national level fellowships, GATE qualified 1 mark each 		
	P.S.: Aggregate score for attributes covered under item #1.1 is limited to 8 marks only.		
1.2	Position in the University. Maximum 2 marks each		
	<ul style="list-style-type: none"> Grant 1 mark each for First Position/Gold Medal in the University/ IITs/ NITs/ Institutes of National Importance at the Graduate, Master's and Ph.D. degrees. (Except faculty/college/department Gold medal) Maximum 2 marks each 		
1.3	Ph.D. Thesis Award. Maximum 2 marks each		
	<ul style="list-style-type: none"> Grant 2 marks for the ICAR-Jawaharlal Nehru Award for P.G. Outstanding Doctoral Thesis. 		
	<ul style="list-style-type: none"> Grant 1 mark for the Best Doctoral Thesis Award given by National/ International level Academic Bodies/Institutions/ Universities. Maximum 2 marks each 		

1.4	Post-Doctoral Fellowships and other Qualifications. Maximum 3 marks each		
•	Grants 3 marks for each Fellowships, which are competitive and are awarded by International Institutions, like Fulbright/Humboldt/ DAAD/FAO/ CGIAR/ EU/ Overseas Universities		
•	Grant marks as explained below for each Fellowships awarded by National Institutions like DBT/DST/Boyscast/CSIR/ICAR/UGC/MHRD/INSA: ○ 1.5 marks for fellowship of 3 to < 6 months' duration ○ 2 marks for fellowship of >= 6 months' duration		
•	Grants 1 mark each, for PG diploma in Management/Computer Application of MBA or any other Diploma/Degree relevant to the post Maximum 3 marks		
•	P.S.: Aggregate score for attributes covered under item #1 is limited to 10 marks only.		
2	Employment Record and Experience	5 marks	
	Marks are assigned for the number of years of service over and above the prescribed number of years required for a particular post. For Associate Professor 8 years experience in the relevant subject as Scientist/Lecturer/Extension Specialist or in an equivalent position in the PB-3 of Rs. 15,600-39,100 with Grade Pay of Rs. 5,400/ Rs. 6,000/ Rs. 7,000/ Rs. 8,000. is prescribed with PhD qualification.8 years of service no marks Every additional year of Service 1.0 marks subject to a maximum of 5 marks.		
3	Service in Remote Areas/ Disadvantageous area	2 marks	
	Marks for Service in remote areas namely, the Andaman, Nicobar, Lakshadweep, Minicoy and Amindivi islands; State/ Union Territories in the Northeastern region, Ladakh Division of J&K State, Sikkim, Pangi Sub Division of Chamba, and Lahaul & Spiti districts of Himachal Pradesh. * half mark for each year of Completed Service in a remote area subject to a maximum of 2 marks. Marks are assigned for Service rendered in original centre/station in disadvantageous areas (other than those in remote areas). The decision for classification of place of posting shall solely depend on the screening committee in consultation with the Vice-Chancellor. *0.25 mark for each year of completed service in disadvantageous area. Maximum of 2 marks.		
4	In-service Award/Recognition	3.0 marks	
	One mark each for national/international award (recognized) such as by ICAR/CSIR/UGC/ DBT/National Institutes, Ministries of Central Government, FAO of the UN or reputed Foreign countries etc.) *A half mark each for Institutional or recognized professional societies fellow/award/ recognition; President/ Chairman/ Member/ Member Secretary of important Committees and other decision/ policy making bodies/committees of national level. (excluding official duty/assignment at institutional level); Reviewer for peer-reviewed NASS		

