From

The Registrar
CCS HAU, Hisar

To

All Deans/Directors/Officers/HODs/HOS (Including Outstations),
CCS HAU, Hisar

Memo No. Admn.R2/26/TM-82/ 1662-1786
Dated: 28-04-2026

Subject: **Selection criteria for recruitment of Assistant Professor/equivalent, Associate Professor/equivalent, Professor/equivalent and Senior Professor/equivalent along with other guidelines relating to direct recruitment of faculty.**

The Personnel Committee/Board of Management vide item No. B-9/A-7 in their 97th / 280th meeting held on 10.04.2026 has approved the following:

Selection Criteria for direct recruitment:

1. **Assistant Professor/equivalent posts:**
   The selection criteria for the post of Assistant Professor/equivalent (Annexure-III).

2. **Associate Professor/equivalent & Professor/equivalent posts:**
   The existing criteria circulated vide Memo No. Admn.R2/17/TM-82/126-250 dated 02.01.2018 may be continued.

3. **Senior Professor/equivalent posts:**
   The existing criteria for the post of Professor/equivalent circulated vide Memo No. Admn.R2/17/TM-82/126-250 dated 02.01.2018 may be followed.

Other guidelines relating to direct recruitment:

1. Equivalency:
   i) the word "teaching" and "research" may be replaced as "teaching/research/extension" in the revised minimum qualifications and measure for the maintenance of standards in higher education, 2022 based on University Grant Commission Regulations, 2018.

   ii) The word "Assistant Professor", "Associate Professor" and "Professor" may be replaced as "Assistant Professor/equiv.", "Associate Professor/equiv." and "Professor/equiv." in the revised minimum qualifications and measure for the maintenance of standards in higher education, 2022 based on University Grant Commission Regulations, 2018.

2. The UGC guidelines and amendment regarding qualifications from time to time circulated by State Govt. are recommended to be followed along with guidelines of Other Agencies where applicable.

3. The Eligibility for direct recruitment may be same as per the revised minimum qualifications and measure for the maintenance of standards in higher education, 2022 based on University Grant Commission Regulations, 2018.

4. The Academic Council may be authorized to specify the concerned/relevant/allied subject of Masters and Ph.D Degree.

5. The shortlisting of candidates for the post of Assistant Professor/equiv. may be same as per UGC Guidelines. However, the research publication of ICAR listed Journals may also be considered for marks in the shortlisting criteria. In Research Publications and Award 2 marks each may be given for 1st and corresponding author thereafter one mark for others. If the period of teaching/post-doctoral experience is less than one year than the marks shall be reduced proportionately to the extent i.e. 0.5 marks for each completed 3 months.

6. All the eligible candidates for the posts of Associate Professor/equiv., Professor/equiv. and Senior Professor may be called for interview.

7. The existing criteria (for shortlisting of candidates for interview to the post of Assistant Professor/equivalent) may be followed i.e. the University will shortlist 15 eligible candidates against one post and further an addition of five more eligible candidates (i.e. 15+5=20) against each post and so on, as per merit list on the basis of structural marking. Only shortlisted candidates will be called for interview. The condition of shortlisting will also be applicable to the reserved posts. If the number of candidates are more than one having same marks than the seniority for shortlisting will be decided on the basis of marks obtained in Postgraduate degree, if still the marks are the same than the seniority in age will be senior in merit.

8. The Academic Council with the approval of BOM may lay down criteria and procedure for selection of faculty member (Professor/equiv.) who are from outside the academic field and for the post involving different nature of responsibilities in certain discipline/area of existing/newly created posts.

Encl: 1. Annexure-III.
2. Memo No. Admn.R2/17/TM-82/126-250 dated 02.01.2018.

28/04/2026
Registrar

CC:

1. Secretary to Vice-Chancellor for kind information of the Vice-Chancellor.
2. PS to Registrar, CCS HAU, Hisar.
3. Advisor (Faculty & Academic Affairs) with reference to you UO No. 6067-69 dated 17.04.2026 vide which the extract from the proceeding of the PC/BOM item No. B-9/A-7 in their 97th /280th meeting held on 10.04.2026 along with copy of agenda item only for further necessary action.
4. Controller of Examination.
5. Dy. Registrar (GA), Assistant Registrar (Faculty), Assistant Registrar (Acad.), Assistant Registrar (E) and Incharge (Legal)
6. Incharge, Computer Section, College of Basic Science & Humanities, CCS HAU, Hisar with the request to upload the same on the University Website.

Annexure-III

Assistant Professor/Equivalents

Assessment of merit candidate for the Post of ..... (Advt.No-.....) Selection Committee Meeting held on : ..... at .....

Sr No	Name of the Candidate	Father Name	Category	Graduation	Post-Graduation	M.Phil.	Ph.D.	NET with JRF	NET	SLET/ SET	Award		Research Publications (2 marks for each research publications published in Peer-Reviewed or UGC/ICAR-listed Journals)	Teaching / Post Doctoral Experience (2 marks for one year each)	Total	Quality Publication	Interview	Grand Total
											International / National Level (Awards given by International Organisations/ Govt. of India / Govt. of India recognised National Level Bodies)	State-Level (Awards given by State Govt.)					
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
Marks →				(15)	(25)	Max. Marks (30)		Max. Marks (07)			Max. Marks (03)		(10)	(10)	(100)	(5)	(20)	(125)
						(7)	(30)	(7)	(5)	(3)	(3)	(2)						
				Marks are as per short-listing criteria														

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From

The Registrar
CCS HAU, Hisar.

