

The revised proposed draft Score Card for various scientific positions in ICAR, as recommended by an Expert Committee is put up on the web page for general information. Comments, if any, may be sent by the concerned with in a week's time on the e-mails :

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**Proposed Guidelines and Instructions  
for  
Evaluating Applications as per the  
Proposed Revised Score Card**



**Agricultural Scientists Recruitment Board**

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## Senior Scientists. Revised Score Card –Guidelines and Marking Instructions

### General Guidelines and Instructions

- These guidelines and instructions (**G&I**) pertain to the post of a “**Senior Scientist**” filled by direct recruitment procedure. Out of stipulated a total of 100 marks, 60 are allocated to the Score Card and remainder 40 marks are meant for performance during the Interview.
- Present revised guidelines and marking instructions pertain only to Score Card Marks earned by a candidate.
- The presented distribution of marks and qualifying criteria corresponding to each item/sub-item in this document is exactly the one submitted on 2 September 2014 by an ASRB Committee mandated to devise a Revised Score Card.
- Before submitting information on any item including its sub-items, an applicant must carefully study the requisite attributes/achievements/ contributions and the qualifying conditions attached to each for marking. Entering information on non-qualifying items does not earn points, but it surely wastes the time of reviewers.
- For each qualifying item for scoring, a proof as asked for, is absolutely necessary. No proof no marks. By and large, requisite proofs are in the form of certificates/degrees/testimonials/service certificate/award letters/references on publications/relevant folio from a yearly course calendar/certificate page from students’ thesis/approval communique on projects/front page of a completed project/table of contents of compendium/proceedings document along with corresponding title page, a self-attested certificate..... Each record (no more than one page) is to be presented as an Annex supporting achievements covering a particular item with sequentially marked page numbers e.g. all documents covering item 1 would be marked as Annex 1 with distinct page number on each submission. For instance, within item 1, a candidate’s claim on having earned ASPIRE, first has to be supported by an award letter/certificate, second it has to be marked Annex I slash appropriate page number (say Annex I/3).
- If a candidate’s claim on any attribute/contribution/award is different from the one listed in column 2, whether that claim measures up to ‘requisite fulfilment index’ (column 3) will be decided by the ASRB Chairman/Members for granting score (column 5.ii) and the decision thus taken will be final.
- Submit only precise data/information/answers in bullet points, as and when called for. Confusing, superfluous, lengthy story write ups mar the chances of earning score for an otherwise qualifying achievement. An applicant must adhere to this instruction, which is to his benefit.
- Submit information in the following table on various attributes/achievements as per Guidelines and Instructions (**G&I**) corresponding to each item



Item # (Col. 1)	Requisite attribute/achievement/contribution (Col. 2)	Requisite fulfilment index; Yes/No (Col. 3)	Allotted score (Col. 4)	Maximum score		Enclose copy of certificate/degree/ award letter/relevant folio/invitation letter/self-attested certificate/any other documentary evidence asked for as proof supporting response in column # 3	Remarks
				Possible (Col.5.i)	Eligible (Col.5.ii)		
<b>1</b>	<b>Academic Performance and Accomplishments. Maximum 15 marks</b>						
<b>1a</b>	<b>Academic performance. Maximum score: 10 marks</b>						
<b>G &amp; I. Annex certificate/degree/award letter/any other documentary evidence as proof of each accomplishment. Award 1 mark for each academic attainment.</b>							
	1 <sup>st</sup> division (≥60% marks) - 10+2 level	Y	1	1	1	10+2 Certificate. Annex 1 (page #)	
	1 <sup>st</sup> division (≥60% marks) - graduate level	Y	1	1	1	B.Sc. degree/mark sheet. Annex 1 (page #)	
	NTS scholarship/ASPIRE	Y	1	1	1	Award letter. Annex 1 (page #)	
	ICAR JRF	N	1	1	0	NA	
	ICAR SRF	Y	1	1	1	Award letter. Annex 1 (page #)	
	10+2 level: ≥ 75% marks	Y	1	1	1	Certificate. Annex 1 (page #)	
	B.Sc. level: ≥ 7.5/10 OGP; ≥75% marks	N	1	1	0	NA	
	M.Sc. level: ≥ 8.5/10 OGP; ≥85% marks	N	1	1	0	NA	
	Ph.D. level: ≥ 8.5/10 OGP; ≥85% marks	Y	1	1	1	Mark sheet/OGP transcript. Annex 1 (page #)	
	1 <sup>st</sup> position/Medal at graduate level	Y	1	1	1	Certificate. Annex 1 (page #)	
	1 <sup>st</sup> position/Medal at M.Sc. level	N	1	1	0	NA	
	Overseas Doctoral fellowship	N	1	1	1	NA	
	<b>Total for item 1a</b>				7/10		Max. award 7 marks
<b>1b</b>	Jawahar Lal Nehru award for Ph.D. thesis. <b>Maximum 3 marks</b>	N	3	3	0	NA	0 marks
<b>1c</b>	Overseas post-doctoral fellowship (DAAD, Fulbright, Humboldt, Boystcast, CG institutes, FAO, DBT, UGC etc.): <b>Maximum 2 marks</b>						
	Any one of the above fellowships, if of 6 months' duration, award 1 mark	Y	1	1	1	Award letter. Annex 1 (page #)	Max. award 1 mark
	Anyone of the above fellowships, if of ≥ 1 year. Award 2 marks	Y	2	2	2	Award letter. Annex 1 (page #)	Max award 2 marks
	Total for item 1c				3/2		Max. award 2 marks
	<b>Aggregate score for item 1: 7+2 = 9/15 marks</b>						

