

## ANNEXURE – A

### **Qualification and Scorecard for the Direct Recruitment of Officers \*Director of Instruction (Re-Designated as Dean)/Director of Research/ Director of Extension/Registrar in the University of Agricultural Sciences, Bangalore.**

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#### **Qualifications:**

- 1) A Bachelor's degree in any area of Agricultural Sciences from a recognized university.
- 2) A Master's degree in Agricultural Sciences with at least 55% of marks (annual system) or CGPA of 3 out of 4 or OGPA 8 out of 10.
- 3) A Doctoral degree in Agricultural Sciences.
- 4) A total experience of 18 years of Teaching/Research/Extension/Administration in Universities/Colleges and other Institutions of higher education, out of which at least 8 years shall be in the cadre of Professor.

#### **Allotment of Marks:**

Sl No.	Particulars	Marks allotted for main items
1.	Academic Qualifications.	15
2.	Academic/Administrative Experience (in the cadre of Professor & above).	15
3.	Externally funded projects operated (in the cadre of Professor & above).	10
4.	Organizing Symposium/Seminars/Summer Institute/Winter Institute/Refresher courses/Workshops/Training programmes/Krishimela/Extension Field days/Exhibitions (in the cadre of Professor & above).	05
5.	Scientific publications (in the cadre of Professor & above).	15
6.	Out station experience.	05
7.	Special Awards/Medals/Fellowships/Recognitions only for Professional excellence in Teaching/Research/Extension (in the cadre of Professor & above).	05
8.	Discipline contribution/Institution Building/Special Attainment in Teaching/Research/Extension (in the cadre of Professor & above).	12
9.	International exposure.	03
10.	Confidential reports of the preceding 5 years (in the cadre of Professor & above).	05
11.	Performance in the interview.	10
	<b>Total Marks</b>	<b>100</b>

*\* Note: As per the Notification No.R/PS/KAUOrd.2008/12/2008-09 dated: 31-1-2009.*

<b>EXPLANATORY NOTES FOR AWARD OF MARKS</b>		
<b>1</b>	<b>Academic Qualifications</b>	<b>Maximum marks allotted = 15</b>
a.	Bachelor's Degree.	<p><b>Maximum marks allotted = 02</b>  <b>2 marks</b> shall be awarded on <i>Prorata</i> basis considering the conversion percentage of marks given in the Equivalent percentage certificate of CGPA (Trimester system)/OGPA(Semester system) issued by the competent authority as under.</p> <ol style="list-style-type: none"> <li>1) For candidates holding degree under Trimester/Semester system, <b>60%</b> gets <b>0.0 mark</b> and <b>100%</b> gets <b>2 marks</b>.</li> <li>2) For candidates holding degree under Trimester system where equivalent percentage certificate is not furnished <b>CGPA of 2.00</b> gets <b>0.0 mark</b> and <b>4.0</b> gets <b>2 marks</b>.</li> <li>3) In case of candidates holding degree from traditional system/Universities <b>50%</b> gets <b>0.0 mark</b> and <b>100%</b> gets <b>2 marks</b>.</li> </ol> <p><b>Note:</b> <i>The candidates are required to furnish an attested copy of the certificate of equivalent percentage of marks in the case of award of marks other than in 10 point scale.</i></p>
b.	Master's Degree.	<p><b>Maximum marks allotted = 04</b>  4 marks shall be awarded on <i>Prorata</i> basis considering the conversion percentage of marks given in the Equivalent percentage certificate of CGPA (Trimester system)/OGPA (Semester system) issued by the competent authority as under.</p> <ol style="list-style-type: none"> <li>1) For candidates holding degree under Trimester/Semester system, <b>70%</b> gets <b>0.0 mark</b> and <b>100%</b> gets <b>4 marks</b>.</li> <li>2) For candidates holding degree under Trimester system where equivalent percentage certificate is not furnished <b>CGPA of 2.5</b> gets <b>0.0 mark</b> and <b>4.0</b> gets <b>4 marks</b>.</li> <li>3) In case of candidates holding degree from traditional system/Universities, <b>55%</b> gets <b>0.0 mark</b> and <b>100%</b> gets <b>4 marks</b>.</li> </ol> <p><b>Note:</b> <i>The candidates are required to furnish an attested copy of the certificate of equivalent percentage of marks in the case of award of marks other than in 10 point scale.</i></p>
c.	Ph.D. Degree.	<p><b>Maximum marks allotted = 06</b></p> <ol style="list-style-type: none"> <li>1) Candidates obtaining Ph.D with Course Work of any Agricultural University/by any other University with 4+2+3 system – <b>6 marks. (Trimester/Semester system)</b></li> <li>2) Candidates obtaining Ph.D from Traditional University (<u>3+2+3</u> system) with course work and Ph.Ds from foreign Universities without course work – <b>5 marks</b>.</li> <li>3) Candidates obtaining Ph.D as an external student by research alone in any University–<b>2 marks</b>.</li> </ol>
d.	Post Doctoral /PG Diploma/ M. Phil.	<p><b>Maximum marks allotted = 3</b></p> <ol style="list-style-type: none"> <li>1) Post Doctoral – <b>1mark</b> for each of 6 months.</li> <li>2) PG Diploma of 10 months duration/M. Phil. = <b>1 mark each</b>.</li> </ol>

2.	<b>Academic/ Administrative Experience (in the cadre of Professor &amp; above).</b>	<b>Maximum marks allotted = 15</b> 1) Experience in the cadre of Professor = <b>0.75 marks/year.</b> 2) Experience in the cadre of Professor and as Head of the Department/ Scheme Head/ADR/CSO/Extension Co-ordinator/ As University Head/ <b>Special Officer (Seeds)=1.0 mark/ year.</b> 3) Experience of service as officer = <b>1.25 marks/year.</b> <b>Note:</b> For a given year the highest position held will be considered for allotment of marks i.e., the award of marks shall not overlap.
3.	<b>Externally funded Projects (in the cadre of Professor &amp; above).</b>	<b>Maximum marks allotted = 10</b> 1. Project outlay of Rs. 1 to 10 lakhs = <b>2 marks</b> per Project as Principal Investigator (PI) and <b>1 mark</b> per Project as Co Principal Investigator (Co- PI). 2. Projects outlay of above Rs. 10 upto 20 Lakhs = <b>3 marks</b> per Project as PI and 1.5 mark per Project as Co PI. 3. Projects outlay of above Rs. 20 Lakhs = 4 marks per Project as PI and <b>2 marks</b> per Project as Co- PI. <b>Note:</b> A valid certificate obtained from the concerned controlling Officer and duly countersigned by the concerned Officers/Heads of the Directorates shall be submitted in support of their claims.
4.	<b>Organizing Symposium Seminar/Summer Institute/Winter Institutes/Refresher Courses/Workshop s and Training Programmes/Krishi mela/Extension Field days/ Exhibitions/ National meets (in the cadre of Professor &amp; above).</b>	<b>Maximum marks allotted = 05</b> For conducting/Organizing Symposia/Seminars/Summer Institute/Winter Institute/Refresher course/Workshop/Training Programmes/Krishimela/Extension Field days/Exhibitions/ National meets. i) <b>International</b> = 4 marks per activity as Leader/Director; <b>2 marks</b> per activity as Associate Leader/Co-Director. ii) <b>National level</b> = <b>3 marks</b> per activity as Leader/Director; <b>1.5 marks</b> per activity as Associate Leader/Co-Director. iii) <b>University level</b> = <b>2 marks</b> per activity as Leader/Director; <b>1 mark</b> per activity as Associate Leader/Co – Director. iv) For participating in International/National/Summer Institute/Winter Institute/Refresher course/Workshop/ Training Programme as <b>Resource Person</b> to impart training <b>0.25 marks</b> per activity ( <b>Maximum = 2 marks</b> ).
5.	<b>Scientific publications (in the cadre of Professor &amp; above).</b>	<b>Maximum marks allotted = 15</b> i) For full length papers published in refereed Scientific Journals: a) International level = <b>2 marks each.</b> b) National level = <b>1 mark each.</b> ii) For Research Note/Abstracts published in Journal/ Seminar/Symposium/Conferences = <b>0.25 mark each (Maximum = 5 marks).</b> iii) Full length papers presented & published in Seminar/ Symposia/Conferences proceedings: a) International level = <b>1 mark each.</b> b) National level = <b>0.5 mark each.</b> c) University level = <b>0.25 mark each (Maximum = 7 marks).</b> iv. Short communication presented and published in Seminar/Symposia/conferences = <b>0.25 mark each (Maximum = 5 marks).</b> v. Books published by individuals = <b>0.5 mark each</b>

