Sher-e-Kashmir
University of Agricultural Sciences & Technology of Kashmir, Shalimar, Srinagar - 190025

Subject: Advertisement for the filling up of positions of Officers of the University.

Advertisement Notification No. 04 of 2022
Dated: 24 - 08 - 2022

Online applications through University website **www.skuastkashmir.ac.in** are invited from the eligible candidates for filling up of the following posts:

S. No.	Position	No. of posts
1.	Director Education	01

Pay Level (RL-14 Rs.144200-218200) UGC Scale

Qualification Essential:	Desirable:
i) Doctorate degree in any branch of Agriculture/ Veterinary or allied sciences. ii) 15 years' experience of teaching/ research and/or extension of which at least 05 years should be in the rank of Professor/ Chief Scientist or equivalent in an Agricultural University or Research Institute.	i) Evidence of leadership and outstanding achievements in teaching and organizing teaching ii) Good knowledge of modern agricultural educational system

Roles
- Provide leadership by outstanding instructional programmes at UG, PG and PhD level.
- Align the university education system to basic tenants of NEP-2020.
- Champion the provision of high-quality teaching and scholarly activities within the university ensuring a stimulating, collegial and well-managed environment.
- Contribute to the delivery of the University's strategy including promoting excellence and in the University's Knowledge Creation and Exchange, Learning & Teaching and Internationalization strategies.

- Lead, develop and motivate an educational ecosystem that engenders a culture of excellence, accountability and transparency, equity and diversity ensuring alignment with the University's Strategic Academic Plans.

Responsibilities:
- Make SKUAST-K a preferred destination for higher education in agriculture by attracting bright minds from diverse backgrounds.
- Create an international outlook of SKUAST-K by attracting foreign students as well as encouraging our students to land in international institutions of higher learning.
- Develop a Multidisciplinary education system that embraces diversity of options, degree by design and addresses skill disconnect.
- Attracting extramural funding for developing matching physical and technological infrastructure for promoting global learning ambience and digital education.
- Developing networks between the SKUAST-K, global education leaders and industry in the field in the public and private sectors, locally, nationally and internationally to create a locally engaged but globally networked ecosystem.

Key performance Indicators:
1. Deploy Academic Management System for automation of student related affairs from admission to award of degrees
2. Increased Gross Student Enrolment by 10% per year.
3. Increase university revenue from admissions by 300% by developing new programmes and internationalization.
4. Increased course diversity by developing tailored and customized courses (10 certificate, 5 diploma and 1-2 degree programmes/year)
5. Develop a system of flexible choice based education
6. New Postgraduate Sandwich programmes (5 programmes/year)
7. Develop effective outcome on oriented Examination and Evaluation System.
8. Enhance faculty diversity by creating an institutional mechanism for honorary adjunct/visiting professors
9. Improve student diversity upto 20 % by encouraging students for other states and countries.

Coordination:
Director Education will coordinate with Deans of Subject matter Faculties, Registry Controller of Examinations in the matters of Academics and Examinations.

2.   **Director Research**
       Pay Level (RL-14 Rs.144200-218200)
       UGC Scale

Qualification Essential:	Desirable:
i) Doctorate degree in any branch of Agriculture/ Veterinary or allied sciences. ii) 15 years' experience of teaching/ research and/or extension of which at least 05 years should be in the rank of Professor/ Chief Scientist or equivalent in an Agricultural University or Research Institute.	i) Evidence of leadership and outstanding achievements in research and organizing research

Roles:
- Generate excitement for innovative ideas for technology development.
- Provide leadership for Outstanding Research for Public Benefit and development in agriculture and allied fields for increasing productivity, efficiency and impact
- Champion the provision of high-quality research and scholarly activities within the university ensuring a stimulating, collegial and well-managed environment.
- Contribute to the delivery of the University's strategy including promoting excellence and in the University's Research &Innovation strategies.
- Lead, develop and motivate a research ecosystem that engenders a culture of excellence, accountability and transparency, ensuring alignment with the University's Strategic Plan.
- Be responsible for the effective and efficient use of allocated resources to maximize contribution to the University's state and national commitments

Responsibilities:
- Develop action framework for creating first Knowledge Based and Technology Driven Bio-Economy Model in country driven by socially relevant, **need based** and **location specific** research
- Effective and efficient use of allocated resources to maximize contribution to the University's state and national commitments.
- Cooperate and collaborate with Heads of Development departments for identification of challenges in agriculture
- Encourage, motivate and inspire pool of scientists for:
  1. Attraction of extramural funding for boosting R&D efforts in the university.
  2. Impactful and innovative research on problems challenging agriculture in J&K and Ladakh.
  3. Technology development for sustainable and commercial agriculture for building a **Model Bio-Economy State.**

- Developing networks between the research centers and industry in the field in the public and private sectors, locally, nationally and internationally;
- Pursuing the equity goals of the university in the operations of the research

Key performance Indicators:
1. Increased Extramural Research Funding through external funding by 10-20% per year.
2. Increased industry sponsored research by 10-20 % per year.
3. Filing of 10-15 patents/year.
4. Sustained Varietal development for higher yield, better quality and climate resilience.
5. Technology development for field based problems
6. Commercialization of 05 technologies/research products/proto-types/year
7. Increasing revenue generation by Research stations commensurate with the available resources of land, technology and human power.
8. Two international and 05 National research collaborations/year.
9. Deployment of PMIS in first year for effective monitoring of internal and external research projects.
10. Increased H index of University by 05 points/year.
11. Restructuring of RCM for addressing short term technology needs of farm sector.

Coordination and Control:
Director Research will coordinate with Deans of Subject matter Faculties in the matters of Inter-disciplinary Research and exercise Technical/Administrative Control over Research Stations/Institutes/Centres of the University.

| 3. | Director Extension | 01 |

Pay Level (RL-14 Rs.144200-218200)
UGC Scale

Qualification Essential:	Desirable:
i) Doctorate degree in any branch of Agriculture/ Veterinary or allied sciences. ii) 15 years' experience of teaching/ research and/or extension of which at least 05 years should be in the rank of Professor/Chief Scientist or equivalent in an Agricultural University or Research Institute. iii) Familiarity with the rural society of the state and knowledge of the state language and local language.	i) Evidence of conducting and organizing extension work in agriculture or allied fields ii) Evidence of research/teaching experience in agriculture/ veterinary or allied sciences

Roles:

- Provide leadership by outstanding stakeholder outreach programmes for pushing technologies for increased farm productivity and sustainability.
- Contribute to the delivery of the University Technologies that encompass complete value chains of crops and commodities
- Take extension beyond production from farm to fork by technology enabled outreach and stakeholder engagement
- Develop a quantitative appraisal and impact analysis of University technologies.

Responsibilities:

- Build trust among stakeholders vis-à-vis University role-play
- Promote establishment of FPOs in niche based crops and commodities
- Identify regions with comparative advantages and provide matching technology support
- Map the impact of university varieties and technologies and identify gaps vis-a-vis farmer's production constraints and opportunities and university role play.
- Increase visibility of University through print, electronic and social media platforms
- Develop and induct cyber-extension technologies and decision support system for different crops for farmers outreach in real time
- Provide artificial intelligence driven and weather forecast based advisories for farmers in real time
- Create mechanisms for taking feedback and measuring the impact of SKUAST-K technologies and services on farm productivity and profitability.