To

All Deans/Directors/Officers/HODs/HOS (including outstations),
CCS HAU, Hisar.

Memo. No. Admn.R.2/17/TM-82/ 126-250
Dated: 2/1/2018

Sub: Selection criteria for recruitment of Associate Professor/equivalent & Professor/equiv. posts.

The Personnel Committee/Board of Management vide item No. B-5/A-18 in their 79th/258th meeting held on 21.12.2017 has approved the selection criteria for recruitment of Associate Professor/equivalent (Annexure-I) & Professor/equiv. (Annexure-II) posts by open selection. A copy of the same is enclosed for information and further necessary action.

Registrar 2/1/18

Encl: As above

1. OSD to Vice-Chancellor for kind information of the Vice-Chancellor.
2. Advisor (Faculty & Academic Affairs)-internal.
3. Incharge, Technical Cell, Vice-Chancellor's Secretariat, CCS HAU, Hisar with the request to keep the selection criteria on the University Website immediately under intimation to this office.
4. PS to Registrar, CCS HAU, Hisar for the kind information of Registrar.

Annexure-I

Criteria for screening of applications and Score card Guidelines for the posts of **Assoc. Professor/equivalent** for direct selection as approved by the PC/BOM vide item No. B-5/A-18 in their 79th /258th meeting held on 21.12.2017.

Allotment of marks

1.	Academic qualifications	20
2.	Experience in relevant field	12
3.	Recognitions and awards/ special attainments and achievements of Practical Importance	05
4.	Teaching/Research / Extension/ Service Function / Externally funded projects/ Resource Generation / Summer/Winter School/ Refresher Course/ Symposia/ Conference etc.	40
5.	Publications/including papers in refereed journals	20
6.	Institution building	3
	Grand Total	100

Details		
1.	Academic Qualifications (Proof required for each credit claimed including award of first class by the University or the conversion formula)	20
i)	5.0 marks each for Graduate, M.Sc./M.Tech. and Ph.D based upon percentage/OGPA (course work) levels. **Maximum of 15.0 marks**	
ii)	Gold medal at graduate and masters level Jawaharlal Nehru Award of ICAR OR similar National Award based on Ph.D Thesis/work. Best Ph.D Thesis in the University. 1.0 mark for each Gold medal and award.	
iii)	Post Doctoral Fellowship both national and international which are competitive e.g. DBT/DST, Fulbright/Humboldt/Boycast Fellowships etc- 1.0 mark for each six months duration and 0.5 mark for each 3- months duration.	
iv)	1.0 mark for additional University Degree/PG diploma relevant to the post applied for and obtained from an accredited University/Institute in regular full time residential mode and of minimum six months duration.	
v)	1.0 mark each for JRF/SRF/GATE of ICAR/CSIR/UGC/other national level Govt. fellowship at M.Sc./M.Tech./Ph.D level **Maximum of 5.0 marks for (ii),(iii),(iv)&(v)**	

2.	Experience in relevant field.	12
(i) (a)	**Essential Qualification** **For disciplines other than Engineering** **Associate Professor/equiv.** i) Doctoral degree in the relevant subject (to be defined). ii) 8 years experience (excluding period spent on Ph. D. during service, subject to a maximum of 3 years) in the relevant subject as Assistant Professor or in an equivalent position in the Pay Band-3 of Rs. 15600-39100 with Grade Pay of Rs. 5400/6000/7000/ 8000 (pre-revised Rs. 8000-13500) or corresponding revised pay scale and having made contribution to research/ teaching / extension as evidenced by published work/patents granted/ innovation and impact, respectively. **OR** Doctoral degree in relevant subject with minimum 8 years' experience of high quality post-doctoral research in an institution/ organization as evidenced by at least 6 publications (based on post-doctoral research) in journals with NAAS rating of 7.5 or above with first authorship Desirable: Specialisation in relevant field.	
(b)	**For Engineering discipline** i) Doctoral degree in relevant Engineering subject. ii) 6 years experience (excluding period spent on Ph. D. during service, subject to a maximum of 3 years) in the relevant subject as Assistant Professor or in an equivalent position in the Pay Band-3 of Rs. 15600-39100 with Grade Pay of Rs. 5400/6000/7000/ 8000 (pre-revised Rs. 8000-13500) or corresponding revised pay scale and having made contribution to research/ teaching/ extension as evidenced by published work/ patents granted/ innovation and impact, respectively. OR i) Master's degree in the relevant Engineering subject. ii) 10 years experience in the relevant subject as Assistant Professor or in an equivalent position in the Pay Band-3 of Rs. 15600-39100 with Grade Pay of Rs. 5400/6000/7000/ 8000 (pre-revised Rs. 8000-13500) or corresponding revised pay scale and having made contribution to research/ teaching/extension as evidenced by published work/patent granted/ innovation and impact, respectively. **OR** Doctoral degree in relevant Engineering subject with minimum 6 years' experience of high quality post-doctoral research in an institution/ organization as evidenced by at least 6 publications (based on post-doctoral research) in journals with NAAS rating of 7.5 or above with first authorship. Marks will be awarded strictly for the service experience over and above	

