

## Annexure-II

### Score Card Guidelines for the Posts of Director of DUs, ND and DDG and equivalent position

Item #	Attributes/Accomplishments/Contributions/Performance Indicator and Distribution of Score/Marks	
1	<b>Academic Qualification</b>	<b>5</b>
	<p><b>1.a</b> Securing 80% or more marks or equivalent OGPA at Graduate and Post Graduate level. one mark for each. <b>Maximum 2 mark</b></p> <p><b>1.b</b> First Position in the University at Graduate/Post Graduate level. <b>Maximum 1 mark</b></p> <p><b>1.c</b> Jawahar Lal Nehru Award for Ph.D research by ICAR or an award of similar status at National/International level. <b>Maximum 1 mark</b></p> <p><b>1.d</b> Post-Doctoral Fellowship both National and International, which are competitive e.g., Fellowship awarded by DBT/DST, Fulbright/Humboldt/Boyscast/DAAD etc. or any other additional qualification acquired relevant to the post <b>Maximum 1 mark</b></p> <p><b>P.S.</b> Aggregate award under item 1 (1a+1b+1c+1d) is limited to <b>5 marks</b></p>	
2.	<b>Experience in Relevant Professional Field</b>	<b>10</b>
	<p><b>2a. Essential Qualification.</b> <b>(No marks to be awarded)</b></p> <p>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 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 &amp; 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,</p>	

	<p>(b) Heads of Regional Stations of ICAR Institutes,</p> <p>(c) Project Coordinator,</p> <p>(d) Zonal Coordinator(service rendered prior to 27.01.2009), and</p> <p>(e) Joint Directors of Institutes other than National Institutes /DUs.</p> <p><b>OR</b></p> <p>An ‘Eminent Scientist’ having proven record of scientific contribution working in a reputed Organization/ Institutes 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 publication in journals having NAAS ratings (applicable from 01.01.2016)* of 7.5 and above. All three conditions should be simultaneously met by the applicant wish to qualify under this clause.</p> <p><i>* The NAAS ratings as and when revised in future shall be applicable for the purpose.</i></p>	
	<p><b>Criteria 2b-2d :</b> <span style="float: right;"><b>No marks awarded</b></span></p>	
	<p><b>2e. Leadership Attributes.</b></p> <p style="text-align: right;"><b>Maximum 4 marks</b></p> <p><b>One mark</b> each of the following contributions as a leader:</p> <ul style="list-style-type: none"> <li>• Major R&amp;D initiatives launched including those relating to IPR/Patent/WTO etc.</li> <li>• Inter-institutional collaboration (National &amp; International) developed</li> <li>• New programs or initiative started</li> <li>• Bringing recognition to the Institute either as individual or team.</li> </ul> <p><b>P.S.</b> Aggregate award for above attributes is limited to <b>4 marks</b></p>	

	<p><b>2f. Contribution in the area of Research Management.</b></p> <p style="text-align: right;"><b>Maximum 6 marks</b></p> <p>Specify most significant contributions of the Division/Department/Institute/Coordinated Project under his/her management/leadership or as project or team leader or equivalent responsibility and should be for the period of RMP or HOD or eminent Scientist or equivalent position. It must include:</p> <ul style="list-style-type: none"> <li>• External grant generated under his/her leadership or as project or team leader or equivalent responsibility  Grant of Rs 1 crore to Rs 5 crores- <b>One mark</b>  Grant of more than Rs 5 crore - <b>Two mark</b>  Maximum 2 marks</li> <li>• Planning and assistance in development of the discipline at the National/International level. Half mark for each year of contribution.  Maximum 1 mark</li> <li>• Infrastructure of over Rs 10.00 crore  Maximum 1 mark</li> <li>• Two new initiatives for qualify enhancement in research, education and extension by the organization. One half mark for each initiative  Maximum 1 mark</li> <li>• Team work to interdisciplinary approach introduced as evidenced by joined publications involving scientists across disciplines or institutes in a leadership role in two bullet points. One marks for each bullet point.  Maximum 1 mark</li> </ul>	
3	<b>Recognitions &amp; Awards/Special Attainments</b>	<b>20</b>
	<p><b>3A <u>Recognitions and awards</u></b></p> <p style="text-align: right;"><b>Maximum 15 Marks</b></p> <ul style="list-style-type: none"> <li>• Two mark for each 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.,  Maximum 5 marks</li> <li>• Four marks for Fellows of any of the recognized National Academies viz., National Academy of Agricultural Sciences, <b>National Academy of Veterinary Sciences</b>, National</li> </ul>	