Key performance Indicators:

1. Establishment of New KVKs in uncovered areas (Uri, Karnah, Drass, Tral, Baramulla).
2. Increased farmer & agro-industry engagement by 100 % in two years.
3. Increased visibility of University in Electronic Print and Social Media (University weekly tabloid, monthly newsletter, and six monthly extension journal in Urdu & English.
4. Establishment of 10 FPOs/year
5. Increased sale of University seeds, plant materials and other products from ATIC by 10% per year.
6. Develop crop specific D.S.S for real-time advisories to formers of all major crops in next 03 years.

Coordination:

Director Extension will coordinate with Deans of Subject matter Faculties in the matters of Extension activities of Respective Faculties and with Directorate of

Research in the matters of extension activities of Research Stations and exercise direct Technical/Administrative Control over Krishi Vigyan Kendras of the University.

4. **Director Planning & Monitoring**
    Pay Level (RL-14 Rs.144200-218200)
    UGC Scale

    01

Qualification Essential:	Desirable:
i) Doctorate degree in any branch of Agriculture/ Veterinary or allied sciences. (Basic and postgraduate degree in the concerned subject will be essential) ii) 15 years' experience of teaching/ research and/or extension of which at least 05 years should be in the rank of Professor/Chief Scientist or equivalent in an Agricultural University or Research Institute. iii) Experience of Project Planning in the field of Agricultural Education/ Research/Extension.	i) Evidence of leadership & outstanding achievements in teaching, planning, research & organizing teaching/ students' welfare activities ii) Good knowledge of modern agricultural educational system.

Roles:
- Provide leadership in strategic and perspective planning of resource (Infrastructure, Capital and Human)
- Develop a framework for pre, midterm and post Programme monitoring.
- Direct preparation of DPRs, Blue-prints and Development Plans for acquiring infra-structure (land, buildings & equipment/machinery) and intellectual (human resource) assets
- Liaison with University officers for system efficiency.

Responsibilities:
- Build the e-repository of university assets (infra-structure, Intellectual & human resource)
- Create a dynamic data base of physical, financial, academic, research and outreach activities for timely reporting.
- Put in place Internal Quality Evaluation and Control Mechanism for University.
- Prepare University Quarterly, Half-yearly and Annual Progress Reports.
- Develop Vision Documents, Perspective Plans and Evaluation Reports for University.
- Timely & effective participation of University in different national/international ranking systems.

Key Performance Indicators:

- Digital Archiving of University Assets
- Develop an efficient and interactive human resource management system
- Updation of personnel, physical and financial status of University
- Timely compilation and of University Reports
- Apply for university rankings, Institutional Awards and accreditation of Laboratories, Research centres and Facilities
- Timely preparation and submission of DPRs

Coordination:

DP&M will take a lead & coordinate with Directors, Deans of Subject matter Faculties, & Estates Officer in the matters of Strategic Planning, Goal Setting, Pre & Post Plan monitoring and preparation of DPRs and Activity Reports for presentation to Government and Funding Agencies.

5.   Dean, Subject Matter Faculty
(Pay Level RL-14 Rs.144200-218200)
UGC Scale

i)	Faculty of Veterinary Sciences & Animal Husbandry	01
ii)	Faculty of Horticulture	01
iii)	Faculty of Agriculture	01
iv)	Faculty of Fisheries	01

<u>Qualification Essential:</u>	<u>Desirable:</u>
i) Doctorate degree in any branch of Agriculture/ Veterinary or allied sciences. (Basic and postgraduate degree in the concerned subject will be essential). ii) 15 years' experience of teaching/ research and/or extension of which at least 05 years should be in the rank of Professor/Chief Scientist or equivalent in an Agricultural University or Research Institute.	i) Evidence of leadership & outstanding achievements in teaching & organizing teaching ii) Good knowledge of modern agricultural educational system. iii) Basic and post graduate degree in the concerned faculty.

Roles:

- Create a system for Dynamically updation of curriculum content and its delivery for churning Next-Gen graduates who are industry ready, entrepreneurial and ready to fang around the world

- Provide Leadership in internationalization of education in respective disciplines with a target of 20% students from other countries and 30% from other states in next three years.
- Provide leadership in developing constituent faculty as a self-sustaining unit with efficient and transparent system of administration.
- Promote high-quality teaching and scholarly activities within the Faculty/College with focus on scholarly excellence and seam-less learning.
- Lead, develop and motivate a research ecosystem that engenders a culture of innovation, excellence, accountability and transparency
- Effective and efficient use of allocated resources to enhance revenues of faculty from seed/planting material/consultancy services/other products.
- Provide leadership by outstanding stakeholder outreach delivery of the Technologies developed among concerned stakeholders and impact their analysis.

Responsibilities:
- Develop a Multidisciplinary education system that embraces diversity of options, degree by design and addresses skill disconnect with matching physical and technological infrastructure for promoting global learning with local ambience and digital education.
- Networking with national and global education leaders and industry in concerned field create a locally engaged but globally networked ecosystem.
- Promote relevant, need based research to generate transferable technologies with potential for commercialization.
- Liaison with concerned Development Department and Industry for technology transfer and effective social and stake-holder engagement.

Key Performance Indicators:
1. Increased Student Enrolment by 10% per year.
2. Increased course diversity (5 certificate, 1 diploma/ degree programmes/year)
3. New Sandwich programmes (2 programmes/year)
4. Increased Research Funding through external funding by 20% per year.
5. Filing of patents, commercialization of technology and student/faculty start-up every year
6. Capacity building of Faculty through National & International Trainings (10% of Faculty every year)
7. JRFs, SRFs NET and ARS qualifying students to increase every year
8. Increased digital /e-resource for teaching and online delivery of curriculum by 10% per year.

Coordination and Control:
Deans will coordinate & control in respect to Administration, Education, Examination, Research, Extension & Planning of respective Faculties with Registrar, Controller

Examination & Directors of Education, Research, Extension & Planning and exercise direct control over subject matter divisions/departments of the concerned Faculty/College.

6. **Registrar**
   (Pay Level RL-14 Rs.144200-218200)
   UGC Scale

   01

Qualification Essential:	Desirable:
i) Doctorate degree in any branch of Agri./Veterinary or allied Sciences ii) 15 years administrative/academic experience in University /Government / autonomous body of which 07 years should be in the rank of Professor or equivalent in an Agricultural University or Research Institute. iii) Experience of establishment work, personnel management and knowledge of service rules.	i) Evidence of leadership & outstanding achievements in teaching and organizing teaching. ii) Good knowledge of modern agricultural educational system.

Roles:
- Provide leadership in reforming the administrative ecosystem of university for building an efficient, transparent proactive and responsive system of administration.
- Develop an administrative and regulatory framework for implementation of NEP 2020
- Develop an e-governance system for human resource management for better efficiency and output.
- Greater liaison with University officers for system efficiency.
- Efficiently compiling, maintaining records of students' academic achievements and their timely certification.
- Ensure utmost, integrity, accuracy and security of all academic records of current & former students and facilitates effective student registration process.
- Maintain confidentiality and upholding standards of all academic, admission, recruitment and administrative affairs.