	<p>listed journals; and Conference prize/medal such as best paper or best poster.</p> <p style="text-align: right;">Maximum of 2 marks</p> <p>One marks for Fellowship of any one of the recognized National Academies viz., National Academy of Agricultural Sciences, National Academy of Medical Sciences, Indian Academy of Sciences, Indian National Academy of Engineering, Indian National Science Academy, National Academy of Sciences or equivalent National/ International Academies</p> <p style="text-align: right;">Maximum of 1 marks</p>											
5	Teaching/Research/Extension/	10 marks										
	<p>Identify one primary and one secondary area of work :</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 20%;">Area of Work</th> <th style="width: 60%;">Major and Minor area of function</th> <th style="width: 20%;">Marks</th> </tr> </thead> <tbody> <tr> <td>A. Teaching/ Research/ Extension</td> <td>Teaching/ Research/ Extension as major function</td> <td style="text-align: center;">7.0</td> </tr> <tr> <td>B.</td> <td>Teaching/ Research/ Extension as minor function</td> <td style="text-align: center;">3.0</td> </tr> </tbody> </table> <p>Note: Scientists devoting more than 75% of time on an activity would be considered as Major Function, and devoting less than 25% of time on an activity would be considered as Minor Function.</p> <p>A.1 Marks for Teaching as Major Function.</p> <p style="text-align: right;">Maximum 07 marks</p> <ul style="list-style-type: none"> • For teaching as the major function, the candidate must have taught 3 courses with a total 8 credit hr load during each academic year. Half mark for each year of teaching as specified herein. <p style="text-align: right;">Maximum 5 marks</p> <ul style="list-style-type: none"> • Designing of course curriculum – new courses added or revised Each programme award 0.5 mark. Maximum 1 mark. • Innovation in teaching methods/and development of teaching aids/e-courses. Each programme award 0.5 mark.– Maximum 1 mark. <p>P.S. Aggregate award under E.A.1 is limited to 07 marks</p> <p>A.2. Marks for Research as Major Function.</p> <p style="text-align: right;">Maximum 07 marks</p> <p>A.2.1 Research projects: Research project associated with for a minimum period of 3 years as evidenced by research projects completed and reports submitted. One mark for each project completed.</p> <p style="text-align: right;">Maximum 4.0 marks</p> <p>A.2.2 Leadership in research initiatives One mark for acting as PI of each project, and 0.5 mark for acting as Co- PI for each project.</p> <p style="text-align: right;">Maximum 3.0 marks</p> <p>A.3. Award of Marks for Extension as Major Function.</p> <p style="text-align: right;">Maximum 07 marks</p>	Area of Work	Major and Minor area of function	Marks	A. Teaching/ Research/ Extension	Teaching/ Research/ Extension as major function	7.0	B.	Teaching/ Research/ Extension as minor function	3.0		
Area of Work	Major and Minor area of function	Marks										
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B.	Teaching/ Research/ Extension as minor function	3.0										

	<p>A.3.1 Technology application, demonstration and adoption One mark for each of the following activities. Marks will be awarded for those activities that are confirmed by successful outcome. Marks shall be awarded, only if there is documentary proof for the matching achievements.</p> <ul style="list-style-type: none"> • involvement in technology application programs through organizing/coordinating activities related to technology assessment and refinement e.g., on farm trials and report on technology refinement, • Extent of adoption of the technology in adopted areas • Participatory Rural Appraisal (PRA) and Participatory Technology Development (PTD), (iii) yield gap analysis and impact assessment for providing feedback to research and development in the form of report. • Development of innovative extension methodologies, management cases and documentation success stories. • New methodology developed or innovation introduced which led to improvement in extension/technology adoption. Maximum 5 marks <p>A.3.2 Extension approaches for technology dissemination Half mark for each of the following function. Marks will be awarded for those functions that are confirmed by successful outcome.</p> <ul style="list-style-type: none"> • formation of Formal Village Organizations/Farmer Field Schools/ establishment of Farmers Producer/Commodity Interest Groups, • introduction of innovative extension methods and institutional innovations supporting adoption of introduced technologies including commercialization and mass dissemination of technologies, • founding of e-linkages/connectivity, creating and use of electronic and web based knowledge portals and products, • organization or coordination of interface meetings, demonstrations, farmers meeting/field day/technology week, exhibition, TV & Radio talks and Maximum 2 marks <p>B Teaching/ Research/ Extension as minor function For any of the teaching/research/extension as the Minor Function mentioned by the applicant, the award of marks will be calculated as narrated above and distributed for the major function. Each total thus obtained will be multiplied by 0.25 for awarding marks for the Minor Function limited to 3 marks only. Maximum 3 marks</p>					
6	<p>Experience in research guidance</p> <table border="1" data-bbox="240 1461 1159 1570"> <tr> <td data-bbox="240 1461 548 1570">Research Guidance for Master's/Doctoral dissertation as major Guide</td> <td data-bbox="548 1461 1073 1570">(1 mark for each PhD student and ½ mark for PG guidance subject to a maximum of 4 marks)</td> <td data-bbox="1073 1461 1159 1570">4.5 marks</td> </tr> </table>	Research Guidance for Master's/Doctoral dissertation as major Guide	(1 mark for each PhD student and ½ mark for PG guidance subject to a maximum of 4 marks)	4.5 marks	5 marks	
Research Guidance for Master's/Doctoral dissertation as major Guide	(1 mark for each PhD student and ½ mark for PG guidance subject to a maximum of 4 marks)	4.5 marks				
7	<p>Monitoring and Research Coordination</p> <ul style="list-style-type: none"> • Assistance in project management and coordination • Assistance in monitoring(Physical, financial and scientific) targets • Preparation of review reports, proceedings and other assigned duties(specify) • Participation in institutional activities/meetings • Innovation in monitoring and co-ordination methods. <p>Any other relevant contribution not covered above</p> <ul style="list-style-type: none"> • One mark for individual effort and a half mark for collaborative effort Maximum of 3 marks 	3 marks				

