

Annexure-I

(Consolidated API Score requirement of 500 points)

Minimum Scores for APIs for direct recruitment in university for Dean/Director/Equivalent

I	Qualification and experience as stipulated by university				
II	Academic and Service Record			05 Marks	
	a.	Examination	Marks	Max. Score	
		Graduation level	% x 0.01	1.00	
		Masters level	% x 0.01	1.00	} marks
		Ph.D level	% x 0.01	1.00	
		National Talent Search Scholarship /ASPIRE/or other such Scholarship	1 mark	2 marks	
		Merit Scholarship at the UGlevel	1 mark		
		JRFat the M.Sc.Level	1 mark		
		SRFof ICAR/CSIRor JRF of UGC at the Ph.D.levelor other national level fellowships or GATE	1 mark		
		Gold Medal at the Graduate level	1 mark		
		Gold Medal at the Masters level	1 mark		
		Best Ph.D. thesis award at national level	1 mark		
	b.	Experience in relevant field		15 Marks	
		i) Each additional year of service over and above the prescribed qualifications ii) For possessing desirable qualifications	1 mark per year 1 mark	5 marks	
		iii) 5 most significant contributions that establish claim for the post being applied for (in 5 bullet points)as per specified requirements for the post applied)	1 mark for each contribution	5 marks	
		iv) Major R&D initiatives launched including those relating to IPR/Patent /WTO etc./ Inter institutional collaboration(National &International)/ New programs started	1 mark for each	5 marks	
III		Research performance based on API score and quality of publications Assessment of Domain Knowledge and Teaching Skills	Assessment under this category shall be based on same API score card as approved by university (Annexure-II)		60 Marks
		<p>API score as approved by University</p> <p>Normalization of points & calculation of marks</p> <p>a. Candidates securing more than 500 points in minimum eligible service will be included in the selection process.</p> <p>b. Points secured will be divided by the total service (in months). Thus the points obtained will be per month, which will be multiplied by 180 (15 years is the</p>			

		<p>minimum eligible service required)</p> <p>c. Two times better performance than the ordinary performer is set as standard.</p> <p>d. To convert points in to the marks, the points obtained by the candidate shall be multiplied by a factor 0.06.</p> <p>e. Maximum points is set at 1000 to be eligible for 60 marks</p>			
IV	IV	Interview			20 Marks

Proforma for Evaluation of 60 marks for Direct Recruitment of Deans and Directors

I. Research performance based of API score and quality of publications

Research Performance & Quality Publications	Max Points	Points Obtained	Verification by the Screening Committee
<p>a) Research Performance</p> <p>1. External projects handled/being handled</p> <ul style="list-style-type: none"> • Up to Rs 5.00 lakhs • Rs 5.0-30.00 lakhs • >Rs.30.00 lakhs <p><i>Full points for PI and 50% points for Co-PI/co-PIs/ collaborator for each project</i></p>	<p>05.00 points / project</p> <p>10.0 points /project</p> <p>15.0 points/ project</p>		
<p>2. AICRPs/Network projects</p> <p><i>Full points for PI and 50% points for Co-PI/ collaborator for each project</i></p>	<p>3.00 points/ year to each scientist</p>		
<p>3. Divisional/Departmental projects.</p> <p>4. Evaluation of pesticides, pharmaceuticals, bio-pointers, varieties, implements, diagnostic kits, fertilizer, organic manure, vaccines etc.</p> <p><i>Full points for PI and 50% points for Co-PI/ collaborator for each project</i></p>	<p>2.00 points / project /product/activity</p>		
<p>5. Service providing projects</p> <p>Production of quality seed/planting material, variety/ production of animal/ poultry/ fish/ goat/ sheep stock etc. Spawn, beekeeping etc, oranyother product/ item useful for the farming community.</p>	<p>2.50 points per product/item/scientist</p>		
<p>6. Development of process, concept, methodology, & any other relevant output, Development of Innovative technologies, unique microbes, product, vaccine, diagnostic kit</p> <p>7. Software development/Data base management/Ex/t system /Decision support system /models /standards developed</p> <p>8. Development of variety/vaccine</p> <ul style="list-style-type: none"> ○ Principal scientist ○ other associated scientists 	<p>4.00 points/ contributor /item for PI</p> <p>3.00 points/ contributor item for PI</p> <p>10.00 points</p> <p>07.50 points</p>		
<p>Other Research Activities</p> <p>9. Members of monitoring team/ Referee/Paper Reviewers</p> <p>10. Developing SOPs for national facility/consultancy</p>	<p>1.0 point/ activity</p> <p>2.00 points/ activity</p>		
<p>11. Intellectual Property Rights (IPRs) granted: Patents, Copyrights, Geographical indications, Registered/ Protected varieties, /breeds, Designs, etc.</p> <p><i>100% for PI and 50% for Co-PI</i></p>	<p>6.00 points/ activity</p>		
<p>12. Any other research activity not coursed as</p>	<p>1.0 point/activity</p>		

