डॉ० राजेन्द्र प्रसाद केन्द्रीय कृषि विश्वविद्यालय
Dr. Rajendra Prasad Central Agricultural University

पूसा, समस्तीपुर, बिहार - ८४८१२५
Pusa, Samastipur, Bihar -848125

SCORE CARD FOR THE POST OF
PROFESSOR
AND
ASSOCIATE PROFESSOR

(Employment Notice No.- RPCAU/05/2023 dated 30.12.2023)

SCORECARD AND INTERVIEW MARKS FOR DIRECT RECRUITMENT FOR THE POST OF PROFESSOR AND ASSOCIATE PROFESSOR.

Sl. No	Post	Score Card Marks	Presentation	Interview Marks	Total
1.	Professor	100	100	100	300
2.	Associate Professor	100	100	100	300

For the post of Professor and Associate Professor, Score Card will be given weightage of 70% Presentation and interview 30%.

		PROFESSOR		ASSOCIATE PROFESSOR	
\multicolumn{2}{c}{**CRITERIA**}	**Marks allocated**	**Overall marks (Max.)**	**Marks allocated**	**Overall marks (Max.)**

<table>
<tr><td colspan="6" align="center">SUMMARY SCORE CARD</td></tr>
<tr><td colspan="2" rowspan="2">CRITERIA</td><td colspan="2" align="center">PROFESSOR</td><td colspan="2" align="center">ASSOCIATE PROFESSOR</td></tr>
<tr><td>Marks allocated</td><td>Overall marks (Max.)</td><td>Marks allocated</td><td>Overall marks (Max.)</td></tr>
<tr><td>1</td><td colspan="5" align="center">ACADEMIC QUALIFICATION</td></tr>
<tr><td>1.1</td><td>Academic Performance</td><td>4</td><td rowspan="4">10</td><td>8</td><td rowspan="4">15</td></tr>
<tr><td>1.2</td><td>Position in the University</td><td>2</td><td>2</td></tr>
<tr><td>1.3</td><td>Ph. D Thesis Award</td><td>2</td><td>2</td></tr>
<tr><td>1.4</td><td>Post-Doctoral Fellowships and other Qualifications</td><td>3</td><td>3</td></tr>
<tr><td>2</td><td colspan="5" align="center">EXPERIENCE IN PROFESSIONAL FIELD</td></tr>
<tr><td>2.1</td><td>Essential Qualification</td><td>No Marks</td><td rowspan="4">10</td><td>No Marks</td><td rowspan="4">10</td></tr>
<tr><td>2.2</td><td>Experience above the prescribed qualifications</td><td>3</td><td>4</td></tr>
<tr><td>2.3</td><td>Trainings</td><td>5</td><td>5</td></tr>
<tr><td>2.4</td><td>Teamwork</td><td>2</td><td>1</td></tr>
<tr><td>3</td><td colspan="5" align="center">RECOGNITIONS & AWARDS/SPECIAL ATTAINMENTS</td></tr>
<tr><td>3.1</td><td>Recognitions & Awards</td><td>5</td><td rowspan="2">7</td><td>3</td><td rowspan="2">5</td></tr>
<tr><td>3.2</td><td>Special Attainments</td><td>2</td><td>2</td></tr>
<tr><td>4</td><td>Discoveries, Inventions, and Innovations</td><td>-</td><td>13</td><td>-</td><td>5</td></tr>
<tr><td>5</td><td colspan="5" align="center">TEACHING/RESEARCH/EXTENSION</td></tr>
<tr><td>5.1</td><td>Major Function: Teaching/Research/Extension</td><td>16</td><td rowspan="3">25</td><td>20</td><td rowspan="3">30</td></tr>
<tr><td>5.2</td><td>Minor Function: Teaching/Research/Extension</td><td>4</td><td>5</td></tr>
<tr><td>5.3</td><td>Externally Funded Projects</td><td>5</td><td>5</td></tr>
<tr><td>6</td><td colspan="5" align="center">PUBLICATIONS</td></tr>
<tr><td>6.1</td><td colspan="5" align="center">Applicable to Scientists other than Social Scientists</td></tr>
<tr><td>6.1.1</td><td>Publications (Refereed Journals)</td><td>22</td><td rowspan="2">25</td><td>20</td><td rowspan="2">25</td></tr>
<tr><td>6.1.2</td><td>Other Publications</td><td>3</td><td>5</td></tr>
<tr><td>6.1</td><td colspan="5" align="center">Applicable to Social Scientists and Scientists working in KVKs</td></tr>
<tr><td>6.1.1</td><td>Publications (Refereed Journals)</td><td>15</td><td rowspan="2">25</td><td>14</td><td rowspan="2">25</td></tr>
<tr><td>6.1.2</td><td>Other Publications</td><td>10</td><td>11</td></tr>
<tr><td>7</td><td>Institute Building/Service Functions</td><td>-</td><td>10</td><td>-</td><td>10</td></tr>
<tr><td colspan="2" align="center">GRAND TOTAL</td><td colspan="2" align="center">100</td><td colspan="2" align="center">100</td></tr>
</table>

SCORE CARD GUIDELINES FOR THE POST OF PROFESSOR

Item	Attributes/Accomplishments/Contributions/Performance Indicator and Distribution of Score/Marks
1.	**Academic Qualification.** **(Maximum 10 marks)**

1.1 Academic Performance. (Maximum 4 marks)

Distribution of marks for each of the academic achievements would be as follows:

- ❖ Award 1 mark for >80% marks or more than 8.0 CGPA on a scale of 10 or equivalent for all 10+2, Graduate, Master's and Ph.D degree programmes.