Responsibilities:
- Build the e-repository of university staff
- Bring reforms in recruitment system to attract bright minds
- Create an interactive database management system for students admission, enrolment, Outturn
- Develop an e-governance platform for online admission system, fee submission and stream portability

- Develop an e-governance platform for maintaining degree audit system and certification of students for graduation/graduation clearance
- Develop, revisit, Interpret and enforce academic policies and regulations of the University
- Develop an online student facilitation system for admission of foreign students

Key Performance Indicators:
1. Deployment of File tracking & Management System
2. Implement Next Gen Student Transcript and align with Academic Bank of Credits
3. Decreased pendency of Career Advancement cases of Teachers and Non-Teaching employees to reach zero pendency in 3 years
4. Automate employee appraisal and efficiency tracking system.
5. Timely processing of all academics related cases with minimal pendency
6. Strict adherence to University Academic Calendar.

Coordination:
Registrar will coordinate with Director Education & Deans of Subject matter Faculties & Controller of Examinations in the matters of Administration, Academics and Examinations

7.   **University Librarian**
       (Pay Level RL-14 Rs.144200-218200)   01
       UGC Scale

Qualification Essential:	Desirable:
i) A Master's Degree in Library Science/Information Science/ documentation with at least 55% marks or its equivalent grade of B in the UGC seven points scale and consistently good academic record set out in these Regulations. ii) At least thirteen years as a Deputy Librarian in a University Library or eighteen years' experience as a College Librarian. iii) Evidence of innovative library service and organization of published work	i) A M.Phil/Ph.D Degree in library Science/ Information Science/ Documentation/ Archives and Manuscript-keeping

Roles:
- Prove leadership in areas of acquisition, dissemination & preservation of knowledge.
- Develop a strong technology enabled networked system of libraries across constituent Faculties with matching physical ambience.
- Develop an e-governance system of information resource management & retrieval for better efficiency and output.

- Develop SKUAST-K central library a model information retrieval hub.

Responsibilities:
- Manage, organize, evaluate and disseminate information, providing support to members of an academic community including students, researchers and teachers.
- Oversee collection acquisition and development, budgeting, staffing, formation and maintenance of national and international partnerships in information technology support services.
- Attract funding for building a state of art libraries across the University.

Key Performance Indicators.
- Enhanced student and Faculty footfall in the library by 50%
- Digitization of all University libraries
- Connect all the university libraries with Central library
- Extension of Library System to Research Stations
- Develop a regional consortium of information system with universities in J&K.
- Connect SKUAST-K library with national and global information platforms
- Increased subscription to e-resources & e-journals by 10% every year

Coordination:
University Librarian will take a lead & coordinate with Deans of Subject matter Faculties, in the matters of Information Management. He will exercise joint control with Deans of subject matter faculties over the Library & Information System in Faculties & Colleges.

GENERAL CONDITIONS:

Age of the candidate	Not more than 55 years as on 01-01-2022. Upper age limit relaxable in case of persons already in employment of SKUAST-Kashmir
In-service candidates	The in-service eligible candidates should forward their application forms through their employer, failing which the same shall be summarily rejected and no correspondence and/or enquiry thereon shall be entertained. In case of selection of in-service candidates, their services shall be regulated in accordance with the statutory provisions as are in vogue or as may come into force from time to time.

Date of Commencement of online application forms	05-09-2022 (10:00 AM)
Last date for submission of online application forms	05-10-2022 (11:59 PM)
Last date for submission of downloaded application forms along with requisite/Supporting documents	25-10-2022
Last date for submission of downloaded application forms along with requisite/Supporting documents through proper channel in case of in-service candidates	15-11-2022

Application fee:

Fee payable:
- Rs. 2000/- (two thousand only) per application.
  (Fee can be paid only through Net banking, Credit and Debit Card)

1. **SUBMISSION OF APPLICATION FORMS:**
   i)   The eligible candidates shall submit online application form(s) containing personal information and details of educational qualifications/experience/ API etc. through university website *www.skuastkashmir.ac.in*. After submission of the online application form, Candidates are required to submit/send their downloaded application form(s) along with duly filled in annexure(s) supported by self-attested copies of all the relevant documents/ certificates /testimonials etc. to Registrar, SKUAST-K, Shalimar, Srinagar, J&K UT -190025 by or before 25-10-2022.
   ii) In Service candidates are required to submit/send their downloaded application form/s along with duly filled in annexures supported by self-attested copies of all the relevant documents/ certificates /testimonials to Registrar, SKUAST-K, Shalimar, Srinagar, J&K UT -190025 through proper channel by or before 15-11-2022.
   iii) Applications received after expiry of last date of submission will not be accepted.

2. **OTHER CONDITIONS:**
   - For the post of Director, Deans, Registrar and University Librarian, candidates are required to have a minimum score of 500 points *(Annexure-I)* and 400 points *(Annexure-II)* respectively in the API (Academic Performance Indicator) based on Performance Based Appraisal System (PBAS) as per UGC Regulations-2010, notified by SKUAST-K.
   - Candidates must enter the relevant API score in the Performance Based Appraisal System (PBAS) Proforma. API score must be supported by the documentary evidence (duly self-attested) without which no claim on account of API Score will be entertained. It shall be mandatory for the

candidate to mark Page No./s on all the supporting documents and refer that page No. under concerned activity(s) and as in the Application Form, wherever required;

- No Application Form which shall have the attachment(s) without self-attestation/page No. or as advertised mandatory shall be summarily rejected on the risk and responsibility of the candidate;
- Mere submission of Application Form(s) for the positions advertised here-in-above does not by itself entitle the applicant to be called for interview;
- Candidates not fulfilling the requisite eligibility requirements prescribed here-in-above, as on the last date of receipt of Application Forms, need not to apply;
- Certificates in support of qualification must have been obtained from duly recognized University/Institutions or organizations/departments, as the case may be;
- University reserves the right to withdraw and/or defer filling up of all or any of the posts without assigning any reason thereof;
- Applicant should necessarily indicate in the Application Form his/her working telephone/cell number / e-mail address and inform the University about any change in his/her correspondence or permanent/residential address;
- Intending eligible candidate desirous of applying for more than one position shall have to apply for each position separately. The candidate applying for any one position of Dean shall have to indicate the name of Subject Matter Faculty;
- Canvassing in any form shall render the applicant ineligible.
- The service conditions of the appointee shall be governed in accordance with the SKUAST-K Statutes and rules of the University as are in force with amendments or as may come into force from time to time, together read with the provisions of JK CSRs;
- Schedule of interview shall be placed on University Website **www.skuastkashmir.ac.in** for general information. However, the call letter for appearing before the Selection Committee for interview shall be separately emailed to the Eligible/shortlisted candidates on the e-mail recorded on the Application form. University shall not be held responsible for any communication error due to incorrect email address/contact details.
- The candidates shall necessarily indicate their personal mobile No. and active e-mail address in the relevant column of the Application Form for any communication/clarification, from the University, failing which the University shall not be held responsible for any lapse.
- No TA/DA will be paid to the candidates for participation in the interview (selection process).
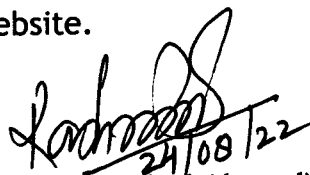
- In case of any dispute, any suite or legal proceedings against University, the jurisdiction for such proceeding shall be restricted to the Courts at Srinagar, UT of J&K only.
- The service conditions including mode of appointment shall be governed in accordance with the SKUAST-K Statutes and rules of the University as are in force with amendments as may come into force from time to time, together with provisions of J&K CSR, wherever applicable at the time of appointment.
- Any other details if required, can be had from the Office of Registrar, SKUAST-K, Shalimar, Srinagar-190025 on any working day during office hours.