<b>2</b>	<b>Employment and Experience in the Relevant field. Maximum 10 Marks</b>						
<b>2a.i</b>	Essential Qualifications (to be evaluated by the ASRB). <b>No marks</b> <b>A. Disciplines Other than Engineering Subjects</b> Doctoral degree in the specified subject for the post including degree in the corresponding basic science subjects* with 8 years' experience in the specified subject as Scientist/Lecturer/Extension Specialist or in an equivalent position in the Pay Band-3 of `Rs. 15,600-39,100' with Grade Pay of `Rs.5400/6000/7000/8000' and having made contributions to research/teaching/extension education as evidenced by the published work/ innovations and their impact. *Relevant basic science discipline, most appropriate to the post applied, will be identified by the Chairman/Members of the ASRB.						
<b>2a.ii</b>	<b>B. Engineering disciplines</b> Doctoral degree in the specified engineering subject with 6 years' experience as Scientist/Lecturer/Extension Specialist or in an equivalent position in the Pay Band-3 of `Rs.15,600-39,100' with Grade Pay of `Rs.5400/6000/7000/8000' and having made contributions to research/ teaching/extension education as evidenced by the published work/innovations and their impact. <b>OR</b> Master's degree in the specified engineering subject with 10 years' experience as Scientist/Lecturer/Extension Specialist or in an equivalent position in the Pay Band-3 of `Rs.15,600-39,100' with Grade Pay of `Rs.5400/6000/7000/8000' and having made contributions to research/ teaching/extension education as evidenced by the published work/innovations and their impact.						
<b>P. S.</b> The eligibility qualifications of the applicants not having worked in the above mentioned Pay Scales/Bands (2a.i and 2a.ii) entirely or partly but have been employed for the number of years as required will be decided on the basis of the prevailing equivalence rules at the time as appeared in the advertisement and the decision of the Board will be final in this regard.							
<b>2b.</b>	Experience over and above the prescribed essential years/qualifications. <b>Maximum 5 marks</b>						
<b>G &amp; I:</b> (i)Count only those years of experience for award of marks that are over and above the stipulated essential years of experience for the advertised post. Enclose service information (certificate) in support; (ii) if having desirable qualifications, enclose certificate to that effect and (iii) Include any additional qualification (post-graduate degree/diploma) relevant to the post being applied for. Enclose copy of degree/ diploma in support.							
	1 mark for each additional year, say 5 years	Y	1	1/year	5	Service certificate. Annex 2 (page #)	
	1 mark for having desirable qualifications, as advertised	N	1	1	0	NA	
	1 mark if attained PG diploma/degree relevant to post applied. Say MBA	Y	1	1	1	Diploma/degree. Annex 2 (page #)	
	Total marks for sub-item 2b				6/5		Max. award 5 marks