  (Maximum 1 mark each)

- ❖ Award 1 mark for National Talent Search Scholarship/INSPIRE or other scholarships defined by the Council/ASRB.

  (Maximum 1 mark)

- ❖ Award 1 mark for JRF at the Master's Level/Merit scholarship in ICAR Deemed to be universities.

  (Maximum 1 mark)

- ❖ Award 1 mark for SRF of ICAR or JRF of CSIR/UGC at the Ph.D level or other National level fellowships/GATE qualified.

  (Maximum 1 mark)

1.2 Position in the University. (Maximum 2marks)

- ❖ Grant 1 mark each for First Position/Gold Medal in the University/ IITs/NITs/Institutes of National Importance at the Graduate, Master's and Ph.D. degrees. (Except faculty/ college/ department Gold medal).

  (Maximum 2 marks)

1.3 Ph.D. Thesis Award. (Maximum 2marks)

- ❖ Grant 2 marks for the ICAR-Jawaharlal Nehru Award for P.G. Outstanding Doctoral Thesis.

- ❖ Grant 1 mark for the Best Doctoral Thesis Award given by National/ International level Academic Bodies/ Institutions/Universities.

  (Maximum 2 marks)

1.4 Post-Doctoral Fellowships and other Qualifications. (Maximum 3 marks)

- ❖ Grant 3 marks for each Fellowships, which are competitive and are awarded by International Institutions, like Fulbright/Humboldt/DAAD/FAO/CGIAR/EU/ Overse as Universities.

- ❖ Grant marks as explained below for each Fellowships awarded

byNational Institutions like DBT/ DST/Boyscast /CSIR/ICAR/UGC/ MHRD/INSA:

- o 1.5 marks for fellowship of 3 to < 6 months' duration
- o 2 marks for fellowship of ≥6-months'duration

❖ Grant 1 mark each, for PG diploma in Management/Computer Application or MBA or any other Diploma/Degree relevant to the post.

(Maximum 3 marks)

PS: Aggregate score for attributes covered under item no. 1 is limited to 10 marks only.

2.	**Experience in Professional Field.** **(Maximum 10 marks)**

2.1 Essential Qualification. (No marks to be awarded)

As per the advertisement.

2.2 Experience over and above the prescribed essential years stipulated as minimum qualifications. (Maximum 3marks)

❖ Award 1 mark for each year of service experience over and above the prescribed period required for a particular post.

(Maximum 3 marks)

2.3 Trainings. (Maximum 5marks)

Specify trainings undergone outside the institute/university in the field of specialization with the subject of Training and name of the Training Institute/Organization. Award of marks would be as per conditions described below:

❖ Award 1 mark for each training of 10-20 days' duration
❖ Award 2 marks for each training of >20 days and up to 90 days' duration
❖ Award 3 marks for each training of>90days' duration

Note: The Fellowship/Training included under item no. 1.4 above and FOCARS would not be considered under this criterion

(Maximum 5 marks)

2.4 Teamwork promoting Inter-Disciplinary/Inter-Institutional approach.
(Maximum 2 Marks)

Team work promoting 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.

❖ Award 0.5 marks for each inter-disciplinary/inter-institutional programme /project developed and implemented.

(Maximum 2 marks)

PS: Aggregate score for attributes covered under item no. 2 is limited to 10 marks only.

3.	**Recognitions & Awards/Special Attainments. (Maximum 7 marks)**

3.1 Recognitions and Awards. (Maximum 5 marks)

- ❖ Award 4 marks for Fellowship of any one of the recognized National Academies viz., National Academy of Agricultural Sciences, National Academy of Medical Sciences, Indian Academy of Sciences, Indian National Academy of Engineering, Indian National Science Academy, National Academy of Sciences or equivalent National/ International Academies.

  (Maximum 4 marks)

- ❖ Award 2 marks for each National/International Awards/Recognitions 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/Engineering Academies.

  (Maximum 2 marks)

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

  (Maximum 2 marks)

- ❖ Award 1 mark each for Associate-ship of recognized National/ International Science Academies.

  (Maximum 1 mark)

- ❖ Award 1 mark each for Young Scientist Award/Medal of National Science Academies as above/ISCA/ICAR/CSIR/UGC/DST/DBT or Equivalent International Awards/Medal

  (Maximum 1 mark)

PS. Aggregate score for all attributes covered under item no. 3.1 is limited to 5 marks only.

3.2 Special attainments. (Maximum 2 marks)

- ❖ Award 1 mark for each recognition as Member-Secretary of Scientific Committees.

  (Maximum 1 mark)

- ❖ Award 1 mark for each recognition such as member of Task Force and other Policy Making Bodies/Committees of National/State/Member of Official Delegation Abroad/Editor of NAAS-rated Journals.

  (Maximum 1 mark)

- ❖ Award1markforeachBestPaper/PosterpresentedinaSymposium/Conference /published in a Scientific Journal.

  (Maximum 1 mark)

- ❖ Award 1 mark each for minimum two weeks experience of working/training* in an International Organization/Laboratory other than post-doctoral fellowship or participation in an International Conference/Symposia outside the country.