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Sd/-
(Prof. T.H. Masoodi)
Registrar

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No: Au/Adm/(GAD)/Adv-UO/2022/9107-93
Dated: 24 -08-2022

Copy for information and necessary action to the:
- Financial Commissioner (Adl. Chief Secretary), Agriculture Production & Farmers Welfare Deptt. GoJK, Civil Secretariat, Jammu
- All Deputy/Assistant Director Generals of ICAR, New Delhi
- All Officers of the University
- Registrars of all Agricultural Universities and ICAR Institutes with the request to give wide publicity to the Notice.
- Directors, Agriculture, Kashmir/Jammu
- Directors Horticulture, Kashmir/Jammu.
- Directors Animal Husbandry, Kashmir/Jammu
- Directors Sheep Husbandry, Kashmir/Jammu.
- Directors Fisheries, Kashmir/Jammu.
- Chief Wild Life Warden, J&K, Srinagar
- Managing Director, HPMC, J&K, Sgr/Managing Director, Agro-Industries, J&K, Sgr.
- Directors HP&M, J&K Srinagar/Director Sericulture, Kashmir/Jammu
- Directors Command Area, Kashmir/Jammu
- Executive Secretary, IAUA, New Delhi.
- All HoDs/ Stations/Faculties/Centers/Institutes/ KVKs
- President, SSTA/SVSA
- ARIS, SKUAST-K, Shalimar for uploading on University website.
- University Advertisement Notice file (w.3.s.c.)
- Notice Board

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(Mir Rashid Ahmad)
Assistant Registrar (GAD)

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(Consolidated API score requirement of 500 points)

Minimum Scores for APIs for direct recruitment in University (Dean/Director /Equivalent cadres)

I		Qualification and experience as stipulated by University				
II		Academic record and Service Record	20 Marks			
	a.	Examination	Marks	Max. Score	Marks obtained	Verification by the Screening Committee
		Graduation Level	%x0.01	1.00		
		Masters Level	%x0.01	1.00		
		Ph.D Level	%x0.01	1.00		
		National Talent Search Scholarship/ASPIRE/ or any other national scholarship at UG level	1 marks	2 marks		
		Merit Scholarship at the UG Level	1 marks			
		JRF at the M.Sc Level	1 marks			
		SRF of ICAR/CSIR or JRF of UGC at the Ph.D level or other national level fellowships or Gate	1 marks			
		Gold medal at the Graduate level	1 marks			
		Gold medal at Masters level	1 marks			
		Best Ph.D thesis award at national level	1 marks			
	b.	**Experience in relevant field**				
		i) Each additional year of service over and above the prescribed qualification	1 marks per year	5 marks		
		ii) For possessing desirable qualifications	1 marks	1 mark		
		iii) 5 most significant contributions that establish claim for the post being applied for (in 5 bullet points) as per specified requirement for the post applied)	1 mark for each contribution	5 marks		
		i) Major R&D initiatives launched including those relating to IPR/Patent/WTO etc./Inter institutional collaboration (National & International) / New programs started	1 mark for each	5 marks		
III		**Research performance based on API score and quality of publications** **Assessment of domain knowledge and teaching skills.**	**60 marks**			
		Research Performance & Quality Publications	**Max Points**	**Points Obtained**		
		a) Research Performance 1. Eternal projects handled/being handled - Up to Rs 5.00 lakhs - Rs 5.0-30.00 lakhs >Rs.30.00 lakhs *Full points for PI and 50% points for Co-PI/co-PIs/ collaborator for each project*	05.00 points / project 10.0 points /project 15.0 points/ project			
		2. AICRPs/Network projects *Full points for PI and 50% points for Co-PI/ collaborator for each project*	3.00 points/ year to each scientist			
		3. Divisional/Departmental projects. 4. Evaluation of pesticides, pharmaceuticals, bio-pointers, varieties, implements, diagnostic kits, fertilizer, organic manure, vaccines etc. *Full points for PI and 50% points for Co-PI/ collaborator for each project*	2.00 points / project/product/activity			

		5. Service providing projects Production of quality seed/planting material, variety/ production of animal/ poultry/ fish/ goat/ sheep stock etc. Spawn, beekeeping etc, or any other product/ item useful for the farming community.	2.50 points per product/item/scientist		

		6. Development of process, concept, methodology, & any other relevant output, Development of Innovative technologies, unique microbes, product, vaccine, diagnostic kit
		7. Software development/Data base management/Ext system /Decision support system /models /standards developed
		8. Development of variety/vaccine
		   o Principal scientist
		   o other associated scientists
			4.00 points/ contributor /item for PI
			
			3.00 points/ contributor item for PI
			
			10.00 points
			07.50 points		

		Other Research Activities 9. Members of monitoring team/ Referee/Paper Reviewers 10. Developing SOPs for national facility/consultancy	1.00 point/ activity 2.00 points/ activity		
		11. Intellectual Property Rights (IPRs) granted: Patents, Copyrights, Geographical indications, Registered/ Protected varieties, /breeds, Designs, etc. *100% for PI and 50% for Co-PI*	6.00 points/ activity		
		12. Any other research activity not coursed as above	1.0 point/activity		
		b) Quality Publications			
		1. Research papers in refereed journals: Rating shall be of year of publication • Journals with NAAS rating >6.0 • Journals with NAAS rating 4.0--6.0 • Journals with NAAS rating 2.1 –3.9 • Journals with NAAS rating < 2 Full points for first author and 60% points for other authors. If a given journal is not listed under NAAS rating. Its NAAS weigh-age shall be determined by comparing it with any of the NAAS listed journal having same impact factor as this journal.	3.00 points/ paper 2.00 points /paper 1.00 point/paper 0.50 point/paper		
		2. Review article in refereed journals: Rating shall be of year of publication • Journals with NAAS rating >6.0 • Journals with NAAS rating 4.0--5.9 • Journals with NAAS rating 2.1 --3.9 • Journals with NAAS rating < 2.00 Journals (other than NAAS list) of repute Full points for first author and 60% points for other authors If a given journal is not listed under NAAS rating. Its NAAS weigh-age shall be determined by comparing it with any of the NAAS listed journal having same impact factor as this journal	2.00 points/ paper 1.00 points /paper 0.50 point/paper 0.25 point/paper		
		3. Conference proceedings Full Research paper Abstract or Poster presentation Equal weight-age for all authors	1.00 point/paper 0.25 point		
		4. Extension publications			
		• Popular articles in journals/magazines with ISSN/ISBN number • Popular articles in newspapers/others	1.00 point/paper 0.25 point/ article		
		5. Other publications			
		• Books authored	3.00 points for each		
		• Books edited	2.00 points for each		
		• Research technology/monograph	2.00 points for each		
		• Conference proceedings edited	1.00 point for each		
		• Book chapters	1.00 point/ chapter		
		• Technical Bulletins	1.00 point each		
		• Newsletters edited	0.50 point		

