

Annexure-III

Score Card Guidelines for the Posts of PD, DIR, ADG, ZPD & JDNI

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

	<p>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 the three conditions should have to be met simultaneously by the applicant to qualify under this clause.</p> <p>* The NAAS ratings, as and when would be revised in the future, shall be applicable for the purpose.</p>	
	<p>2b. Experience over and above the prescribed essential years stipulated as minimum qualifications.</p> <p>Award of marks is as follows:</p> <ul style="list-style-type: none"> • 0.5 mark for each year of service experience over and above the prescribed period required for a particular post. <p style="text-align: right;">Maximum 1 mark</p> <p>P.S. Marks are awarded strictly for the service experience over and above the prescribed essential years stipulated as minimum qualifications (as specified in 2a above).</p>	
	<p>2c. Trainings(Domestic/Abroad)/EDP (No marks to be awarded)</p>	
	<p>2d. Team work to inter-disciplinary approach</p> <p>Team work to interdisciplinary approach introduced as evidenced by joint publications involving scientists across disciplines or institutes in a leadership role in two bullet points.</p> <p>One mark for each bullet point.</p> <p style="text-align: right;">Maximum 2 marks</p>	
	<p>2e. Leadership Attributes.</p> <p>One mark each of the following contributions as a leader</p> <ul style="list-style-type: none"> • Major R&D initiatives launched including those relating to IPR/WTO etc. • Inter institutional collaboration (National & International) developed • New programs or any initiative started • Bringing recognition to the Institute either as individual or team. <p style="text-align: right;">Maximum 2 marks</p>	
	<p>2f. Contribution in the area of Research Management:</p>	

	<p style="text-align: right;">Maximum 5 marks</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"> • 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- One mark Maximum 1 mark • Planning and assistance in development of the discipline at the National/International level. Half mark for each year of contribution. Maximum 1 mark • Infrastructure of over Rs 10.00 crore Maximum 1 mark • Two new initiatives for qualify enhancement in research, education and extension by the organization. One half mark for each initiative Maximum 1 mark • 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 	
3	Recognitions & Awards/Special Attainments	15
	<p>3A <u>Recognitions and awards</u></p> <p style="text-align: right;">Maximum 10 Marks</p> <ul style="list-style-type: none"> • 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 4 marks • Four 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 	

	<ul style="list-style-type: none"> • One mark each for institute/University/ State Government Award given on national basis. Maximum 1 mark • Half mark for each Award by National Institutes/Universities/professional societies (registered). Maximum 1 mark 	
	<p>3B <u>Special Attainments</u></p> <p style="text-align: right;">Maximum 5 marks.</p> <p>One half mark is awarded for each of the following recognitions:</p> <ul style="list-style-type: none"> • 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. Maximum 2 marks • President/Secretary of Professional Societies (registered) Maximum 2 marks <p>One mark 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. Maximum 2 marks</p> <p>One mark 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. Maximum 1 mark</p>	
4	Development of variety/ breeds / technologies/ patents/ discoveries with documented impact at the field level/Traits identified/genes or germplasm registered/breeder seed produced/policy papers/new theory/innovation	20
	<p>Development of variety & coverage area:</p> <p>Two marks 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&FW/State Govt./Other agencies.</p> <p style="text-align: center;">OR</p>	