		<p><b>(Maximum = 2 marks).</b></p> <p>vi. Research Bulletins/Extension Bulletins/Chapters in Books published by Universities/National Institutes/Government Departments/Standard Commercial Publishers/Training Manuals/Teaching Manuals = <b>0.25 mark each (Maximum = 2 marks).</b></p> <p>vii. Extension Leaflets/Folders/Brochures/published by Universities/National Institutes/Government Departments/Standard Commercial publishers = <b>0.25 mark each (Maximum = 2 marks).</b></p> <p>viii. Popular articles published in leading Dailies/Institutional/Govt. Departmental Periodicals/Radio talks/TV programmes/Phone-in programmes = <b>0.25 mark each (Maximum = 2 marks).</b></p> <p><b>Note:</b></p> <p>a) All the publications mentioned above should have been published as on the last date prescribed for submission of filled-in application.</p> <p>b) The first Three authors in all the above cases will get full marks while the rest of the authors will get 50 per cent of the marks allotted to each item.</p>
6	<b>Outstation experience in the cadre of Professor &amp; above.</b>	<p><b>Maximum marks allotted = 05</b></p> <ol style="list-style-type: none"> <li>1. A/B class city – Nil.</li> <li>2. C class city = <b>0.5 mark</b> for each year of service.</li> <li>3. Others – <b>1 mark</b> for each year of service.</li> </ol>
7.	<b>Special Awards/Medals/Fellowships/Recognitions only for Professional excellence in Teaching/Research and Extension in the cadre of Professor &amp; above.</b>	<p><b>Maximum marks allotted = 05</b></p> <ol style="list-style-type: none"> <li>1. International Awards = <b>3 marks each.</b></li> <li>2. National Awards = <b>2.5 marks each.</b></li> <li>3. State level Awards = <b>2 marks each.</b></li> <li>4. University level Awards = <b>1 mark each.</b></li> <li>5. Any Awards/Medals/Recognitions from Professional Societies (except American Bibliography Award/Non – Professional Awards) = <b>0.5 mark each.</b></li> </ol> <p><b>Note: For Team Awards/Medals/ Recognitions the leader gets full marks and each Associate gets 50% of the marks mentioned above.</b></p> <p><b>Note: If the award is obtained in the previous cadre</b></p> <ol style="list-style-type: none"> <li>1. International Awards = <b>1.50 marks each.</b></li> <li>2. National/State Awards = <b>1.00 marks each.</b></li> <li>3. University level Awards = <b>0.50 marks each.</b></li> </ol>
8.	<b>Discipline contribution/Institution Building/Special Attainment in Teaching/Research/Extension (in the cadre of Professor &amp; above).</b>	<p><b>Maximum marks allotted = 12 (1 mark for each activity/year).</b></p> <p>Centers of excellence and infrastructure created, Executive Committee Member of national professional bodies, Member, NAAS/INSA and Fellow of Academic Bodies, Chairman of International Conference Session, Members of Academic Council/Governing Body of other Universities/Institutes, QRT Member, RAC Member, Institute Management Committee/Research Council/Extension Council of other Universities, Editorial Board of National/International Journals, Technology released included in Package of Practices, Member of Accreditation Committee, Task Force Member, National Award Evaluation Committee, Member of Deans Committee constituted by ICAR. Guiding a student who gets Jawaharlal Nehru Award.</p>

9.	<b>International Exposure.</b>	<b>Maximum marks allotted = 3 (1 mark for 3 months duration).</b> Experience of working in internationally important organization /laboratory with exposure of minimum of three months will only be considered. An international exposure towards obtaining Masters or Ph.D. Degree and Post-Doctoral experience will not be considered here, as it is included separately under 'Academic Qualifications'.
10	<b>Confidential reports of the preceding 5 years (in the cadre of Professor &amp; above).</b>	<b>Maximum marks allotted = 05</b> Grading given by the Reporting Officer: 1) A/A <sup>+</sup> /A <sup>-</sup> = <b>1 mark</b> per year. 2) B/B <sup>+</sup> /B <sup>-</sup> = <b>0.75 mark</b> per year. 3) C/C <sup>+</sup> /C <sup>-</sup> = <b>0.5 mark</b> per year. <b>Note:</b> <i>In case the confidential reports of a candidate for the assessment period are not satisfactory and if the candidate has been inflicted with penalties on Statutory enquiry he will get no marks for major punishments and 50% marks for minor punishments out of the marks earmarked for confidential reports.</i>
11	<b>Performance in the interview.</b>	<b>Maximum marks allotted = 10</b>
12.	<b>General:</b> 1. The eligibility as well as suitability of a candidate shall be considered based on the information supplied by him in his application. 2. All the items as mentioned in the application shall be supported by the relevant and authorized documents. Only such documents/records will be taken into consideration for award of marks. 3. Prescribed certificates should be obtained from competent authority on or before the last date of submission of application. In case of Centre of Excellence/Infrastructure created, certificate issued by the Vice-Chancellor in case of Universities/Directors in case of National Institutes only will be considered. 4. Any additional documents/certificates/record given after the last date for submission of filled-in application will not be considered for award of marks. 5. If a candidate has submitted more than one application prescribed for the same post before the last date, the latest application will be considered as valid for the purpose of recruitment. 6. Interviews will be conducted by the Selection Committee duly constituted as per the statutes of the University and the marks for Sl. No. 1 to 10 as well as for performance in interviews will, be awarded by the Selection Committee and the decision of the Selection Committee shall be final.	

Sd/-

Administrative Officer

## **Qualification and Scorecard for the Direct Recruitment of Librarian in the University of Agricultural Sciences, Bangalore.**

### **Qualifications:**

1. Master Degree in Library Science/Information Science/Documentation with at least 55% marks or its equivalent grade of B in the UGC 7 points scale & consistently good academic record.
2. At least 13 years as Deputy Librarian in a University Library or 18 years experience as a University/National Institutes/College/Librarian of which at least 3 years shall be as Deputy Librarian.

OR

M. Phil/Ph.D Degree in Library Science/Information Science/Documentation/Archives & Manuscript keeping with 10 years experience as a University/National Institutes/College/Librarian of which at least 3 years shall be as Deputy Librarian.

### **Desirable:**

Evidence of innovation in Library services & organization of published work.

### **Allotment of Marks:**

Sl No.	Particulars	Marks allotted for main items
1.	Academic Qualifications.	20
2.	Experience in the field of Library Science/Information Science/Documentation.	20
3.	Out station experience.	05
4.	Scientific publications.	15
5.	Attainment in the field (as Assistant Librarian/College Librarian/Documentalist/Deputy Librarian & above).	20
6.	Exposure to Symposium/Seminar/Summer Institute/Winter Institute/Refresher Courses/Workshop & Training Programme (during the tenure of Assistant Librarian/College Librarian/Documentalist/Deputy Librarian & above).	05
7.	Confidential reports of the preceding 5 years.	05
8.	Performance in the interview.	10
<b>Total</b>		<b>100</b>

<b>EXPLANATORY NOTES FOR AWARD OF MARKS</b>		
<b>1.</b>	<b>Academic Qualifications</b>	<b>Maximum Marks Allotted = 20</b>
a.	Bachelor's Degree (any degree).	<b>Maximum marks allotted = 3</b> Marks shall be awarded on <i>Prorata</i> basis on the basis of 50% = 0, 100% = <b>3 marks</b> .
b.	Master's Degree in Library Science/Information Science/ Documentation.	<b>Maximum marks allotted = 06</b> 1a. Bachelor's Degree in Library Science (One year course) as a part of PG Programme = <b>2 marks</b> [Marks shall be awarded on <i>Prorata</i> basis of 50% = 0, 100% = <b>2 marks</b> ]. 1b. Master's Degree in Library Science (one Year Course) = <b>4 marks</b> [Marks shall be awarded on <i>Prorata</i> basis of 50% = <b>0.0 mark</b> , 100% = <b>4 marks</b> ]. <b>OR</b> 2. Master's degree in Library Science [Two Years integrated course = <b>6 marks</b> (Marks shall be awarded on <i>Prorata</i> basis of 50% = 0.0 mark, 100% = <b>6 marks</b> ].
c.	M. Phil/Ph.D. in Library Science/Information Science/ Documentation/Archives/Manuscript keeping.	<b>Maximum marks allotted = 05</b> a. Ph.D = <b>5 marks</b> . b. M.Phil. = <b>3 marks</b> .
d.	Higher Degree other than Library Science (M.A/ M.Com/M.Sc/MBA)/higher training in the field.	<b>Maximum Marks allotted = 02.</b> a. M.A/ M.Com/M.Sc/MBA = <b>2 marks</b> . b. Higher academic Training (21 days & above) = <b>1 mark for each training</b> .
e.	Medals/Awards/Recognitions.	<b>Maximum marks allotted = 4 marks</b> a. University Gold medal = <b>2 marks each</b> . b. Any other academic award = <b>1 mark each</b> . <i>If a candidate secures more than one Award/Medal/Recognition for the same degree and or achievement, the highest award will be considered for allotting marks.</i>
<b>2.</b>	<b>Experience in the field of Library Science/ Information Science/ Documentation.</b>	<b>Maximum marks allotted = 20</b> a. Assistant Librarian/College Librarian/Documentalist = <b>0.75 marks/year</b> . b. Deputy Librarian/Sr. Documentalist = <b>1.0 mark/year</b> . c. University Librarian = <b>1.25 marks/ year</b> . <b>Note:</b> <i>To be supported by certificate issued by the competent authority.</i>
<b>3.</b>	<b>Out station experience in the cadre of Assistant Librarian and above.</b>	<b>Maximum marks allotted = 05.</b> 1. A & B class city = <b>Nil</b> . 2. C class city = <b>0.5 mark</b> per year. 3. Others = <b>1 mark</b> per year of service.
<b>4.</b>	<b>Scientific publications.</b>	<b>Maximum marks = 15</b> a. Books/Bibliographies published/compiled = 0.5 <b>marks/each (Maximum = 5 marks)</b> . b. Articles published in International Journals = <b>2 marks each (Maximum = 4 marks)</b> . c. Articles published in National Journals = <b>1 mark each (Maximum = 4 marks)</b> . d. Paper presented at conferences/seminars etc. = <b>0.5 mark each (Maximum = 2 marks)</b> . e. Chapters in standard books = <b>0.5 mark each</b>