		• Souvenir edited	1.00 point/ souvenir		
		• Extension bulletin, training manual, etc.	0.50 point/ publication		
		• Compendium/Souvenir chapters	0.50 point/chapter		
		c) Peer Recognition			
		1. International and National awards / visiting fellowships /scholarship/bursaries/National Academy Fellow	2.0 points for each		
		2. Post-Doctoral Fellowships/additional qualification/teaching assignment abroad	3.1 points each		

		3. Editor/ member of editorial board of journal
		   - Chief Editor and
		   - Editorial Committee Member
			1.50 points / year
			1.00 point / year		

		4. Attending of Professional Societies as member	0.50 point/ society / year		
		5. Institutional or recognized professional societies award / fellowship	1.00 point each		

		6. Best Paper/Posters in international conference (all contributors)
		   - Ist prize
		   - IInd and
		   - IIIrd prize
		7. Best Paper/Posters in national conference (all contributors)
		   - Ist prize
		   - IInd
			1 .00 point
			0.50 point
			0.25 point
			0.50point
			0.25point		

		8. Oral / poster presentation in national seminars / symposia / conference/ workshops	0.25 point for each		
		9. International and special national assignments/ consultancies not covered anywhere else in the application	2.00 points for each assignment		
		10. Member of executive bodies/ committee of educational institutes/ Govt. bodies at university/college/state/national level	0.50 point for each		
		11. Receiving of appreciation letter from University/ICAR/other funding agency/scientific professional societies	1.0 point for each (if not claimed otherwise)		

I.   Assessment of Domain Knowledge and Teaching Skills

		TEACHING SKILLS /DOMAIN KNOWLEDGE			
		a) Teaching			
		1. Teaching o Undergraduate Courses taught, tracking programmes and Study Circle in a semester o Postgraduate Courses taught *Equal weight-age for all instructors*	2.00 points/credit hour 1.50 point/credit hour		

		2. Student guidance
		• Ph.D.
		  o As guide for each student
		  o As member of advisory committee for each student
		• Masters
		  o As guide for each student
		  o As member of advisory committee for each student
		• UG for each student
			5.00 points
			1.50 points
			
			3.00 points
			1.00 points
			
			0.25 points		

		3. External institution students (Ph.D./ Masters) guidance (For Project formulation , execution, and report writing) • As Guide/student • As Co-guide/student	1.00 points 0.50 points		

		4. Other Teaching Activities
		
		○ RAWE/RHWE/RFWE/FWE/RSWE and Internship organized:
		  • Coordinator
		  • Associated faculty
		○ Experiential learning
		  • Chief Executive Officer (dean of faculty)
		  • Managing Director (HoD)
		  • Manager (Faculty Member)
			3.00 points/batch
			1.50 points/batch
			
			0.10 point /credit/ semester
			0.20 point /credit/ semester
			0.50 point /credit/ semester		

		5. Teaching aids developed (Teaching manuals, instructional materials, web lectures etc)	3.00 points/ author		
		6. Study tour other than Course/ NCC/NSS camps arranged	2.00 points/ activity		
		7. Specialized referral diagnostic services in multidisciplinary mode	2.00 points/ scientist/ semester		
		8. Special course/ course curriculum developed	1.00 point/ activity		
		9. Conduct of examinations: External examiner/ paper setting/ thesis evaluation and viva voce/ entrance examination/ counselling for admissions etc.	1.00 points/ activity		

		10. Co-ordination of UG/ PG examination
		  • Superintendent and member of examination co-ordination committee
		  • for invigilator and
			1.00 point/semester
			
			0.50 point/semester		

		11. Clinical/Livestock farm duties
		  • Clinical ambulatory
		  • Clinical samples collected and analyzed
		  • Dung samples
		  • Histo-pathological slides prepared and analyzed
		  • Postmortems
			1.00 point/ ambulatory
			1.00 point/ 50 samples
			1.00 point/ 100 samples
			1.00 point/ 10 sildes
			1.00/ 5 cases of large animals and 20 cases of poultry.		

		12. Any other academic activity not covered as above	1.0 point/ activity		
		b) Extension Education			
		FLDs / Adaptive Trials, etc. *			
		1. Front Line Demonstrations, Adaptive Research Trials/OFT/other trials conducted - Semester wise clinical rotations, disease diagnosis, Ambulatory clinics, time bound commercial production services and Livestock farm duty.	2.00 points/ trial/ demonstration 1 points / semester		

		2. Trainings / camps organized / coordinated / assisted (as / Institute mandate) **
		  ○ **1-7 days training/camp**
		    • Coordinator and
		    • Co-Coordinator
		  • **> 7 days to 1 month training/camp**
		    • Coordinator and
		    • Co-Coordinator
		  • **> 1 month to 6 month training course**
			
			1.00 points
			0.50 point
			
			2.00 points
			1.00 point		

		• Organized /Co-organized
		• Coordinator /Co-Coordinator
		• **Six months to one year vocational training course**
		    • Organized /Co-organized
		    • Coordinator and Co-Coordinator
		• Clinical/animal welfare/infertility/animal birth control camps: to each specialist.
		    • Emergency hospital duty on holidays: as / Roaster day
			3.00 points
			1.50 points
			
			4.0 points
			2.00 points
			1.00 point / camp
			
			0.25 point/ duty		

		3. Organization of Kissan mela (University/ distt or Research station level)
		    • Coordinator/ In charge of the committee
		    • Committee member
			1.50 points/mela
			0.50 point/mela		

		4. Organization of crop seminar/ field day/farmer scientist interaction
		    • Coordinator/In-charge of the committee
		    • Committee member
			1.00 points / activity
			0.50 point/ activity		

		5. TV / Radio talks / Lectures delivered, other advisory services, etc.
		○ Radio talks, TV talks/presentations etc.
		○ Organization of radio school for the farmers
		    • coordinator and
		    • associated scientist
		○ Lectures delivered in trainings/workshops/ camps, etc.
			0.50points / activity
			3.00 points/activity/ year
			
			1.50 points/activity/ year
			0.25 point/ lecture		

		6. Farmers consultancy / advisory services through personal interaction, replies to AIR queries etc.	0.25 point/ activity		
		7. Conducting of diagnostic field visits	1.00 point/ visit		
		8. Other Extension Related Activities ○ Farmers interest groups organized/ Commodity interest groups organized/ Model village adopted (all team members) ○ Preparation of case studies/success stories , each activity / year / team member ○ Farmers helpline services through print media:	1.00 point/ activity 1.00 point/ activity 0.25 point/ attempt		
		9. Any other extension activity not covered as above	1.00 point/ activity		
		c) Scientific /Administrative/ Educational Management			

		1. Assistance in coordination
		
		    • Facilitation of work of faculties in directorate/ concerned office
		    • AICRPs / DBT/ S &T /UGC and other projects handled (processing of release of funds)
			2.0 points/faculty/year
			