	(*Out-country period spent for earning M.Sc. /Ph.D. degree or gaining Post-Doctoral experience will not qualify for award of marks in this category.) (Maximum 2 marks) **PS. Aggregate score for all items covered under item 3.2 is limited to 2 marks only.**
4.	**Discoveries, Inventions and Innovations. (Maximum 13 marks)** New discoveries and development of varieties/breeds/technologies/ innovations and grant of patents/copyrights having documented impact at the field level. Also, new traits identified/genes isolated/germplasm registered/breeder seed produced/policy instrument scripted/new theory defined will qualify for grant of marks.
	4.1 Development of Variety & Coverage Area ❖ Award 4 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. **4.2 Development of AnimalStrain/Variety** ❖ Development of Animal Strain/Variety & Impact at the Field Level. Award 4 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 Department of Animal Husbandry/Fisheries. **4.3 Development of Technologies/Package ofPractices** ❖ Development of Technologies/Package of Practices & Impact at the Field Level. Award 2 marks for each Product, Process, Package of Practices, developed and transferred to the farmers with the extent of coverage and machinery developed, licensed and commercialized. **4.4 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. **4.5 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 least16). **4.6 New Traits/GenesIdentified** ❖ 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. **4.7 Policy Papers/PolicyBriefs** ❖ Policy Papers/Policy Briefs developed under the aegis of National or (e.g., ICAR/DST/DBT etc.) or International (e.g., FAO, World Bank, CG Centers etc.) Organizations/National Academies (like NAAS, INSA) or New Extension Models developed and implemented: Award 1 mark for each such achievement.

4.8 Information Technology / Statistical Methodologies

- ❖ Database/Software package / Portal / Mobile Apps/ DSS/ Algorithm/ Analytical Model/Statistical methodologies and other IT tools developed in-house as evident from use. Award 2 marks each for multi-Institutional/ National/ International Database/ Software/ Methodology and award 1 mark for each institute/university level database/software/methodology.

4.9 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.

4.10 Innovative Extension Methodologies

- ❖ Innovative Extension Methodologies or Approaches/Farmer Field Schools/Farmer Interest Groups established and documentation of success stories: Award 1 mark for each such activity.

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 13 marks only.

5.

Teaching/Research/Extension Education. (Maximum 25Marks)

Specify contributions in Teaching/Research/Extension Education/ Fund Raising functions.

Select one Major area and one Minor area of work/fund raising activities

Area of work	Major /Minor Areas of Function	Marks
5.1 Teaching/ Research/Extension	Major function	16
5.2 Teaching/ Research/ Extension	Minor Function	4
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. (Maximum 16marks)

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 years. Award 0.5marks for each year of teaching as specifiedherein

(Maximum 8 marks)

5.1.2 Research Guidance: Guidance provided for M.Sc./ Ph.D. dissertation. As Major Advisor award 0.5 mark for each Ph.D. student guided and 0.25 marks 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: Organized Summer School/Winter School/Other Trainings (minimum 3 weeks) as Course Director or conducted Outreach Programmes as Leader or developed and delivered Customized Training Programmes (minimum 10 days) as Principal Organizer: Award 1 mark for each activity

(Maximum 2 marks)

5.1.4 Student's Performance: Success of students (for whom the applicant served as Major Advisor/Guide) in terms of recognition for National/International Awards, e.g. Jawaharlal Nehru Award of the ICAR and/or qualifying ARS examination or Award of Overseas Fellowship to students: Award 2 marks for each ICAR Award and 1 mark for the Best Thesis Award at the University-level or other categories of recognition.

(Maximum 2 marks)

5.1.5 Lectures Delivered: Resource person in Summer or Winter Schools, Refresher Courses, Symposia, Conference etc.: Award 0.5 marks for each 5 subject matter lectures delivered as Resource Person in Sumner/Winter Schools, Refresher Courses, Training Program or delivered an invited lecture in a Symposium/Conference.

Note: Marks will be awarded only, if presentations have been published in the compendium constituting course training material or in Symposium/Conference Proceedings.

(Maximum 2 marks)

5.1.6 Seminars Organized: Award 1 mark each for organizing a Seminar/Symposium/ Workshop as Organizing Secretary/Committee Chairman.

(Maximum 2 marks)

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

(Maximum 2 marks)

PS. Aggregate score for all attributes covered under item no. 5.1 above (Teaching as Major Function) is limited to 16 marks only.

OR

5.1 Research as Major Function. (Maximum 16 marks)

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.

❖ Award 4 marks for PI, 3 marks for Co-PI/Associate for each Project completed. The candidates working in AICRP/Network Projects/Long-Term Projects (minimum of 5 years duration) marks will be awarded for

each two years completed.

- ❖ For Research Projects of less than 2 years duration/Contract/ Research Project/Consultancy Project, award 2 marks for PI, 1 mark for Co-PI/Associate.

- ❖ Award 1 mark for PI and 0.5 marks for the Co-PI/Associate for the Studies of duration from 6 months to 1 year.

5.1.2 Research Guidance: Guidance provided for M.Sc. /Ph.D. dissertation. As Major Advisor award 0.5 marks for each Ph.D. student guided/0.25 marks for each M.Sc. student guided (marks to be granted only for students who have completed degree programme)*.

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

(Maximum 2 marks)

PS. Aggregate score for all attributes covered under item 5.1 above (Research as Major Function) is limited to 16 marks only.

OR

5.1. Extension Education as Major Function. (Maximum 16marks)

5.1.1 Technology application, demonstration and adoption. (Maximum 8 marks)

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

- ❖ Involvement in technology application programs through technology assessment and refinement/On-farm testing: Award 0.5 marks for Project Leader/Nodal Officer and 0.25 mark for Associate per project.

