

CSK Himachal Pradesh Krishi Vishvavidyalaya  
"General Administration Branch"

No.QSD.2-19/10-CSKHPKV(GA)/Vol.VI/-

9575-694

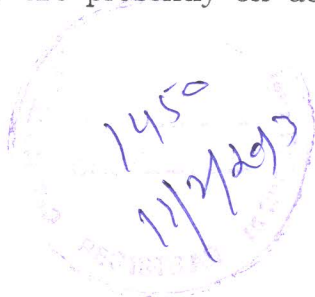
Dated: Palampur, the: 10 FEB 2013

**NOTIFICATION**

Consequent upon the revision of pay scales of teachers and equivalent cadres as notified by the Comptroller, CSK HPKV, Palampur vide notification No. QSD. Bud. 5-103/09/CSKHPKV/93350-470 dated 17.12.2009, the Board of Management vide item No. 3.10 of its 104<sup>th</sup> meeting held on 8.1.2013 has been pleased to approve the revised rules regarding upward movement of teachers & equivalent cadres to the next higher academic grade pay (AGP) as well as promotion to the next higher rank under revised Career Advancement Scheme effective from 1.1.2009 (**Appendix-A**). The upward movement of teachers & equivalent cadres to the next higher Academic Grade Pay (AGP) and promotion to the next higher rank under revised Career Advancement Scheme will be done strictly as per ICAR guidelines and performance evaluation system/score card devised by the University (**Appendix-B**).

**NOTE: Implementation of Rule No. 1.2 & 1.3 of Appendix-A is subject to receipt of approval from the State Govt.**

The revised Career Advancement Scheme may please be brought to the notice of all concerned including those who are presently on deputation/extra ordinary leave/study leave etc.etc.



Registrar,  
CSKHPKV, Palampur.

Dated Palampur, the:

Endst. No. Even  
Copy to:

1. All the Statutory Officers, CSKHPKV, Palampur.
2. All the Heads of Departments/Units/Offices, CSKHPKV, Palampur.
3. All the Assoc. Directors/Scientist Incharges/Programme Coordinators, RRS/RSSs/KVKs in CSKHPKV.
4. Joint Controller (Audit), CSKHPKV, Palampur.
5. Incharge, UNS, CSKHPKV, Palampur to upload the same on the University Website.
6. All Deputy Registrars/Asstt. Registrars/Section Officers/Supdts. (Head quarter).
7. PS to the Vice-Chancellor/ Registrar, CSKHPKV, Palampur.
8. Secretary, HPAUTA/VASTA, CSKHPKV, Palampur.
9. Meeting Asstt., GA Branch, CSKHPKV, Palampur.
10. Guard file.

Registrar,  
CSK HPKV, Palampur

Dated Palampur, the:

*(Signature)*

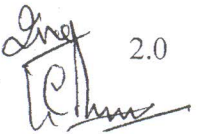
## APPENDIX-A

### **RULES REGARDING UPWARD MOVEMENT OF TEACHERS AND EQUIVALENT CADRES TO THE NEXT HIGHER ACADEMIC GRADE PAY (AGP) AS WELL AS PROMOTION TO THE NEXT HIGHER RANK UNDER CAREER ADVANCEMENT SCHEME OF CSK HIMACHAL PRADESH KRISHI VISHVAVIDYALAYA, PALAMPUR EFFECTIVE FROM 01.01.2009.**

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The revised Career Advancement Scheme of CSK Himachal Pradesh Krishi Vishvavidyalaya, Palampur shall be applicable to all regular permanent teaching/ scientific staff of this University including Assistant Librarians. However, this scheme is not applicable to the staff appointed on co-terminus basis. The Career Advancement Scheme effective from 1.1.2009 shall be as under:-

- 1.1 An Assistant Professor/equivalent with completed service of four years, possessing Ph.D. degree in the relevant discipline shall be eligible for Academic Grade Pay (AGP) of Rs.7000.
- 1.2 An Assistant Professor/equivalent possessing M. Phil/M. Tech./M. Sc. (Agri./Hort./Fty./Home Sci.)/M.V.Sc./M.F.Sc. degree shall be eligible for Academic Grade Pay (AGP) of Rs.7000 after completion of five years service as Assistant Professor/ equivalent.
- 1.3 An Assistant Professor/equivalent who does not have Ph.D. or M. Phil or a Master's degree in professional courses as in rule 1.2 above, shall be eligible for Academic Grade Pay (AGP) of Rs.7000 after completion of six years service as Assistant Professor/equivalent.
- 1.4 An Assistant Professor/equivalent with completed service of five years in the Academic Grade Pay (AGP) of Rs.7000 shall be eligible to move up to AGP of Rs.8000.
- 1.5 An Assistant Professor/equivalent on completion of 3 years of service in the AGP of Rs.8000 and possessing a Ph.D. degree in the relevant discipline shall be eligible, subject to other conditions as prescribed by the University, to move to the pay band of Rs.37400-67000 with AGP of Rs.9000 and shall be designated as Associate Professor/equivalent.
- 1.6 A non-Ph.D. Assistant Professor/equivalent on completion of 3 years of service in the AGP of Rs.8000 shall be eligible, subject to other conditions as prescribed by the University, to move to the pay band of Rs.37400-67000 with AGP of Rs.9000 and shall continue to be designated as Assistant Professor/equivalent. On acquiring Ph.D. degree, the Assistant Professor/ equivalent shall be designated as Associate Professor/equivalent.
- 1.7 An Associate Professor/equivalent on completion of three years of service in AGP of Rs.9000 and possessing a Ph.D. degree in the relevant discipline shall be eligible to be designated as Professor/equivalent, subject to other conditions as prescribed by the University. The pay band for the post of Professor/ equivalent would be Rs.37400-67000 with AGP of Rs.10000.
- 1.8 The upward movement of teachers/scientists or equivalent cadre as per para 1.1 to 1.7 shall be in accordance with performance evaluation system/score card system prescribed by the University (**Appendix-B**).
- 1.9 On placement at each higher stage of AGP and promotion under the Career Advancement Scheme on or after 1.1.2009, the pay fixation will be done as per the pay fixation formula/rules of H.P. State Government.
- 2.0 **The date from which application/bio-data (s) are required to be submitted by the teachers/scientists:**




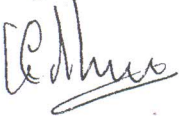
The process of evaluation under CAS shall be done by the University twice a year as is the existing practice in the old CAS policy in the following manner:-

- a) Every teacher who wishes to be considered for upward movement to the next higher Academic Grade Pay (AGP) and for promotion under Career Advancement Scheme and where his/her placement/promotion falls due between 1<sup>st</sup> January to 30<sup>th</sup> June, he/she may submit 10 copies of his/her bio-data on the respective prescribed proforma to the Head of the Department by 15<sup>th</sup> July. The Head of Department shall verify the information of the applicant by giving a certificate at the end of the application and forward it to the Registrar by 31<sup>st</sup> July through Dean/Director concerned.
- b) Every teacher who wishes to be considered for upward movement to the next higher Academic Grade Pay (AGP) and for promotion under Career Advancement Scheme and his/her placement/promotion falls due between 1<sup>st</sup> July to 31<sup>st</sup> December, he/she may submit 10 copies of his/her bio-data on the respective prescribed proforma to the Head of the Department by 15<sup>th</sup> January. The Head of Department shall verify the information of the applicant by giving a certificate at the end of the application and forward it to the Registrar by 31<sup>st</sup> January through Dean/Director concerned.

Provided that in order to avoid any hardship, the teachers/scientists who are eligible as on 1.1.2009 till the date of issue of notification of revised Career Advancement Scheme and also fulfil the eligibility criteria mentioned in these rules may submit 10 copies of their bio-data on the prescribed proforma within one month of issue of notification for consideration.

Provided further that since promotions of some of the teachers who were eligible under the old CAS rules upto 30.6.2009 and applied for promotion under the said rules have already been made, such teachers may also submit their applications on prescribed proforma for revision in their date of promotion to the earlier eligible date as per revised CAS (but not before 01.01.2009, the date of implementation of the revised CAS) within one month of issue of notification of revised Career Advancement Scheme for consideration.

- 3.0 The minimum marks (cut-off %age) required for placement in the next AGP/Promotion shall be 75 marks in aggregate out of a total of 100 marks at each stage of evaluation. The evaluation for this purpose will be done on the basis of score card (**Annexure-I of Appendix-B**). The teacher/scientist concerned will enclose supporting document for each of the activities offered by him for assessment in the application form in support of his claim for marks.
- 4.1 The placement in the next higher AGP and promotion to the next higher rank of a teacher/scientist whose aggregate marks fall short of the minimum (cut-off) marks by not more than two marks shall be deferred for a period of one year. However, such teachers/scientists will not be required to submit fresh assessment form but will stand placed/ promoted to the next AGP/rank after one year from the due date of assessment subject to receipt of his written request in this regard through concerned HOD/Controlling Officer.
- 4.2 Those teachers/scientists whose score falls short by more than two marks will have to submit their assessment forms afresh for evaluation after two years from the date of their first evaluation.

5.0 All placements/promotions to the next higher grade pay will be regulated in accordance with the above evaluation system. However, services rendered/ duties performed by the scientist/ teacher/ extension specialist/ equivalent before the date of notification of CAS guidelines till the date of applicant's application for CAS (assessment period), and not considered earlier anywhere for any promotion benefits, will be considered for evaluation purpose under the present scheme.

6.1 The Registrar will consolidate the information received from the concerned Heads of the Departments/Deans/Directors in respect of each teacher/scientist and verify the service particulars in his office and place the same before the following **Screening Committee** to determine their eligibility for upward movement to the next higher AGP and promotion to the next higher ranks under Career Advancement Scheme:

- |   |  |
|---|--|
| 1. Director of Research   | : Chairman   |
| 2. Director Extension Education   | : Member   |
| 3. Dean concerned   | : Member   |
| 4. Librarian  | : Member (in the case of<br>Assistant Librarians only) |
| 5. Head of Department<br>(if he is Professor/equiv.)  | : Member   |
| 6. Subject Matter Specialist<br>(to be nominated by the<br>Vice-Chancellor from within the<br>University) | : Member   |
| 7. Deputy Registrar/Assistant Registrar<br>(Establishment)  | : Member Secretary                                     |

6.2 The Screening Committee will take into consideration the information supplied by the teacher in the application form and assign marks to each activity on the basis of documentary proof attached by the teacher/scientist and score card in **Annexure-I of Appendix-B**. The Screening Committee will also draw a summary of marks obtained by the teacher concerned in a separate score chart.

7.0 Composition of **Assessment-cum-Evaluation Committee** for considering the cases for upward movement of Assistant Professors/equivalent to **the next higher AGP** of Rs.7000 and Rs.8000:-

- |  |   |
|--|---|
| 1. Vice-Chancellor                                       | : Chairman  |
| 2. Dean, Post Graduate Studies                           | : Member  |
| 3. Concerned Dean/Director                               | : Member  |
| 4. Librarian   | : Member (in the case of<br>Assistant Librarian only) |
| 5. Head of the Department<br>(If he is Professor/equiv.) | : Member  |

**Note-1:** The Vice-Chancellor, in addition to the existing composition of above Committee, may endeavour as far as possible to nominate one Officer of Scheduled Caste/Scheduled Tribe Category where the candidate(s) belonging to these categories is/are in the zone of consideration.

**Note-2:** At least three members of Assessment-cum-Evaluation Committee shall form the quorum.

8.0

Composition of **Assessment-cum-Evaluation Committee** for considering the cases of teachers/scientists **for promotion** to the next higher rank i.e. for Associate Professors/equivalent and Professors/equivalent in the pay band of Rs.37400-67000+9000 AGP and Rs.37400-67000+10000 AGP.

- |  |   |
|--|---|
| 1. Vice-Chancellor   | : Chairman  |
| 2. Dean, Post Graduate Studies   | : Member  |
| 2. Director of Research &<br>Director of Extension Education   | : Members   |
| 3. Dean concerned  | : Member  |
| 4. Librarian   | : Member (in the case of<br>Assistant Librarian only) |
| 5. Head of the Department<br>(If he is Professor/equiv.)   | : Member  |
| 6. Three experts in the subject<br>concerned from outside the<br>University one to be nominated<br>by the Chancellor and two to be<br>nominated by the Vice-Chancellor | : Members   |

Note-1: The Vice-Chancellor, in addition to the existing composition of above Committee, may endeavour as far as possible to nominate one Officer of Scheduled Caste/Scheduled Tribe Category where the candidate(s) belonging to these categories is/are in the zone of consideration.

Note-2: At least four members of Assessment-cum-Evaluation Committee shall form the quorum out of which one should be from outside.

8.1 The Assessment-cum-Evaluation Committee will assess the suitability of the teacher/scientist for the next higher AGP and promotion on the basis of performance in the score card and evaluation. In case of promotion to the next higher rank, the Assessment-cum-Evaluation Committee will have personal discussion/interview with the teacher/scientist concerned and assign marks of interview as per performance.

9.0 On receipt of the recommendations of Assessment-cum-Evaluation Committee, the Board of Management will consider the same for acceptance. The Board may, however, if it considers necessary; refer the recommendations back to the committee for reconsideration. Where the Board of Management decides to accept the recommendations of the Committee, the University will convey the placement/promotion by upgrading the post presently held by the concerned teacher. However, in the case of upward movement to the next higher AGP, the recommendations will be accepted by the Vice-Chancellor.

10.0 A teacher, if found suitable, will be allowed next higher AGP/promotion from the date of completion of the required service. The placement in next higher AGP/promotion will take effect from the date when a teacher becomes eligible and applies for the same and is granted next higher AGP or promoted under these rules. A teacher who does not apply on becoming eligible in a particular half year shall not be considered for the grant of next higher AGP/promotion from the due date when he/she was eligible but will be considered from the 1<sup>st</sup> day of the subsequent half year in which he/she submits his/her application.

11.0 No teacher/scientist will be considered for grant of next higher AGP and promotion to the next higher rank if he/she does not offer himself/herself for assessment on the prescribed date in a particular half year, on his/her becoming eligible, the responsibility for which shall rest upon the teacher/scientist concerned.

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- 12.0 The promotion under the Scheme shall be subject to the condition that if the work and conduct of the promotee are not found satisfactory for a period of two years from the date of issue of promotion orders, he/she shall be reverted to his/her original rank and position from which he/she has been promoted without giving any notice, provided that the period of two years may be extended further for a period of another year by the Vice-Chancellor and the decision taken thereafter on the expiry of extended period. Necessary order regarding satisfactory performance in all such cases shall be issued as in the case of appointments made on probation.
- 13.0 That the placement/promotion under the Scheme being personal and not against sanctioned post, the post held by the incumbent shall for that matter be deemed to have been upgraded. As soon as he/she quits the post, the post held by him/her prior to promotion shall be deemed to have been fallen vacant.
- 14.0 That the placement/promotion under the Scheme being personal, he/she shall continue to perform the duties attached with the position of his/her initial appointment including that of upgraded post. However, he/she can be assigned any duties by the Vice-Chancellor as provided under the Act and Statutes of the University.
- 15.0 The period up to maximum of five years spent by a teacher/scientist on outside assignment whether within the country or abroad, either by taking leave or on deputation terms, will be counted as service for the purpose of determining eligibility for the grant of higher Academic Grade Pay (AGP) and promotion to the next higher rank.

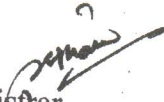
16.0 **Counting of past service:**

Previous regular service, whether national or international, without any break, as Assistant Professor/equivalent, Associate Professor/equivalent, Professor/ equivalent, in a University, College, National Laboratories or other scientific/ professional organization such as CSIR, ICAR, UGC, DRDO, ICSSR, ICHR, ICMR, DBT etc. should be counted for grant of higher AGP/promotion under CAS provided that:-

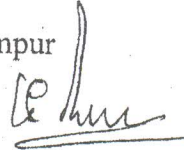
- a. the post was in an equivalent grade/scale of pay as the post of an Assistant Professor/equivalent, Associate Professor/equivalent and Professor/equivalent.
- b. The qualifications for the post were not lower than the qualifications prescribed by the UGC/ICAR.
- c. The candidate for direct recruitment has applied through proper channel only.
- d. The concerned Assistant Professors/equivalent, Associate Professor/equivalent and Professor/equivalent should possess the same minimum qualification as prescribed by the UGC/ICAR for appointment to the post of Assistant Professor/equivalent, Associate Professor/equivalent and Professor/equivalent as the case may be.
- e. The post was filled in accordance with the prescribed selection procedure as laid down in the regulations of University/State Government/Centre Government/concerned Institutions for such appointments.
- f. The previous appointment was not as guest lecturer for any duration, or an adhoc or in a leave vacancy of less than one year duration. Adhoc, temporary service, co terminus or leave vacancy of more than one year duration can be counted provided that:

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- i. the period of service was of more than one year duration;
- ii. the incumbent was appointed on the recommendations of duly constituted Selection Committee in accordance with the prescribed selection procedure, and
- iii. the incumbent was selected to the permanent post in continuation to the adhoc, temporary service, co-terminus or leave vacancy without any break.

  
Registrar,  
CSK-HPKV, Palampur

2/2/13



# **APPENDIX-B**

PERFORMANCE EVALUATION SYSTEM/SCORE CARD

FOR

**CAREER ADVANCEMENT SCHEME (CAS)**

**IN RESPECT OF**

**TEACHERS/SCIENTISTS/EXTENSION  
SPECIALISTS/EQUIVALENT**

OF

**CSK HIMACHAL PRADESH KRISHI VISHVAVIDYALAYA,  
PALAMPUR – 176 062 (HP)**

**w.e.f. 01.01.2009**



**Score Card for Teachers/Scientists/Extension Specialists/Equivalent of CSK HPKV, Palampur w.e.f. 01.01.2009**

<b>Assessment Period</b>	<b>4/5/6 years*</b>	<b>5 years</b>	<b>3 years</b>	<b>3 years</b>
Criteria	AGP 6000	AGP 7000	AGP 8000	RGP 9000
<b>A. Teaching/Research/Extension/Equivalent Activities</b>	60	60	40	40
<b>B. Capacity Building / Monitoring/ Evaluation / Reporting and Institution Building</b>	6	6	12	12
<b>C. Publications</b>	15	15	15	15
<b>D. Peer Recognition</b>	3	3	6	6
<b>E. Annual Confidential Report (ACR)</b>	16	16	12	12
<b>F. Interview</b>	-	-	15	15
<b>Grand-Total</b>	100	100	100	100
* With Ph.D. – 4 Years; With Professional PG – 5 Years; General Science PG – 6 Years				

**PROFORMA FOR CONSIDERING CASES UNDER THE CAREER ADVANCEMENT  
SCHEME**

**(Please send 10 Copies of Duly Filled in Proforma)**

**Evaluation of Teacher/Scientist/Extension Specialist/Equivalent**

**(AGP 6000 to 7000)**

Whether Assessed Earlier:	Yes/No
If yes, Date of Assessment:	_____
Assessment period:	From _____ To _____

**I. Personal Details**

1.	Name	:	
2.	Designation	:	
3.	Discipline/Specialization	:	
4.	Department/Section/Station	:	
5.	Date of Birth	:	
6.	Date of award of degree		M.Phil/Master degree: _____ Ph.D: _____
7..	Date of joining the University	:	
8.	Date of joining in post of Assistant Professor/ equivalent in the AGP of Rs.6000	:	
9.	Date of completion of 4 years (Ph.D) in the post of Assistant Professor/ equivalent in the AGP of Rs.6000	:	
10.	Date of completion of 5 years ( M.Phil./ Master's degree in professional course) in the post of Assistant Professor/ equivalent in the AGP of Rs.6000	:	
11.	Date of completion of 6 years (no Ph.D. / M.Phil. / Master's degree in professional course) in the post of Assistant Professor/ equivalent in the		

AGP of Rs.6000		
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**Assessment of activities as per score card  
(Kindly refer to 'Annexure 1' )  
Evaluation of Teacher / Scientist / Extension Specialist / Equivalent  
(AGP 6000-7000)**

