

For official use only

Revised
**CAREER
ADVANCEMENT
SCHEME**

(Effective from 01-01-2009)

Score Card for Performance Evaluation Including
Guidelines/Instructions/Proformae for Assessment from
Senior Scientist to Principal Scientist



AGRICULTURAL SCIENTISTS' RECRUITMENT BOARD
(INDIAN COUNCIL OF AGRICULTURAL RESEARCH)
New Delhi 110 012

For official use

Revised Career Advancement Scheme **(EFFECTIVE FROM 01-01-2009)**

**SCORE CARD FOR PERFORMANCE EVALUATION INCLUDING
GUIDELINES/INSTRUCTIONS/PROFORMAE FOR ASSESSMENT FROM
SENIOR SCIENTIST TO PRINCIPAL SCIENTIST**





AGRICULTURAL SCIENTISTS RECRUITMENT BOARD

Krishi Anusandhan Bhavan, New Delhi 1100 12

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RES IV – RESEARCH

	AGRICULTURAL SCIENTISTS RECRUITMENT BOARD CAREER ADVANCEMENT OF ICAR SCIENTISTS UNDER REVISED CAS (EFFECTIVE FROM 01-01-2009) FROM RESEARCH GRADE PAY 9000 TO 10000	
	Part I. Evaluation of Senior Scientist (RGP 9000) who is mainly involved in Research	Max. Score
	Assessment period 3 years	
A	CORE ACTIVITIES	40
	SCIENTIST'S ACHIEVEMENTS IN RESEARCH	35
A01	<ul style="list-style-type: none"> • Institute projects. 3.0 marks for PI, 1.5 marks for Co-PI for every completed year (Max 12 marks) • External projects of minimum 10 lakh per project: 3.0 marks for PI, 1.5 marks for Co-PI for every completed year. 	15
A02	Innovative technologies developed, participatory technology developed, prototype, genetic stock, variety, product, vaccine, diagnostic kit, process, concept, methodology, software development/Data base management/Expert system developed/ Decision support system /models / e-learning lessons / models developed & any other relevant output.: 4 marks for PI, 3 marks for Co-PI for each output <ul style="list-style-type: none"> • Patents: For PI and Co-PI, for each patent granted 2 marks; for technology commercialized/popularized(without patent) 3 marks and for patent granted and commercialized/popularized: 5 marks 	17
	Technology spread and impact across the system <ul style="list-style-type: none"> • The variety released entered into seed chain (3 marks) • Wide spread adoption of the variety /planting materials /tools / machinery / technology developed etc. by the farmers / clients across the system / country with a perceptible impact. (3 marks.) • Commercial release/use of the technology attracting revenue to the organization (Rs. 5 to 10 Lakh 1.5 marks and above Rs. 10 Lakh 3 marks) • Adoption of concept /methodology /product by research and academic members across NARS/ CGIAR/ international research and academic bodies, accreditation received etc. Max 3 marks (for research papers evidence in the form of H index 3 i.e. minimum of 3 number of papers published during the preceding 8 years with each paper cited 3 times is considered) • Note: Paper published out of M.Sc. and Ph.D. work will not be considered. 	3
Capacity building / monitoring/ evaluation / reporting and institution building		
A03	<ul style="list-style-type: none"> • Teaching. 0.5 marks for each credit hour taught (max: 2 marks) • Student guide/ co-guide: 1 mark for each Masters Degree awarded as guide, 0.5 mark to co-guide. 2 marks for Ph.D as guide and 1 mark as co-guide. Max. 2 marks 	5

	<ul style="list-style-type: none"> • Technology inventory prepared, technology evaluation, monitoring of field/ adaptation trials, reporting of feedback / success stories/ cases etc. (0.5 marks each) Max 2 marks • Customized instruction materials, ready reckoners, research monographs, advisories, simulation model/ programmes etc. developed in relation to the institutional mandate. (0.5 marks) Max 2 marks • Field day/ farmers fair, demonstration, exhibitions etc. 1 mark for each (maximum marks limited to 2.0) • Institution building (Only clearly defined major contributions as a Member Secretary RAC/ SRC / QRT /PME Cell / CPC / IPR Cell/ Technical Cell / Editors of Annual and AICRP Reports / I/c of Central Facilities like ARIS Cell / video conferencing, HRD Cell etc.) (0.5 mark per year for each assignment) (Maximum 3 Marks only) • Works related to germ plasm collection, documentation and conservation (0.5 mark for each year of involvement) Max 2 marks • Service providing activities related to production, processing and distribution of seeds and planting material, incharge of cattleyard, fish & fish seed production, hatchery etc. (0.5 mark per year for each assignment) (Maximum 3 Marks only) • Convener or co-convener or organizing/ co-organizing secretary or course director / co-course director of seminars / symposia / workshop / discussion / conference / summer or winter school / training programme / refresher course of duration 3-5 days: 1 mark each; 6 to 20 days: 2 mark each; 21 days or more: 3 marks each (Maximum 3 Marks only) • Other HRD programmes organized / coordinated / assisted as per institutional mandate. (0.5 marks for each assignment) Max 2 marks) 	
B	PUBLICATIONS	20
B01	Research Papers (Full score for the First Author, 0.75 score each for rest of the authors). Three best research papers published during the period of review will be allocated score according to the National Academy of Agricultural Sciences (NAAS) rating of Scientific Journals, on a scale of 1.0 to 10.0, totalled and divided by 1.2.	15
B02	Other publications: <ul style="list-style-type: none"> • Books authored (minimum 100 pages): 1 mark for each author. (Max marks limited to 2) • Books edited (minimum 100 pages): 0.5 mark for each editor (Max marks limited to 2) • Technical/extension bulletin, Training manual (minimum 25 pages) 0.5 mark for each author (Max marks limited to 2) • Conference Proceedings and newsletters edited: 0.5 marks for editor and co-editors (Max marks limited to 2) • Book chapters/ Extension leaflets/folders: 0.5 mark for author and co-authors (Max marks limited to 2) • Technical/ popular Articles : 0.25 mark for author and co-authors (Max marks limited to 2) • E-publication, Technology inventory and concept series published (0.5 marks for each Max. 3 marks) 	5
C	PEER RECOGNITION	8
C01	<ul style="list-style-type: none"> • International and National Awards / National Academy fellow: 2 marks each. • Post-Doctoral Fellowships: 1 mark. 	

	<ul style="list-style-type: none"> • Institutional or recognized professional societies award / fellowship / journal editor : 1 mark each (maximum 2 marks) • Best Paper, Best Posters 0.5 marks each (maximum 1 mark). • Conference prizes / medals, 0.5 each max 1.0 	
C02	<ul style="list-style-type: none"> • Oral presentation in International seminars / symposia / conference/ workshops: 1 mark each (Maximum of 2 marks) • Oral presentation in National seminars / symposia / conference/ workshops: 0.5 mark each. (Maximum of 2 marks) 	
C03	<ul style="list-style-type: none"> • Special assignments (International organizations, overseas and special national assignments/ consultancies not covered anywhere else in the application: 1.0 mark for each (maximum marks limited to 2) • International seminars / symposia / conference/ workshops/ attended: 0.5 mark each (Maximum of 2 marks) 	
D	ANNUAL ASSESSMENT REPORTS	12
D01	Period of assessment: 3 years 4.0 marks for Outstanding, 3.0 marks for Very Good, 2.0 marks for Good, 1.0 marks for Average and 0.5 marks for Below Average. Grading to be awarded for each year.	
	TOTAL	80
E.	Presentation and Interview	20
	Grand Total	100



RES IV – RESEARCH + TEACHING

	AGRICULTURAL SCIENTISTS RECRUITMENT BOARD CAREER ADVANCEMENT OF ICAR SCIENTISTS UNDER REVISED CAS (EFFECTIVE FROM 01-01-2009) FROM RESEARCH GRADE PAY 9000 TO 10000	
	Part I. Evaluation of Senior Scientist (RGP 9000) who is mainly involved in Research + Teaching (Use score card with code: CAS.SS.RESEARCH)	Max. Score
	Assessment period 3 years	
A	CORE ACTIVITIES	40
	SCIENTIST'S ACHIEVEMENTS IN RESEARCH	20
A01	<ul style="list-style-type: none"> • Institute projects. 3.0 marks for PI, 1.5 marks for Co-PI for every completed year (Max 8 marks) • External projects of minimum 10 lakh per project: 3.0 marks for PI, 1.5 marks for Co-PI for every completed year. 	10
A02	<p>Innovative technologies developed, participatory technology developed, prototype, genetic stock, variety, product, vaccine, diagnostic kit, process, concept, methodology, software development/Data base management/Expert system developed/ Decision support system /models / e-learning lessons / models developed & any other relevant output.: 4 marks for PI, 3 marks for Co-PI for each output</p> <ul style="list-style-type: none"> • Patents: For PI and Co-PI, for each patent granted 2 marks; for technology commercialized/popularized(without patent) 3 marks and for patent granted and commercialized/popularized: 5 marks 	7
	<p>Technology spread and impact across the system</p> <ul style="list-style-type: none"> • The variety released entered into seed chain 3 marks • Wide spread adoption of the variety /planting materials /tools / machinery / technology developed etc. by the farmers / clients across the system / country with a perceptible impact. (3 marks.) • Commercial release/use of the technology attracting revenue to the organization (Rs.5 to 10 Lakh 1.5 marks and above Rs. 10 Lakh 3 marks) • Adoption of concept /methodology /product by research and academic members across NARS/ CGIAR/ international research and academic bodies, accreditation received etc. Max 3 marks <p>(for research papers evidence in the form of H index 3 i.e. minimum of 3 number of papers published during the preceding 8 years with each paper cited 3 times is considered)</p> <ul style="list-style-type: none"> • Note: Paper published out of M.Sc. and Ph.D. work will not be considered. 	3
	Capacity building / monitoring/ evaluation / reporting and institution building	
A03	<ul style="list-style-type: none"> • Innovation in educational/teaching technology and methodology practiced, evaluated and integrated in the system. (0.5 marks each) Max. 2 marks • Technology inventory prepared, technology evaluation, monitoring of field/ 	5

	<p>adaptation trials, reporting of feedback / success stories/ cases etc. (0.5 marks each) Max 2 marks</p> <ul style="list-style-type: none"> • Customized instruction materials, ready reckoners, research monographs, advisories, simulation model/ programmes etc. developed in relation to the institutional mandate. (0.5 marks) Max 2 marks • Field day/ farmers fair, demonstration, exhibitions etc. 1 mark for each (maximum marks limited to 2.0) • Institution building (Only clearly defined major contributions as a Member Secretary RAC/ SRC / QRT /PME Cell / CPC / IPR Cell/ Technical Cell / Editors of Annual and AICRP Reports / l/c of Central Facilities like ARIS Cell / video conferencing, HRD Cell etc.) (0.5 mark per year for each assignment) (Maximum 3 Marks only) • Works related to germ plasm collection, documentation and conservation (0.5 mark for each year of involvement) Max 2 marks • Service providing activities related to production, processing and distribution of seeds and planting material, incharge of cattleyard, fish & fish seed production, hatchery etc. (0.5 mark per year for each assignment) (Maximum 3 Marks only) • Convener or co-convener or organizing/ co-organizing secretary or course director / co-course director of seminars / symposia / workshop / discussion / conference / summer or winter school / training programme / refresher course of duration 3-5 days: 1 mark each; 6 to 20 days: 2 mark each; 21 days or more: 3 marks each (Maximum 3 Marks only) • Other HRD programmes organized / coordinated / assisted as per institutional mandate. (0.5 marks for each assignment) Max 2 marks 	
	TEACHING	
	SCIENTIST'S ACHIEVEMENT IN TEACHING	15
A04	<ul style="list-style-type: none"> • Teaching. 0.5 marks for each credit hour taught {A course with credit hour 1 + 1 taught in a semester will score 1 mark (course 1 + 1 = 2 credits × 0.5 marks = 1 mark)} 	10
A05	Student guide/ co-guide: 1 mark for each Masters Degree awarded as guide, 0.5 mark to co-guide. 2 marks for Ph.D as guide and 1 mark as co-guide.	3
A06	<ul style="list-style-type: none"> • Teaching aids developed. (Teaching manuals, e-learning/Instructional materials etc, study tour, industrial visit, field visit arranged) 1.0 mark for each 	2
B	PUBLICATIONS	20
B01	Research Papers (Full score for the First Author, 0.75 score each for rest of the authors). Two best research papers published during the period of review will be allocated score according to the National Academy of Agricultural Sciences (NAAS) rating of Scientific Journals, on a scale of 1.0 to 10.0, totalled and divided by 1.2.	10
B02	Other publications:	10
	<ul style="list-style-type: none"> • Books authored (minimum 100 pages): 1 mark for each author. (Max marks limited to 2) • Books edited (minimum 100 pages): 0.5 mark for each editor (Max marks limited to 2) • Technical/extension bulletin, Training manual (minimum 25 pages) 0.5 mark for each author (Max marks limited to 2) • Conference Proceedings and newsletter edited: 0.5 marks for editor and co-editors (Max marks limited to 2) 	