	<p>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, <b>Maximum 3 marks</b></p> <ul style="list-style-type: none"> <li>• <b>One mark</b> for each Award by National/International Institutes/ Universities. <b>Maximum 5 marks</b></li> <li>• <b>Half mark</b> each for institute/University/State Government Award other than specified above. <b>Maximum 2 marks</b></li> </ul>	
	<p><b>3B <u>Special Attainments</u></b> <b>Maximum 5 marks.</b></p> <ul style="list-style-type: none"> <li>• <b>Half mark</b> is awarded for each of the recognitions such as Invited to act as Chairman/Member-Secretary of Scientific Committees and other policy Making Bodies/Committees of National/State/QRT Member/Chief Editor of National and International NAAS-rated Journals. <b>Maximum 2 marks</b></li> <li>• One mark for each for President/Secretary of <b>NAAS or other equivalent National/International Professional Societies (registered)</b>. <b>Maximum 1 mark</b></li> <li>• <b>One mark</b> for each one-month 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 considered for marking. Period spent abroad towards Master/PhD/Post-Doctoral experience will not be counted for award for marks. <b>Maximum 1 mark</b></li> <li>• <b>One mark</b> each for an individual invited lecture or acted as Chairman of a Technical Session as subject matter specialist during International Conventions, Conferences, Symposia etc. or participated as Member of an International Delegation. <b>Maximum 1 mark</b></li> </ul>	
4	<b>Development of variety/ breeds / technologies/ patents/ discoveries with documented impact at the field level/Traits</b>	<b>20</b>

	<p><b>identified/genes or germplasm registered/breeder seed produced/policy papers/new theory/innovation</b></p>	
	<p><b>Development of variety &amp; coverage area:</b></p> <p><b>Two marks</b> for each variety released by the Central Variety Release Committee and one mark for state level variety released/ supported by the indents of the ‘seed’ demand by DAC&amp;FW/State Govt./Other agencies.</p> <p style="text-align: center;"><b>OR</b></p> <p><b>Development of animal breeds &amp; impact at the filed level:</b></p> <p><b>Four marks for each Breed</b> developed and released at National level or state level and have become popular with evidence.</p> <p style="text-align: center;"><b>OR</b></p> <p><b>Development of technologies &amp; impact at the field level:</b></p> <p><b>One mark</b> for each product, process or technology developed that has been implemented on Farmer’s field with extent of coverage /unit production/unit sold or licensed.</p> <p style="text-align: center;"><b>OR</b></p> <p><b>Patents &amp; impact of commercialization of the patent:</b></p> <p><b>Two marks</b> for each patent with commercialization and one mark for only patenting without commercialization.</p> <p style="text-align: center;"><b>OR</b></p> <p><b>Discoveries made, new methodology, new prototype &amp; impact at the field level :</b></p> <p><b>Three marks</b> for each new Discovery published in NAAS rated journal above 7.5.</p> <p style="text-align: center;"><b>OR</b></p> <p><b>New traits identified which have economic significance or new genes discovered or germplasm registered.</b></p> <p style="text-align: center;"><b>OR</b></p> <p><b>Policy papers developed/New extension models developed with demonstrable impact.</b></p>	
	<p><b>PS: Only well documented impact on ground level shall be considered for awarding marks under this criteria.</b></p>	
<b>5</b>	<b>Teaching/Research/Extension</b>	<b>15</b>

Specify contributions in teaching/research/extension/service functions other than those already mentioned under Item 2.ii above.

Identify one Major area of work/function:

Area of work	Major and minor areas of function	Marks
<b>5A. Teaching/ Research/ Extension</b>	Teaching/ Research/ Extension as major function	10
<b>5B</b>	No mark awarded	
<b>5C</b>	Externally Funded Projects	5

**5A.1 Award of Marks for Teaching as Major Function.**

**Maximum 10 marks**

- New courses and teaching programmes developed and implemented. One mark for each initiative

**Maximum 2 marks**

- List two major reforms on quality of education improvement implemented and impact there from, **One mark for each**

**Maximum 2 marks**

- Capacity building training programs: organized Summer School/Winter School/Other Training as Course Director or conducted Outreach Programs as Leader or developed and delivered Customized Training Programs as Principal Organizer. One mark for each

**Maximum 3 marks**

- Guidance provided for Ph.D dissertation. As major advisor award **0.25 mark** for each Ph.D student guided or supervised as major advisor. Marks are granted for the students who have fulfilled all the requirements for award of degree.