	the prescribed essential years stipulated as minimum qualifications. 1.5 marks for each year of service experience over and above the prescribed period required for the particular post. **Maximum of 6.0 marks**	
(ii)	**Specific trainings undertaken in the field of specialization** (2.0 mark each for training of duration 21 days or more, 1.0 marks for training of 11 to 20 days and 0.5 marks for training of 7 to 10 days) **Maximum of 6.0 marks**	
3.	**Recognitions & Awards/Special Attainments & Achievements of Practical Importance (Proof in support of each claim needed)**	5
(i)	**Awards and Recognitions** • 2.0 marks for national/international award (recognized by ICAR, CSIR, DBT, or UGC., FAO of the UN etc.) relevant to the subject/discipline of specialization, joint recognition will carry one mark each. **Maximum of 2.0 marks** • 1.0 mark for Fellowship and 0.5 marks for Associateship of National Academies and national professional societies. **Maximum of 2.0 marks** • 0.5 mark each for awards from the State Govt. Departments, National Institutes, Universities, Professional Societies (registered), President/ Chairman/Member-Secretary of Important Committees and other decision/policy making bodies/committees of national level, Member of Editorial Board of National and international NAAS-rated journals, Reviewer of peer-reviewed journals. **Maximum of 2.0 marks** • 0.5 mark each for best paper and poster presented in National or International symposium/conference sponsored by ICAR, CSIR, DBT/DST or UGC or government agency. **Maximum of 2.0 marks**	
(ii)	**Special Attainments and Achievements of Practical Importance.** • 2.0 marks for PI of each novel technology or methodology or concept developed, commercialized and/or commercialized patented, and 1.0 mark for the Co-PI **Maximum of 2.0 marks** • 1.0 mark for each one-month experience of working in internationally important organization/laboratory. Period spent for consultancy/assignments for UN Agencies or foreign country national governments including inter-governmental agencies and Universities abroad are to be considered. Period spent abroad towards Masters/Ph.D/Post-Doctoral experience will not be considered. **Maximum 2.0 marks** • 0.5 mark as Chairman of Session as subject matter specialist in National or International symposium/conference sponsored by ICAR,	

	CSIR, DBT/DST or UGC or government agency. **Maximum of 2.0 marks**	
4.	**Teaching/Research/Extension/Service Function**	**40**
A	Specific contribution in teaching/research/extension/service functions other than those already mentioned under item 2 (ii) above.	30
	Teaching • 0.1 marks for each credit taught per semester. **Maximum 12.0 marks** • Training programmes offered, HRD programmes organized/ coordinated/assisted, Customized training programmes developed and delivered. (2.0 mark each for 21 days or more, 1.0 marks for 11 to 20 days and 0.5 marks for 7 to 10 days) **Maximum 6.0 marks** • Guidance for Master's/Doctoral dissertation as major guide 0.5 mark for each Master's student and 1.0 mark for each Doctoral student (Marks to be awarded for students who have fulfilled all requirements for award of degree) **Maximum 6.0 marks** • Designing of course curriculum-new courses added or revised, syllabus developed, Innovation in teaching methods/and development of aids. (1.0 mark for each activity) **Maximum 3.0 marks** • Acted as external examiner for external thesis evaluation and viva-voce, paper setter for Universities and Boards. (0.25 mark for each activity) **Maximum 3.0 marks** • Contribution in research/extension. **Maximum 5.0 marks**	
	Research • 0.5 marks each experiment for each year as PI and 0.25 marks for each experiment for each year as Co-PI/collaborator. **Maximum 15.0 marks** • Major research outcome, accomplishments, impact, e.g. increased production or productivity field application, varieties released/ technology developed, adopted including technical bulletins published (0.5 marks for each activity). **Maximum 7.5 marks** • Inter-institutional collaboration through establishment of linkages with national and international research institutes and organizations and special international/national research assignments not covered elsewhere in the application OR adoption of concept/ methodology/ product by research and academic bodies, accreditation received (0.5 marks for each activity). **Maximum 7.5 marks** • Contribution in teaching/extension. **Maximum 5.0 marks**	

Extension

Technology Application, Demonstration and Adoption- related to relevant discipline

Involvement in technology application programmes through organizing/coordinating activities related to technology assessment and refinement, on farm trials and frontline demonstration. Undertaking programmes related to Farming System Research and Extension (FSR/E), Participatory Rural Appraisal (PRA) and Participatory Technology Development (PTD), yield gap analysis and impact assessment for providing feedback to research and development. Development of innovative extension methodologies, management cases and documentation of success stories. Consequence and constraint analysis studies conducted on technology application and adoption, scales, tests and performance indices developed for measuring technology dynamics and kinetics in a system. Programmes conducted on women development and gender mainstreaming and technology inventory support provided to the extension system for technology backstopping (0.5 marks for each activity)

Maximum 15.0 marks

Extension Approaches for Technology Dissemination

Involvement of Formal Village Organizations in Extension, Farmers/Commodity interest Groups organized, innovative extension methods and institutional innovations adopted for commercialization and mass dissemination of technologies. Developing and implementing e-extension services, kiosks and ICT based extension programmes, establishing and monitoring or e-linkages/connectivity, creating and use of electronic and web based knowledge portals and products. Organizing or coordinating interface meetings, demonstrations, farmers meet/fair/field day/schools/technology week, exhibition, TV & Radio talks, production and supply of technology products (0.5 marks for each activity).