	<b>Evaluation of Teacher, Scientist, Extension Specialist and Equivalent (AGP 6000 to 7000)</b>	Max Marks	Marks Obtained
<b>A</b>	<b>ACHIEVEMENTS IN TEACHING / RESEARCH / EXTENSION / EQUIVALENT ACTIVITIES</b>	<b>60</b>	
<b>A<sub>1</sub></b>	<b>Achievements in Research</b>	<b>60</b>	
<b>A<sub>101</sub></b>	<b>Research/Teaching/Extension Projects</b>	<b>35</b>	
	<ul style="list-style-type: none"> <li>• External projects handled/being handled               <ul style="list-style-type: none"> <li>◦ Upto Rs.5 lakhs – <b>5 marks per project</b></li> <li>◦ Rs.5-10 lakhs – <b>10 marks per project</b></li> <li>◦ &gt; Rs.10 lakh – <b>15 marks per project</b></li> </ul> </li> </ul>		
	<i>Full marks for PI and 50% marks for Co-PI/ collaborator for each project</i>		
	<ul style="list-style-type: none"> <li>• AICRPs/Network projects – <b>15 marks to each scientist</b></li> </ul>		
	<ul style="list-style-type: none"> <li>• Departmental projects, Evaluation of pesticides, pharmaceuticals, biomarkers, varieties, implements, diagnostic kits, fertilizer , organic manure ,vaccines etc. – <b>2 marks per project /product (Max marks 6)</b></li> </ul>		
<b>A<sub>102</sub></b>	<b>Technology Development/Generation</b>	<b>20</b>	
	<ul style="list-style-type: none"> <li>• Development of Innovative technologies, unique microbes, diseased specimens deposited to national repository, participatory technologies, prototype, Genbank Accession obtained, genetic stock, variety, product, vaccine, diagnostic kit, process, concept, methodology, software development/Data base management/Expert system /Decision support system /models /standards developed &amp; any other relevant output/salient achievement - <b>1 mark per technology/ achievement</b></li> </ul>	12	
	<ul style="list-style-type: none"> <li>• <b>Recommendations/Development of Variety</b></li> </ul>	8	
	<ul style="list-style-type: none"> <li>• Recommendations of technologies, techniques, vaccines, diagnostics included in POP - <b>4 marks per recommendation to each scientist</b></li> <li>• Development of variety – <b>5 marks to Developers and 2.5 marks to other associated scientists</b></li> </ul>		
<b>A<sub>103</sub></b>	<b>Other Research Activities</b>	<b>6</b>	
	<ul style="list-style-type: none"> <li>• Members of monitoring team/ Referee/Paper Reviewers/Developing SOPs for national facility: <b>1 mark/activity</b></li> </ul>		
	<ul style="list-style-type: none"> <li>• Intellectual Property Rights (IPRs) granted: Patents, Copyrights, Geographical Indications Registered/ Protected</li> </ul>		

	varieties, /breeds, Designs, etc. <i>2.5 marks per activity</i>		
<b>A<sub>2</sub></b>	<b>Achievements in Teaching</b>	<b>60</b>	
<b>A<sub>2</sub>01</b>	<b>Teaching</b>	<b>40</b>	
	• 1.0 marks for each contact hour taught in a semester including NSS and NCC/tracking programmes/study circle		
<b>A<sub>2</sub>02</b>	<b>Student guidance</b>	<b>20</b>	
	◦ Ph.D. – <i>5 marks to guide and 1 mark to member of advisory committee for each student</i>		
	◦ M.Sc./M.V.Sc - <i>3 marks to guide and 0.5 mark to member of advisory committee for each student</i>		
	◦ MBA – <i>0.25 mark to guide for each student</i>		
	◦ UG – <i>0.25 mark to guide for each student</i>		
	◦ External institution students (PhD/ MSc/M.V.Sc./ M.Phil/B.Sc.) guidance (For Project formulation , execution, and report writing) - <i>1 mark to guide and 0.5 marks to Co-guide</i>	3	
<b>A<sub>2</sub>03</b>	<b>Other Teaching Activities</b>	<b>20</b>	
	◦ RAWE/RHWE/Internship organized: <i>2.0 marks for coordinator and 1.5 marks for associated faculty</i>	6	
	• Class lecture delivered in other institution – <i>0.5 mark per lecture</i>	2	
	• Teaching aids developed (Teaching manuals, instructional materials, web lectures etc.) – <i>3 marks per author</i>	6	
	• Study tour other than Course/ NCC/NSS camps arranged – <i>1 mark per activity</i>	2	
	• Conducting of visit to the outside students in the university – <i>0.25 marks per visit</i>	1	
	• Specialized referral diagnostic technologies to multidiscipline- <i>2 marks per activity</i>	2	
	• Special course/ course curriculum developed – <i>0.5 mark per activity</i>	1	
	• E-course developed – <i>3 marks per e-course to first author and 1.0 mark to Moderator, 0.5 Mark to Reviewer</i>	6	
	• Modernization/upgradation of class room/ laboratory – <i>1 mark per activity</i>	3	
	• Coordination/ assisting of summer training teaching of students of external institutions- <i>1 mark to Coordinator and 0.5 mark to Co-Coordinator</i>	3	
	◦ ≥ 1 month – <i>3 marks per training</i>		
	◦ 1-2 weeks – <i>1 mark per training</i>		
	◦ Conduct of external examinations/ paper setting/ thesis evaluation/viva voce/ entrance examination/ counselling for admissions etc. – <i>1 mark per activity</i>	2	
<b>A<sub>3</sub></b>	<b>Achievements in Extension</b>	<b>60</b>	
<b>A<sub>3</sub>01</b>	<b>FLDs /Adaptive Trials, etc.</b>	<b>16</b>	
	• Front Line Demonstrations, Adaptive Research		

	Trials/OFT/other trials conducted - <i>2 marks per trial/ demonstration</i> <ul style="list-style-type: none"> <li>Semester wise clinical rotations, disease diagnosis, Ambulatory clinics, time bound commercial production services and Livestock farm duty: <i>3 marks per semester</i></li> </ul>		
<b>A<sub>3</sub>02</b>	<b>Organization of Trainings/Camps/Seminars/ Melas/ Field Days, etc.</b>	<b>25</b>	
	<ul style="list-style-type: none"> <li><b>Trainings / camps organized / coordinated / assisted (as per Institute mandate)</b></li> </ul>	12	
	<ul style="list-style-type: none"> <li>◦ 1-7 days– <i>1 marks per training/camp to Coordinator and 0.5 mark to Co-Coordinator</i></li> </ul>		
	<ul style="list-style-type: none"> <li>◦ &gt; 7 days to 1 month– <i>2 marks per training/camp to Coordinator and 1.0 mark to Co-Coordinator</i></li> </ul>		
	<ul style="list-style-type: none"> <li>◦ &gt; 1 month to 6 month training course organized / co-organized – <i>3 marks per training to Coordinator and 1.5 marks to Co-Coordinator</i></li> </ul>		
	<ul style="list-style-type: none"> <li>Six months to one year vocational training course organized / co-organized – <i>4 marks per training to Coordinator and 2 marks to Co-Coordinator</i></li> <li>Clinical/animal welfare/infertility/animal birth control camps: <i>1.5 marks per camp to each specialist.</i></li> <li>Emergency hospital duty on holidays: <i>1.0 marks per duty as per roaster.</i></li> </ul>	8	
	<b>Organization of Kisan mela (University level)</b>		
	<ul style="list-style-type: none"> <li>◦ Coordinator/ Incharge of the committee – <i>1.5 marks per mela</i></li> </ul>	3	
	<ul style="list-style-type: none"> <li>◦ Committee member – 1 mark per mela</li> </ul>	3	
	<b>Organization of Kisan mela (KVK/Research station level)</b>		
	<ul style="list-style-type: none"> <li>◦ Coordinator/ Incharge of the committee – <i>1 mark per kisan mela</i></li> </ul>	2	
	<ul style="list-style-type: none"> <li>◦ Committee member – <i>0.5 mark per mela</i></li> </ul>	2	
	<b>Organization of crop seminar</b>		
	<ul style="list-style-type: none"> <li>◦ Coordinator/Incharge of the committee– <i>2 marks per seminar</i></li> </ul>	2	
	<ul style="list-style-type: none"> <li>◦ Committee member– 1 mark per seminar</li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Organization of field day/ farmer field demonstration, exhibitions, campaigns, etc. – <i>1 mark per activity</i></li> </ul>	6	
<b>A<sub>3</sub>03</b>	<b>TV / Radio talks / Lectures delivered, other advisory services, etc.</b>	<b>20</b>	
	<ul style="list-style-type: none"> <li>• Radio talks, TV talks/presentations etc. – <i>2 marks per activity</i></li> </ul>	6	
	<ul style="list-style-type: none"> <li>• Organization of radio school for the farmers - <i>3 marks for coordinator and 1.5 marks for associated scientist</i></li> </ul>	3	
	<ul style="list-style-type: none"> <li>• Lectures delivered in trainings/workshops/ camps, etc. – 0.5 mark per lecture</li> </ul>	6	
	<ul style="list-style-type: none"> <li>• Farmers consultancy / advisory services through personal interaction, replies to AIR queries etc. – <i>0.5 mark per activity</i></li> </ul>	6	

	• Farmers- Scientists interaction – <i>0.5 mark per interaction</i>	2	
	• ADOs, VEOs- Scientists interaction – <i>0.5 mark per interaction</i>	2	
	• Conducting of diagnostic field visits – <i>1 mark per visit</i>	6	
<b>A<sub>3</sub>04</b>	<b>Other Extension Related Activities</b>	<b>10</b>	
	• Farmers interest groups organized/ Commodity interest groups organized/ Model village adopted – <i>1 mark per activity to all team members</i>	3	
	• Preparation of case studies/success stories - <i>1 mark for each activity per year per team member</i>	4	
	• Magazine published by the centre – <i>1 mark to each member of the editorial board / committee</i>	4	
	• Farmers helpline services through print media: <i>0.25 marks per attempt</i>	4	
<b>A<sub>4</sub></b>	<b>Achievements in library</b>	<b>60</b>	
	• Circulation, reference services and their maintenance – <i>1 mark per thousand issue/return</i>	25	
	• Acquisition of periodicals, books, thesis, gratis books, CDs, etc. - <i>1 mark per 500 acquisitions</i>	15	
	• Technical (Classification, cataloguing, bar-coding, etc.) - <i>1 mark per 500 books</i>	10	
	• Automation of catalogue, circulation, serials, membership records, subscription of journals, e-reference services, library security, internet services to students, etc. – <i>1 mark per 500 automations</i>	10	
	• CD ROM services, LAN and computer maintenance – <i>1 mark per activity</i>	10	
	• Digitization of library resources – <i>0.5 marks per 200 documents</i>	5	
	• E-delivery of information – <i>0.5 marks per delivery</i>	5	
	• Additional services such as extending library facilities on holidays during examinations – <i>0.5 mark per service</i>	5	
	• Special campaigns (user awareness campaigns in use of library services as e-resources, OPAC etc) – <i>1 mark per campaign</i>	5	
	• Any other library activity – <i>1 mark per activity</i>	5	
Total A			
<b>B</b>	<b>Capacity Building / Monitoring/ Evaluation / Reporting and Institution Building</b>	<b>6</b>	
	• Head of KVK/Research Station/Department/Unit- <i>1 mark per year</i>	3	
	• Convener / co-convener / organizing/ co-organizing secretary /coordinator/co-coordinator/course director / co-course director / in-charge of seminar / symposia / workshop / discussion /conference / summer or winter school / training programme / refresher course/entrance examinations - <i>2 marks per programme/event</i>	4	

	<ul style="list-style-type: none"> <li>• Incharge/ Co-Incharge / committee member of university functions (VIP visits, annual day function, convocation, workshops/Seminars, etc.) – <b>0.5 mark per activity</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Departmental / station / AICRP/ KVK/Network/experiential/other projects annual reports, DAP, DPR, SREP and other Departmental/College /University level reports - <b>1 mark per report per year</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• In-charge of seed/ research farm , nursery, livestock/poultry/fish farms, cattle yard , processing unit/ mushroom production unit, teaching / research &amp; diagnostic laboratory, Academics, sports/literary/cultural, library section, departmental library, store, website maintenance (department, university, college, unit, hostels), marketing of produce/ service, etc. – <b>0.5 mark per year per assignment</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Participatory research/extension activities organized/coordinated/assisted as per Institutional mandate-<b>1 mark per assignment to project leader and 0.5 mark to each collaborator</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Nominated member/ Member of university/ college/ departmental committees/ Selection/Interview Committee- <b>0.5 mark per year per assignment</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Office bearers of Departmental/professional clubs/ faculty club/societies/associations/staff advisor-SCA- <b>0.5 mark per year</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Warden of Hostel- <b>2 marks per year</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• In-charge of guest house/ farmers’ hostel - <b>1 mark per year per assignment</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Service rendered in Tribal areas - <b>1 mark per season</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Service rendered in difficult areas (As notified by CSKHPKV/State/Centre Govt.) - <b>0.75 marks per year</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• In-charge of revolving fund scheme in the department - <b>1 mark per year</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Staff Editor College Magazines: <b>1 mark per assignment</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Nodal officers (e.g. NISAGNET, NATP/NAIP, IAUA, Youth Info. &amp; Dev. Centre, etc.): <b>1 mark per year per assignment</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Coordinator/co-coordinator: International student visits- <b>1 mark per assignment</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Incharge of works related to germplasm collection, conservation and documentation of plant &amp; animal genetic and other natural resources, documentation of animal diseases, documentation of preclinical&amp; paraclinical related parameters of animals/birds - <b>1 mark per activity per year to PI and 0.5 mark to Co—PI/collaborator for each project</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Attending summer /winter schools <ul style="list-style-type: none"> <li>➤ &lt; 10 days duration- <b>2 marks for each</b></li> <li>➤ 10-20 days duration- <b>3 marks for each</b></li> <li>➤ &gt;20 days duration- <b>4 marks for each</b></li> </ul> </li> </ul>	4	

	<ul style="list-style-type: none"> <li>• Veterinary clinical, paraclinical, preclinical /Plant clinic services/ Plant and soil samples analysis related to farmers problems- <b>0.25 marks per sample/case mark/activity</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Students' activities like Agrifest/Cultural/literary activities/Vetfair/Incharges-Sports/clubs etc.- <b>0.5 mark per activity</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Other international, national/ state/Univ./College/Dept. level duties performed - <b>1 mark per assignment</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Misc. activities not covered anywhere – <b>1 mark per activity per year</b></li> </ul>	2	
<b>Total B</b>			
<b>C</b>	<b>Publications</b>	<b>15</b>	
<b>C<sub>01</sub></b>	<b>Research papers/articles (100% marks to first author and 75% marks to other authors)</b>		
	<ul style="list-style-type: none"> <li>• Research papers in refereed journals:</li> </ul>	10	
	<ul style="list-style-type: none"> <li>◦ Journals with NAAS rating <math>\geq 4.0</math> - <b>4 marks per paper</b></li> </ul>		
	<ul style="list-style-type: none"> <li>◦ Journals with NAAS rating <math>&lt; 4.0</math> - <b>3 marks per paper</b></li> </ul>		
	<ul style="list-style-type: none"> <li>◦ Journals (other than NAAS list) of repute - <b>2 marks per paper</b></li> </ul>	4	
	<ul style="list-style-type: none"> <li>• <b>Review article in refereed journals:</b></li> </ul>	3	
	<ul style="list-style-type: none"> <li>◦ Journals with NAAS rating <math>\geq 4.0</math> - <b>2 marks per paper</b></li> </ul>		
	<ul style="list-style-type: none"> <li>◦ Journals with NAAS rating <math>&lt; 4.0</math> – <b>1.5 marks per paper</b></li> </ul>		
	<ul style="list-style-type: none"> <li>◦ Journals (other than NAAS list) - <b>1.0 marks per paper</b></li> </ul>		
	<ul style="list-style-type: none"> <li>• Full Research paper in conference proceedings – <b>1.5 marks per paper</b></li> </ul>	3	
	<ul style="list-style-type: none"> <li>• Research paper in non refereed journal having ISBN/ISSN number – <b>1.0 mark per paper</b></li> </ul>	2	
<b>C<sub>02</sub></b>	<b>Extension publications</b>	<b>7.5</b>	
	<ul style="list-style-type: none"> <li>• Popular articles in journals/magazines with ISSN/ISBN number - <b>1 mark per paper</b></li> <li>• Popular articles in newspapers/others- <b>0.5 mark per paper</b></li> </ul>		
<b>C<sub>02</sub></b>	<b>Other publications</b>	<b>7.5</b>	
	<ul style="list-style-type: none"> <li>• Books authored – <b>3 marks per book</b></li> </ul>	3	
	<ul style="list-style-type: none"> <li>• Books edited – <b>2 marks per edited book</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Research technology/monograph- <b>2 marks for each</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Conference proceedings edited – <b>1 mark per proceeding</b></li> </ul>	1	
	<ul style="list-style-type: none"> <li>• Book chapters- <b>1 mark per chapter</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Technical Bulletins – <b>1 mark each</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Newsletters edited – <b>0.5 mark per edited News Letter</b></li> </ul>	1	
	<ul style="list-style-type: none"> <li>• Souvenir edited – <b>0.5 mark per souvenir</b></li> </ul>	1	
	<ul style="list-style-type: none"> <li>• Extension bulletin, training manual, etc. – <b>0.5 mark per publication</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Compendium/Souvenir chapters- <b>0.5 mark per chapter</b></li> </ul>	1.5	
	<ul style="list-style-type: none"> <li>• Extension leaflets/folders/pamphlets– <b>0.5 mark per publication</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Technical/ articles – <b>0.5 mark per article</b></li> </ul>	3	



		<b>Total C</b>	
<b>D</b>	<b>Peer Recognition</b>	<b>3</b>	
	• International and National awards / visiting fellowships /scholarship/bursaries/National Academy Fellow - <b>2 marks for each event</b>	3	
	• Post-Doctoral Fellowships/additional qualification/teaching assignment - <b>1 mark each</b>	2	
	• Editor/ member of editorial board of journal - <b>2 marks for chief editor and 1 mark for member editorial committee for each year</b>	2	
	• Membership of Professional Societies- <b>0.5 mark per society</b>	3	
	• Institutional or recognized professional societies award / fellowship - <b>1 mark each</b>	2	
	• Best Paper/ Best Posters - <b>1 mark for I<sup>st</sup> prize and 0.5 mark for II<sup>nd</sup> and III<sup>rd</sup> prize (100% to First Author and 50% to other authors)</b>	3	
	• Oral/poster presentation in International seminar / symposia / conference/ workshop – <b>2 marks for each</b>	2	
	• Oral / poster presentation in national seminars / symposia / conference/ workshops – <b>1.5 mark for each</b>	3	
	• Chairman/Co-chairman/ Rapporteurs of technical session of International/ National workshops/ symposia/ seminar – <b>1 mark for Chairman/Co-chairman and 0.5 marks for Rapporteur</b>	2	
	• International and special national assignments/ consultancies not covered anywhere else in the application – <b>1 mark for each assignment</b>	2	
	• Member of executive bodies/ committee of educational institutes/ Govt. bodies at university/college/state/national level – <b>1 mark for each</b>	2	
	• Receiving of appreciation letter from University/ICAR/other funding agency/scientific professional societies – <b>1 mark for each (if not claimed otherwise)</b>	2	
	Total D		
<b>E</b>	<b>Annual Confidential Report (ACR)</b>	<b>16</b>	
	Period of assessment: 5 years		
	• Outstanding – <b>4.0 marks per year</b>		
	• Very Good – <b>3.5 marks per year</b>		
	• Good – <b>3.0 marks per year</b>		
	• Average/Fair – <b>2.0 marks per year</b>		
	• Below Average – <b>1.0 mark per year</b>		
	Total E		
	<b>TOTAL (A+B+C+D+E)</b>	<b>100</b>	

Signature of the applicant  
with date

**Certificate**

**(To be filled in by the Incharge/Controlling Officer/Head of the Department)**

It is verified that the information furnished by Dr. \_\_\_\_\_ s/o  
Sh. \_\_\_\_\_ in this proforma is correct and his/her work and conduct  
for the said assessment period has been found to be satisfactory.

**Incharge/Controlling Officer/HOD**

**PROFORMA FOR CONSIDERING CASES UNDER THE CAREER ADVANCEMENT  
SCHEME**

**(Please send 10 Copies of Duly Filled in Proforma)**

**Evaluation of Teacher/Scientist/Extension Specialist/Equivalent**

**(AGP 7000 to 8000)**

Whether Assessed Earlier:	Yes/No
If yes, Date of Assessment:	_____
Assessment period:	From _____ To _____

**I. Personal Details**

1.	Name	:	
2.	Designation	:	
3.	Discipline/Specialization	:	
4.	Department/Section/Station	:	
5.	Date of Birth	:	
6.	Date of award of degree		M.Phil/Master degree: _____ Ph.D: _____
7..	Date of joining the University	:	
8.	Date of joining in post of Assistant Professor/ equivalent in the AGP of Rs.6000	:	
9.	Date of joining in post of Assistant Professor/ equivalent in the AGP of Rs.7000	:	
10.	Date of completion of 5 years in the post of Assistant Professor/ equivalent in the	:	

	AGP of Rs.7000		
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**Assessment of activities as per score card**

(Kindly refer to 'Annexure 1' )

**Evaluation of Teacher / Scientist / Extension Specialist / Equivalent  
(AGP 7000-8000)**

	<b>Evaluation of Teacher, Scientist, Extension Specialist and Equivalent (AGP 7000 to 8000)</b>	Max Marks	Marks Obtained
<b>A</b>	<b>ACHIEVEMENTS IN TEACHING / RESEARCH / EXTENSION / EQUIVALENT ACTIVITIES</b>	<b>60</b>	
<b>A<sub>1</sub></b>	<b>Achievements in Research</b>	<b>60</b>	
<b>A<sub>1</sub>01</b>	<b>Research/Teaching/Extension Projects</b>	<b>35</b>	
	<ul style="list-style-type: none"> <li>• External projects handled/being handled               <ul style="list-style-type: none"> <li>◦ Upto Rs.5 lakhs – <b>5 marks per project</b></li> <li>◦ Rs.5-10 lakhs – <b>10 marks per project</b></li> <li>◦ &gt; Rs.10 lakh – <b>15 marks per project</b></li> </ul> </li> </ul>		
	<i>Full marks for PI and 50% marks for Co-PI/ collaborator for each project</i>		
	<ul style="list-style-type: none"> <li>• AICRPs/Network projects – <b>15 marks to each scientist</b></li> </ul>		
	<ul style="list-style-type: none"> <li>• Departmental projects, Evaluation of pesticides, pharmaceuticals, biomarkers, varieties, implements, diagnostic kits, fertilizer , organic manure ,vaccines etc. – <b>2 marks per project /product (Max marks 6)</b></li> </ul>		
<b>A<sub>1</sub>02</b>	<b>Technology Development/Generation</b>	<b>20</b>	
	<ul style="list-style-type: none"> <li>• Development of Innovative technologies, unique microbes, diseased specimens deposited to national repository, participatory technologies, prototype, Genbank Accession obtained, genetic stock, variety, product, vaccine, diagnostic kit, process, concept, methodology, software development/Data base management/Expert system /Decision support system /models /standards developed &amp; any other relevant output/salient achievement - <b>1 mark per technology/ achievement</b></li> </ul>	12	
	<ul style="list-style-type: none"> <li>• <b>Recommendations/Development of Variety</b></li> </ul>	8	
	<ul style="list-style-type: none"> <li>• Recommendations of technologies, techniques, vaccines, diagnostics included in POP - <b>4 marks per recommendation to each scientist</b></li> <li>• Development of variety – <b>5 marks to Developers and 2 .5 marks to other associated scientists</b></li> </ul>		
<b>A<sub>1</sub>03</b>	<b>Other Research Activities</b>	<b>6</b>	
	<ul style="list-style-type: none"> <li>• Members of monitoring team/ Referee/Paper Reviewers/Developing SOPs for national facility: <b>1 mark/activity</b></li> </ul>		
	<ul style="list-style-type: none"> <li>• Intellectual Property Rights (IPRs) granted: Patents, Copyrights, Geographical Indications Registered/ Protected</li> </ul>		

	varieties, /breeds, Designs, etc. <i>2.5 marks per activity</i>		
<b>A<sub>2</sub></b>	<b>Achievements in Teaching</b>	<b>60</b>	
<b>A<sub>2</sub>01</b>	<b>Teaching</b>	<b>40</b>	
	• 1.0 marks for each contact hour taught in a semester including NSS and NCC/tracking programmes/study circle		
<b>A<sub>2</sub>02</b>	<b>Student guidance</b>	<b>20</b>	
	◦ Ph.D. – <i>5 marks to guide and 1 mark to member of advisory committee for each student</i>		
	◦ M.Sc./M.V.Sc - <i>3 marks to guide and 0.5 mark to member of advisory committee for each student</i>		
	◦ MBA – <i>0.25 mark to guide for each student</i>		
	◦ UG – <i>0.25 mark to guide for each student</i>		
	◦ External institution students (PhD/ MSc/M.V.Sc./ M.Phil/B.Sc.) guidance (For Project formulation , execution, and report writing) - <i>1 mark to guide and 0.5 marks to Co-guide</i>	3	
<b>A<sub>2</sub>03</b>	<b>Other Teaching Activities</b>	<b>20</b>	
	◦ RAWE/RHWE/Internship organized: <i>2.0 marks for coordinator and 1.5 marks for associated faculty</i>	6	
	• Class lecture delivered in other institution – <i>0.5 mark per lecture</i>	2	
	• Teaching aids developed (Teaching manuals, instructional materials, web lectures etc.) – <i>3 marks per author</i>	6	
	• Study tour other than Course/ NCC/NSS camps arranged – <i>1 mark per activity</i>	2	
	• Conducting of visit to the outside students in the university – <i>0.25 marks per visit</i>	1	
	• Specialized referral diagnostic technologies to multidiscipline- <i>2 marks per activity</i>	2	
	• Special course/ course curriculum developed – <i>0.5 mark per activity</i>	1	
	• E-course developed – <i>3 marks per e-course to first author and 1.0 mark to Moderator, 0.5 Mark to Reviewer</i>	6	
	• Modernization/upgradation of class room/ laboratory – <i>1 mark per activity</i>	3	
	• Coordination/ assisting of summer training teaching of students of external institutions- <i>1 mark to Coordinator and 0.5 mark to Co-Coordinator</i>	3	
	◦ ≥ 1 month – <i>3 marks per training</i>		
	◦ 1-2 weeks – <i>1 mark per training</i>		
	◦ Conduct of external examinations/ paper setting/ thesis evaluation/viva voce/ entrance examination/ counselling for admissions etc. – <i>1 mark per activity</i>	2	
<b>A<sub>3</sub></b>	<b>Achievements in Extension</b>	<b>60</b>	
<b>A<sub>3</sub>01</b>	<b>FLDs /Adaptive Trials, etc.</b>	<b>16</b>	
	• Front Line Demonstrations, Adaptive Research		