**Maximum 3 marks**

**5A.2 Marks for Research as Major Function.**

**Maximum 10 marks**

**5A.2.1 Research projects:**

Research project associated with for a minimum period of 3 years as evidenced by research projects completed and reports submitted.  
**One mark** for each project completed.

**Maximum 6 marks**

**5A.2.2 Leadership in research initiatives**

One mark for acting as PI of each project, and 0.5 mark for acting as Co-PI for each project.

**Maximum 4 marks**

**5A.3. Award of Marks for Extension as Major Function.**

**Maximum 10 marks**

**5A.3.1 Technology application, demonstration and adoption**

**One mark** for each of the following activities. Marks will be awarded for those activities that are confirmed by successful outcome. Marks shall be awarded, only if there is documentary proof for the matching achievements.

- involvement in technology application programs **for a minimum period of 2 years** through organizing/coordinating activities related to technology assessment and refinement e.g., on farm trails and report on technology refinement,
- Extent of adoption of the technology in adopted areas
- Participatory Rural Appraisal (PRA) and Participatory Technology Development (PTD), (iii) yield gap analysis and impact assessment for providing feedback to research and development in the form of report.
- Development of innovative extension methodologies, management cases and documentation success stories.

**Maximum 4 marks**

**5A.3.2 Extension approaches for technology dissemination**

**One mark** for each of the following function. Marks will be awarded for those functions that are confirmed by successful outcome.

- formation of Formal Village Organizations/Farmer Field Schools/ establishment of Farmers Producer/Commodity Interest Groups,
- introduction of innovative extension methods and institutional innovations supporting adoption of introduced

	<p>technologies including commercialization and mass dissemination of technologies,</p> <ul style="list-style-type: none"> <li>• founding of e-linkages/connectivity, creating and use of electronic and web based knowledge portals and products, and</li> <li>• Production and supply of technology products worth about Rs 3 lakh each year.</li> </ul> <p style="text-align: right;"><b>Maximum 4 marks</b></p> <p><b>5A.3.3 Capacity Development</b></p> <p>As evidenced by a documentary proof, <b>award 1 mark</b> for each of the following capacity building activity/field demonstration organized:</p> <ul style="list-style-type: none"> <li>• <b>Half mark</b> for each Training programmes organized as Coordinator</li> <li>• <b>One mark</b> each for delivery of 10 lectures in each training programme.</li> </ul> <p style="text-align: right;"><b>Maximum 2 marks</b></p>	
<b>5B</b>	<p><b><u>Externally Funded Projects</u></b></p> <p>Award of marks for earning competitive research grant: Only projects granted by external sources would be considered for marking. Projects will be awarded marks only for projects in which applicant is PI and marks will be awarded as follows:</p> <p>For Projects of grant value of Rs:</p> <p>Upto 70.00 lacs: <b>one mark</b></p> <p>71-120.00 lacs: <b>2 marks</b></p> <p>&gt;1.50 crore: <b>3 marks</b> for PI</p> <p style="text-align: right;"><b>Maximum 5 marks</b></p>	
<b>6</b>	<b>Publications</b>	<b>20</b>
	<p><b>6A. <u>Applicable to Scientists other than Social Scientists</u></b></p> <p style="text-align: right;"><b>Maximum 20 marks</b></p>	
	<p><b>6A.1 Publications (Refereed Journals).</b></p>	
	<p>An applicant must identify 40 research papers published in refereed journals for allocation of score according to NAAS 2014 journal rating. The NAAS score for each publication will be added and the sum multiplied by 0.05 to get marks. For research publications where NAAS Journal ID is not available, the Screening Committee</p>	