Maximum 9.0 marks

Capacity Development and Collaborative Programmes

Inter institutional collaborative capacity development/training and demonstrations organized/coordinated. Inventories and kits developed for training/capacity development. New technology products, methodology, process and path analysis developed for understanding human behavior and group dynamics. Studies conducted on analyzing constrains, training needs, training effectiveness, job performance, satisfaction and improvement among extension professional. Any other relevant contributions not included above (0.5 marks for each activity).

Maximum 6.0 marks

	Contribution in teaching/research. **Maximum 5.0 marks**	
	Service function • Assistance in project management & coordination, Replies to parliament/state assembly questions in time-bound manner, Constitution and monitoring progress of work of QRTs, BOMs, Academic Councils and similar Advisory Committees of the Institute or Agency or University and the implementation of their recommendations, Production and distribution of seeds, varieties, cultures, providing testing or diagnostic services in referral laboratories, Maintenance of farm including production facilities, Maintenance of germ-plasm, gene bank, seeds, type-cultures (0.5 marks for each activity). **Maximum 15.0 marks** • Assistance in monitoring (physical, financial and scientific) targets, Innovation in research/ teaching/extension monitoring and coordination methods, Participation in institutional activities, Revenue generation through sale of produce, Cataloguing seeds, varieties, cultures, documentation and maintenance of the registry, Special assignments (international organizations, overseas and special national assignments) or consultancies (0.5 marks for each activity). **Maximum 15.0 marks** • **Contribution in teaching/research/extension** **Maximum 5.0 marks**	
B.	**Externally Funded Projects/Resource Generation**	6
	• Qualifying marks for earning competitive grant Projects granted by external sources (except AICRP) only should be considered for marking. Externally funded projects will be awarded marks as follows (proof necessary): (PI and Co-PI will be considered at the time of initial grant) • Upto Rs.10 lacs. 1.0 mark for PI and 0.5 mark for Co-PI/Project Associate for each project • > 10 lac and upto Rs.25 lacs. 2.0 marks for PI and 1.0 mark for Co-PI/Project Associate for each project. • > 25 lacs: 3.0 marks for PI and 2.0 mark for Co-PI/Project Associate for each project • 0.5 marks for PI and 0.25 marks for Co-PI/associated scientist of RKVY & gap filling projects irrespective of total project budget.	
C.	**Summer/Winter School/Refresher Course/Symposia/Conference etc.**	4
	• 0.25 mark for each subject matter lecture delivered as resource person in Summer/Refresher course/training etc. as part of the compendium. • 1.0 mark for Chairman/Organizing Secretary/Convenor for National or International symposium/conference sponsored by ICAR, CSIR, DBT/DST or UGC or government ageney. • 0.5 mark for each invited lecture and delivered in National or International symposium/conference sponsored by ICAR, CSIR,	

	DBT/DST or UGC or government agency.	
5(A)	**Publications/including papers in refereed journals.**	**20**
(i)	**Publications (Refereed journals) for researchers and teachers**	
	Identify 10 best research papers published in refereed journals (with first or second author) for allocation of score according to NAAS journal ID. The NAAS score for each publication will be added and sum multiplied by 0.25 to get marks. For research publications where NAAS journal ID is not available, the screening committee shall be empowered to give appropriate rating but not exceeding 2.0/publication. Where NAAS rating is not available but recognized International Impact Factor is available the applicant may indicate NAAS rating as 6 plus impact factor. **Maximum of 12.0 marks** **Note: Marks for the publications will be awarded excluding publications required as minimum eligibility condition**	
(ii)	**Other publications**	
	• Books Authored/Edited with ISSN/ISBN No.: 2.5 marks to first author and 2.0 marks to co-authors. **Maximum of 4.0 marks** • Practical Manual/Training Manual/Book Chapters with ISSN/ISBN Number : 1.0 mark for first author for each publication 0.5 mark for co-authors for each publication **Maximum of 4.0 marks** • Popular Articles/Bulletins/Short Communications: 0.25 marks for each publication to first author only. **Maximum 3.0 mark** • Electronic media coverage, articles published in newspapers and magazines: 0.25 marks for each. **Maximum 1.0 mark** • Extension Bulletins qualify for marking. For each Bulletin 0.25 mark for first author and 0.125 to co-authors. **Maximum 1.0 mark** • IT material for Technology Transfer or Human Resource Development: 1.0 mark for each material developed. **Maximum 2.0 mark** • Papers in proceedings of National or International symposium/ conference sponsored by ICAR, CSIR, DBT/DST or UGC or government agency: 0.50 mark each for first author 0.25 mark for co-authors **Maximum of 2.0 marks** **Maximum of 8.0 marks from above**	
5(B)	**Publications for Scientists working in KVKs and where there is very little or no scope for publication like Library, Language Department/ Sports etc.** An applicant must identify 15 best research papers published in referred	