	Trials/OFT/other trials conducted - <i>2 marks per trial/ demonstration</i> <ul style="list-style-type: none"> <li>Semester wise clinical rotations, disease diagnosis, Ambulatory clinics, time bound commercial production services and Livestock farm duty: <i>3 marks per semester</i></li> </ul>		
<b>A<sub>3</sub>02</b>	<b>Organization of Trainings/Camps/Seminars/ Melas/ Field Days, etc.</b>	<b>25</b>	
	<ul style="list-style-type: none"> <li><b>Trainings / camps organized / coordinated / assisted (as per Institute mandate)</b></li> </ul>	12	
	<ul style="list-style-type: none"> <li>◦ 1-7 days– <i>1 marks per training/camp to Coordinator and 0.5 mark to Co-Coordinator</i></li> </ul>		
	<ul style="list-style-type: none"> <li>◦ &gt; 7 days to 1 month– <i>2 marks per training/camp to Coordinator and 1.0 mark to Co-Coordinator</i></li> </ul>		
	<ul style="list-style-type: none"> <li>◦ &gt; 1 month to 6 month training course organized / co-organized – <i>3 marks per training to Coordinator and 1.5 marks to Co-Coordinator</i></li> </ul>		
	<ul style="list-style-type: none"> <li>Six months to one year vocational training course organized / co-organized – <i>4 marks per training to Coordinator and 2 marks to Co-Coordinator</i></li> <li>Clinical/animal welfare/infertility/animal birth control camps: <i>1.5 marks per camp to each specialist.</i></li> <li>Emergency hospital duty on holidays: <i>1.0 marks per duty as per roaster.</i></li> </ul>	8	
	<b>Organization of Kisan mela (University level)</b>		
	<ul style="list-style-type: none"> <li>◦ Coordinator/ Incharge of the committee – <i>1.5 marks per mela</i></li> </ul>	3	
	<ul style="list-style-type: none"> <li>◦ Committee member – 1 mark per mela</li> </ul>	3	
	<b>Organization of Kisan mela (KVK/Research station level)</b>		
	<ul style="list-style-type: none"> <li>◦ Coordinator/ Incharge of the committee – <i>1 mark per kisan mela</i></li> </ul>	2	
	<ul style="list-style-type: none"> <li>◦ Committee member – <i>0.5 mark per mela</i></li> </ul>	2	
	<b>Organization of crop seminar</b>		
	<ul style="list-style-type: none"> <li>◦ Coordinator/Incharge of the committee– <i>2 marks per seminar</i></li> </ul>	2	
	<ul style="list-style-type: none"> <li>◦ Committee member– 1 mark per seminar</li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Organization of field day/ farmer field demonstration, exhibitions, campaigns, etc. – <i>1 mark per activity</i></li> </ul>	6	
<b>A<sub>3</sub>03</b>	<b>TV / Radio talks / Lectures delivered, other advisory services, etc.</b>	<b>20</b>	
	<ul style="list-style-type: none"> <li>• Radio talks, TV talks/presentations etc. – <i>2 marks per activity</i></li> </ul>	6	
	<ul style="list-style-type: none"> <li>• Organization of radio school for the farmers - <i>3 marks for coordinator and 1.5 marks for associated scientist</i></li> </ul>	3	
	<ul style="list-style-type: none"> <li>• Lectures delivered in trainings/workshops/ camps, etc. – 0.5 mark per lecture</li> </ul>	6	
	<ul style="list-style-type: none"> <li>• Farmers consultancy / advisory services through personal interaction, replies to AIR queries etc. – <i>0.5 mark per activity</i></li> </ul>	6	

	• Farmers- Scientists interaction – <i>0.5 mark per interaction</i>	2	
	• ADOs, VEOs- Scientists interaction – <i>0.5 mark per interaction</i>	2	
	• Conducting of diagnostic field visits – <i>1 mark per visit</i>	6	
<b>A<sub>3</sub>04</b>	<b>Other Extension Related Activities</b>	<b>10</b>	
	• Farmers interest groups organized/ Commodity interest groups organized/ Model village adopted – <i>1 mark per activity to all team members</i>	3	
	• Preparation of case studies/success stories - <i>1 mark for each activity per year per team member</i>	4	
	• Magazine published by the centre – <i>1 mark to each member of the editorial board / committee</i>	4	
	• Farmers helpline services through print media: <i>0.25 marks per attempt</i>	4	
<b>A<sub>4</sub></b>	<b>Achievements in library</b>	<b>60</b>	
	• Circulation, reference services and their maintenance – <i>1 mark per thousand issue/return</i>	25	
	• Acquisition of periodicals, books, thesis, gratis books, CDs, etc. - <i>1 mark per 500 acquisitions</i>	15	
	• Technical (Classification, cataloguing, bar-coding, etc.) - <i>1 mark per 500 books</i>	10	
	• Automation of catalogue, circulation, serials, membership records, subscription of journals, e-reference services, library security, internet services to students, etc. – <i>1 mark per 500 automations</i>	10	
	• CD ROM services, LAN and computer maintenance – <i>1 mark per activity</i>	10	
	• Digitization of library resources – <i>0.5 marks per 200 documents</i>	5	
	• E-delivery of information – <i>0.5 marks per delivery</i>	5	
	• Additional services such as extending library facilities on holidays during examinations – <i>0.5 mark per service</i>	5	
	• Special campaigns (user awareness campaigns in use of library services as e-resources, OPAC etc) – <i>1 mark per campaign</i>	5	
	• Any other library activity – <i>1 mark per activity</i>	5	
Total A			
<b>B</b>	<b>Capacity Building / Monitoring/ Evaluation / Reporting and Institution Building</b>	<b>6</b>	
	• Head of KVK/Research Station/Department/Unit- <i>1 mark per year</i>	3	
	• Convener / co-convener / organizing/ co-organizing secretary /coordinator/co-coordinator/course director / co-course director / in-charge of seminar / symposia / workshop / discussion /conference / summer or winter school / training programme / refresher course/entrance examinations - <i>2 marks per programme/event</i>	4	



	<ul style="list-style-type: none"> <li>• Incharge/ Co-Incharge / committee member of university functions (VIP visits, annual day function, convocation, workshops/Seminars, etc.) – <b>0.5 mark per activity</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Departmental / station / AICRP/ KVK/Network/experiential/other projects annual reports, DAP, DPR, SREP and other Departmental/College /University level reports - <b>1 mark per report per year</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• In-charge of seed/ research farm , nursery, livestock/poultry/fish farms, cattle yard , processing unit/ mushroom production unit, teaching / research &amp; diagnostic laboratory, Academics, sports/literary/cultural, library section, departmental library, store, website maintenance (department, university, college, unit, hostels), marketing of produce/ service, etc. – <b>0.5 mark per year per assignment</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Participatory research/extension activities organized/coordinated/assisted as per Institutional mandate-<b>1 mark per assignment to project leader and 0.5 mark to each collaborator</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Nominated member/ Member of university/ college/ departmental committees/ Selection/Interview Committee- <b>0.5 mark per year per assignment</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Office bearers of Departmental/professional clubs/ faculty club/societies/associations/staff advisor-SCA- <b>0.5 mark per year</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Warden of Hostel- <b>2 marks per year</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• In-charge of guest house/ farmers’ hostel - <b>1 mark per year per assignment</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Service rendered in Tribal areas - <b>1 mark per season</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Service rendered in difficult areas (As notified by CSKHPKV/State/Centre Govt.) - <b>0.75 marks per year</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• In-charge of revolving fund scheme in the department - <b>1 mark per year</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Staff Editor College Magazines: <b>1 mark per assignment</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Nodal officers (e.g. NISAGNET, NATP/NAIP, IAUA, Youth Info. &amp; Dev. Centre, etc.): <b>1 mark per year per assignment</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Coordinator/co-coordinator: International student visits- <b>1 mark per assignment</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Incharge of works related to germplasm collection, conservation and documentation of plant &amp; animal genetic and other natural resources, documentation of animal diseases, documentation of preclinical&amp; paraclinical related parameters of animals/birds - <b>1 mark per activity per year to PI and 0.5 mark to Co—PI/collaborator for each project</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Attending summer /winter schools <ul style="list-style-type: none"> <li>➤ &lt; 10 days duration- <b>2 marks for each</b></li> <li>➤ 10-20 days duration- <b>3 marks for each</b></li> <li>➤ &gt;20 days duration- <b>4 marks for each</b></li> </ul> </li> </ul>	4	

	• Veterinary clinical, paraclinical, preclinical /Plant clinic services/ Plant and soil samples analysis related to farmers problems- <b>0.25 marks per sample/case mark/activity</b>	2	
	• Students' activities like Agrifest/Cultural/literary activities/Vetfair/Incharges-Sports/clubs etc.- <b>0.5 mark per activity</b>	2	
	• Other international, national/ state/Univ./College/Dept. level duties performed - <b>1 mark per assignment</b>	2	
	• Misc. activities not covered anywhere – <b>1 mark per activity per year</b>	2	
<b>Total B</b>			
<b>C</b>	<b>Publications</b>	<b>15</b>	
<b>C<sub>01</sub></b>	<b>Research papers/articles (100% Marks for first author and 75% Marks to other authors)</b>		
	• Research papers in refereed journals:	10	
	◦ Journals with NAAS rating $\geq 4.0$ - <b>4 marks per paper</b>		
	◦ Journals with NAAS rating $< 4.0$ - <b>3 marks per paper</b>		
	◦ Journals (other than NAAS list) of repute - <b>2 marks per paper</b>	4	
	• <b>Review article in refereed journals:</b>	3	
	◦ Journals with NAAS rating $\geq 4.0$ - <b>2 marks per paper</b>		
	◦ Journals with NAAS rating $< 4.0$ – <b>1.5 marks per paper</b>		
	◦ Journals (other than NAAS list) - <b>1.0 marks per paper</b>		
	• Full Research paper in conference proceedings – <b>1.5 marks per paper</b>	3	
	• Research paper in non refereed journal having ISBN/ISSN number – <b>1.0 mark per paper</b>	2	
<b>C<sub>02</sub></b>	<b>Extension publications</b>	<b>7.5</b>	
	• Popular articles in journals/magazines with ISSN/ISBN number - <b>1 mark per paper</b>		
	• Popular articles in newspapers/others- <b>0.5 mark per paper</b>		
<b>C<sub>03</sub></b>	<b>Other publications</b>	<b>7.5</b>	
	• Books authored – <b>3 marks per book</b>	3	
	• Books edited – <b>2 marks per edited book</b>	2	
	• Research technology/monograph- <b>2 marks for each</b>	2	
	• Conference proceedings edited – <b>1 mark per proceeding</b>	1	
	• Book chapters- <b>1 mark per chapter</b>	2	
	• Technical Bulletins – <b>1 mark each</b>	2	
	• Newsletters edited – <b>0.5 mark per edited News Letter</b>	1	
	• Souvenir edited – <b>0.5 mark per souvenir</b>	1	
	• Extension bulletin, training manual, etc. – <b>0.5 mark per publication</b>	2	
	• Compendium/Souvenir chapters- <b>0.5 mark per chapter</b>	1.5	
	• Extension leaflets/folders/pamphlets– <b>0.5 mark per publication</b>	2	
	• Technical/ articles – <b>0.5 mark per article</b>	3	

		<b>Total C</b>	
<b>D</b>	<b>Peer Recognition</b>	<b>3</b>	
	• International and National awards / visiting fellowships /scholarship/bursaries/National Academy Fellow - <b>2 marks for each event</b>	3	
	• Post-Doctoral Fellowships/additional qualification/teaching assignment - <b>1 mark each</b>	2	
	• Editor/ member of editorial board of journal - <b>2 marks for chief editor and 1 mark for member editorial committee for each year</b>	2	
	• Membership of Professional Societies- <b>0.5 mark per society</b>	3	
	• Institutional or recognized professional societies award / fellowship - <b>1 mark each</b>	2	
	• Best Paper/ Best Posters - <b>1 mark for I<sup>st</sup> prize and 0.5 mark for II<sup>nd</sup> and III<sup>rd</sup> prize (100% to First Author and 50% to other authors)</b>	3	
	• Oral/poster presentation in International seminar / symposia / conference/ workshop – <b>2 marks for each</b>	2	
	• Oral / poster presentation in national seminars / symposia / conference/ workshops – <b>1.5 mark for each</b>	3	
	• Chairman/Co-chairman/ Rapporteurs of technical session of International/ National workshops/ symposia/ seminar – <b>1 mark for Chairman/Co-chairman and 0.5 marks for Rapporteur</b>	2	
	• International and special national assignments/ consultancies not covered anywhere else in the application – <b>1 mark for each assignment</b>	2	
	• Member of executive bodies/ committee of educational institutes/ Govt. bodies at university/college/state/national level – <b>1 mark for each</b>	2	
	• Receiving of appreciation letter from University/ICAR/other funding agency/scientific professional societies – <b>1 mark for each (if not claimed otherwise)</b>	2	
	<b>Total D</b>		
<b>E</b>	<b>Annual Confidential Report (ACR)</b>	<b>16</b>	
	Period of assessment: 5 years		
	• Outstanding – <b>4.0 marks per year</b>		
	• Very Good – <b>3.5 marks per year</b>		
	• Good – <b>3.0 marks per year</b>		
	• Average/Fair – <b>2.0 marks per year</b>		
	• Below Average – <b>1.0 mark per year</b>		
	<b>Total E</b>		
	<b>TOTAL (A+B+C+D+E)</b>	<b>100</b>	

Signature of the applicant  
with date

## **CERTIFICATE**

**(To be filled in by the Incharge/Controlling Officer/Head of the Department)**

It is verified that the information furnished by Dr. \_\_\_\_\_  
s/o Sh. \_\_\_\_\_ in this proforma is correct and his/her work and  
conduct for the said assessment period has been found to be satisfactory.

**Incharge/Controlling Officer/HOD**

**PROFORMA FOR CONSIDERING CASES UNDER THE CAREER ADVANCEMENT  
SCHEME**

**(Please send 10 Copies of Duly Filled in Proforma)**

**Evaluation of Teacher/Scientist/Extension Specialist/Equivalent**

**(AGP 8000 to 9000)**

Whether Assessed Earlier:	Yes/No
If yes, Date of Assessment:	_____
Assessment period:	From _____ To _____

**I. Personal Details**

1.	Name	:	
2.	Designation	:	
3.	Discipline/Specialization	:	
4.	Department/Section/Station	:	
5.	Date of Birth	:	
6.	Date of award of degree		M.Phil/Master degree: _____ Ph.D: _____
7..	Date of joining the University	:	
8.	Date of joining in post of Assistant Professor/ equivalent in the AGP of Rs.8000	:	
9.	Date of completion of 3 years in the AGP of Rs.8000	:	

**Assessment of activities as per score card**

**(Kindly refer to 'Annexure 1')**

**Evaluation of Teacher / Scientist / Extension Specialist / Equivalent  
(AGP 8000-9000)**

	Evaluation of Teacher, Scientist, Extension Specialist and Equivalent (AGP 8000 to 9000)	Max Marks	Marks Obtained
<b>A</b>	<b>ACHIEVEMENTS IN TEACHING / RESEARCH / EXTENSION / EQUIVALENT ACTIVITIES</b>	<b>40</b>	
<b>A<sub>1</sub></b>	<b>Achievements in Research</b>	<b>40</b>	
<b>A<sub>1</sub>01</b>	<b>Research/Teaching/Extension Projects</b>	<b>25</b>	
	<ul style="list-style-type: none"> <li>• External projects handled/being handled               <ul style="list-style-type: none"> <li>◦ Upto Rs.5 lakhs – <b>5 marks per project</b></li> <li>◦ Rs.5-10 lakhs – <b>10 marks per project</b></li> <li>◦ &gt; Rs.10 lakh – <b>15 marks per project</b></li> </ul> </li> </ul>		
	<i>Full marks for PI and 50% marks for Co-PI/ collaborator for each project</i>		
	<ul style="list-style-type: none"> <li>• AICRPs/Network projects – <b>15 marks to each scientist</b></li> </ul>		
	<ul style="list-style-type: none"> <li>• Departmental projects, Evaluation of pesticides, pharmaceuticals, biomarkers, varieties, implements, diagnostic kits, fertilizer, organic manure, vaccines etc. - <b>2 marks per project /product (Max marks 6)</b></li> </ul>		
<b>A<sub>1</sub>02</b>	<b>Technology Development/Generation</b>	<b>15</b>	
	<ul style="list-style-type: none"> <li>• Development of Innovative technologies, unique microbes, diseased specimens deposited to national repository, participatory technologies, prototype, Genbank Accession obtained, genetic stock, variety, product, vaccine, diagnostic kit, process, concept, methodology, software development/Data base management/Expert system /Decision support system /models /standards developed &amp; any other relevant output/salient achievements - <b>1 mark per technology/ achievement (Max. 9 Marks)</b></li> </ul>	<b>9</b>	
	<ul style="list-style-type: none"> <li>• <b>Recommendation/Development of Varieties</b></li> </ul>	<b>6</b>	
	<ul style="list-style-type: none"> <li>• Recommendations of technologies, techniques, vaccines, diagnostics included in POP - <b>4 marks per recommendation to each scientist</b></li> </ul>		
	<i>Development of variety – 5 marks to Developers and 2.5 marks to other associated scientists</i>		
<b>A<sub>1</sub>03</b>	<b>Other Research Activities</b>	<b>6</b>	
	<ul style="list-style-type: none"> <li>• Members of monitoring team/ Referee/Paper Reviewers/Developing SOPs for national facility: <b>1 mark/activity</b></li> </ul>		
	<ul style="list-style-type: none"> <li>• Intellectual Property Rights (IPRs) granted: Patents, Copyrights, Geographical Indications Registered/ Protected varieties, /breeds, Designs, etc. <b>2.5 marks per activity</b></li> </ul>		
<b>A<sub>2</sub></b>	<b>Achievements in Teaching</b>	<b>40</b>	

