

**PROFORMA FOR CONSIDERING CASES UNDER THE CAREER ADVANCEMENT SCHEME  
SCIENTIST FROM RESEARCH GRADE PAY 8000 TO 9000**

**EVALUATION OF SCIENTIST ENGAGED IN RESEARCH + EXTN.**

Whether Assessed Earlier: Yes or No

*If Yes, Date of Assessment by DPC:* \_\_\_\_\_

Assessment Period: From \_\_\_\_\_ To \_\_\_\_\_

**Please send 6 copies of duly filled-in proforma**

**NAME OF THE INSTITUTE** \_\_\_\_\_

1. Name : \_\_\_\_\_
2. Designation : \_\_\_\_\_
3. Discipline : \_\_\_\_\_
4. Division/Section : \_\_\_\_\_
5. Date of Birth : \_\_\_\_\_
6. Date of award of degree : M. Phil \_\_\_\_\_  
Ph.D. : \_\_\_\_\_
7. Date of joining the ICAR : \_\_\_\_\_
8. Date of joining the Institute : \_\_\_\_\_
9. Date of joining in the post of Scientist  
in the grade pay of Rs. 8000 : \_\_\_\_\_
10. Date of completion of 3 years  
in the grade pay of Rs. 8000 : \_\_\_\_\_

**11(A) Highlight Your Significant Contributions;  
Project-wise, in not exceeding two pages:** \_\_\_\_\_

# 11(B) Tabular Summary of Scientific Achievements\*

(READ CAREFULLY THE GUIDELINES BEFORE FURNISHING DETAILS BELOW)

	Part I. Evaluation of Scientist (RGP 8000) who is mainly involved in Research & Extension	Duration of Contribution			Marks	
	Assessment period 3 years	1 <sup>st</sup> year	2 <sup>nd</sup> year	3 <sup>rd</sup> year	Max	
A					40	
	<b>SCIENTIST'S ACHIEVEMENTS IN RESEARCH</b>				20	
A01	<ul style="list-style-type: none"> <li>Institute projects. <b>3.0 marks for PI, 1.5 marks for Co-PI for every completed year (Max 8 marks)</b></li> <li>External projects of minimum 10 lakh per project: <b>3.0 marks for PI, 1.5 marks for Co-PI for every completed year.</b></li> </ul>				10	
A02	<p>Innovative technologies developed, participatory technology developed, prototype, genetic stock, variety, product, vaccine, diagnostic kit, process, concept, methodology, software development/Data base management/Expert system developed/Decision support system /models / e-learning lessons / models developed &amp; any other relevant output.: <b>4 marks for PI, 3 marks for Co-PI for each output</b></p> <ul style="list-style-type: none"> <li>Patents: For PI and Co-PI, for each patent granted <b>2 marks; for technology commercialized/popularized(without patent) 3 marks and for patent granted and commercialized/popularized: 5 marks</b></li> </ul>				7	
	<p><b>Technology spread and impact across the system</b></p> <ul style="list-style-type: none"> <li>The variety released entered into seed chain (<b>1.5 marks for each variety) Max. 3 marks</b></li> <li>Wide spread adoption of the variety /planting materials /tools / machinery / technology developed etc. by the farmers / clients across the system / country with a perceptible impact. (<b>3 marks.</b>)</li> <li>Conducting/ co-coordinating and monitoring demonstration, field trials covering 300 acres across the farming system (<b>1 mark per 100 acre demonstration) Max 3 marks</b></li> <li>Adoption of technology or package of practices by a minimum of 3000 farmers across the system. <b>3 marks</b></li> </ul>				3	