			1.00 point/project /year		

		2. Assistance in monitoring physical, financial and scientific targets) for institutional as well as externally funded project	1.0 point / project / year		
		3. Scientific assistant to senior officers, meeting organization lecture and draft prepared	0.50 point/ activity		

		4. Innovative/theme based trainings/ workshop conceptualized / organized
		    ➢ for coordinator
		    ➢ for Associate
			2.00 points
			1.50 points		

		5. Reporting of each statutory body	1.00 point/ activity		

		6. University level events conducted as organizer/ in-charge/co-organizer • Convocation • Conduct of UET-UG/ UET –PG/ UET-Ph D.	5.00 points/ event 2.00 point for each/ exam		
		7. Misc. activities not covered anywhere	1.00 point / activity/year		

Under A above a teacher/ scientist can opt for assessment either for one activity exclusively or combination of the activities, however in any case the score should be as prescribed in the point table of the scheme.

		d) Capacity Building			
		1. Head of KVK/Research Station/Division/department/ Unit	1.0 point/ year		
		2. Convener / co-convener / organizing/ co-organizing secretary /coordinator/co-coordinator/course director / co-course director / in-charge of seminar / symposia / workshop / discussion /conference / summer or winter school / training programme / refresher course/entrance examinations	1.00 point /programme /event		
		3. In-charge/ Co-In-charge /committee member of university functions (VIP visits, annual day function, convocation, workshops/Seminars, etc.)	1.0 point/ activity		
		4. Divisional/ station / AICRP/ KVK/Network/experiential/other projects annual reports, DAP, DPR, SREP and other Departmental/College / University level reports	1.0 point/ report / year		
		5. In-charge of seed/ research farm , nursery, livestock/poultry/fish units, cattle yard , processing unit/ mushroom production unit, teaching / research & diagnostic laboratory, In-charge academics, sports/literary/cultural, library section, departmental library, store, website maintenance (department, university, college, unit, hostels etc.	1.00 point/ year / assignment		

		7. Participatory research/extension activities organized/ coordinated/ assisted as / Institutional mandate
		  o Project leader
		  o Collaborator
			1.00 point/ assignment
			0.50 point/ assignment		

		8. Nominated member/ Member of University/ college/ departmental committees/ Selection/Interview Committee.	0.25 point/ assignment		
		9. Office bearers of Departmental/professional clubs/ faculty club/societies/associations.	0.50 point/ year		
		10. Warden of Hostel	2.0 points / year		
		11. In-charge of guest house/ farmers' hostel	1.00 point/year/ assignment		
		12. Service rendered in Tribal/ backward areas o Service rendered in tribal areas of the state o Other backward areas of state.	2.0 points / year 1.50 points/ year 1.0 point/year		
		13. In-charge of revolving fund scheme in the Division 14. Staff Editor college Magazines 15. Nodal officers (e.g. NISAGNET, NATP/NAIP,IAUA, Youth Info. & Dev. Centre, etc.)	1.0 point/ year 1.00 point/ assignment 1.00 point/year/ assignment		
		16. In-charge of works related to germplasm collection, conservation and documentation of plant & animal genetic and other natural resources, documentation of animal diseases, documentation of preclinical & para-clinical related parameters of animals/birds • Principal investigator • Co-PI/collaborator for each project	2.00 points/activity/ year 0.50 point/activity/ year		

		17. Attending summer /winter schools
		  ➢ < 10 days duration
		  ➢ 10-20 days duration-
		  ➢ >20 days duration-
			1.00 point for each
			1.50 points for each
			2.00 points for each		

		18. Arrangement of Veterinary clinical, para-clinical, preclinical /Plant clinic services/ Plant and soil samples analysis related to farmers problems	1.00 point/ activity		
		19. Students' activities like Agri-fest/Cultural/literary activities/Vet-fair/In-charges-Sports/clubs etc	0.50 point/ activity		
		20. Other international, national/ state/Univ./College/Dept. level duties /formed	1.00 point/ assignment		
		21. Misc. activities of significance not covered anywhere	0.50 point / activity / year		

		22. Coordination/ assisting of summer /winter school
		Coordination/ assisting of summer or training/teaching of students of external institutions
		  • **Duration of training <21 days**
		    - Coordinator and
		    - Co-Coordinator
		  • **Duration of training >21 days**
		    - Coordinator and
		    - Co-Coordinator
			
			1 .00 point
			0.50 point
			
			2.00 points
			1.00 point		

		Normalization of points & calculation of marks:
		
		  a. Candidates securing more than 500 points in minimum eligible service will be included in the selection process.
		  b. Points secured will be divided by the total service (in months). Thus the points obtained will be per month, which will be multiplied by 180 (15 years is the minimum eligible service required)
		  c. Two times better performance than then the ordinary performer is set as standard.
		  d. To convert points in to the marks, the points obtained by the candidate shall be multiplied by a factor 0.06.
		  e. Maximum point is set at 1000 to be eligible for 60 marks.			

	IV	Interview			**20 marks**

(Consolidated API score requirement of 400 points)

Minimum Scores for APIs for direct recruitment in University

I		Qualification and experience as stipulated by University				
II		Academic record and Service Record		20 Marks		
	a.	Examination	Marks	Max. Score	Marks obtained	Verification by the Screening Committee
		Graduation Level	%x0.01	1.00		
		Masters Level	%x0.02	2.00		
		Ph.D Level	%x0.03	3.00		
		National Talent Search Scholarship/ASPIRE/ or any other national scholarship at UG level	1 marks	4 marks		
		Merit Scholarship at the UG Level	1 marks			
		JRF at the M.Sc Level	1 marks			
		SRF of ICAR/CSIR or JRF of UGC at the Ph.D level or other national level fellowships or Gate	1 marks			
		Gold medal at the Graduate level	1 marks			
		Gold medal at Masters level	1 marks			
		Best Ph.D thesis award at national level	1 marks			
	b.	Experience in relevant field				
		i) Each additional year of service over and above the prescribed qualification	1 marks per year	5 marks		
		ii) For possessing desirable qualifications	1 marks			
		iii) Major R&D initiatives launched including those relating to IPR/Patent/WTO etc./Inter institutional collaboration (National & International) / New programs started	I marks each	5 marks		
III		**Research performance based on API score and quality of publications** **Assessment of domain knowledge and teaching skills.**		60 marks		
		Research Performance & Quality Publications	**Max Points**		**Points Obtained**	
		a) Research Performance 1. Eternal projects handled/being handled • Up to Rs 5.00 lakhs • Rs 5.0-30.00 lakhs • >Rs.30.00 lakhs *Full points for PI and 50% points for Co-PI/co-PIs/ collaborator for each project*	05.00 points / project 10.0 points /project 15.0 points/ project			
		2. AICRPs/Network projects *Full points for PI and 50% points for Co-PI/ collaborator for each project*	3.00 points/ year to each scientist			
		3. Divisional/Departmental projects. 4. Evaluation of pesticides, pharmaceuticals, bio-pointers, varieties, implements, diagnostic kits, fertilizer, organic manure, vaccines etc. *Full points for PI and 50% points for Co-PI/ collaborator for each project*	2.00 points / project/product/activity			
		5. Service providing projects Production of quality seed/planting material, variety/ production of animal/ poultry/ fish/ goat/ sheep stock etc. Spawn, beekeeping etc, or any other product/ item useful for the farming community.	2.50 points per product/item/scientist			
		6. Development of process, concept, methodology, & any other relevant output, Development of Innovative	4.00 points/ contributor /item for PI			

		technologies, unique microbes, product, vaccine, diagnostic kit		
		7. Software development/Data base management/Ext system /Decision support system /models /standards developed	3.00 points/ contributor item for PI	