8	Special Attainments	3 marks	
	<p>One mark for each novel technology developed (patent, prototype, genetic stock, variety, process, concept, methodology/ new inventions/ gene pool identified etc. Half mark for each success story of technology disseminated or commercialized individual effort carries marks as indicated above, joint effort carries half the marks.</p> <p style="text-align: right;">Maximum of 3 marks</p>		
9	Externally Funded Projects	5 marks	
	<p>Only those projects supported from external sources on the basis of applicant's competence should be mentioned, such as ICAR Cess Fund Schemes, Competitive Grand Projects (CGP) under World Bank, projects funded from DST, DBT/UGC and national/international organizations/ agencies etc –projects with more than ₹ 20.0 lakhs support alone will be considered.</p> <p>2 marks for Principal Investigator (PI) per project and one mark for Co PI/associated scientist per project. AICRP will not be considered as individual project for claim in this regard.</p> <p style="text-align: right;">Maximum of 5 marks</p>		
10	Summer/Winter School/Refresher Course and Seminar/Symposium etc.	2 marks	
	<p>One mark for each course organized as Course Director or Course Coordinator (Marks shall be given only for organization of Winter School/Summer School/Refresher Course/ICAR-CAS training of not less than 10 days)</p> <p>One mark for Chairman/Organising Secretary/Convener for organizing Seminar Symposium (Workshop / Trainings organized as part of duty of the post, and simple participation, or delivering lecture or paper presentation will not be considered).</p> <p style="text-align: right;">Maximum of 2 marks</p>		
11	International Exposure	1 mark	
	<p>One mark for each one- month experience of working/associating in internationally important organization / laboratory. Period spent abroad towards Masters / PhD/ Post-Doctoral experience will not be considered.</p> <p>Half mark for paper / poster presentation in international event- seminar/Symposium/ Conference / Workshop etc.</p> <p style="text-align: right;">Maximum of 1 marks</p>		
12	Institution Building/Service Functions	3.0 mark	
	<p>Only clearly defined contributions as a leader in institutional building shall be considered.</p> <p>For example, creation of totally new institution, laboratory, field facility etc., that has bearing on improved standards or resource generation can be given. Likewise, in case of adding new equipments, mention can be made as to how many other scientists are benefited by such addition. Similarly, encouraging HRD, plan implementation and/or monitoring of progress to show better results, successful execution of major projects, etc. can be given.</p> <p>Service Functions:</p> <p>Service provided for following miscellaneous tasks by applicant qualify for award of marks:</p> <p>v) Preparation of review reports, proceedings and other similar works.</p> <p>vi) Duties performed for at least one year or more as warden, Library l/c, Student</p>		