	<ul style="list-style-type: none"> <li>Commercial release/use of the technology attracting revenue to the organization <b>(Rs.5 to 10 Lakh 1.5 marks and above Rs. 10 Lakh 3 marks )</b></li> <li>Adoption of concept /methodology /product by research and academic members across NARS/ CGIAR/ international research and academic bodies, accreditation received etc. <b>Max 3 marks</b> (for research papers evidence in the form of H index 3 i.e. minimum of 3 number of papers published during the preceding 8 years with each paper cited 3 times is considered)</li> <li><b>Note:</b> Paper published out of M.Sc. and Ph.D. work will not be considered.</li> </ul>					
	Capacity building / monitoring/ evaluation / reporting and institution building					
A03	<ul style="list-style-type: none"> <li>Teaching. 0.5 marks for each credit hour taught <b>(max: 2 marks)</b></li> <li>Student guide/ co-guide: <b>1 mark for each Masters Degree awarded as guide, 0.5 mark to co-guide. 2 marks for Ph.D as guide and 1 mark as co-guide. Max. 2 marks</b></li> <li>Technology inventory prepared, technology evaluation, monitoring of field /adaption trials, reporting of feedback / success stories/ cases etc. <b>(0.5 marks each) Max 2 marks</b></li> <li>Customized instruction materials, ready reckoners, research monographs, advisories , simulation model/ programmes etc. developed in relation to the institutional mandate. <b>(0.5 marks) Max 2 marks</b></li> <li>Institution building (Only clearly defined major contributions as a Member Secretary RAC/ SRC / QRT /PME Cell / CPC / IPR Cell/ Technical Cell / Editors of Annual and AICRP Reports / I/c of Central Facilities like ARIS Cell / video conferencing, HRD Cell etc.) <b>(0.5 mark per year for each assignment) (Maximum 3 Marks only)</b></li> <li>Works related to germ plasm collection, documentation and conservation <b>(0.5 mark for each year of involvement) Max 2 marks</b></li> <li>Service providing activities related to production, processing and distribution of seeds and planting material, incharge of cattleyard, fish &amp; fish seed production, hatchery etc. <b>(0.5 mark per year for each</b></li> </ul>				5	

	<b>assignment) (Maximum 3 Marks only)</b> <ul style="list-style-type: none"> <li>• Convener or co-convener or organizing/ co-organizing secretary or course director / co-course director of seminars / symposia / workshop / discussion /conference / summer or winter school / training programme / refresher course of duration 3-5 days: <b>1 mark each</b>; 6 to 20 days: <b>2 mark each</b>; 21 days or more: <b>3 marks each (Maximum 3 Marks only)</b></li> <li>• Other HRD programmes organized / coordinated / assisted as per institutional mandate. (0.5 marks for each assignment) <b>Max 2 marks)</b></li> </ul>					
<b>A04</b>	<b>SCIENTIST'S ACHIEVEMENT IN EXTENSION</b>				<b>15</b>	
	<ul style="list-style-type: none"> <li>• Front Line Demonstration conducted. <b>2 marks per demonstration. Max 4 marks.</b></li> <li>• Inter institutional HRD programmes organized/ coordinated/assisted as per Institute mandate <b>(2.0 marks for each assignment per year) (Maximum of 4 marks)</b></li> <li>• Farmers interest groups organized/ Commodity interest groups organized (1 mark each) <b>Max 2 marks.</b></li> <li>• Farming system research and extension activities undertaken. <b>2 marks each. Max 4 marks.</b></li> <li>• Participatory technology development programmes and farmer field schools organized. <b>2 marks each. Max 4 marks.</b></li> <li>• Extension Teaching aids developed. (Teaching manuals, Instructional materials etc) <b>0.5 mark for each (Maximum of 2 marks).</b></li> <li>• Activities related to e-extension services, mobile advisory system and promotion of ICT based extension programmes. <b>2 marks each. Max 4 marks.</b></li> <li>• Field day/ farmers fair, demonstration, exhibitions, Radio talks, TV presentations etc. <b>1 mark for each. Max 2 marks</b></li> <li>• Research-Extension-Farmers-interface meetings organized. <b>1 mark for each. Maximum 2 marks</b></li> </ul>					
<b>B</b>	<b>PUBLICATIONS</b>				<b>20</b>	
<b>B01</b>	<b>Research Papers (Full score for the First Author, 0.75 score each for rest of the authors).</b> One best research papers published during the period of review will be allocated score according to the National Academy of Agricultural Sciences				<b>5</b>	