- ❖ Frontline demonstrations conducted: Award 0.5 marks for Project Leader/Nodal Officer and 0.25 marks for Associate for each technology demonstrated with adoption.

- ❖ 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 marks for Project Leader/Nodal Officer and 0.25 marks for Associate for each activity.

(Maximum 8 marks)

5.1.2 Extension approaches for technology dissemination.

(Maximum 6 marks)

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

- ❖ Organization or Coordination of Interface meetings, Farmers Fair/ technology week and exhibition: 0.50 mark for each activity.

- ❖ Organization or Coordination of demonstrations, National Days/weeks and Field Day: 0.25 mark for each activity.

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

- ❖ Award 0.5 marks for every 500 soil sample collected and Soil Heath Cards distributed.

- ❖ Delivering TV & Radio talks, Press Release, organize Exposure Visits; participation in Interface meetings/Exhibition: 0.25 mark for each activity.

- ❖ Formation of Formal Village Organizations/Farmer Field School or establishment of Farmers' Producer /Commodity/Interest Groups/ Self Help Groups: 1 mark for each group developed.

(Maximum 6 marks)

5.1.3 Capacity Development. (Maximum 4marks)

As evidenced by a documentary proof, marks would be awarded for each activity covering the following capacity building programmes:

- ❖ Award 0.5 marks for each Training programme organized as Coordinator
- ❖ Award 1 mark each for delivery of 10 lectures in training programmes for which Compendium/Training Manual is published.

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

(Maximum 4 marks)

PS. Aggregate score for all attributes covered under Item no. 5.1 above (Extension Education as Major Function) is limited to 16 marks only.

5.2 Minor Function details (Teaching/Research/Extension Education as Minor Function).(Maximum 4marks)

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 4 marks)

5.3 ExternallyFundedProjects.   (Maximum 5marks)

For securing funds through competitive/research grant: Only those projects granted by the external sources would be considered for marking. Projects will be awarded marks as outlined below (proof necessary):

- ❖ More than Rs. 3 lakhs and up to Rs 10 lakhs: grant 1 mark for PI and 0.5 marks for Co-PI/Project Associate for each project

		❖ >Rs.10 lakhs and uptoRs.25 lakhs: grant 2 marks for PI and 1 mark for Co-PI/Project Associate for each project

❖ >Rs.25 lakhs and upto Rs. 50 lakhs: grant 3 marks for PI and 1.5 marks for Co-PI/Project Associate for each project

❖ >Rs.50 lakhs: grant 4 marks for PI and 2 marks for Co-PI/Project Associate for each project

(Maximum 5 marks)

PS: Aggregate score for all items covered under 5.1(Teaching or Research or Extension Education as Major Function), 5.2 and 5.3 is limited to 25 marks only.

6.	**Publications. (Maximum 25 marks)**

6.1 Applicable to Scientists other than Social Scientists.
(Maximum 25 marks)

6.1.1 Publications (Refereed Journals). (Maximum 22marks)

❖ An applicant must identify 16best 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 16 publications will be multiplied by 0.20 to obtain marks.

❖ For journals not covered by NAAS, but having International Impact Factor (Thomson Reuters), applicant can indicate score as 6 + Impact Factor (Thomson Reuters).

❖ For research publications, where NAAS journal Rating/International Impact Factor (Thomson Reuters) is not available, award 0.4 marks for each publication.

Note: First author will be awarded full marks for each paper, whereas co-authors will get 75% for each paper.

PS. Aggregate score for all publications covered under item 6.1.1 is limited to 22 marks only.

6.1.2 Other Publications. (Maximum 3 marks)

❖ Books/Monographs of minimum 100 pages published - Authored/ Edited. Award 2 mark for each publication, if first author/editor or award 1 mark for other authors.

❖ Practical manual/Training manual – Authored / edited. Award 1 mark for each publication.

❖ Book Chapters published. Award 1 mark for each publication

- ❖ Popular articles/ Bulletins /KVK Newsletter/ Pamphlets/ Leaflets/Short Communications: Award 0.5 marks for each publication.

PS. Aggregate score for publications covered under item 6.1.2 is limited to 3 marks only.

OR

6.1 Applicable to Social Scientists and Scientists working in KVKs.
(Maximum 25 marks)

6.1.1 Publications (Refereed Journals). (Maximum 15marks)

- ❖ An applicant must identify 12 research papers published in refereed journals for allocation of score according to current NAAS journal rating (latest). The sum total of NAAS score for 12 publications will be multiplied by 0.21 to obtain marks.

- ❖ For journals not covered by NAAS, but having International Impact Factor (Thomson Reuters), applicant can indicate score as 6 + Impact Factor (Thomson Reuters).

- ❖ For research publications, where NAAS journal rating/International Impact Factor (Thomson Reuters) is not available, award 0.4 marks for each publication.

Note: First author will be awarded full marks for each paper, whereas co-authors will get 75% for each paper.

PS. Aggregate score for all publications covered under item 6.1.1 is limited to 15 marks only.

6.1.2 Other Publications. (Maximum 10 marks)

- ❖ Books/Monographs of minimum 100 pages published - Authored/ Edited: Award 2 marks for each publication, if first author/editor; award 1 mark for others

  (Maximum 4 marks)

- ❖ Practical manual/Training manuals: Award 1 mark for each publication.