<b>A<sub>2</sub>01</b>	<b>Teaching</b>	<b>25</b>	
	<ul style="list-style-type: none"> <li>• 1.0 marks for each contact hour taught in a semester including NSS and NCC/tracking programmes/study circle</li> </ul>		
<b>A<sub>2</sub>02</b>	<b>Student guidance</b>	<b>15</b>	
	<ul style="list-style-type: none"> <li>◦ Ph.D. – <i>5 marks to guide and 1 mark to member of advisory committee for each student</i></li> </ul>		
	<ul style="list-style-type: none"> <li>◦ M.Sc./M.V.Sc - <i>3 marks to guide and 0.5 mark to member of advisory committee for each student</i></li> </ul>		
	<ul style="list-style-type: none"> <li>◦ MBA – <i>0.25 mark to guide for each student</i></li> </ul>		
	<ul style="list-style-type: none"> <li>◦ UG – <i>0.25 mark to guide for each student</i></li> </ul>		
	<ul style="list-style-type: none"> <li>◦ External institution students (PhD/ MSc/M.V.Sc./ M.Phil/B.Sc.) guidance (For Project formulation , execution, and report writing) - <i>1 mark to guide and 0.5 marks to Co-guide</i></li> </ul>	2	
<b>A<sub>3</sub>03</b>	<b>Other Teaching Activities</b>	<b>15</b>	
	<ul style="list-style-type: none"> <li>◦ RAWE/RHWE/Internship organized: <i>2.0 marks for coordinator and 1.5 marks for associated faculty</i></li> </ul>	4	
	<ul style="list-style-type: none"> <li>• Class lecture delivered in other institution – <i>0.5 mark per lecture</i></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Teaching aids developed (Teaching manuals, instructional materials, web lectures etc.) – <i>3 marks per author</i></li> </ul>	6	
	<ul style="list-style-type: none"> <li>• Study tour other than Course/ NCC/NSS camps arranged – 1 mark per activity (<b>Max. 02 Marks</b>)</li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Conducting of visit to the outside students in the university – <i>0.25 marks per visit</i></li> </ul>	1	
	<ul style="list-style-type: none"> <li>• Specialized referral diagnostic technologies to multidiscipline - <i>2 marks per activity</i></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Special course/ course curriculum developed – <i>0.5 mark per activity</i></li> </ul>	1	
	<ul style="list-style-type: none"> <li>• e-course developed – <i>3 marks per e-course to first author and 1.0 mark to Moderator, 0.5 Mark to Reviewer</i></li> </ul>		
	<ul style="list-style-type: none"> <li>• Modernization/upgradation of class room/ laboratory – <i>1 mark per activity</i></li> </ul>		
	<ul style="list-style-type: none"> <li>• Coordination/ assisting of summer training teaching of students of external institutions- <i>1 mark to Coordinator and 0.5 mark to Co-Coordinator</i></li> </ul>	3	
	<ul style="list-style-type: none"> <li>◦ <math>\geq</math> 1 month – <i>3 marks per training</i></li> </ul>		
	<ul style="list-style-type: none"> <li>◦ 1-2 weeks – <i>1 mark per training</i></li> </ul>		
	<ul style="list-style-type: none"> <li>• Conduct of external examinations/ paper setting/ thesis evaluation/viva voce/ entrance examination/ counselling for admissions etc. – <i>1 mark per activity</i></li> </ul>	2	
<b>A<sub>3</sub></b>	<b>Achievements in Extension</b>	<b>40</b>	
<b>A<sub>3</sub>01</b>	<b>FLDs / Adaptive Trials, etc.</b>	<b>10</b>	
	<ul style="list-style-type: none"> <li>• Front Line Demonstrations, Adaptive Research Trials/OFT/other trials conducted - <i>2 marks per trial/ demonstration</i></li> </ul>		

	<ul style="list-style-type: none"> <li>Semester wise clinical rotations, disease diagnosis, Ambulatory clinics, time bound commercial production services and Livestock farm duty: <b>3 marks per semester</b></li> </ul>		
<b>A<sub>3</sub>02</b>	<b>Organization of Trainings/Camps/Seminars/ Melas/ Field Days, etc.</b>	<b>20</b>	
	<ul style="list-style-type: none"> <li><b>Trainings / camps organized / coordinated / assisted (as per Institute mandate)</b></li> </ul>	<b>12</b>	
	<ul style="list-style-type: none"> <li>◦ 1-7 days– <b>1 marks per training/camp to Coordinator and 0.5 mark to Co-Coordinator</b></li> </ul>		
	<ul style="list-style-type: none"> <li>◦ &gt; 7 days to 1 month– <b>2 marks per training/camp to Coordinator and 1.0 mark to Co-Coordinator</b></li> </ul>		
	<ul style="list-style-type: none"> <li>◦ &gt; 1 month to 6 month training course organized / co-organized – <b>3 marks per training to Coordinator and 1.5 marks to Co-Coordinator</b></li> </ul>		
	<ul style="list-style-type: none"> <li>Six months to one year vocational training course organized / co-organized – <b>4 marks per training to Coordinator and 2 marks to Co-Coordinator</b></li> <li>Clinical/animal welfare/infertility/animal birth control camps: <b>1.5 marks per camp to each specialist.</b></li> <li>Emergency hospital duty on holidays: <b>1.0 marks per duty as per roaster.</b></li> </ul>	<b>6</b>	
	<b>Organization of Kisan mela (University level)</b>		
	<ul style="list-style-type: none"> <li>◦ Coordinator/ Incharge of the committee – <b>1.5 marks per mela</b></li> </ul>	<b>3</b>	
	<ul style="list-style-type: none"> <li>◦ Committee member – <b>1 mark per mela</b></li> </ul>	<b>3</b>	
	<b>Organization of Kisan mela (KVK/Research station level)</b>		
	<ul style="list-style-type: none"> <li>◦ Coordinator/ Incharge of the committee – <b>1 mark per mela</b></li> </ul>	<b>2</b>	
	<ul style="list-style-type: none"> <li>◦ Committee member – <b>0.5 mark per mela</b></li> </ul>	<b>2</b>	
	<b>Organization of crop seminar</b>		
	<ul style="list-style-type: none"> <li>◦ Coordinator/Incharge of the committee– <b>2 marks per seminar</b></li> </ul>	<b>2</b>	
	<ul style="list-style-type: none"> <li>◦ Committee member– <b>1 mark per seminar</b></li> </ul>	<b>2</b>	
	Organization of field day/ farmer field demonstration, exhibitions, campaigns, etc. – <b>1 mark per activity</b>	<b>6</b>	
<b>A<sub>3</sub>03</b>	<b>TV / Radio talks / Lectures delivered, other advisory services, etc.</b>	<b>10</b>	
	<ul style="list-style-type: none"> <li>Radio talks, TV talks/presentations etc. – <b>2 marks per activity</b></li> </ul>	<b>6</b>	
	<ul style="list-style-type: none"> <li>Organization of radio school for the farmers - <b>3 marks for coordinator and 1.5 marks for associated scientist</b></li> </ul>	<b>3</b>	
	<ul style="list-style-type: none"> <li>Lectures delivered in trainings/workshops/ camps, etc. – <b>0.5 mark per lecture</b></li> </ul>	<b>6</b>	
	<ul style="list-style-type: none"> <li>Farmers consultancy / advisory services through personal interaction, replies to AIR queries etc. – <b>0.5 mark per activity</b></li> </ul>	<b>4</b>	
	<ul style="list-style-type: none"> <li>Farmers- Scientists interaction – <b>0.5 mark per interaction</b></li> </ul>	<b>2</b>	



	• ADOs, VEOs- Scientists interaction – <i>0.5 mark per interaction</i>	2	
	• Conducting of diagnostic field visits – <i>1 mark per visit</i>	6	
<b>A<sub>3</sub>04</b>	<b>Other Extension Related Activities</b>	<b>10</b>	
	• Farmers interest groups organized/ Commodity interest groups organized/ Model village adopted – <i>1 mark per activity to all team members</i>	3	
	• Preparation of case studies/success stories – <i>1 mark for each activity per year per team member</i>	4	
	• Magazine published by the centre – <i>1 mark to each member of the editorial board / committee</i>	3	
	• Farmers helpline services through print media: <i>0.25 marks per attempt</i>	1	
<b>A<sub>4</sub></b>	<b>Achievements in library</b>	<b>40</b>	
	• Circulation, reference services and their maintenance – <i>1 mark per thousand issue/return</i>	20	
	• Acquisition of periodicals, books, thesis, gratis books, CDs, etc. - <i>1 mark per 500 acquisitions</i>	10	
	• Technical (Classification, cataloguing, bar-coding, etc.) - <i>1 mark per 500 books</i>	8	
	• Automation of catalogue, circulation, serials, membership records, subscription of journals, e-reference services, library security, internet services to students, etc. – <i>1 mark per 500 automations</i>	8	
	• CD ROM services, LAN and computer maintenance – <i>1 mark per activity</i>	8	
	• Digitization of library resources – <i>0.5 marks per 200 documents</i>	5	
	• E-delivery of information – <i>0.5 marks per delivery</i>	3	
	• Additional services such as extending library facilities on holidays during examinations – <i>0.5 mark per service</i>	3	
	• Special campaigns (user awareness campaigns in use of library services as e-resources, OPAC etc) – <i>1 mark per campaign</i>	3	
	• Any other library activity – <i>1 mark per activity</i>	5	
	<b>Total A</b>		
<b>B</b>	<b>Capacity Building / Monitoring/ Evaluation / Reporting and Institution Building</b>	<b>12</b>	
	• Head of KVK/Research Station/Department/Unit- <i>1 mark per year</i>	3	
	• Convener / co-convener / organizing/ co-organizing secretary /coordinator/co-coordinator/course director / co-course director / in-charge of seminar / symposia / workshop / discussion /conference / summer or winter school / training programme / refresher course/entrance examinations – <i>2 marks per programme/event</i>	4	
	• Incharge/ Co-Incharge / committee member of university	3	

	functions (VIP visits, annual day function, convocation, workshops/Seminars, etc.) – <b>0.5 mark per activity</b>		
	• Departmental/ station / AICRP/ KVK/Network/experiential/other projects annual reports, DAP, DPR, SREP and other Departmental/College /University level reports – <b>1 mark per report per year</b>	3	
	• In-charge of seed/ research farm , nursery, livestock/poultry/fish farms, cattle yard , processing unit/ mushroom production unit, teaching / research & diagnostic laboratory, Academics, sports/literary/cultural, library section, departmental library, store, website maintenance (department, university, college, unit, hostels), marketing of produce/ service, etc. – <b>0.5 mark per year per assignment</b>	3	
	• Participatory research/extension activities organized/coordinated/assisted as per Institutional mandate- <b>1 mark per assignment to project leader and 0.5 mark to each collaborator</b>	2	
	• Nominated member/ Member of university/ college/ departmental committees/ Selection/Interview Committee- <b>0.5 mark per year per assignment</b>	2	
	• Office bearers of Departmental/professional clubs/ faculty club/societies/associations/staff advisor-SCA- <b>0.5 mark per year</b>	2	
	• Warden of Hostel- <b>2 marks per year</b>	3	
	• In-charge of guest house/ farmers’ hostel – <b>1 mark per year per assignment</b>	3	
	• Service rendered in Tribal areas – <b>1 marks per season</b>	3	
	• Service rendered in difficult areas (As notified by State/Centre Govt.) – <b>0.75 marks per year</b>	3	
	• In-charge of revolving fund scheme in the department – <b>1 mark per year</b>	2	
	• Staff Editor College Magazines: <b>1 mark per assignment</b>	2	
	• Nodal officers (e.g. NISAGNET, NATP/NAIP, IAU, Youth Info. & Dev. Centre, etc.): <b>1 mark per year per assignment</b>	2	
	• Coordinator/co-coordinator: International student visits- <b>1 mark per assignment</b>	2	
	• Incharge of works related to germplasm collection, conservation and documentation of plant & animal genetic and other natural resources, documentation of animal diseases, documentation of preclinical& para-clinical related parameters of animals/birds – <b>1 mark per activity per year to PI and 0.5 mark to Co-PI/ collaborator for each project</b>	2	
	• Attending summer /winter schools ➤ < 10 days duration- <b>2 marks for each</b> ➤ 10-20 days duration- <b>3 marks for each</b> >20 days duration- <b>4 marks for each</b>	4	
	• Veterinary clinical, paraclinical, preclinical /Plant clinic	2	

	services/ Plant and soil samples analysis related to farmers problems- <b>0.25 marks per sample/case mark/activity</b>		
	• Students' activities like Agrifest/Cultural/literary activities/Vetfair/Incharges-Sports/clubs etc.- <b>0.5mark per activity</b>	2	
	• Other international, national/ state/Univ./College/Dept. level duties performed - <b>1 mark per assignment</b>	2	
	• Misc. activities not covered anywhere – <b>1 mark per activity per year</b>	2	
<b>Total B</b>			
<b>C</b>	<b>Publications</b>	<b>15</b>	
C <sub>01</sub>	Research papers/articles ( <b>100% Marks for first author and 75% Marks to other authors</b> )		
	• <b>Research papers in refereed journals:</b>	10	
	◦ Journals with NAAS rating $\geq 4.0$ - <b>4 marks per paper</b>		
	◦ Journals with NAAS rating $< 4.0$ - <b>3 marks per paper</b>		
	◦ Journals (other than NAAS list) - <b>2 marks per paper</b>		
	• <b>Review article in refereed journals:</b>		
	◦ Journals with NAAS rating $\geq 4.0$ - <b>2 marks per paper</b>	4	
	◦ Journals with NAAS rating $< 4.0$ – <b>1.5 marks per paper</b>	3	
	◦ Journals (other than NAAS list) of repute - <b>1.0 marks per paper</b>	2	
	• Full Research paper in conference proceedings – <b>1.5 marks per paper</b>	3	
	• Research paper in non refereed journal having ISBN/ISSN number – <b>1.0 mark per paper</b>	2	
C <sub>02</sub>	<b>Extension publications</b>	7.5	
	• Popular articles in journals/magazines with ISSN/ISBN number - <b>1 mark per paper</b>		
	• Popular articles in newspapers/others - <b>0.5 mark per paper</b>		
C <sub>03</sub>	<b>Other publications</b>	<b>7.5</b>	
	• Books authored – 3 marks per book	3	
	• Books edited – 2 marks per edited book	2	
	• Research technology/monograph- <b>2 marks for each</b>	4	
	• Conference proceedings edited – <b>1 mark per edited proceeding</b>	2	
	• Book chapters- 1 mark per chapter	2	
	• Technical Bulletins – 1 mark each	2	
	• Newsletters edited – 0.5 mark	1	
	• Souvenir edited – 0.5 mark per souvenir	1	
	• Extension bulletin, training manual, etc. – <b>0.5 mark per publication</b>	2	
	• Compendium/Souvenir chapters- <b>0.5 mark per chapter</b>	1.5	
	• Extension leaflets/folders/pamphlets– <b>0.5 mark per publication</b>	2	
	• Technical/ popular articles – 0.5 mark per article	1	

		Total C	
<b>D</b>	<b>Peer Recognition</b>	<b>6</b>	
	• International and National awards / visiting fellowships /scholarship/bursaries/National Academy Fellow - <b>2 marks for each event</b>	4	
	• Post-Doctoral Fellowships/additional qualification/teaching assignment - <b>1 mark each</b>	2	
	• Editor/ member of editorial board of journal - <b>2 marks for chief editor and 1 mark for member editorial committee for each year</b>	2	
	• Membership of Professional Societies- <b>0.5 mark per society</b>	2	
	• Institutional or recognized professional societies award / fellowship - <b>1 mark each</b>	2	
	• Best Paper/ Best Posters - <b>1 mark for I<sup>st</sup> prize and 0.5 mark for II<sup>nd</sup> and III<sup>rd</sup> prize (100% marks to first author and 50% marks to other author)</b>	2	
	• Oral / poster presentation in International seminar / symposia / conference/ workshop – <b>2 marks for each</b>	2	
	• Oral / poster presentation in national seminars / symposia / conference/ workshops – <b>1.5 mark for each</b>	2	
	• Chairman/Co-chairman/ Rapporteurs of technical session of International/ National workshops/ symposia/ seminar – <b>1 mark for Chairman/Co-chairman and 0.5 marks for Rapporteur</b>	2	
	• International and special national assignments/ consultancies not covered anywhere else in the application – <b>1 mark for each assignment</b>	2	
	• Member of executive bodies/ committee of educational institutes/ Govt. bodies at university/college/state/national level – <b>1 mark for each</b>	2	
	• Receiving of appreciation letter from University/ICAR/other funding agency/scientific professional societies– <b>1 mark for each (if not claimed otherwise)</b>	2	
<b>Total D</b>			
<b>E</b>	<b>Annual Confidential Report (ACR)</b>	<b>12</b>	
	Period of assessment: 3 years		
	• Outstanding – 4.0 marks per year		
	• Very Good – 3.5 marks per year		
	• Good – 3.0 marks per year		
	• Average/Fair – 2.0 marks per year		
	• Below Average – 1.0 mark per year		
<b>F</b>	<b>Interview</b>	<b>15</b>	
<b>Grand Total (A+B+C+D+E+F)</b>		<b>100</b>	

Signature of the applicant  
with date

**CERTIFICATE****(To be filled in by the Incharge/Controlling Officer/Head of the Department)**

It is verified that the information furnished by Dr. \_\_\_\_\_ s/o  
Sh. \_\_\_\_\_ in this proforma is correct and his/her work and conduct  
for the said assessment period has been found to be satisfactory.

**Incharge/Controlling Officer/HOD**

**PROFORMA FOR CONSIDERING CASES UNDER THE CAREER ADVANCEMENT  
SCHEME**

**(Please send 10 Copies of Duly Filled in Proforma)**

**Evaluation of Teacher/Scientist/Extension Specialist/Equivalent**

**(AGP 9000 to 10000)**

Whether Assessed Earlier:	Yes/No
If yes, Date of Assessment:	_____
Assessment period:	From _____ To _____

**I. Personal Details**

1.	Name	:	
2.	Designation	:	
3.	Discipline/Specialization	:	
4.	Department/Section/Station	:	
5.	Date of Birth	:	
6.	Date of award of degree		M.Phil/Master degree: _____  Ph.D: _____
7..	Date of joining the University	:	
8.	Date of joining in post of Associate Professor/ equivalent in the AGP of Rs.9000	:	
9.	Date of completion of 3 years in the AGP of Rs.9000	:	

**Assessment of activities as per score card  
(Kindly refer to 'Annexure 1')  
Evaluation of Teacher, Scientist, Extension Specialist and Equivalent  
(AGP 9000 to 10000)**

	Evaluation of Teacher, Scientist, Extension Specialist and Equivalent (AGP 9000 to 10000)	Max Marks	Marks Obtained
<b>A</b>	<b>ACHIEVEMENTS IN TEACHING / RESEARCH / EXTENSION / EQUIVALENT ACTIVITIES</b>	<b>40</b>	
<b>A<sub>1</sub></b>	<b>Achievements in Research</b>	<b>40</b>	
<b>A<sub>1</sub>01</b>	<b>Research/Teaching/Extension Projects</b>	<b>25</b>	
	• External projects handled/being handled		
	◦ Upto Rs.5 lakhs – <b>5 marks per project</b>		
	◦ Rs.5-10 lakhs – <b>10 marks per project</b>		
	◦ > Rs.10 lakh – <b>15 marks per project</b>		
	<i>Full marks for PI and 50% marks for Co-PI/ collaborator for each project</i>		
	• AICRPs/Network projects – <b>15 marks to each scientist</b>		
	• Departmental projects, Evaluation of pesticides, pharmaceuticals, biomarkers, varieties, implements, diagnostic kits, fertilizer, organic manure, vaccines etc. - <b>2 marks per project /product (Max marks 4)</b>		
<b>A<sub>1</sub>02</b>	<b>Technology Development/Generation</b>	<b>15</b>	
	• Development of Innovative technologies, unique microbes, diseased specimens deposited to national repository, participatory technologies, prototype, Genbank Accession obtained, genetic stock, variety, product, vaccine, diagnostic kit, process, concept, methodology, software development/Data base management/Expert system /Decision support system /models /standards developed & any other relevant output/salient achievements - <b>1 mark per technology/ achievement (Max. 9 Marks)</b>	9	
	• <b>Recommendation/Development of Varieties</b>	<b>6</b>	
	• Recommendations of technologies, techniques, vaccines, diagnostics included in POP - <b>4 marks per recommendation to each scientist</b> Development of variety – <b>5 marks to Developers and 2.5 marks to other associated scientists</b>		
<b>A<sub>1</sub>03</b>	<b>Other Research Activities</b>	<b>6</b>	
	• Members of monitoring team/ Referee/Paper Reviewers/Developing SOPs for national facility: <b>1 mark/activity</b>		
	• Intellectual Property Rights (IPRs) granted: Patents, Copyrights, Geographical Indications Registered/ Protected varieties, /breeds, Designs, etc. <b>2.5 marks per activity</b>		
<b>A<sub>2</sub></b>	<b>Achievements in Teaching</b>	<b>40</b>	
<b>A<sub>2</sub>01</b>	<b>Teaching</b>	<b>25</b>	