<b>2c.</b>	<b>Trainings. Maximum 5 marks</b>						
<b>G&amp;I.</b> (i) Only training programs attended outside the institute and that were of $\geq 21$ days' duration qualify for award of marks. (ii) Marks are on pro rata basis i.e., on the basis of duration and number of trainings							
	1 mark each for training of $\geq 21$ days; 4 trainings	Y	1	1/training	4	Training participation certificate. Annex 2 (page #)	
	2 marks each for training of $\geq 3$ months; 2 trainings	Y	2	2/training	4	Refer to Annex 2 (page #)	
	Total marks for sub-item 2c				8/5		Max. award 5 marks
<b>Aggregate award covering item 2 (sub-items 2b and 2c): 10/10</b>							
<b>3</b>	<b>Service in Remote Areas/Disadvantaged Regions (R/D R).Maximum 6 marks</b>						
<b>G&amp;I.</b> Award marks only if an applicant has: (i) served in ICAR notified remote area/disadvantaged region; (ii) completed 3 years of continuous service in such area;(iii) not availed this benefit earlier for any job advertised by the ASRB. A candidate must enclose a self-attested certificate supporting these conditions.							
	1 mark/year. 8 years' service in R/D R	y	1	1/year	8/6	Service Record/Certificate. Annex 3 (page #)	Max. award 6 marks
<b>Aggregate award covering item 3: 6/6</b>							
<b>4</b>	<b>Recognitions and Awards/Special Attainments and Achievements. Maximum 13 marks</b>						
<b>4a</b>	<b>Awards and Recognitions. Maximum 7 marks.</b>						
<b>G&amp;I.</b> Grant marks only, if a candidate fulfils the following requirements: (i) has earned a National Award instituted by the ICAR/UGC/CSIR/DST or any other equivalent public scientific organization; (ii) has been honoured with Fellowship/Associateship/Membership of a National Science Academy; (iii) has been bestowed with Young Scientist Award/Medal of a National Science Academy and (iv) has enclosed award letter/certificate of recognition.							
<b>P.S.</b> Any other award/recognition listed by a candidate but not falling in any of the above category must be evaluated by the ASRB for eligibility or otherwise. No marks should be awarded for any accomplishment listed earlier under Item 1.							
	i. Award by ICAR/ CSIR/UGC/DST etc. Max. 4 marks; 2 marks/award; 2 awards	Y	2	2/award	4	Award letter. Annex 4 (page #)	
	ii. Associate-ship/Membership of Science Academies. Max. 2 marks; 2 marks/academy; has 1 associateship	Y	2	2/academy	2	Recognition letter. Annex 4 (page #)	
	iii. Young Scientist Award/Medal of National Science academies; Max. 2 marks; 2 marks/award. 1 award	Y	2	2/award	2	Award letter. Annex 4 (page #)	
	Total marks for sub-item 4a				8/7		Max. award 7 marks

4b.	<b>Special attainments. Maximum 6 marks</b>						
<b>G&amp;I. An applicant is eligible for award of marks in this sub-section covering special attainments/recognitions as narrated below. Marks would only be granted in the identified areas if supported by a corresponding copy of an authenticated document as enclosure.</b>							
<b>Following attainments qualify for award of 0.5 mark each in any of the following category</b>							
	I. State Government recognition. 2 recognitions/awards	Y	0.5	0.5/award	1	Certificate/award letter. Annex 4 (page #)	
	li. National Institute/University/ Professional Society. 4 awards	Y	0.5	0.5/award	2	Certificate enclosed. Annex 4 (page #)	
	lii. Member Secretary of Scientific Committees/Task Forces/State or National Committees/delegations; 6 recognitions	Y	0.5	0.5/award	3	Authenticated proof. Annex 4 (page #)	
	lv. Best Paper/Poster presented or published;	N	0.5	0.5/award	0	NA	
	Total for 4b				6/6		Max. award 6 marks
<b>Aggregate award for item 4 (4a and 4b):13/13 marks</b>							
5	<b>Teaching/Research/Extension as Major or Minor Functions. Maximum 18 marks</b>						
<b>G&amp;I. The applicant need to clearly identify a major area of his work function (time spent ~67% during a year) and a minor area of work function (time spent ~33% during a year). For earning score each activity must be supported by a relevant documentary proof. The marks (maximum 18) allotted for this item are distributed across major (12 marks) and minor (6 marks) functions. The sub-items constituting a major or minor function identified as activities/contributions are identical for marking. The only difference is that allocated marks remain same as described below for a major function; for the minor function the allocated marks are divided by 2.</b>							
5A	<b>Teaching as Major Function. Maximum marks 12</b>						
5A.i	<b>Teaching. Maximum 6 marks</b>						
<b>G&amp;I. Award 2 marks/year of teaching if an applicant has undertaken a minimum credit load of 10 credit hrs during an academic year. In case it is a shared credit hours' course, consider and count corresponding load carried out by the candidate and add to the credit hours taken independently. For instance, a candidate having taught 8 credit hour courses independently and also shared teaching equivalent to 1 credit hour each in two courses during an academic year, he qualifies for earning score for teaching as major function.</b>							
<b>P. S. If teaching is Minor function the minimum credit load eligible for marking would be <math>\geq 3</math> credit hrs/academic year.</b>							
	Qualifying years of teaching 4	Y	2	2/year	8	Certificate from Professor/Head. Annex 5A (page #)	
	Total score for 5A.i				8/6		Max. award 6 marks



