

## Annexure-V

### Score Card Guidelines for Principal Scientist Posts

Item #	Attribute/Accomplishments/Contributions/Performance Indicators and Allocation/Distribution/Award of Marks	Score														
<b>1</b>	<p><b>Academic Qualification:</b></p> <p>(Proof required for each credit claimed including award of first class by the University or the conversion formula)</p> <p><b>1a. Maximum award for academic performance is limited to 4 marks.</b></p> <ul style="list-style-type: none"><li>• <b>Distribution of marks</b> for each of the following academic achievements:</li></ul> <table style="width: 100%;"><tbody><tr><td style="width: 80%;">More than 80% or equivalent OGP for all 10+2/UG/PG/PhD</td><td style="text-align: right;"><b>1 mark each</b></td></tr><tr><td>National Talent Search Scholarship/ASPIRE/ or other scholarship as defined by the Council/ASRB</td><td style="text-align: right;"><b>1 mark</b></td></tr><tr><td>JRF at the M. Sc. Level/Merit scholarship in DUs</td><td style="text-align: right;"><b>1 mark</b></td></tr><tr><td>SRF of ICAR/CSIR or JRF of UGC at the Ph.D. level at other national level fellowship GATE upper 5%</td><td style="text-align: right;"><b>1 mark</b></td></tr><tr><td>First Position Gold Medal in the University at the Graduate level (Not faculty or Instt. Gold medal)</td><td style="text-align: right;"><b>1 mark</b></td></tr><tr><td>First Position Gold Medal in the University at the Masters level (Not faculty or Instt. Gold medal)</td><td style="text-align: right;"><b>1 mark</b></td></tr><tr><td>Gold Medal at Ph.D level (Not faculty or Instt. Gold medal)</td><td style="text-align: right;"><b>1 mark</b></td></tr></tbody></table>	More than 80% or equivalent OGP for all 10+2/UG/PG/PhD	<b>1 mark each</b>	National Talent Search Scholarship/ASPIRE/ or other scholarship as defined by the Council/ASRB	<b>1 mark</b>	JRF at the M. Sc. Level/Merit scholarship in DUs	<b>1 mark</b>	SRF of ICAR/CSIR or JRF of UGC at the Ph.D. level at other national level fellowship GATE upper 5%	<b>1 mark</b>	First Position Gold Medal in the University at the Graduate level (Not faculty or Instt. Gold medal)	<b>1 mark</b>	First Position Gold Medal in the University at the Masters level (Not faculty or Instt. Gold medal)	<b>1 mark</b>	Gold Medal at Ph.D level (Not faculty or Instt. Gold medal)	<b>1 mark</b>	<b>10</b>
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	<p><b>1b. First Position in the University at Graduate/Post Graduate level</b></p> <p style="text-align: right;"><b>Maximum 1 mark</b></p> <p><b>1c. Ph.D best thesis Awards at university level</b></p> <p style="text-align: right;"><b>Maximum 2 mark</b></p> <ul style="list-style-type: none"><li>• From Indian University ranking in top 100 Universities - 2 marks</li><li>• Other universities - 1 mark</li><li>• Jawahar Lal Nehru Award of ICAR - 2 marks</li></ul> <p><b>P.S. Aggregate award under item 1c is limited to 2 marks</b></p>															
	<p><b>1d. Overseas Post-Doctoral Fellowship/Associate-ships, which are competitive e.g., Commonwealth. DAAD, Fulbright, Humboldt, Boyscast,</b></p>															

	<p>Fellowships awarded by CG Institutes, FAO, DBT, UGC/Overseas University etc. Award of marks will be as follows:</p> <ul style="list-style-type: none"> <li>• <b>One mark</b> for a program of 3 months duration</li> <li>• <b>Two marks</b> for a program of 6 months or more duration</li> </ul> <p style="text-align: right;"><b>Maximum 3 marks</b></p>	
<b>2</b>	<b>Experience in Professional Field</b>	<b>10</b>
	<p><b>2a. Essential Qualification. (No Marks to be Awarded)</b></p> <ul style="list-style-type: none"> <li>(i) Doctoral degree in the relevant subject and disciplines as defined in the advertisement</li> <li>(ii) With 10 years' post-doctoral degree experience in the relevant field.</li> </ul>	
	<p><b>2b. Experience over and above for prescribed essential years stipulated as minimum qualifications.</b></p> <p style="text-align: right;"><b>Maximum 3 marks.</b></p> <p>Award of marks is as follows:</p> <ul style="list-style-type: none"> <li>• <b>One mark</b> for each additional year of service over and above the prescribed qualifications.</li> </ul> <p style="text-align: right;"><b>Maximum 2 marks</b></p> <ul style="list-style-type: none"> <li>• <b>One mark</b> for each year of post doctoral experience other than listed in 1C:-</li> </ul> <p style="text-align: right;"><b>Maximum 2 marks</b></p>	
	<p><b>2c. Trainings:</b> Specify trainings undergone outside the institute/university in the field of specialization with subject of the training and name of the training institute/organization. Award marks for trainings undergone outside the Institution where working as per following conditions below:</p> <ul style="list-style-type: none"> <li>i. Training of 10 days duration: <b>1 mark</b></li> <li>ii. Trainings of <math>\geq 21</math> day duration: <b>2 marks</b> for each training</li> <li>iii. Trainings of <math>\geq 3</math> month duration: <b>3 marks</b> for each training</li> </ul> <p>These training are other than those covered in 1.</p> <p style="text-align: right;"><b>Maximum 5 marks</b></p>	
	<b>2d. Team work to inter-disciplinary approach</b>	