  (Maximum 2 marks)

- ❖ Book Chapters published: Award 1 mark for each publication

  (Maximum 2 marks)

- ❖ Popular articles/Bulletins/KVK Newsletter/Pamphlets/Leaflets/Short Communications: Award 0.5 marks for each publication

  (Maximum 2 marks)

- ❖ Electronic Media Coverage, articles published in News Papers and Magazines: Award 0.25 mark for each relayed talk or published article.

  (Maximum 1 mark)

- ❖ Extension Bulletins: Award 0.25 mark for each Bulletin

  (Maximum 1 mark)

		❖ IT material for technology transfer or human resource development will qualify for marking. Award 1 mark for each material developed. (Maximum 1 mark) ❖ Papers published on policy issues: Award 0.5 marks each (Maximum 4 marks) **PS: Aggregate of all publications covered under item 6.1.2 above is limited to 10 marks only.**
7.	**Institute Building/Service Functions.**	**(Maximum 10 marks)**
		7.1 Activities at the Institute/University/Council Level. (**Maximum 4 marks**) Only clearly defined contributions as a leader shall be considered for marking as per the following criteria: 7.1.1 Institute Building Activities. (Maximum 4 marks) 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 as evident from its use. **Award 1 mark for each activity.** Note: Each facility/equipment developed/upgraded should cost not less than Rs.10 lakhs. **7.2 Service Functions. (Maximum 6marks)** Service provided for the following miscellaneous tasks by the applicant qualify for award of marks. Award 0.50 marks for each contribution. ❖ Compilation of Institute Annual Reports/Institute publications (editor/sub-editor). ❖ Duties performed for at least one year or more as Warden, Library I/c, Student Welfare Officer, CPIO/PIO/AA, Animal House In- charge, Farm In-charge, Common Instruments Lab In-charge Central Computer Lab/ARIS/AKMU, Assistance provided to PME Cell, ATIC, BPD, In-charge of any activity assigned by the Controlling Officer. ❖ Field Surveys including Sea Exploration, Biodiversity and Aquatic/Soil Resources. ❖ In-charge production and distribution of seeds/culture/planting materials/diagnostic services/store purchase/ maintenance of farms each at least for one year. ❖ Coordination of Institute level activities like Flagship Programmes of Government of India, MGMG, SAGY, TSP, Skill Development, NEH Programmes, representing the Institute-level Committees, Annual Events, Alumni Activities **(Maximum 6 marks)** **PS: Aggregate of all items covered under item 7 is limited to 10 marks only.**

GRAND TOTAL 100 MARKS

SCORE CARD GUIDELINES FOR THE POST OF ASSOCIATE PROFESSOR

Item No.	Attributes/Accomplishments/Contributions/Performance Indicator and Distribution of Score/Marks
1.	**Academic Qualification. (Maximum 15 marks)**
	1.1 Academic Performance. (Maximum 8 marks) Distribution of marks for each of the academic achievements would be as follows: ❖ From 60% and up to 70% marks or 6 to 7 OGPA on the scale of 10 or equivalent at 10+2 and B Graduate, Master's, Ph.D.degrees. (0.5 marks each) ❖ >70% and up to 80% marks or 7 to 8 OGPA on the scale of 10 or equivalent for 10+2 and Graduate, Master's, Ph.D.degrees. (0.75 marks each) ❖ >80% marks or more than 8 OGPA on the scale of 10 or equivalent for 10+2 and Graduate, Master's, Ph.D.degrees. (1 mark each) ❖ National Talent Search Scholarship/INSPIRE or other Scholarship as defined by the Council/ASRB (1 mark) ❖ Merit Scholarship at the Graduate level (1 mark) ❖ JRF at the Master's Level/Merit scholarship in the ICARDUs (1 mark) ❖ SRF of ICAR or JRF of CSIR/UGC at the Ph.D. level or other national level fellowships, GATE qualified (1 mark) **P.S.: Aggregate score for attributes covered under item no. 1.1 is limited to 8 marks only.** **1.2 Position in the University. (Maximum 2marks)** ❖ Grant 1 mark each for First Position/Gold Medal in the University/ IITs/NITs/Institutes of National Importance at the Graduate, Master's and Ph.D. degrees. (Except faculty/ college/ department Gold medal). (Maximum 2 marks)

1.3 Ph.D. Thesis Award. (Maximum 2marks)

- ❖ Grant 2 marks for the ICAR-Jawaharlal Nehru Award for P.G. Outstanding Doctoral Thesis.

- ❖ Grant 1 mark for the Best Doctoral Thesis Award given by National/ International level Academic Bodies/ Institutions/Universities.

(Maximum 2 marks)

1.4 Post-Doctoral Fellowships and other Qualifications.(Maximum 3 marks)

- ❖ Grant 3 marks for each Fellowships, which are competitive and are awarded by International Institutions, like Fulbright/Humboldt/DAAD/FAO/CGIAR/EU/Overseas Universities.

- ❖ Grant marks as explained below for each Fellowships awarded by National Institutions like DBT/ DST/Boyscast /CSIR/ICAR/UGC/ MHRD/INSA:

    - o 1.5 marks for fellowship of 3 to < 6 months' duration
    - o 2 marks for fellowship of ≥6-months'duration

- ❖ Grant 1 mark each, for PG diploma in Management/Computer Application or MBA or any other Diploma/Degree relevant to the post.