	<ul style="list-style-type: none"> • Book chapters/ Extension leaflets/folders: 0.5 mark for author and co-authors (Max marks limited to 2) • Technical/ popular Articles : 0.25 mark for author and co-authors (Max marks limited to 2) • E-publication, Technology inventory and concept series published (0.5 marks for each Max. 3 marks) 	
C	PEER RECOGNITION	8
C01	<ul style="list-style-type: none"> • International and National Awards / National Academy fellow: 2 marks each. • Post-Doctoral Fellowships: 1 mark. • Institutional or recognized professional societies award/fellowship /journal editor: 1 mark each (maximum 2 marks) • Best Paper, Best Posters 0.5 marks each (maximum 1 mark). • Conference prizes / medals, 0.5 each max 1.0 	
C02	<ul style="list-style-type: none"> • Oral presentation in International seminars/symposia/conference/ workshops : 1 mark each (Maximum of 2 marks) • Oral presentation in National seminars / symposia / conference/ workshops : 0.5 mark each. (Maximum of 2 marks) 	
C03	<ul style="list-style-type: none"> • Special assignments (International organizations, overseas and special national assignments/ consultancies not covered anywhere else in the application: 1.0 mark for each (maximum marks limited to 2) • International seminars / symposia / conference/ workshops/ attended: 0.5 mark each (Maximum of 2 marks) 	
D	ANNUAL ASSESSMENT REPORTS	12
D01	<p>Period of assessment: 3 years</p> <p>4.0 marks for Outstanding, 3.0 marks for Very Good, 2.0 marks for Good, 1.0 marks for Average and 0.5 marks for Below Average. Grading to be awarded for each year.</p>	
	TOTAL	80
E	Presentation and Interview	20
	Grand Total	100



RES IV – RESEARCH + EXTENSION

	AGRICULTURAL SCIENTISTS RECRUITMENT BOARD CAREER ADVANCEMENT OF ICAR SCIENTISTS UNDER REVISED CAS (EFFECTIVE FROM 01-01-2009) FROM RESEARCH GRADE PAY 9000 TO 10000	
	<u>Part I. Evaluation of Senior Scientist (RGP 9000) who is mainly involved in Research & Extension</u>	Max. Score
	Assessment period 3 years	
A	CORE ACTIVITIES	40
	SCIENTIST'S ACHIEVEMENTS IN RESEARCH	20
A01	<ul style="list-style-type: none"> • Institute projects. 3.0 marks for PI, 1.5 marks for Co-PI for every completed year (Max 8 marks) • External projects of minimum 10 lakh per project: 3.0 marks for PI, 1.5 marks for Co-PI for every completed year. 	10
A02	<p>Innovative technologies developed, participatory technology developed, prototype, genetic stock, variety, product, vaccine, diagnostic kit, process, concept, methodology, software development/Data base management/Expert system developed/ Decision support system /models / e-learning lessons / models developed & any other relevant output.: 4 marks for PI, 3 marks for Co-PI for each output</p> <ul style="list-style-type: none"> • Patents: For PI and Co-PI, for each patent granted 2 marks; for technology commercialized/popularized(without patent) 3 marks and for patent granted and commercialized/popularized: 5 marks 	7
	<p>Technology spread and impact across the system</p> <ul style="list-style-type: none"> • The variety released entered into seed chain (1.5 marks for each variety) Max. 3 marks • Wide spread adoption of the variety /planting materials /tools / machinery / technology developed etc. by the farmers / clients across the system / country with a perceptible impact. (3 marks.) • Conducting/ co-coordinating and monitoring demonstration, field trials covering 300 acres across the farming system (1 mark per 100 acre demonstration) Max 3 marks • Adoption of technology or package of practices by a minimum of 3000 farmers across the system. 3 marks • Commercial release/use of the technology attracting revenue to the organization (Rs.5 to 10 Lakh 1.5 marks and above Rs. 10 Lakh 3 marks) • Adoption of concept /methodology /product by research and academic members across NARS/ CGIAR/ international research and academic bodies, accreditation received etc. Max 3 marks <p>(for research papers evidence in the form of H index 3 i.e. minimum of 3 number of papers published during the preceding 8 years with each paper cited 3 times is considered)</p> <p>Note: Paper published out of M.Sc. and Ph.D. work will not be considered.</p>	3

	Capacity building / monitoring/ evaluation / reporting and institution building	
A03	<ul style="list-style-type: none"> • Teaching. 0.5 marks for each credit hour taught (max: 2 marks) • Student guide/ co-guide: 1 mark for each Masters Degree awarded as guide, 0.5 mark to co-guide. 2 marks for Ph.D as guide and 1 mark as co-guide. Max. 2 marks • Technology inventory prepared, technology evaluation, monitoring of field / adaption trials, reporting of feedback / success stories/ cases etc. (0.5 marks each) Max 2 marks • Customized instruction materials, ready reckoners, research monographs, advisories, simulation model/ programmes etc. developed in relation to the institutional mandate. (0.5 marks) Max 2 marks • Institution building (Only clearly defined major contributions as a Member Secretary RAC/ SRC / QRT /PME Cell / CPC / IPR Cell/ Technical Cell / Editors of Annual and AICRP Reports / I/c of Central Facilities like ARIS Cell / video conferencing, HRD Cell etc.) (0.5 mark per year for each assignment) (Maximum 3 Marks only) • Works related to germ plasm collection, documentation and conservation (0.5 mark for each year of involvement) Max 2 marks • Service providing activities related to production, processing and distribution of seeds and planting material, incharge of cattleyard, fish & fish seed production, hatchery etc. (0.5 mark per year for each assignment) (Maximum 3 Marks only) • Convener or co-convener or organizing/ co-organizing secretary or course director / co-course director of seminars / symposia / workshop / discussion / conference / summer or winter school / training programme / refresher course of duration 3-5 days: 1 mark each; 6 to 20 days: 2 mark each; 21 days or more: 3 marks each (Maximum 3 Marks only) • Other HRD programmes organized / coordinated / assisted as per institutional mandate. (0.5 marks for each assignment) Max 2 marks) 	5
A04	SCIENTIST'S ACHIEVEMENT IN EXTENSION	15
	<ul style="list-style-type: none"> • Front Line Demonstration conducted. 2 marks per demonstration. Max 4 marks. • Inter institutional HRD programmes organized/ coordinated/assisted as per Institute mandate (2.0 marks for each assignment per year) (Maximum of 4 marks) • Farmers interest groups organized/ Commodity interest groups organized (1 mark each) Max 2 marks. • Farming system research and extension activities undertaken. 2 marks each. Max 4 marks. • Participatory technology development programmes and farmer field schools organized. 2 marks each. Max 4 marks. • Extension Teaching aids developed. (Teaching manuals, Instructional materials etc) 0.5 mark for each (Maximum of 2 marks). • Activities related to e-extension services, mobile advisory system and promotion of ICT based extension programmes. 2 marks each. Max 4 marks. • Field day/ farmers fair, demonstration, exhibitions, Radio talks, TV presentations etc. 1 mark for each. Max 2 marks • Research-Extension-Farmers-interface meetings organized. 1 mark for each. Maximum 2 marks 	
B	PUBLICATIONS	20



B01	Research Papers (Full score for the First Author, 0.75 score each for rest of the authors). One best research paper published during the period of review will be allocated score according to the National Academy of Agricultural Sciences (NAAS) rating of Scientific Journals, on a scale of 1.0 to 10.0, totalled and divided by 1.2.	5
B02	Other publications: <ul style="list-style-type: none"> • Books authored (minimum 100 pages): 1.0 mark for each author. (Max marks limited to 2) • Books edited (minimum 100 pages): 0.5 mark for each editor (Max marks limited to 2) • Technical/extension bulletin, Training manual (minimum 25 pages) 0.5 mark for each author (Max marks limited to 3) • Conference Proceedings and newsletter edited: 0.5 marks for editor and co-editors (Max marks limited to 3) • Book chapters/ Extension leaflets/folders: 0.5 mark for author and co-authors (Max marks limited to 3) • Technical/ popular Articles : 0.25 mark for author and co-authors (Max marks limited to 4) • E-publication, Technology inventory and concept series published (0.5 marks for each Max. 3 marks) 	15
C	PEER RECOGNITION	8
C01	<ul style="list-style-type: none"> • International and National Awards / National Academy fellow: 2 marks each. • Post-Doctoral Fellowships: 1 mark. • Institutional or recognized professional societies award/fellowship/journal editor : 1 mark each (maximum 2 marks) • Best Paper, Best Posters 0.5 marks each (maximum 1 mark). • Conference prizes / medals, 0.5 each max 1.0 	
C02	<ul style="list-style-type: none"> • Oral presentation in International seminars / symposia / conference/ workshops : 1 mark each (Maximum of 2 marks) • Oral presentation in National seminars / symposia / conference/ workshops : 0.5 mark each. (Maximum of 2 marks) 	
C03	<ul style="list-style-type: none"> • Special assignments (International organizations, overseas and special national assignments/ consultancies not covered anywhere else in the application: 1.0 mark for each (maximum marks limited to 2) • International seminars / symposia / conference/ workshops/ attended: 0.5 mark each (Maximum of 2 marks) 	
D	ANNUAL ASSESSMENT REPORTS	12
D01	Period of assessment: 3 years 4.0 marks for Outstanding, 3.0 marks for Very Good, 2.0 marks for Good, 1.0 marks for Average and 0.5 marks for Below Average. Grading to be awarded for each year.	
	TOTAL	80
E	Presentation and Interview	20
	Grand Total	100

RES IV – NAARM RESEARCH + TEACH/HRD

	AGRICULTURAL SCIENTISTS RECRUITMENT BOARD CAREER ADVANCEMENT OF ICAR SCIENTISTS UNDER REVISED CAS (EFFECTIVE FROM 01-01-2009) FROM RESEARCH GRADE PAY 9000 TO 10000	
	Part I. Evaluation of Senior Scientist (RGP 9000) NAARM	Max. Score
	Assessment period 3 years	
A	CORE ACTIVITIES	40
	SCIENTIST'S ACHIEVEMENTS IN RESEARCH	20
A01	<ul style="list-style-type: none"> • Institute projects. 3.0 marks for PI, 1.5 marks for Co-PI for every completed year (Max 8 marks) • External projects of minimum 10 lakh per project: 3.0 marks for PI, 1.5 marks for Co-PI for every completed year. 	10
A02	<p>Innovative technologies developed, participatory technology developed, prototype, educational/training kit, process, product /concept, methodology, software development/Data base management/Expert system developed/Decision support system /models/e-learning lessons/models developed & any other relevant output.: 4 marks for PI, 3 marks for Co-PI for each output</p> <ul style="list-style-type: none"> • Patents: For PI and Co-PI, for each patent granted 2 marks; for technology commercialized/popularized(without patent) 3 marks and for patent granted and commercialized/popularized: 5 marks 	7
	<p>Educational technology spread and impact across the system</p> <ul style="list-style-type: none"> • Commercial release/use of the technology attracting revenue to the organization (Rs.5 to 10 Lakh 1.5 marks and above Rs. 10 Lakh 3 marks) • Adoption of concept /methodology /product by research and academic members across NARS/ CGIAR/ international research and academic bodies, accreditation received etc. Max 3 marks <p>(for research papers evidence in the form of H index 3 i.e. minimum of 3 number of papers published during the preceding 8 years with each paper cited 3 times is considered)</p> <ul style="list-style-type: none"> • Note: Paper published out of M.Sc. and Ph.D. work will not be considered. 	3
	Capacity building / monitoring/ evaluation / reporting and institution building	
A03	<ul style="list-style-type: none"> • Capacity building /training programme / activities (other than foundation course for ARS scientist) under taken as per the institute mandate. (0.5 marks for each programme / activity Max. 4 marks) • Outreach Programmes organized. 1.0 mark for each (maximum marks limited to 4.0) • Customized /specialized /in service training programme organized. (1.0 marks limited to 4.0 marks) • Innovative training /educational concept, methodology and module developed. (2.0 marks for each methodology and module Max. 4 marks) 	10