<b>5A.ii</b>	<b>Major Guide for Post-graduate Students. Maximum 2 marks</b>						
<b>G&amp;I.</b> A candidate is eligible for score for having performed as Major Advisor for M.Sc. and Ph.D. students. For each M.SC. and Ph.D. student, respective score is 0.25 and 0.5 mark. Marks are awarded only for those students who have fulfilled all requirements for award of a degree program. Enclose copy of provisional degree for each such student.							
	M.Sc. 4 students	Y	0.25	0.25/student	1	Provisional degrees. Annex 5A (page #)	
	Ph.D.2 students	Y	0.50	0.5/student	1	Provisional degrees. Annex 5A (page #)	
	Total score for 5A.ii				2/2		Max award 2 marks
<b>5A.iii</b>	<b>Special attainments by students for the success of whom a candidate is main contributor. Maximum 4 marks</b>						
<b>G&amp;I.</b> This section covers an applicants' students who have received JLN award of ICAR; succeeded in ARS exam and have earned overseas fellowship. If there is a self-attested documentary proof to that effect (each such achiever was guided by an applicant for his post-graduate program) award 2 marks for each student.							
	JLN best thesis award	N	2	2	0	NA	
	Success in ARS; 1 student	Y	2	2	2	Self-attested certificate. Annex 5A (page #)	
	Overseas fellowship; 1 student	Y	2	2	2	Self-attested certificate. Annex 5A (page #)	
	Total for 5A.iii				4/4	Total for 5.iii	Max award 4 marks
<b>5A.iv</b>	<b>Special academic assignments. Maximum 1 mark</b>						
<b>G&amp;I.</b> This section rewards marks for performing special tasks such as: UG/PG level external examiner; external thesis evaluator or paper setter at PG level. Award 1 mark for each such activity, if a self-attested certificate to that effect is enclosed.							
	External examiner/thesis evaluator/paper setter; 3 activities	Y	1	1/activity	3	Self-attested certificate. Annex 5A (page #)	
	Total score for 5A.iv				3/1		Max. award 1 mark
<b>Aggregate award</b> covering sub-items 5A.i to 5A.iv is 13/12, actual award is limited to maximum allowable <b>12/12 marks</b>							
<b>5B</b>	<b>Research as Major function; Maximum 12 marks</b>						
<b>5B.i</b>	<b>Research Projects. Maximum 3 marks</b>						
<b>G&amp;I.</b> Award marks for those research projects with which an applicant was associated as PI/CoPI/Associate for a minimum period of 3 years. (a) Marks are granted <b>only</b> for research projects completed and reports submitted; 1.5 marks for each such project. (b) For projects of lesser duration award 1 mark for each year of completed project and report submitted. (c) As a proof of involvement in each research project enclose copy of the title page (completed project reports or annual project reports as the case may be); no marks without this proof.							



	Qualifying projects of ≥3 years' duration; 2 projects	Y	1.5	1.5/project	3	Title page. Annex 5B (page #)	
	Qualifying projects <3 year duration having completed 1 year; 2 projects	Y	1	1/project	2	Title page. Annex 5B (page #)	
	Total score for 5B.i				5/3		Max. award 3 marks
<b>5B.ii</b>	<b>Research findings of special mention. Maximum 4 marks</b>						
<p><b>G&amp;I.</b> This section covers score for 4 major research findings to be presented as bullet points. An outcome qualifies for award of marks only, if this is supported by a corresponding research publication. Please provide publication brief e.g., title, journal, volume and page numbers.</p> <p><b>A sample illustration</b> of presenting major research finding in a bullet form. • Application of N fertilizers to wheat before irrigation improved N use efficiency by 20% and produced 800 kg/ha more yield than the existing system of sequencing application after irrigation. American Soc. Soil Sci. J. volume x: pages a to k.</p>							
	Bullet 1, qualifies as described above	Y	1	1	1	Publication brief. Annex 5B (page #)	
	Bullet 2, qualifies as described above	Y	1	1	1	Publication brief. 5B (page #)	
	Bullet 3, qualifies as described above	Y	1	1	1	Publication brief. 5B (page #)	
	Bullet 4, qualifies as described above	Y	1	1	1	Publication brief. Annex 5B (page #)	
	Total score for 5B.ii				4/4		Max award 4 marks
<b>5B.iii</b>	<b>Research accomplishments. Maximum 5 marks</b>						
<p><b>G&amp;I.</b> This section covers award of marks for items like: patents (granted only), (ii) released varieties (by CVRC and SVRC), (iii) commercialized technologies and (iv) any product, process or technology developed (name and briefly describe such of these outcomes). For each of these accomplishments, a documentary proof like: patent approval letter, variety release notification, a self-attested certificate on having commercialized technology or process/product developed as enclosure is necessary.</p> <p><b>Award and distribution of marks is described in following rows/columns.</b></p>							
	2 mark each for a granted patent	N	1	1	0	NA	
	Award 1 mark each for product, process or technology developed. 3 such achievements	Y	1	1/ each achievement	3	Description and certificate. Annex 5B (page #)	
	2 marks each for a variety released by the CVRC.	N	2	2/variety	0	NA	
	Award 1 mark each for a variety released SVRC; 2 varieties	Y	1	1/variety	2	Notification. Annex 5B (page #)	
	Award 1 mark for each commercialized	Y	1	i/technol	1	Certificate. Annex 5B (page #)	

