



ASRB SCORE CARD 2019

FOR

DIRECT SELECTION TO SENIOR

SCIENTIFIC POSITIONS ON LATERAL

ENTRY BASIS IN

INDIAN COUNCIL OF AGRICULTURAL RESEARCH

(2019)

Weightage of scorecard and interview Marks for direct recruitment to following scientific positions in ICAR as per ASRBScore Card -2019

Sl. No	Rank	Score Card Marks	Interview Marks	Total
RMPs				
1.	Director/Project Director/Assistant Directors General/Joint Director of National Institutes	70	30	100
2.	Deputy Directors General /Director of National Institutes / National Directors	70	30	100

ASRB Score Card 2019 Summary

Criteria		DIR/ PD /JD NI/ ADG & equivalent positions		DDG/Director of National Institutes & equivalent positions	
		Marks allocated	Overall Marks (Max.)	Marks allocated	Overall Marks (Max.)
1	Academic Qualification				
1.1	Academic Performance	3	5	3	5
1.2	Position in the University	1		1	
1.3	Ph. D Thesis Award	1		1	
1.4	Post-Doctoral Fellowships and other Qualifications	2		2	
2	Experience in professional field				
2.1	Essential Qualification	No Marks	10	No Marks	10
2.2	Experience above the prescribed Qualifications	3		3	
2.3	Trainings	3		No Marks	
2.4	Team work	2		No Marks	
2.5	Leadership Attributes	5		5	
2.6	Contribution in Research Management	3		3	
3	Recognitions & Awards/Special Attainments				
3.1	Recognitions & Awards	10	15	12	20
3.2	Special Attainments	5		8	
4	Discoveries, Inventions and Innovations		20		20

ASRB Score Card 2019 Summary

Criteria		DIR/ PD /JD NI/ ADG & equivalent positions		DDG/ Director of Institutes of National Importance & equivalent positions	
		Marks allocated	Overall Marks (Max.)	Marks allocated	Overall Marks (Max.)
5	Teaching/Research/Extension				
5.1	Major Function: Teaching/Research/Extension	12	20	8	15
5.2	Minor Function: Teaching/Research/Extension	3		2	
5.3	Externally Funded Projects	5		5	
6	Publications				
6.1	Applicable to Scientists other than Social Scientists.				
6.1.1	Publications (Refereed Journals)	16	20	16	20
6.1.2	Other Publications	4		4	
6.1.3.	h Index	2		2	
6.1	Applicable to Social Scientists and Scientists working in KVKs.				
6.1.1	Publications (Refereed Journals)	13	20	13	20
6.1.2	Other Publications	7		7	
7	Institute Building/Service Functions		10		10
GRAND TOTAL			100		100

**ASRB Score Card for the Posts of Deputy Directors General
(DDG), Directors of National Institutes and equivalent positions.**

Item #	Attributes/Accomplishments/Contributions/Performance Indicators and Distribution of Score/Marks
1.	Academic Qualification.
	<p>1.1 Academic Performance.</p> <ul style="list-style-type: none"> i. Grant 0.75 Mark for securing OGPA of 7.0 to <8.0 in a scale of 10 or for securing 70% to < 80% Marks; ii. Grant 1.5 Marks for securing ≥ 8 OGPA in a scale of 10 or $\geq 80\%$ Marks at the Graduate, Master's and Ph.D. degrees. The Marks will be awarded for any of the two best degrees. <p align="right">Maximum 3 Marks</p> <p>1.2 Position in the University.</p> <ul style="list-style-type: none"> i. Grant 1 Mark each for First Position/Gold Medal in the Universities/IITs/NITs/Institutes of National Importance at the Graduate, Master's and Ph.D. degrees. (Except faculty/ college/ department Gold Medal). <p align="right">Maximum 1 Mark</p> <p>1.3. Ph.D. Thesis Award.</p> <ul style="list-style-type: none"> i. Grant 1 Mark for the ICAR-Jawaharlal Nehru Award for P.G. Outstanding Doctoral Thesis. ii. Grant 0.5 Mark for the Best Doctoral Thesis Award given by National/International level Academic Bodies/Institutions/Universities/Societies <p align="right">Maximum 1 Mark</p> <p>1.4. Post-Doctoral Research Fellowships and other Qualifications.</p> <ul style="list-style-type: none"> i. Grant 2 Marks for each Post-Doctoral Fellowship of minimum one-year duration, which is awarded by International Institutions like Fulbright, Humboldt, DAAD, FAO, CGIAR, Commonwealth or Overseas Universities. ii. Award 1.5 Marks for each Fellowship of minimum one-year duration awarded by National Institutions like DBT, DST, Boyscast, CSIR, ICAR, MHRD, INSA, UGC. iii. Award 1 Mark each for PG diploma in Management/Computer Application, MBA relevant to the post, awarded by IITs/IIMs/National Institutions. <p align="right">Maximum 2 Marks</p> <p>PS: Aggregate score for all attributes covered under item # 1 is limited to maximum 5 Marks only.</p>

2	<p>Experience in Professional Field.</p> <p>2.1 Essential Qualifications. No Marks to be awarded.</p> <p>i. Doctoral degree in the subject/disciplines as per advertisement</p> <p>ii. A Scientist/ Teacher having at least 8 years' experience in the grade of Principal Scientist/Professor or in an equivalent position in the Pay Band-4 of Rs. 37400-67000 with Grade Pay of Rs 10000, out of which 3 years' experience should be in a Research Management Position or 5 years' experience in positions specified below or 3 years cumulative weighted experience in RMP (Research Management Position) & specified position, after giving weightage of 1.0 for service rendered as RMP and 0.6 to service rendered in positions specified below:</p> <p>(a) Heads of Divisions at ICAR Institutes, (b) Heads of Regional Stations of ICAR Institutes, (c) Project Coordinator (d) Zonal Coordinator (service rendered prior to 27.01.2009), and (e) Joint Directors of Institutes other than National Institutes /Deemed Universities (DUs).</p> <p>OR</p> <p>An 'Eminent Scientist' having proven record of scientific contributions working in a reputed Organization/ Institute having at least 21 years' experience in the relevant subject.</p> <p>Under this alternative qualification of "Eminent Scientist", all those candidates shall be considered who have been decorated with: (i) National/International awards/ recognitions such as those conferred by National Organizations like ICAR, CSIR, DBT etc., Government of India, International Bodies of repute like FAO, UN etc., (ii) Fellows of 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, and (iii) Minimum of 10 publications in journals having NAAS rating (latest) of 7.5 and above. All three conditions should be simultaneously met by the applicant to qualify under this clause.</p> <p><i>* The NAAS ratings as available on closing date of the applications for posts advertised shall be applicable for the purpose.</i></p>
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2.2 Experience over and above the prescribed essential years stipulated as minimum qualifications.

Award of Marks would be as follows:

- i. Award 1 Mark for each year of experience as Director/ADG/Project Director/Joint Director of National Institutes/ Dean/ Principal/Registrar of Institutes/Universities or equivalent positions in National or International Institutions/Organizations/Universities.

Maximum 3 Marks

- ii. Award 0.5 Mark for each year of experience as Head of Division/Head of Regional Station/ Project Coordinator/Joint Director of Institutes other than National Institutes or equivalent positions in National or International Institutions/ Organizations/ Universities.

Maximum 1 Mark

(If bullet points one & two above overlap, only one experience would be considered for scoring)

Maximum 3 Marks (item # 2.2)

Items # 2.3 and 2.4 are not applicable for the post of DDG and equivalent positions

2.5 Leadership Attributes.

2.5.1 Award 0.5 Mark each for the following contributions as leader:

- i. Major R&D programs undertaken – involving a team of 10 or more scientists,
- ii. Inter-institutional collaboration (National and International) developed
- iii. New academic/research/extension programs started
- iv. Functional Industry-institutional linkages established/MOU signed
- v. Bringing recognition to the Institute for a National/ International Award under your leadership.