	<p>Development of animal breeds & impact at the filed level:</p> <p>Four marks for each Breed developed and released at National level or state level and have become popular with evidence.</p> <p style="text-align: center;">OR</p> <p>Development of technologies & impact at the field level:</p> <p>One mark 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;">OR</p> <p>Patents & impact of commercialization of the patent:</p> <p>Two marks for each patent with commercialization and one mark for only patenting without commercialization.</p> <p style="text-align: center;">OR</p> <p>Discoveries made, new methodology, new prototype & impact at the field level :</p> <p>Three marks for each new Discovery published in NAAS rated journal above 7.5.</p> <p style="text-align: center;">OR</p> <p>New traits identified which have economic significance or new genes discovered or germplasm registered.</p> <p style="text-align: center;">OR</p> <p>Policy papers developed/New extension models developed with demonstrable impact.</p>							
	<p>Only well documented impact on ground level shall be considered for awarding marks under this criteria.</p>							
5	<p>Teaching/Research/Extension</p>	20						
	<p>Specify contributions in teaching/research/extension/service functions other than those already mentioned under Item 2.ii above.</p> <p>Identify one Major and one Minor areas of work/function:</p> <table border="1" data-bbox="304 1749 1305 1962"> <thead> <tr> <th data-bbox="304 1749 555 1821">Area of work</th> <th data-bbox="555 1749 1131 1821">Major and minor areas of function</th> <th data-bbox="1131 1749 1305 1821">Marks</th> </tr> </thead> <tbody> <tr> <td data-bbox="304 1821 555 1962">5A. Teaching/ Research/ Extension</td> <td data-bbox="555 1821 1131 1962">Teaching/ Research/ Extension as major function</td> <td data-bbox="1131 1821 1305 1962">12</td> </tr> </tbody> </table>	Area of work	Major and minor areas of function	Marks	5A. Teaching/ Research/ Extension	Teaching/ Research/ Extension as major function	12	
Area of work	Major and minor areas of function	Marks						
5A. Teaching/ Research/ Extension	Teaching/ Research/ Extension as major function	12						

5B	Teaching/ Research/ Extension as minor function	03
5C	Externally Funded Projects	05

Note: Scientists devoting more than 75% of time on an activity would be considered as Major Function, and devoting less than 25% of time on an activity would be considered as Minor Function.

5A.1 Marks for Teaching as Major Function.

Maximum 12 marks

- For teaching as the major function, the candidate must have taught 3 courses with a total 8 credit hr load during each academic year. **Half mark** for each year of teaching as specified herein.

Maximum 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. Each programme award **one mark**.

Maximum 3 marks

- Guidance provided for Ph.D dissertation. As major advisor award **0.5 mark** for each Ph.D student guided (marks to be granted only for students who have fulfilled all requirement for award of a degree program).

Maximum 2 marks

- Success of students (for whom the applicant served as major advisor/guide) in terms of recognition for National/International Awards, e.g. JN Award of the ICAR.

Maximum 2 marks

- **One mark** for each 10 subject matter lectures delivered as resource person in a Summer/Winter School, Refresher Course, Training Program etc. Marks will be awarded, if there is proof of publication of lectures in the course compendium.

Maximum 2 marks

- **One mark** for each Summer/Winter School/Refresher Course conducted as Course Director.

Maximum 2 marks

- **One mark** each for organizing a Seminar/Symposium as Chairman/Organizing Secretary/Convener.

Maximum 2 marks

P.S. Aggregate award under 5A.1 is limited to 12 marks

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

Maximum 12 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 7 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 5 marks

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

Maximum 12 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 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.
- New methodology developed or innovation introduced which led to improvement in extension/technology adoption.

Maximum 5 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.