		<b>(Maximum = 2 marks).</b>
<b>5.</b>	<b>Attainment in the field (as Assistant Librarian and above).</b>	<p><b>Maximum Marks = 20</b></p> <p>a. Offering Orientation courses for UG/PG to the Students=<b>0.5 marks/</b> course/year (<b>Maximum = 05</b>)</p> <p>b. As an Expert in the Selection Committees of ICAR/UGC/SAU's <b>1 mark</b> each = (<b>Maximum = 2 marks</b>).</p> <p>c. Conducting book exhibition on special occasions <b>1 mark each</b> = (<b>Maximum = 2 marks</b>).</p> <p>d. Major advisor/Guide for M.Phil/ P.hD, <b>1 mark</b> per student = (<b>Maximum = 3 marks</b>).</p> <p>e. Creation of Databases/Digitization</p> <p>i) As a Leader (<b>2 marks each</b>).</p> <p>ii) As a Associate <b>1 mark</b> each (<b>Maximum 4 marks</b>).</p> <p>f. Innovative library services</p> <p>i) As a Leader (<b>2 marks each</b>).</p> <p>ii) As a Associate <b>1 mark</b> each (<b>Maximum 4 marks</b>).</p> <p><b>Note:</b> All <i>certificates should be issued by the competent authority.</i></p>
<b>6.</b>	<b>Exposure to Symposium/ Seminar/Summer Institute/ Winter Institute/ Refresher Courses/ Workshop &amp; Training Programme (during the tenure of Assistant Librarian/College Librarian/Documentalist/ Deputy Librarian &amp; above).</b>	<p><b>Maximum marks allotted = 05</b></p> <p>1. For conducting/Organizing Symposia/Seminars/ Summer Institute/Winter Institute/Refresher course/ Workshop/Training Programme at :</p> <p>a) <b>International = 4 marks/activity</b> as Leader/Director; <b>2 marks/activity</b> as Associate Leader/Co-Director.</p> <p>b) <b>National level = 3 marks/activity</b> as Leader/Director; <b>1.5 marks/</b> activity as Associate Leader/Co-Director.</p> <p>c) <b>University level = 2 marks/activity</b> as Leader/Director; <b>1 mark/activity</b> as Associate Leader/Co-Director.</p> <p>2. For participating in Symposia/ Seminars/Summer Institute/Winter Institute/Refresher course/ Workshop/Training Programme as:</p> <p>a) Resource Person to impart training = <b>2 marks/activity</b>.</p>
<b>7.</b>	<b>Confidential reports of the preceding 5 years.</b>	<p><b>Maximum marks allotted = 05</b></p> <p>Grading given by the Reporting Officer:</p> <p>1. A/A<sup>+</sup>/A<sup>-</sup> = <b>1 mark</b> per year.</p> <p>2. B/B<sup>+</sup>/B<sup>-</sup> = <b>0.75 mark</b> per year.</p> <p>3. C/C<sup>+</sup>/C<sup>-</sup> = <b>0.5 mark</b> per year.</p> <p><b>Note:</b> <i>In case the confidential reports of a candidate for the assessment period are not satisfactory and if the candidate has been inflicted with penalties on Statutory enquiry he will get no marks for major punishments and 50% marks for minor punishments out of the marks earmarked for confidential reports.</i></p>

<b>8. Performance in the interview</b>	<b>Maximum marks allotted = 10</b>
<b>9.</b>	<p><b>General:</b></p> <ol style="list-style-type: none"> <li>1. The eligibility as well as suitability of a candidate shall be considered based on the information supplied by him in his application.</li> <li>2. All the items as mentioned in the application shall be supported by the relevant and authorized documents. Only such documents/records will be taken into consideration for award of marks.</li> <li>3. Prescribed certificates should be obtained from competent authority on or before the last date of submission of application. In case of Centre of Excellence/Infrastructure created, certificate issued by the Vice-Chancellor in case of Universities/Directors in case of National Institutes only will be considered.</li> <li>4. Any additional documents/certificates/record given after the last date for submission of filled-in application will not be considered for award of marks.</li> <li>5. If a candidate has submitted more than one application prescribed for the same post before the last date, the latest application will be considered as valid for the purpose of recruitment.</li> <li>6. Interviews will be conducted by the Selection Committee duly constituted as per the statutes of the University and the marks for Sl. No. 1 to 7 as well as for performance in interviews will, be awarded by the Selection Committee and the decision of the Selection Committee shall be final.</li> </ol>

**Sd/-**

**Administrative Officer**

**Qualification and Scorecard for the Direct Recruitment of Estate Officer  
in the University of Agricultural Sciences, Bangalore**

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**Qualifications:**

1. A Degree in Civil Engineering from a recognized University.
2. Experience of not less than 15 years in executing civil works, of which at least 3 years should be in the rank of an Executive Engineer.
3. Pass in Accounts Higher, General Law I & II and PWD I & II Examinations.
4. Experience in construction of residential colonies/large buildings of colleges/hostels in educational/industrial undertakings.

**OR**

A Master's degree in Civil Engineering with not less than 10 years of service, of which 3 years shall be as Executive Engineer in Government/Statutory Bodies, and a pass in Accounts Higher, General Law I & II and PWD I & II Examinations.

**Allotment of Marks:**

Sl No.	Particulars	Marks allotted for main items
1.	Academic Qualifications.	30
2.	Experience.	20
3.	Out station experience (other than A, B & Metropolitan cities).	05
4.	Attainment in the field in the cadre of Executive Engineer & above.	25
5.	Awards/Certificate of Merits.	05
6.	Confidential reports of the preceding 5 years (in the cadre of Executive Engineer & above).	05
7.	Performance in the interview.	10
<b>Total</b>		<b>100</b>

<b>EXPLANATORY NOTES FOR AWARD OF MARKS</b>		
<b>1.</b>	<b>Academic Qualifications</b>	<b>Maximum marks allotted = 30</b>
a.	Bachelor's Degree in Civil Engg.,	<b>Maximum marks allotted = 15</b> Marks shall be awarded on <i>Prorata</i> basis on the basis of 50% = <b>0.0 mark, 100% = 15 marks.</b>
b.	Master's Degree/Post Graduate/Higher Training in the field.	<b>Maximum marks allotted = 10</b> a. For Master's degree marks shall be awarded on <i>Prorata</i> basis on the basis of 50% = <b>0.0 mark, 100% = 10 marks</b> b. Post Graduate Training/Diploma of 3 Months & Above = <b>2 marks for each certificate.</b>
c.	Ph.D./M. Phil	<b>Maximum marks allotted = 05</b> a. Ph.D. = <b>5 marks.</b> b. M.Phil. = <b>3 marks.</b>
<b>2.</b>	<b>Experience</b>	<b>Maximum marks allotted = 20</b> a. Assistant Engineer cadre = <b>0.5 marks/year.</b> b. Assistant Executive Engineer cadre = <b>0.75 mark/year.</b> c. Executive Engineer cadre = <b>1 mark/year.</b> d. Estate Officer= <b>1.25 marks/year.</b> <b>Note:</b> <i>To be supported by certificate issued by the competent authority.</i>
<b>3.</b>	<b>Out station experience in the cadre of Assistant Executive Engineer and above</b>	<b>Maximum marks allotted = 05</b> 1. A & B class city = Nil. 2. C class city = <b>0.5 mark</b> per year. 3. Others = <b>1 mark</b> per year of service.
<b>4.</b>	<b>Attainment in the field in the cadre of Assistant Executive Engineer &amp; above.</b>	<b>Maximum marks allotted = 25</b> 1. Major Civil works executed : a. Rs.25 Lakh to One Crore = <b>1 mark/project.</b> b. Rs.One Crore to Rs.Three Crores = <b>1.5 marks/project.</b> c. Rs. Three Crores & above = <b>2 marks/Project.</b> 2. Involvement in teaching/training programmes delivering guest lecture in the field = <b>1 mark/activity/year.</b> 3. Serving on Committees of other Universities/Institutions/Organization = <b>1 mark/activity/year.</b> <b>Note:</b> <i>To be supported by certificate issued by the competent authority.</i>
<b>5.</b>	<b>Awards/Certificate of Merits.</b>	<b>Maximum marks allotted = 05</b> Award/Certificate of merit for outstanding work in the field Civil Engineering = <b>1 mark per each</b> Award/Certificate of merit in the field of Civil Engineering. <b>Note:</b> <i>To be supported by certificate issued by the competent authority.</i>
<b>6.</b>	<b>Confidential reports of the preceding 5 years (in the cadre of Executive Engineer &amp; above).</b>	<b>Maximum marks allotted = 05</b> Grading given by the Reporting Officer: 1. A/A <sup>+</sup> /A <sup>-</sup> = <b>1 mark</b> per year. 2. B/B <sup>+</sup> /B <sup>-</sup> = <b>0.75 mark</b> per year. 3. C/C <sup>+</sup> /C <sup>-</sup> = <b>0.5 mark</b> per year. <b>Note:</b> <i>In case the confidential reports of a candidate for the assessment period are not satisfactory and if the candidate has been inflicted with penalties on Statutory enquiry he will get no marks for major punishments and 50% marks for minor punishments out of the marks earmarked for confidential reports.</i>

7.	<b>Performance in the interview</b>	<b>Maximum marks allotted = 10 marks.</b>
8	<p><b>General:</b></p> <ol style="list-style-type: none"> <li>1. The eligibility as well as suitability of a candidate shall be considered based on the information supplied by him in his application.</li> <li>2. All the items as mentioned in the application shall be supported by the relevant and authorized documents. Only such documents/records will be taken into consideration for award of marks.</li> <li>3. Prescribed certificates should be obtained from competent authority on or before the last date of submission of application. In case of Centre of Excellence/Infrastructure created, certificate issued by the Vice-Chancellor in case of Universities/Directors in case of National Institutes only will be considered.</li> <li>4. Any additional documents/certificates/record given after the last date for submission of filled-in application will not be considered for award of marks.</li> <li>5. If a candidate has submitted more than one application prescribed for the same post before the last date, the latest application will be considered as valid for the purpose of recruitment.</li> <li>6. Interviews will be conducted by the Selection Committee duly constituted as per the statutes of the University and the marks for Sl. No. 1 to 6 as well as for performance in interviews will, be awarded by the Selection Committee and the decision of the Selection Committee shall be final.</li> </ol>	

**Sd/-**

**Administrative Officer**

**Qualification and Scorecard for the Direct Recruitment of Comptroller  
in the University of Agricultural Sciences, Bangalore**

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**Qualifications:**

1. A Master's Degree in Commerce/ Economics/Business Administration/ Management with at least 55% marks or equivalent grade of B in the University Grants Commission seven point scale. For UAS Employees, a pass in any of the Bachelors degree with a pass in SAS. (Relaxation to Masters degree for UAS employees is provided for a period of 5 years from the date of notification of these qualifications).
2. At least 15 years of experience in Finance and Accounts of the University/Government Department/Reputed business institution of which at least 3 years should be in the rank of a Deputy Comptroller.

**OR**

A professional qualification in Finance/Accounting from ICWA or ACA/FCA with 10 years professional experience or with 10 years experience in Officers grade in Finance and Accounts of a University/Government Department/Reputed Business institution.

**OR**

A Member of any of the organized Central Accounts Service (such as Indian Audit & Accounts Service) in the same scale of pay or with 5 years experience in the next below grade.