	<ul style="list-style-type: none"> • Training /teaching/educational technology / methodology evaluated and customized. (2 marks for each technology / methodology evaluated & customized Max 4 marks) • Institution building (Only clearly defined major contributions as a Member Secretary RAC/ SRC / QRT /PME Cell / CPC / IPR Cell/ Technical Cell / Editors of Annual and AICRP Reports / I/c of Central Facilities like ARIS Cell / video conferencing, HRD Cell etc.) (0.5 mark for each assignment) (Maximum 3 Marks only) • Convener or co-convener or organizing / co-organizing secretary or course director / co-course director of seminars / symposia / workshop / discussion / conference / summer or winter school / training programme / refresher course of duration 3-5 days: 1 mark each; 6 to 20 days: 2 mark each; 21 days or more: 3 marks each (Maximum 3 Marks only) • Other HRD programmes organized / coordinated / assisted as per institutional mandate. (0.5 marks for each assignment) Max 2 marks) 	
	TEACHING AND FOUNDATION COURSE PROGRAMME FOR ARS SCIENTIST	
	SCIENTIST'S ACHIEVEMENT IN TEACHING AND FOCARS	10
A04	<ul style="list-style-type: none"> • Foundation course organized for ARS scientist(3marksfor course coordinator & 2 marks for co-coordinator Max. 6 marks) <p>Innovative theme based concept and methodology developed, tested and introduced in the foundation course programme for ARS scientists (2 Marks for each innovative concept and methodology, tested and introduced Max. 4 marks)</p> <ul style="list-style-type: none"> • Innovative theme based trainings /workshops conceptualized and organized. 2 marks for course coordinator and 1.0 mark for co-coordinator for each course (Max. 4 marks) • Courses designed and curriculum developed for training programmes. (2 marks for each course designed and curriculum developed Max.4 marks.) • Teaching. 0.5 marks for each credit hours taught {A course with credit hour 1+1 taught in a semester will score 1mark (2 credit x 0.5 marks)} Max 2marks • Student guidance/ co-guide: 2 marks for each Masters Degree awarded as guide, 1 mark to co-guide / advisory committee member Max 2marks • Teaching aids developed. (Teaching manuals, e-learning / Instructional materials etc, FET, study tour, industrial visit arranged,) 1.0 mark for each Max. 2 marks 	
B	PUBLICATIONS	20
B01	Research Papers (Full score for the First Author, 0.75 score each for rest of the authors). Two best research papers published during the period of review will be allocated score according to the National Academy of Agricultural Sciences (NAAS) rating of Scientific Journals, on a scale of 1.0 to 10.0, totalled and divided by 1.2.	10
B02	<p>Other publications:</p> <ul style="list-style-type: none"> • Books authored (minimum 100 pages): 1.0 mark for each author. (Max marks limited to 2) • Books edited (minimum 100 pages): 0.5 mark for each editor (Max marks limited to 2) • Technical/extension bulletin, Training manual (minimum 25 pages) 0.5 mark for each author (Max marks limited to 2) • Conference Proceedings and newsletter edited: 0.5 marks for editor and co-editors (Max marks limited to 2) • Book chapters/ Extension leaflets/folders: 0.5 mark for author and co-authors (Max marks limited to 2) 	10

	<ul style="list-style-type: none"> • Technical/ popular Articles : 0.25 mark for author and co-authors (Max marks limited to 2) • e-publications, learning modules, concept series, educational technology inventory and methodology modules published (0.5 marks for each publication Max 4 marks) 	
C	PEER RECOGNITION	8
C01	<ul style="list-style-type: none"> • International and National Awards / National Academy fellow: 2 marks each. • Post-Doctoral Fellowships: 1 mark. • Institutional or recognized professional societies award/fellowship/journal editor : 1 mark each (maximum 2 marks) • Best Paper, Best Posters 0.5 marks each (maximum 1 mark). • Conference prizes / medals, 0.5 each max 1.0 	
C02	<ul style="list-style-type: none"> • Oral presentation in International seminars / symposia / conference/ workshops : 1 mark each (Maximum of 2 marks) • Oral presentation in National seminars / symposia / conference/ workshops : 0.5 mark each. (Maximum of 2 marks) 	
C03	<ul style="list-style-type: none"> • Special assignments (International organizations, overseas and special national assignments/ consultancies not covered anywhere else in the application: 1.0 mark for each (maximum marks limited to 2) • International seminars / symposia / conference/ workshops/ attended: 0.5 mark each (Maximum of 2 marks) 	
D	ANNUAL ASSESSMENT REPORTS	12
D01	<p>Period of assessment: 3 years</p> <p>4.0 marks for Outstanding, 3.0 marks for Very Good, 2.0 marks for Good, 1.0 marks for Average and 0.5 marks for Below Average. Grading to be awarded for each year.</p>	
	TOTAL	80
E	Presentation and Interview	20
	Grand Total	100

	AGRICULTURAL SCIENTISTS RECRUITMENT BOARD CAREER ADVANCEMENT OF ICAR SCIENTISTS UNDER REVISED CAS (EFFECTIVE FROM 01-01-2009) FROM RESEARCH GRADE PAY 9000 TO 10000	
	Evaluation of Senior Scientist (RGP 9000) at ICAR HQ	Max. Score
	Assessment period 3 years	
A	SCIENTIST'S ACHIEVEMENTS	45
A01	<ul style="list-style-type: none"> Assistance in Coordination (No. of Institutes /SAUs being handled, AICRPs handled, Funded projects, Processing for release of funds) 	10
A02	<ul style="list-style-type: none"> Assistance in monitoring (Physical, financial and scientific targets) / Scientific assistance to senior officers, meetings organization, lectures and drafts prepared 	10
A03	<ul style="list-style-type: none"> Reports/ proceedings preparation, parliament questions handled etc. 	15
A04	<ul style="list-style-type: none"> Innovative theme based trainings /workshops conceptualized and organized. 2 marks for course coordinator and 1.5 marks for associate for each course 	10
B	PUBLICATIONS	15
B01	<ul style="list-style-type: none"> Research/Review/Policy Papers (Full score for the First Author/Corresponding Author, 0.75 score each for rest of the authors). One best research paper published during the assessment period will be allocated score according to the National Academy of Agricultural Sciences (NAAS) rating of Scientific Journals, on a scale of 1.0 to 10.0, totalled and divided by 1.2. 	5
B02	Other publications: <ul style="list-style-type: none"> Books authored (minimum 100 pages): 1.0 mark for each author. (Max marks limited to 2) Books edited (minimum 100 pages): 0.5 mark for each editor (Max marks limited to 2) Technical/extension bulletin, Training manual (minimum 25 pages) 0.5 mark for each author (Max marks limited to 4) Conference Proceedings edited: 0.5 marks for editor and co-editors (Max marks limited to 4) Book chapters/ Extension leaflets/folders: 0.5 mark for author and co-authors (Max marks limited to 4) Technical/ popular Articles : 0.25 mark for author and co-authors (Max marks limited to 2) E-learning modules, concept series and newsletter edited (0.5 marks each and Max marks limited to 2) 	10
C	PEER RECOGNITION	8
C01	<ul style="list-style-type: none"> International and National Awards / National Academy fellow: 3 marks each. Post-Doctoral Fellowships: 1 mark. Institutional or recognized professional societies award/fellowship/journal editor : 1 mark each 	

	<ul style="list-style-type: none"> • Best Paper, Best Posters 0.5 marks each. (Note: Conference prizes / medals, office bearers of societies excluded) • Oral presentation in International seminars / symposia / conference/workshops : 0.5 mark each (Maximum of 1 mark) • Invited key speaker in a National / International scientific meeting: 1 mark each. • Special assignments (International organizations, overseas and special national assignments/ consultancies not covered any where else in the application: 1.0 mark for each (maximum marks limited to 2) 	
D	ANNUAL ASSESSMENT REPORTS	12
D01	Period of assessment: 3 years. 4.0 marks for Outstanding, 3.0 marks for Very Good, 2.0 marks for Good, 1.0 mark for Average and 0.5 marks for Below Average. Grading to be awarded for each year.	
	TOTAL	80
E	Presentation and Interview	20
	GRAND TOTAL	100



RES IV – AICRP RESEARCH + EXTENSION/COORDINATION

	AGRICULTURAL SCIENTISTS RECRUITMENT BOARD CAREER ADVANCEMENT OF ICAR SCIENTISTS UNDER REVISED CAS (EFFECTIVE FROM 01-01-2009) FROM RESEARCH GRADE PAY 9000 TO 10000	
	Part V. Evaluation of Senior Scientist (RGP 9000) who are in AICRP	Max. Score
	Assessment period 3 years	
	CORE ACTIVITIES	40
A	SCIENTIST'S ACHIEVEMENTS IN RESEARCH	20
A01	<ul style="list-style-type: none"> • Institute projects. 3.0 mark for PI, 1.5 marks for Co-PI for every completed year (Max 8 marks) • External projects of minimum 10 lakh per project: 3.0 marks for PI, 1.5 marks for Co-PI for every completed year. 	10
A02	<p>Innovative technologies developed, participatory technology developed, prototype, genetic stock, variety, product, vaccine, diagnostic kit, process, concept, methodology, software development/Data base management/Expert system developed/ Decision support system /models / e-learning lessons / models developed & any other relevant output.: 4 marks for PI, 3 marks for Co-PI for each output</p> <ul style="list-style-type: none"> • Patents: For PI and Co-PI, for each patent granted 2 marks; for technology commercialized/popularized(without patent) 3 marks and for patent granted and commercialized/popularized: 5 marks 	7
	<p>Technology spread and impact across the system</p> <ul style="list-style-type: none"> • Commercial release/use of the technology attracting revenue to the organization (Rs.5 to 10 Lakh 1.5 marks and above Rs. 10 Lakh 3 marks) • Conducting/ co-coordinating and monitoring demonstration, field trials covering 300 acres across the farming system (1 mark per 100 acre demonstration) Max 3 marks • Adoption of concept /methodology /product by research and academic members across NARS/ CGIAR/ international research and academic bodies, accreditation received etc. Max 3 marks (for research papers evidence in the form of H index 3 i.e. minimum of 3 number of papers published during the preceding 8 years with each paper cited 3 times is considered) • Note: Paper published out of M.Sc. and Ph.D. work will not be considered. 	3
	Capacity building / monitoring/ evaluation / reporting and institution building	
	CAPACITY BUILDING, MONITORING, EVALUATION AND REPORTING	15
A03	Organizing capacity building programmes and sensitization workshops, zonal workshops, annual review meetings and/or Interface meetings (1 mark for each activity per year)	3
A04	Technology and methodology linkages established. Preparation of technology inventory, and methodology module. Convergence and linkages established (1 mark or each activity per year)	3