	technology. 1 technology			ogy			
	Total for 5B.iii				6/5		Max. award 5 marks
<b>Aggregate award for item 5 B covering 5B.i, 5B.ii and 5Biii works out to 15/12 marks. Actual award limited to maximum score of 12/12 marks.</b>							
<b>5C</b>	<b>Extension as Major function. Maximum 12 marks</b>						
<b>5C.i.</b>	<b>Technology application, demonstration and adoption. Maximum 5 marks.</b>						
<p><b>G&amp;I. Activities covered in this sub-section pertain to assessment of contributions and attainments of a candidate in the area of technology application, demonstration and adoption. This extension sub-function also appraises a candidate's ability to establish farmer-researcher links for further refinement of recommended technologies to upscale lasting adoption and outcome. A candidate must provide a list of his achievements (enlisted below in the form of bullet points; each topic being narrated in about 25 words/word phrases. All items need to be supported by a documentary evidence on his involvement in the various themes that are enlisted (below) for scoring. The proof can be in the form of a report, pamphlet, need assessment study, list of region specific innovative methods etc. Provide only a copy of the title page of a report etc. as a testimony and not the full report. In the absence of a formal evidence, a self-attested statement folio from his field diary may be accepted as a proof.</b></p> <p><b>Each of the following activity qualifies for award of 1 mark, if supported by a verifiable document or self-attested certificate/statement</b></p>							
	a. Involvement in technology application, assessment & refinement	Y	1	1	1	Cover page of a report. Annex 5C (page #)	
	b. Constraint analysis on technology adoption	Y	1	1	1	Cover page of a report. Annex 5C (page #)	
	c. PRA/PTD/yield gap analysis and feedback	N	1	1	0	NA	
	d. Effective scripts on successful technology adoption/retention stories	Y	1	1	1	Cover page of the story. Annex 5C (page #)	
	e. Technology inventory and feedback for cataloguing attributes of region specific technologies	Y	1	1	1	Cover page of a report. Annex 5C (page #)	
	f. Use of innovative AE methods like 'farmers first' enhancing technology adoption	Y	1	1	1	Self-attested certificate. Annex 5C (page #)	
	Total score for 5C.i				5/5		Max award 5 marks



<b>5C.ii.</b>	Extension approaches for technology dissemination. <b>Maximum 4 marks</b>						
<p><b>G&amp;I. Activities covered in this sub-section pertain to delivery methods of technology transfer i.e., individual or group based approaches, direct contact of or technology mediated virtual extension, mass methods like KisanGoshties or Famers' Fairs etc. A candidate's contributions in: (i) organization of farmers into producer groups, SHGs, farmer field schools or commodity groups, (ii) development of mass communication techniques, (iii) introduction of ICT based extension including village based ICT kiosks(iv) creation of web-based platforms and portals, (v) holding of farmers' days/fairs and (vi) delivery of radio/TV talks and technology transfer kits. A candidate must provide his achievements covering these topics/themes and support each with a relevant documentary proof like, cover page of a relevant report confirming his involvement in formation of farmer field schools, ICT kiosks, letter of invitation for delivering radio/TV talks, Farmers' day pamphlets, TT kits and even self-attested certificates on undertaking any of these activities based on his record in the field diary. Each achievement need to be enlisted as a bullet point followed by proof thereupon.</b></p> <p><b>Each of the following activity qualifies for award of 1 mark, if supported by a verifiable document or self-attested certificate/statement.</b></p>							
	a. formal village organizations (SHG groups)/ farmer field schools formed	Y	1	1	1	Cover page of a report. Annex 5C (page #)	
	b. farmer producer or commodity interest groups established	Y	1	1	1	Cover page of a report. Annex 5C (page #)	
	c. mass communication methods of TT studied and introduced	Y	1	1	1	Cover page of a report. Annex 5C (page #)	
	d. ICT enabled farmer-extension-research linkages established	N	1	1	0	NA	
	e. establishment ICT village based kiosks	N	1	1	0	NA	
	f. farmers' fairs/exhibitions organized	Y	1	1	1	Announcement copy. Annex 5C (page #)	
	g. TV/ radio talks delivered	Y	1	1	1	Invitation letter. Annex 5C (page #)	
	f. technology transfer material developed	N	1	1	0	Cover page. Annex 5C (page #)	
	Total score for 5C.ii				5/5		Maxaward 5 marks
<b>5C.iii</b>	<b>Capacity Development Activities. Maximum 2 marks.</b>						
.	Award marks as assigned for each of the following activities/contributions						
<p><b>G&amp;I. In this sub-section a candidate need to provide information on involvement in: (i)as coordinator of programs on training of farmers, (ii) development training tool kits and (iii) organization of farmers' participated and managed field demonstrations. A candidate must highlight his/her achievements corresponding to each of these functions. In order to qualify for award of marks, he/she must enclose documentary evidence on training programs organized as coordinator, front page of a training tool kit/material and self-attested certificate on his stewardship role in organization of field demonstrations.</b></p> <p><b>Each of the following activity qualifies for award of 1 mark, if supported by a verifiable document or self-attested certificate/statement.</b></p>							