**Allotment of Marks:**

Sl No.	Particulars	Marks allotted for main items
1.	Academic Qualifications.	30
2.	Experience.	20
3.	Out station experience (other than A, B & Metropolitan cities).	05
4.	Attainment in the field in the cadre of Deputy Comptroller or equivalent & above.	25
5.	Awards/Certificate of Merits (during the tenure as Assistant Comptroller & above).	05
6.	Confidential reports of the preceding 5 years (in the cadre of Assistant Comptroller or equivalent & above).	05
7.	Performance in the interview.	10
<b>Total</b>		<b>100</b>

<b>EXPLANATORY NOTES FOR AWARD OF MARKS</b>		
<b>1</b>	<b>Academic Qualifications</b>	<b>Maximum marks allotted = 30</b>
a.	Bachelor's Degree.	<b>Maximum marks allotted = 10 marks</b> Marks shall be awarded on <i>Prorata</i> basis on the basis of 50% = <b>0.0 mark, 100%=10 marks.</b>
b.	Master's Degree/Post Graduate Training <b>OR</b> Member of Central Accounts services/Pass in Professional Accounts/Finance Examination.	<b>Maximum marks allotted = 15</b> a. For Master's degree marks shall be awarded on <i>Prorata</i> basis on the basis of 50% = <b>0.0 mark, 100%=15 marks.</b> b. Post Graduate Training/Diploma of 3 Months & above = <b>2 marks for each certificate.</b> c. Indian Audit & Accounts service/ICWA/FCA/ACA/CA = <b>15 Marks.</b>
c.	Ph.D./M. Phil/MBA in Finance.	<b>Maximum marks allotted = 05</b> a. Ph.D. = <b>4 marks.</b> b. M. Phil. = <b>2 marks.</b> c. MBA in Finance = <b>3 marks.</b>
<b>2.</b>	<b>Experience.</b>	<b>Maximum marks allotted = 20</b> a. Superintendent (Accounts) cadre = <b>0.5 mark per year.</b> b. Assistant Comptroller = <b>0.75 mark per year.</b> c. Deputy Comptroller equivalent = <b>1 mark per year.</b> d. Comptroller equivalent = <b>1.25 marks per year.</b> <b>Note:</b> <i>To be supported by certificate issued by the competent authority.</i>
<b>3.</b>	<b>Out station experience in the cadre of Assistant Comptroller and above.</b>	<b>Maximum marks allotted = 05</b> 1. A & B class city = Nil. 2. C class city = <b>0.5 mark</b> per year. 3. Others = <b>1 mark</b> per year of service.
<b>4.</b>	<b>Attainment in the cadre of Assistant Comptroller &amp; above.</b>	<b>Maximum marks allotted = 25</b> a. Organizing work shop/training programme = <b>3 marks/activity/year.</b> b. Computerization of Accounts/Creation of Data base (viz., TALLY) = <b>2 marks/activity/year.</b> c. Involvement in training programmes delivering guest lecture in the field = <b>1.5 marks/ activity/year.</b> d. Serving on Committees of other Universities/Institutions/Organization = <b>1 mark/Activity/year.</b> <b>Note:</b> <i>To be supported by certificate issued by the competent authority.</i>
<b>5.</b>	<b>Awards/Certificate of Merits (during the tenure as Assistant Comptroller &amp; above).</b>	<b>Maximum marks allotted = 05</b> Award/Certificate of merit for outstanding work in the field of Financial Management = <b>1 mark per each Award/Certificate of merit.</b> <b>Note:</b> <i>To be supported by certificate issued by the competent authority.</i>

6.	<b>Confidential reports of the preceding 5 years (in the cadre of Assistant Comptroller or equivalent &amp; above).</b>	<p>Maximum marks allotted = <b>5 marks</b>.  Grading given by the Reporting Officer:</p> <ol style="list-style-type: none"> <li>1. A/A<sup>+</sup>/A<sup>-</sup> = <b>1 mark</b> per year.</li> <li>2. B/B<sup>+</sup>/B<sup>-</sup> = <b>0.75 mark</b> per year.</li> <li>3. C/C<sup>+</sup>/C<sup>-</sup> = <b>0.5 mark</b> per year.</li> </ol> <p><b>Note:</b> <i>In case the confidential reports of a candidate for the assessment period are not satisfactory and if the candidate has been inflicted with penalties on Statutory enquiry he will get no marks for major punishments and 50% marks for minor punishments out of the marks earmarked for confidential reports.</i></p>
7.	<b>Performance in the interview</b>	<b>Maximum marks allotted = 10 marks</b>
8	<p><b>General:</b></p> <ol style="list-style-type: none"> <li>1. The eligibility as well as suitability of a candidate shall be considered based on the information supplied by him in his application.</li> <li>2. All the items as mentioned in the application shall be supported by the relevant and authorized documents. Only such documents/records will be taken into consideration for award of marks.</li> <li>3. Prescribed certificates should be obtained from competent authority on or before the last date of submission of application. In case of Centre of Excellence/Infrastructure created, certificate issued by the Vice-Chancellor in case of Universities/Directors in case of National Institutes only will be considered.</li> <li>4. Any additional documents/certificates/record given after the last date for submission of filled-in application will not be considered for award of marks.</li> <li>5. If a candidate has submitted more than one application prescribed for the same post before the last date, the latest application will be considered as valid for the purpose of recruitment.</li> <li>6. Interviews will be conducted by the Selection Committee duly constituted as per the statutes of the University and the marks for Sl. No. 1 to 6 as well as for performance in interviews will, be awarded by the Selection Committee and the decision of the Selection Committee shall be final.</li> </ol>	

Sd/-

Administrative Officer

**ANNEXURE – B****Qualification and Scorecard for the Direct Recruitment of Teachers  
in the cadre of Professor in UAS, Bangalore****Qualifications:**

1. A Ph.D. Degree in the concerned subject.
2. An eminent scholar with published work of high quality, actively engaged in Teaching, and/or experience in Research/Extension at University/National level Institutions, including experience of guiding research at PG level with 10 years of experience (excluding period spent for obtaining Ph.D. Degree subject to a maximum of 3 years) provided 5 years experience shall be in Associate Professor cadre (Pay scale of Rs.12000-18300 or as revised from time to time) or its equivalent position in the concerned subject.

**NOTE:**

Detailed qualifications for concerned subjects are prescribed separately for each discipline. Irrespective of whether a candidate has completed Ph.D. on deputation/study leave/sandwich programme/external candidate etc.

**General:**

Candidates with knowledge of Kannada are preferred for the teaching posts in the University.

**Allotment of Marks:**

	<b>Particulars</b>	<b>Marks allotted for main items</b>
1	Academic Qualifications.	20
2	Academic Experience.	15
	a. Experience in Teaching / Research / Extension/Corporate activities (University) in the cadre of Associate Professor.	07
	b. Outstation experience in the cadre of Associate Professor.	05
	c. Experience in national/international organizations.	03
3	Scientific publications in the cadre of Associate Professor.	20
4	Special Awards/Medals/Fellowships/Recognition for academic excellence in the cadre of Associate Professor.	05
5	Attainment in the professional field in the cadre of Associate Professor.	10
6	Externally funded Projects operated as Associate Professor.	10
7	Exposure to Symposium Seminar/Summer Institute/Winter Institutes/Refresher Courses/Workshops and Training Programme as Associate Professor.	05
8	Confidential reports for the preceding 5 years in the cadre of Associate Professor.	05
9	Performance in the Interview.	10
	<b>Total Marks</b>	<b>100</b>

<b>EXPLANATORY NOTES FOR AWARD OF MARKS</b>		
<b>1</b>	<b>Academic Qualifications</b>	<b>Maximum marks allotted = 20</b>
a.	Bachelor's Degree.	<p><b>Maximum marks allotted = 02</b></p> <p>2 marks shall be awarded on <i>Prorata</i> basis considering the conversion percentage of marks given in the Equivalent percentage certificate of CGPA (Trimester system) / OGPA (Semester system) issued by the competent authority as under.</p> <ol style="list-style-type: none"> <li>1) For candidates holding degree under Trimester/Semester system, <b>60%</b> gets <b>0.0 mark</b> and <b>100%</b> gets <b>2 marks</b>.</li> <li>2) For candidates holding degree under Trimester system where equivalent percentage certificate is not furnished <b>CGPA of 2.00</b> gets <b>0.0 mark</b> and <b>4.0</b> gets <b>2 marks</b>.</li> <li>3) In case of candidates holding degree from traditional system/Universities <b>50%</b> gets <b>0.0 mark</b> and <b>100%</b> gets <b>2 marks</b>.</li> </ol> <p><b>Note:</b> <i>The candidates are required to furnish an attested copy of the certificate of equivalent percentage of marks in the case of award of marks other than in 10 point scale.</i></p>
b.	Master's Degree in the concerned subject.	<p><b>Maximum marks allotted = 04</b></p> <p>3 marks shall be awarded on <i>Prorata</i> basis considering the conversion percentage of marks given in the Equivalent percentage certificate of CGPA (Trimester system)/ OGPA (Semester system) issued by the competent authority as under:</p> <ol style="list-style-type: none"> <li>1. For candidates holding degree under Trimester/Semester system, <b>70%</b> gets <b>0.0 mark</b> and <b>100%</b> gets <b>4 marks</b>.</li> <li>2. For candidates holding degree under Trimester system where equivalent percentage certificate is not furnished <b>CGPA of 2.5</b> gets <b>0.0 mark</b> and <b>4.0</b> gets <b>4 marks</b>.</li> <li>3. In case of candidates holding degree from traditional system/Universities, <b>55%</b> gets <b>0.0 mark</b> and <b>100%</b> gets <b>4 marks</b>.</li> </ol> <p><b>Note:</b> <i>The candidates are required to furnish an attested copy of the certificate of equivalent percentage of marks in the case of award of marks other than in 10 point scale.</i></p>
c.	Ph.D. Degree.	<p><b>Maximum marks allotted = 06</b></p> <ol style="list-style-type: none"> <li>1. Candidates obtaining Ph.D with Course Work of any Agricultural University/by any other University with 4+2+3 system <b>-6 marks (Trimester/Semester system)</b></li> <li>2. Candidates obtaining Ph.D from</li> </ol>