	above			
b) Quality Publications				
	<p>1. Research papers in refereed journals: Rating shall be of year of publication</p> <ul style="list-style-type: none"> • Journals with NAAS rating >6.0 • Journals with NAAS rating 4.0--6.0 • Journals with NAAS rating 2.1 –3.9 • Journals with NAAS rating < 2 <p>Full points for first author and 60% points for other authors. <i>If a given journal is not listed under NAAS rating. Its NAAS weigh-age shall be determined by comparing it with any of the NAAS listed journal having same impact factor as this journal.</i></p>	<p>3.00 points/ paper 2.00 points /paper 1.00point/paper 0.50point/paper</p>		
	<p>2. Review article in refereed journals: Rating shall be of year of publication</p> <ul style="list-style-type: none"> • Journals with NAAS rating >6.0 • Journals with NAAS rating 4.0--5.9 • Journals with NAAS rating 2.1 --3.9 • Journals with NAAS rating < 2.00 • Journals (other than NAAS list) of repute <p>Full points for first author and 60% points for other authors If a given journal is not listed under NAAS rating. Its NAAS weight-age shall be determined by comparing it with any of the NAAS listed journal having same impact factor as this journal</p>	<p>2.00 points/ paper 1.00 points /paper 0.50 point/paper 0.25 point/paper</p>		
	<p>3. Conference proceedings Full Research paper Abstract or Poster presentation Equal weight-age for all authors</p>	<p>1.00 point/paper 0.25 point</p>		
	<p>4. Extension publications</p> <ul style="list-style-type: none"> • Popular articles in journals/magazines with ISSN/ISBN number • Popular articles in newspapers/others 	<p>1.00 point/paper 0.25 point/ article</p>		
	<p>5. Other publications</p> <ul style="list-style-type: none"> • Books authored • Books edited • Research technology/monograph • Conference proceedings edited • Book chapters • Technical Bulletins • Newsletters edited • Souvenir edited • Extension bulletin, training manual, etc. • Compendium/Souvenir chapters 	<p>3.00 points for each 2.00 points for each 2.00 points for each 1.00 point for each 1.00 point/ chapter 1.00 point each 0.50 point 1.00 point/ souvenir 0.50 point/ publication 0.50 point/chapter</p>		
c) Peer Recognition				
	<p>1. International and National awards / visiting fellowships /scholarship/bursaries/National Academy Fellow</p>	<p>2.0 points for each</p>		

2. Post-Doctoral Fellowships/additional qualification/teaching assignment abroad	3.00 points each		
3. Editor/ member of editorial board of journal - Chief Editor and - Editorial Committee Member	1.50 points / year 1.00 point / year		
4. Attending of Professional Societies as member	0.50 point/ society / year		
5. Institutional or recognized professional societies award / fellowship	1.00 point each		
6. Best Paper/Posters in international conference (all contributors) - I st prize - II nd and - III rd prize	1.00 point 0.50 point 0.25 point 0.50 point		
7. Best Paper/Posters in national conference (all contributors) - I st prize - II nd	0.25 point		
8. Oral / poster presentation in national seminars / symposia / conference/ workshops	0.25 point for each		
9. International and special national assignments/ consultancies not covered anywhere else in the application	2.00 points for each assignment		
10. Member of executive bodies/ committee of educational institutes/ Govt. bodies at university/college/state/national level	0.50 point for each		
11. Receiving of appreciation letter from University/ICAR/other funding agency/scientific professional societies	1.0 point for each (if not claimed otherwise)		

II. Assessment of Domain Knowledge and Teaching Skills

TEACHING SKILLS /DOMAIN KNOWLEDGE	Max Points	Points Obtained	Verification by the Screening Committee
1. Teaching o Undergraduate Courses taught, tracking programmes and Study Circle in a semester o Postgraduate Courses taught <i>Equal weight-age for all instructors</i>	2.00 points/credit hour 1.50 point/credit hour		
2. Student guidance <ul style="list-style-type: none"> • Ph.D. <ul style="list-style-type: none"> • As guide for each student • As member of advisory committee for each student • Masters <ul style="list-style-type: none"> • As guide for each student • As member of advisory committee for each student • UG for each student 	5.00 points 1.50 points 3.00 points 1.00 points 0.25 points		