	0.5 mark/training program organized as coordinator; 2 programs	Y		0.5/traini ng	2	Training program brochure. Annex 5C (page #)	
	Guided field demonstrations; 2 demonstrations	Y	1	1/demo	2	Self-attested certificate. Annex 5C (page #)	
	Total for 5C.iii				4/2		Max. award 2 marks
<b>Aggregate award covering sub-items under item 5C works out to 14/12; Actual score is limited to a 12 marks</b>							
<b>5D</b>	<b>Teaching/Research or Extension as Minor Function. Maximum 6 marks.</b>						
<p><b>G&amp;I.</b> Marks for a selected minor function are awarded corresponding to sub-items constituting a major function. Except when teaching is the minor function, qualifying credit load for teaching would be 3 hrs/academic year. The procedure would be to award marks for sub-items constituting a selected Minor function by treating as if it was a Major function. The aggregate award, thus obtained for a Minor function, will be divided by 2 to get the actual marks for counting a candidate's score. For example a candidate having Research as the Minor function and has scored 9 marks as per allocation corresponding to a Major function. He would be granted a score of 4.5 out of a maximum of 6 marks.</p> <p><b>P.S.</b> There may be a situation when a candidate has undertaken activities covering 2 Minor functions. In that instance marking for 2 minor functions will follow the procedure described above. The total for the two functions will be divided by 2 with a cap at 6 marks.</p>							
<b>Aggregate award covering items 5A or 5B or 5C and plus 5D will be limited to 18 marks. For instance with teaching as the major function and research as the minor function a candidate as marking narrated above (5A and 5D) will earn a score of 12+4.5 = 16.5/18 marks</b>							
<b>6</b>	<b>Externally Funded Projects/Resource Generation. Maximum 7 marks</b>						
<b>6a.</b>	<b>Externally funded projects. Maximum 7marks</b>						
<p><b>G&amp;I.</b> Externally funded (i.e., projects not supported from an Institute/University budget) competitive grant research projects qualify for award of marks. Award of marks/project is based on grant value and whether the applicant is PI or Co-PI/Project Associate. An applicant must enclose sanction/approval letter of the project and/or first page of the project document confirming the grant value and his/her association with the project as PI/Co-PI/Associate. The marks earned as PI and Co.PI/Project Associate are added together to arrive at the final score with reference to externally funded projects.</p>							
<b>6a.I</b>	<b>When applicant is PI, award score/project as given in col. 4 below:</b>						
	Grant value ≥Rs. 10 lacs; 2 projects	Y	1	1/project	2	Sanction letter. Annex 6 (page #)	
	Grant value ≥Rs. 25 lacs; 2 projects	Y	2	2/project	4	Sanction letter. Annex 5C (page #)	
	Grant value >Rs. 50 lacs	N	3	3/project	0	NA	
<b>6a.II.</b>	<b>When applicant is Co-PI/Project Associate, award score/project as given in col. 4 below:</b>						
	Grant value ≥Rs. 10 lacs	N	0.5	0.5/proje ct	0	NA	
	Grant value ≥Rs. 50 lacs; 1project	Y	1	1/project	1	Sanction letter. Annex 6 (page #)	
	Grant value >Rs. 50 lacs	N	2	2/project	0	NA	