		<p>Traditional University (3+2+3 system) with course work and Ph.Ds from foreign Universities without course work – <b>5 marks.</b></p> <p>3. Candidates obtaining Ph.D as an external student by research alone in any University – <b>2 marks.</b></p>
d.	Higher training/PG Diploma in the academic filed.	<p><b>Maximum marks allotted = 3</b></p> <p>1. Post-doctoral experience = <b>1mark for each of 6 months.</b></p> <p>2. PG diploma not less than ten months/ M.Phil. = <b>1 mark for each certificate.</b></p> <p>3. Higher academic Training in recognized academic/scientific/professional institutions (21 days &amp; above) = <b>0.5 mark for each training.</b></p>
e.	Medals/Awards/Recognitions obtained at Bachelor's/Master's/Doctoral degree for academic excellence.	<p><b>Maximum marks allotted = 05</b></p> <p>1. Jawaharlal Nehru Award for Ph.D = <b>2 marks.</b></p> <p>2. University Gold medal = <b>1 mark each.</b> <i>If a candidate secures more than one Award/Medal/Recognition for the same degree and or achievement, the highest award will be considered for allotting marks.</i></p>
<b>2.</b>	<b>Academic Experience</b>	
a.	Experience in Teaching/Research/ Extension/Corporate activities in the cadre of Assoc. Professor.	<b>Maximum marks allotted = 07</b> <b>1 mark</b> for each year.
b.	Outstation experience in the cadre of Associate Professor.	<p><b>Maximum marks allotted = 05</b></p> <p>1. <b>A/B class city</b> – Nil.</p> <p>2. <b>C class city</b> = <b>0.5 mark</b> for each year of service.</p> <p>3. <b>Others</b> – <b>1 mark</b> for each year of service</p>
c.	Experience in international organizations.	<p><b>Maximum marks allotted = 03</b></p> <p>International Organization – <b>2 marks</b> for each 3 months.</p>
<b>3.</b>	<b>Scientific publications in the cadre of Associate Professor.</b>	<p><b>Maximum marks allotted = 20</b></p> <p>i) For full length papers published in refereed Scientific Journals: a) International level = <b>2 marks each.</b> b) National level = <b>1 mark each.</b></p> <p>ii) For Research Note/Abstracts published in Journal/Seminar/Symposium/Conferences = <b>0.25 mark each (Maximum = 5 marks).</b></p> <p>iii) Full length papers presented &amp; published in Seminar/Symposia/Conferences proceedings: <b>(Maximum = 7 marks)</b> a. International level = <b>1 mark each.</b> b. National level = <b>0.5 mark each.</b> c. University level = <b>0.25 mark each.</b></p> <p>iv. Short communication presented and published in Seminar/Symposia/</p>

		<p>conferences = <b>0.25 mark each (Maximum = 5 marks).</b></p> <p>v. Books published by individuals = <b>0.5 mark each (Maximum = 2 marks).</b></p> <p>vi. Research Bulletins/Extension Bulletins/Chapters in Books published by Universities/National Institutes/ Government Departments/Standard Commercial Publishers/Training Manuals/Teaching Manuals = <b>0.25 mark each (Maximum = 2 marks).</b></p> <p>vii. Extension Leaflets/Folders/Brochures/ published by Universities/National Institutes/Government Departments/ Standard Commercial publishers = <b>0.25 mark each (Maximum = 2 marks).</b></p> <p>viii. Popular articles published in leading Dailies/Institutional/Govt. Departmental Periodicals/Radio talks/TV programmes/Phone-in programmes = <b>0.25 mark each (Maximum = 2 marks).</b></p> <p>ix. Practical manuals for undergraduate/ Post-graduate Teaching/Training manuals = <b>0.5 mark each course/training (Maximum = 2 marks).</b></p> <p><b>Note:</b></p> <ol style="list-style-type: none"> <li><i>All the publications mentioned above should have been published as on the last date prescribed for submission of filled-in application.</i></li> <li><i>The first three authors in all the above cases will get full marks while the rest of the authors will get 50 per cent of the marks allotted to each item.</i></li> </ol>
4.	<p><b>Special Awards/Medals/Fellowships/ recognition for Professional excellence in Teaching/Research/ Extension in the cadre of Assoc Professor (Explanatory Notes for Medals/Awards/Recognition is furnished below).</b></p>	<p><b>Maximum marks allotted = 05</b></p> <ol style="list-style-type: none"> <li>International Awards = <b>3 marks each.</b></li> <li>National Awards = <b>2.5 marks each.</b></li> <li>State level Awards = <b>2 marks each.</b></li> <li>University level Awards = <b>1 mark each.</b></li> <li>Any Awards/Medals/Recognitions from Professional Societies (except American Bibliography Award/Non – Professional Awards) = <b>0.5 mark each.</b></li> </ol> <p><b>Note:</b> <i>For Team Awards / Medals / Recognitions the leader gets full marks and each Associate gets 50% of the marks mentioned above.</i></p> <hr/> <p><b>Note:</b> <i>If the award is obtained in the previous cadre</i></p> <ol style="list-style-type: none"> <li>International Awards = <b>1.50 marks each.</b></li> <li>National/State Awards = <b>1.00 marks each.</b></li> <li>University level Awards = <b>0.50 marks each.</b></li> </ol>

<p><b>Explanatory Note for Medals/Awards/Recognitions:</b></p> <ol style="list-style-type: none"> <li>1. <i>International means, the awards given by the organizations which are of international repute and established by the international funding to further the research need of the international community (E.g. CGIAR etc.).</i></li> <li>2. <i>National level awards means, the awards secured at the National level in recognition of significant professional achievements.</i></li> <li>3. <i>State award means, the awards secured at the State level like Rajyotsava award etc, in recognition of significant professional achievements.</i></li> <li>4. <i>University level Award means, any award given at the University level like Nagamma Dattatreya Award, Best Teacher Award, Best Farm Superintendent Award, Best Extension Worker Award etc.</i></li> <li>5. <i>Professional Society Awards means, any award given by Registered Scientific Societies/Bodies in recognition of significant professional achievements.</i></li> </ol>	
<p><b>5. Attainment in the professional field in the cadre of Assoc. Professor.</b></p>	<p><b>Maximum marks allotted = 10</b></p> <p><b>A. Teaching/Research/Extension/Corporate activities = 10 marks.</b></p> <ol style="list-style-type: none"> <li>a. Courses offered/Extension activities carried out/Technical administration/ Sports &amp; Cultural activities/Wardens/ Tour Leaders/Co-ordinators &amp; Assistant Co-ordinators of examination/Farm Managers = 0.5 mark/course/activity/year.</li> <li>b. For every PG student guided in the cadre of Associate Professor.             <ol style="list-style-type: none"> <li>a) Ph.D. Student = <b>1 mark for each student.</b></li> <li>b) M.Sc. Student = <b>0.5 mark for each student.</b></li> </ol> </li> <li>c. Release of Variety/Technology/ Prototypes developed = <b>2 marks each</b></li> <li>d. Registration for Patents made = <b>3 marks each</b></li> <li>e. For diffusion of each Variety/ Technology/Prototype among farmers/ users = <b>1 mark each.</b></li> <li>f. Participation in Bi-monthly NAEP Workshops/working as Staff Advisors/ Assistant Registrars/RAWE Co-ordinator /ADSW = <b>0.5 mark per activity</b> per year.</li> <li>g. Collaborator in release of Variety/ Prototype and Technology development = <b>0.5 mark each.</b></li> <li>h. Service rendered by carrying out full time Corporate activities to support the University's academic/General administration in the cadre of Assoc. Professor = <b>1 mark</b> per year.</li> </ol> <p><i>Note: Full time Corporate activity</i></p> <p><b>B. Special attainments: Maximum Marks = 05 (1 mark for each activity)</b></p> <p>Executive Committee Members of national bodies, Member of INSA, NAAS, Fellow of Academic Bodies, Chairman of International Conference Session, Members of Academic</p>

		Council/Governing Body Editorial Board of National/International Journals, Task Force Member, Guiding a student who secures Jawaharlal Nehru Award
6.	<b>Externally funded Projects operated as Associate Professor.</b>	<p><b>Maximum marks allotted = 10</b>  <b>In the cadre of Assoc. Professor</b></p> <ol style="list-style-type: none"> <li>1. Project outlay of Rs.1 to 10 lakhs = <b>2 marks per Project as Principal Investigator (PI) and 1 mark per Project as Co Principal Investigator (Co- PI).</b></li> <li>2. Projects outlay of above Rs.10 upto 20 Lakhs = <b>3 marks per Project as PI and 1.5 marks per Project as Co PI.</b></li> <li>3. Projects outlay of above Rs.20 Lakhs = <b>4 marks per Project as PI and 2 marks per Project as Co- PI.</b></li> </ol> <p><i>Note: A valid certificate obtained from the concerned controlling Officer and duly countersigned by the concerned Officers/Heads of the Directorates shall be submitted in support of their claims.</i></p>
7.	<b>Organizing Symposium Seminar/ Summer Institute/Winter Institutes/ Refresher Courses/Workshops and Training Programme as Associate Professor</b>	<p><b>Maximum marks allotted = 05</b>  <b>For conducting/Organizing Symposia/ Seminars/Summer Institute/Winter Institute/Refresher course/Workshop /Training Programme at</b></p> <ol style="list-style-type: none"> <li>1. <b>International = 4 marks per activity as Leader/Director; 2 marks per activity as Associate Leader/Co-Director.</b></li> <li>2. <b>National level = 3 marks per activity as Leader/Director; 1.5 marks per activity as Associate Leader/Co-Director.</b></li> <li>3. <b>University level = 2 marks per activity as Leader/Director; 1 mark per activity as Associate Leader/Co – Director.</b></li> <li>4. <b>For participating in Symposia/Seminars /Summer Institute/ Winter Institute /Refresher Course/ Workshop/Training Programme as Resource Person to impart training 0.25 marks per activity (Maximum = 2 marks)</b></li> </ol>