	<ul style="list-style-type: none"> • formation of Formal Village Organizations/Farmer Field Schools/ establishment of Farmers Producer/Commodity Interest Groups, • introduction of innovative extension methods and institutional innovations supporting adoption of introduced technologies including commercialization and mass dissemination of technologies, • founding of e-linkages/connectivity, creating and use of electronic and web based knowledge portals and products, • organization or coordination of interface meetings, demonstrations, farmers meeting/field day/technology week, exhibition, TV & Radio talks and <p style="text-align: right;">Maximum 4 marks</p> <p>5A.3.3 Capacity Development</p> <p>As evidenced by a documentary proof, award 1 mark for each of the following capacity building activity/field demonstration organized:</p> <ol style="list-style-type: none"> a. Half mark for each Training programmes organized as Coordinator b. One mark each for delivery of 10 lectures in each training programme. <p style="text-align: right;">Maximum 3 marks</p>	
	<p><u>5B Teaching/ Research/ Extension as minor function</u></p> <p>For any of the teaching/research/extension as the Minor Function, the award of marks will be calculated as narrated and distributed for the major function. Each total thus obtained will be multiplied by 0.25 for awarding marks for the Minor Function limited to 3 marks only.</p> <p style="text-align: right;">Maximum 3 marks</p>	
	<p><u>5C Externally Funded Projects</u></p> <p>Award of competitive research grant: Only those projects granted by external sources should be considered for marking. Projects will be awarded marks as outlined below.</p> <p>For each Project having grant value of Rs:</p> <ul style="list-style-type: none"> • 20-50.00 lakh: one mark for PI and 0.5 mark for COPI/Project Associate • 51-75.00 lacs: 2 marks for PI and 0.5 for Co-PI/Project Associate • 76-125.00 lacs: 3 marks for PI and 1 for Co-PI/Project Associate • \geq 1.25 crore: 4 marks for PI and 2 marks for CO-PI/Project Associate 	

		Maximum 5 marks	
6	Publications		20
	6A. <u>Applicable to Scientists other than Social Scientists</u>		
	6A.1 Publications (Refereed Journals).		
	<p>An applicant must identify 30 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 0.07 to get marks. For research publications where NAAS Journal ID is not available, the Screening Committee 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>		
		Maximum 17 marks	
	6A.2 Other Publications.		
		Maximum 3 marks	
	<ul style="list-style-type: none"> Books/Monographs of minimum 100 pages published, Authored/Edited qualify for marking. Award 1 marks for each publication. 	Maximum 2 marks	
	<ul style="list-style-type: none"> Book Chapters and Training Manuals qualify for marking. For each publication award 0.5 mark. 	Maximum 1 marks	
	6B <u>Applicable to Social Scientists</u> & Scientist working in KVK		
		Maximum 20 marks	
	6B.1 Publications (Refereed Journals).		
		Maximum 13 marks	
	<p>An applicant must identify 17 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 0.1 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 0.3 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>		
	6B.2 Other Publications.		
		Maximum 7 marks	

	<ul style="list-style-type: none"> • Books/Monographs of minimum 100 pages published, authored/edited qualify for marking. For each publication award one mark Maximum 3 marks • Policy Papers (Two Marks each), Book Chapters and Training Manuals qualify for one mark each Maximum 4 marks • Popular articles/bulletins/short communications qualify for marking. Award 0.1 mark for each publication. Maximum 1 mark • Electronic media coverage, articles published in newspapers and magazines qualify for marking. For each relayed talk or published article award 0.1 mark. Maximum 1 mark • Extension Bulletins qualify for marking. For each Bulletin award 0.1 mark. Maximum 1 mark 	
7	<p>Institute Building/Service Functions:</p> <p>7a. Institute building: Only clearly defined contributions as a leader shall be considered for marking as per following criteria. Maximum 6 marks</p> <p>7a.1 Activities at the institute level:</p> <ul style="list-style-type: none"> (i) Development of new laboratory with investment of Rs 40.00 lacs to Rs 100.00 lacs having measurable impact (list only two activities). Award 1.0 for each activity. (ii) 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. (iii) 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. <p>7b. Service Functions: Service provided for following miscellaneous tasks by applicant qualify for award of marks. Award 0.25 marks for each contribution. Maximum 4 marks</p> <ul style="list-style-type: none"> (i) Preparation of review reports, proceedings and other similar works. (ii) Duties performed for at least one year or more as warden, Library I/c, Student Welfare Officer, Animal House I/c, Farm I/c, Common Instruments Lab. I/c, Assistance, PME Cell 	10

	<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>(iv) Field survey including sea exploration, biodiversity & aquatic/soil resources survey.</p> <p>(v) Production and distribution of seeds/seeds/culture/planting materials /diagnostic services/store purchase/maintenance of farms each at least for one year.</p>	
	GRAND TOTAL	100