A05	Monitoring of AICRP activities: Assistance in monitoring of OFT, FLD and training activities of AICRPs (1 mark for each activity per year)	3
A06	Evaluation and report compilation of AICRP. Impact analysis of AICRP mandated activities. Preparation of case studies/success stories (1 mark for each activity per year)	3
A07	<ul style="list-style-type: none"> • Reporting: Preparation of zonal report, annual report, evaluation reports etc (0.5 mark for each activity per year) • Institution building (Only clearly defined major contributions as a Member Secretary RAC/ SRC / QRT /PME Cell / CPC / IPR Cell/ Technical Cell / Editors of Annual and AICRP Reports / l/c of Central Facilities like ARIS Cell / video conferencing, HRD Cell etc.) (0.5 mark per year for each assignment) (Maximum 3 Marks only) • Works related to germ plasm collection, documentation and conservation (0.5 mark for each year of involvement) Max 2 marks • Service providing activities related to production, processing and distribution of seeds and planting material, incharge of cattleyard, fish & fish seed production, hatchery etc. (0.5 mark per year for each assignment) (Maximum 3 Marks only) • Convener or co-convener or organizing/ co-organizing secretary or course director / co-course director of seminars / symposia / workshop / discussion /conference/ summer or winter school / training programme / refresher course of duration 3-5 days: 1 mark each; 6 to 20 days: 2 mark each; 21 days or more: 3 marks each (Maximum 3 Marks only) • Other HRD programmes organized / coordinated / assisted as per institutional mandate. (0.5 marks for each assignment) Max 2 marks) 	3
A08	AICRP ACTIVITIES CO-ORDINATED	5
	<ul style="list-style-type: none"> • HRD/Training / Extension/ services organized/ coordinated/assisted as per Institute mandate (2.0 marks for each assignment per year) • Inter institutional HRD programmes for the benefit of AICRP organized/coordinated/assisted as per Institute mandate (2.0marks for each assignment per year) 	
B	PUBLICATIONS	20
B01	Research Papers (Full score for the First Author, 0.75 score each for rest of the authors). Two best research papers published during the period of review will be allocated score according to the National Academy of Agricultural Sciences (NAAS) rating of Scientific Journals, on a scale of 1.0 to 10.0, totalled and divided by 1.2.	10
B02	Other publications: <ul style="list-style-type: none"> • Books authored (minimum 100 pages): 1.0 mark for each author(Max marks limited to 2) • Books edited (minimum 100 pages): 0.5 mark for each editor (Max marks limited to 2) • Editors of Annual Reports/FLD Reports (1.0 mark for each assignment per year for each editor). Max 3 marks. • Technical/extension bulletin, Training manual (minimum 25 pages) 0.5 mark for each author (Max marks limited to 3) • Conference Proceedings and newsletter edited: 0.5 marks for editor and co-editors (Max marks limited to 3) • Book chapters/ Extension leaflets/folders: 0.5 mark for author and co-authors (Max marks limited to 3) 	10

	<ul style="list-style-type: none"> • Technical/ popular Articles : 0.25 mark for author and co-authors (Max marks limited to 4) • E-publication, Technology inventory and concept series published (0.5 marks for each Max. 3 marks) 	
C	PEER RECOGNITION	8
C01	<ul style="list-style-type: none"> • International and National Awards / National Academy fellow: 2 marks each. • Post-Doctoral Fellowships: 1 mark. • Institutional or recognized professional societies award / fellowship/journal editor: 1 mark each (maximum 2 marks) • Best Paper, Best Posters 0.5 marks each (maximum 1 mark). • Conference prizes / medals, 0.5 each max 1.0 	
C02	<ul style="list-style-type: none"> • Oral presentation in International seminars / symposia / conference/ workshops : 1 mark each (Maximum of 2 marks) • Oral presentation in National seminars / symposia / conference/ workshops : 0.5 mark each. (Maximum of 2 marks) 	
C03	<ul style="list-style-type: none"> • Special assignments (International organizations, overseas and special national assignments/ consultancies not covered anywhere else in the application: 1.0 mark for each (maximum marks limited to 2) • International seminars / symposia / conference/ workshops/ attended: 0.5 mark each (Maximum of 2 marks) 	
D	ANNUAL ASSESSMENT REPORTS	12
D01	Period of assessment: 3 years 4.0 marks for Outstanding, 3.0 marks for Very Good, 2.0 marks for Good, 1.0 marks for Average and 0.5 marks for Below Average. Grading to be awarded for each year.	
	TOTAL	80
E	Presentation and Interview	20
	Grand Total	100

RES IV – ZPD RESEARCH + EXTN./TRAINING/COORDINATION

	<u>AGRICULTURAL SCIENTISTS RECRUITMENT BOARD</u> CAREER ADVANCEMENT OF ICAR SCIENTISTS UNDER REVISED CAS (EFFECTIVE FROM 01-01-2009) FROM RESEARCH GRADE PAY 9000 TO 10000	
	<u>Part V. Evaluation of Senior Scientist (RGP 9000) who are in Zonal Project Directorates</u>	Max. Score
	Assessment period 3 years	
	CORE ACTIVITIES	40
A	SCIENTIST'S ACHIEVEMENTS IN RESEARCH	20
A01	<ul style="list-style-type: none"> • Institute projects. 3.0 marks for PI, 1.5 marks for Co-PI for every completed year (Max 8 marks) • External projects of minimum 10 lakh per project: 3.0 marks for PI, 1.5 marks for Co-PI for every completed year. 	10
A02	<ul style="list-style-type: none"> • Innovative conceptual models, approaches and methodology aiding technology assessment, refinement and demonstration of KVKs developed and popularized as part of projects: 4 marks for PI, 3 marks for Co-PI. • Development/Standardization of procedures for measurement and analysis of the following: Training needs of KVK Scientists. Training needs of farmers/rural youth, Farming systems existing in the KVK districts, Development of Zone specific KVK action plan Proformas, annual report / FLD proforma any other relevant output. 4 marks for each activity. One effort will score only once. • Innovative technologies /methodologies developed, participatory technology development, concept, software development/Data base management/Expert system developed/Decision support system models / e-learning lessons/models developed & any other relevant output.: 3 marks for PI, 1.5 marks for Co-PI for each output • Patents: For PI and Co-PI, for each patent granted 2 marks; for technology commercialized/popularized(without patent) 3 marks and for patent granted and commercialized/popularized: 5 marks 	7
	Technology spread and impact across the system <ul style="list-style-type: none"> • Commercial release/use of the technology attracting revenue to the organization (Rs.5 to 10 Lakh 1.5 marks and above Rs. 10 Lakh 3 marks) • Conducting/ co-coordinating and monitoring demonstration, field trials covering 300 acres across the farming system (1 marks per 100 acre demonstration) Max 3 marks • Adoption of concept /methodology /product by research and academic members across NARS/ CGIAR/ international research and academic bodies, accreditation received etc. Max 3 marks (for research papers evidence in the form of H index 3 i.e. minimum of 3 number of papers published during the preceding 8 years with each paper cited 3 times is considered) • Note: Paper published out of M.Sc. and Ph.D. work will not be considered. 	3

	Capacity building / monitoring/ evaluation / reporting and institution building	
	CAPACITY BUILDING, MONITORING, EVALUATION AND REPORTING	10
A03	<ul style="list-style-type: none"> Organizing Capacity building programmes, sensitization workshops, zonal workshops, Interface meetings etc. 0.5 mark each. E connectivity content management. 0.5 mark 	2
A04	<ul style="list-style-type: none"> Technology and methodology linkages established Preparation of technology inventory Preparation of Methodology module Convergence and linkages established (0.5 mark for each activity per year) 	2
A05	<ul style="list-style-type: none"> Monitoring Assistance in monitoring of OFT, FLD and training activities of KVKs Organizing zonal workshops and mid term review meetings (0.5 mark for each activity per year) 	2
A06	<ul style="list-style-type: none"> Evaluation and report compilation of OFT, FLD and training Impact analysis of KVK mandated activities Preparation of case studies/success stories (0.5 mark for each activity per year) 	2
A07	<p>Reporting</p> <ul style="list-style-type: none"> Preparation of zonal report, annual report, evaluation reports etc (0.5 mark for each activity per year) 	2
A08	EXTENSION ACTIVITIES CO-ORDINATED	10
	<ul style="list-style-type: none"> HRD/Training / Extension/ services organized/ coordinated/assisted as per Institute mandate (1.0marks for each assignment per year) (maximum 2 marks) Inter institutional HRD programmes for benefit of KVKs organized/ coordinated/ assisted as per Institute mandate (1.0marks for each assignment per year) (maximum 2 marks) Institution building (Only clearly defined major contributions as a Member Secretary RAC/ SRC / QRT /PME Cell / CPC / IPR Cell/ Technical Cell / Editors of Annual and AICRP Reports / l/c of Central Facilities like ARIS Cell / video conferencing, HRD Cell etc.) (0.5 mark for each assignment) (Maximum 3 Marks only) Convener or co-convener or organizing/co-organizing secretary or course director/ co-course director of seminars / symposia / workshop / discussion /conference / summer or winter school / training programme / refresher course of duration 3-5 days: 1 mark each; 6 to 20 days: 2 mark each; 21 days or more: 3 marks each (Maximum 3 Marks only) Other HRD programmes organized / coordinated / assisted as per institutional mandate. (0.5 marks for each assignment) Max 2 marks) 	
B	PUBLICATIONS	20
B01	Research Papers (Full score for the First Author, 0.75 score each for rest of the authors). One best research paper published during the period of review will be allocated score according to the National Academy of Agricultural Sciences (NAAS) rating of Scientific Journals, on a scale of 1.0 to 10.0 , totalled and divided by 1.2	5
B02	<p>Other publications:</p> <ul style="list-style-type: none"> Books authored (minimum 100 pages): 1.0 mark for each author. (Max marks limited to 2) Books edited (minimum 100 pages): 0.5 mark for each editor (Max marks limited to 2) 	15

	<ul style="list-style-type: none"> • Editors of Annual Reports/FLD Reports (1.0 mark for each assignment per year for each editor). Max 3 marks. • Technical/extension bulletin, Training manual (minimum 25 pages) 0.5 mark for each author (Max marks limited to 3) • Conference Proceedings and newsletter edited: 0.5 marks for editor and co-editors (Max marks limited to 3) • Book chapters/ Extension leaflets/folders: 0.5 mark for author and co-authors (Max marks limited to 3) • Technical/ popular Articles : 0.25 mark for author and co-authors (Max marks limited to 4) • e-publications, learning modules, concept series, educational/training technology inventory and methodology modules published (0.5 marks for each publication Max 4 marks) 	
C	PEER RECOGNITION	8
C01	<ul style="list-style-type: none"> • International and National Awards / National Academy fellow: 2 marks each . • Post-Doctoral Fellowships: 1 mark. • Institutional or recognized professional societies award/fellowship/journal editor: 1 mark each (maximum 2 marks) • Best Paper, Best Posters 0.5 marks each (maximum 1 mark). • Conference prizes / medals, 0.5 each max 1.0 	
C02	<ul style="list-style-type: none"> • Oral presentation in International seminars / symposia / conference/ workshops: 1 mark each (Maximum of 2 marks) • Oral presentation in National seminars / symposia / conference/ workshops : 0.5 mark each. (Maximum of 2 marks) 	
C03	<ul style="list-style-type: none"> • Special assignments (International organizations, overseas and special national assignments/ consultancies not covered anywhere else in the application: 0.5 mark for each (maximum marks limited to 2) • International seminars / symposia / conference/ workshops/ attended: 1.0 mark each (Maximum of 2 marks) 	
D	ANNUAL ASSESSMENT REPORTS	12
D01	<p>Period of assessment: 3 years</p> <p>4.0 marks for Outstanding, 3.0 marks for Very Good, 2.0 marks for Good, 1.0 marks for Average and 0.5 marks for Below Average. Grading to be awarded for each year.</p>	
	TOTAL	80
E	Presentation and Interview	20
	Grand Total	100

**PROFORMA FOR CONSIDERING ASSESSMENT PROMOTION CASES UNDER THE
REVISED CAREER ADVANCEMENT SCHEME (effective from 01-01-2009)
IN RESPECT OF SR. SCIENTIST (FROM THE RESEARCH GRADE PAY OF 9000 TO 10000)**