	<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><b>One and half marks</b> for each bullet point.</p> <p style="text-align: right;"><b>Maximum 2 marks</b></p>	
	<p><b>Criteria 2e &amp; 2f :</b></p> <p style="text-align: right;"><b>No marks awarded</b></p>	
<b>3</b>	<b>Recognitions &amp; Awards/Special Attainments</b>	<b>7</b>
	<p><b>3A. Recognitions &amp; Awards.</b></p> <p style="text-align: right;"><b>Maximum 5 marks</b></p> <ul style="list-style-type: none"> <li>• <b>One mark each</b> for Associate-ship of recognized Science Academies/Fellowship of Professional Societies.  <p style="text-align: right;"><b>Maximum 2 marks</b></p></li> <li>• <b>One mark each</b> for Young Scientist Award/Medal of National Science Academies/ISCA/State Govt/Fellowship of Professional Societies.  <p style="text-align: right;"><b>Maximum 1 mark</b></p></li> <li>• Two Marks for Fellowship of any recognised National Scientific Academy  <p style="text-align: right;"><b>Maximum 2 Marks</b></p></li> <li>• <b>Two marks each</b> 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.,  <p style="text-align: right;"><b>Maximum 2 marks</b></p></li> </ul>	
	<p><b>3B Special attainments.</b></p> <p style="text-align: right;"><b>Maximum 2 marks</b></p> <p><b>One mark each for:</b></p> <ul style="list-style-type: none"> <li>• Recognition as Member-Secretary of Scientific Committees/Member Task Forces and other Policy Making Bodies/Committees at the National/State level member of official delegation abroad.</li> </ul>	

	<p style="text-align: right;"><b>Maximum 1 mark</b></p> <ul style="list-style-type: none"> <li>• Best paper/ Best poster presentation in a Symposium/Conference or an award for paper published in a Scientific Journal.</li> </ul> <p style="text-align: right;"><b>Maximum 1 mark</b></p> <ul style="list-style-type: none"> <li>• Experience of working/training in an International Organization/Laboratory other than post-doctoral fellow or participation in an International Conference/Symposia outside the country. One mark for each.</li> </ul> <p style="text-align: right;"><b>Maximum 3 marks</b></p> <p><b>P.S.</b> 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 section.</p>	
4	<p><b>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</b></p>	13
	<p><b>Development of variety &amp; coverage area:</b>  <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 field level:</b>  <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>  <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>  <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 for each new Discovery published in NAAS rated journal above 7.5.</b></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>25</b>												
	<p>Specify contributions in teaching/research/extension/service functions.</p> <p>Identify one Major and one Minor areas of work as detailed below:</p> <table border="1" data-bbox="363 1021 1361 1308"> <thead> <tr> <th>Area of work</th> <th>Major and minor areas of function</th> <th>Marks</th> </tr> </thead> <tbody> <tr> <td><b>5A. Teaching/ Research/ Extension</b></td> <td>Teaching/ Research/ Extension as major function</td> <td>16</td> </tr> <tr> <td><b>5B</b></td> <td>Teaching/ Research/ Extension as minor function</td> <td>03</td> </tr> <tr> <td><b>5C</b></td> <td>Externally Funded Projects</td> <td>06</td> </tr> </tbody> </table> <p><i>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.</i></p> <p><b><u>5A.1 Award of Marks for Teaching as Major Function</u></b></p> <p style="text-align: right;"><b>Maximum 16 marks</b></p> <ul style="list-style-type: none"> <li>For teaching as the major function, the candidate must have taught courses independently with a total course credit load of 10 hrs during an academic year; whereas for minor function, the applicant must have undertaken 3 credit hr teaching load/yr. In case of courses taught jointly, credit load taken by the applicant only should be mentioned. For <b>each year</b> of requisite teaching experience award <b>2 marks</b>.</li> </ul> <p style="text-align: right;"><b>Maximum 8 marks</b></p>	Area of work	Major and minor areas of function	Marks	<b>5A. Teaching/ Research/ Extension</b>	Teaching/ Research/ Extension as major function	16	<b>5B</b>	Teaching/ Research/ Extension as minor function	03	<b>5C</b>	Externally Funded Projects	06	
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- Guidance for M.Sc./Ph.D. dissertation. As major guide award **0.5 mark** for each M.Sc. student and **1.0 mark** for each Ph.D student (marks to be awarded for students who have fulfilled all requirements for award of degree)