Maximum 3 Marks (item # 2.5.1)

2.5.2 Grant 0.5 Mark for each of the following initiatives taken for enhancing quality of research, education and extension at the organization level:

- i. Incubatees /Start-ups of technology with partnership/sponsorship
- ii. Adjunct /Visiting faculty positions created
- iii. Village-based Institutions (FPO, FPC, Commodity Based Organizations, SHGs) created

Maximum 2 Marks (item # 2.5.2)

Maximum 5 Marks (item # 2.5.1 and 2.5.2)

	<p>2.6. Contributions in the area of Research Management.</p> <p>Specify the most significant contributions of the Division/Department/Institute/Coordinated Project/University under an applicant's management/leadership or as Project or Team Leader. It must include:</p> <p>External research grant generated/infrastructure developed under a candidate's leadership or for working as Project or Team Leader</p> <ul style="list-style-type: none"> i. Award 1 Mark for external research grant of up to Rs.500 lakhs ii. Award 2 Marks for external research grant > Rs.500 lakhs iii. Award 1 Mark for development of infrastructure of Rs.500 lakhs and upto Rs 10 Cr. iv. Award 2 Mark for development of infrastructure of Rs.10 Cr and more. <p style="text-align: right;">Maximum 3 Marks (item # 2.6)</p> <p>PS. Aggregate score for all attributes covered under item # 2 is limited to maximum 10 Marks only.</p>
3.	Recognitions & Awards/Special Attainments.
	<p>3.1. Recognitions and Awards.</p> <ul style="list-style-type: none"> i. Padma Awards, 6 Marks for each award. <p style="text-align: right;">Maximum 12 Marks</p> ii. Award 4 Marks each for awards like Shanti Swarup Bhatnagar Award / Rafi Ahmed Kidwai Award and other equivalent awards of national stature in the relevant fields. <p style="text-align: right;">Maximum 4 Marks</p> iii. Award 4 Marks for Fellowship of any one of the recognized National or International 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, India. <p style="text-align: right;">Maximum 4 Marks</p> iv. Award 2 Marks for Fellowship of any other recognized National/International Scientific Academies viz., National Academy of Veterinary Sciences/ National Academy of Dairy Sciences/ National Academy of Biological Sciences and other related fields. <p style="text-align: right;">Maximum 2 Marks</p> <p style="text-align: right;">Maximum 4 Marks (item # iii & iv above)</p> v. Award 2 Marks for each National/International Awards/Recognitions related to Research/Education/Extension such as those conferred by the National Organizations like the ICAR, CSIR, DBT, DST, Government of India, International Bodies of repute like FAO, UN, CG Centers and

Recognized National Science Academies.

Maximum 6 Marks

- vi. Grant 0.5 Mark each for National/International Institutes/ Universities/ State Governments/ Registered Professional Societies' Awards/ excluding those mentioned above.

Maximum 2 Marks

- vii. Award 1 Mark each for Associate-ship of recognized National & International Scientific 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, India.

Maximum 1 Mark

- viii. Award 0.5 Mark for Associate-ship of other recognized National/ International Scientific Academies, not covered above viz., National Academy of Veterinary Sciences/ National Academy of Dairy Sciences/ National Academy of Biological Sciences and other related fields.

Maximum 0.5 Mark

Maximum 1 Mark (item # vii & viii above)

PS. Aggregate score for all attributes covered under item # 3.1 is limited to Maximum 12 Marks only

3.2. Special Attainments.

- i. Award 0.5 Mark for each recognition such as Chairman/Member Secretary of National / International Scientific Committees.

Maximum 1 Mark

- ii. Award 0.5 Mark for each recognition such as member of National Task force and other Policy Making Bodies/Committees of International/National /State/QRT/IMC/RAC/BOM Member/Chief Editor of NAAS rated Journals.

Maximum 2 Marks

- iii. Award 1 Mark each for working as President / Vice President / Secretary of NAAS/other Academies or President/Vice-President/Secretary of National/International Professional Societies (registered) for bringing recognition to the profession as evident from organizing a national / international event

Maximum 2 Marks

- iv. Award 1 Mark each for minimum of twelve weeks' experience of working* in an International Organization/Laboratory. Period spent

for Consultancy/Assignments with CG Centres, UN Agencies or Foreign Country Governments including Inter-Governmental Agencies/Panels and Universities abroad are also considered for Marking.

(* Period spent abroad towards Master/Ph.D./Post-Doctoral experience will not be counted for award of Marks)

Maximum 2 Marks

- v. Award 0.5 Mark each for Visiting/Adjunct Faculty to International (e.g., CG Centres)/ National Institute - IIM/IIT/IISc/CSIR/ ICAR/Institutions of National repute/State Agricultural Universities.

Maximum 2 Marks

- vi. Award 0.5 Mark each for Invited Lecture/Keynote Speaker/Chairman of a Technical Session during International Conferences, Seminar etc.

Maximum 1 Mark

- vii. Award 0.25 Mark for each participation as Member of an International Delegation.

Maximum 1 Mark

- viii. Award 0.5 Mark each for Organizing Secretary/Convener of National/International conferences/ workshops/ symposiums

Maximum 1 Mark

In all the above items, one activity will be considered only once.

Maximum 8 Marks (item # 3.2)

PS. Aggregate score for all attributes covered under item # 3.1 and 3.2 is limited to maximum 20 Marks only.

4. Discoveries, Inventions and Innovations.

4.1 Development of Crop Variety & Coverage Area

Award 2 Marks for each variety approved, released and notified by the Central Variety Release Committee and 1 Mark each for a variety approved and notified for release by the State Level Release Committee. In either case the Marks would be granted, if the claim is reinforced by the receipt of the indents for the breeder seed placed by the DAC&FW/State Governments/Other Agencies of last ten years.

Maximum 8 Marks

4.2 Development of Animal Strain/Breed

Development of Animal Strain/Breed & Impact at the Field Level. Award 2 Marks for each animal strain/variety developed and released at the National or State level by a duly constituted body of the Central Government or State

Government Department of Animal Husbandry/ Fisheries.

Maximum 8 Marks

4.3 Development of Technologies / Product

Development of Technologies with Impact at the Field Level. Award 2 Marks for each Technology Product, developed and transferred to the farmers with the extent of coverage and machinery developed, licensed and commercialized, as certified by the concerned Government Department or published in a journal having NAAS rating of 6.0 and above

Maximum 8 Marks

4.4 Development of Concept, Theory, Process and Package of Practices

Development of Package of Practices & Impact at the Field Level. Award 2 Marks for each Concept & Methodology, Theory, Process and Package of Practices developed and transferred to the farmers with the extent of coverage and machinery developed, licensed and commercialized, as certified by the concerned Government Department or published in a journal having NAAS rating of 6.0 and above.

Maximum 8 Marks

4.5 Patents/Copy Rights and Commercialization

Award 2 Marks for each approved Patent/Copyright with commercialization and 1 Mark for each approved Patent/Copyright without commercialization.

Maximum 4 Marks

4.6 Discoveries/Inventions

Discovery/Invention made & Impact at the Field Level. Award 3 Marks for each new Discovery/Invention made as supported by a publication in peer reviewed journal (NAAS rating at least 16).

Maximum 6 Marks

4.7 New Traits/Genes Identified

New Traits/Genes Identified which have Economic Significance. Award 2 Marks for each new trait identified or new gene isolated or new crop germplasm/animal breed registered by National and International Bureaus, except varieties that have gone into seed chain/production.