8.	<b>Confidential reports for the preceding five years in the cadre as Associate Professor.</b>	<b>Maximum marks allotted = 5 marks.</b> Grading given by the Reporting Officer: 1. A/A <sup>+</sup> /A <sup>-</sup> = <b>1 mark</b> per year. 2. B/B <sup>+</sup> /B <sup>-</sup> = <b>0.75 mark</b> per year. 3. C/C <sup>+</sup> /C <sup>-</sup> = <b>0.5 mark</b> per year. <b>Note:</b> <i>In case the confidential reports of a candidate for the assessment period are not satisfactory and if the candidate has been inflicted with penalties on Statutory enquiry he will get no marks for major punishments and 50% marks for minor punishments out of the ear marked for confidential reports.</i>
9.	<b>Performance in the Interview.</b>	<b>Maximum marks allotted = 10</b>
10.	<b>General</b>	
	<ol style="list-style-type: none"> <li>1. The eligibility as well as suitability of a candidate shall be considered based on the information supplied by him in his application.</li> <li>2. All the items as mentioned in the application shall be supported by the relevant and authorized documents. Only such documents/records will be taken into consideration for award of marks.</li> <li>3. Prescribed certificates should be obtained from competent authority on or before the last date of submission of application. In case of Centre of Excellence/Infrastructure created, certificate issued by the Vice-Chancellor in case of Universities/Directors in case of National Institutes only will be considered.</li> <li>4. Any additional documents/certificates/record given after the last date for submission of filled-in application will not be considered for award of marks.</li> <li>5. If a candidate has submitted more than one application prescribed for the same post before the last date, the latest application will be considered as valid for the purpose of recruitment.</li> <li>6. Interviews will be conducted by the Selection Committee duly constituted as per the statutes of the University and the marks for Sl. No. 1 to 8 as well as for performance in interviews will, be awarded by the Selection Committee and the decision of the Selection Committee shall be final.</li> </ol>	

Sd/-

**Administrative Officer**

## **Qualification and Scorecard for the Direct Recruitment of Teachers in the cadre of Associate Professor in UAS, Bangalore**

### **Qualifications**

1. A Ph.D. Degree in the concerned subject.
2. Good academic record, in addition to these, candidates who join from outside University system, shall also possess at least 55% of the marks or an equivalent grade of B in the seven point scale with letter grades O,A, B, C, D, and E & F at the Master 's degree level.
3. Five (5) years of experience in Teaching and/or Research/Extension in cadre of Assistant Professor (pay scale of Rs.8000-13500 or as revised time to time) or its equivalent position in the concerned subject, excluding the period spent for obtaining the Ph.D. Degree (subject to a maximum of 3 years) and has made some marks in the area of Scholarship as evidenced by quality of publication, contribution to educational innovation, design of new courses and curricula.

### **NOTE:**

Detailed qualifications for concerned subjects are prescribed separately for each discipline. Irrespective of whether a candidate has completed Ph.D. on deputation/study leave/sandwich programme/external candidate etc.

### **General**

Candidates with knowledge of Kannada are preferred for the teaching posts in the University.

### **Allotment of Marks**

	<b>Particulars</b>	<b>Marks allotted for main items</b>
1	Academic Qualifications	20
2	Academic Experience	15
	a. Experience in Teaching/Research/ Extension/Corporate activities (University) in the cadre of Assistant Professor.	07
	b. Outstation experience in the cadre of Assistant Professor.	05
	c. Experience in national/international organizations.	03
3	Scientific publications in the cadre of Assistant Professor.	20
4	Special Awards/Medals/Fellowships/Recognition for academic excellence in the cadre of Assistant Professor.	05
5	Attainment in the professional field in the cadre of Assistant Professor	10
6	Externally funded Projects operated as Assistant Professor	10
7	Exposure to Symposium Seminar/Summer Institute/ Winter Institutes/Refresher Courses/ Workshops and Training Programme as Assistant Professor.	05
8	Confidential reports for the preceding 5 years in the cadre of Assistant Professor	05
9	Performance in the Interview.	10
	<b>Total Marks</b>	<b>100</b>

<b>EXPLANATORY NOTES FOR AWARD OF MARKS</b>		
<b>1</b>	<b>Academic Qualification</b>	<b>Maximum marks allotted = 20</b>
a.	Bachelor's Degree	<p><b>Maximum marks allotted = 02</b></p> <p><b>2 marks</b> shall be awarded on <i>Prorata</i> basis considering the conversion percentage of marks given in the Equivalent percentage certificate of CGPA (Trimester system)/OGPA (Semester system) issued by the competent authority as under.</p> <ol style="list-style-type: none"> <li>For candidates holding degree under Trimester /Semester system, <b>60%</b> gets <b>0.0 mark</b> and <b>100%</b> gets <b>2 marks</b>.</li> <li>For candidates holding degree under Trimester system where equivalent percentage certificate is not furnished <b>CGPA of 2.00</b> gets <b>0.0 mark and 4.0</b> gets <b>2 marks</b>.</li> <li>In case of candidates holding degree from traditional system/Universities <b>50%</b> gets <b>0.0 mark</b> and <b>100%</b> gets <b>2 marks</b>.</li> </ol> <p><b>Note:</b> <i>The candidates are required to furnish an attested copy of the certificate of equivalent percentage of marks in the case of award of marks other than in 10 point scale.</i></p>
b.	Master's Degree in the concerned subject	<p><b>Maximum marks allotted = 04</b></p> <p>3 marks shall be awarded on <i>Prorata</i> basis considering the conversion percentage of marks given in the Equivalent percentage certificate of CGPA (Trimester system)/OGPA (Semester system) issued by the competent authority as under:</p> <ol style="list-style-type: none"> <li>For candidates holding degree under Trimester/Semester system, <b>70%</b> gets <b>0.0 mark</b> and <b>100%</b> gets <b>4 marks</b>.</li> <li>For candidates holding degree under Trimester system where equivalent percentage certificate is not furnished <b>CGPA of 2.5</b> gets <b>0.0 mark and 4.0</b> gets <b>4 marks</b>.</li> <li>In case of candidates holding degree from traditional system/Universities, <b>55%</b> gets <b>0.0 mark</b> and <b>100%</b> gets <b>4 marks</b>.</li> </ol> <p><b>Note:</b> <i>The candidates are required to furnish an attested copy of the certificate of equivalent percentage of marks in the case of award of marks other than in 10 point scale.</i></p>
c.	Ph.D. Degree.	<p><b>Maximum marks allotted = 06</b></p> <ol style="list-style-type: none"> <li>Candidates obtaining Ph.D with Course Work of any Agricultural University/by any other University with 4+2+3 system – <b>6 marks (Trimester/Semester system)</b></li> <li>Candidates obtaining Ph.D from Traditional University (<u>3+2+3</u> system) with course work and Ph.Ds from foreign Universities without course work–<b>5 marks</b>.</li> <li>Candidates obtaining Ph.D as an external student by research alone in any University–<b>2 marks</b>.</li> </ol>
d.	Higher training/PG Diploma in the	<b>Maximum marks allotted = 3</b>

	academic filed.	<ol style="list-style-type: none"> <li>1. Post-doctoral experience = <b>1 mark</b> for each of 6 months.</li> <li>2. PG diploma not less than ten months/M.Phil. = <b>1 mark for each certificate.</b></li> <li>3. Higher academic Training in recognized academic/scientific/professional institutions (21 days &amp; above) = <b>0.5 mark for each training.</b></li> </ol>
e.	Medals/Awards/Recognitions obtained at Bachelor's/Master's/Doctoral degree for academic excellence.	<b>Maximum marks allotted = 05</b> <ol style="list-style-type: none"> <li>1. Jawaharlal Nehru Award for Ph.D = <b>2 marks.</b></li> <li>2. University Gold medal = <b>1 mark each.</b></li> </ol> <p><i>If a candidate secures more than one Award/Medal/Recognition for the same degree and or achievement, the highest award will be considered for allotting marks.</i></p>
<b>2. Academic Experience</b>		
a)	Experience in Teaching/Research/Extension in the cadre of Assistant Professor	<b>Maximum marks allotted = 07</b> <b>1 mark for each year (Maximum = 7 marks)</b>
b)	Outstation experience in the cadre of Assistant Professor	<b>Maximum marks allotted = 05</b> A/B class city – <b>nil</b> C class city = <b>0.5 mark</b> for each year of service Others – <b>1 mark</b> for each year of service
c)	Experience in international organizations.	<b>Maximum marks allotted = 05</b> International Organization – <b>2 marks</b> for each year
<b>3.</b>	<b>Scientific publications in the cadre of Assistant Professor</b>	<b>Maximum marks allotted = 15</b> <ol style="list-style-type: none"> <li>i) For full length papers published in refereed Scientific Journals: <ol style="list-style-type: none"> <li>a) International level = <b>2 marks each</b></li> <li>b) National level = <b>1 mark each</b></li> </ol> </li> <li>ii) For Research Note/Abstracts published in Journal/Seminar/Symposium/Conferences = <b>0.25 mark each (Maximum = 5 marks)</b></li> <li>iii) Full length papers presented &amp; published in Seminar/Symposia/Conferences proceedings: <b>(Maximum = 7 marks)</b> <ol style="list-style-type: none"> <li>a) International level = <b>1 mark each</b></li> <li>b) National level = <b>0.5 mark each</b></li> <li>c) University level = <b>0.25 mark each</b></li> </ol> </li> <li>iv. Short communication presented and published in Seminar/Symposia/conferences = <b>0.25 mark each (Maximum = 5 marks).</b></li> <li>v. Books published by individuals = <b>0.5 mark each (Maximum = 2 marks).</b></li> <li>vi. Research Bulletins/Extension Bulletins/ Chapters in Books published by Universities/ National Institutes/Government Departments/ Standard Commercial Publishers/Training Manuals/Teaching Manuals = <b>0.25 mark each (Maximum = 2 marks)</b></li> <li>vii. Extension Leaflets/Folders/Brochures/ published by Universities/National Institutes/ Government Departments/Standard Commercial publishers = <b>0.25 mark each (Maximum = 2 marks).</b></li> </ol>