(Maximum 3 marks)

PS: Aggregate score for attributes covered under item no. 1 is limited to 10 marks only

2.	**Experience in Professional Field. (Maximum 10 marks)**

2.1 Essential Qualification. No marks to be awarded

As per the advertisement.

2.2 Experience over and above the prescribed essential years stipulated as minimum qualifications. (Maximum 4marks)

Award 1 mark for each year of service experience over and above the prescribed period required for a particular post.

2.3 Trainings. (Maximum 5marks)

Specify trainings undergone outside the institute/university in the field of specialization with the subject of Training and name of the Training Institute/Organization. Award of marks would be as per conditions described below:
- ❖ Award 1 mark for each training of 10-20 days' duration.
- ❖ Award 2 marks for each training of >20 days and up to 90 days duration
- ❖ Award 3 marks for each training of>90days'duration.

Note: The Fellowship/Training included under item no. 1.4 above and FOCARS would not be considered under this criterion.

(Maximum 5 marks)

	2.4 Teamwork promoting inter-disciplinary/inter-institutional approach. (Maximum 1 mark)
	Teamwork promoting 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.
	❖ Award 0.5 marks for each inter-disciplinary/inter-institutional programme/ project developed and implemented.
	(Maximum 1 mark)
	PS. Aggregate score for all attributes covered under item no. 2 is limited to 10 marks only.
3.	**Recognitions & Awards/Special Attainments. (Maximum 5 marks)**
	3.1 Recognitions and Awards. (Maximum 3 marks)
	❖ Award 2 marks for each National/International Awards/Recognitions 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/Engineering Academies.
	(Maximum 2 marks)
	❖ Grant 0.5 marks each for National/International Institutes/ Universities/ State Governments/ Registered Professional Societies' Awards, excluding those mentioned above.
	(Maximum 2 marks)
	❖ Award 2 marks each for Associate ship of recognized National/ International Science Academies.
	(Maximum 2 marks)
	❖ Award 1 mark each for Young Scientist Award/Medal of National Science Academies as above/ISCA/ICAR/CSIR/UGC/DST/DBT or Equivalent International Awards/Medal.
	(Maximum 2 marks)
	PS. Aggregate score for all attributes covered under item no. 3.1 is limited to 3 marks only
	3.2. Special attainments. (Maximum 2 marks)
	❖ Award 1 mark for each recognition as Member-Secretary of Scientific Committees
	(Maximum 2 marks)
	❖ Award 1 mark for each recognition such as member of Task Force and other Policy Making Bodies/Committees of National/State/Member of Official Delegation Abroad/Editor of NAAS-rated Journals.
	(Maximum 1 marks)
	❖ Award 1 mark for each Best Paper/ Poster presented in a Symposium/Conference/published in a Scientific Journal.
	(Maximum 2 marks)

		❖ Award 1 mark each for minimum two weeks' experience of working/training* in an International Organization/Laboratory other than post-doctoral fellowship or participation in an International Conference/Symposia outside the country. (*Out-country period spent for earning M.Sc. /Ph.D. degree or gaining Post-Doctoral experience will not qualify for award of marks in this category.) (Maximum 2 marks) **PS. Aggregate score for all items covered under item 3.2 is limited to 2 marks only**
4		**Discoveries, Inventions and Innovations. (Maximum 5 marks)** New discoveries and development of varieties/breeds/technologies/ innovations and grant of patents/copyrights having documented impact at the field level. Also, new traits identified/genes isolated/ germplasm registered/breeder seed produced/policy instrument scripted/new theory defined will qualify for grant of marks.
		4.1 Development of Variety & Coverage Area Award 4 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. **4.2 Development of Animal Strain/Variety** Development of Animal Strain/Variety & Impact at the Field Level. Award 4 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 Department of Animal Husbandry/ Fisheries. **4.3 Development of Technologies/Package of Practices** Development of Technologies/Package of Practices & Impact at the Field Level. Award 2 marks for each Product, Process, Package of Practices, developed and transferred to the farmers with the extent of coverage and machinery developed, licensed and commercialized. **4.4 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. **4.5 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). **4.6 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.

4.7 Policy Papers/Policy Briefs

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

4.8 Information Technology/ Statistical Methodologies

Database/Software Package/Portal/Mobile Apps/ DSS/ Algorithm/ Analytical Model/Statistical Methodologies and other IT tools developed in-house as evident from use. Award 2 marks each for multi-institutional/national/international databases / software / methodology and award 1 mark for each institute/university level database/software/ methodology.

4.9 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.

4.10 Innovative Extension Methodologies

Innovative Extension Methodologies or Approaches/Farmer Field Schools/Farmer Interest Groups established and documentation of success stories: Award 1 mark for each such activity.

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

PS. Aggregate score for achievements covered under item no. 4 is limited to 5 marks only.

5.	**Teaching/Research/Extension Education. (Maximum 30Marks)**
	Specify contributions in Teaching/Research/Extension Education/ Fund Raising functions.

Select one Major area and one Minor area of work/fund raising activities

Area of work	Major /Minor Areas of Function	Marks
5.1 Teaching/ Research/ Extension	Major function	20
5.2 Teaching/ Research/ Extension	Minor Function	5
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. (**Maximum 20marks**)

5.1.1 Teaching: For teaching as the Major Function, the candidate must have taught courses with a total 10 credit hour load during each academic year, whereas for Minor Function, the applicant must have undertaken 3 credit hour teaching load/academic years. Award 2 marks for each year of teaching as specified here in.