EVALUATION OF SENIOR SCIENTIST ENGAGED IN RESEARCH

Whether Assessed Earlier:	Yes	or	No
<i>If Yes, Date & Period of Last Assessment:</i>			
<i>(i) Date : _____ (ii) Period : ____ _____</i>			
Current Assessment Period: From _____ To _____			
Please send 3 copies of duly filled-in proforma			

NAME OF THE INSTITUTE _____

1. Name : _____
2. Designation : _____
3. Discipline : _____
4. Division/Section : _____
5. Date of Birth : _____
6. Date of award of degree : M. Phil _____ Ph.D. : _____
7. Date of joining the ICAR : _____
8. Date of joining the Institute : _____
9. Date of joining in the post of Sr. Scientist in the grade pay of Rs. 9000 : _____
10. Date of completion of 3 years in the grade pay of Rs. 9000 : _____
- 11(A) **Highlight Your Significant Contributions; Project-wise, in not exceeding two pages** : _____

11(B) Tabular Summary of Scientific Achievements

(READ CAREFULLY THE GUIDELINES BEFORE FURNISHING DETAILS BELOW)

	Partl. Evaluation of Senior Scientist (RGP 9000) who is mainly involved in Research	Duration of Contribution			Marks (FOR OFFICIAL USE)	
		1 st year	2 nd year	3 rd year	Max	Marks awarded
	Assessment period 3 years					
A	CORE ACTIVITIES				40	
	SCIENTIST'S ACHIEVEMENTS IN RESEARCH				35	
A01	<ul style="list-style-type: none"> Institute projects. 3.0 marks for PI, 1.5 marks for Co-PI for every completed year (Max 12 marks) External projects of minimum 10 lakh per project: 3.0 marks for PI, 1.5 marks for Co-PI for every completed year. 				15	
A02	<p>Innovative technologies developed, participatory technology developed, prototype, genetic stock, variety, product, vaccine, diagnostic kit, process, concept, methodology, software development/Data base management/Expert system developed/Decision support system /models / e-learning lessons / models developed & any other relevant output.: 4 marks for PI, 3 marks for Co-PI for each output</p> <ul style="list-style-type: none"> Patents: For PI and Co-PI, for each patent granted 2 marks; for technology commercialized/popularized (without patent) 3 marks and for patent granted and commercialized/popularized: 5 marks 				17	
	<p>Technology spread and impact across the system</p> <ul style="list-style-type: none"> The variety released entered into seed chain. 3 marks Wide spread adoption of the variety/ planting materials /tools / machinery / technology developed etc. by the farmers/ clients across the system / country with a perceptible impact. (3 marks.) Commercial release/use of the technology attracting revenue to the organization (Rs.5 to 10 Lakh 1.5 marks and above Rs. 10 Lakh 3 marks) Adoption of concept /methodology / product by research and academic members across NARS/ CGIAR/ 				3	

	Partl. Evaluation of Senior Scientist (RGP 9000) who is mainly involved in Research	Duration of Contribution			Marks (FOR OFFICIAL USE)	
		1 st year	2 nd year	3 rd year	Max	Marks awarded
	Assessment period 3 years					
	<p>international research and academic bodies, accreditation received etc. Max 3 marks (for research papers evidence in the form of H index 3 i.e. minimum of 3 number of papers published during the preceding 8 years with each paper cited 3 times is considered)</p> <ul style="list-style-type: none"> Note: Paper published out of M.Sc. and Ph.D. work will not be considered. 					
Capacity building / monitoring/ evaluation / reporting and institution building						
A03	<ul style="list-style-type: none"> Teaching. 0.5 marks for each credit hour taught (max: 2 marks) Student guide/ co-guide: 1 mark for each Masters Degree awarded as guide, 0.5 mark to co-guide. 2 marks for Ph.D as guide and 1 mark as co-guide. Max. 2 marks Technology inventory prepared, technology evaluation, monitoring of field / adaptation trials, reporting of feedback/ success stories/ cases etc. (0.5 marks each) Max 2 marks Customized instruction materials, ready reckoners, research monographs advisories, simulation model/ programmes etc. developed in relation to the institutional mandate. (0.5 marks) Max 2 marks Field day/ farmers fair, demonstration, exhibitions etc. 1 mark for each (maximum marks limited to 2.0) Institution building (Only clearly defined major contributions as a Member Secretary RAC/ SRC / QRT /PME Cell/ CPC/IPR Cell/ Technical Cell / Editors of Annual and AICRP Reports / I/c of Central Facilities like ARIS Cell / video conferencing, HRD Cell etc.) (0.5 mark per year for each assignment) (Maximum 3 Marks only) Works related to germ plasm collection documentation and conservation (0.5 mark for each year of involvement) Max 2 marks 				5	

	Partl. Evaluation of Senior Scientist (RGP 9000) who is mainly involved in Research	Duration of Contribution			Marks (FOR OFFICIAL USE)	
		1 st year	2 nd year	3 rd year	Max	Marks awarded
	Assessment period 3 years					
	<ul style="list-style-type: none"> Service providing activities related to production, processing and distribution of seeds and planting material, incharge of cattleyard, fish & fish seed production, hatchery etc. (0.5 mark per year for each assignment) (Maximum 3 Marks only) Convener or co-convener or organizing/ co-organizing secretary or course director/co-course director of seminars/ symposia / workshop / discussion / conference/summer or winter school / training programme / refresher course of duration 3-5 days: 1 mark each; 6 to 20 days: 2 mark each; 21 days or more: 3 marks each (Maximum 3 Marks only) Other HRD programmes organized / coordinated / assisted as per institutional mandate. (0.5 marks for each assignment) Max 2 marks 					
B	PUBLICATIONS				20	
B01	Research Papers (Full score for the First Author, 0.75 score each for rest of the authors). Three best research papers published during the period of review will be allocated score according to the National Academy of Agricultural Sciences (NAAS) rating of Scientific Journals, on a scale of 1.0 to 10.0, totalled and divided by 1.2.				15	
B02	Other publications: <ul style="list-style-type: none"> Books authored (minimum 100 pages): 1 mark for each author. (Max marks limited to 2) Books edited (minimum 100 pages): 0.5 mark for each editor (Max marks limited to 2) Technical/extension bulletin, Training manual (minimum 25 pages) 0.5 mark for each author (Max marks limited to 2) Conference Proceedings and newsletters edited: 0.5 marks for editor and co-editors (Max marks limited to 2) Book chapters/ Extension leaflets/ folders: 0.5 mark for author and co-authors (Max marks limited to 2) 				5	

	Partl. Evaluation of Senior Scientist (RGP 9000) who is mainly involved in Research	Duration of Contribution			Marks (FOR OFFICIAL USE)	
		1 st year	2 nd year	3 rd year	Max	Marks awarded
	Assessment period 3 years					
	<ul style="list-style-type: none"> • Technical/ popular Articles : 0.25 mark for author and co-authors (Max marks limited to 2) • E-publication, Technology inventory and concept series published (0.5 marks for each Max. 3 marks) 					
C	PEER RECOGNITION				8	
C01	<ul style="list-style-type: none"> • International and National Awards / National Academy fellow: 2 marks each. • Post-Doctoral Fellowships: 1 mark. • Institutional or recognized professional societies award / fellowship / journal editor : 1 mark each (maximum 2 marks) • Best Paper, Best Posters 0.5 marks each (maximum 1 mark). • Conference prizes / medals, 0.5 each max 1.0 					
C02	<ul style="list-style-type: none"> • Oral presentation in International seminars / symposia / conference/ workshops : 1 mark each (Maximum of 2 marks) • Oral presentation in National seminars / symposia / conference/ workshops : 0.5 mark each. (Maximum of 2 marks) 					
C03	<ul style="list-style-type: none"> • Special assignments (International organizations, overseas and special national assignments/ consultancies not covered anywhere else in the application: 1.0 mark for each (maximum marks limited to 2) • International seminars / symposia / conference/ workshops/ attended: 0.5 mark each (Maximum of 2 marks) 					
D	ANNUAL ASSESSMENT REPORTS				12	
D01	Period of assessment: 3 years 4.0 marks for Outstanding, 3.0 marks for Very Good, 2.0 marks for Good, 1.0 marks for Average and 0.5 marks for Below Average. Grading to be awarded for each year.					
	TOTAL				80	
E.	Presentation and Interview				20	
	Grand Total				100	

I certify that the information furnished above is true to the best of my knowledge and belief, and that if at any stage it is found to be incorrect/false, I shall be liable for disciplinary action against me as deemed fit.

Date: _____

SIGNATURE OF THE SCIENTIST

S.No.	List of enclosures/supporting documents in respect of each of the above items.	Page No. (From –To)

CERTIFICATE (TO BE FILLED IN BY THE OFFICE/INSTITUTE)

- i. Verified that the information furnished by the Scientist with regard to service particulars and re- search achievements / publications etc. are correct.
- ii. For the assessment period (From to)
Dr. is clear from vigilance angle.
- iii. No minor / major penalty has been imposed on him / her during the said assessment period.
- iv. The work and conduct of Dr.as observed from the annual Assessment Report for the said assessment period has been found to be satisfactory.
- v. AAR grading for the assessment period are given below

Assessment Period			
Grading by the Reporting officer			
Grading by the Reviewing Officer			

- vi. Remarks of the Director of the Institute about the Research Potential of the Scientist as evidence from the SRC Proceedings/ any other document are given below:-

SIGNATURE OF THE HEAD OF THE INSTITUTE

For official use only

RES - IV RESEARCH + TEACH

**PROFORMA FOR CONSIDERING ASSESSMENT PROMOTION CASES UNDER THE
REVISED CAREER ADVANCEMENT SCHEME (effective from 01-01-2009)
IN RESPECT OF SR. SCIENTIST (FROM THE RESEARCH GRADE PAY OF 9000 TO 10000)**

EVALUATION OF SENIOR SCIENTIST ENGAGED IN RESEARCH + TEACH

Whether Assessed Earlier:	<u>Yes or No</u>
<i>If Yes, Date & Period of Last Assessment:</i>	
(i) Date : _____	(ii) Period : ____ _____
Current Assessment Period:	From _____ To _____
Please send 3 copies of duly filled-in proforma	

NAME OF THE INSTITUTE _____

1. Name : _____
2. Designation : _____
3. Discipline : _____
4. Division/Section : _____
5. Date of Birth : _____
6. Date of award of degree : M. Phil _____ Ph.D. : _____
7. Date of joining the ICAR : _____
8. Date of joining the Institute : _____
9. Date of joining in the post of Sr. Scientist in the grade pay of Rs. 9000 : _____
10. Date of completion of 3 years in the grade pay of Rs. 9000 : _____
- 11(A) **Highlight Your Significant Contributions; Project-wise, in not exceeding two pages** : _____

11(B) Tabular Summary of Scientific Achievements

(READ CAREFULLY THE GUIDELINES BEFORE FURNISHING DETAILS BELOW)

	Part I. Evaluation of Senior Scientist (RGP 9000) who is mainly involved in Research & Teaching	Duration of Contribution			Marks (FOR OFFICIAL USE)	
		1 st year	2 nd year	3 rd year	Max	Marks awarded
	Assessment period 3 years					
A	Core Activities				40	
	SCIENTIST'S ACHIEVEMENTS IN RESEARCH				20	
A01	<ul style="list-style-type: none"> Institute projects. 3.0 marks for PI, 1.5 marks for Co-PI for every completed year (Max 8 marks) External projects of minimum 10 lakh per project: 3.0 marks for PI, 1.5 marks for Co-PI for every completed year. 				10	
A02	<p>Innovative technologies developed, participatory technology developed, prototype, genetic stock, variety, product, vaccine, diagnostic kit, process, concept, methodology, software development/Data base management/Expert system developed/Decision support system /models / e-learning lessons / models developed & any other relevant output.: 4 marks for PI, 3 marks for Co-PI for each output</p> <ul style="list-style-type: none"> Patents: For PI and Co-PI, for each patent granted 2 marks; for technology commercialized/popularized(without patent) 3 marks and for patent granted and commercialized/popularized: 5 marks 				7	
	<p>Technology spread and impact across the system</p> <ul style="list-style-type: none"> The variety released entered into seed chain 3 marks Wide spread adoption of the variety / planting materials /tools / machinery / technology developed etc. by the farmers / clients across the system / country with a perceptible impact. (3 marks.) Commercial release/use of the technology attracting revenue to the organization (Rs.5 to 10 Lakh 1.5 marks and above Rs. 10 Lakh 3 marks) Adoption of concept /methodology / product by research and academic members across NARS/ CGIAR/ 				3	