		<p>viii. Popular articles published in leading Dailies/Institutional/Govt. Departmental Periodicals/Radio talks/TV programmes/ Phone-in programmes = <b>0.25 mark each (Maximum = 2 marks)</b></p> <p>ix. Practical manuals for undergraduate/Post-graduate Teaching/Training manuals = <b>0.5 mark each course/training (Maximum = 2 marks)</b></p> <p><b>Note:</b></p> <ol style="list-style-type: none"> <li>1. All the publications mentioned above should have been published as on the last date prescribed for submission of filled-in application.</li> <li>2. The first three authors in all the above cases will get full marks while the rest of the authors will get 50 per cent of the marks allotted to each item.</li> </ol>
4.	<p><b>Special Awards/Medals/Fellowships/ recognition for Professional excellence in Teaching/Research/ Extension in the cadre of Asst Professor</b></p>	<p><b>Maximum marks allotted = 05</b></p> <ol style="list-style-type: none"> <li>1. International Awards = <b>3 marks each</b></li> <li>2. National Awards = <b>2.5 marks each</b></li> <li>3. State level Awards = <b>2 marks each</b></li> <li>4. University level Awards = <b>1 mark each</b></li> <li>5. Any Awards/Medals/Recognitions from Professional Societies (except American Bibliography Award/Non – Professional Awards) = <b>0.5 mark each.</b></li> </ol> <p><b>Note:</b> For Team Awards/Medals/ Recognitions the leader gets full marks and each Associate gets 50% of the marks mentioned above.</p> <p><b>Note: If the award is obtained in the previous cadre</b></p> <ol style="list-style-type: none"> <li>1. International Awards = <b>1.50 marks each</b></li> <li>2. National/State Awards = <b>1.00 marks each</b></li> <li>3. University level Awards = <b>0.50 marks each</b></li> </ol>
<p><b>Explanatory Note for Medals/Awards/Recognitions</b></p> <ol style="list-style-type: none"> <li>1. International means, the awards given by the organizations which are of international repute and established by the international funding to further the research need of the international community (e.g. CGIAR etc.)</li> <li>2. National level awards means, the awards secured at the National level in recognition of significant professional achievements.</li> <li>3. State award means, the awards secured at the State level like Rajyotsava award etc, in recognition of significant professional achievements.</li> <li>4. University level Award means, any award given at the University level like Nagamma Dattatreya Award, Best Teacher Award, Best Farm Superintendent Award, Best Extension Worker Award etc.</li> <li>5. Professional Society Awards means, any award given by Registered Scientific Societies/Bodies in recognition of significant professional achievements.</li> </ol>		

5.	<b>Attainment in the professional field in the cadre of Assistant Professor</b>	<p><b>Maximum marks allotted = 10</b></p> <p><b>A. Teaching/Research/Extension/Corporate activities = 10 marks</b></p> <ol style="list-style-type: none"> <li>1. Courses offered/Extension activities carried out/Technical administration/Sports &amp; Cultural activities/Wardens/Tour Leaders/Co-ordinators &amp; Assistant Co-ordinators of examination/Farm Managers=<b>0.5 marks/course/activity/year.</b></li> <li>2. For every PG student guided.       <ol style="list-style-type: none"> <li>a. Ph.D. Student = <b>1 mark for each student.</b></li> <li>b. M.Sc. Student = <b>0.5 mark for each student.</b></li> </ol> </li> <li>3. Release of Variety/Technology/Prototypes developed = <b>2 marks each</b></li> <li>4. Registration for Patents made = <b>3 marks each</b></li> <li>5. For diffusion of each Variety/Technology/Prototype among farmers/users = <b>1 mark each.</b></li> <li>6. Participation in Bi-monthly NAEP Workshops/working as Staff Advisors/ Assistant Registrars/RAWE Co-ordinator/ ADSW = <b>0.5 mark per activity</b> per year.</li> <li>7. Collaborator in release of Variety/Prototype and Technology development= <b>0.5 mark each.</b></li> <li>8. Service rendered by carrying out full time Corporate activities to support the University's academic/General administration in the cadre of Assistant Professor = <b>1 mark</b> per year.</li> </ol> <p><i>Note: Full time Corporate activity</i></p> <p>9. <b>Special attainments: Maximum Marks = 05 (1 mark for each activity)</b></p> <p>Executive Committee Members of national bodies, Member of INSA, NAAS, Fellow of Academic Bodies, Chairman of International Conference Session, Members of Academic Council/ Governing Body Editorial Board of National/ International Journals, Task Force Member, Guiding a student who secures Jawaharlal Nehru Award.</p>
6.	<b>Externally funded Projects operated as Assistant Professor</b>	<p><b>Maximum marks allotted = 10</b></p> <ol style="list-style-type: none"> <li>1. Project outlay of Rs.1 to 10 lakhs = <b>2 marks per Project</b> as Principal Investigator (PI) and <b>1 mark per Project</b> as Co Principal Investigator (Co- PI).</li> <li>2. Projects outlay of above Rs.10 upto 20 Lakhs = <b>3 marks per Project</b> as PI and 1.5 marks per Project as Co PI.</li> <li>3. Projects outlay of above Rs.20 Lakhs = <b>4 marks per Project</b> as PI and 2 marks per Project as Co- PI.</li> </ol> <p><b>Note:</b> A valid certificate obtained from the concerned controlling Officer and duly countersigned by the concerned Officers / Heads of the Directorates shall be submitted in support of their claims.</p>

7.	<b>Organizing Symposium Seminar/ Summer Institute/Winter Institutes/ Refresher Courses/ Workshops and Training Programme as Assistant Professor</b>	<b>Maximum marks allotted = 05</b> 1. For conducting / Organizing Symposia / Seminars / Summer Institute / Winter Institute/ Refresher course / Workshop / Training Programme at a) <b>International</b> = 4 marks per activity as Leader/Director; <b>2 marks</b> per activity as Associate Leader/Co-Director. b) <b>National level</b> = <b>3 marks</b> per activity as Leader/Director; <b>1.5 marks</b> per activity as Associate Leader/Co-Director. c) <b>University level</b> = <b>2 marks</b> per activity as Leader/Director; <b>1 mark</b> per activity as Associate Leader/Co – Director. <b>For participating</b> in Symposia/Seminars/ Summer Institute/Winter Institute/ Refresher course/Workshop/Training Programme as <b>Resource Person</b> to impart training = <b>0.5 mark each (Maximum = 2 marks )</b>
8.	<b>Confidential reports for the preceding five years in the cadre as Assistant Professor.</b>	<b>Maximum marks allotted = 5 marks.</b> Grading given by the Reporting Officer: 1. A/A <sup>+</sup> /A <sup>-</sup> = <b>1 mark</b> per year. 2. B/B <sup>+</sup> /B <sup>-</sup> = <b>0.75 mark</b> per year. 3. C/C <sup>+</sup> /C <sup>-</sup> = <b>0.5 mark</b> per year. <b>Note:</b> <i>In case the confidential reports of a candidate for the assessment period are not satisfactory and if the candidate has been inflicted with penalties on Statutory enquiry he will get no marks for major punishments and 50% marks for minor punishments out of the ear marked for confidential reports.</i>
9.	<b>Performance in the Interview.</b>	<b>Maximum marks allotted = 10</b>
10.	<b>General</b>	
	1. The eligibility as well as suitability of a candidate shall be considered based on the information supplied by him in his application. 2. All the items as mentioned in the application shall be supported by the relevant and authorized documents. Only such documents/records will be taken into consideration for award of marks. 3. Prescribed certificates should be obtained from competent authority on or before the last date of submission of application. In case of Centre of Excellence/Infrastructure created, certificate issued by the Vice-Chancellor in case of Universities/Directors in case of National Institutes only will be considered. 4. Any additional documents/certificates/record given after the last date for submission of filled-in application will not be considered for award of marks. 5. If a candidate has submitted more than one application prescribed for the same post before the last date, the latest application will be considered as valid for the purpose of recruitment. 6. Interviews will be conducted by the Selection Committee duly constituted as per the statutes of the University and the marks for Sl. No. 1 to 8 as well as for performance in interviews will, be awarded by the Selection Committee and the decision of the Selection Committee shall be final.	

**Sd/-  
Administrative Officer**

## Qualification and Scorecard for the Direct Recruitment of Teachers in the cadre of Assistant Professors in UAS, Bangalore

### Qualifications

1. Good Academic record with at least 55% of the marks or, an equivalent grade of B in 7 point scale with letter grades O, A, B, C, D, E & F at the Master's degree level, in the concerned subject from a recognized Indian University, or an equivalent degree from a Foreign University.
2. Candidates should have cleared the National Eligibility Test (NET) in the concerned subject for Assistant Professor post conducted by the ASRB/UGC/CSIR or a similar test accredited by the ICAR/ICMR/NCERT/UGC/CSIR i.e.,
  - a) For Agriculture/Animal Husbandry/Veterinary/Fisheries disciplines, ASRB/ICAR NET in the concerned subject is prescribed.
  - b) For Humanities, languages, etc., UGC NET is prescribed.
  - c) For pure Sciences CSIR NET is prescribed

### Note:

1. In exceptional cases where ASRB (ICAR) is not conducting the NET in certain disciplines, the candidates should pass NET in the disciplines approved by the Academic Council.
2. Related subjects as decided by the Academic Council.