(i)	journals for allocation of score according to NAAS Journal rating. The NAAS score for the 15 publications will be added and sum multiplied by 0.25 to get marks. For research publications where NAAS Journal ID is not available the Screening Committee shall be empowered to give appropriate rating not more than 2.0/publication. . Where NAAS rating is not available but recognized International Impact Factor is available the applicant may indicate NAAS rating as 6 plus impact factor. **Maximum 10.0 marks**	
	Other Publications	
(ii)	• Books Authored/Edited with ISSN/ISBN No.: 2.5 marks to first author and 2.0 marks to co-authors. **Maximum of 3.0 marks**	
	• Practical Manual/Training Manual/Book Chapters with ISSN/ISBN Number: 1.0 mark for first author for each publication 0.5 mark for co-authors for each publication **Maximum of 3.0 marks**	
	• Popular Articles/Bulletins/Short Communications: 0.25 marks for each publication to first author only. **Maximum 5.0 mark**	
	• Electronic media coverage, articles published in newspapers and magazines: 0.25 marks for each. **Maximum 1.0 mark**	
	• Extension Bulletins qualify for marking. For each Bulletin 0.25 mark for first author and 0.125 to co-authors. **Maximum 1.0 mark**	
	• IT material for Technology Transfer or Human Resource Development: 1.0 mark for each material developed. **Maximum 2.0 mark**	
	• Papers in proceedings of National or International symposium/ conference sponsored by ICAR, CSIR, DBT/DST or UGC or government agency.. 0.50 mark each for first author 0.25 mark for co-authors **Maximum 2.0 mark** **Maximum of 10 marks from above**	
	Institution Building	3
	• Creation of new infra-structure, laboratory, farm or field facility etc., that has bearing on improved standards of research, education, communication, extension or resource generation. • Structural changes in operational research and management reforms which resulted in better production or efficient utilization of resources are to be mentioned. **1.0 mark for each development**	
	GRAND TOTAL	100

Minimum Qualifying marks for appointment:

There is no provision of minimum qualifying marks for appointment in the new guidelines of ASRB ICAR. However the committee recommends the minimum qualifying marks for appointment will be as under

(a) GC 50 marks
(b) SC/ST 47.5 marks

Relevance of concerned subject with respect to publication, experience and trainings etc will be decided by the selection committee.

Annexure-II

Criteria for screening of applications and Score card Guidelines for the posts of **Professor/equivalent** for direct selection as approved by the PC/BOM vide item No. B-5/A-18 in their 79th /258th meeting held on 21.12.2017.

Allotment of marks

1.	Academic qualifications	12
2.	Experience in relevant field	15
3.	Recognitions and awards/ special attainments and achievements of Practical Importance	07
4.	Teaching/Research/ Extension/Service Function/ Externally funded projects/Resource Generation/ Summer/Winter School/ Refresher Course/ Symposia/ Conference etc.	35
5.	Publications/including papers in refereed journals	25
6.	Institution building	06
	Grand Total	100

Details		
1.	Academic Qualifications (Proof required for each credit claimed including award of first class by the University or the conversion formula)	**12**
i)	3.0 marks each for Graduate, M.Sc./M.Tech and Ph.D based upon percentage/OGPA (course work) levels. **Maximum of 9.0 marks**	
ii)	•Gold medal at Graduate and Masters level Jawaharlal Nehru Award of ICAR OR similar National Award based on Ph.D Thesis/work. Best Ph.D Thesis in the University. 1.0 mark for each Gold medal and award.	
iii)	Post Doctoral Fellowship both national and international which are competitive e.g. DBT/DST, Fulbright/Humboldt/Boycast Fellowships etc- 1.0 mark for each six months duration and half mark for each 3- months duration.	
iv)	1.0 mark for additional University Degree/PG diploma relevant to the post applied for and obtained from an accredited University/Institute in regular full time residential mode and of minimum six months duration.	
v)	1.0 mark each for JRF/SRF/GATE of ICAR/CSIR/UGC/other national level Govt. fellowship at M.Sc./Ph.D level **Maximum of 3.0 marks for (ii),(iii),(iv)&(v)**	

Annexure-I-B

SCORE CARD PROFORMA FOR ASSOCIATE PROFESSOR/EQUIVALENTS

TOTAL MARKS: 100

Screening of application of candidate for the post of _____

Screening Committee Meeting held on : _____

Marks under all sub heads are required to be given strictly as per enclosed criteria

Sr. No	Name of candidate	Academic qualification	Experience in relevant field	Recognitions and awards/ special attainments and achievements of practical importance	Teaching/ research/ Extension/ service function	Externally funded projects/ Resource Generation.	Summer/ winter school/ refresher course/ symposia/ conference etc.	Publications.	Institution building	Total
		(20)	(12)	(5)	(30)	(6)	(4)	(20)	(3)	100

Annexure-I-C

MARK SHEET PROFORMA FOR ASSOCIATE PROFESSOR/EQUIVALENTS

Assessment of merit of candidate for the post of _____

TOTAL MARKS: 100

Selection Committee Meeting held on : _____

Marks under all sub heads are required to be given strictly as per enclosed criteria

Sr. No	Name of candidate	Marks obtained as per score card, out of 100.*	Weightage of screening marks (85)	Interview (15)	Total (100)	Remarks.