	Partl. Evaluation of Senior Scientist (RGP 9000) who is mainly involved in Research & Teaching	Duration of Contribution			Marks (FOR OFFICIAL USE)	
		1 st year	2 nd year	3 rd year	Max	Marks awarded
	Assessment period 3 years					
	<p>international research and academic bodies, accreditation received etc. Max 3 marks</p> <p>(for research papers evidence in the form of H index 3 i.e. minimum of 3 number of papers published during the preceding 8 years with each paper cited 3 times is considered)</p> <ul style="list-style-type: none"> Note: Paper published out of M.Sc. and Ph.D. work will not be considered. 					
	Capacity building / monitoring/ evaluation/ reporting and institution building					
A03	<ul style="list-style-type: none"> Innovation in educational/teaching technology and methodology practiced, evaluated and integrated in the system. (0.5 marks each) Max. 2 marks Technology inventory prepared, technology evaluation, monitoring of field /adaptation trials, reporting of feedback / success stories/ cases etc. (0.5 marks each) Max 2 marks Customized instruction materials, ready reckoners, research monographs, advisories , simulation model/ programmes etc. developed in relation to the institutional mandate. (0.5 marks) Max 2 marks Field day/ farmers fair, demonstration, exhibitions etc. 1 mark for each (maximum marks limited to 2.0) Institution building (Only clearly defined major contributions as a Member Secretary RAC/ SRC / QRT / PME Cell / CPC / IPR Cell/ Technical Cell / Editors of Annual and AICRP Reports / I/c of Central Facilities like ARIS Cell / video conferencing, HRD Cell etc.) (0.5 mark per year for each assignment) (Maximum 3 Marks only) Works related to germ plasm collection, documentation and conservation (0.5 mark for each year of involvement) Max 2 marks Service providing activities related to production, processing and distribution 				5	

	Partl. Evaluation of Senior Scientist (RGP 9000) who is mainly involved in Research & Teaching	Duration of Contribution			Marks (FOR OFFICIAL USE)	
		1 st year	2 nd year	3 rd year	Max	Marks awarded
	<p>of seeds and planting material, incharge of cattleyard, fish & fish seed production, hatchery etc. (0.5 mark per year for each assignment) (Maximum 3 Marks only)</p> <ul style="list-style-type: none"> • Convener or co-convener or organizing/ co-organizing secretary or course director / co-course director of seminars / symposia / workshop / discussion /conference / summer or winter school / training programme / refresher course of duration 3-5 days: 1 mark each; 6 to 20 days: 2 mark each; 21 days or more: 3 marks each (Maximum 3 Marks only) • Other HRD programmes organized / coordinated / assisted as per institutional mandate. (0.5 marks for each assignment) Max 2 marks) 					
	TEACHING					
	SCIENTIST'S ACHIEVEMENT IN TEACHING				15	
A04	<ul style="list-style-type: none"> • Teaching. 0.5 marks for each credit hour taught {A course with credit hour 1+1 taught in a semester will score 1 mark (course 1+1=2 credits x 0.5 marks=1 mark)} 				10	
A05	Student guide/ co-guide: 1 mark for each Masters Degree awarded as guide, 0.5 mark to co-guide. 2 marks for Ph.D as guide and 1 mark as co-guide.				3	
A06	<ul style="list-style-type: none"> • Teaching aids developed. (Teaching manuals, e-learning / Instructional materials etc, study tour, industrial visit, field visit arranged) 1.0 mark for each 				2	
B	PUBLICATIONS				20	
B01	<p>Research Papers (Full score for the First Author, 0.75 score each for rest of the authors). Two best research papers published during the period of review will be allocated score according to the National Academy of Agricultural Sciences (NAAS) rating of Scientific Journals, on a scale of 1.0 to 10.0, totalled and divided by 1.2.</p>				10	

	Partl. Evaluation of Senior Scientist (RGP 9000) who is mainly involved in Research & Teaching	Duration of Contribution			Marks (FOR OFFICIAL USE)	
		1 st year	2 nd year	3 rd year	Max	Marks awarded
	Assessment period 3 years					
B02	Other publications: <ul style="list-style-type: none"> • Books authored (minimum 100 pages): 1 mark for each author. (Max marks limited to 2) • Books edited (minimum 100 pages): 0.5 mark for each editor (Max marks limited to 2) • Technical/extension bulletin, Training manual (minimum 25 pages) 0.5 mark for each author (Max marks limited to 2) • Conference Proceedings and newsletter edited: 0.5 marks for editor and co-editors (Max marks limited to 2) • Book chapters/ Extension leaflets/ folders: 0.5 mark for author and co-authors (Max marks limited to 2) • Technical/ popular Articles : 0.25 mark for author and co-authors (Max marks limited to 2) • E-publication, Technology inventory and concept series published (0.5 marks for each Max. 3 marks) 				10	
C	PEER RECOGNITION				8	
C01	<ul style="list-style-type: none"> • International and National Awards / National Academy fellow: 2 marks each. • Post-Doctoral Fellowships: 1 mark. • Institutional or recognized professional societies award / fellowship / journal editor : 1 mark each (maximum 2 marks) • Best Paper, Best Posters 0.5 marks each (maximum 1 mark). • Conference prizes / medals, 0.5 each max 1.0 					
C02	<ul style="list-style-type: none"> • Oral presentation in International seminars / symposia / conference/ workshops : 1 mark each (Maximum of 2 marks) • Oral presentation in National seminars / symposia / conference/ workshops : 0.5 mark each. (Maximum of 2 marks) 					

	Partl. Evaluation of Senior Scientist (RGP 9000) who is mainly involved in Research & Teaching	Duration of Contribution			Marks (FOR OFFICIAL USE)	
		1 st year	2 nd year	3 rd year	Max	Marks awarded
	Assessment period 3 years					
C03	<ul style="list-style-type: none"> Special assignments (International organizations, overseas and special national assignments/ consultancies not covered anywhere else in the application: 1.0 mark for each (maximum marks limited to 2)) International seminars / symposia / conference/ workshops/ attended: 0.5 mark each (Maximum of 2 marks) 					
D	ANNUAL ASSESSMENT REPORTS				12	
D01	Period of assessment: 3 years 4.0 marks for Outstanding, 3.0 marks for Very Good, 2.0 marks for Good, 1.0 marks for Average and 0.5 marks for Below Average. Grading to be awarded for each year.					
	TOTAL				80	
E	Presentation and Interview				20	
	Grand Total				100	

I certify that the information furnished above is true to the best of my knowledge and belief, and that if at any stage it is found to be incorrect/false, I shall be liable for disciplinary action against me as deemed fit

Date: _____

SIGNATURE OF THE SCIENTIST

S.No.	List of enclosures/supporting documents in respect of each of the above items.	Page No. (From –To)

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- i. Verified that the information furnished by the Scientist with regard to service particulars and research achievements / publications etc. are correct.
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Dr. is clear from vigilance angle.
- iii. No minor / major penalty has been imposed on him / her during the said assessment period.
- iv. The work and conduct of Dr.as observed from the annual Assessment Report for the said assessment period has been found to be satisfactory.
- v. AAR grading for the assessment period are given below

Assessment Period			
Grading by the Reporting officer			
Grading by the Reviewing Officer			

- vi. Remarks of the Director of the Institute about the Research Potential of the Scientist as evidence from the SRC Proceedings/ any other document are given below:-

SIGNATURE OF THE HEAD OF THE INSTITUTE

For official use only

RES - IV RESEARCH + EXTN.

**PROFORMA FOR CONSIDERING ASSESSMENT PROMOTION CASES UNDER THE
REVISED CAREER ADVANCEMENT SCHEME (effective from 01-01-2009)
IN RESPECT OF SR. SCIENTIST (FROM THE RESEARCH GRADE PAY OF 9000 TO 10000)**

EVALUATION OF SENIOR SCIENTIST ENGAGED IN RESEARCH + EXTN.

Whether Assessed Earlier:	<u>Yes or No</u>
<i>If Yes, Date & Period of Last Assessment:</i>	
(i) Date : _____	(ii) Period : _____
Current Assessment Period:	From _____ To _____
Please send 3 copies of duly filled-in proforma	

NAME OF THE INSTITUTE _____

1. Name : _____
2. Designation : _____
3. Discipline : _____
4. Division/Section : _____
5. Date of Birth : _____
6. Date of award of degree : M. Phil _____ Ph.D. : _____
7. Date of joining the ICAR : _____
8. Date of joining the Institute : _____
9. Date of joining in the post of Sr. Scientist
in the grade pay of Rs. 9000 : _____
10. Date of completion of 3 years
in the grade pay of Rs. 9000 : _____
- 11(A) **Highlight Your Significant Contributions;
Project-wise, in not exceeding two pages** : _____

11(B) Tabular Summary of Scientific Achievements

(READ CAREFULLY THE GUIDELINES BEFORE FURNISHING DETAILS BELOW)

	Part I. Evaluation of Senior Scientist (RGP 9000) who is mainly involved in Research & Extension	Duration of Contribution			Marks (FOR OFFICIAL USE)	
		1 st year	2 nd year	3 rd year	Max	Marks awarded
	Assessment period 3 years					
A	Core Activities				40	
	SCIENTIST'S ACHIEVEMENTS IN RESEARCH				20	
A01	<ul style="list-style-type: none"> Institute projects. 3.0 marks for PI, 1.5 marks for Co-PI for every completed year (Max 8 marks) External projects of minimum 10 lakh per project: 3.0 marks for PI, 1.5 marks for Co-PI for every completed year. 				10	
A02	<p>Innovative technologies developed, participatory technology developed, prototype, genetic stock, variety, product, vaccine, diagnostic kit, process, concept, methodology, software development/Data base management/Expert system developed/Decision support system / models / e-learning lessons / models developed & any other relevant output.: 4 marks for PI, 3 marks for Co-PI for each output</p> <ul style="list-style-type: none"> Patents: For PI and Co-PI, for each patent granted 2 marks; for technology commercialized/popularized(without patent) 3 marks and for patent granted and commercialized/popularized: 5 marks 				7	
	<p>Technology spread and impact across the system</p> <ul style="list-style-type: none"> The variety released entered into seed chain (1.5 marks for each variety) Max. 3 marks Wide spread adoption of the variety / planting materials /tools / machinery / technology developed etc. by the farmers / clients across the system / country with a perceptible impact. (3 marks.) Conducting/ co-coordinating and monitoring demonstration, field trials covering 300 acres across the farming system (1 mark per 100 acre demonstration) Max 3 marks 				3	