	<p>Welfare Officer, Animal House I/c, Farm I/c, Common Instruments Lab. I/c, Assistance, PME Cell</p> <p>vii) Assistance at least for one year in coordination and monitoring progress of work of RAC, IMC, QRT, BOM, PME Cell, Academic Council and similar Advisory Committees of the Institute/University.</p> <p>viii) Production and distribution of seeds/seeds/ culture/planting materials /diagnostic services/store purchase/maintenance of farms each at least for one year.</p> <ul style="list-style-type: none"> 0.50 mark for each of the above criteria. <p style="text-align: right;">Maximum of 3.0 marks</p>		
13	Inter-Institutional Projects	2 marks	
	<p>Mention only those projects, which are running at more than one institution and candidate, as PI or CoPI is associated in project planning, review and progress of the work of all the centres in different institutions. Projects with more than ₹ 10.00 lakhs support will be considered.</p> <p>*one mark for each project.</p> <p style="text-align: right;">Maximum of 2 marks</p>		
14.1	Publications (Referred Articles) (NAAS)	10 marks	
	<p>Identify 10 best research papers published in referred journals for allocation of score according to NAAS journal rating on a scale of 1 to 20.0. The sum total of the NAAS score for 10 publications will be multiplied by 0.143 to obtain marks.</p> <p>For research publications where NAAS Journal ID is not available, the Screening Committee shall be empowered to give marks not more than 0.5 for each publication</p> <p>For journals not covered in NAAS but have international impact factor, applicant can indicate score as (6 + impact factor)</p> <p style="text-align: right;">Maximum of 10 marks</p>		
14.2	Other Publications	5 marks	
	<ul style="list-style-type: none"> Two marks to first author and one mark to co-authors for each book/monographs of minimum 100 pages published-authored/edited. (Maximum of 3 marks) one mark to first author and a half mark for co-authors for each book chapters and training manual (Maximum of 1 marks) Half mark for each conference proceeding paper/popular article/ bulletin/short communication (Maximum of 1 mark) <p style="text-align: right;">Maximum of 5 marks (3+1+1)</p>		
15.	Any Other academically relevant information	1 mark	
	TOTAL (1 to 15)	70	
	INTERVIEW	30	
	GROSS TOTAL	100	



RANI LAKSHMI BAI CENTRAL AGRICULTURAL UNIVERSITY
Jhansi-Gwalior Road, Jhansi-284003

(Established under the Rani Lakshmi Bai Central Agricultural University Act, 2014)

Annexure III

SCORE-CARD GUIDELINES FOR ASSISTANT PROFESSOR

S. No.	Details	Maximum Score	Marks Awarded
1.	Academic Qualifications	47.0	
a)	X STD <ul style="list-style-type: none"> • >80 % and above marks or more than 8.0 OGPA on the scale of 10 or equivalent. 5.0 • >70 % & up to 80% marks or 7.0 to 8.0 OGPA on the scale of 10 or equivalent. 4.0 • > 60% & up to 70% marks or 6.0 to 7.0 OGPA on the scale of 10 or equivalent. 2.5 • < 60 % marks 1.5 		
b)	XII STD <ul style="list-style-type: none"> • >80 % and above marks or more than 8.0 OGPA on the scale of 10 or equivalent. 5.0 • >70 % & up to 80% marks or 7.0 to 8.0 OGPA on the scale of 10 or equivalent. 4.0 • > 60% & up to 70% marks or 6.0 to 7.0 OGPA on the scale of 10 or equivalent. 2.5 • < 60 % marks 1.5 		
c)	Graduation <ul style="list-style-type: none"> • >80 % and above marks or more than 8.0 OGPA on the scale of 10 or equivalent. 10.0 • >70 % & up to 80% marks or 7.0 to 8.0 OGPA on the scale of 10 or equivalent. 9.0 • > 60% & up to 70% marks or 6.0 to 7.0 OGPA on the scale of 10 or equivalent. 8.0 • < 60 % marks 5.0 		
d)	Post Graduation <ul style="list-style-type: none"> • >80 % and above marks or more than 8.0 OGPA on the scale of 10 or equivalent. 13.0 • >70 % & up to 80% marks or 7.0 to 8.0 OGPA on the scale of 10 or equivalent. 12.0 • > 60% & up to 70% marks or 6.0 to 7.0 OGPA on the scale of 10 or equivalent. 10.0 • < 60 % marks 8.0 		
e)	Ph.D.	9.0	
f)	National Talent Search Scholarship/INSPIRE or other Scholarship as defined by the ICAR/ University.	1.0	
g)	Award/Medal (First position/Gold medal in the University at Graduate, Master's & Ph.D. degrees).	2.0	
h)	JRF (M.Sc.)/SRF (Ph.D.) of ICAR or other National Level fellowships/ Merit Scholarship in the ICAR Deemed Universities. (1 Mark each)	2.0	
2.	Employment Record and Experience	3.0	
	Post-doctorate work experience will be counted as experience. Period for obtaining PhD will be excluded irrespective of study leave. *One mark for each year of service/experience with a maximum of 3 marks	3.0	
3.	Service in Remote Areas/Regional Centers	2.0	