		8. Development of variety/vaccine
		    o Principal scientist
		    o other associated scientists
			10.00 points
			07.50 points	

		Other Research Activities 9. Members of monitoring team/ Referee/Paper Reviewers 10. Developing SOPs for national facility/consultancy	1.00 point/ activity 2.00 points/ activity	
		11. Intellectual Property Rights (IPRs) granted: Patents, Copyrights, Geographical indications, Registered/ Protected varieties, /breeds, Designs, etc. *100% for PI and 50% for Co-PI*	6.00 points/ activity	
		12. Any other research activity not coursed as above	1.0 point/activity	
		b) Quality Publications		
		1. Research papers in refereed journals: Rating shall be of year of publication • Journals with NAAS rating >6.0 • Journals with NAAS rating 4.0--6.0 • Journals with NAAS rating 2.1 –3.9 • Journals with NAAS rating < 2 Full points for first author and 60% points for other authors. If a given journal is not listed under NAAS rating. Its NAAS weigh-age shall be determined by comparing it with any of the NAAS listed journal having same impact factor as this journal.	3.00 points/ paper 2.00 points /paper 1.00 point/paper 0.50 point/paper	
		2. Review article in refereed journals: Rating shall be of year of publication • Journals with NAAS rating >6.0 • Journals with NAAS rating 4.0--5.9 • Journals with NAAS rating 2.1 --3.9 • Journals with NAAS rating < 2.00 Journals (other than NAAS list) of repute Full points for first author and 60% points for other authors If a given journal is not listed under NAAS rating. Its NAAS weigh-age shall be determined by comparing it with any of the NAAS listed journal having same impact factor as this journal	2.00 points/ paper 1.00 points /paper 0.50 point/paper 0.25 point/paper	
		3. Conference proceedings • Full Research paper • Abstract or Poster presentation Equal weight-age for all authors	1.00 point/paper 0.25 point	
		4. Extension publications		
		• Popular articles in journals/magazines with ISSN/ISBN number • Popular articles in newspapers/others	1.00 point/paper 0.25 point/ article	
		5. Other publications		
		• Books authored	3.00 points for each	
		• Books edited	2.00 points for each	
		• Research technology/monograph	2.00 points for each	
		• Conference proceedings edited	1.00 point for each	
		• Book chapters	1.00 point/ chapter	
		• Technical Bulletins	1.00 point each	
		• Newsletters edited	0.50 point	
		• Souvenir edited	1.00 point/ souvenir	
		• Extension bulletin, training manual, etc.	0.50 point/ publication	
		• Compendium/Souvenir chapters	0.50 point/chapter	
		c) Peer Recognition		
		1. International and National awards / visiting fellowships /scholarship/bursaries/National Academy Fellow	2.0 points for each	

		2. Post-Doctoral Fellowships/additional qualification/teaching assignment abroad	3.1 points each		
		3. Editor/ member of editorial board of journal - Chief Editor and - Editorial Committee Member	1.50 points / year 1.00 point / year		
		4. Attending of Professional Societies as member	0.50 point/ society / year		
		5. Institutional or recognized professional societies award / fellowship	1.00 point each		
		6. Best Paper/Posters in international conference (all contributors) - Ist prize - IInd and - IIIrd prize 7. Best Paper/Posters in national conference (all contributors) - Ist prize - IInd	1 .00 point 0.50 point 0.25 point 0.50point 0.25point		
		8. Oral / poster presentation in national seminars / symposia / conference/ workshops	0.25 point for each		
		9. International and special national assignments/ consultancies not covered anywhere else in the application	2.00 points for each assignment		
		10. Member of executive bodies/ committee of educational institutes/ Govt. bodies at university/college/state/national level	0.50 point for each		
		11. Receiving of appreciation letter from University/ICAR/other funding agency/scientific professional societies	1.0 point for each (if not claimed otherwise)		

I. Assessment of Domain Knowledge and Teaching Skills

		TEACHING SKILLS /DOMAIN KNOWLEDGE			
		a) Teaching			
		1. Teaching o Undergraduate Courses taught, tracking programmes and Study Circle in a semester o Postgraduate Courses taught *Equal weight-age for all instructors*	2.00 points/credit hour 1.50 point/credit hour		

		2. Student guidance
		
		• Ph.D.
		  o As guide for each student
		  o As member of advisory committee for each student
		• Masters
		  o As guide for each student
		  o As member of advisory committee for each student
		• UG for each student
			5.00 points
			1.50 points
			
			3.00 points
			1.00 points
			0.25 points		

		3. External institution students (Ph.D./ Masters) guidance (For Project formulation , execution, and report writing) • As Guide/student • As Co-guide/student	1.00 points 0.50 points		

		Activity	Points		

		4. Other Teaching Activities
		
		○ RAWE/RHWE/RFWE/FWE/RSWE and Internship organized:
		  • Coordinator
		  • Associated faculty
		○ Experiential learning
		  • Chief Executive Officer (dean of faculty)
		  • Managing Director (HoD)
		  • Manager (Faculty Member)
			3.00 points/batch
			1.50 points/batch
			
			0.10 point /credit/ semester
			0.20 point /credit/ semester
			0.50 point /credit/ semester		

		5. Teaching aids developed (Teaching manuals, instructional materials, web lectures etc)	3.00 points/ author		
		6. Study tour other than Course/ NCC/NSS camps arranged	2.00 points/ activity		
		7. Specialized referral diagnostic services in multidisciplinary mode	2.00 points/ scientist/ semester		
		8. Special course/ course curriculum developed	1.00 point/ activity		
		9. Conduct of examinations: External examiner/ paper setting/ thesis evaluation and viva voce/ entrance examination/ counselling for admissions etc.	1.00 points/ activity		
		10. Co-ordination of UG/ PG examination • Superintendent and member of examination co-ordination committee • for invigilator and	1.00 point/semester 0.50 point/semester		
		11. Clinical/Livestock farm duties • Clinical ambulatory • Clinical samples collected and analyzed • Dung samples • Histo-pathological slides prepared and analyzed • Postmortems	1.00 point/ ambulatory 1.00 point/ 50 samples 1.00 point/ 100 samples 1.00 point/ 10 sildes 1.00/ 5 cases of large animals and 20 cases of poultry.		
		12. Any other academic activity not covered as above	1.0 point/ activity		
		b) Extension Education			
		FLDs / Adaptive Trials, etc. *			
		1. Front Line Demonstrations, Adaptive Research Trials/OFT/other trials conducted - Semester wise clinical rotations, disease diagnosis, Ambulatory clinics, time bound commercial production services and Livestock farm duty.	2.00 points/ trial/ demonstration 1 points / semester		