Maximum 4 Marks

4.8 Policy Papers/Policy Briefs

Policy Papers/Policy Briefs developed under the aegis of National (e.g., ICAR/DST/DBT etc.) or International (e.g., FAO, World Bank, CG Centres etc.) Organizations/National Academies or New Extension Models developed and implemented: Award 1 Mark for each such achievement.

Maximum 8 Marks

4.9. Information Technology/ Statistical Methodologies

Development of major IT Project /Statistical Methodology/Mobile App in-house as evident from use.

- i. Award 2 Marks each for IT Projects with at least 100 users/Statistical Methodology adopted in more than one institute
- ii. Award 1 Mark for IT Projects with at least 50 to 100 users/Statistical Methodology adopted in one institute/Mobile Apps with at least 500 downloads

Maximum 8 Marks

These should be distinct from those included in the item # 4.3 and 4.4

4.10. Value Chain/ Model Villages

Contribution made for the development and establishment of a Value Chain/a Model Village/a Seed Village/a Custom Hiring Centre/a Contract Farming Arrangement/a Climate Smart Village. Award 1 Mark for each such activity with proof from concerned State Government Department / District Administration.

Maximum 8 Marks

4.11. Innovative Extension Methodologies

Innovative Extension Methodologies or Approaches adopted in at least 5 villages/Farmer Field Schools/Farmer Interest Groups established and documentation of success stories: Award 1 Mark for each such activity spanning a minimum of 5 villages.

Maximum 8 Marks

Note: Only well documented impact on ground level would be considered for awarding Marks under each of these categories

PS. Aggregate score for all attributes covered under item # 4 is limited to maximum 20 Marks

5. Teaching/Research/Extension Education.

Specify contributions in Teaching/Research/Extension Education

Select one Major area and one Minor area of work

Area of work	Major /Minor Areas of Function	Marks
5.1 Teaching/ Research/ Extension	Major function	8
5.2 Teaching/ Research/ Extension	Minor Function	2
5.3 Funds Raised	Externally Funded Projects	5

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. Distribution of Marks for each of the Major,

Minor and fund raising activities would be as follows:

5.1 Teaching as Major Function.

5.1.1 Teaching: For teaching as the Major Function, the candidate must have taught 3 courses with a total 8 credit hour load during each academic year, whereas for Minor Function, the applicant must have undertaken 3 credit hour teaching load/academic year. Award 0.5 Mark for each year of teaching as specified herein

Maximum 2 Marks

5.1.2 Research Guidance: Guidance provided for M.Sc./Ph.D. dissertation. As Major Guide, award 0.5 Mark for each Ph.D. student guided /0.25 Mark for each M.Sc. student guided. For Co-Guide, award 0.25 Mark for each Ph.D. student guided /0.25 Mark for each M.Sc. student guided (Marks to be awarded only for students who have completed their degree programmes).

Maximum 2 Marks

5.1.3 Capacity Building Training Programmes:

- i. Organized Summer School/ Winter School/CAFT/Other Training (minimum 3 weeks' duration each)- Award 1 Mark for each programme.
- ii. Organized Customized Training Programmes / Externally Funded Outreach programmes (of at least 10 days' duration) as leader/Principal Organizer – Award 0.5 Mark for each programme

Maximum 3 Marks (item # 5.1.3)

5.1.4 Student's Performance: Success of students (for whom the applicant served as Major Guide) in terms of recognition for National/International Awards:

- i. Grant 1 Mark for the ICAR-Jawaharlal Nehru Award for P.G. Outstanding Doctoral Thesis.
- ii. Grant 0.5 Mark for the Best Doctoral Thesis Award given by National/International level Academic Bodies/ Institutions/Universities/ Societies

Maximum 2 Marks (item # 5.1.4)

5.1.5 Lectures Delivered: Award 0.25 Mark for each 10 subject matter lectures delivered as resource person in Summer/Winter Schools, Refresher Courses, Training Programs etc. Marks will be awarded, if there is proof of publication of lectures in the course compendium.

Maximum 2 Marks

5.1.6 Seminars Organized: Award 0.5 Mark each for organizing a Seminar/Symposium as Chairman/Organizing Secretary/Convener.

Maximum 2 Marks

PS. Aggregate score for all items covered under item 5.1 above (Teaching as Major Function) is limited to 8 maximum Marks only.

OR

5.1. Research as Major Function.

5.1.1. Research Projects: Research Projects associated as PI/Co-PI/Associate for a minimum period of two years as evidenced by Research Projects completed and Reports submitted.

- i. Award 2 Marks for PI and 1 Mark for Co-PI/Associate for each Project completed. The candidates working in AICRPs/Network Projects/Long Duration Projects Marks will be awarded for each two years completed.
- ii. For Research Projects of less than 2 years' duration/Contract Research Project/Consultancy Project, award 1 Mark for PI and 0.5 Marks for Co-PI/Associate.
- iii. Award 1 Mark for PI and 0.5 Mark for the Co-PI/Associate for the approved studies of duration from 6 months to 1 year.

Maximum 8 Marks (item # 5.1.1)

5.1.2. Research Guidance: Guidance provided for M.Sc./Ph.D. dissertation. As Major Guide award 0.5 Mark for each Ph.D. student guided/0.25 Mark for each M.Sc. student guided. For Co-Guide, award 0.25 Mark for each Ph.D. student guided /0.25 Mark for each M.Sc. student guided (Marks to be granted only for students who have completed degree programme)

*

Maximum 2 Marks (item #5.1.2)

*The component should not be counted twice both in teaching and research.

PS. Aggregate score for all attributes covered under item 5.1 above (Research as Major Function) is limited to maximum 8 Marks only.

OR

5.1. Extension Education as Major Function.

5.1.1. Technology Application, Demonstration and Adoption.

Marks for the following accomplishments shall be awarded only, if there is a documentary proof for the matching achievement.

- i. Involvement in technology application programs through technology assessment and refinement/On-farm testing: Award 0.5 Mark for

Project Leader/Nodal Officer and 0.25 Mark for Associate per project.

- ii. Frontline demonstrations conducted: Award 0.5 Mark for Project Leader/Nodal Officer and 0.25 Mark for Associate for each technology demonstrated with adoption.
- iii. Participatory Rural Appraisal (PRA), Participatory Technology Development (PTD), Yield Gap Analysis and Impact Assessment, involvement in technology identification, Farming System Research and Extension, Development of Technology, Inventory and feedback support: Award 0.5 Mark for Project Leader/Nodal Officer and 0.25 Mark for Associate for each activity.

Maximum 4 Marks (item # 5.1.1)

5.1.2. Extension Approaches for Technology Dissemination.

Marks will be awarded for those functions that are confirmed by successful outcome.

- i. Organization or Coordination of Interface meetings, Farmers Fair/Technology Week and Exhibition: Award 0.5 Mark for each activity.
Maximum 1 Mark
- ii. Organization or Coordination of demonstrations, National Days/Week and Field Day, Organization of Exposure Visits: Award 0.25 Mark for each activity.
Maximum 1 Mark
- iii. Award 0.25 Mark for every 3 field visits under the National Programmes like Mera Gaun Mera Gaurav (MGMG), Farmers First, etc.
Maximum 1 Mark
- iv. Award 0.5 Mark for every 500 soil sample collected and Soil Health Card distributed.
Maximum 1 Mark
- v. Delivering TV & Radio talks, Press Release, participation in Interface Meetings / Exhibition: Award 0.25 Mark for each activity.
Maximum 1 Mark

Maximum 4 Marks (item # 5.1.2)

5.1.3. Capacity Development.

As evidenced by a documentary proof, Marks may be awarded for each of the following capacity building activities:

- i. Award 0.25 Mark for each Training Programme of minimum 5 days' duration organized as Coordinator
- ii. Award 0.25 Mark each for delivery of 10 lectures in training programmes, if these lectures were published in a Compendium or Training Manual.