	<ul style="list-style-type: none"> <li>• 1.0 marks for each contact hour taught in a semester including NSS and NCC/tracking programmes/study circle</li> </ul>		
<b>A<sub>2</sub>02</b>	<b>Student guidance</b>	<b>15</b>	
	<ul style="list-style-type: none"> <li>◦ Ph.D. – <i>5 marks to guide and 1 mark to member of advisory committee for each student</i></li> </ul>		
	<ul style="list-style-type: none"> <li>◦ M.Sc./M.V.Sc - <i>3 marks to guide and 0.5 mark to member of advisory committee for each student</i></li> </ul>		
	<ul style="list-style-type: none"> <li>◦ MBA – <i>0.25 mark to guide for each student</i></li> </ul>		
	<ul style="list-style-type: none"> <li>◦ UG – <i>0.25 mark to guide for each student</i></li> </ul>		
	<ul style="list-style-type: none"> <li>◦ External institution students (PhD/ MSc/M.V.Sc./ M.Phil/B.Sc.) guidance (For Project formulation , execution, and report writing) - <i>1 mark to guide and 0.5 marks to Co-guide</i></li> </ul>	2	
<b>A<sub>2</sub>03</b>	<b>Other Teaching Activities</b>	<b>15</b>	
	<ul style="list-style-type: none"> <li>◦ RAWE/RHWE/Internship organized: <i>2.0 marks for coordinator and 1.5 marks for associated faculty</i></li> </ul>	4	
	<ul style="list-style-type: none"> <li>• Class lecture delivered in other institution – <i>0.5 mark per lecture</i></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Teaching aids developed (Teaching manuals, instructional materials, web lectures etc.) – <i>3 marks per author</i></li> </ul>	6	
	<ul style="list-style-type: none"> <li>• Study tour other than Course/ NCC/NSS camps arranged – 1 mark per activity (<b>Max. 02 Marks</b>)</li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Conducting of visit to the outside students in the university – <i>0.25 marks per visit</i></li> </ul>	1	
	<ul style="list-style-type: none"> <li>• Specialized referral diagnostic technologies to multidiscipline - <i>2 marks per activity</i></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Special course/ course curriculum developed – <i>0.5 mark per activity</i></li> </ul>	1	
	<ul style="list-style-type: none"> <li>• e-course developed – <i>3 marks per e-course to first author and 1.0 mark to Moderator, 0.5 Mark to Reviewer</i></li> </ul>		
	<ul style="list-style-type: none"> <li>• Modernization/upgradation of class room/ laboratory – <i>1 mark per activity</i></li> </ul>		
	<ul style="list-style-type: none"> <li>• Coordination/ assisting of summer training teaching of students of external institutions- <i>1 mark to Coordinator and 0.5 mark to Co-Coordinator</i></li> </ul>	3	
	<ul style="list-style-type: none"> <li>◦ <math>\geq 1</math> month – <i>3 marks per training</i></li> </ul>		
	<ul style="list-style-type: none"> <li>◦ 1-2 weeks – <i>1 mark per training</i></li> </ul>		
	<ul style="list-style-type: none"> <li>• Conduct of external examinations/ paper setting/ thesis evaluation/viva voce/ entrance examination/ counselling for admissions etc. – <i>1 mark per activity</i></li> </ul>	2	
<b>A<sub>3</sub></b>	<b>Achievements in Extension</b>	<b>40</b>	
<b>A<sub>3</sub>01</b>	<b>FLDs / Adaptive Trials, etc.</b>	<b>10</b>	
	<ul style="list-style-type: none"> <li>• Front Line Demonstrations, Adaptive Research Trials/OFT/other trials conducted - <i>2 marks per trial/ demonstration</i></li> <li>• Semester wise clinical rotations, disease diagnosis, Ambulatory clinics, time bound commercial production</li> </ul>		



	services and Livestock farm duty: <b>3 marks per semester</b>		
<b>A<sub>3</sub>02</b>	<b>Organization of Trainings/Camps/Seminars/ Melas/ Field Days, etc.</b>	<b>20</b>	
	• <b>Trainings / camps organized / coordinated / assisted (as per Institute mandate)</b>	<b>12</b>	
	◦ 1-7 days– <b>1 marks per training/camp to Coordinator and 0.5 mark to Co-Coordinator</b>		
	◦ > 7 days to 1 month– <b>2 marks per training/camp to Coordinator and 1.0 mark to Co-Coordinator</b>		
	◦ > 1 month to 6 month training course organized / co-organized – <b>3 marks per training to Coordinator and 1.5 marks to Co-Coordinator</b>		
	• Six months to one year vocational training course organized / co-organized – <b>4 marks per training to Coordinator and 2 marks to Co-Coordinator</b>	<b>6</b>	
	• Clinical/animal welfare/infertility/animal birth control camps: <b>1.5 marks per camp to each specialist.</b>		
	• Emergency hospital duty on holidays: <b>1.0 marks per duty as per roaster.</b>		
	<b>Organization of Kisan mela (University level)</b>		
	◦ Coordinator/ Incharge of the committee – <b>1.5 marks per mela</b>	<b>3</b>	
	◦ Committee member – <b>1 mark per mela</b>	<b>3</b>	
	<b>Organization of Kisan mela (KVK/Research station level)</b>		
	◦ Coordinator/ Incharge of the committee – <b>1 mark per mela</b>	<b>2</b>	
	◦ Committee member – <b>0.5 mark per mela</b>	<b>2</b>	
	<b>Organization of crop seminar</b>		
	◦ Coordinator/Incharge of the committee– <b>2 marks per seminar</b>	<b>2</b>	
	◦ Committee member– <b>1 mark per seminar</b>	<b>2</b>	
	Organization of field day/ farmer field demonstration, exhibitions, campaigns, etc. – <b>1 mark per activity</b>	<b>6</b>	
<b>A<sub>3</sub>03</b>	<b>TV / Radio talks / Lectures delivered, other advisory services, etc.</b>	<b>10</b>	
	• Radio talks, TV talks/presentations etc. – 2 marks per activity	<b>6</b>	
	• Organization of radio school for the farmers - <b>3 marks for coordinator and 1.5 marks for associated scientist</b>	<b>3</b>	
	• Lectures delivered in trainings/workshops/ camps, etc. – <b>0.5 mark per lecture</b>	<b>6</b>	
	• Farmers consultancy / advisory services through personal interaction, replies to AIR queries etc. – <b>0.5 mark per activity</b>	<b>4</b>	
	• Farmers- Scientists interaction – <b>0.5 mark per interaction</b>	<b>2</b>	
	• ADOs, VEOs- Scientists interaction – <b>0.5 mark per interaction</b>	<b>2</b>	

	• Conducting of diagnostic field visits – <i>1 mark per visit</i>	6	
<b>A<sub>3</sub>04</b>	<b>Other Extension Related Activities</b>	<b>10</b>	
	• Farmers interest groups organized/ Commodity interest groups organized/ Model village adopted – <i>1 mark per activity to all team members</i>	3	
	• Preparation of case studies/success stories – <i>1 mark for each activity per year per team member</i>	4	
	• Magazine published by the centre – <i>1 mark to each member of the editorial board / committee</i>	3	
	• Farmers helpline services through print media: <i>0.25 marks per attempt</i>	1	
<b>A<sub>4</sub></b>	<b>Achievements in library</b>	<b>40</b>	
	• Circulation, reference services and their maintenance – <i>1 mark per thousand issue/return</i>	20	
	• Acquisition of periodicals, books, thesis, gratis books, CDs, etc. - <i>1 mark per 500 acquisitions</i>	10	
	• Technical (Classification, cataloguing, bar-coding, etc.) - <i>1 mark per 500 books</i>	8	
	• Automation of catalogue, circulation, serials, membership records, subscription of journals, e-reference services, library security, internet services to students, etc. – <i>1 mark per 500 automations</i>	8	
	• CD ROM services, LAN and computer maintenance – <i>1 mark per activity</i>	8	
	• Digitization of library resources – <i>0.5 marks per 200 documents</i>	5	
	• E-delivery of information – <i>0.5 marks per delivery</i>	3	
	• Additional services such as extending library facilities on holidays during examinations – <i>0.5 mark per service</i>	3	
	• Special campaigns (user awareness campaigns in use of library services as e-resources, OPAC etc) – <i>1 mark per campaign</i>	3	
	• Any other library activity – <i>1 mark per activity</i>	5	
<b>Total A</b>			
<b>B</b>	<b>Capacity Building / Monitoring/ Evaluation / Reporting and Institution Building</b>	<b>12</b>	
	• Head of KVK/Research Station/Department/Unit- <i>1 mark per year</i>	3	
	• Convener / co-convener / organizing/ co-organizing secretary /coordinator/co-coordinator/course director / co-course director / in-charge of seminar / symposia / workshop / discussion /conference / summer or winter school / training programme / refresher course/entrance examinations – <i>2 marks per programme/event</i>	4	
	• Incharge/ Co-Incharge / committee member of university functions (VIP visits, annual day function, convocation, workshops/Seminars, etc.) – <i>0.5 mark per activity</i>	3	

<ul style="list-style-type: none"> <li>• Departmental/ station / AICRP/ KVK/Network/experiential/other projects annual reports, DAP, DPR, SREP and other Departmental/College /University level reports – <b>1 mark per report per year</b></li> </ul>	3	
<ul style="list-style-type: none"> <li>• In-charge of seed/ research farm , nursery, livestock/poultry/fish farms, cattle yard , processing unit/ mushroom production unit, teaching / research &amp; diagnostic laboratory, Academics, sports/literary/cultural, library section, departmental library, store, website maintenance (department, university, college, unit, hostels), marketing of produce/ service, etc. – <b>0.5 mark per year per assignment</b></li> </ul>	3	
<ul style="list-style-type: none"> <li>• Participatory research/extension activities organized/coordinated/assisted as per Institutional mandate-<b>1 mark per assignment to project leader and 0.5 mark to each collaborator</b></li> </ul>	2	
<ul style="list-style-type: none"> <li>• Nominated member/ Member of university/ college/ departmental committees/ Selection/Interview Committee-<b>0.5 mark per year per assignment</b></li> </ul>	2	
<ul style="list-style-type: none"> <li>• Office bearers of Departmental/professional clubs/ faculty club/societies/associations/staff advisor-SCA- <b>0.5 mark per year</b></li> </ul>	2	
<ul style="list-style-type: none"> <li>• Warden of Hostel- <b>2 marks per year</b></li> </ul>	3	
<ul style="list-style-type: none"> <li>• In-charge of guest house/ farmers' hostel – <b>1 mark per year per assignment</b></li> </ul>	3	
<ul style="list-style-type: none"> <li>• Service rendered in Tribal areas – <b>1 marks per season</b></li> </ul>	3	
<ul style="list-style-type: none"> <li>• Service rendered in difficult areas (As notified by State/Centre Govt.) – <b>0.75 marks per year</b></li> </ul>	3	
<ul style="list-style-type: none"> <li>• In-charge of revolving fund scheme in the department – <b>1 mark per year</b></li> </ul>	2	
<ul style="list-style-type: none"> <li>• Staff Editor College Magazines: <b>1 mark per assignment</b></li> </ul>	2	
<ul style="list-style-type: none"> <li>• Nodal officers (e.g. NISAGNET, NATP/NAIP, IAUA, Youth Info. &amp; Dev. Centre, etc.): <b>1 mark per year per assignment</b></li> </ul>	2	
<ul style="list-style-type: none"> <li>• Coordinator/co-coordinator: International student visits-<b>1 mark per assignment</b></li> </ul>	2	
<ul style="list-style-type: none"> <li>• Incharge of works related to germplasm collection, conservation and documentation of plant &amp; animal genetic and other natural resources, documentation of animal diseases, documentation of preclinical&amp; para-clinical related parameters of animals/birds – <b>1 mark per activity per year to PI and 0.5 mark to Co-PI/ collaborator for each project</b></li> </ul>	2	
<ul style="list-style-type: none"> <li>• Attending summer /winter schools <ul style="list-style-type: none"> <li>➤ &lt; 10 days duration- <b>2 marks for each</b></li> <li>➤ 10-20 days duration- <b>3 marks for each</b></li> <li>&gt;20 days duration- <b>4 marks for each</b></li> </ul> </li> </ul>	4	
<ul style="list-style-type: none"> <li>• Veterinary clinical, paraclinical, preclinical /Plant clinic services/ Plant and soil samples analysis related to farmers problems- <b>0.25 marks per sample/case mark/activity</b></li> </ul>	2	

	<ul style="list-style-type: none"> <li>Students' activities like Agrifest/Cultural/literary activities/Vetfair/Incharges-Sports/clubs etc.- <b>0.5mark per activity</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>Other international, national/ state/Univ./College/Dept. level duties performed - <b>1 mark per assignment</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>Misc. activities not covered anywhere – <b>1 mark per activity per year</b></li> </ul>	2	
<b>Total B</b>			
<b>C</b>	<b>Publications</b>	<b>15</b>	
<b>C<sub>01</sub></b>	<b>Research papers/articles (100% Marks for first author and 75% Marks to other authors)</b>		
	<ul style="list-style-type: none"> <li><b>Research papers in refereed journals:</b></li> </ul>	10	
	<ul style="list-style-type: none"> <li>◦ Journals with NAAS rating <math>\geq 4.0</math> - <b>4 marks per paper</b></li> </ul>		
	<ul style="list-style-type: none"> <li>◦ Journals with NAAS rating <math>&lt; 4.0</math> - <b>3 marks per paper</b></li> </ul>		
	<ul style="list-style-type: none"> <li>◦ Journals (other than NAAS list) - <b>2 marks per paper</b></li> </ul>		
	<ul style="list-style-type: none"> <li><b>Review article in refereed journals:</b></li> </ul>		
	<ul style="list-style-type: none"> <li>◦ Journals with NAAS rating <math>\geq 4.0</math> - <b>2 marks per paper</b></li> </ul>	4	
	<ul style="list-style-type: none"> <li>◦ Journals with NAAS rating <math>&lt; 4.0</math> – <b>1.5 marks per paper</b></li> </ul>	3	
	<ul style="list-style-type: none"> <li>◦ Journals (other than NAAS list) of repute - <b>1.0 marks per paper</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>Full Research paper in conference proceedings – <b>1.5 marks per paper</b></li> </ul>	3	
	<ul style="list-style-type: none"> <li>Research paper in non refereed journal having ISBN/ISSN number – <b>1.0 mark per paper</b></li> </ul>	2	
<b>C<sub>02</sub></b>	<b>Extension publications</b>	<b>7.5</b>	
	<ul style="list-style-type: none"> <li>Popular articles in journals/magazines with ISSN/ISBN number - <b>1 mark per paper</b></li> <li>Popular articles in newspapers/others - <b>0.5 mark per paper</b></li> </ul>		
<b>C<sub>03</sub></b>	<b>Other publications</b>	<b>7.5</b>	
	<ul style="list-style-type: none"> <li>Books authored – 3 marks per book</li> </ul>	3	
	<ul style="list-style-type: none"> <li>Books edited – 2 marks per edited book</li> </ul>	2	
	<ul style="list-style-type: none"> <li>Research technology/monograph- <b>2 marks for each</b></li> </ul>	4	
	<ul style="list-style-type: none"> <li>Conference proceedings edited – <b>1 mark per edited proceeding</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>Book chapters- 1 mark per chapter</li> </ul>	2	
	<ul style="list-style-type: none"> <li>Technical Bulletins – 1 mark each</li> </ul>	2	
	<ul style="list-style-type: none"> <li>Newsletters edited – 0.5 mark</li> </ul>	1	
	<ul style="list-style-type: none"> <li>Souvenir edited – 0.5 mark per souvenir</li> </ul>	1	
	<ul style="list-style-type: none"> <li>Extension bulletin, training manual, etc. – <b>0.5 mark per publication</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>Compendium/Souvenir chapters- <b>0.5 mark per chapter</b></li> </ul>	1.5	
	<ul style="list-style-type: none"> <li>Extension leaflets/folders/pamphlets– <b>0.5 mark per publication</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>Technical/ popular articles – 0.5 mark per article</li> </ul>	1	
<b>Total C</b>			
<b>D</b>	<b>Peer Recognition</b>	<b>6</b>	

	<ul style="list-style-type: none"> <li>• International and National awards / visiting fellowships /scholarship/bursaries/National Academy Fellow - <b>2 marks for each event</b></li> </ul>	4	
	<ul style="list-style-type: none"> <li>• Post-Doctoral Fellowships/additional qualification/teaching assignment - <b>1 mark each</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Editor/ member of editorial board of journal - <b>2 marks for chief editor and 1 mark for member editorial committee for each year</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Membership of Professional Societies- <b>0.5 mark per society</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Institutional or recognized professional societies award / fellowship - <b>1 mark each</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Best Paper/ Best Posters - <b>1 mark for I<sup>st</sup> prize and 0.5 mark for II<sup>nd</sup> and III<sup>rd</sup> prize (100% marks to first author and 50% marks to other author)</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Oral / poster presentation in International seminar / symposia / conference/ workshop – <b>2 marks for each</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Oral / poster presentation in national seminars / symposia / conference/ workshops – <b>1.5 mark for each</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Chairman/Co-chairman/ Rapporteurs of technical session of International/ National workshops/ symposia/ seminar – <b>1 mark for Chairman/Co-chairman and 0.5 marks for Rapporteur</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• International and special national assignments/ consultancies not covered anywhere else in the application – <b>1 mark for each assignment</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Member of executive bodies/ committee of educational institutes/ Govt. bodies at university/college/state/national level – <b>1 mark for each</b></li> </ul>	2	
	<ul style="list-style-type: none"> <li>• Receiving of appreciation letter from University/ICAR/other funding agency/scientific professional societies– <b>1 mark for each (if not claimed otherwise)</b></li> </ul>	2	
<b>Total D</b>			
<b>E</b>	<b>Annual Confidential Report (ACR)</b>	12	
	Period of assessment: 3 years		
	<ul style="list-style-type: none"> <li>• Outstanding – 4.0 marks per year</li> </ul>		
	<ul style="list-style-type: none"> <li>• Very Good – 3.5 marks per year</li> </ul>		
	<ul style="list-style-type: none"> <li>• Good – 3.0 marks per year</li> </ul>		
	<ul style="list-style-type: none"> <li>• Average/Fair – 2.0 marks per year</li> </ul>		
	<ul style="list-style-type: none"> <li>• Below Average – 1.0 mark per year</li> </ul>		
<b>F</b>	<b>Interview</b>	<b>15</b>	
<b>Grand Total (A+B+C+D+E+F)</b>		<b>100</b>	

Signature of the applicant  
with date

**CERTIFICATE**

**(To be filled in by the Incharge/Controlling Officer/Head of the Department)**

It is verified that the information furnished by Dr. \_\_\_\_\_ s/o  
Sh. \_\_\_\_\_ in this proforma is correct and his/her work and conduct  
for the said assessment period has been found to be satisfactory.

**Incharge/Controlling Officer/HOD**

**Detailed Score Card for Teachers/Scientists/Extension Specialists/Equivalent of of CSK HPKV, Palampur**

	<b>Evaluation of Teacher, Scientist, Extension Specialist and Equivalent (AGP 6000 to 7000)</b>	<b>Max Marks</b>	<b>Evaluation of Teacher, Scientist, Extension Specialist and Equivalent (AGP 7000 to 8000)</b>	<b>Max Marks</b>	<b>Evaluation of Teacher, Scientist, Extension Specialist and Equivalent (AGP 8000 to 9000)</b>	<b>Max Marks</b>	<b>Evaluation of Teacher, Scientist, Extension Specialist and Equivalent (AGP 9000 to 10000)</b>	<b>Max Marks</b>
<b>A</b>	ACHIEVEMENTS IN TEACHING / RESEARCH / EXTENSION / EQUIVALENT ACTIVITIES	60	ACHIEVEMENTS IN TEACHING / RESEARCH / EXTENSION / EQUIVALENT ACTIVITIES	60	ACHIEVEMENTS IN TEACHING / RESEARCH / EXTENSION / EQUIVALENT ACTIVITIES	40	ACHIEVEMENTS IN TEACHING / RESEARCH / EXTENSION / EQUIVALENT ACTIVITIES	40
<b>A<sub>1</sub>01</b>	<b>Research/Teaching/Extension Projects</b>	<b>35</b>	<b>Research/Teaching/Extension Projects</b>	<b>35</b>	<b>Research/Teaching/Extension Projects</b>	<b>25</b>	<b>Research/Teaching/Extension Projects</b>	<b>25</b>
	• External projects handled/being handled		• External projects handled/being handled		• External projects handled/being handled		• External projects handled/being handled	
	◦ Upto Rs.5 lakhs – <b>5 marks per project</b>		◦ Upto Rs.5 lakhs – <b>5 marks per project</b>		◦ Upto Rs.5 lakhs – <b>5 marks per project</b>		◦ Upto Rs.5 lakhs – <b>5 marks per project</b>	
	◦ Rs.5-10 lakhs – <b>10 marks per project</b>		◦ Rs.5-10 lakhs – <b>10 marks per project</b>		◦ Rs.5-10 lakhs – <b>10 marks per project</b>		◦ Rs.5-10 lakhs – <b>10 marks per project</b>	
	◦ > Rs.10 lakh – <b>15 marks per project</b>		◦ > Rs.10 lakh – <b>15 marks per project</b>		◦ > Rs.10 lakh – <b>15 marks per project</b>		◦ > Rs.10 lakh – <b>15 marks per project</b>	
	<i>Full marks for PI and 50% marks for Co-PI/ collaborator for each project</i>		<i>Full marks for PI and 50% marks for Co-PI/ collaborator for each project</i>		<i>Full marks for PI and 50% marks for Co-PI/ collaborator for each project</i>		<i>Full marks for PI and 50% marks for Co-PI/ collaborator for each project</i>	
	•AICRPs/Network projects – <b>15 marks to each scientist</b>		•AICRPs/Network projects – <b>15 marks to each scientist</b>		•AICRPs/Network projects – <b>15 marks to each scientist</b>		•AICRPs/Network projects – <b>15 marks to each scientist</b>	
	•Departmental projects,		•Departmental projects,		•Departmental projects,	4	•Departmental projects,	4

	Evaluation of pesticides, pharmaceuticals, biomarkers, varieties, implements, diagnostic kits, fertilizer , organic manure ,vaccines etc. – <b>2 marks per project /product (Max marks 6)</b>		Evaluation of pesticides, pharmaceuticals, biomarkers, varieties, implements, diagnostic kits, fertilizer , organic manure ,vaccines etc. – <b>2 marks per project /product (Max marks 6)</b>		Evaluation of pesticides, pharmaceuticals, biomarkers, varieties, implements, diagnostic kits, fertilizer, organic manure ,vaccines etc. - <b>2 marks per project /product (Max marks 4)</b>		Evaluation of pesticides, pharmaceuticals, biomarkers, varieties, implements, diagnostic kits, fertilizer, organic manure ,vaccines etc. - <b>2 marks per project /product (Max marks 4)</b>	
<b>A<sub>1</sub>02</b>	<b>Technology Development/Generation</b>	<b>20</b>	<b>Technology Development/Generation</b>	<b>20</b>	<b>Technology Development/Generation</b>	<b>15</b>	<b>Technology Development/Generation</b>	<b>15</b>
	<ul style="list-style-type: none"> <li>Development of Innovative technologies, unique microbes, diseased specimens deposited to national repository, participatory technologies, prototype, Genbank Accession obtained, genetic stock, variety, product, vaccine, diagnostic kit, process, concept, methodology, software development/Data base management/Expert system /Decision support system /models /standards developed &amp; any other relevant output/salient achievement - <b>1 mark</b></li> </ul>	12	<ul style="list-style-type: none"> <li>Development of Innovative technologies, unique microbes, diseased specimens deposited to national repository, participatory technologies, prototype, Genbank Accession obtained, genetic stock, variety, product, vaccine, diagnostic kit, process, concept, methodology, software development/Data base management/Expert system /Decision support system /models /standards developed &amp; any other relevant output/salient achievement - <b>1 mark</b></li> </ul>	12	<ul style="list-style-type: none"> <li>Development of Innovative technologies, unique microbes, diseased specimens deposited to national repository, participatory technologies, prototype, Genbank Accession obtained, genetic stock, variety, product, vaccine, diagnostic kit, process, concept, methodology, software development/Data base management/Expert system /Decision support system /models /standards developed &amp; any other relevant output/salient achievements - <b>1 mark</b></li> </ul>	9	<ul style="list-style-type: none"> <li>Development of Innovative technologies, unique microbes, diseased specimens deposited to national repository, participatory technologies, prototype, Genbank Accession obtained, genetic stock, variety, product, vaccine, diagnostic kit, process, concept, methodology, software development/Data base management/Expert system /Decision support system /models /standards developed &amp; any other relevant output/salient achievements - <b>1 mark</b></li> </ul>	9