### NOTE:

1. Detailed qualifications for concerned subjects are prescribed separately for each discipline.
2. A relaxation of 5% may be provided from 55% to 50% of the marks at the Master's level for the SC/ST category.
3. The details of conversion on 7 point scale into percentage equivalent is as under:

#### Seven Point Scale

Grade	Grade point	Percentage equivalent
'O' = Outstanding	5.50-6.00	75-100
'A' = Very Good	4.50-5.49	65-74
'B' = Good	3.50-4.49	55-64
'C' = Average	2.50-3.49	45-54
'D' = Below Average	1.50-2.49	35-44
'E' = Poor	0.50-1.40	25-34
'F' = Fail	0.00-0.49	00-25

4. Candidates with knowledge of Kannada are preferred for the teaching posts in the University.

### Allotment of Marks

	Particulars	Marks allotted for main items
1	Academic Qualifications	45
2	Medals/Awards/Recognition	06
3	Achievements in Sports & cultural/NCC /NSS/Scouts & Guides activities	04
4	Experience in Teaching/Research/ Extension	15
5	Special Attainment in academic field	05
6	Publications	15
7	Interview performance	10
	<b>Total Marks</b>	<b>100</b>

<b>EXPLANATORY NOTES FOR AWARD OF MARKS</b>		
1.	<b>Academic Qualifications</b>	<b>Maximum marks allotted = 45</b>
a)	PUC/10+2	<p><b>Maximum marks allotted = 02</b>  <b>2 marks</b> shall be awarded on <i>Prorata</i> on the basis of the percentage of marks scored in PUC/10+2 considering <b>50% = 0 and 100% = 2 marks.</b>  <i>Note: The candidates shall compulsorily furnish an attested copy of the PUC/10+2 marks card</i></p>
b)	Bachelor's Degree	<p><b>Maximum marks allotted = 10</b>  <b>10 marks</b> shall be awarded on <i>Prorata</i> basis considering the conversion percentage of marks given in the Equivalent percentage certificate of CGPA (Trimester system)/OGPA- 10 = <b>100%</b> (Semester system) issued by the competent authority as under.</p> <ol style="list-style-type: none"> <li>1. For candidates holding degree under Trimester/Semester system, <b>60%</b> gets <b>0.0 mark</b> and <b>100%</b> gets <b>10 marks.</b></li> <li>2. In case of candidates holding degree from traditional system/Universities <b>50%</b> gets <b>0.0 mark</b> and <b>100%</b> gets <b>10 marks.</b></li> </ol> <p><i>Note: The candidates shall compulsorily furnish an attested copy of the certificate of equivalent percentage of marks in case of award of marks other than in 10 point scale.</i></p>
c)	Master's Degree in the concerned subject.	<p><b>Maximum marks allotted = 20</b>  <b>20.0 mark</b> shall be awarded on <i>Prorata</i> basis considering the conversion percentage of marks given in the Equivalent percentage certificate of CGPA (Trimester system)/OGPA (Semester system) issued by the competent authority as under.</p> <ol style="list-style-type: none"> <li>1. For candidates holding degree under Trimester/Semester system, <b>70%</b> gets <b>0.0 mark</b> and <b>100%</b> gets <b>20 marks.</b></li> <li>2. For candidates holding degree under Trimester system where equivalent certificate is not given, CGPA of 2 gets <b>0.0 mark</b> and 4 get <b>20 marks.</b></li> <li>3. In case of candidates holding degree from traditional system/Universities <b>50%</b> gets <b>0.0 mark</b> and <b>100%</b> gets <b>20 marks.</b></li> </ol> <p><i>Note: The candidates shall compulsorily furnish an attested copy of the certificate of equivalent percentage of marks in the case of award of marks other than in 10 point scale.</i></p>

d)	Ph.D. Degree.	<p><b>Maximum marks allotted = 10</b></p> <ol style="list-style-type: none"> <li>1. Candidates obtaining Ph.D with Course Work of any Agricultural University/by any other University with 4+2+3 system – <b>10 marks. (Trimester/Semester System)</b></li> <li>2. Candidates obtaining Ph.D from Traditional University (3+2+3 system) with course work and Ph.Ds from foreign Universities without course work – <b>8 marks.</b></li> <li>3. Candidates obtaining Ph.D as an external student by research alone in any University – <b>5 marks</b></li> </ol>
e)	Additional qualifications in the field.	<p><b>Maximum marks allotted = 03</b></p> <ol style="list-style-type: none"> <li>i) Post-doctoral experience = <b>2 mark for each of 6 months.</b></li> <li>ii) PG diploma/M.Phil. not less than ten months duration = <b>1 mark for each certificate.</b></li> <li>iii) Higher Academic Training in a recognized academic/scientific/professional institutions in relevant field (21 days &amp; above duration) = <b>0.5 mark for each training.</b></li> </ol>
2.	<b>Medals/Awards/Recognition (during Bachelor's degree &amp; above).</b>	<p><b>Maximum marks allotted = 06</b></p> <ol style="list-style-type: none"> <li>i) International award = <b>4 marks</b> each award/medal/recognition.</li> <li>ii) National award = <b>3 marks each</b></li> <li>iii) State award = <b>2 marks each</b></li> <li>iv) University Gold medal = <b>3 marks each</b></li> <li>v) Awards from Professional Society = <b>1 mark for each degree.</b></li> </ol> <p><i>If a candidate secures more than one medal/award for the same degree/achievement, the highest award shall be considered for allotting marks (except American Bibliography and other non professional awards).</i></p>
3.	<b>Sports &amp; cultural/NCC/NSS (during the study period of Bachelor's degree &amp; above).</b>	<p><b>Maximum marks allotted = 04</b></p> <ol style="list-style-type: none"> <li>i) Represented at International level in Sports/Cultural events (Representing Nation) = <b>2 marks/event/year</b></li> <li>ii) Represented at National level in Sports/cultural events (Representing State) = <b>1 mark/event/year</b></li> <li>iii) Represented the University in Sports/cultural events = <b>0.5 marks/ event /year</b></li> </ol> <p><b>NCC</b></p> <ol style="list-style-type: none"> <li>1) Candidates possessing 'B' Certificate and adjudged overall All India Best cadet with Gold/Silver/Bronze medal in the Republic Day Camp – <b>2 marks</b></li> <li>2) 'B' Certificate holders who have won Gold/Silver/Bronze medal in the camps – <b>1.5 marks</b></li> </ol>

		<p>3) 'B' Certificate holders who have participated in the Youth Exchange Programmes and Foreign Naval Cruise organized by DG, NCC – <b>1.5 marks</b></p> <p>4) 'B' Certificate holders who have participated from Karnataka in the Republic Day Camp – <b>0.5 marks</b></p> <p>5) 'C' Certificate holders – <b>1 mark</b></p> <p><i>Note: Sports &amp; Games/Cultural events recognized by Association of Indian Universities (Sports Division), New Delhi shall only be considered</i></p>
4.	<p><b>Experience in Teaching/Research/Extension:</b> Experience in the cadre of Instructor/Research Assistant/Extension Guide/Technical Assistant/Scientific Assistant/Farm Manager/temporary appointments as Research Associate/Extension worker/Full time SRF/Project Scientist/Specialist in an University/College/ Government Departments/Research Organizations/Boards/Corporations/ICAR Institutes/Similar Institutes like ICMR, CSIR, NCERT, ICRISAT etc./Krishi Vignana Kendras/Statutory bodies/ International organizations/Nationalized Banks/Non-Governmental Organizations (NGOs) working on Government Projects.</p>	<p><b>Maximum marks allotted = 15</b></p> <p>i) <b>0.125 marks</b> for each month of service in teaching/research/extension</p> <p><i>Note: To be supported by authorized document issued by the competent authorities.</i></p>
5.	<p><b>Special attainment in academic field.</b> (Passing JRF/SRF examination conducted by ICAR/UGC/CSIR/ ICMR and other national organizations and Award of Young Scientist Projects).</p>	<p><b>Maximum marks allotted = 05</b></p> <p>Passing JRF/SRF = <b>2.5 marks each</b></p> <p>Young Scientist Projects/Women Scholarships/ International Scholarships/General Projects from the funding agencies = <b>2.5 marks for each project.</b></p>
6.	<p><b>Scientific Publications in the concerned field.</b></p>	<p><b>Maximum marks allotted = 15</b></p> <p>i) For full length papers published in refereed scientific journals at:</p> <p>a) International level = <b>4 marks each</b></p> <p>b) National level = <b>2 marks each</b></p> <p>ii) For Research Note/Abstracts published in Journal/Seminar/Symposium/ Conferences = <b>0.5 mark each (Maximum = 5 marks)</b></p> <p>iii) Full length papers presented &amp; published in Seminar/Symposia/ Conferences at: <b>(Maximum = 7 Marks)</b></p> <p>a) International level = 2mark each</p> <p>b) National level = 1 mark each</p> <p>c) University level = <b>0.5 mark each</b></p> <p>iv) Books published by individuals = <b>1 Mark each (Maximum = 2 marks).</b></p> <p>v) Research Bulletins/Extension Bulletins/ Chapters in Books published by Universities/National Institutes/Govt. Departments/ Standard Commercial Publishers/ Training Manuals/ Laboratory Manuals = <b>0.50 mark each (Maximum = 2 marks)</b></p> <p>vi) Extension leaflets/Folders/Brochures Published by Universities/National Institutes/Govt. Departments/Standard Commercial Publishers = <b>0.5 mark (Maximum = 2 marks)</b></p>

		<p>vii) Popular articles published in leading Dailies/Institutional/Govt. Departmental Periodicals/Radio talks/TV programmes/Phone-in programmes = <b>0.25 mark</b> each (<b>Maximum = 2 marks</b>)</p> <p><b>Note:</b></p> <p>a) <i>All the publications mentioned above should have been published as on the last date prescribed for submission of filled-in application.</i></p> <p>b) <i>The first three authors in all the above cases will get full marks while the rest of the authors will get 50 per cent of the marks allotted to each item.</i></p>
7.	<b>Performance in the Interview</b>	<b>Maximum marks allotted = 10</b>
8.	<b>General</b>	
	<ol style="list-style-type: none"> <li>1. The eligibility as well as suitability of a candidate shall be considered based on the information supplied by him in his application.</li> <li>2. All the items as mentioned in the application shall be supported by the relevant and authorized documents. Only such documents/records will be taken into consideration for award of marks.</li> <li>3. Prescribed certificates should be obtained from competent authority on or before the last date of submission of application. In case of Centre of Excellence/Infrastructure created, certificate issued by the Vice-Chancellor in case of Universities/Directors in case of National Institutes only will be considered.</li> <li>4. Any additional documents/certificates/record given after the last date for submission of filled-in application will not be considered for award of marks.</li> <li>5. If a candidate has submitted more than one application prescribed for the same post before the last date, the latest application will be considered as valid for the purpose of recruitment.</li> <li>6. Interviews will be conducted by the Selection Committee duly constituted as per the statutes of the University and the marks for Sl. No. 1 to 6 as well as for performance in interviews will, be awarded by the Selection Committee and the decision of the Selection Committee shall be final.</li> </ol>	

Sd/-

**Administrative Officer**