*(as per score card proforma of the candidate (Annexure—I-B)

2.	**Experience in relevant field**	**15**
(i)	**Essential Qualification** **Professor/equiv.** i) Doctoral degree in the relevant discipline. ii) 10 years experience (excluding period spent on Ph. D. during service, subject to a maximum of 3 years) in the relevant subject as Assistant Professor/ Associate Professor or equiv, in the Pay Band-3 of Rs. 15600-39100 with Grade Pay of Rs. 5400/6000/7000/8000 (pre-revised Rs. 8000-13500) or corresponding revised pay scale and out of which at least 2 years as a Associate professor or in an equivalent position in the pay Band-4 of Rs. 37400-67000 or higher with Grade Pay of Rs.8700/9000/- or corresponding revised pay scale iii) Evidence of contribution to Research/Teaching/Extension Education as supported by published work/ patents granted/innovations and impact, respectively. iv) Specialisation (to be defined) Marks will be awarded strictly for the service experience over and above the prescribed essential years stipulated as minimum qualifications. 1.5 mark for each year of service experience over and above the prescribed period required for the particular post. **Maximum of 9.0 marks**	
(ii)	**Specific trainings undertaken in the field of specialization** (2.0 mark each for training of duration 21 days or more, 1.0 marks for training of 11 to 20 days and 0.5 marks for training of 7 to 10 days) **Maximum of 6.0 marks**	
3.	**Recognitions & Awards/Special Attainments & Achievements of Practical Importance (Proof in support of each claim needed)**	**7**
(i)	**Awards and Recognitions** • 2.0 marks for any national/international award (recognized by ICAR, CSIR, DBT or Central Govt., FAO of the UN etc.) relevant to the subject/discipline of specialization, joint recognition will carry one mark each. **Maximum of 2.0 marks** • 1.0 mark for Fellowship and 0.5 marks for Associate ship of National Academies and national professional societies. **Maximum of 2.0 marks** • 0.5 each for awards from the State Govt. Departments, National Institutes, Universities, Professional Societies (registered), President/ Chairman/Member-Secretary of Important Committees and other decision/policy making bodies/committees of national level, Member of Editorial Board of National and international NAAS-rated journals, Reviewer of peer-reviewed journals. **Maximum of 2.0 marks** • 0.5 mark each for best paper and poster presented in National or International symposium/ conference sponsored by ICAR, CSIR,	

	DBT/DST or UGC or government agency. **Maximum of 2.0 marks** • 0.5 mark each for best thesis award guided by the teacher **Maximum of 2.0 marks**	
(ii)	**Special Attainments and Achievements of Practical Importance.** • 2.0 marks for PI of each novel technology or methodology or concept developed, commercialized and/or commercialized patented and one mark for the Co-PI **Maximum of 2.0 marks** • 1.0 mark for each one-month experience of working in internationally important organization/laboratory. Period spent for consultancy/assignments for UN Agencies or foreign country national governments including inter-governmental agencies and Universities abroad are to be considered. Period spent abroad towards Masters/Ph.D/Post-Doctoral experience will not be considered. **Maximum 2.0 marks** • 0.5 mark as Chairman of Session as subject matter specialist in international meeting, conference, symposium etc. **Maximum of 2.0 marks**	
4.	**Teaching/Research/Extension/Service Function**	**35**
A	Specific contribution in teaching/research/extension/service functions other than those already mentioned under item 2 (ii) above.	28
	Teaching • 0.1 marks for each credit taught per semester. **Maximum 12.0 marks** • Training programmes offered, HRD programmes organized/ coordinated/assisted, Customized training programmes developed and delivered. (2.0 mark each for 21 days or more, 1.0 marks for 11 to 20 days and 0.5 marks for 7 to 10 days) **Maximum 6.0 marks** • Guidance for Master's/Doctoral dissertation as major guide 0.5 mark for each Masters student and 1.0 mark for each Doctoral. student (Marks to be awarded for students who have fulfilled all requirements for award of degree) **Maximum 6.0 marks** • Designing of course curriculum-new courses added or revised, syllabus developed, Innovation in teaching methods/and development of aids. (0.5 mark for each activity) **Maximum 2.0 marks** • Act as external examiner for thesis evaluation and viva-voce, paper setter for Universities and Boards. (0.25 mark for each activity) **Maximum 3.0 marks** • Contribution in research/extension. **Maximum 5.0 marks**	

Research

- 0.5 marks each experiment for each year as PI and 0.25 marks for each experiment for each year as Co-PI/collaborator.