<p>3. External institution students (Ph.D./ Masters) guidance (For Project formulation , execution, and report writing)</p> <ul style="list-style-type: none"> • As Guide/student • As Co-guide/student 	<p>1.00 points 0.50 points</p>		
<p>4. Other Teaching Activities</p> <ul style="list-style-type: none"> ○ RAWE/RHWE/RFWE/FWE/RSWE and Internship organized: <ul style="list-style-type: none"> • Coordinator • Associated faculty 	<p>3.00 points/batch 1.50 points/batch</p>		
<ul style="list-style-type: none"> ○ Experiential learning <ul style="list-style-type: none"> • Chief Executive Officer (dean of faculty) • Managing Director (HoD) Manager (Faculty Member) 	<p>0.10 point /credit/ semester 0.20 point /credit/ semester 0.50 point /credit/ semester</p>		
<p>5. Teaching aids developed (Teaching manuals, instructional materials, web lectures etc)</p>	<p>3.00 points/ author</p>		
<p>6. Study tour other than Course/ NCC/NSS camps arranged</p>	<p>2.00 points/ activity</p>		
<p>7. Specialized referral diagnostic services in multidisciplinary mode</p>	<p>2.00 points/ scientist/ semester</p>		
<p>8. Special course/ course curriculum developed</p>	<p>1.00 point/ activity</p>		
<p>9. Conduct of examinations: External examiner/ paper setting/ thesis evaluation and viva voce/ entrance examination/ counselling for admissions etc.</p>	<p>1.00 points/ activity</p>		
<p>10. Co-ordination of UG/ PG examination</p> <ul style="list-style-type: none"> • Superintendent and member of examination co-ordination committee • for invigilator and 	<p>1.00 point/semester 0.50 point/semester</p>		
<p>11. Clinical/Livestock farm duties</p> <ul style="list-style-type: none"> • Clinical ambulatory • Clinical samples collected and analyzed • Dung samples • Histo-pathological slides prepared and analyzed • Postmortems 	<p>1.00 point/ ambulatory 1.00 point/ 50 samples 1.00 point/ 100 samples 1.00 point/ 10 slides 1.00/ 5 cases of large animals and 20 cases of poultry.</p>		
<p>12. Any other academic activity not covered as above</p>	<p>1.0 point/ activity</p>		
<p>b) Extension Education</p>			
<p>FLDs / Adaptive Trials, etc. *</p>			
<p>1. Front Line Demonstrations, Adaptive</p>	<p>2.00 points/ trial/</p>		

Research Trials/OFT/other trials conducted - Semester wise clinical rotations, disease diagnosis, Ambulatory clinics, time bound commercial production services and Livestock farm duty.	demonstration 1points / semester		
2. Trainings / camps organized / coordinated / assisted (as / Institute mandate) ** <ul style="list-style-type: none"> ○ 1-7 days training/camp <ul style="list-style-type: none"> • Coordinator and • Co-Coordinator • > 7 days to 1 month training/camp <ul style="list-style-type: none"> • Coordinator and • Co-Coordinator • > 1 month to 6 month training course <ul style="list-style-type: none"> • Organized /Co-organized • Coordinator /Co-Coordinator • Six months to one year vocational training course <ul style="list-style-type: none"> • Organized /Co-organized • Coordinator and Co-Coordinator • Clinical/animal welfare/infertility/animal birthcontrol camps: to each specialist. • Emergency hospital duty on holidays: as / Roaster day 	1.00 points 0.50 point 2.00 points 1.00 point 3.00 points 1.50 points 4.0 points 2.00 points 1.00 point / camp 0.25 point/ duty		
3. Organization of KissanMela (University/ distt or Research station level) <ul style="list-style-type: none"> • Coordinator/ In charge of the committee • Committee member 	1.50 points/mela 0.50 point/mela		
4. Organization of crop seminar/ field day/farmer scientist interaction <ul style="list-style-type: none"> • Coordinator/In-charge of the committee • Committee member 	1.00 points / activity 0.50 point/ activity		
5. TV / Radio talks / Lectures delivered, other advisory services, etc. <ul style="list-style-type: none"> ○ Radio talks, TV talks/presentations etc. ○ Organization of radio school for the farmers <ul style="list-style-type: none"> • coordinator and • associated scientist ○ Lectures delivered in trainings/workshops/camps, etc. 	0.50points / activity 3.00 points/activity/year 1.50 points/activity/year 0.25 point/ lecture		
6. Farmers consultancy / advisory services through personal interaction, replies to AIR queries etc.	0.25 point/ activity		
7. Conducting of diagnostic field visits	1.00 point/ visit		