Note: Do not include the training programs for Marking covered under any other head/attribute

Maximum 2 Marks (item # 5.1.3)

PS. Aggregate score for all items covered under item 5.1 above (when Extension Education is the Major Function) is limited to maximum 8 Marks only.

5.2. Minor Function Details (Teaching/Research/Extension Education as Minor Function).

For any of the Teaching, Research or Extension Education as the Minor Function the award of Marks will be granted as narrated and distributed for Major Function. But the aggregate for Minor functions will be multiplied by 0.25 to arrive at the Marks for the Minor Function.

Maximum 2 Marks (item # 5.2)

5.3. Externally Funded Projects. Maximum 5 Marks

(Excluding those included in item # 5.1.1.)

Funds raised by securing competitive/research grant: Only those projects granted by external sources would be considered for Marking. Projects will be awarded Marks as outlined below (proof necessary):

- >Rs 20 lakhs and up to Rs.70 lakhs: Award 1 Mark for PI and 0.5 Mark for Co-PI/ Project Associate for each project
- >Rs.70 lakhs and up to Rs.150 lakhs: Award 2 Marks for PI and 1 Mark for Co-PI/ Project Associate for each project
- >Rs.150 lakhs: Award 3 Marks for PI and 1.5 Marks for Co-PI/ Project Associate for each project

Maximum 5 Marks (item # 5.3)

PS: Aggregate score for all attributes covered under item # 5.1 (Teaching or Research or Extension Education as Major Function), item # 5.2 and 5.3 is limited to maximum 15 Marks only.

6.	Publications.
<p>6.1 Applicable to Scientists other than Social Scientists.</p> <p>6.1.1 Publications of full length papers (Refereed Journals).</p> <ol style="list-style-type: none"> i. An applicant must identify 35 best research papers published in refereed journals for allocation of score according to the current NAAS journal rating (latest). The sum total of the NAAS score for 35 publications will be multiplied by 0.066 to obtain Marks. ii. For research publications in journals not covered by NAAS, but having International Impact Factor (Thomson Reuters), applicant can indicate score as 6 + Impact Factor (Thomson Reuters). iii. For research publications, where NAAS journal rating/ International Impact Factor (Thomson Reuters) is not available, award 0.1 Mark for each publication. <p>Note:</p> <ol style="list-style-type: none"> 1. First author will be awarded full Marks for each paper, whereas co-authors will get 75% for each paper. <p>(Only papers which are other than those included in essential qualifications as mentioned in item # 2.1 will be counted)</p> <p>PS: Aggregate score of publications covered under item # 6.1.1 above is limited to maximum 16 Marks only.</p> <p>6.1.2 Other Publications.</p> <ol style="list-style-type: none"> i. Books/Monographs with ISBN number of minimum 100 pages published - Authored/ Edited. Award 1 Mark for each publication, if first author/editor or award 0.5 Mark for other authors. Maximum 2 Marks ii. Book Chapters and Training Manuals. Award 0.5 Mark for each publication. Maximum 1 Mark iii. Popular articles/ Bulletins/Short Communications in a Research Journal: Award 0.25 Mark for each publication. Maximum 1 Mark iv. Papers published on Policy issues, not listed in 6.1.1.: Award 0.5 Mark for each publication Maximum 1 Mark <p>PS. Aggregate score for attributes covered under item # 6.1.2 is limited to maximum 4 Marks only</p> <p>6.1.3. h - Index : To be calculated based on Google Scholar Index divided by 10. Maximum 2 Marks</p>	

PS: Aggregate score for all attributes covered under item # 6.1.1, 6.1.2 and 6.1.3 is limited to maximum 20 Marks only.

OR

6.1 Applicable to Social Scientists and Scientists working in Krishi Vigyan Kendras (KVKs).

6.1.1 Publications of full length papers (Refereed Journals).

- i. An applicant must identify 30 best research papers published in refereed journals for allocation of score according to current NAAS journal rating (latest). The sum total of NAAS score for 30 publications will be multiplied by 0.073 to obtain Marks.
- ii. For journals not covered by NAAS, but having International Impact Factor (Thomson Reuters), applicant can indicate score as 6 + Impact Factor (Thomson Reuters).
- iii. For research publications, where NAAS journal rating/International Impact Factor (Thomson Reuters) is not available, award 0.1 Mark for each publication.

Note:

1. First author will be awarded full Marks for each paper, whereas co-authors will get 75% for each paper.

(Only papers which are other than those included in essential qualifications as mentioned in 2.1 will be counted)

PS: Aggregate score for publications covered under item # 6.1.1 above is limited to maximum 13 Marks only.

6.1.2 Other Publications.

- i. Books/Monographs with ISBN number of minimum 100 pages published - Authored/ Edited: Award 1 Mark for each publication, if first author/editor; award 0.5 Mark for others

Maximum 3 Marks

- ii. Book Chapters and Training Manuals: Award 0.5 Mark for each publication

Maximum 3 Marks

- iii. Popular articles/Bulletins/ Short Communications: Award 0.1 Mark for each publication

Maximum 1 Mark

- iv. Electronic Media Coverage, articles published in News Papers and Magazines: Award 0.1 Mark for each relayed talk or published article.

Maximum 1 Mark

- v. Papers published on Policy Issues (not listed under item 6.1.1). Award 0.5 Mark for each publication.

	<p style="text-align: right;">Maximum 1 Mark</p> <p>PS: Aggregate score for all publications covered under item # 6.1.2 above is limited to maximum 7 Marks only.</p> <p>6.1.3. h - Index: To be calculated based on Google Scholar Index divided by 10.</p> <p style="text-align: right;">Maximum 2 Marks</p> <p>PS: Aggregate score for all attributes covered under item # 6.1.1, 6.1.2 and 6.1.3 is limited to maximum 20 Marks only.</p>
7.	<p>Institution Building/Service Functions.</p> <p>7.1 Activities at the Institute/University/Council Level. Only clearly defined contributions as a leader shall be considered for Marking as per the following criteria</p> <p>7.1.1 Institute Building Activities. Infrastructure Development/ upgrading of laboratory facility or equipment/farm facility/farm machinery/sports facility/hostel facility/ museum /communication /examination/technology window/guest house/any other facility having measurable impact. Award 0.5 Mark for each activity.</p> <p style="padding-left: 40px;">Note: To qualify for Marking, each facility/equipment developed/upgraded should cost not less than Rs.50 lakhs.</p> <p style="text-align: right;">Maximum 3 Marks (item # 7.1.1)</p> <p>7.1.2 Revenue generation.</p> <p>Revenue/Resources generated (total during last eight years) including technologies commercialized other than research grants and regular farm- produce with documentary proof:</p> <ul style="list-style-type: none"> • From Rs. 10 lakhs to Rs. 20 lakhs: Award 1 Mark • >Rs. 20 lakhs and up to 50 lakhs: Award 2 Marks • >Rs.50 lakhs: Award 3 Marks <p style="text-align: right;">Maximum 3 Marks (item # 7.1.2)</p> <p>7.1.3 Other activities.</p> <p>i. Plan/EFC document developed for the division (HQ)/Institute: Award 0.5 Mark for each activity.</p> <p style="text-align: right;">Maximum 1 Mark</p> <p>ii. Scheme managed at the national level (MGMG, Swachh Bharat Mission, DBT, TSP, NEH, etc.) as nodal officer (list only five activities). Award 0.2 Mark for each scheme.</p> <p style="text-align: right;">Maximum 1 Mark</p>

- iii. Specific contributions in bringing significant changes in the existing norms, practices, governance and management of education, research and extension with performance indicators (list only two activities). Award 0.5 Mark for each activity.

Maximum 1 Mark

- iv. New HRD program developed and executed (list only two activities). Award 0.5 Mark for each activity.