**Maximum 4 marks**

- Success of students (for whom the applicant served as major guide) in terms of recognition for conferment of National/International Awards, e.g., JN Award of the ICAR. **Two marks** for each ICAR award and one mark for Best Thesis award at university level.

**Maximum 2 marks**

- Acted as: (i) External Examiner at UG and PG level, (ii) External Thesis Evaluator/viva-voce Examiner and (iv) Paper-Setter at PG level for Universities and Boards

**Maximum 2 marks**

**Summer or Winter Schools, Refreshers Courses, Symposia, Conference etc.:**

- **Half mark** for each 5 subject matter lectures delivered as resource person in Summer/Winter Schools, Refresher Courses, Training Program.
- Award **half mark** for each lecture delivered in Symposia/Conference etc.,

**Maximum 2 marks**

**P.S. Marks will be awarded only, if presentation has been published in the compendium constituting course training material or in Symposium/Conference Proceedings.**

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

**Maximum 16 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. **Two marks** for each project completed.

**Maximum 12 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 Education as Major Function.**

**Maximum 16 marks.**

**5C.i. Technology application, demonstration and adoption**

As evidenced by a documentary proof, **award 1 mark for each of the following activities:**

- involvement in technology identification, application programs through organizing/coordinating activities related to technology assessment and refinement e.g.// on farm trails, frontline demonstrations and initiation of programs related to Farming System Research and Extension (FSR/E),
- yield gap analysis and impact assessment for providing feedback to research and development,
- Documentation of innovative extension methodologies, management of extension program, and success stories,
- studies on consequences and constraints following technology application adoption and constraint analysis,
- development of indices/tests on technology up-scaling and out-scaling of introduced technologies,
- conduct of programs on women development and gender mainstreaming and
- technology inventory and feedback support provided to the extension system for cataloguing region and situation specific technologies.

**Maximum 10 marks**

**5C.ii. Extension approaches for technology dissemination**

- As evidenced by a documentary proof, **award 1 mark** for each of the following activity:
- formation of Formal Village Organizations/Farmer Field Schools or 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,
- conceptualization, development and implementation of e-extension services, kiosks and ICT based extension programs.
- founding monitoring of e-linkages/connectivity, creating and use of electronic and web based knowledge portals and products,

	<ul style="list-style-type: none"> <li>organization or coordination of interface meetings, demonstrations, farmers meetings/field day/technology week, exhibition, TV &amp; Radio talks and</li> <li>Production and supply of technology products.</li> </ul> <p style="text-align: right;"><b>Maximum 4 marks</b></p> <p><b>5C. iii. Capacity Development and Collaborative Program</b></p> <ul style="list-style-type: none"> <li>As evidenced by a documentary proof, <b>award 1 mark</b> for each of the following capacity building activity/field demonstration organized:</li> <li>conduct of stakeholder's capacity building programs as coordinator, and/or training tool kits developed</li> <li>Demonstrations laid out and constraints analysed and solutions suggested for general improvement.</li> </ul> <p style="text-align: right;"><b>Maximum 2 marks</b></p>	
<b>5B</b>	<p><b>Minor Function details (Teaching/Research/Extension as minor function)</b></p> <p>For any of the teaching, research or extension as the <b>Minor Function</b> the award of marks will be granted as narrated and distributed for Major Function. But the aggregate for minor functions will be divided by 0.2 to arrive at the marks for the Minor Function</p> <p style="text-align: right;"><b>Maximum 3 marks</b></p>	
<b>5C</b>	<p><b>Externally Funded Projects</b></p> <p>Qualifying marks for earning competitive grant Projects granted by external sources (excluding institute funded projects) should be considered for marking only. Externally funded projects will be awarded marks as follows (proof necessary):</p> <p>i. Up to Rs 10.00 lacs: <b>1 mark</b> for PI and <b>0.5 mark</b> for Co-PI/Project Associate for each project</p> <p>ii. &gt;10.00 lacs and up to Rs. 25.00 lacs: <b>2 marks</b> for PI and <b>1 mark</b> for Co-PI/Project Associate for each project</p> <p>iii. &gt;25.00 lacs: <b>3 marks</b> for PI and <b>3 marks</b> for Co-PI/Project Associate for each project</p> <p style="text-align: right;"><b>Maximum 6 marks</b></p>	
<b>6</b>	<b>Publications</b>	<b>25</b>
	<b>6A. Applicable to Researchers &amp; Teachers other than Social Scientists:</b>	