	Total marks for item 6a				7/7		Max7 marks
<b>6b</b>	<b>Resource Generation. Maximum 2 marks.</b>						
G&I. Resources generated through consultancy, contract research, and commercialization of technologies qualify for award of marks. A certificate from the Competent Authority of the Division/Institute/University or a self-attested certificate to that effect is necessary. Award of marks will depend upon the amount of resources generated which is described below:							
6B.I	Resource generated ≥ Rs 5 lacs	N	1	1	0	NA	
6b.II	≥ Rs 10 lacs, award 2 marks	Y	2	2	2	Certificate enclosed. Annex 6 (page #)	
	Total marks for item 6b				2/2		Max 2 marks
<b>Aggregate award covering item 6 (6a and 6b) works out to 9/7; Eligible score is limited to 7/7 marks</b>							
<b>7</b>	<b>Summer or Winter Schools, Refresher Courses, Symposia, Conference etc. Maximum 2 marks</b>						
<p><b>G&amp;I.</b> A candidate is awarded marks if: (i) he/she has delivered at least 5 subject matter lectures as resource person per Summer School/Winter School/ Refresher Course/Training; (ii) he/she has presented a paper during a Symposium/ Conference etc. and (iii) he/she has organized a seminar/symposium as Chairman/Organizing Secretary/Convener.</p> <p>He/she becomes eligible for grant of score only by enclosing supporting evidence on his involvement/contribution and: (i) if the delivered lectures have been published in the Compendium constituting Course Training Material; (ii) presentation is published in the proceedings of the Symposium/Conference and (iii) seminar/symposium announcement enlists him/her as chairman/ organizing secretary/convener. The requisite documents to confirm these contributions/recognitions include: (i) copy of the relevant content page of the training compendium where his/her name appears; (ii) title/corresponding page of the proceedings where he is enlisted as speaker and (iii) relevant seminar/symposium brochure page where he/she is named as chairman/organizing secretary.</p> <p>Distribution and award of marks follows the below narrated pattern:</p>							
7a	Five subject matter lectures delivered as resource person in Summer/Winter Schools..... 2 times 5 lectures	Y	0.5	0.5/5 lectures	1	Compendium folio. Annexure 7 (page #)	
7b	One lecture delivered in Symposia/ Conference etc.	Y	0.5	0.5/paper	0.5	Proceedings page. Annexure 7 (page #)	
7c	One seminar organized as Convener	Y	0.5	0.5	0.5	Brochure. Annexure 7 (page #)	
	Total for item 7				2/2		Max2 marks
<b>Aggregate award for item 7 works out 2/2 marks</b>							

<b>8</b>	<b>International Recognition. Maximum 2 marks</b>						
	Guidelines for award of marks and requisite conditions. Marks are awarded if: <ul style="list-style-type: none"> <li>• Minimum 1 month was spent in an international organization/laboratory for gaining professional experience but not for earning M.Sc. /Ph. D. degree or gaining Post-Doctoral experience. Enclose a letter from the host</li> <li>• Participated in an International Conference/Symposium. Enclose a invitation letter from the hosts or a self-attested certificate</li> </ul> Award 2 marks on each of these recognitions						
	Experience in an International org./lab	Y	2	2	2	Award letter. Annex 8 (page #)	
	Participated in an Int. Symp./Conf.	Y	2	2	2	Invitation letter. Annex 8 (page #)	
	Total marks for item 8				4/2		Max. 2 marks
<b>Aggregate award covering item 8 works out to 4/2 marks; actual score is limited to a maximum of 2 marks</b>							
<b>9</b>	<b>Publications. Maximum 20 marks</b>						
	Publications mean those published as original research papers/review articles and also those published as books, manuals, book chapters, newspaper items, popular articles etc. The former group is called Publications in Refereed Journals and the latter group is termed as Other Publications. Then articles published by Social Science Scientists and scientists belonging to all Other Sciences are grouped separately for award of marks. Please be informed that the individual groups are to be scored and counted individually. <b>G&amp;I for marking:</b> <ol style="list-style-type: none"> <li>I. <b>Scientists</b> other than the group representing Social Scientist <ul style="list-style-type: none"> <li>• A candidate identifies 10 best papers published in the refereed journal. <b>Maximum score for these publications is pegged at 15 marks.</b> Each article is scored as per NAAS journal rating. The aggregate score is multiplied by 0.15 with the condition that the answer is capped at 15 marks.</li> <li>• Then he selects his next 10 best research papers published in refereed journals that are included in NAAS rated journals. <b>Maximum score value is limited to 5 marks.</b> Each paper in this category is also awarded score corresponding to NAAS Journal rating. The sum thus obtained is multiplied 0.05. The score is limited to a maximum allowable score of 5 marks.</li> <li>• Should the sum of first and next 10 best research papers falls short of 20, then a candidate presents research publications without NAAS journal ID. Each such paper is awarded 0.05 mark. The sum of marks thus obtained is added to qualifying score for NAAS rated journals.</li> <li>• The Maximum award on score for publications in the NAAS rated journals plus those without NAAS Journal ID is limited to <b>20 marks</b>.</li> <li>• Annex details (category-wise): journal, volume, pages, corresponding NAAS rating or no NAAS ID as the case may be.</li> </ul> </li> <li>II. <b>Social Scientists</b> identify 10 best research articles published. <b>Maximum 15 marks</b> <ul style="list-style-type: none"> <li>• Each article is scored as per NAAS journal rating. The aggregate score is multiplied by 0.15 with a cap at 15 marks.</li> <li>• Research publications without NAAS journal ID and not included in the above 10 best papers is awarded 0.05 mark each. The marks thus obtained are added to qualifying score for NAAS rated journals. The total of the 2 will be capped at <b>15 marks</b>.</li> </ul> </li> </ol>						