Maximum 1 Mark

Maximum 3 Marks (item # 7.1.3)

Maximum 6 Marks (item #7.1.1, 7.1.2 & 7.1.3)

7.2 Service Functions:

Service provided for the following miscellaneous tasks by the applicant qualify for award of Marks. Award 0.5 Mark for each contribution.

- i. Preparation of review reports, proceedings and other important reports at State or National level.

Maximum 2 Marks

- ii. Member/In charge 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.

Maximum 2 Marks

- iii. In-charge production and distribution of seeds/culture/planting materials/diagnostic services/treatment services/ testing of materials and equipment/store purchase/ maintenance of farms each at least for one year.

Maximum 2 Marks

Maximum 4 Marks (item #7.2)

PS: Aggregate of all items covered under item # 7 is limited to maximum 10 Marks only.

Grand Total 100 Marks

**ASRB Score Card Guidelines for the Post of Assistant Directors
General (ADG), Directors, Project Directors, Joint Directors of
National Institutes and equivalent positions.**

Item #	Attributes/Accomplishments/Contributions/Performance Indicators and Distribution of Score/Marks
1.	<p>Academic Qualifications.</p> <p>1.1 Academic Performance.</p> <ul style="list-style-type: none">i. Grant 0.75 Mark for securing OGPA of 7.0 to <8.0 in a scale of 10 or for securing 70% to < 80% Marks;ii. Grant 1.5 Marks for securing ≥ 8 OGPA in a scale of 10 or $\geq 80\%$ Marks at the Graduate, Master's and Ph.D. degrees. The Marks will be awarded for any of the two best degrees. <p align="right">Maximum 3 Marks</p> <p>1.2 Position in the University.</p> <ul style="list-style-type: none">i. Grant 1 Mark each for First Position/Gold Medal in the Universities/IITs/NITs/Institutes of National Importance at the Graduate, Master's and Ph.D. degrees. (Except faculty/ college/ department Gold Medal). <p align="right">Maximum 1 Mark</p> <p>1.3. Ph.D. Thesis Award.</p> <ul style="list-style-type: none">i. Grant 1 Mark for the ICAR-Jawaharlal Nehru Award for P.G. Outstanding Doctoral Thesis.ii. Grant 0.5 Mark for the Best Doctoral Thesis Award given by National/International level Academic Bodies/Institutions/Universities/Societies <p align="right">Maximum 1 Mark</p> <p>1.4. Post-Doctoral Research Fellowships and other Qualifications.</p> <ul style="list-style-type: none">i. Grant 2 Marks for each Post-Doctoral Fellowship of minimum one-year duration, which is awarded by International Institutions like Fulbright, Humboldt, DAAD, FAO, CGIAR, Commonwealth or Overseas Universities.ii. Award 1.5 Marks for each Fellowship of minimum one-year duration awarded by National Institutions like DBT, DST, Boyscast, CSIR, ICAR, MHRD, INSA, UGC.iii. Award 1 Mark each for PG diploma in Management/Computer Application, MBA relevant to the post, awarded by IITs/IIMs/National Institutions. <p align="right">Maximum 2 Marks</p> <p>PS: Aggregate score for all attributes covered under item # 1 is limited to maximum 5 Marks only.</p>

2	<p>Experience in Professional Field.</p> <p>2.1 Essential Qualifications. No Marks to be awarded.</p> <p>i. Doctoral degree in the subject/disciplines as per advertisement</p> <p>ii. At least 5 years' experience as Principal Scientist/Professor or in an equivalent position in the pay band-4 of Rs. 37400-67000/- with grade pay of Rs. 10000/-</p> <p style="text-align: center;">OR</p> <p>An 'Eminent Scientist' having proven record of scientific contributions working in a reputed Organization/ Institutes having at least 15 years' experience in the relevant subject.</p> <p>Under this alternative qualification of "Eminent Scientist", all those candidates shall be considered who have been decorated with: (i) National/International awards/ recognitions such as those conferred by National Organizations like ICAR, CSIR, DBT etc., Government of India, International Bodies of repute like FAO, UN etc., (ii) Fellows of 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, and (iii) Minimum of 10 publications in journals having NAAS rating (latest) of 7.5 and above. All three conditions should be simultaneously met by the applicant to qualify under this clause.</p> <p><i>* The NAAS ratings as available on closing date of the applications for posts advertised shall be applicable for the purpose.</i></p> <p>2.2 Experience over and above the prescribed essential years stipulated as minimum qualifications.</p> <p>Award of Marks would be as follows:</p> <p>i. Award 1 Mark for each year of experience as Director/ADG/Project Director/Joint Director of National Institutes/ Dean/ Principal/Registrar of Institutes/Universities or equivalent positions in National or International Institutions/Organizations/Universities.</p> <p style="text-align: right;">Maximum 3 Marks</p> <p>ii. Award 0.5 Mark for each year of experience as Head of Division/Head of Regional Station/ Project Coordinator/Joint Director of Institutes other than National Institutes or equivalent positions in National or International Institutions/ Organizations/ Universities.</p> <p style="text-align: right;">Maximum 1 Mark</p> <p>(If bullet points one & two above overlap, only one experience would be considered for scoring)</p> <p style="text-align: right;">Maximum 3 Marks (item # 2.2)</p>
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2.3 Training (National/International)/MDP/EDP. Maximum 3 Marks

Specify trainings undergone outside the Institute/University in the field of Specialization/Agricultural Research Management: Award 1 Mark each for Training of ≥ 5 days' duration.

Maximum 3 Marks

2.4 Team work promoting inter-disciplinary/inter-institutional approach.

Team work supporting inter-disciplinary/inter-institutional approach, introduced and as evidenced by Joint Publications/Patents/Designs/Copyrights/Technologies commercialized/ protected/ Entrepreneurial Models developed involving scientists across disciplines or institutes.

- i. Award 0.5 Marks for each inter-disciplinary/inter-institutional programme/project launched.

Maximum 2 Marks

2.5 Leadership Attributes.

2.5.1 Award 0.5 Mark each for the following contributions as leader:

- i. Major R&D programs undertaken – involving a team of 10 or more scientists,
- ii. Inter-institutional collaboration (National and International) developed
- iii. New academic/research/extension programs started
- iv. Functional Industry-institutional linkages established/MOU signed
- v. Bringing recognition to the Institute for a National/ International Award under your leadership.

Maximum 3 Marks (item # 2.5.1)

2.5.2 Grant 0.5 Mark for each of the following initiatives taken for enhancing quality of research, education and extension at the organization level:

- i. Incubatees /Start-ups of technology with partnership/sponsorship
- ii. Adjunct /Visiting faculty positions created
- iii. Village-based Institutions (FPO, FPC, Commodity Based Organizations, SHGs) created

Maximum 2 Marks (item # 2.5.2)

Maximum 5 Marks (item # 2.5.1 and 2.5.2)

2.6. Contributions in the area of Research Management.

Specify the most significant contributions of the Division/Department/Institute/Coordinated Project/University under an applicant's management/ leadership or as Project or Team Leader. It must include:

External grant generated/infrastructure developed under a candidate's

	<p>leadership or for working as Project or Team Leader</p> <ul style="list-style-type: none"> i. Award 1 Mark for external grant upto Rs 100 lakhs ii. Award 1 Mark for development of infrastructure of Rs. 200 lakhs or more <p style="text-align: right;">Maximum 3 Marks (item # 2.6)</p> <p>PS. Aggregate score for all attributes covered under item # 2 is limited to maximum 10 Marks only.</p>
3.	Recognitions & Awards/Special Attainments.
	<p>3.1. Recognitions and Awards.</p> <ul style="list-style-type: none"> i. Padma Awards, 6 Marks for each award. <p style="text-align: right;">Maximum 12 Marks</p> ii. Award 4 Marks each for awards like Shanti Swarup Bhatnagar Award / Rafi Ahmed Kidwai Award and other equivalent awards of national stature in the relevant fields. <p style="text-align: right;">Maximum 4 Marks</p> iii. Award 4 Marks for Fellowship of any one of the recognized National or International 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, India. <p style="text-align: right;">Maximum 4 Marks</p> iv. Award 2 Marks for Fellowship of any other recognized National/ International Scientific Academies viz., National Academy of Veterinary Sciences/ National Academy of Dairy Sciences/ National Academy of Biological Sciences and other related fields. <p style="text-align: right;">Maximum 2 Marks</p> <p style="text-align: right;">Maximum 4 Marks (item # iii & iv above)</p> v. Award 2 Marks for each National/International Awards/Recognitions related to Research/Education/Extension such as those conferred by the National Organizations like the ICAR, CSIR, DBT, DST, Government of India, International Bodies of repute like FAO, UN, CG Centers and Recognized National Science Academies. <p style="text-align: right;">Maximum 6 Marks</p> vi. Grant 0.5 Mark each for National/International Institutes/ Universities/ State Governments/ Registered Professional Societies' Awards/ excluding those mentioned above. <p style="text-align: right;">Maximum 2 Marks</p> vii. Award 1 Mark each for Associate-ship of recognized National & International Scientific 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, India.

Maximum 1 Mark

- viii. Award 0.5 Mark for Associate-ship of other recognized National/ International Scientific Academies, not covered above viz., National Academy of Veterinary Sciences/ National Academy of Dairy Sciences/ National Academy of Biological Sciences and other related fields.

Maximum 0.5 Mark

Maximum 1 Mark (item # vii & viii above)

PS. Aggregate score for all attributes covered under item # 3.1 is limited to maximum 10 Marks only

3.2. Special Attainments.

- i. Award 0.5 Mark for each recognition such as Chairman/Member Secretary of National / International Scientific Committees.

Maximum 1 Mark

- ii. Award 0.5 Mark for each recognition such as member of National Task force and other Policy Making Bodies/Committees of International/National /State/QRT/IMC/RAC/BOM Member/Chief Editor of NAAS rated Journals.

Maximum 2 Marks

- iii. Award 1 Mark each for working as President / Vice President / Secretary of NAAS/other Academies or President/Vice-President/Secretary of National/International Professional Societies (registered) for bringing recognition to the profession as evident from organizing a national / international event

Maximum 2 Marks

- iv. Award 1 Mark each for minimum of twelve weeks' experience of working* in an International Organization/Laboratory. Period spent for Consultancy/Assignments with CG Centres, UN Agencies or Foreign Country Governments including Inter-Governmental Agencies/Panels and Universities abroad are also considered for Marking.

(* Period spent abroad towards Master/Ph.D./Post-Doctoral experience will not be counted for award of Marks)

Maximum 2 Marks

- v. Award 0.5 Mark each for Visiting/Adjunct Faculty to International (e.g., CG Centres)/ National Institute - IIM/IIT/IISc/CSIR/ ICAR/Institutions of National repute/State Agricultural Universities.

Maximum 2 Marks

	<p>vi. Award 0.5 Mark each for Invited Lecture/Keynote Speaker/Chairman of a Technical Session during International Conferences, Seminar etc. Maximum 1 Mark</p> <p>vii. Award 0.25 Mark for each participation as Member of an International Delegation. Maximum 1 Mark</p> <p>viii. Award 0.5 Mark each for Organizing Secretary/Convener of National/International conferences/ workshops/ symposiums Maximum 1 Mark</p> <p><i>In all the above items, one activity will be considered only once.</i></p> <p>Maximum 5 Marks (item # 3.2)</p> <p>PS. Aggregate score for all attributes covered under item # 3.1 and 3.2 is limited to maximum 15 Marks only.</p>
4.	Discoveries, Inventions and Innovations.
	<p>4.1 Development of Crop Variety & Coverage Area Award 2 Marks for each variety approved, released and notified by the Central Variety Release Committee and 1 Mark each for a variety approved and notified for release by the State Level Release Committee. In either case the Marks would be granted, if the claim is reinforced by the receipt of the indents for the breeder seed placed by the DAC&FW/State Governments/Other Agencies of last ten years. Maximum 8 Marks</p> <p>4.2 Development of Animal Strain/Breed Development of Animal Strain/Breed & Impact at the Field Level. Award 2 Marks for each animal strain/variety developed and released at the National or State level by a duly constituted body of the Central Government or State Government Department of Animal Husbandry/ Fisheries. Maximum 8 Marks</p> <p>4.3 Development of Technologies / Product Development of Technologies with Impact at the Field Level. Award 2 Marks for each Technology Product, developed and transferred to the farmers with the extent of coverage and machinery developed, licensed and commercialized, as certified by the concerned Government Department or published in a journal having NAAS rating of 6.0 and above Maximum 8 Marks</p> <p>4.4 Development of Concept, Theory, Process and Package of Practices Development of Package of Practices & Impact at the Field Level. Award 2 Marks for each Concept & Methodology, Theory, Process and Package of Practices developed and transferred to the farmers with the extent of</p>

coverage and machinery developed, licensed and commercialized, as certified by the concerned Government Department or published in a journal having NAAS rating of 6.0 and above.

Maximum 8 Marks

4.5 Patents/Copy Rights and Commercialization

Award 2 Marks for each approved Patent/Copyright with commercialization and 1 Mark for each approved Patent/Copyright without commercialization.

Maximum 4 Marks

4.6 Discoveries/Inventions

Discovery/Invention made & Impact at the Field Level. Award 3 Marks for each new Discovery/Invention made as supported by a publication in peer reviewed journal (NAAS rating at least 16).

Maximum 6 Marks

4.7 New Traits/Genes Identified

New Traits/Genes Identified which have Economic Significance. Award 2 Marks for each new trait identified or new gene isolated or new crop germplasm/animal breed registered by National and International Bureaus, except varieties that have gone into seed chain/production.

Maximum 4 Marks

4.8 Policy Papers/Policy Briefs

Policy Papers/Policy Briefs developed under the aegis of National (e.g., ICAR/DST/DBT etc.) or International (e.g., FAO, World Bank, CG Centres etc.) Organizations/National Academies or New Extension Models developed and implemented: Award 1 Mark for each such achievement.

Maximum 8 Marks

4.9. Information Technology/ Statistical Methodologies

Development of major IT Project /Statistical Methodology/Mobile App in-house as evident from use.

- i. Award 2 Marks each for IT Projects with at least 100 users/Statistical Methodology adopted in more than one institute
- ii. Award 1 Mark for IT Projects with at least 50 to 100 users/Statistical Methodology adopted in one institute/Mobile Apps with at least 500 downloads

Maximum 8 Marks

These should be distinct from those included in the item # 4.3 and 4.4

4.10. Value Chain/ Model Villages

Contribution made for the development and establishment of a Value Chain/a Model Village/a Seed Village/a Custom Hiring Centre/a Contract Farming Arrangement/a Climate Smart Village. Award 1 Mark for each such activity with proof from concerned State Government Department / District Administration.

Maximum 8 Marks

4.11. Innovative Extension Methodologies

Innovative Extension Methodologies or Approaches adopted in at least 5 villages/Farmer Field Schools/Farmer Interest Groups established and documentation of success stories: Award 1 Mark for each such activity spanning a minimum of 5 villages.