		2. Trainings / camps organized / coordinated / assisted (as / Institute mandate) **
		
		○ **1-7 days training/camp**
		  • Coordinator and
		  • Co-Coordinator
		• **> 7 days to 1 month training/camp**
		  • Coordinator and
		  • Co-Coordinator
			
			1.00 points
			0.50 point
			
			2.00 points
			1.00 point		

		• **> 1 month to 6 month training course** 　• Organized /Co-organized 　• Coordinator /Co-Coordinator • **Six months to one year vocational training course** 　• Organized /Co-organized 　• Coordinator and Co-Coordinator 　• Clinical/animal welfare/infertility/animal birth control camps: to each specialist. 　• Emergency hospital duty on holidays: as / Roaster day	3.00 points 1.50 points 4.0 points 2.00 points 1.00 point / camp 0.25 point/ duty		
		3. Organization of Kissan mela (University/ distt or Research station level) 　• Coordinator/ In charge of the committee 　• Committee member	 1.50 points/mela 0.50 point/mela		
		4. Organization of crop seminar/ field day/farmer scientist interaction 　• Coordinator/In-charge of the committee 　• Committee member	 1.00 points / activity 0.50 point/ activity		
		5. TV / Radio talks / Lectures delivered, other advisory services, etc. ○ Radio talks, TV talks/presentations etc. ○ Organization of radio school for the farmers 　• coordinator and 　• associated scientist ○ Lectures delivered in trainings/workshops/ camps, etc.	 0.50points / activity 3.00 points/activity/ year 1.50 points/activity/ year 0.25 point/ lecture		
		6. Farmers consultancy / advisory services through personal interaction, replies to AIR queries etc.	0.25 point/ activity		
		7. Conducting of diagnostic field visits	1.00 point/ visit		
		8. Other Extension Related Activities ○ Farmers interest groups organized/ Commodity interest groups organized/ Model village adopted (all team members) ○ Preparation of case studies/success stories , each activity / year / team member ○ Farmers helpline services through print media:	 1.00 point/ activity 1.00 point/ activity 0.25 point/ attempt		
		9. Any other extension activity not covered as above	1.00 point/ activity		
		c) Scientific /Administrative/ Educational Management			
		1. Assistance in coordination 　• Facilitation of work of faculties in directorate/ concerned office 　• AICRPs / DBT/ S &T /UGC and other projects handled (processing of release of funds)	 2.0 points/faculty/year 1.00 point/project /year		
		2. Assistance in monitoring physical, financial and scientific targets) for institutional as well as externally funded project	1.0 point / project / year		
		3. Scientific assistant to senior officers, meeting organization lecture and draft prepared	0.50 point/ activity		
		4. Innovative/theme based trainings/ workshop conceptualized / organized 　➢ for coordinator 　➢ for Associate	 2.00 points 1.50 points		

		5. Reporting of each statutory body	1.00 point/ activity		
		6. University level events conducted as organizer/ in-charge/co-organizer • Convocation • Conduct of UET-UG/ UET –PG/ UET-Ph D.	5.00 points/ event 2.00 point for each/ exam		
		7. Misc. activities not covered anywhere	1.00 point / activity/year		

Under A above a teacher/ scientist can opt for assessment either for one activity exclusively or combination of the activities, however in any case the score should be as prescribed in the point table of the scheme.

d) Capacity Building

		1. Head of KVK/Research Station/Division/department/ Unit	1.0 point/ year		
		2. Convener / co-convener / organizing/ co-organizing secretary /coordinator/co-coordinator/course director / co-course director / in-charge of seminar / symposia / workshop / discussion /conference / summer or winter school / training programme / refresher course/entrance examinations	1.00 point /programme /event		
		1.0 In-charge/ Co-In-charge /committee member of university functions (VIP visits, annual day function, convocation, workshops/Seminars, etc.)	1.0 point/ activity		
		4. Divisional/ station / AICRP/ KVK/Network/experiential/other projects annual reports, DAP, DPR, SREP and other Departmental/College / University level reports	1.0 point/ report / year		
		5. In-charge of seed/ research farm , nursery, livestock/poultry/fish units, cattle yard , processing unit/ mushroom production unit, teaching / research & diagnostic laboratory, In-charge academics, sports/literary/cultural, library section, departmental library, store, website maintenance (department, university, college, unit, hostels etc.	1.00 point/ year / assignment		
		7. Participatory research/extension activities organized/ coordinated/ assisted as / Institutional mandate o Project leader o Collaborator	1.00 point/ assignment 0.50 point/ assignment		
		8. Nominated member/ Member of University/ college/ departmental committees/ Selection/Interview Committee.	0.25 point/ assignment		
		9. Office bearers of Departmental/professional clubs/ faculty club/societies/associations.	0.50 point/ year		
		10. Warden of Hostel	2.0 points / year		
		11. In-charge of guest house/ farmers' hostel	1.00 point/year/ assignment		
		12. Service rendered in Tribal/ backward areas o Service rendered in tribal areas of the state o Other backward areas of state.	2.0 points / year 1.50 points/ year 1.0 point/year		
		13. In-charge of revolving fund scheme in the Division	1.0 point/ year		
		14. Staff Editor college Magazines	1.00 point/ assignment		

		15. Nodal officers (e.g. NISAGNET, NATP/NAIP,IAUA, Youth Info. & Dev. Centre, etc.)	1.00 point/year/ assignment		
		16. In-charge of works related to germplasm collection, conservation and documentation of plant & animal genetic and other natural resources, documentation of animal diseases, documentation of preclinical & para-clinical related parameters of animals/birds • Principal investigator • Co-PI/collaborator for each project	2.00 points/activity/ year 0.50 point/activity/ year		
		17.Attending summer /winter schools • < 10 days duration • 10-20 days duration- • >20 days duration-	1.00 point for each 1.50 points for each 2.00 points for each		
		18.Arrangement of Veterinary clinical, para-clinical, preclinical /Plant clinic services/ Plant and soil samples analysis related to farmers problems	1.00 point/ activity		
		19. Students' activities like Agri-fest/Cultural/literary activities/Vet-fair/In-charges-Sports/clubs etc	0.50 point/ activity		
		20.Other international, national/ state/Univ./College/Dept. level duties /formed	1.00 point/ assignment		
		21.Misc. activities of significance not covered anywhere	0.50 point / activity / year		
		22.Coordination/ assisting of summer /winter school Coordination/ assisting of summer or training/teaching of students of external institutions • **Duration of training <21 days** - Coordinator and - Co-Coordinator • **Duration of training ≥21 days** - Coordinator and - Co-Coordinator	 1 .00 point 0.50 point 2.00 points 1.00 point		

		Minimum Consolidated API Score requirement of 400 points for direct recruitment of Professor **Formula for conversion of points to marks:** **Normalization of points & calculation of marks:** a. Candidates securing more than or equal to 400 points in minimum eligible service will be included in the selection process; b. Points secured will be divided by the total service (in months). Thus the points obtained will be per month, which will be multiplied by 120 (10 years is the minimum eligible service required) a. Points obtained by average performer are fixed at 400 in ten years of eligible service. c. To convert points in to the marks, the points obtained by the candidate shall be multiplied by a factor 0.075. d. Maximum point is set at 800 to be eligible for 60 marks.			
	IV	Interview			**20 marks**