	Partl. Evaluation of Senior Scientist (RGP 9000) who is mainly involved in Research & Extension	Duration of Contribution			Marks (FOR OFFICIAL USE)	
		1 st year	2 nd year	3 rd year	Max	Marks awarded
	Assessment period 3 years					
	<ul style="list-style-type: none"> Adoption of technology or package of practices by a minimum of 3000 farmers across the system. 3 marks Commercial release/use of the technology attracting revenue to the organization (Rs.5 to 10 Lakh 1.5 marks and above Rs. 10 Lakh 3 marks) Adoption of concept /methodology / product by research and academic members across NARS/ CGIAR/ international research and academic bodies, accreditation received etc. Max 3 marks (for research papers evidence in the form of H index 3 i.e. minimum of 3 number of papers published during the preceding 8 years with each paper cited 3 times is considered) Note: Paper published out of M.Sc. and Ph.D. work will not be considered. 					
	Capacity building / monitoring/ evaluation/ reporting and institution building					
A03	<ul style="list-style-type: none"> Teaching. 0.5 marks for each credit hour taught (max: 2 marks) Student guide/ co-guide: 1 mark for each Masters Degree awarded as guide, 0.5 mark to co-guide. 2 marks for Ph.D as guide and 1 mark as co-guide. Max. 2 marks Technology inventory prepared, technology evaluation, monitoring of field /adaption trials, reporting of feedback / success stories/ cases etc. (0.5 marks each) Max 2 marks Customized instruction materials, ready reckoners, research monographs, advisories , simulation model/ programmes etc. developed in relation to the institutional mandate. (0.5 marks) Max 2 marks Institution building (Only clearly defined major contributions as a Member Secretary RAC/ SRC / QRT / PME Cell / CPC / IPR Cell/ Technical Cell / Editors of Annual and AICRP 				5	

	Partl. Evaluation of Senior Scientist (RGP 9000) who is mainly involved in Research & Extension	Duration of Contribution			Marks (FOR OFFICIAL USE)	
		1 st year	2 nd year	3 rd year	Max	Marks awarded
	<p>Assessment period 3 years</p> <p>Reports / I/c of Central Facilities like ARIS Cell / video conferencing, HRD Cell etc.) (0.5 mark per year for each assignment) (Maximum 3 Marks only)</p> <ul style="list-style-type: none"> • Works related to germ plasm collection, documentation and conservation (0.5 mark for each year of involvement) Max 2 marks • Service providing activities related to production, processing and distribution of seeds and planting material, incharge of cattleyard, fish & fish seed production, hatchery etc. (0.5 mark per year for each assignment) (Maximum 3 Marks only) • Convener or co-convener or organizing/ co-organizing secretary or course director / co-course director of seminars / symposia / workshop / discussion /conference / summer or winter school / training programme / refresher course of duration 3-5 days: 1 mark each; 6 to 20 days: 2 mark each; 21 days or more: 3 marks each (Maximum 3 Marks only) • Other HRD programmes organized / coordinated / assisted as per institutional mandate. (0.5 marks for each assignment) Max 2 marks 					
A04	SCIENTIST'S ACHIEVEMENT IN EXTENSION				15	
	<ul style="list-style-type: none"> • Front Line Demonstration conducted. 2 marks per demonstration. Max 4 marks. • Inter institutional HRD programmes organized/ coordinated/assisted as per Institute mandate (2.0 marks for each assignment per year) (Maximum of 4 marks) • Farmers interest groups organized/ Commodity interest groups organized (1 mark each) Max 2 marks. • Farming system research and extension activities undertaken. 2 marks each. Max 4 marks. 					

	Partl. Evaluation of Senior Scientist (RGP 9000) who is mainly involved in Research & Extension	Duration of Contribution			Marks (FOR OFFICIAL USE)	
		1 st year	2 nd year	3 rd year	Max	Marks awarded
	Assessment period 3 years					
	<ul style="list-style-type: none"> Participatory technology development programmes and farmer field schools organized. 2 marks each. Max 4 marks. Extension Teaching aids developed. (Teaching manuals, Instructional materials etc) 0.5 mark for each (Maximum of 2 marks). 2 marks each. Max 4 marks. Field day/ farmers fair, demonstration, exhibitions, Radio talks, TV presentations etc. 1 mark for each. Max 2 marks Research-Extension-Farmers-interface meetings organized. 1 mark for each. Maximum 2 marks 					
B	PUBLICATIONS				20	
B01	Research Papers (Full score for the First Author, 0.75 score each for rest of the authors). One best research paper published during the period of review will be allocated score according to the National Academy of Agricultural Sciences (NAAS) rating of Scientific Journals, on a scale of 1.0 to 10.0, totalled and divided by 1.2.				5	
B02	Other publications: <ul style="list-style-type: none"> Books authored (minimum 100 pages): 1.0 mark for each author. (Max marks limited to 2) Books edited (minimum 100 pages): 0.5 mark for each editor (Max marks limited to 2) Technical/extension bulletin, Training manual (minimum 25 pages) 0.5 mark for each author (Max marks limited to 3) Conference Proceedings and newsletter edited: 0.5 marks for editor and co-editors (Max marks limited to 3) Book chapters/ Extension leaflets/ folders: 0.5 mark for author and co-authors (Max marks limited to 3) 				15	

	Partl. Evaluation of Senior Scientist (RGP 9000) who is mainly involved in Research & Extension	Duration of Contribution			Marks (FOR OFFICIAL USE)	
		1 st year	2 nd year	3 rd year	Max	Marks awarded
	Assessment period 3 years					
	<ul style="list-style-type: none"> Technical/ popular Articles : 0.25 mark for author and co-authors (Max marks limited to 4) E-publication, Technology inventory and concept series published (0.5 marks for each Max. 3 marks) 					
C	PEER RECOGNITION				8	
C01	<ul style="list-style-type: none"> International and National Awards / National Academy fellow: 2 marks each. Post-Doctoral Fellowships: 1 mark. Institutional or recognized professional societies award / fellowship / journal editor : 1 mark each (maximum 2 marks) Best Paper, Best Posters 0.5 marks each (maximum 1 mark). Conference prizes / medals, 0.5 each max 1.0 					
C02	<ul style="list-style-type: none"> Oral presentation in International seminars / symposia / conference/ workshops : 1 mark each (Maximum of 2 marks) Oral presentation in National seminars / symposia / conference/ workshops : 0.5 mark each. (Maximum of 2 marks) 					
C03	<ul style="list-style-type: none"> Special assignments (International organizations, overseas and special national assignments/ consultancies not covered anywhere else in the application: 1.0 mark for each (maximum marks limited to 2) International seminars / symposia / conference/ workshops/ attended: 0.5 mark each (Maximum of 2 marks) 					
D	ANNUAL ASSESSMENT REPORTS				12	
D01	Period of assessment: 3 years 4.0 marks for Outstanding, 3.0 marks for Very Good, 2.0 marks for Good, 1.0 marks for Average and 0.5 marks for Below Average. Grading to be awarded for each year.					
	TOTAL				80	
E	Presentation and Interview				20	
	Grand Total				100	

I certify that the information furnished above is true to the best of my knowledge and belief, and that if at any stage it is found to be incorrect/false, I shall be liable for disciplinary action against me as deemed fit

Date: _____

SIGNATURE OF THE SCIENTIST

S.No.	List of enclosures/supporting documents in respect of each of the above items.	Page No. (From -To)

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- i. Verified that the information furnished by the Scientist with regard to service particulars and research achievements / publications etc. are correct.
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Dr. is clear from vigilance angle.
- iii. No minor / major penalty has been imposed on him / her during the said assessment period.
- iv. The work and conduct of Dr.as observed from the annual Assessment Report for the said assessment period has been found to be satisfactory.
- v. AAR grading for the assessment period are given below

Assessment Period			
Grading by the Reporting officer			
Grading by the Reviewing Officer			

- vi. Remarks of the Director of the Institute about the Research Potential of the Scientist as evidence from the SRC Proceedings/ any other document are given below:-

SIGNATURE OF THE HEAD OF THE INSTITUTE

For official use only

RES - IV NAARM RESEARCH + TEACH/HRD

**PROFORMA FOR CONSIDERING ASSESSMENT PROMOTION CASES UNDER THE
REVISED CAREER ADVANCEMENT SCHEME (effective from 01-01-2009)
IN RESPECT OF SR. SCIENTIST (FROM THE RESEARCH GRADE PAY OF 9000 TO 10000)**

EVALUATION OF SENIOR SCIENTIST ENGAGED IN RESEARCH + TEACH/HRD

Whether Assessed Earlier:	<u>Yes</u> or <u>No</u>
<i>If Yes, Date & Period of Last Assessment:</i>	
(i) Date : _____	(ii) Period : _____
Current Assessment Period:	From _____ To _____
Please send 3 copies of duly filled-in proforma	

NAME OF THE INSTITUTE _____

1. Name : _____
2. Designation : _____
3. Discipline : _____
4. Division/Section : _____
5. Date of Birth : _____
6. Date of award of degree : M. Phil _____ Ph.D. : _____
7. Date of joining the ICAR : _____
8. Date of joining the Institute : _____
9. Date of joining in the post of Sr. Scientist
in the grade pay of Rs. 9000 : _____
10. Date of completion of 3 years
in the grade pay of Rs. 9000 : _____
- 11(A) **Highlight Your Significant Contributions;
Project-wise, in not exceeding two pages** : _____

11(B) Tabular Summary of Scientific Achievements

(READ CAREFULLY THE GUIDELINES BEFORE FURNISHING DETAILS BELOW)

	Part I. Evaluation of Senior Scientist (RGP 9000) NAARM Research & Tech/HRD	Duration of Contribution			Marks (FOR OFFICIAL USE)	
		1 st year	2 nd year	3 rd year	Max	Marks awarded
	Assessment period 3 years					
A	Core Activities				40	
	SCIENTIST'S ACHIEVEMENTS IN RESEARCH				20	
A01	<ul style="list-style-type: none"> Institute projects. 3.0 marks for PI, 1.5 marks for Co-PI for every completed year (Max 8 marks) External projects of minimum 10 lakh per project: 3.0 marks for PI, 1.5 marks for Co-PI for every completed year. 				10	
A02	<p>Innovative technologies developed, participatory technology developed, prototype, educational / training kit, process, product /concept, methodology, software development/Data base management/Expert system developed/ Decision support system /models / e-learning lessons / models developed & any other relevant output.: 4 marks for PI, 3 marks for Co-PI for each output</p> <ul style="list-style-type: none"> Patents: For PI and Co-PI, for each patent granted 2 marks; for technology commercialized/popularized(without patent) 3 marks and for patent granted and commercialized/popularized: 5 marks 				7	
	<p>Educational technology spread and impact across the system</p> <ul style="list-style-type: none"> Commercial release/use of the technology attracting revenue to the organization (Rs.5 to 10 Lakh 1.5 marks and above Rs. 10 Lakh 3 marks) Adoption of concept /methodology / product by research and academic members across NARS/ CGIAR/ international research and academic bodies, accreditation received etc. Max 3 marks <p>(for research papers evidence in the form of H index 3 i.e. minimum of 3 number of papers published during the preceding 8 years with each paper cited 3 times is considered)</p>				3	

	Partl. Evaluation of Senior Scientist (RGP 9000) NAARM Research & Tech/HRD	Duration of Contribution			Marks (FOR OFFICIAL USE)	
		1 st year	2 nd year	3 rd year	Max	Marks awarded
	Assessment period 3 years					
	<ul style="list-style-type: none"> Note: Paper published out of M.Sc. and Ph.D. work will not be considered. 					
	Capacity building / monitoring/ evaluation/ reporting and institution building					
A03	<ul style="list-style-type: none"> Capacity building/training programme/ activities (other than foundation course for ARS scientist) under taken as per the institute mandate. (0.5 marks for each programme / activity Max. 4 marks) Outreach Programmes organized. 1.0 mark for each (maximum marks limited to 4.0) Customized /specialized /in service training programme organized. (1.0 marks limited to 4.0 marks) Innovative training /educational concept, methodology and module developed. (2.0 marks for each methodology and module Max. 4 marks) Training /teaching/educational technology / methodology evaluated and customized. (2 marks for each technology / methodology evaluated & customized Max 4 marks) Institution building (Only clearly defined major contributions as a Member Secretary RAC/ SRC / QRT / PME Cell / CPC / IPR Cell/ Technical Cell / Editors of Annual and AICRP Reports / I/c of Central Facilities like ARIS Cell / video conferencing, HRD Cell etc.) (0.5 mark for each assignment) (Maximum 3 Marks only) Convener or co-convener or organizing/ co-organizing secretary or course director / co-course director of seminars / symposia / workshop / discussion /conference / summer or winter school / training programme / refresher course of duration 3-5 days: 1 mark each; 6 to 20 days: 2 mark each; 21 days or more: 3 marks each (Maximum 3 Marks only) Other HRD programmes organized / coordinated / assisted as per institu- 				10	