		<ul style="list-style-type: none"> <li>Annex details (category-wise): journal, volume, pages, corresponding NAAS rating or no NAAS ID as the case may be</li> <li>Marking for 'Other Publications' is done as indicated in sub-item 9B.II.</li> </ul>						
<b>9A</b>	<b>Research publications in refereed journals by scientists belonging to groups other than Social Scientists. Maximum 15 marks</b>							
	I. 10 best res papers. NAAS J score	Y	15	12	12	Publ. details. Annex 9A (page #)		
	II 10 next best papers. NAAS J score	Y	05	05	04	Publ. details. Annex 9A (page #)		
	iii. Res papers in non-NAAS ID J	Y	05	05	01	Publ. details. Annex 9A (page #)		
	<b>Aggregate score item 9A</b>				17/20			Max. award 17 marks
<b>9B.I</b>	<b>Research publications in refereed journals by Social Scientists. Maximum 15 marks</b>							
	I. 10 best research papers. NAAS J Score	Y	15	12	12	Publ. details. Annex 9B.i (page #)		
	II Res papers in non-NAAS ID J	Y	05	01	01	Publ. details. Annex 9B.i (page #)		
	<b>Aggregate score item 9B</b>				13/15			Max award 13 marks
<b>9B.II</b>	<b>Other publications by Social Scientists. Maximum 5 marks</b>							
	Practical/Training Manual. 2 marks if 1 <sup>st</sup> author	N	2	2	0	NA		
	Practical/Training Manual. 1.5 marks if co-author; 1 manual	Y	1.5	1.5	1.5	Cover page. Annex 9B.ii (page #)		
	Popular article/Bulletin/Short Communication; 0.5 mark/each.; 2	Y	0.5	0.5/publ.	1	Self-attested certificate. Annex 9B.ii (page #)		
	Media coverage/Newspaper/Magazine articles; 0.5 mark/each; 10	Y	0.5	0.5/publ.	5	Self-attested certificate. Annex 9B.ii (page #)		
	Ext. Bulletins; 0.25 mark/each	N	0.25	0.25/publ	0	NA		
	IT ext. or HRD material; 1 mark/each	N	1	1/publ.	0	NA		
	<b>Total marks for 9B.ii</b>				7.5/5			Max. award 5 marks
	<b>Aggregate award for item 9 B works out to (9B.i 13+9B.ii 5) 18/20. Full score of 18 marks allowed</b>							
<b>10</b>	<b>Institution Building. Max. 7 marks</b>							
<p><b>G&amp;I.</b> Marks are awarded for clearly defined institution building activities These include contributions/additional duties performed like: (i) development of a new facility, (ii) worked at least 2 years as warden, library in-charge, student welfare officer, class in-charge, animal house in-charge, education tour in-charge, sports in-charge, common instruments lab in-charge; (iii) provided assistance in compilation of Institute/University Annual Report as editor or sub-editor and (iv) having worked in PME Cell for ≥2 years. Enclose a self-attested certificate that must be authenticated by the Head of the Institution on having performed any of the above</p>								

listed institute building activities/duties. No mark will be awarded if the recommended certificate is not enclosed.							
10.i	New facility developed	Y	1	1	1		
10.ii	Additional duties as warden etc. for at least 2 years; 1 mark each with cap at 4 marks; 5 duties	Y	1	1/assignment	5/4		Max. award 4 marks
10.iii	Duties in the PME cell for 2 years; Max. 2 marks	Y	2	2	2		
10.iv	Institute report; 0.5 mark/year with a cap at 1 mark; 2 years as su-editor	y	1	0.5/year	1		
Total marks for item 10					8/7		Max award 7 marks
<b>Aggregate award for item 10 works out to 7/7 marks</b>							

Score – Summary Table										
Item 1	2	3	4	5	6	7	8	9	10	Total
9/15	10/10	6/6	13/13	16.5/18	7/7	2/2	2/2	17/20	7/7	89.5/100