Maximum 8 Marks

Note: Only well documented impact on ground level would be considered for awarding Marks under each of these categories

PS. Aggregate score for all attributes covered under item # 4 is limited to maximum 20 Marks

5. Teaching/Research/Extension Education.

Specify contributions in Teaching/Research/Extension Education

Select one Major area and one Minor area of work

Area of work	Major /Minor Areas of Function	Marks
5.1 Teaching/ Research/ Extension	Major function	12
5.2 Teaching/ Research/ Extension	Minor Function	3
5.3 Funds Raised	Externally Funded Projects	5

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. Distribution of Marks for each of the Major, Minor and fund raising activities would be as follows:

5.1 Teaching as Major Function.

5.1.1 Teaching: For teaching as the Major Function, the candidate must have taught 3 courses with a total 8 credit hour load during each academic year, whereas for Minor Function, the applicant must have undertaken 3 credit hour teaching load/academic year. Award 0.5 Mark for each year of teaching as specified herein

Maximum 2 Marks

5.1.2 Research Guidance: Guidance provided for M.Sc./Ph.D. dissertation. As Major Guide, award 0.5 Mark for each Ph.D. student guided /0.25 Mark for each M.Sc. student guided. For Co-Guide, award 0.25 Mark for each Ph.D. student guided /0.125 Mark for each M.Sc. student guided

(Marks to be awarded only for students who have completed their degree programmes).

Maximum 2 Marks

5.1.3 Capacity Building Training Programmes:

- i. Organized Summer School/ Winter School/CAFT/Other Training (minimum 3 weeks' duration each)- Award 1 Mark for each programme.
- ii. Organized Customized Training Programmes / Externally Funded Outreach programmes (of at least 10 days' duration) as leader/Principal Organizer – Award 0.5 Mark for each programme

Maximum 3 Marks (item # 5.1.3)

5.1.4 Student's Performance: Success of students (for whom the applicant served as Major Guide) in terms of recognition for National/International Awards:

- i. Grant 1 Mark for the ICAR-Jawaharlal Nehru Award for P.G. Outstanding Doctoral Thesis.
- ii. Grant 0.5 Mark for the Best Doctoral Thesis Award given by National/International level Academic Bodies/ Institutions/Universities/ Societies

Maximum 2 Marks (item # 5.1.4)

5.1.5 Lectures Delivered: Award 0.25 Mark for each 10 subject matter lectures delivered as resource person in Summer/Winter Schools, Refresher Courses, Training Programs etc. Marks will be awarded, if there is proof of publication of lectures in the course compendium.

Maximum 2 Marks

5.1.6 Seminars Organized: Award 0.5 Mark each for organizing a Seminar/Symposium as Chairman/Organizing Secretary/Convener.

Maximum 2 Marks

5.1.7 Innovation in Teaching: Development of e-course, MOOC, Modules, Teaching Model, Case Studies. Award 1 Mark for each contribution.

Maximum 1 Mark

PS. Aggregate score for all items covered under item 5.1 above (Teaching as Major Function) is limited to maximum 12 Marks only.

OR

5.1. Research as Major Function.

5.1.1. Research Projects: Research Projects associated as PI/Co-PI/Associate for a minimum period of two years as evidenced by Research Projects completed and Reports submitted.

- i. Award 2 Marks for PI and 1 Mark for Co-PI/Associate for each Project completed. The candidates working in AICRPs/Network Projects/Long Duration Projects Marks will be awarded for each two years completed.

- ii. For Research Projects of less than 2 years' duration/Contract Research Project/Consultancy Project, award 1 Mark for PI and 0.5 Marks for Co-PI/Associate.
- iii. Award 1 Mark for PI and 0.5 Mark for the Co-PI/Associate for the approved studies of duration from 6 months to 1 year.

Maximum 10 Marks (item # 5.1.1)

5.1.2. Research Guidance: Guidance provided for M.Sc./Ph.D. dissertation. As Major Guide award 0.5 Mark for each Ph.D. student guided/0.25 Mark for each M.Sc. student guided. For Co-Guide, award 0.25 Mark for each Ph.D. student guided /0.25 Mark for each M.Sc. student guided (Marks to be granted only for students who have completed degree programme) *.

Maximum 4 Marks (item #5.1.2)

*The component should not be counted twice both in teaching and research.

PS. Aggregate score for all attributes covered under item 5.1 above (Research as Major Function) is limited to maximum 12 Marks only.

OR

5.1. Extension Education as Major Function.

5.1.1. Technology Application, Demonstration and Adoption.

Marks for the following accomplishments shall be awarded only, if there is a documentary proof for the matching achievement.

- i. Involvement in technology application programs through technology assessment and refinement/On-farm testing: Award 0.5 Mark for Project Leader/Nodal Officer and 0.25 Mark for Associate per project.
- ii. Frontline demonstrations conducted: Award 0.5 Mark for Project Leader/Nodal Officer and 0.25 Mark for Associate for each technology demonstrated with adoption.
- iii. Participatory Rural Appraisal (PRA), Participatory Technology Development (PTD), Yield Gap Analysis and Impact Assessment, involvement in technology identification, Farming System Research and Extension, Development of Technology, Inventory and feedback support: Award 0.5 Mark for Project Leader/Nodal Officer and 0.25 Mark for Associate for each activity.

Maximum 6 Marks (item # 5.1.1)

5.1.2. Extension Approaches for Technology Dissemination.

Marks will be awarded for those functions that are confirmed by successful outcome.

- i. Organization or Coordination of Interface meetings, Farmers Fair/

Technology Week and Exhibition: Award 0.5 Mark for each activity.

Maximum 2 Marks

- ii. Organization or Coordination of demonstrations, National Days/Week and Field Day, Organization of Exposure Visits: Award 0.25 Mark for each activity.

Maximum 2 Marks

- iii. Award 0.25 Mark for every 3 field visits under the National Programmes like Mera Gaun Mera Gaurav (MGMG), Farmers First, etc.

Maximum 2 Marks

- iv. Award 0.5 Mark for every 500 soil sample collected and Soil Health Card distributed.

Maximum 2 Marks

- v. Delivering TV & Radio talks, Press Release, participation in Interface Meetings / Exhibition: Award 0.25 Mark for each activity.

Maximum 1 Mark

Maximum 6 Marks (item # 5.1.2)

5.1.3. Capacity Development.

As evidenced by a documentary proof, Marks may be awarded for each of the following capacity building activities:

- i. Award 0.25 Mark for each Training Programme of minimum 5 days' duration organized as Coordinator
- ii. Award 0.25 Mark each for delivery of 10 lectures in training programmes, if these lectures were published in a Compendium or Training Manual.

Note: Do not include the training programs for Marking covered under any other head/attribute

Maximum 2 Marks (item # 5.1.3)

PS. Aggregate score for all items covered under item 5.1 above (when Extension Education is the Major Function) is limited to maximum 12 Marks only.

5.2. Minor Function Details (Teaching/Research/Extension Education as Minor Function).

For any of the Teaching, Research or Extension Education as the Minor Function the award of Marks will be granted as narrated and distributed for Major Function. But the aggregate for Minor functions will be multiplied by 0.25 to arrive at the Marks for the Minor Function.

Maximum 3 Marks (item # 5.2)

5.3. Externally Funded Projects.

(Excluding those included in item # 5.1.1.)

Funds raised by securing competitive/research grant: Only those projects granted by external sources would be considered for Marking. Projects would be awarded Marks as outlined below (proof necessary):

- \geq Rs. 10 lakhs and up to Rs.50 lakhs: Award 1 Mark for PI and 0.5 Marks for Co-PI/Project Associate for each project
- $>$ Rs.50 lakhs and up to Rs.75 lakhs: Award 2 Marks for PI and 1 Mark for Co-PI/Project Associate for each project
- $>$ Rs.75 lakhs and up to Rs.125 lakhs: Award 3 Marks for PI and 1.5 Marks for Co-PI/Project Associate for each project
- $>$ Rs.125 lakhs: Award 4 Marks for PI and 2 Marks for Co-PI/Project Associate for each project

Maximum 5 Marks (item # 5.3)

PS: Aggregate score for all attributes covered under item # 5.1 (Teaching or Research or Extension Education as Major Function), item # 5.2 and 5.3 is limited to maximum 20 Marks only.