	Marks are assigned for service rendered in the following remote areas namely, the Andaman, Nicobar, Lakshadweep, Minicoy and Amindivi, islands; States/Union Territories in the North eastern region, Ladakh Division of J&K State, Sikkim, Pangri Sub-Division of Chamba, and Lahaul & Spiti districts of Himachal Pradesh. * One mark for each year of completed service in a remote area with a maximum of 2 marks	2.0	
4.	Award/Recognition	1.0	
	One mark each for national/international award (recognized) such as by ICAR, CSIR, DBT/National Institutes, Ministries of State or Central Government, FAO of the UN etc during studies/ Research	1.0	
5.	Teaching/Research/Extension/Administrative	No marks	
6.	Experience in Administration and Guiding Students	No marks	
7.	Monitoring and Research Coordination	No marks	
8.	Special Attainments	2.0	
	<ul style="list-style-type: none"> • One mark for each novel technology developed (patent, prototype, genetic stock, variety, process, concept, methodology etc.) • A half mark for each success story of technology disseminated or commercialized. Individual effort carries marks as indicated above; joint effort carries half the marks.		
9.	Externally Funded Projects	No marks	
10.	Participation in Seminar/Symposium etc	3.0	
	Half mark for each for participation and oral presentation in Summer/ Winter School/ Refresher course/ training/ Seminar/ Symposium etc. (if organized 1 mark)	3.0	
11.	International Exposure	1.0	
	Half mark for each one-month experience of working or associating with internationally important organization/laboratory. Period spend abroad towards Masters/Ph.D./Post-Doctoral experience will not be considered.	1.0	
12.	Institution building/Service Functions	No marks	
13.	Inter-Institutional Projects	No marks	
14.1	Publications (Referred Articles)	8.0	
	<ul style="list-style-type: none"> • Identify five best research papers published in referred journals for allocation of score according to current NAAS rating (latest). Journal ID on a scale of 0.50 to 20.0. The sum total of the NAAS score for 05 publications will be multiplied by 0.25 to obtain marks. • For journal rating not covered by NAAS, but having International Impact Factor (Thomson Reuters), applicant can indicate score as 6 + International Impact Factor (Thomson Reuters). • For research publications, where NAAS Journal rating/International Impact Factor (Thomson Reuters) is not available, award 0.5 marks for each publications. Note: First author will be awarded full marks for each paper, whereas co-authors will get 75% for each paper.	8.0	
14.2	Other Publications	3.0	
	Half mark for each book chapters/ popular article/ bulletins/ short communication published.	3.0	
15	Any other additional relevant information in support of your candidature	2.0	

15.1	Sports/Games/Arts/Extra Curricular activities	5.0	
	District/Inter University	1.0	
	State Level	2.0	
	National Level	3.0	
	Extra Curricular Activities Subject to a maximum of 5 marks	1.0	
15.2	Radio/TV Programmes of Academic importance	3.0	
	Each Radio Program	1.0	
	Each TV Program	1.5	
	Total (1 TO 15)	80.0	
	Interview	20.0	
	Gross Total	100.00	