	(NAAS) rating of Scientific Journals, on a <b>scale of 1.0 to 10.0 (Marks limited to 5)</b>					
<b>B02</b>	<b>Other publications:</b> <ul style="list-style-type: none"> <li>Books authored (minimum 100 pages): <b>1.0 mark for each author. (Max marks limited to 2)</b></li> <li>Books edited (minimum 100 pages): <b>0.5 mark for each editor (Max marks limited to 2)</b></li> <li>Technical/extension bulletin, Training manual <b>(minimum 25 pages) 0.5 mark for each author (Max marks limited to 3)</b></li> <li>Conference Proceedings and newsletter edited: <b>0.5 marks for editor and co-editors (Max marks limited to 3)</b></li> <li>Book chapters/ Extension leaflets/folders: <b>0.5 mark for author and co-authors (Max marks limited to 3)</b></li> <li>Technical/ popular Articles : <b>0.25 mark for author and co-authors (Max marks limited to 4)</b></li> <li>E-publication, Technology inventory and concept series published <b>(0.5 marks for each Max. 3 marks)</b></li> </ul>				15	
<b>C</b>	<b>PEER RECOGNITION</b>				8	
<b>C01</b>	<ul style="list-style-type: none"> <li>International and National Awards / National Academy fellow: <b>2 marks each .</b></li> <li>Post-Doctoral Fellowships: <b>1 mark.</b></li> <li>Institutional or recognized professional societies award / fellowship / journal editor : <b>1 mark each (maximum 2 marks)</b></li> <li>Best Paper, Best Posters <b>0.5 marks each (maximum 1 mark).</b></li> <li>Conference prizes / medals, <b>0.5 each max 1.0</b></li> </ul>					
<b>C02</b>	<ul style="list-style-type: none"> <li>Oral presentation in International seminars / symposia / conference/ workshops : <b>1 mark each (Maximum of 2 marks)</b></li> <li>Oral presentation in National seminars / symposia / conference/ workshops : <b>0.5 mark each. (Maximum of 2 marks)</b></li> </ul>					
<b>C03</b>	<ul style="list-style-type: none"> <li>Special assignments (International organizations, overseas and special national assignments/ consultancies not covered anywhere else in the application: <b>1.0 mark for each (maximum marks limited to 2)</b></li> <li>International seminars / symposia / conference/ workshops/ attended: <b>0.5 mark each (Maximum of 2 marks)</b></li> </ul>					
<b>D</b>	<b>ANNUAL ASSESSMENT REPORTS</b>				12	
<b>D01</b>	Period of assessment: <b>3 years</b> 4.0 marks for Outstanding, 3.0 marks					

	for Very Good, 2.0 marks for Good, 1.0 marks for Average and 0.5 marks for Below Average. Grading to be awarded for each year.					
<b>E</b>	<b>TOTAL Presentation and Interview</b>				<b>80 20</b>	
	<b>Grand Total</b>				<b>100</b>	

\*Enclose supporting documents for each of the above items.

Date: \_\_\_\_\_

\_\_\_\_\_

SIGNATURE OF THE SCIENTIST

**Certificate (To be filled in by the office/institute)**

- i. Verified that the information furnished by the Scientist with regard to service particulars and research achievements / publications etc. are correct.
- ii. For the assessment period (From ..... to .....)  
Dr. .... is clear from vigilance angle.
- iii. No minor / major penalty has been imposed on him / her during the said assessment period.
- iv. The work and conduct of Dr. ....as observed from the annual Assessment Report for the said assessment period has been found to be satisfactory.
- v. AAR grading for the assessment period are given below



Assessment Period								
Grading by the Reporting officer								
Grading by the Reviewing Officer								

- vi. Remarks of the Director of the Institute about the Research Potential of the Scientist as evidence from the SRC Proceedings/ any other document are given below:-