(Maximum 8 marks)

5.1.2 Research Guidance: Guidance provided for M.Sc./ Ph.D. dissertation. As Major Advisor award 1 mark for each Ph.D. student guided and 0.5 marks 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: Organized Summer School/Winter School/Other Trainings (minimum 3 weeks) as Course Director or conducted Outreach Programmes as Leader or developed and delivered Customized Training Programmes (minimum 10 days) as Principal Organizer: Award 1 mark for each activity.

(Maximum 2 marks)

5.1.4 Student's Performance: Success of students (for whom the applicant served as Major Advisor/Guide) in terms of recognition for National/International Awards, e.g. Jawaharlal Nehru Award of the ICAR and/or qualifying ARS examination or Award of Overseas Fellowship to students: Award 2 marks for each ICAR Award and 1 mark for the Best Thesis Award at the University-level or other categories of recognition.

(Maximum 2 marks)

5.1.5 Lectures Delivered: Resource person in Summer or Winter Schools, Refresher Courses, Symposia, Conference etc.: Award 0.5 marks for each 5 subject matter lectures delivered as Resource Person in Sumner/Winter Schools, Refresher Courses, Training Program or delivered an invited lecture in a Symposium/Conference.

Note: Marks will be awarded only, if presentations have been published in the compendium constituting course training material or in Symposium/Conference Proceedings.

(Maximum 2 marks)

5.1.6 Seminars Organized**:** Award 1 mark each for organizing a Seminar/Symposium/ Workshop as Organizing Secretary/Committee Chairman.

(Maximum 2 marks)

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

(Maximum 2 marks)

5.1.8 External Examiner-ship: Acted as (i) External Examiner for Graduate and Master's Degree Programmes, (ii) External Thesis Evaluator/viva-voce Examiner and (iii) Paper-Setter for Master's Degree Programme for Universities and Boards. 0.25 mark for each activity.

(Maximum 2 marks)

PS. Aggregate score for all attributes covered under item no. 5.1 above (Teaching as Major Function) is limited to 20 marks only.

OR

5.1. Research as Major Function.(Maximum20 marks)

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.

❖ Award 4 marks for PI, 3 marks for Co-PI/Associate for each Project completed. The candidates working in AICRP/Network Projects/Long-Term Projects (minimum of 5 years' duration) marks will be awarded for each two years completed.

❖ For Research Projects of less than 2 years' duration/Contract Research Project/Consultancy Project, award 2 marks for PI, 1 mark for Co-PI/Associate.

❖ Award 1 mark for PI and 0.5 marks for the Co-PI/Associate forthe Studies of 6 months to 1year duration.

5.1.2 Research Guidance: Guidance provided for M.Sc./Ph.D. dissertation. AsMajorAdvisoraward1markforeachPh.D.studentguidedand0.5 marks for each M.Sc. student guided (marks to be granted only for students who have completed degree programme). *

 *The component should not be counted twice both in Teaching and Research as Major Function.

(Maximum 2 marks)

PS. Aggregate score for all items covered under item 5.1 above (Research as Major Function) is limited to 20 marks only.

OR

5.1.   Extension Education as Major Function. (Maximum 20 marks)

5.1.1 Technology application, demonstration and adoption.(Maximum 8 marks)

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

❖ Involvement in technology application programs through technology assessment and refinement/On-farm testing: Award 0.5 marks for Project Leader/Nodal Officer and 0.25 mark for Associate per project.

❖ Frontline demonstrations conducted: Award 0.5 marks for Project Leader/Nodal Officer and 0.25 marks for Associate for each technology demonstrated with adoption.

❖ 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 marks for Project Leader/Nodal Officer and 0.25 marks for Associate for each activity.

(Maximum 8 marks)

5.1.2 Extension approaches for technology dissemination.(Maximum 7 marks)

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

- ❖ Organization or Coordination of Interface meetings, Farmers Fair/ technology week and exhibition: 0.50 mark for each activity.

- ❖ Organization or Coordination of demonstrations, National Days/weeks and Field Day: 0.25 mark for each activity.

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

- ❖ Award 0.5 marks for every 500 soil sample collected and Soil Heath Cards distributed.

- ❖ Delivering TV & Radio talks, Press Release, organize Exposure Visits; participation in Interface meetings/Exhibition: 0.25 mark for each activity.

- ❖ Formation of Formal Village Organizations/Farmer Field School or establishment of Farmers' Producer /Commodity/Interest Groups/ Self Help Groups: 1 mark for each group developed.

(Maximum 7 marks)

5.1.3 Capacity Development. (Maximum 6marks)

As evidenced by a documentary proof, 1 mark would be awarded for each activity covering the following capacity building programmes:

- ❖ Award 1 mark for each Training programme organized as Coordinator

- ❖ Award 1 mark each for delivery of 10 lectures in training programmes for which Compendium/Training Manual is published

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

- ❖ Award 0.5 marks for each 5 Demonstrations laid out and constraints analyzed and solutions suggested for general improvement.

(Maximum 6 marks)

PS. Aggregate score for all attributes covered under Item no. 5.1 above (Extension Education as Major Function) is limited to 20 marks only.