	<i>per technology/achievement</i>		<i>per technology/achievement</i>		<i>per technology/achievement (Max. 9 Marks)</i>		<i>per technology/achievement (Max. 9 Marks)</i>	
	<ul style="list-style-type: none"> <li>• <b>Recommendations/Development of Variety</b></li> </ul>	8	<ul style="list-style-type: none"> <li>• <b>Recommendations/Development of Variety</b></li> </ul>	8	<ul style="list-style-type: none"> <li>• <b>Recommendation/Development of Varieties</b></li> </ul>	6	<ul style="list-style-type: none"> <li>• <b>Recommendation/Development of Varieties</b></li> </ul>	6
	<ul style="list-style-type: none"> <li>• Recommendations of technologies, techniques, vaccines, diagnostics included in POP - <i>4 marks per recommendation to each scientist</i></li> <li>• Development of variety – <i>5 marks to Developers and 2.5 marks to other associated scientists</i></li> </ul>		<ul style="list-style-type: none"> <li>• Recommendations of technologies, techniques, vaccines, diagnostics included in POP - <i>4 marks per recommendation to each scientist</i></li> <li>• Development of variety – <i>5 marks to Developers and 2.5 marks to other associated scientists</i></li> </ul>		<ul style="list-style-type: none"> <li>• Recommendations of technologies, techniques, vaccines, diagnostics included in POP - <i>4 marks per recommendation to each scientist</i></li> <li>Development of variety – <i>5 marks to Developers and 2.5 marks to other associated scientists</i></li> </ul>		<ul style="list-style-type: none"> <li>• Recommendations of technologies, techniques, vaccines, diagnostics included in POP - <i>4 marks per recommendation to each scientist</i></li> <li>Development of variety – <i>5 marks to Developers and 2.5 marks to other associated scientists</i></li> </ul>	
<b>A<sub>1</sub>03</b>	<b>Other Research Activities</b>	<b>6</b>	<b>Other Research Activities</b>	<b>6</b>	<b>Other Research Activities</b>	<b>6</b>	<b>Other Research Activities</b>	<b>6</b>
	<ul style="list-style-type: none"> <li>• Members of monitoring team/ Referee/Paper Reviewers/Developing SOPs for national facility: <i>1 mark/activity</i></li> </ul>		<ul style="list-style-type: none"> <li>• Members of monitoring team/ Referee/Paper Reviewers/Developing SOPs for national facility: <i>1 mark/activity</i></li> </ul>		<ul style="list-style-type: none"> <li>• Members of monitoring team/ Referee/Paper Reviewers/Developing SOPs for national facility: <i>1 mark/activity</i></li> </ul>		<ul style="list-style-type: none"> <li>• Members of monitoring team/ Referee/Paper Reviewers/Developing SOPs for national facility: <i>1 mark/activity</i></li> </ul>	
	<ul style="list-style-type: none"> <li>• Intellectual Property Rights (IPRs) granted: Patents, Copyrights, Geographical Indications Registered/ Protected varieties, /breeds, Designs, etc.</li> </ul>		<ul style="list-style-type: none"> <li>• Intellectual Property Rights (IPRs) granted: Patents, Copyrights, Geographical Indications Registered/ Protected varieties, /breeds, Designs, etc.</li> </ul>		<ul style="list-style-type: none"> <li>• Intellectual Property Rights (IPRs) granted: Patents, Copyrights, Geographical Indications Registered/ Protected varieties, /breeds, Designs, etc. <i>2.5 marks per activity</i></li> </ul>		<ul style="list-style-type: none"> <li>• Intellectual Property Rights (IPRs) granted: Patents, Copyrights, Geographical Indications Registered/ Protected varieties, /breeds, Designs, etc. <i>2.5 marks per activity</i></li> </ul>	

	<i>2.5 marks per activity</i>		<i>2.5 marks per activity</i>					
<b>A<sub>2</sub></b>	<b>Achievements in Teaching</b>	60	<b>Achievements in Teaching</b>	60	<b>Achievements in Teaching</b>	<b>40</b>	<b>Achievements in Teaching</b>	<b>40</b>
<b>A<sub>2</sub>01</b>	<b>Teaching</b>	<b>40</b>	<b>Teaching</b>	<b>40</b>	<b>Teaching</b>	<b>25</b>	<b>Teaching</b>	<b>25</b>
	<ul style="list-style-type: none"> <li>1.0 marks for each contact hour taught in a semester including NSS and NCC/tracking programmes/study circle</li> </ul>		<ul style="list-style-type: none"> <li>1.0 marks for each contact hour taught in a semester including NSS and NCC/tracking programmes/study circle</li> </ul>		<ul style="list-style-type: none"> <li>1.0 marks for each contact hour taught in a semester including NSS and NCC/tracking programmes/study circle</li> </ul>		<ul style="list-style-type: none"> <li>1.0 marks for each contact hour taught in a semester including NSS and NCC/tracking programmes/study circle</li> </ul>	
<b>A<sub>2</sub>02</b>	<b>Student guidance</b>	<b>20</b>	<b>Student guidance</b>	<b>20</b>	<b>Student guidance</b>	15	<b>Student guidance</b>	15
	<ul style="list-style-type: none"> <li>Ph.D. – <i>5 marks to guide and 1 mark to member of advisory committee for each student</i></li> </ul>		<ul style="list-style-type: none"> <li>Ph.D. – <i>5 marks to guide and 1 mark to member of advisory committee for each student</i></li> </ul>		<ul style="list-style-type: none"> <li>Ph.D. – <i>5 marks to guide and 1 mark to member of advisory committee for each student</i></li> </ul>		<ul style="list-style-type: none"> <li>Ph.D. – <i>5 marks to guide and 1 mark to member of advisory committee for each student</i></li> </ul>	
	<ul style="list-style-type: none"> <li>M.Sc./M.V.Sc - <i>3 marks to guide and 0.5 mark to member of advisory committee for each student</i></li> </ul>		<ul style="list-style-type: none"> <li>M.Sc./M.V.Sc - <i>3 marks to guide and 0.5 mark to member of advisory committee for each student</i></li> </ul>		<ul style="list-style-type: none"> <li>M.Sc./M.V.Sc - <i>3 marks to guide and 0.5 mark to member of advisory committee for each student</i></li> </ul>		<ul style="list-style-type: none"> <li>M.Sc./M.V.Sc - <i>3 marks to guide and 0.5 mark to member of advisory committee for each student</i></li> </ul>	
	<ul style="list-style-type: none"> <li>MBA – <i>0.25 mark to guide for each student</i></li> </ul>		<ul style="list-style-type: none"> <li>MBA – <i>0.25 mark to guide for each student</i></li> </ul>		<ul style="list-style-type: none"> <li>MBA – <i>0.25 mark to guide for each student</i></li> </ul>		<ul style="list-style-type: none"> <li>MBA – <i>0.25 mark to guide for each student</i></li> </ul>	
	<ul style="list-style-type: none"> <li>UG – <i>0.25 mark to guide for each student</i></li> </ul>		<ul style="list-style-type: none"> <li>UG – <i>0.25 mark to guide for each student</i></li> </ul>		<ul style="list-style-type: none"> <li>UG – <i>0.25 mark to guide for each student</i></li> </ul>		<ul style="list-style-type: none"> <li>UG – <i>0.25 mark to guide for each student</i></li> </ul>	
	<ul style="list-style-type: none"> <li>External institution students (PhD/ MSc/M.V.Sc./ M.Phil/B.Sc.) guidance (For Project formulation , execution, and report</li> </ul>	3	<ul style="list-style-type: none"> <li>External institution students (PhD/ MSc/M.V.Sc./ M.Phil/B.Sc.) guidance (For Project formulation , execution, and report</li> </ul>	3	<ul style="list-style-type: none"> <li>External institution students (PhD/ MSc/M.V.Sc./ M.Phil/B.Sc.) guidance (For Project formulation , execution, and report</li> </ul>	2	<ul style="list-style-type: none"> <li>External institution students (PhD/ MSc/M.V.Sc./ M.Phil/B.Sc.) guidance (For Project formulation , execution, and report</li> </ul>	2

	writing) - <i>1 mark to guide and 0.5 marks to Co-guide</i>		writing) - <i>1 mark to guide and 0.5 marks to Co-guide</i>		writing) - <i>1 mark to guide and 0.5 marks to Co-guide</i>		writing) - <i>1 mark to guide and 0.5 marks to Co-guide</i>	
<b>A<sub>2</sub>03</b>	<b>Other Teaching Activities</b>	<b>20</b>	<b>Other Teaching Activities</b>	<b>20</b>	<b>Other Teaching Activities</b>	<b>15</b>	<b>Other Teaching Activities</b>	<b>15</b>
	○ RAWE/RHWE/Internship organized: <i>2.0 marks for coordinator and 1.5 marks for associated faculty</i>	6	○ RAWE/RHWE/Internship organized: <i>2.0 marks for coordinator and 1.5 marks for associated faculty</i>	6	○ RAWE/RHWE/Internship organized: <i>2.0 marks for coordinator and 1.5 marks for associated faculty</i>	4	○ RAWE/RHWE/Internship organized: <i>2.0 marks for coordinator and 1.5 marks for associated faculty</i>	4
	• Class lecture delivered in other institution – <i>0.5 mark per lecture</i>	2	• Class lecture delivered in other institution – <i>0.5 mark per lecture</i>	2	• Class lecture delivered in other institution – <i>0.5 mark per lecture</i>	2	• Class lecture delivered in other institution – <i>0.5 mark per lecture</i>	2
	• Teaching aids developed (Teaching manuals, instructional materials, web lectures etc.) – <i>3 marks per author</i>	6	• Teaching aids developed (Teaching manuals, instructional materials, web lectures etc.) – <i>3 marks per author</i>	6	• Teaching aids developed (Teaching manuals, instructional materials, web lectures etc.) – <i>3 marks per author</i>	6	• Teaching aids developed (Teaching manuals, instructional materials, web lectures etc.) – <i>3 marks per author</i>	6
	• Study tour other than Course/ NCC/NSS camps arranged – <i>1 mark per activity</i>	2	• Study tour other than Course/ NCC/NSS camps arranged – <i>1 mark per activity</i>	2	• Study tour other than Course/ NCC/NSS camps arranged – <i>1 mark per activity (Max. 02 Marks)</i>	2	• Study tour other than Course/ NCC/NSS camps arranged – <i>1 mark per activity (Max. 02 Marks)</i>	2
	• Conducting of visit to the outside students in the university – <i>0.25 marks per visit</i>	1	• Conducting of visit to the outside students in the university – <i>0.25 marks per visit</i>	1	• Conducting of visit to the outside students in the university – <i>0.25 marks per visit</i>	1	• Conducting of visit to the outside students in the university – <i>0.25 marks per visit</i>	1
	• Specialized referral diagnostic technologies to multidiscipline- <i>2 marks per activity</i>	2	• Specialized referral diagnostic technologies to multidiscipline- <i>2 marks per activity</i>	2	• Specialized referral diagnostic technologies to multidiscipline - <i>2 marks per activity</i>	2	• Specialized referral diagnostic technologies to multidiscipline - <i>2 marks per activity</i>	2

• Special course/ course curriculum developed – <b>0.5 mark per activity</b>	1	• Special course/ course curriculum developed – <b>0.5 mark per activity</b>	1	• Special course/ course curriculum developed – <b>0.5 mark per activity</b>	1	• Special course/ course curriculum developed – <b>0.5 mark per activity</b>	1
• E-course developed – <b>3 marks per e-course to first author and 1.0 mark to Moderator, 05. Mark to Reviewer</b>	6	• E-course developed – <b>3 marks per e-course to first author and 1.0 mark to Moderator, 05. Mark to Reviewer</b>	6	• e-course developed – <b>3 marks per e-course to first author and 1.0 mark to Moderator, 0.5 Mark to Reviewer</b>		• e-course developed – <b>3 marks per e-course to first author and 1.0 mark to Moderator, 0.5 Mark to Reviewer</b>	
• Modernization/upgradation of class room/ laboratory – <b>1 mark per activity</b>	3	• Modernization/upgradation of class room/ laboratory – <b>1 mark per activity</b>	3	• Modernization/upgradation of class room/ laboratory – <b>1 mark per activity</b>		• Modernization/upgradation of class room/ laboratory – <b>1 mark per activity</b>	
• Coordination/ assisting of summer training teaching of students of external institutions- <b>1 mark to Coordinator and 0.5 mark to Co-Coordinator</b>	3	• Coordination/ assisting of summer training teaching of students of external institutions- <b>1 mark to Coordinator and 0.5 mark to Co-Coordinator</b>	3	• Coordination/ assisting of summer training teaching of students of external institutions- <b>1 mark to Coordinator and 0.5 mark to Co-Coordinator</b>	3	• Coordination/ assisting of summer training teaching of students of external institutions- <b>1 mark to Coordinator and 0.5 mark to Co-Coordinator</b>	3
◦ ≥ 1 month – <b>3 marks per training</b>		◦ ≥ 1 month – <b>3 marks per training</b>		◦ ≥ 1 month – <b>3 marks per training</b>		◦ ≥ 1 month – <b>3 marks per training</b>	
◦ 1-2 weeks – <b>1 mark per training</b>		◦ 1-2 weeks – <b>1 mark per training</b>		◦ 1-2 weeks – <b>1 mark per training</b>		◦ 1-2 weeks – <b>1 mark per training</b>	
◦ Conduct of external examinations/ paper setting/ thesis evaluation/viva voce/ entrance examination/ counselling for admissions etc. – <b>1 mark per activity</b>	2	◦ Conduct of external examinations/ paper setting/ thesis evaluation/viva voce/ entrance examination/ counselling for admissions etc. – <b>1 mark per activity</b>	2	• Conduct of external examinations/ paper setting/ thesis evaluation/viva voce/ entrance examination/ counselling for admissions etc. – <b>1 mark per activity</b>	2	• Conduct of external examinations/ paper setting/ thesis evaluation/viva voce/ entrance examination/ counselling for admissions etc. – <b>1 mark per activity</b>	2

<b>A<sub>3</sub></b>	<b>Achievements in Extension</b>	<b>60</b>	<b>Achievements in Extension</b>	<b>60</b>	<b>Achievements in Extension</b>	<b>40</b>	<b>Achievements in Extension</b>	<b>40</b>
<b>A<sub>301</sub></b>	<b>FLDs /Adaptive Trials, etc.</b>	<b>16</b>	<b>FLDs /Adaptive Trials, etc.</b>	<b>16</b>	<b>FLDs / Adaptive Trials, etc.</b>	<b>10</b>	<b>FLDs / Adaptive Trials, etc.</b>	<b>10</b>
	<ul style="list-style-type: none"> <li>• Front Line Demonstrations, Adaptive Research Trials/OFT/other trials conducted - <i>2 marks per trial/ demonstration</i></li> <li>• Semester wise clinical rotations, disease diagnosis, Ambulatory clinics, time bound commercial production services and Livestock farm duty: <i>3 marks per semester</i></li> </ul>		<ul style="list-style-type: none"> <li>• Front Line Demonstrations, Adaptive Research Trials/OFT/other trials conducted - <i>2 marks per trial/ demonstration</i></li> <li>• Semester wise clinical rotations, disease diagnosis, Ambulatory clinics, time bound commercial production services and Livestock farm duty: <i>3 marks per semester</i></li> </ul>		<ul style="list-style-type: none"> <li>• Front Line Demonstrations, Adaptive Research Trials/OFT/other trials conducted - <i>2 marks per trial/ demonstration</i></li> <li>• Semester wise clinical rotations, disease diagnosis, Ambulatory clinics, time bound commercial production services and Livestock farm duty: <i>3 marks per semester</i></li> </ul>		<ul style="list-style-type: none"> <li>• Front Line Demonstrations, Adaptive Research Trials/OFT/other trials conducted - <i>2 marks per trial/ demonstration</i></li> <li>• Semester wise clinical rotations, disease diagnosis, Ambulatory clinics, time bound commercial production services and Livestock farm duty: <i>3 marks per semester</i></li> </ul>	
<b>A<sub>302</sub></b>	<b>Organization of Trainings/Camps/Seminars/ Melas/ Field Days, etc.</b>	<b>25</b>	<b>Organization of Trainings/Camps/Seminars/ Melas/ Field Days, etc.</b>	<b>25</b>	<b>Organization of Trainings/Camps/Seminars/ Melas/ Field Days, etc.</b>	<b>20</b>	<b>Organization of Trainings/Camps/Seminars/ Melas/ Field Days, etc.</b>	<b>20</b>
	<ul style="list-style-type: none"> <li>• Trainings / camps organized / coordinated / assisted (as per Institute mandate)</li> </ul>	12	<ul style="list-style-type: none"> <li>• Trainings / camps organized / coordinated / assisted (as per Institute mandate)</li> </ul>	12	<ul style="list-style-type: none"> <li>• Trainings / camps organized / coordinated / assisted (as per Institute mandate)</li> </ul>	12	<ul style="list-style-type: none"> <li>• Trainings / camps organized / coordinated / assisted (as per Institute mandate)</li> </ul>	12
	◦ 1-7 days– <i>1 marks per training/camp to Coordinator and 0.5 mark to Co-Coordinator</i>		◦ 1-7 days– <i>1 marks per training/camp to Coordinator and 0.5 mark to Co-Coordinator</i>		◦ 1-7 days– <i>1 marks per training/camp to Coordinator and 0.5 mark to Co-Coordinator</i>		◦ 1-7 days– <i>1 marks per training/camp to Coordinator and 0.5 mark to Co-Coordinator</i>	
	◦ > 7 days to 1 month– <i>2</i>		◦ > 7 days to 1 month– <i>2</i>		◦ > 7 days to 1 month– <i>2</i>		◦ > 7 days to 1 month– <i>2</i>	

	<i>marks per training/camp to Coordinator and 1.0 mark to Co-Coordinator</i>		<i>marks per training/camp to Coordinator and 1.0 mark to Co-Coordinator</i>		<i>marks per training/camp to Coordinator and 1.0 mark to Co-Coordinator</i>		<i>marks per training/camp to Coordinator and 1.0 mark to Co-Coordinator</i>	
	◦ > 1 month to 6 month training course organized / co-organized – <b>3 marks per training to Coordinator and 1.5 marks to Co-Coordinator</b>		◦ > 1 month to 6 month training course organized / co-organized – <b>3 marks per training to Coordinator and 1.5 marks to Co-Coordinator</b>		◦ > 1 month to 6 month training course organized / co-organized – <b>3 marks per training to Coordinator and 1.5 marks to Co-Coordinator</b>		◦ > 1 month to 6 month training course organized / co-organized – <b>3 marks per training to Coordinator and 1.5 marks to Co-Coordinator</b>	
	<ul style="list-style-type: none"> <li>• Six months to one year vocational training course organized / co-organized – <b>4 marks per training to Coordinator and 2 marks to Co-Coordinator</b></li> <li>• Clinical/animal welfare/infertility/animal birth control camps: <b>1.5 marks per camp to each specialist.</b></li> <li>• Emergency hospital duty on holidays: <b>1.0 marks per duty as per roaster.</b></li> </ul>	8	<ul style="list-style-type: none"> <li>• Six months to one year vocational training course organized / co-organized – <b>4 marks per training to Coordinator and 2 marks to Co-Coordinator</b></li> <li>• Clinical/animal welfare/infertility/animal birth control camps: <b>1.5 marks per camp to each specialist.</b></li> <li>• Emergency hospital duty on holidays: <b>1.0 marks per duty as per roaster.</b></li> </ul>	8	<ul style="list-style-type: none"> <li>• Six months to one year vocational training course organized / co-organized – <b>4 marks per training to Coordinator and 2 marks to Co-Coordinator</b></li> <li>• Clinical/animal welfare/infertility/animal birth control camps: <b>1.5 marks per camp to each specialist.</b></li> <li>• Emergency hospital duty on holidays: <b>1.0 marks per duty as per roaster.</b></li> </ul>	6	<ul style="list-style-type: none"> <li>• Six months to one year vocational training course organized / co-organized – <b>4 marks per training to Coordinator and 2 marks to Co-Coordinator</b></li> <li>• Clinical/animal welfare/infertility/animal birth control camps: <b>1.5 marks per camp to each specialist.</b></li> <li>• Emergency hospital duty on holidays: <b>1.0 marks per duty as per roaster.</b></li> </ul>	6
	<b>Organization of Kisan mela (University level)</b>		<b>Organization of Kisan mela (University level)</b>		<b>Organization of Kisan mela (University level)</b>		<b>Organization of Kisan mela (University level)</b>	
	◦ Coordinator/ Incharge of the committee – <b>1.5 marks per mela</b>	3	◦ Coordinator/ Incharge of the committee – <b>1.5 marks per mela</b>	3	◦ Coordinator/ Incharge of the committee – <b>1.5 marks per mela</b>	3	◦ Coordinator/ Incharge of the committee – <b>1.5 marks per mela</b>	3
	◦ Committee member –	3	◦ Committee member –	3	◦ Committee member –	3	◦ Committee member –	3