Maximum 14.0 marks

- Major research outcome, accomplishments, impact, e.g. increased production or productivity field application, varieties released/ technology developed, adopted including technical bulletins published (0.5 marks for each activity).

Maximum 7.0 marks

- Inter-institutional collaboration through establishment of linkages with national and international research institutes and organizations and special international/national research assignments not covered elsewhere in the application OR adoption of concept/ methodology/ product by research and academic bodies, accreditation received (0.5 marks for each activity).

Maximum 7.0 marks

- Contribution in teaching/extension.

Maximum 5.0 marks

Extension

Technology Application, Demonstration and Adoption

- Involvement in technology application programmes through organizing/coordinating activities related to technology assessment and refinement, on farm trials and frontline demonstration. Undertaking programmes related to Farming System Research and Extension (FSR/E), Participatory Rural Appraisal (PRA) and Participatory Technology Development (PTD), yield gap analysis and impact assessment for providing feedback to research and development. Development of innovative extension methodologies, management cases and documentation of success stories. Consequence and constraint analysis studies conducted on technology application and adoption, scales, tests and performance indices developed for measuring technology dynamics and kinetics in a system. Programmes conducted on women development and gender mainstreaming and technology inventory support provided to the extension system for technology backstopping (0.5 marks for each activity)

Maximum 14.0 marks

Extension Approaches for Technology Dissemination

- Involvement of Formal Village Organisations in Extension, Farmers/Commodity interest Groups organized, innovative extension methods and institutional innovations adopted for commercialization and mass dissemination of technologies. Developing and implementing e-extension services, kiosks and ICT based extension programmes, establishing and monitoring or e-linkages/connectivity, creating and use of electronic and web based knowledge portals and products. Organizing or coordinating interface meetings, demonstrations, farmers meet/fair/field day/schools/technology week, exhibition, TV & Radio talks,

	production and supply of technology products (0.5 marks for each activity). **Maximum 9.0 marks** **Capacity Development and Collaborative Programmes** • Inter institutional collaborative capacity development/training and demonstrations organized/coordinated. Inventories and kits developed for training/capacity development. New technology products, methodology, process and path analysis developed for understanding human behavior and group dynamics. Studies conducted on analyzing constrains, training needs, training effectiveness, job performance, satisfaction and improvement among extension professional. Any other relevant contributions not included above (0.5 marks for each activity). **Maximum 5.0 marks** • Contribution in teaching/research. **Maximum 5.0 marks**	
	Service function • Assistance in project management & coordination, replies to parliament questions in time-bound manner, Constitution and monitoring progress of work of QRTs, BOMs, Academic Councils and similar Advisory Committees of the Institute or Agency or University and the implementation of their recommendations, Production and distribution of seeds, varieties, cultures, providing testing or diagnostic services in referral laboratories, Maintenance of farm including production facilities, Maintenance of germ-plasm, gene bank, seeds, type-cultures (0.5 marks for each activity). **Maximum 14.0 marks** • Assistance in monitoring (physical, financial and scientific) targets, Innovation in research/ teaching/extension monitoring and coordination methods, Participation in institutional activities/meetings, Revenue generation through sale of produce, Cataloguing seeds, varieties, cultures, documentation and maintenance of the registry, Special assignments (international organizations, overseas and special national assignments) or consultancies (0.5 marks for each activity). **Maximum 14.0 marks** • Contribution in teaching/research/extension **Maximum 5.0 marks**	
B.	**Externally Funded Projects/Resource Generation**	5
	• Qualifying marks for earning competitive grant Projects granted by external sources (except AICRP) only should be considered for marking. Externally funded projects will be awarded marks as follows (proof necessary): (PI and Co-PI will be considered at the time of initial grant) • Upto Rs.10 lacs. 1.0 mark for PI and 0.5 mark for Co-PI/Project Associate for each project • > 10 lac and upto Rs.25 lacs. 2.0 marks for PI and 1.0 mark for Co-	