---

SIGNATURE OF THE HEAD OF THE INSTITUTE

**RES – III RESEARCH + EXTN.**

	<p align="center"> <b>AGRICULTURAL SCIENTISTS RECRUITMENT BOARD</b>  <b>CAREER ADVANCEMENT OF ICAR SCIENTISTS</b>  <b>SCIENTIST FROM RESEARCH GRADE PAY 8000 TO 9000</b> </p>	
	<b>Part I. Evaluation of Scientist (RGP 8000) who is mainly involved in Research &amp; Extension</b>	<b>Max. Score</b>
	<b>Assessment period 3 years</b>	
<b>A</b>		<b>40</b>
	<b>SCIENTIST'S ACHIEVEMENTS IN RESEARCH</b>	<b>20</b>
<b>A01</b>	<ul style="list-style-type: none"> <li>Institute projects. <b>3.0 marks for PI, 1.5 marks for Co-PI for every completed year (Max 8 marks)</b></li> <li>External projects of minimum 10 lakh per project: <b>3.0 marks for PI, 1.5 marks for Co-PI for every completed year.</b></li> </ul>	10
<b>A02</b>	<p>Innovative technologies developed, participatory technology developed, prototype, genetic stock, variety, product, vaccine, diagnostic kit, process, concept, methodology, software development/Data base management/Expert system developed/Decision support system /models / e-learning lessons / models developed &amp; any other relevant output.: <b>4 marks for PI, 3 marks for Co-PI for each output</b></p> <p>• Patents: For PI and Co-PI, <b>for each patent granted 2 marks; for technology commercialized/popularized(without patent) 3 marks and for patent granted and commercialized/popularized: 5 marks</b></p>	7
	<p><b>Technology spread and impact across the system</b></p> <ul style="list-style-type: none"> <li>The variety released entered into seed chain <b>(1.5 marks for each variety) Max. 3 marks</b></li> <li>Wide spread adoption of the variety /planting materials /tools / machinery / technology developed etc. by the farmers / clients across the system / country with a perceptible impact. <b>(3 marks.)</b></li> <li>Conducting/ co-coordinating and monitoring demonstration, field trials covering 300 acres across the farming system <b>(1 mark per 100 acre demonstration) Max 3 marks</b></li> <li>Adoption of technology or package of practices by a minimum of 3000 farmers across the system. <b>3 marks</b></li> <li>Commercial release/use of the technology attracting revenue to the organization <b>(Rs.5 to 10 Lakh 1.5 marks and above Rs. 10 Lakh 3 marks )</b></li> <li>Adoption of concept /methodology /product by research and academic members across NARS/ CGIAR/ international research and academic bodies, accreditation received etc. <b>Max 3 marks</b> (for research papers evidence in the form of H index 3 i.e. minimum of 3 number of papers published during the preceding 8 years with each paper cited 3 times is considered)</li> <li><b>Note:</b> Paper published out of M.Sc. and Ph.D. work will not be considered.</li> </ul>	3
	<b>Capacity building / monitoring/ evaluation / reporting and institution building</b>	
<b>A03</b>	<ul style="list-style-type: none"> <li>Teaching. 0.5 marks for each credit hour taught <b>(max: 2 marks)</b></li> <li>Student guide/ co-guide: <b>1 mark for each Masters Degree awarded as guide, 0.5 mark to co-guide. 2 marks for Ph.D as guide and 1 mark as co-guide. Max. 2 marks</b></li> <li>Technology inventory prepared, technology evaluation, monitoring of field /adaption trials, reporting of feedback / success stories/ cases etc. <b>(0.5 marks each) Max 2 marks</b></li> <li>Customized instruction materials, ready reckoners, research monographs, advisories , simulation model/ programmes etc. developed in relation to the institutional mandate.</li> </ul>	5