	1 mark per mela		1 mark per mela		<i>1 mark per mela</i>		<i>1 mark per mela</i>	
	<b>Organization of Kisan mela (KVK/Research station level)</b>		<b>Organization of Kisan mela (KVK/Research station level)</b>		<b>Organization of Kisan mela (KVK/Research station level)</b>		<b>Organization of Kisan mela (KVK/Research station level)</b>	
	◦ Coordinator/ Incharge of the committee – <i>1 mark per kisan mela</i>	2	◦ Coordinator/ Incharge of the committee – <i>1 mark per kisan mela</i>	2	◦ Coordinator/ Incharge of the committee – <i>1 mark per mela</i>	2	◦ Coordinator/ Incharge of the committee – <i>1 mark per mela</i>	2
	◦ Committee member – <i>0.5 mark per mela</i>	2	◦ Committee member – <i>0.5 mark per mela</i>	2	◦ Committee member – <i>0.5 mark per mela</i>	2	◦ Committee member – <i>0.5 mark per mela</i>	2
	<b>Organization of crop seminar</b>		<b>Organization of crop seminar</b>		<b>Organization of crop seminar</b>		<b>Organization of crop seminar</b>	
	◦ Coordinator/Incharge of the committee– <i>2 marks per seminar</i>	2	◦ Coordinator/Incharge of the committee– <i>2 marks per seminar</i>	2	◦ Coordinator/Incharge of the committee– <i>2 marks per seminar</i>	2	◦ Coordinator/Incharge of the committee– <i>2 marks per seminar</i>	2
	◦ Committee member– 1 mark per seminar	2	◦ Committee member– 1 mark per seminar	2	◦ Committee member– <i>1 mark per seminar</i>	2	◦ Committee member– <i>1 mark per seminar</i>	2
	• Organization of field day/ farmer field demonstration, exhibitions, campaigns, etc. – <i>1 mark per activity</i>	6	• Organization of field day/ farmer field demonstration, exhibitions, campaigns, etc. – <i>1 mark per activity</i>	6	Organization of field day/ farmer field demonstration, exhibitions, campaigns, etc. – <i>1 mark per activity</i>	6	Organization of field day/ farmer field demonstration, exhibitions, campaigns, etc. – <i>1 mark per activity</i>	6
<b>A<sub>3</sub>03</b>	<b>TV / Radio talks / Lectures delivered, other advisory services, etc.</b>	<b>20</b>	<b>TV / Radio talks / Lectures delivered, other advisory services, etc.</b>	<b>20</b>	<b>TV / Radio talks / Lectures delivered, other advisory services, etc.</b>	<b>10</b>	<b>TV / Radio talks / Lectures delivered, other advisory services, etc.</b>	<b>10</b>
	• Radio talks, TV talks/presentations etc. – <i>2 marks per activity</i>	6	• Radio talks, TV talks/presentations etc. – <i>2 marks per activity</i>	6	• Radio talks, TV talks/presentations etc. – 2 marks per activity	6	• Radio talks, TV talks/presentations etc. – 2 marks per activity	6
	• Organization of radio school for the farmers - <i>3 marks for coordinator</i>	3	• Organization of radio school for the farmers - <i>3 marks for coordinator</i>	3	• Organization of radio school for the farmers - <i>3 marks for coordinator</i>	3	• Organization of radio school for the farmers - <i>3 marks for coordinator</i>	3

	<i>and 1.5 marks for associated scientist</i>		<i>and 1.5 marks for associated scientist</i>		<i>and 1.5 marks for associated scientist</i>		<i>and 1.5 marks for associated scientist</i>	
	• Lectures delivered in trainings/workshops/camps, etc. – 0.5 mark per lecture	6	• Lectures delivered in trainings/workshops/camps, etc. – 0.5 mark per lecture	6	• Lectures delivered in trainings/workshops/camps, etc. – <b>0.5 mark per lecture</b>	6	• Lectures delivered in trainings/workshops/camps, etc. – <b>0.5 mark per lecture</b>	6
	• Farmers consultancy / advisory services through personal interaction, replies to AIR queries etc. – <b>0.5 mark per activity</b>	6	• Farmers consultancy / advisory services through personal interaction, replies to AIR queries etc. – <b>0.5 mark per activity</b>	6	• Farmers consultancy / advisory services through personal interaction, replies to AIR queries etc. – <b>0.5 mark per activity</b>	4	• Farmers consultancy / advisory services through personal interaction, replies to AIR queries etc. – <b>0.5 mark per activity</b>	4
	• Farmers- Scientists interaction – <b>0.5 mark per interaction</b>	2	• Farmers- Scientists interaction – <b>0.5 mark per interaction</b>	2	• Farmers- Scientists interaction – <b>0.5 mark per interaction</b>	2	• Farmers- Scientists interaction – <b>0.5 mark per interaction</b>	2
	• ADOs,VOs- Scientists interaction – <b>0.5 mark per interaction</b>	2	• ADOs,VOs- Scientists interaction – <b>0.5 mark per interaction</b>	2	• ADOs,VEOs- Scientists interaction – <b>0.5 mark per interaction</b>	2	• ADOs,VEOs- Scientists interaction – <b>0.5 mark per interaction</b>	2
	• Conducting of diagnostic field visits – <b>1 mark per visit</b>	6	• Conducting of diagnostic field visits – <b>1 mark per visit</b>	6	• Conducting of diagnostic field visits – <b>1 mark per visit</b>	6	• Conducting of diagnostic field visits – <b>1 mark per visit</b>	6
<b>A<sub>3</sub>04</b>	<b>Other Extension Related Activities</b>	<b>10</b>	<b>Other Extension Related Activities</b>	<b>10</b>	<b>Other Extension Related Activities</b>	<b>10</b>	<b>Other Extension Related Activities</b>	<b>10</b>
	• Farmers interest groups organized/ Commodity interest groups organized/ Model village adopted – <b>1 mark per activity to all team members</b>	3	• Farmers interest groups organized/ Commodity interest groups organized/ Model village adopted – <b>1 mark per activity to all team members</b>	3	• Farmers interest groups organized/ Commodity interest groups organized/ Model village adopted – <b>1 mark per activity to all team members</b>	3	• Farmers interest groups organized/ Commodity interest groups organized/ Model village adopted – <b>1 mark per activity to all team members</b>	3
	• Preparation of case	4	• Preparation of case	4	• Preparation of case	4	• Preparation of case	4



	studies/success stories - <i>1 mark for each activity per year per team member</i>		studies/success stories - <i>1 mark for each activity per year per team member</i>		studies/success stories – <i>1 mark for each activity per year per team member</i>		studies/success stories – <i>1 mark for each activity per year per team member</i>	
	• Magazine published by the centre – <i>1 mark to each member of the editorial board / committee</i>	4	• Magazine published by the centre – <i>1 mark to each member of the editorial board / committee</i>	4	• Magazine published by the centre – <i>1 mark to each member of the editorial board / committee</i>	3	• Magazine published by the centre – <i>1 mark to each member of the editorial board / committee</i>	3
	• Farmers helpline services through print media: <i>0.25 marks per attempt</i>	4	• Farmers helpline services through print media: <i>0.25 marks per attempt</i>	4	• Farmers helpline services through print media: <i>0.25 marks per attempt</i>	1	• Farmers helpline services through print media: <i>0.25 marks per attempt</i>	1
<b>A<sub>4</sub></b>	<b>Achievements in library</b>	<b>60</b>	<b>Achievements in library</b>	<b>60</b>	<b>Achievements in library</b>	<b>40</b>	<b>Achievements in library</b>	<b>40</b>
	• Circulation, reference services and their maintenance – <i>1 mark per thousand issue/return</i>	25	• Circulation, reference services and their maintenance – <i>1 mark per thousand issue/return</i>	25	• Circulation, reference services and their maintenance – <i>1 mark per thousand issue/return</i>	20	• Circulation, reference services and their maintenance – <i>1 mark per thousand issue/return</i>	20
	• Acquisition of periodicals, books, thesis, gratis books, CDs, etc. - <i>1 mark per 500 acquisitions</i>	15	• Acquisition of periodicals, books, thesis, gratis books, CDs, etc. - <i>1 mark per 500 acquisitions</i>	15	• Acquisition of periodicals, books, thesis, gratis books, CDs, etc. - <i>1 mark per 500 acquisitions</i>	10	• Acquisition of periodicals, books, thesis, gratis books, CDs, etc. - <i>1 mark per 500 acquisitions</i>	10
	• Technical (Classification, cataloguing, bar-coding, etc.) - <i>1 mark per 500 books</i>	10	• Technical (Classification, cataloguing, bar-coding, etc.) - <i>1 mark per 500 books</i>	10	• Technical (Classification, cataloguing, bar-coding, etc.) - <i>1 mark per 500 books</i>	8	• Technical (Classification, cataloguing, bar-coding, etc.) - <i>1 mark per 500 books</i>	8
	• Automation of catalogue, circulation, serials, membership	10	• Automation of catalogue, circulation, serials, membership	10	• Automation of catalogue, circulation, serials, membership	8	• Automation of catalogue, circulation, serials, membership	8

	records, subscription of journals, e-reference services, library security, internet services to students, etc. – <i>1 mark per 500 automations</i>		records, subscription of journals, e-reference services, library security, internet services to students, etc. – <i>1 mark per 500 automations</i>		records, subscription of journals, e-reference services, library security, internet services to students, etc. – <i>1 mark per 500 automations</i>		records, subscription of journals, e-reference services, library security, internet services to students, etc. – <i>1 mark per 500 automations</i>	
	• CD ROM services, LAN and computer maintenance – <i>1 mark per activity</i>	10	• CD ROM services, LAN and computer maintenance – <i>1 mark per activity</i>	10	• CD ROM services, LAN and computer maintenance – <i>1 mark per activity</i>	8	• CD ROM services, LAN and computer maintenance – <i>1 mark per activity</i>	8
	• Digitization of library resources – <i>0.5 marks per 200 documents</i>	5	• Digitization of library resources – <i>0.5 marks per 200 documents</i>	5	• Digitization of library resources – <i>0.5 marks per 200 documents</i>	5	• Digitization of library resources – <i>0.5 marks per 200 documents</i>	5
	• E-delivery of information – <i>0.5 marks per delivery</i>	5	• E-delivery of information – <i>0.5 marks per delivery</i>	5	• E-delivery of information – <i>0.5 marks per delivery</i>	3	• E-delivery of information – <i>0.5 marks per delivery</i>	3
	• Additional services such as extending library facilities on holidays during examinations – <i>0.5 mark per service</i>	5	• Additional services such as extending library facilities on holidays during examinations – <i>0.5 mark per service</i>	5	• Additional services such as extending library facilities on holidays during examinations – <i>0.5 mark per service</i>	3	• Additional services such as extending library facilities on holidays during examinations – <i>0.5 mark per service</i>	3
	• Special campaigns (user awareness campaigns in use of library services as e-resources, OPAC etc) – <i>1 mark per campaign</i>	5	• Special campaigns (user awareness campaigns in use of library services as e-resources, OPAC etc) – <i>1 mark per campaign</i>	5	• Special campaigns (user awareness campaigns in use of library services as e-resources, OPAC etc) – <i>1 mark per campaign</i>	3	• Special campaigns (user awareness campaigns in use of library services as e-resources, OPAC etc) – <i>1 mark per campaign</i>	3
	• Any other library activity – <i>1 mark per activity</i>	5	• Any other library activity – <i>1 mark per activity</i>	5	• Any other library activity – <i>1 mark per activity</i>	5	• Any other library activity – <i>1 mark per activity</i>	5
<b>B</b>	<b>Capacity Building / Monitoring/ Evaluation /</b>	<b>6</b>	<b>Capacity Building / Monitoring/ Evaluation /</b>	<b>6</b>	<b>Capacity Building / Monitoring/ Evaluation /</b>	<b>12</b>	<b>Capacity Building / Monitoring/ Evaluation /</b>	<b>12</b>

	<b>Reporting and Institution Building</b>		<b>Reporting and Institution Building</b>		<b>Reporting and Institution Building</b>		<b>Reporting and Institution Building</b>	
	<ul style="list-style-type: none"> <li>• Head of KVK/Research Station/Department/Unit- <b>1 mark per year</b></li> </ul>	3	<ul style="list-style-type: none"> <li>• Head of KVK/Research Station/Department/Unit- <b>1 mark per year</b></li> </ul>	3	<ul style="list-style-type: none"> <li>• Head of KVK/Research Station/Department/Unit- <b>1 mark per year</b></li> </ul>	3	<ul style="list-style-type: none"> <li>• Head of KVK/Research Station/Department/Unit- <b>1 mark per year</b></li> </ul>	3
	<ul style="list-style-type: none"> <li>• Convener / co-convener / organizing/ co-organizing secretary /coordinator/co-coordinator/course director / co-course director / in-charge of seminar / symposia / workshop / discussion /conference / summer or winter school / training programme / refresher course/entrance examinations - <b>2 marks per programme/event</b></li> </ul>	4	<ul style="list-style-type: none"> <li>• Convener / co-convener / organizing/ co-organizing secretary /coordinator/co-coordinator/course director / co-course director / in-charge of seminar / symposia / workshop / discussion /conference / summer or winter school / training programme / refresher course/entrance examinations - <b>2 marks per programme/event</b></li> </ul>	4	<ul style="list-style-type: none"> <li>• Convener / co-convener / organizing/ co-organizing secretary /coordinator/co-coordinator/course director / co-course director / in-charge of seminar / symposia / workshop / discussion /conference / summer or winter school / training programme / refresher course/entrance examinations – <b>2 marks per programme/event</b></li> </ul>	4	<ul style="list-style-type: none"> <li>• Convener / co-convener / organizing/ co-organizing secretary /coordinator/co-coordinator/course director / co-course director / in-charge of seminar / symposia / workshop / discussion /conference / summer or winter school / training programme / refresher course/entrance examinations – <b>2 marks per programme/event</b></li> </ul>	4
	<ul style="list-style-type: none"> <li>• Incharge/ Co-Incharge / committee member of university functions (VIP visits, annual day function, convocation, workshops/Seminars, etc.) – <b>0.5 mark per activity</b></li> </ul>	2	<ul style="list-style-type: none"> <li>• Incharge/ Co-Incharge / committee member of university functions (VIP visits, annual day function, convocation, workshops/Seminars, etc.) – <b>0.5 mark per activity</b></li> </ul>	2	<ul style="list-style-type: none"> <li>• Incharge/ Co-Incharge / committee member of university functions (VIP visits, annual day function, convocation, workshops/Seminars, etc.) – <b>0.5 mark per activity</b></li> </ul>	3	<ul style="list-style-type: none"> <li>• Incharge/ Co-Incharge / committee member of university functions (VIP visits, annual day function, convocation, workshops/Seminars, etc.) – <b>0.5 mark per activity</b></li> </ul>	3
	<ul style="list-style-type: none"> <li>• Departmental / station / AICRP/</li> </ul>	2	<ul style="list-style-type: none"> <li>• Departmental / station / AICRP/</li> </ul>	2	<ul style="list-style-type: none"> <li>• Departmental/ station / AICRP/</li> </ul>	3	<ul style="list-style-type: none"> <li>• Departmental/ station / AICRP/</li> </ul>	3

	KVK/Network/experiential/other projects annual reports, DAP, DPR, SREP and other Departmental/College /University level reports <i>- 1 mark per report per year</i>		KVK/Network/experiential/other projects annual reports, DAP, DPR, SREP and other Departmental/College /University level reports <i>- 1 mark per report per year</i>		KVK/Network/experiential/other projects annual reports, DAP, DPR, SREP and other Departmental/College /University level reports <i>- 1 mark per report per year</i>		KVK/Network/experiential/other projects annual reports, DAP, DPR, SREP and other Departmental/College /University level reports <i>- 1 mark per report per year</i>	
	<ul style="list-style-type: none"> <li>In-charge of seed/research farm , nursery, livestock/poultry/fish farms, cattle yard , processing unit/ mushroom production unit, teaching / research &amp; diagnostic laboratory, Academics, sports/literary/cultural, library section, departmental library, store, website maintenance (department, university, college, unit, hostels), marketing of produce/ service, etc. – <i>0.5 mark per year per assignment</i></li> </ul>	2	<ul style="list-style-type: none"> <li>In-charge of seed/research farm , nursery, livestock/poultry/fish farms, cattle yard , processing unit/ mushroom production unit, teaching / research &amp; diagnostic laboratory, Academics, sports/literary/cultural, library section, departmental library, store, website maintenance (department, university, college, unit, hostels), marketing of produce/ service, etc. – <i>0.5 mark per year per assignment</i></li> </ul>	2	<ul style="list-style-type: none"> <li>In-charge of seed/research farm , nursery, livestock/poultry/fish farms, cattle yard , processing unit/ mushroom production unit, teaching / research &amp; diagnostic laboratory, Academics, sports/literary/cultural, library section, departmental library, store, website maintenance (department, university, college, unit, hostels), marketing of produce/ service, etc. – <i>0.5 mark per year per assignment</i></li> </ul>	3	<ul style="list-style-type: none"> <li>In-charge of seed/research farm , nursery, livestock/poultry/fish farms, cattle yard , processing unit/ mushroom production unit, teaching / research &amp; diagnostic laboratory, Academics, sports/literary/cultural, library section, departmental library, store, website maintenance (department, university, college, unit, hostels), marketing of produce/ service, etc. – <i>0.5 mark per year per assignment</i></li> </ul>	3
	<ul style="list-style-type: none"> <li>Participatory research/extension activities organized/coordinated/assisted as per</li> </ul>	2	<ul style="list-style-type: none"> <li>Participatory research/extension activities organized/coordinated/assisted as per</li> </ul>	2	<ul style="list-style-type: none"> <li>Participatory research/extension activities organized/coordinated/assisted as per</li> </ul>	2	<ul style="list-style-type: none"> <li>Participatory research/extension activities organized/coordinated/assisted as per</li> </ul>	2

	<b>Institutional mandate-1 mark per assignment to project leader and 0.5 mark to each collaborator</b>		<b>Institutional mandate-1 mark per assignment to project leader and 0.5 mark to each collaborator</b>		<b>Institutional mandate-1 mark per assignment to project leader and 0.5 mark to each collaborator</b>		<b>Institutional mandate-1 mark per assignment to project leader and 0.5 mark to each collaborator</b>	
	• Nominated member/ Member of university/ college/ departmental committees/ Selection/Interview Committee- <b>0.5 mark per year per assignment</b>	2	• Nominated member/ Member of university/ college/ departmental committees/ Selection/Interview Committee- <b>0.5 mark per year per assignment</b>	2	• Nominated member/ Member of university/ college/ departmental committees/ Selection/Interview Committee- <b>0.5 mark per year per assignment</b>	2	• Nominated member/ Member of university/ college/ departmental committees/ Selection/Interview Committee- <b>0.5 mark per year per assignment</b>	2
	• Office bearers of Departmental/profession al clubs/ faculty club/societies/associatio ns/staff advisor-SCA- <b>0.5 mark per year</b>	2	• Office bearers of Departmental/profession al clubs/ faculty club/societies/associatio ns/staff advisor-SCA- <b>0.5 mark per year</b>	2	• Office bearers of Departmental/profession al clubs/ faculty club/societies/associatio ns/staff advisor-SCA- <b>0.5 mark per year</b>	2	• Office bearers of Departmental/profession al clubs/ faculty club/societies/associatio ns/staff advisor-SCA- <b>0.5 mark per year</b>	2
	• Warden of Hostel- <b>2 marks per year</b>	2	• Warden of Hostel- <b>2 marks per year</b>	2	• Warden of Hostel- <b>2 marks per year</b>	3	• Warden of Hostel- <b>2 marks per year</b>	3
	• In-charge of guest house/ farmers' hostel - <b>1 mark per year per assignment</b>	2	• In-charge of guest house/ farmers' hostel - <b>1 mark per year per assignment</b>	2	• In-charge of guest house/ farmers' hostel – <b>1 mark per year per assignment</b>	3	• In-charge of guest house/ farmers' hostel – <b>1 mark per year per assignment</b>	3
	• Service rendered in Tribal areas - <b>1 mark per season</b>	2	• Service rendered in Tribal areas - <b>1 mark per season</b>	2	• Service rendered in Tribal areas – <b>1 marks per season</b>	3	• Service rendered in Tribal areas – <b>1 marks per season</b>	3
	• Service rendered in difficult areas (As notified by CSKHPKV/State/Centre Govt.) - <b>0.75 marks per</b>	2	• Service rendered in difficult areas (As notified by CSKHPKV/State/Centre Govt.) - <b>0.75 marks per</b>	2	• Service rendered in difficult areas (As notified by State/Centre Govt.) – <b>0.75 marks per year</b>	3	• Service rendered in difficult areas (As notified by State/Centre Govt.) – <b>0.75 marks per year</b>	3