5.2   Minor Function details (Teaching/Research/Extension Education as Minor Function).   (Maximum 5marks)

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 5 marks)

5.3 Externally Funded Projects.   (Maximum 5marks)

For securing funds through competitive/research grant: Only those projects granted by the external sources would be considered for marking. Projects will be awarded marks as outlined below (proof necessary):

- From Rs. 2 lakhs and up to Rs 10 lakhs: grant 1 mark for PI and 0.5 marks for Co-PI/Project Associate for each project

- >Rs.10 lakhs and uptoRs.25 lakhs: grant 2 marks for PI and 1 mark for Co-PI/Project Associate for each project

- >Rs.25 lakhs: grant 3 marks for PI and 1.5 marks for Co-PI/Project Associate for each project

(Maximum 5 marks)

PS: Aggregate score for all items covered under 5.1(Teaching or Research or Extension Education as Major Function), 5.2 and 5.3 is limited to 30 marks only.

6.	**Publications. (Maximum 25marks)**

6.1 Applicable to Scientists other than Social Scientists.

(Maximum 25 marks)

6.1.1 Publications (Refereed Journals). (Maximum 20marks)

- ❖ An applicant must identify 10 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 10 publications will be multiplied by 0.33 to obtain marks.

- ❖ For journals not covered by NAAS, but having International Impact Factor (Thomson Reuters), applicant can indicate score as 6 + International Impact Factor (Thomson Reuters).

- ❖ For research publications, where NAAS journal rating/ International Impact Factor (Thomson Reuters) is not available, award 0.6 marks for each publication.

Note: First author will be awarded full marks for each paper, whereas co-authors will get 75% for each paper.

PS. Aggregate score for all publications covered under item no. 6.1.1 is limited to 20 marks only

6.1.2 Other Publications. (Maximum 5 marks)

- ❖ Books/Practical Manual/Training Manual - Authored/Edited: For each publication award 2 marks to first author and 1.5 marks toco-authors.

- ❖ Book Chapters qualify for marking .Award 1 mark for each publication.

- ❖ Popular Articles/Bulletins/Short Communications: Award 0.5 marks for each publication.

PS. Aggregate score for all publications covered under item no. 6.1.2 is limited to 5 Marks only.

OR

6.1 Applicable to Social Scientists and Scientists working in KVKs.

(Maximum 25 marks)

6.1.1 **Publications (Refereed Journals).** (Maximum 14marks)

- ❖ An applicant must identify 10best research papers published in refereed journals for allocation of score according to current NAAS journal rating (latest). The sum total of NAAS score for 10 publications will be multiplied by 0.24 to obtain marks.

- ❖ For journals not covered by NAAS, but having International Impact Factor (Thomson Reuters), applicant can indicate score as 6 + Impact Factor (Thomson Reuters).

- ❖ For research publications, where NAAS journal rating/International Impact Factor (Thomson Reuters) is not available, award 0.6 marks for each publication.

Note: First author will be awarded full marks for each paper, whereas co-authors will get 75% for each paper.

PS. Aggregate score for all publications covered under item no. 6.1.1 is limited to 14 Marks only.

6.1.2 **Other Publications. (Maximum 11marks)**

- ❖ Books/Practical Manual/Training Manual - Authored/Edited: For each publication award 2 marks to first author and 1.5 marks toco-authors.

  (Maximum 3 marks)

- ❖ Book Chapters qualify for marking. (Award 1 mark for each publication.)

  (Maximum 2 marks)

- ❖ Popular Articles / Bulletins/ KVK Newsletter/ Short Communications: Award 0.5 marks for each publication.

  (Maximum 2 marks)

- ❖ Electronic Media coverage, articles published in Newspapers and Magazines qualify for marking. For each relayed or published article award 0.25 marks.

  (Maximum 2 marks)

- ❖ Extension Bulletins qualify for making. For each Bulletin award 0.25 marks.

  (Maximum 2 marks)

- ❖ IT material for Technology Transfer or Human Resource Development will qualify for marking. Award 1 mark for each material developed.

  (Maximum 2 marks)

P.S.: Aggregate score for publications covered under item no. 6.1.2 is limited to 11 marks.

7.	**Institute Building/Service Functions. (Maximum 10 marks)**

7.1 Activities at the Institute/University/Council Level.(Maximum 4marks)

Only clearly defined contributions as a leader shall be considered for marking as per the following criteria:

7.1.1 Institute Building Activities. Maximum 4 marks

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 as evident from its use. Award 1 mark for each activity.

Note: Each facility/equipment developed/upgraded should cost not less than Rs.10 lakhs.

(Maximum 4 marks)

7.2 Service Functions: (Maximum 6marks)

Service provided for the following miscellaneous tasks by the applicant qualify for award of marks. Award 1 mark for each contribution.

❖ Compilation of Institute Annual Reports/Institute publications (editor/sub-editor).

❖ Duties performed for at least one year or more as Warden, Library I/c, Student Welfare Officer, CPIO/PIO/AA, Animal House In- charge, Farm In-charge, Common Instruments Lab In-charge Central Computer Lab/ARIS/AKMU, Assistance, PME Cell, ATIC, BPD, In-charge of any activity assigned by the Controlling Officer.

❖ Field Surveys including Sea Exploration, Biodiversity and Aquatic/Soil Resources.

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

❖ Coordination of Institute level activities like Flagship Programmes of Government of India, MGMG, SAGY, TSP, Skill Development, NEH Programmes, representing the Institute-level Committees, Annual Events, Alumni Activities

(Maximum 6 marks)

PS: Aggregate of all items covered under item no. 7 is limited to 10 marks only.

Grand Total 100 marks

RECRUITMENT SECTION
RPCAU, PUSA