	PI/Project Associate for each project. • > 25 lacs: 3.0 marks for PI and 2.0 mark for Co-PI/Project Associate for each project • 0.5 marks for PI and 0.25 marks for Co-PI/associated scientist of RKVY & gap filling projects irrespective of total project budget.	
C.	**Summer/Winter School/Refresher Course/Symposia/Conference etc.**	2
	• 0.25 mark for each subject matter lecture delivered as resource person in Summer/Refresher course/training etc. as part of the compendium. • 0.5 mark for Chairman/Organizing Secretary/Convenor for National or International symposium/ conference sponsored by ICAR, CSIR, DBT/DST or UGC or government agency. • 0.5 mark for each invited lecture and delivered in National or International symposium/ conference sponsored by ICAR, CSIR, DBT/DST or UGC or government agency.	
5(A)	**Publications/including papers in refereed journals.**	25
(i)	**Publications (Refereed journals) for researchers and teachers**	
	Identify 20 best research papers published in refereed journals with first or second authorship for allocation of score according to NAAS journal ID. The NAAS score for each publication will be added and sum multiplied by 0.15 to get marks. For research publications where NAAS journal ID is not available, the screening committee shall be empowered to give appropriate rating but not exceeding 2.0/publication. Where NAAS rating is not available but recognized International Impact Factor is available the applicant may indicate NAAS rating as 6 plus impact factor. **Maximum of 15 marks**	
(ii)	**Other publications**	
	• Books Authored/Edited with ISSN/ISBN: award 2.5 marks to first author and 2.0 marks to co-authors. **Maximum of 4.0 marks** • Practical Manual/Training Manual/Book Chapters with ISSN/ISBN Number: 1.0 mark for first author for each publication 0.5 mark for co-authors for each publication **Maximum of 4.0 marks** • Popular Articles/Bulletins/Short Communications: 0.25 marks for each publication to first author only. **Maximum 3.0 mark** • Electronic media coverage, articles published in newspapers and magazines: 0.25 marks for each. **Maximum 1.0 mark** • Extension Bulletins qualify for marking. For each Bulletin 0.25 mark for first author and 0.125 to co-authors. **Maximum 1.0 mark** • IT material for Technology Transfer or Human Resource Development: 1.0 mark for each material developed. **Maximum 2.0 mark**	

	• Papers in proceedings of National or International symposium/ conference sponsored by ICAR, CSIR, DBT/DST or UGC or government agency: 0.50 mark each for first author 0.25 mark for co-authors **Maximum of 2.0 marks** **Maximum of 10.0 marks from above**	
5(B)	**Publications for Scientists working in KVKs and where there is very little or no scope for publication like Library, Language Department/ Sports, etc.**	
(i)	An applicant must identify 24 best research papers published in referred journals for allocation of score according to NAAS Journal rating. The NAAS score for the 24 publications will be added and sum multiplied by 0.15 to get marks. For research publications where NAAS Journal ID is not available the Screening Committee shall be empowered to give appropriate rating not more than 2.0/publication. Where NAAS rating is not available but recognized International Impact Factor is available the applicant may indicate NAAS rating as 6 plus impact factor. **Maximum 10 marks**	
(ii)	**Other Publications** • Books Authored/Edited with ISSN/ISBN: award 2.5 marks to first author and 2.0 marks to co-authors. **Maximum of 3.0 marks** • Practical Manual/Training Manual/Book Chapters with ISSN/ISBN Number: 1.0 mark for first author for each publication 0.5 mark for co-authors for each publication **Maximum of 3.0 marks** • Popular Articles/Bulletins/Short Communications: 0.25 marks for each publication to first author only. **Maximum 5.0 mark** • Electronic media coverage, articles published in newspapers and magazines: 0.25 marks for each. **Maximum 1.0 mark** • Extension Bulletins qualify for marking. For each Bulletin 0.25 mark for first author and 0.125 to co-authors. **Maximum 1.0 mark** • IT material for Technology Transfer or Human Resource Development: 1.0 mark for each material developed. **Maximum 2.0 mark** • Papers in proceedings of National or International symposium/ conference sponsored by ICAR, CSIR, DBT/DST or UGC or government agency.. 0.50 mark each for first author 0.25 mark for co-authors **Maximum of 2.0 marks**	

	Maximum of 15.0 marks from above	
6.	**Institution Building**	**6**
	• Creation of new infra-structure, laboratory, farm or field facility etc., that has bearing on improved standards of research, education, communication, extension or resource generation. • Structural changes in operational research and management reforms which resulted in better production or efficient utilization of resources are to be mentioned. **1.0 mark for each development**	
	GRAND TOTAL	**100**

Minimum Qualifying marks for appointment:

There is no provision of minimum qualifying marks for appointment in the new guidelines of ASRB ICAR. However the committee recommends the minimum qualifying marks for appointment will be as under

(a) GC 60 marks

(b) SC/ST 57 marks

Relevance of concerned subject with respect to publication, experience and trainings etc will be decided by the selection committee.

Annexur

SCORE CARD PROFORMA FOR PROFESSOR/EQUIVALENTS

Screening of application of candidate for the post of _____

TOTAL MARKS: 100

Screening Committee Meeting held on : _____

Marks under all sub heads are required to be given strictly as per enclosed criteria

Sr. No	Name of candidate	Academic qualification	Experience in relevant field	Recognitions and awards/ special attainments and achievements of practical importance	Teaching/ research/ Extension/ service function	Externally funded projects/ Resource Generation.	Summer/ winter school/ refresher course/ symposia/ conference etc.	Publications	Institution building	Total
		(12)	(15)	(7)	(28)	(5)	(2)	(25)	(6)	100

(22)

Annexure-II-C

MARK SHEET PROFORMA FOR PROFESSOR/EQUIVALENTS
Assessment of merit of candidate for the post of _____

TOTAL MARKS: 100
Selection Committee Meeting held on : _____

Marks under all sub heads are required to be given strictly as per enclosed criteria

Sr. No	Name of candidate	Marks obtained as per score card, out of 100.*	Weightage of screening marks (85)	Interview (15)	Total (100)	Remarks.

*(as per score card proforma of the candidate (Annexure-II-B)