	<p>shall be empowered to give marks not more than 0.2 for each publication</p> <p>For journals not covered in NAAS but have international impact factor, applicant can indicate score as (6 + impact factor)</p> <p style="text-align: right;"><b>Maximum 17 marks</b></p>	
	<p><b>6A.2 Other Publications</b></p> <p style="text-align: right;"><b>Maximum 03 marks</b></p> <ul style="list-style-type: none"> <li>Books/Monographs of minimum 100 pages published, Authored/Edited qualify for marking. Award 1 mark for each publication.</li> </ul> <p style="text-align: right;"><b>Maximum 2 marks</b></p> <ul style="list-style-type: none"> <li>Book Chapters and Training Manuals qualify for marking. For each publication award <b>one half mark</b>.</li> </ul> <p style="text-align: right;"><b>Maximum 1 mark</b></p>	
	<p><b>6B. <u>Applicable to Social Scientists</u></b></p> <p style="text-align: right;"><b>Maximum 20 marks</b></p>	
	<p><b>6B.1 Publications (Refereed Journals)</b></p> <p style="text-align: right;"><b>Maximum 13 marks</b></p> <p>An applicant must identify 34 best research papers published in refereed journals for allocation of score according to NAAS Journal rating. The NAAS score for each publication will be added and sum multiplied by 0.05 marks to get marks. For research publications, where NAAS Journal ID is not available, the Screening Committee shall be empowered to give appropriate marks but not more than 0.25 for each publication.</p> <p>For journals not covered in NAAS but have international impact factor, application can indicate score as (6+impact factor)</p>	
	<p><b>6B.2 Other Publications.</b></p> <p style="text-align: right;"><b>Maximum 7 marks</b></p> <ul style="list-style-type: none"> <li>Books/Monographs of minimum 100 pages published, authored/edited qualify for marking. For each publication award <b>half mark</b></li> </ul> <p style="text-align: right;"><b>Maximum 1 mark</b></p> <ul style="list-style-type: none"> <li>Policy Papers/economic reviews. one mark each.</li> </ul> <p style="text-align: right;"><b>Maximum 1 mark</b></p> <ul style="list-style-type: none"> <li>Book Chapters and Training Manuals qualify for marking. For each publication award <b>half mark</b></li> </ul> <p style="text-align: right;"><b>Maximum 1 mark</b></p>	

	<ul style="list-style-type: none"> <li>• Popular articles/bulletins/short communications qualify for marking. Award <b>0.1 mark</b> for each publication. <b>Maximum 1 mark</b></li> <li>• Electronic media coverage, articles published in news papers and magazines qualify for marking. For each relayed talk or published article award <b>0.1 mark</b>. <b>Maximum 1 mark</b></li> <li>• Extension Bulletins qualify for marking. For each Bulletin award <b>0.25 mark</b>. <b>Maximum 1 mark</b></li> <li>• IT material for technology transfer will qualify for marking. Award 1 mark for each material developed. <b>Maximum 1 mark</b></li> </ul>	
7	<p><b>Institute Building/Service Functions:</b></p> <p><b>7a. Institute building: Only clearly defined contributions as a leader shall be considered for marking as per following criteria.</b> <b>Maximum 6 marks</b></p> <p><b>7a.1 Activities at the institute level:</b></p> <ul style="list-style-type: none"> <li>(i) Development of new laboratory with investment of more than Rs 100.00 lacs having measurable impact (list only two activities). Award 1.0 for each activity.</li> <li>(ii) Development of farm/farm machinery/common facility like library with investment of more than Rs 10 crores (list only 1 activity). Award 1.0 for each activity.</li> <li>(iii) MOUs signed for networking and partnership development with other public and private institutions/organizations (list only two activities). Award 1.0 for each MOU signed and supported by work plan.</li> </ul> <p><b>7a.2 Activities at the Council level:</b></p> <ul style="list-style-type: none"> <li>(i) Plan/EFC document developed for the division (list only two activities). Award 1.0 for each activity.</li> <li>(ii) Scheme managed at the national level (list only ten activities). Award 0.20 for each scheme.</li> <li>(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 1.0 for each activity.</li> <li>(iv) New HRD program developed and executed (list only two activities). Award 1.0 for each activity.</li> </ul>	10

	<p><b>7b. Service Functions:</b>  Service provided for following miscellaneous tasks by applicant qualify for award of marks. Award 0.25 marks for each contribution.</p> <p style="text-align: right;"><b>Maximum 4 marks</b></p> <p>(i) Preparation of review reports, proceedings and other similar works.</p> <p>(ii) 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>(iii) Production and distribution of seeds/seeds/culture/planting materials /diagnostic services/store purchase/maintenance of farms each at least for one year.</p> <p><b>P.S Aggregate award under item 7a.1/7a.2/7a.1&amp;a.2 is limited to 6 marks.</b></p>	
	<b>GRAND TOTAL</b>	<b>100</b>