8. Other Extension Related Activities <ul style="list-style-type: none"> ○ Farmers interest groups organized/ Commodity interest groups organized/ Model village adopted (all team members) ○ Preparation of case studies/success stories , each activity / year / team member ○ Farmers helpline services through print media: 	1.00 point/ activity 1.00 point/ activity 0.25 point/ attempt		
9. Any other extension activity not covered as above	1.00 point/ activity		
c) Scientific /Administrative/ Educational Management			
1. Assistance in coordination <ul style="list-style-type: none"> • Facilitation of work of faculties in directorate/ concerned office • AICRPs / DBT/ S &T /UGC and other projects handled (processing of release of funds) 	2.0points/faculty/year 1.00 point/project /year		
2. Assistance in monitoring physical, financial and scientific targets) for institutional as well as externally funded project	1.0 point / project / year		
3. Scientific assistant to senior officers, meeting organization lecture and draft prepared	0.50 point/ activity		
4. Innovative/theme based trainings/ workshop conceptualized / organized <ul style="list-style-type: none"> ➤ for coordinator ➤ for Associate 	2.00 points 1.50 points		
5. Reporting of each statutory body	1.00 point/ activity		
6. University level events conducted as organizer/ in-charge/co-organizer <ul style="list-style-type: none"> • Convocation • Conduct of UET-UG/ UET -PG/ UET-Ph D. 	5.00 points/ event 2.00 point for each/ exam		
7. Misc. activities not covered anywhere	1.00 point / activity/year		
Under A above a teacher/ scientist can opt for assessment either for one activity exclusively or combination of the activities, however in any case the score should be as prescribed in the point table of the scheme.			
d) Capacity Building			
1. Head of KVK/Research Station/Division/department/ Unit	1.0 point/ year		
2. 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	1.00 point /programme /event		
3.In-charge/ Co-In-charge /committee member of university functions (VIP visits, annual day	1.0 point/ activity		

function, convocation, workshops/Seminars, etc.)			
4. Divisional/ station / AICRP/ KVK/Network/experiential/other projects annual reports, DAP, DPR, SREP and other Departmental/College /University level reports	1.0 point/ report / year		
5. In-charge of seed/ research farm , nursery, livestock/poultry/fish units, cattle yard , processing unit/ mushroom production unit, teaching / research & diagnostic laboratory, In-charge academics, sports/literary/cultural, library section, departmental library, store, website maintenance (department, university, college, unit, hostels etc.	1.00 point/ year / assignment 1.00 point/ year / assignment		
6. Participatory research/extension activities organized/ coordinated/ assisted as / Institutional mandate o Project leader o Collaborator	1.00 point/ assignment 0.50 point/ assignment		
7. Nominated member/ Member of University/ college/ departmental committees/ Selection/Interview Committee.	0.25 point/ assignment		
8. Office bearers of Departmental/professional clubs/ faculty club/societies/associations.	0.50 point/ year		
9. Warden of Hostel	2.0 points / year		
10. In-charge of guest house/ farmers' hostel	1.00 point/year/ assignment		
11. Service rendered in Tribal/ backward areas o Service rendered in tribal areas of the state o Other backward areas of state.	2.0 points / year 1.50 points/ year 1.0 point/year		
12. In-charge of revolving fund scheme in the Division 13. Staff Editor college Magazines 14. Nodal officers (e.g. NISAGNET, NATP/NAIP, IAUA, Youth Info. & Dev. Centre, etc.)	1.0 point/ year 1.00 point/ assignment 1.00 point/year/ assignment		
15. In-charge 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 • Principal investigator • Co-PI/collaborator for each project	2.00 points/activity/ year 0.50 point/activity/ year		
16. Attending summer /winter schools ➤ < 10 days duration ➤ 10-20 days duration-	1.00 point for each 1.50 points for each		

	➤ >20 days duration-	2.00 points for each		
17.	Arrangement of Veterinary clinical, para-clinical, preclinical /Plant clinic services/ Plant and soil samples analysis related to farmers problems	1.00 point/ activity		
18.	Students' activities like Agri-fest/Cultural/literary activities/Vet-fair/In-charges-Sports/clubs etc	0.50 point/ activity		
19.	Other international, national/state/Univ./College/Dept. level duties /formed	1.00 point/ assignment		
20.	Misc. activities of significance not covered anywhere	0.50 point / activity / year		
21.	Coordination/ assisting of summer /winter school			
	Coordination/ assisting of summer or training/teaching of students of external institutions			
	<ul style="list-style-type: none"> • Duration of training <21 days <ul style="list-style-type: none"> - Coordinator and - Co-Coordinator • Duration of training ≥21 days <ul style="list-style-type: none"> - Coordinator and - Co-Coordinator 	1 .00 point 0.50 point 2.00 points 1.00 point		