	<p><b>6A.1 Publications (Refereed Journals)</b></p> <p>An applicant must identify 10 best research papers published in referred journals for allocation of score according to NAAS 2014 Journal rating. The sum total of 10 publication will be multiplied by 0.25 to obtain score in this category. The NAAS score for each of the 10 publications where NAAS journal ID is not available, the Screening Committee shall be empowered to give appropriate rating but not exceeding 0.8/publication.</p> <p>Where NAAS rating is not available but International Impact Factor is available, the applicant may indicate NAAS rating as 6 plus impact factor.</p> <p style="text-align: right;"><b>Maximum 22 marks</b></p>	
	<p><b>6A.2 Other publications</b></p> <p style="text-align: right;"><b>Maximum 3 marks</b></p> <ul style="list-style-type: none"> <li>• Practical Manual/Training Manual Authored/Edited: For each publication award <b>1 marks</b>.  <p style="text-align: right;"><b>Maximum 2 marks</b></p></li> <li>• Book Chapters qualify for marking. Award <b>1 marks</b> for each publication.  <p style="text-align: right;"><b>Maximum 2 marks</b></p></li> <li>• Popular Articles/Bulletins/Short Communications: Award <b>0.5 mark</b> for each publication.  <p style="text-align: right;"><b>Maximum 1mark</b></p></li> </ul>	
	<p><b>6B. Applicable to Social Scientists and Scientist working in KVKs</b></p> <p style="text-align: right;"><b>Maximum 25 marks</b></p> <p><b>6B.1 Publications (Refereed Journals).</b></p> <p style="text-align: right;"><b>Maximum 15 marks</b></p> <p>An applicant must identify 12 best research papers published in referred journals for allocation of score according to NAAS Journal rating. The NAAS score for 12 publications will be added and the sum multiplied by 0.15 to get marks with a cap at 18. For research publication where NAAS journal ID is not available, the Screening Committee shall be empowered to give appropriate rating but not exceeding 0.4/publication.</p> <p>For journals not covered in NAAS but have international impact factor applicant may indicate score as (6+impact factor)</p>	
	<p><b>6B.2 Other Publications</b></p> <p style="text-align: right;"><b>Maximum 10 marks</b></p>	

	<ul style="list-style-type: none"> <li>• Practical Manual/Training Manual Authored/Edited: For each publication award <b>2 marks</b> to first author and 1.5 marks to co-authors. <b>Maximum 4 marks</b></li> <li>• Book Chapters qualify for marking. Award <b>1marks</b> for each publication. <b>Maximum 2 marks</b></li> <li>• Popular Articles/Bulletins/Short Communications: Award <b>0.5 mark</b> for each publication. <b>Maximum 2 marks</b></li> <li>• Electronic media coverage, articles published in newspapers and magazines qualify for marking. For each relayed or published article award 0.25 mark. <b>Maximum 1 mark</b></li> <li>• Extension Bulletins qualify for making. For each Bulletin award 0.25 mark. <b>Maximum 1 mark</b></li> <li>• IT material for Technology Transfer or Human Resource Development will qualify for marking. Award <b>1 mark</b> for each material developed. <b>Maximum 1 mark</b></li> <li>• Policy papers: Two marks each. <b>Maximum 4 marks</b></li> </ul> <p><b>P.S Aggregate award under 6B.2 is limited to 10 marks.</b></p>	
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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></p> <p style="text-align: right;"><b>Maximum 4 marks</b></p> <p>(i) <b>Development of new facility/laboratory having measurable impact (list only three activities). Award 1.0 for each activity.</b></p> <p>(ii) <b>Development of farm/common facility (list only 3 activities). Award 1.0 for each activity.</b></p> <p><b>7b. Service Functions:</b></p> <p><b>Service provided for following miscellaneous tasks by applicant qualify for award of marks. Award 1.0 mark for each contribution.</b></p> <p style="text-align: right;"><b>Maximum 6 marks</b></p> <p>(i) <b>Compilation of Institute Annual Reports (editor/sub-editor).</b></p> <p>(ii) <b>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.</b></p> <p>(iii) <b>Field survey including sea exploration, biodiversity &amp; aquatic/soil resources survey.</b></p>	10
	<b>GRAND TOTAL</b>	<b>100</b>