	<p><b>(0.5 marks) Max 2 marks</b></p> <ul style="list-style-type: none"> <li>• Institution building (Only clearly defined major contributions as a Member Secretary RAC/ SRC / QRT /PME Cell / CPC / IPR Cell/ Technical Cell / Editors of Annual and AICRP Reports / I/c of Central Facilities like ARIS Cell / video conferencing, HRD Cell etc.) <b>(0.5 mark per year for each assignment) (Maximum 3 Marks only)</b></li> <li>• Works related to germ plasm collection, documentation and conservation <b>(0.5 mark for each year of involvement) Max 2 marks</b></li> <li>• Service providing activities related to production, processing and distribution of seeds and planting material, incharge of cattleyard, fish &amp; fish seed production, hatchery etc. <b>(0.5 mark per year for each assignment) (Maximum 3 Marks only)</b></li> <li>• Convener or co-convener or organizing/ co-organizing secretary or course director / co-course director of seminars / symposia / workshop / discussion /conference / summer or winter school / training programme / refresher course of duration 3-5 days: <b>1 mark each; 6 to 20 days: 2 mark each; 21 days or more: 3 marks each (Maximum 3 Marks only)</b></li> <li>• Other HRD programmes organized / coordinated / assisted as per institutional mandate. (0.5 marks for each assignment) <b>Max 2 marks)</b></li> </ul>	
<b>A04</b>	<b>SCIENTIST'S ACHIEVEMENT IN EXTENSION</b>	<b>15</b>
	<ul style="list-style-type: none"> <li>• Front Line Demonstration conducted. <b>2 marks per demonstration. Max 4 marks.</b></li> <li>• Inter institutional HRD programmes organized/ coordinated/assisted as per Institute mandate <b>(2.0 marks for each assignment per year) (Maximum of 4 marks)</b></li> <li>• Farmers interest groups organized/ Commodity interest groups organized (1 mark each) <b>Max 2 marks.</b></li> <li>• Farming system research and extension activities undertaken. <b>2 marks each. Max 4 marks.</b></li> <li>• Participatory technology development programmes and farmer field schools organized. <b>2 marks each. Max 4 marks.</b></li> <li>• Extension Teaching aids developed. (Teaching manuals, Instructional materials etc) <b>0.5 mark for each (Maximum of 2 marks).</b></li> <li>• Activities related to e-extension services, mobile advisory system and promotion of ICT based extension programmes. <b>2 marks each. Max 4 marks.</b></li> <li>• Field day/ farmers fair, demonstration, exhibitions, Radio talks, TV presentations etc. <b>1 mark for each. Max 2 marks</b></li> <li>• Research-Extension-Farmers-interface meetings organized. <b>1 mark for each. Maximum 2 marks</b></li> </ul>	
<b>B</b>	<b>PUBLICATIONS</b>	<b>20</b>
<b>B01</b>	<b>Research Papers (Full score for the First Author, 0.75 score each for rest of the authors).</b> One best research papers published during the period of review will be allocated score according to the National Academy of Agricultural Sciences (NAAS) rating of Scientific Journals, on a <b>scale of 1.0 to 10.0 (Marks limited to 5)</b>	<b>5</b>
<b>B02</b>	<p><b>Other publications:</b></p> <ul style="list-style-type: none"> <li>• Books authored (minimum 100 pages): <b>1.0 mark for each author. (Max marks limited to 2)</b></li> <li>• Books edited (minimum 100 pages): <b>0.5 mark for each editor (Max marks limited to 2)</b></li> <li>• Technical/extension bulletin, Training manual (minimum 25 pages) <b>0.5 mark for each author (Max marks limited to 3)</b></li> <li>• Conference Proceedings and newsletter edited: <b>0.5 marks for editor and co-editors (Max marks limited to 3)</b></li> <li>• Book chapters/ Extension leaflets/folders: <b>0.5 mark for author and co-authors (Max marks limited to 3)</b></li> <li>• Technical/ popular Articles : <b>0.25 mark for author and co-authors (Max marks limited to 4)</b></li> <li>• E-publication, Technology inventory and concept series published <b>(0.5 marks for each Max. 3 marks)</b></li> </ul>	<b>15</b>
<b>C</b>	<b>PEER RECOGNITION</b>	<b>8</b>
<b>C01</b>	<ul style="list-style-type: none"> <li>• International and National Awards / National Academy fellow: <b>2 marks each .</b></li> <li>• Post-Doctoral Fellowships: <b>1 mark.</b></li> <li>• Institutional or recognized professional societies award / fellowship / journal editor : <b>1 mark each (maximum 2 marks)</b></li> <li>• Best Paper, Best Posters <b>0.5 marks each (maximum 1 mark).</b></li> <li>• Conference prizes / medals, <b>0.5 each max 1.0</b></li> </ul>	

<b>C02</b>	<ul style="list-style-type: none"> <li>• Oral presentation in International seminars / symposia / conference/ workshops : <b>1 mark each (Maximum of 2 marks)</b></li> <li>• Oral presentation in National seminars / symposia / conference/ workshops : <b>0.5 mark each. (Maximum of 2 marks)</b></li> </ul>	
<b>C03</b>	<ul style="list-style-type: none"> <li>• Special assignments (International organizations, overseas and special national assignments/ consultancies not covered anywhere else in the application: <b>1.0 mark for each (maximum marks limited to 2)</b></li> <li>• International seminars / symposia / conference/ workshops/ attended: <b>0.5 mark each (Maximum of 2 marks)</b></li> </ul>	
<b>D</b>	<b>ANNUAL ASSESSMENT REPORTS</b>	<b>12</b>
<b>D01</b>	Period of assessment: <b>3 years</b> 4.0 marks for Outstanding, 3.0 marks for Very Good, 2.0 marks for Good, 1.0 marks for Average and 0.5 marks for Below Average. Grading to be awarded for each year.	
<b>E</b>	<b>TOTAL</b>	<b>80</b>
	<b>Presentation and Interview</b>	<b>20</b>
	<b>Grand Total</b>	<b>100</b>