6. Publications.

6.1 Applicable to Scientists other than Social Scientists.

6.1.1 Publications of full length papers (Refereed Journals).

- i. An applicant must identify 30 best research papers published in refereed journals for allocation of score according to the current NAAS journal rating (latest). The sum total of the NAAS score for 30 publications will be multiplied by 0.077 to obtain Marks.
- ii. For research publications in journals not covered by NAAS, but having International Impact Factor (Thomson Reuters), applicant can indicate score as 6 + Impact Factor (Thomson Reuters).
- iii. For research publications, where NAAS journal rating/ International Impact Factor (Thomson Reuters) is not available, award 0.1 Mark for each publication.

Note:

1. First author will be awarded full Marks for each paper, whereas co-authors will get 75% for each paper.

(Only papers which are other than those included in essential qualifications as mentioned in item # 2.1 will be counted)

PS: Aggregate score of publications covered under item # 6.1.1 above is limited to maximum 16 Marks only.

6.1.2 Other Publications.

- i. Books/Monographs with ISBN number of minimum 100 pages published - Authored/ Edited. Award 1 Mark for each publication, if

first author/editor or award 0.5 Mark for other authors.

Maximum 2 Marks

- ii. Book Chapters and Training Manuals. Award 0.5 Mark for each publication.

Maximum 1 Mark

- iii. Popular articles/ Bulletins/Short Communications in a Research Journal: Award 0.25 Mark for each publication.

Maximum 1 Mark

- iv. Papers published on Policy issues, not listed in 6.1.1.: Award 0.5 Mark for each publication

Maximum 1 Mark

PS. Aggregate score for attributes covered under item # 6.1.2 is limited to maximum 4 Marks only

6.1.3. h - Index : To be calculated based on Google Scholar Index divided by 10.

Maximum 2 Marks

PS: Aggregate score for all attributes covered under item # 6.1.1, 6.1.2 and 6.1.3 is limited to maximum 20 Marks only.

OR

6.1 Applicable to Social Scientists and Scientists working in Krishi Vigyan Kendras (KVKs).

6.1.1 Publications of full length papers (Refereed Journals).

- i. An applicant must identify 20 best research papers published in refereed journals for allocation of score according to current NAAS journal rating (latest). The sum total of NAAS score for 20 publications will be multiplied by 0.11 to obtain Marks.
- ii. For journals not covered by NAAS, but having International Impact Factor (Thomson Reuters), applicant can indicate score as 6 + Impact Factor (Thomson Reuters).
- iii. For research publications, where NAAS journal rating/International Impact Factor (Thomson Reuters) is not available, award 0.1 Mark for each publication.

Note:

1. First author will be awarded full Marks for each paper, whereas co-authors will get 75% for each paper.

(Only papers which are other than those included in essential qualifications as mentioned in 2.1 will be counted)

PS: Aggregate score for publications covered under item # 6.1.1 above is limited to maximum 13 Marks only.

6.1.2 Other Publications.

- i. Books/Monographs with ISBN number of minimum 100 pages published - Authored/ Edited: Award 1 Mark for each publication, if first author/editor; award 0.5 Mark for others

Maximum 3 Marks

- ii. Book Chapters and Training Manuals: Award 0.5 Mark for each publication

Maximum 3 Marks

- iii. Popular articles/Bulletins/ Short Communications: Award 0.1 Mark for each publication

Maximum 1 Mark

- iv. Electronic Media Coverage, articles published in News Papers and Magazines: Award 0.1 Mark for each relayed talk or published article.

Maximum 1 Mark

- v. Papers published on Policy Issues (not listed under item 6.1.1). Award 0.5 Mark for each publication.

Maximum 1 Mark

PS: Aggregate score for all publications covered under item # 6.1.2 above is limited to maximum 7 Marks only.

6.1.3. h - Index: To be calculated based on Google Scholar Index divided by 10.

Maximum 2 Marks

PS: Aggregate score for all attributes covered under item # 6.1.1, 6.1.2 and 6.1.3 is limited to maximum 20 Marks only.

7. Institution Building/Service Functions.

7.1 Activities at the Institute/University/Council Level.

Only clearly defined contributions as a leader shall be considered for Marking as per the following criteria.

7.1.1 Institute Building Activities. Maximum 3 Marks

Infrastructure development/Up-gradation: Development/Upgrading of laboratory facility or equipment/farm facility/farm machinery/sports facility/hostel facility/ museum/ communication/ examination/ technology window/guest house/any other facility having measurable impact. Award 0.50 Marks for each activity.

Note: To qualify for scoring, each facility/equipment developed/upgraded should cost not less than Rs.20 lakhs.

Maximum 3 Marks (item # 7.1.1)

7.1.2 Revenue Generation.

Revenue/Resources Generated (total during the last five years) including technologies commercialized other than research grants and regular farm produce with documentary proof:

- From Rs.5 to Rs.10 lakhs: Award 1 Mark
- >Rs.10 lakhs and up to Rs.15 lakhs: Award 2 Marks
- >Rs.15 lakhs: Award 3 Marks

Maximum 3 Marks (item # 7.1.2)

7.1.3 Other Activities. Maximum 3 Marks

- i. Plan/EFC document developed for the division (HQ)/Institute: Award 0.5 Mark for each activity.

Maximum 1 Mark

- ii. Scheme managed at the national level (MGMG, Swachh Bharat Mission, DBT, TSP, NEH, etc.) as nodal officer (list only five activities). Award 0.20 Marks for each scheme.

Maximum 1 Mark

- iii. Specific contributions in bringing significant changes in the existing norms, practices, governance and management of education, research and extension with performance indicators (list only two activities). Award 0.5 Mark for each activity.

Maximum 1 Mark

- iv. New HRD program developed and executed (list only two activities). Award 0.5 Mark for each activity.

Maximum 1 Mark

Maximum 3 Marks (item # 7.1.3)

Maximum 6 Marks (Item #7.1)

7.2 Service Functions.

Service provided for the following miscellaneous tasks by the applicant qualify for award of Marks. Award 0.25 Mark for each contribution.

- i. Preparation of review reports, proceedings and other important reports at State or National level.

Maximum 2 Marks

- ii. Duties performed for at least one year or more as warden, Library I/c,

	<p>Student Welfare Officer, CPIO/ PIO/AA, Animal House In-charge, Farm In-charge, Common Instruments Laboratory, In-charge Computer lab/ARIS/AKMU, Nodal officer/ In-charge PME Cell, ATIC, BPD or In-charge of any activity assigned by the Controlling Officer.</p> <p style="text-align: right;">Maximum 2 Marks</p> <p>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.</p> <p style="text-align: right;">Maximum 2 Marks</p> <p>iv. Field survey including sea exploration, biodiversity & aquatic/soil resources survey for at least one year</p> <p style="text-align: right;">Maximum 2 Marks</p> <p>v. In-charge production and distribution of seeds/culture/planting materials/diagnostic services/treatment services/ store purchase/ maintenance of farms each at least for one year.</p> <p style="text-align: right;">Maximum 2 Marks</p> <p>vi. Coordination of Institute level activities like Flagship Programmes of Government of India, MGMG, SAGY, TSP, Skill Development, NEH Programmes, Soil Health Mission Programme, representing the Institute level committees, Annual events, Alumni activities for at least one year</p> <p style="text-align: right;">Maximum 2 Marks</p> <p style="text-align: right;">Maximum 4 Marks (item # 7.2)</p> <p>PS: Aggregate of all items covered under item # 7 is limited to maximum 10 Marks only</p>
	Grand Total 100 Marks