	<i>year</i>		<i>year</i>					
	<ul style="list-style-type: none"> <li>In-charge of revolving fund scheme in the department - <b>1 mark per year</b></li> </ul>	2	<ul style="list-style-type: none"> <li>In-charge of revolving fund scheme in the department - <b>1 mark per year</b></li> </ul>	2	<ul style="list-style-type: none"> <li>In-charge of revolving fund scheme in the department – <b>1 mark per year</b></li> </ul>	2	<ul style="list-style-type: none"> <li>In-charge of revolving fund scheme in the department – <b>1 mark per year</b></li> </ul>	2
	<ul style="list-style-type: none"> <li>Staff Editor College Magazines: <b>1 mark per assignment</b></li> </ul>	2	<ul style="list-style-type: none"> <li>Staff Editor College Magazines: <b>1 mark per assignment</b></li> </ul>	2	<ul style="list-style-type: none"> <li>Staff Editor College Magazines: <b>1 mark per assignment</b></li> </ul>	2	<ul style="list-style-type: none"> <li>Staff Editor College Magazines: <b>1 mark per assignment</b></li> </ul>	2
	<ul style="list-style-type: none"> <li>Nodal officers (e.g. NISAGNET, NATP/NAIP, IAUA, Youth Info. &amp; Dev. Centre, etc.): <b>1 mark per year per assignment</b></li> </ul>	2	<ul style="list-style-type: none"> <li>Nodal officers (e.g. NISAGNET, NATP/NAIP, IAUA, Youth Info. &amp; Dev. Centre, etc.): <b>1 mark per year per assignment</b></li> </ul>	2	<ul style="list-style-type: none"> <li>Nodal officers (e.g. NISAGNET, NATP/NAIP, IAUA, Youth Info. &amp; Dev. Centre, etc.): <b>1 mark per year per assignment</b></li> </ul>	2	<ul style="list-style-type: none"> <li>Nodal officers (e.g. NISAGNET, NATP/NAIP, IAUA, Youth Info. &amp; Dev. Centre, etc.): <b>1 mark per year per assignment</b></li> </ul>	2
	<ul style="list-style-type: none"> <li>Coordinator/co-coordinator: International student visits- <b>1 mark per assignment</b></li> </ul>	2	<ul style="list-style-type: none"> <li>Coordinator/co-coordinator: International student visits- <b>1 mark per assignment</b></li> </ul>	2	<ul style="list-style-type: none"> <li>Coordinator/co-coordinator: International student visits-<b>1 mark per assignment</b></li> </ul>	2	<ul style="list-style-type: none"> <li>Coordinator/co-coordinator: International student visits-<b>1 mark per assignment</b></li> </ul>	2
	<ul style="list-style-type: none"> <li>Incharge of works related to germplasm collection, conservation and documentation of plant &amp; animal genetic and other natural resources, documentation of animal diseases, documentation of preclinical&amp; paraclinical related parameters of</li> </ul>	2	<ul style="list-style-type: none"> <li>Incharge of works related to germplasm collection, conservation and documentation of plant &amp; animal genetic and other natural resources, documentation of animal diseases, documentation of preclinical&amp; paraclinical related parameters of</li> </ul>	2	<ul style="list-style-type: none"> <li>Incharge of works related to germplasm collection, conservation and documentation of plant &amp; animal genetic and other natural resources, documentation of animal diseases, documentation of preclinical&amp; paraclinical related</li> </ul>	2	<ul style="list-style-type: none"> <li>Incharge of works related to germplasm collection, conservation and documentation of plant &amp; animal genetic and other natural resources, documentation of animal diseases, documentation of preclinical&amp; paraclinical related</li> </ul>	2

	animals/birds - <b>1 mark per activity per year to PI and 0.5 mark to Co—PI/collaborator for each project</b>		animals/birds - <b>1 mark per activity per year to PI and 0.5 mark to Co—PI/collaborator for each project</b>		parameters of animals/birds – <b>1 mark per activity per year to PI and 0.5 mark to Co-PI/ collaborator for each project</b>		parameters of animals/birds – <b>1 mark per activity per year to PI and 0.5 mark to Co-PI/ collaborator for each project</b>	
	<ul style="list-style-type: none"> <li>• Attending summer /winter schools</li> <li>➤ &lt; 10 days duration- <b>2 marks for each</b></li> <li>➤ 10-20 days duration- <b>3 marks for each</b></li> <li>➤ &gt;20 days duration- <b>4 marks for each</b></li> </ul>	4	<ul style="list-style-type: none"> <li>• Attending summer /winter schools</li> <li>➤ &lt; 10 days duration- <b>2 marks for each</b></li> <li>➤ 10-20 days duration- <b>3 marks for each</b></li> <li>➤ &gt;20 days duration- <b>4 marks for each</b></li> </ul>	4	<ul style="list-style-type: none"> <li>• Attending summer /winter schools</li> <li>➤ &lt; 10 days duration- <b>2 marks for each</b></li> <li>➤ 10-20 days duration- <b>3 marks for each</b></li> <li>➤ &gt;20 days duration- <b>4 marks for each</b></li> </ul>	4	<ul style="list-style-type: none"> <li>• Attending summer /winter schools</li> <li>➤ &lt; 10 days duration- <b>2 marks for each</b></li> <li>➤ 10-20 days duration- <b>3 marks for each</b></li> <li>➤ &gt;20 days duration- <b>4 marks for each</b></li> </ul>	4
	<ul style="list-style-type: none"> <li>• Veterinary clinical, paraclinical, preclinical /Plant clinic services/ Plant and soil samples analysis related to farmers problems- <b>0.25 marks per sample/case mark/activity</b></li> </ul>	2	<ul style="list-style-type: none"> <li>• Veterinary clinical, paraclinical, preclinical /Plant clinic services/ Plant and soil samples analysis related to farmers problems- <b>0.25 marks per sample/case mark/activity</b></li> </ul>	2	<ul style="list-style-type: none"> <li>• Veterinary clinical, paraclinical, preclinical /Plant clinic services/ Plant and soil samples analysis related to farmers problems- <b>0.25 marks per sample/case mark/activity</b></li> </ul>	2	<ul style="list-style-type: none"> <li>• Veterinary clinical, paraclinical, preclinical /Plant clinic services/ Plant and soil samples analysis related to farmers problems- <b>0.25 marks per sample/case mark/activity</b></li> </ul>	2
	<ul style="list-style-type: none"> <li>• Students' activities like Agrifest/Cultural/literary activities/Vetfair/Incharges-Sports/clubs etc.- <b>0.5 mark per activity</b></li> </ul>	2	<ul style="list-style-type: none"> <li>• Students' activities like Agrifest/Cultural/literary activities/Vetfair/Incharges-Sports/clubs etc.- <b>0.5 mark per activity</b></li> </ul>	2	<ul style="list-style-type: none"> <li>• Students' activities like Agrifest/Cultural/literary activities/Vetfair/Incharges-Sports/clubs etc.- <b>0.5mark per activity</b></li> </ul>	2	<ul style="list-style-type: none"> <li>• Students' activities like Agrifest/Cultural/literary activities/Vetfair/Incharges-Sports/clubs etc.- <b>0.5mark per activity</b></li> </ul>	2
	<ul style="list-style-type: none"> <li>• Other international, national/ state/Univ./College/Dept. level duties performed</li> </ul>	2	<ul style="list-style-type: none"> <li>• Other international, national/ state/Univ./College/Dept. level duties performed</li> </ul>	2	<ul style="list-style-type: none"> <li>• Other international, national/ state/Univ./College/Dept. level duties performed</li> </ul>	2	<ul style="list-style-type: none"> <li>• Other international, national/ state/Univ./College/Dept. level duties performed</li> </ul>	2

	<i>- 1 mark per assignment</i>		<i>- 1 mark per assignment</i>		<i>- 1 mark per assignment</i>		<i>- 1 mark per assignment</i>	
	• Misc. activities not covered anywhere – <i>1 mark per activity per year</i>	2	• Misc. activities not covered anywhere – <i>1 mark per activity per year</i>	2	• Misc. activities not covered anywhere – <i>1 mark per activity per year</i>	2	• Misc. activities not covered anywhere – <i>1 mark per activity per year</i>	2
<b>C</b>	<b>Publications</b>	<b>15</b>	<b>Publications</b>	<b>15</b>	<b>Publications</b>	<b>15</b>	<b>Publications</b>	<b>15</b>
<b>C<sub>01</sub></b>	Research papers/articles ( <b>100% Marks for first author and 75% Marks to other authors</b> )		Research papers/articles ( <b>100% Marks for first author and 75% Marks to other authors</b> )		Research papers/articles ( <b>100% Marks for first author and 75% Marks to other authors</b> )		Research papers/articles ( <b>100% Marks for first author and 75% Marks to other authors</b> )	
	• Research papers in refereed journals:	10	• Research papers in refereed journals:	10	• <b>Research papers in refereed journals:</b>	10	• <b>Research papers in refereed journals:</b>	10
	◦ Journals with NAAS rating $\geq 4.0$ - <b>4 marks per paper</b>		◦ Journals with NAAS rating $\geq 4.0$ - <b>4 marks per paper</b>		◦ Journals with NAAS rating $\geq 4.0$ - <b>4 marks per paper</b>		◦ Journals with NAAS rating $\geq 4.0$ - <b>4 marks per paper</b>	
	◦ Journals with NAAS rating $< 4.0$ - <b>3 marks per paper</b>		◦ Journals with NAAS rating $< 4.0$ - <b>3 marks per paper</b>		◦ Journals with NAAS rating $< 4.0$ - <b>3 marks per paper</b>		◦ Journals with NAAS rating $< 4.0$ - <b>3 marks per paper</b>	
	◦ Journals (other than NAAS list) of repute - <b>2 marks per paper</b>	4	◦ Journals (other than NAAS list) of repute - <b>2 marks per paper</b>	4	◦ Journals (other than NAAS list) - <b>2 marks per paper</b>		◦ Journals (other than NAAS list) - <b>2 marks per paper</b>	
	• <b>Review article in refereed journals:</b>	3	• <b>Review article in refereed journals:</b>	3	• <b>Review article in refereed journals:</b>		• <b>Review article in refereed journals:</b>	
	◦ Journals with NAAS rating $\geq 4.0$ - <b>2 marks per paper</b>		◦ Journals with NAAS rating $\geq 4.0$ - <b>2 marks per paper</b>		◦ Journals with NAAS rating $\geq 4.0$ - <b>2 marks per paper</b>	4	◦ Journals with NAAS rating $\geq 4.0$ - <b>2 marks per paper</b>	4
	◦ Journals with NAAS rating $< 4.0$ - <b>1.5 marks per paper</b>		◦ Journals with NAAS rating $< 4.0$ - <b>1.5 marks per paper</b>		◦ Journals with NAAS rating $< 4.0$ - <b>1.5 marks per paper</b>	3	◦ Journals with NAAS rating $< 4.0$ - <b>1.5 marks per paper</b>	3



	◦ Journals (other than NAAS list) - <b>1.0 marks per paper</b>		◦ Journals (other than NAAS list) - <b>1.0 marks per paper</b>		◦ Journals (other than NAAS list) of repute - <b>1.0 marks per paper</b>	2	◦ Journals (other than NAAS list) of repute - <b>1.0 marks per paper</b>	2
	• Full Research paper in conference proceedings – <b>1.5 marks per paper</b>	3	• Full Research paper in conference proceedings – <b>1.5 marks per paper</b>	3	• Full Research paper in conference proceedings – <b>1.5 marks per paper</b>	3	• Full Research paper in conference proceedings – <b>1.5 marks per paper</b>	3
	• Research paper in non refereed journal having ISBN/ISSN number – <b>1.0 mark per paper</b>	2	• Research paper in non refereed journal having ISBN/ISSN number – <b>1.0 mark per paper</b>	2	• Research paper in non refereed journal having ISBN/ISSN number – <b>1.0 mark per paper</b>	2	• Research paper in non refereed journal having ISBN/ISSN number – <b>1.0 mark per paper</b>	2
<b>C<sub>02</sub></b>	<b>Extension publications</b>	<b>7.5</b>	<b>Extension publications</b>	<b>7.5</b>	<b>Extension publications</b>	<b>7.5</b>	<b>Extension publications</b>	<b>7.5</b>
	• Popular articles in journals/magazines with ISSN/ISBN number - <b>1 mark per paper</b> • Popular articles in newspapers/others- <b>0.5 mark per paper</b>		• Popular articles in journals/magazines with ISSN/ISBN number - <b>1 mark per paper</b> • Popular articles in newspapers/others- <b>0.5 mark per paper</b>		• Popular articles in journals/magazines with ISSN/ISBN number - <b>1 mark per paper</b> • Popular articles in newspapers/others - <b>0.5 mark per paper</b>		• Popular articles in journals/magazines with ISSN/ISBN number - <b>1 mark per paper</b> • Popular articles in newspapers/others - <b>0.5 mark per paper</b>	
<b>C<sub>02</sub></b>	<b>Other publications</b>	<b>7.5</b>	<b>Other publications</b>	<b>7.5</b>	<b>Other publications</b>	<b>7.5</b>	<b>Other publications</b>	<b>7.5</b>
	• Books authored – <b>3 marks per book</b>	3	• Books authored – <b>3 marks per book</b>	3	• Books authored – <b>3 marks per book</b>	3	• Books authored – <b>3 marks per book</b>	3
	• Books edited – <b>2 marks per edited book</b>	2	• Books edited – <b>2 marks per edited book</b>	2	• Books edited – <b>2 marks per edited book</b>	2	• Books edited – <b>2 marks per edited book</b>	2
	• Research technology/monograph- <b>2 marks for each</b>	2	• Research technology/monograph- <b>2 marks for each</b>	2	• Research technology/monograph- <b>2 marks for each</b>	4	• Research technology/monograph- <b>2 marks for each</b>	4
	• Conference proceedings edited – <b>1 mark per proceeding</b>	1	• Conference proceedings edited – <b>1 mark per proceeding</b>	1	• Conference proceedings edited – <b>1 mark per edited proceeding</b>	2	• Conference proceedings edited – <b>1 mark per edited proceeding</b>	2
	• Book chapters- <b>1 mark</b>	2	• Book chapters- <b>1 mark</b>	2	• Book chapters- <b>1 mark</b>	2	• Book chapters- <b>1 mark</b>	2

	<i>per chapter</i>		<i>per chapter</i>		per chapter		per chapter	
	• Technical Bulletins – <b>1 mark each</b>	2	• Technical Bulletins – <b>1 mark each</b>	2	• Technical Bulletins – 1 mark each	2	• Technical Bulletins – 1 mark each	2
	• Newsletters edited – <b>0.5 mark per edited News Letter</b>	1	• Newsletters edited – <b>0.5 mark per edited News Letter</b>	1	• Newsletters edited – 0.5 mark	1	• Newsletters edited – 0.5 mark	1
	• Souvenir edited – <b>0.5 mark per souvenir</b>	1	• Souvenir edited – <b>0.5 mark per souvenir</b>	1	• Souvenir edited – 0.5 mark per souvenir	1	• Souvenir edited – 0.5 mark per souvenir	1
	• Extension bulletin, training manual, etc. – <b>0.5 mark per publication</b>	2	• Extension bulletin, training manual, etc. – <b>0.5 mark per publication</b>	2	• Extension bulletin, training manual, etc. – <b>0.5 mark per publication</b>	2	• Extension bulletin, training manual, etc. – <b>0.5 mark per publication</b>	2
	• Compendium/Souvenir chapters- <b>0.5 mark per chapter</b>	1.5	• Compendium/Souvenir chapters- <b>0.5 mark per chapter</b>	1.5	• Compendium/Souvenir chapters- <b>0.5 mark per chapter</b>	1.5	• Compendium/Souvenir chapters- <b>0.5 mark per chapter</b>	1.5
	• Extension leaflets/folders/pamphlets– <b>0.5 mark per publication</b>	2	• Extension leaflets/folders/pamphlets– <b>0.5 mark per publication</b>	2	• Extension leaflets/folders/pamphlets– <b>0.5 mark per publication</b>	2	• Extension leaflets/folders/pamphlets– <b>0.5 mark per publication</b>	2
	• Technical/ articles – <b>0.5 mark per article</b>	3	• Technical/ articles – <b>0.5 mark per article</b>	3	• Technical/ popular articles – 0.5 mark per article	1	• Technical/ popular articles – 0.5 mark per article	1
<b>D</b>	<b>Peer Recognition</b>	<b>3</b>	<b>Peer Recognition</b>	<b>3</b>	<b>Peer Recognition</b>	<b>6</b>	<b>Peer Recognition</b>	<b>6</b>
	• International and National awards / visiting fellowships /scholarship/bursaries/National Academy Fellow - <b>2 marks for each event</b>	3	• International and National awards / visiting fellowships /scholarship/bursaries/National Academy Fellow - <b>2 marks for each event</b>	3	• International and National awards / visiting fellowships /scholarship/bursaries/National Academy Fellow - <b>2 marks for each event</b>	4	• International and National awards / visiting fellowships /scholarship/bursaries/National Academy Fellow - <b>2 marks for each event</b>	4
	• Post-Doctoral	2	• Post-Doctoral	2	• Post-Doctoral	2	• Post-Doctoral	2

	Fellowships/additional qualification/teaching assignment - <b>1 mark each</b>		Fellowships/additional qualification/teaching assignment - <b>1 mark each</b>		Fellowships/additional qualification/teaching assignment - <b>1 mark each</b>		Fellowships/additional qualification/teaching assignment - <b>1 mark each</b>	
	• Editor/ member of editorial board of journal - <b>2 marks for chief editor and 1 mark for member editorial committee for each year</b>	2	• Editor/ member of editorial board of journal - <b>2 marks for chief editor and 1 mark for member editorial committee for each year</b>	2	• Editor/ member of editorial board of journal - <b>2 marks for chief editor and 1 mark for member editorial committee for each year</b>	2	• Editor/ member of editorial board of journal - <b>2 marks for chief editor and 1 mark for member editorial committee for each year</b>	2
	• Membership of Professional Societies- <b>0.5 mark per society</b>	3	• Membership of Professional Societies- <b>0.5 mark per society</b>	3	• Membership of Professional Societies- <b>0.5 mark per society</b>	2	• Membership of Professional Societies- <b>0.5 mark per society</b>	2
	• Institutional or recognized professional societies award / fellowship - <b>1 mark each</b>	2	• Institutional or recognized professional societies award / fellowship - <b>1 mark each</b>	2	• Institutional or recognized professional societies award / fellowship - <b>1 mark each</b>	2	• Institutional or recognized professional societies award / fellowship - <b>1 mark each</b>	2
	• Best Paper/ Best Posters - <b>1 mark for I<sup>st</sup> prize and 0.5 mark for II<sup>nd</sup> and III<sup>rd</sup> prize (100% to First Author and 50% to other authors)</b>	3	• Best Paper/ Best Posters - <b>1 mark for I<sup>st</sup> prize and 0.5 mark for II<sup>nd</sup> and III<sup>rd</sup> prize (100% to First Author and 50% to other authors)</b>	3	• Best Paper/ Best Posters - <b>1 mark for I<sup>st</sup> prize and 0.5 mark for II<sup>nd</sup> and III<sup>rd</sup> prize (100% marks to first author and 50% marks to other author)</b>	2	• Best Paper/ Best Posters - <b>1 mark for I<sup>st</sup> prize and 0.5 mark for II<sup>nd</sup> and III<sup>rd</sup> prize (100% marks to first author and 50% marks to other author)</b>	2
	• Oral/poster presentation in International seminar / symposia / conference/ workshop – <b>2 marks for each</b>	2	• Oral/poster presentation in International seminar / symposia / conference/ workshop – <b>2 marks for each</b>	2	• Oral / poster presentation in International seminar / symposia / conference/ workshop – <b>2 marks for each</b>	2	• Oral / poster presentation in International seminar / symposia / conference/ workshop – <b>2 marks for each</b>	2
	• Oral / poster presentation in national seminars / symposia /	3	• Oral / poster presentation in national seminars / symposia /	3	• Oral / poster presentation in national seminars / symposia /	2	• Oral / poster presentation in national seminars / symposia /	2

	conference/ workshops – <b>1.5 mark for each</b>		conference/ workshops – <b>1.5 mark for each</b>		conference/ workshops – <b>1.5 mark for each</b>		conference/ workshops – <b>1.5 mark for each</b>	
	<ul style="list-style-type: none"> <li>Chairman/Co-chairman/ Rapporteurs of technical session of International/ National workshops/ symposia/ seminar – <b>1 mark for Chairman/Co-chairman and 0.5 marks for Rapporteur</b></li> </ul>	2	<ul style="list-style-type: none"> <li>Chairman/Co-chairman/ Rapporteurs of technical session of International/ National workshops/ symposia/ seminar – <b>1 mark for Chairman/Co-chairman and 0.5 marks for Rapporteur</b></li> </ul>	2	<ul style="list-style-type: none"> <li>Chairman/Co-chairman/ Rapporteurs of technical session of International/ National workshops/ symposia/ seminar – <b>1 mark for Chairman/Co-chairman and 0.5 marks for Rapporteur</b></li> </ul>	2	<ul style="list-style-type: none"> <li>Chairman/Co-chairman/ Rapporteurs of technical session of International/ National workshops/ symposia/ seminar – <b>1 mark for Chairman/Co-chairman and 0.5 marks for Rapporteur</b></li> </ul>	2
	<ul style="list-style-type: none"> <li>International and special national assignments/ consultancies not covered anywhere else in the application – <b>1 mark for each assignment</b></li> </ul>	2	<ul style="list-style-type: none"> <li>International and special national assignments/ consultancies not covered anywhere else in the application – <b>1 mark for each assignment</b></li> </ul>	2	<ul style="list-style-type: none"> <li>International and special national assignments/ consultancies not covered anywhere else in the application – <b>1 mark for each assignment</b></li> </ul>	2	<ul style="list-style-type: none"> <li>International and special national assignments/ consultancies not covered anywhere else in the application – <b>1 mark for each assignment</b></li> </ul>	2
	<ul style="list-style-type: none"> <li>Member of executive bodies/ committee of educational institutes/ Govt. bodies at university/college/state/ national level – <b>1 mark for each</b></li> </ul>	2	<ul style="list-style-type: none"> <li>Member of executive bodies/ committee of educational institutes/ Govt. bodies at university/college/state/ national level – <b>1 mark for each</b></li> </ul>	2	<ul style="list-style-type: none"> <li>Member of executive bodies/ committee of educational institutes/ Govt. bodies at university/college/state/ national level – <b>1 mark for each</b></li> </ul>	2	<ul style="list-style-type: none"> <li>Member of executive bodies/ committee of educational institutes/ Govt. bodies at university/college/state/ national level – <b>1 mark for each</b></li> </ul>	2
	<ul style="list-style-type: none"> <li>Receiving of appreciation letter from University/ICAR/other funding agency/scientific professional societies – <b>1 mark for each (if not claimed otherwise)</b></li> </ul>	2	<ul style="list-style-type: none"> <li>Receiving of appreciation letter from University/ICAR/other funding agency/scientific professional societies – <b>1 mark for each (if not claimed otherwise)</b></li> </ul>	2	<ul style="list-style-type: none"> <li>Receiving of appreciation letter from University/ICAR/other funding agency/scientific professional societies – <b>1 mark for each (if not claimed otherwise)</b></li> </ul>	2	<ul style="list-style-type: none"> <li>Receiving of appreciation letter from University/ICAR/other funding agency/scientific professional societies – <b>1 mark for each (if not claimed otherwise)</b></li> </ul>	2

<b>E</b>	<b>Annual Confidential Report (ACR)</b>	16	<b>Annual Confidential Report (ACR)</b>	16	<b>Annual Confidential Report (ACR)</b>	12	<b>Annual Confidential Report (ACR)</b>	12
	Period of assessment: 5 years		Period of assessment: 5 years		Period of assessment: 3 years		Period of assessment: 3 years	
	• Outstanding – <b>4.0 marks per year</b>		• Outstanding – <b>4.0 marks per year</b>		• Outstanding – 4.0 marks per year		• Outstanding – 4.0 marks per year	
	• Very Good – <b>3.5 marks per year</b>		• Very Good – <b>3.5 marks per year</b>		• Very Good – 3.5 marks per year		• Very Good – 3.5 marks per year	
	• Good – <b>3.0 marks per year</b>		• Good – <b>3.0 marks per year</b>		• Good – 3.0 marks per year		• Good – 3.0 marks per year	
	• Average/Fair – <b>2.0 marks per year</b>		• Average/Fair – <b>2.0 marks per year</b>		• Average/Fair – 2.0 marks per year		• Average/Fair – 2.0 marks per year	
	• Below Average – <b>1.0 mark per year</b>		• Below Average – <b>1.0 mark per year</b>		• Below Average – 1.0 mark per year		• Below Average – 1.0 mark per year	
<b>F</b>	<b>Interview</b>	-	<b>Interview</b>	-	<b>Interview</b>	<b>15</b>	<b>Interview</b>	<b>15</b>
	<b>TOTAL (A+B+C+D+E)</b>	<b>100</b>	<b>TOTAL (A+B+C+D+E)</b>	<b>100</b>	<b>Grand Total (A+B+C+D+E+F)</b>	<b>100</b>	<b>Grand Total (A+B+C+D+E+F)</b>	<b>100</b>