	Partl. Evaluation of Senior Scientist (RGP 9000) NAARM Research & Tech/HRD	Duration of Contribution			Marks (FOR OFFICIAL USE)	
		1 st year	2 nd year	3 rd year	Max	Marks awarded
	Assessment period 3 years					
	tional mandate. (0.5 marks for each assignment) Max 2 marks)					
	TEACHING AND FOUNDATION COURSE PROGRAMME FOR ARS SCIENTIST					
	SCIENTIST'S ACHIEVEMENT IN TEACHING AND FOCARS				10	
A04	<ul style="list-style-type: none"> • Foundation course organized for ARS scientist(3marksfor course coordinator & 2 marks for co-coordinator Max. 6 marks) Innovative theme based concept and methodology developed, tested and introduced in the foundation course programme for ARS scientists (2 Marks for each innovative concept and methodology, tested and introduced Max. 4 marks) • Innovative theme based trainings / workshops conceptualized and organized. 2 marks for course coordinator and 1.0 mark for co-coordinator for each course (Max. 4 marks) • Courses designed and curriculum developed for training programmes. (2 marks for each course designed and curriculum developed Max.4 marks.) • Teaching. 0.5 marks for each credit hours taught {A course with credit hour 1+1 taught in a semester will score 1mark (2 credit x 0.5 marks)} Max 2marks • Student guidance/ co-guide: 2 marks for each Masters Degree awarded as guide, 1 mark to co-guide / advisory committee member Max 2marks • Teaching aids developed. (Teaching manuals, e-learning / Instructional materials etc, FET, study tour, industrial visit arranged,) 1.0 mark for each Max. 2 marks 					
B	PUBLICATIONS				20	
B01	Research Papers (Full score for the First Author, 0.75 score each for rest of the authors). Two best research papers published during the period of review will be allocated score according to				10	

	Partl. Evaluation of Senior Scientist (RGP 9000) NAARM Research & Tech/HRD	Duration of Contribution			Marks (FOR OFFICIAL USE)	
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	Assessment period 3 years					
	the National Academy of Agricultural Sciences (NAAS) rating of Scientific scale of 1.0 to 10.0, totalled and divided by 1.2.					
B02	Other publications: <ul style="list-style-type: none"> • Books authored (minimum 100 pages): 1.0 mark for each author. (Max marks limited to 2) • Books edited (minimum 100 pages): 0.5 mark for each editor (Max marks limited to 2) • Technical/extension bulletin, Training manual (minimum 25 pages) 0.5 mark for each author (Max marks limited to 2) • Conference Proceedings and newslet- ter edited: 0.5 marks for editor and co-editors (Max marks limited to 2) • Book chapters/ Extension leaflets/ folders: 0.5 mark for author and co- authors (Max marks limited to 2) • Technical/ popular Articles : 0.25 mark for author and co-authors (Max marks limited to 2) • e-publications, learning modules, concept series, educational technology inventory and methodology modules published (0.5 marks for each publi- cation Max 4 marks) 				10	
C	PEER RECOGNITION				8	
C01	<ul style="list-style-type: none"> • International and National Awards / National Academy fellow: 2 marks each. • Post-Doctoral Fellowships: 1 mark. • Institutional or recognized professional societies award / fellowship / journal editor : 1 mark each (maximum 2 marks) • Best Paper, Best Posters 0.5 marks each (maximum 1 mark). • Conference prizes / medals, 0.5 each max 1.0 					
C02	<ul style="list-style-type: none"> • Oral presentation in International seminars / symposia / conference/ workshops : 1 mark each (Maximum of 2 marks) 					

	Partl. Evaluation of Senior Scientist (RGP 9000) NAARM Research & Tech/HRD	Duration of Contribution			Marks (FOR OFFICIAL USE)	
		1 st year	2 nd year	3 rd year	Max	Marks awarded
	Assessment period 3 years					
	<ul style="list-style-type: none"> Oral presentation in National seminars / symposia / conference/ workshops : 0.5 mark each. (Maximum of 2 marks) 					
C03	<ul style="list-style-type: none"> Special assignments (International organizations, overseas and special national assignments/ consultancies not covered anywhere else in the application: 1.0 mark for each (maximum marks limited to 2) International seminars / symposia / conference/ workshops/ attended: 0.5 mark each (Maximum of 2 marks) 					
D	ANNUAL ASSESSMENT REPORTS				12	
D01	Period of assessment: 3 years 4.0 marks for Outstanding, 3.0 marks for Very Good, 2.0 marks for Good, 1.0 marks for Average and 0.5 marks for Below Average. Grading to be awarded for each year.					
	TOTAL				80	
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- v. AAR grading for the assessment period are given below

Assessment Period			
Grading by the Reporting officer			
Grading by the Reviewing Officer			

- vi. Remarks of the Director of the Institute about the Research Potential of the Scientist as evidence from the SRC Proceedings/ any other document are given below:-

SIGNATURE OF THE HEAD OF THE INSTITUTE

For official use only

**PROFORMA FOR CONSIDERING ASSESSMENT PROMOTION CASES UNDER THE
REVISED CAREER ADVANCEMENT SCHEME (effective from 01-01-2009)
IN RESPECT OF SR. SCIENTIST (FROM THE RESEARCH GRADE PAY OF 9000 TO 10000)**

EVALUATION OF SENIOR SCIENTIST ENGAGED IN HQs work.

Whether Assessed Earlier:	<u>Yes or No</u>
<i>If Yes, Date & Period of Last Assessment:</i>	
<i>(i) Date : _____ (ii) Period : ____ _____</i>	
Current Assessment Period:	From _____ To _____
Please send 3 copies of duly filled-in proforma	

NAME OF THE INSTITUTE _____

1. Name : _____
2. Designation : _____
3. Discipline : _____
4. Division/Section : _____
5. Date of Birth : _____
6. Date of award of degree : M. Phil _____ Ph.D. : _____
7. Date of joining the ICAR : _____
8. Date of joining the Institute : _____
9. Date of joining in the post of Sr. Scientist in the grade pay of Rs. 9000 : _____
10. Date of completion of 3 years in the grade pay of Rs. 9000 : _____
- 11(A) **Highlight Your Significant Contributions; Project-wise, in not exceeding two pages** : _____

11(B) Tabular Summary of Scientific Achievements

(READ CAREFULLY THE GUIDELINES BEFORE FURNISHING DETAILS BELOW)

	Evaluation of Senior Scientist (RGP 9000) ICAR/HQs	Duration of Contribution			Marks (FOR OFFICIAL USE)	
		1 st year	2 nd year	3 rd year	Max	Marks awarded
A	SCIENTIST'S ACHIEVEMENTS				45	
A01	<ul style="list-style-type: none"> Assistance in Coordination (No. of Institutes /SAUs being handled, AICRPs handled, Funded projects, Processing for release of funds) 				10	
A02	<ul style="list-style-type: none"> Assistance in monitoring (Physical, financial and scientific targets)/Scientific assistance to senior officers, meetings organization, lectures and drafts prepared 				10	
A03	<ul style="list-style-type: none"> Reports/ proceedings preparation, parliament questions handled etc. 				15	
A04	<ul style="list-style-type: none"> Innovative theme based trainings/ workshops conceptualized and organized. 2 marks for course coordinator and 1.5 marks for associate for each course 				10	
B	PUBLICATIONS				15	
B01	<ul style="list-style-type: none"> Research/Review/Policy Papers (Full score for the First Author/Corresponding Author, 0.75 score each for rest of the authors). One best research paper published during the assessment period will be allocated score according to the National Academy of Agricultural Sciences (NAAS) rating of Scientific Journals, on a scale of 1.0 to 10.0, totalled and divided by 1.2. 				05	
B02	<p>Other publications:</p> <ul style="list-style-type: none"> Books authored (minimum 100 pages): 1.0 mark for each author. (Max marks limited to 2) Books edited (minimum 100 pages): 0.5 mark for each editor (Max marks limited to 2) Technical/extension bulletin, Training manual (minimum 25 pages) 0.5 mark for each author (Max marks limited to 4) Conference Proceedings edited: 0.5 marks for editor and co-editors (Max marks limited to 4) 				10	

	Evaluation of Senior Scientist (RGP 9000) ICAR/HQs	Duration of Contribution			Marks (FOR OFFICIAL USE)	
		1 st year	2 nd year	3 rd year	Max	Marks awarded
	Assessment period 3 years					
	<ul style="list-style-type: none"> • Book chapters/ Extension leaflets/ folders: 0.5 mark for author and co-authors (Max marks limited to 4) • Technical/ popular Articles : 0.25 mark for author and co-authors (Max marks limited to 2) • E-learning modules, concept series and newsletter edited (0.5 marks each and Max marks limited to 2) 					
C	PEER RECOGNITION				08	
C01	<ul style="list-style-type: none"> • International and National Awards / National Academy fellow: 3 marks each. • Post-Doctoral Fellowships: 1 mark. • Institutional or recognized professional societies award / fellowship / journal editor : 1 mark each • Best Paper, Best Posters 0.5 marks each. (Note: Conference prizes / medals, office bearers of societies excluded) • Oral presentation in International seminars / symposia / conference/ workshops : 0.5 mark each (Maximum of 1 mark) • Invited key speaker in a National / International scientific meeting: 1 mark each. • Special assignments (International organizations, overseas and special national assignments/ consultancies not covered any where else in the application: 1.0 mark for each (maximum marks limited to 2)) 					
D	ANNUAL ASSESSMENT REPORTS				12	
D01	Period of assessment: 3 years. 4.0 marks for Outstanding, 3.0 marks for Very Good, 2.0 marks for Good, 1.0 marks for Average and 0.5 marks for Below Average. Grading to be awarded for each year.					
	TOTAL				80	
E	Presentation and Interview				20	
	GRAND TOTAL				100	

I certify that the information furnished above is true to the best of my knowledge and belief, and that if at any stage it is found to be incorrect/false, I shall be liable for disciplinary action against me as deemed fit

Date: _____

SIGNATURE OF THE SCIENTIST

S.No.	List of enclosures/supporting documents in respect of each of the above items.	Page No. (From -To)

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- v. AAR grading for the assessment period are given below

Assessment Period		
Grading by the Reporting officer		
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- vi. Remarks of the Director of the Institute about the Research Potential of the Scientist as evidence from the SRC Proceedings/ any other document are given below:-

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For official use only

RES-IV AICRP-RESEARCH + EXTN/COORDINATION

**PROFORMA FOR CONSIDERING ASSESSMENT PROMOTION CASES UNDER THE
REVISED CAREER ADVANCEMENT SCHEME (effective from 01-01-2009)
IN RESPECT OF SR. SCIENTIST (FROM THE RESEARCH GRADE PAY OF 9000 TO 10000)**

EVALUATION OF SENIOR SCIENTIST ENGAGED IN RESEARCH +EXTN/COORDINATION

Whether Assessed Earlier:	<u>Yes or No</u>
<i>If Yes, Date & Period of Last Assessment:</i>	
<i>(i) Date : _____ (ii) Period : _____</i>	
Current Assessment Period: From _____ To _____	
Please send 3 copies of duly filled-in proforma	

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10. Date of completion of 3 years in the grade pay of Rs. 9000 : _____
- 11(A) **Highlight Your Significant Contributions; Project-wise, in not exceeding two pages** : _____

11(B) Tabular Summary of Scientific Achievements

(READ CAREFULLY THE GUIDELINES BEFORE FURNISHING DETAILS BELOW)

	Evaluation of Senior Scientist (RGP 9000) who are in AICRP	Duration of Contribution			Marks (FOR OFFICIAL USE)	
		1 st year	2 nd year	3 rd year	Max	Marks awarded
	Assessment period 3 years					
	CORE ACTIVITIES				40	
A	SCIENTIST'S ACHIEVEMENTS IN RESEARCH				20	
A01	<ul style="list-style-type: none"> Institute projects. 3.0 mark for PI, 1.5 marks for Co-PI for every completed year (Max 8 marks) External projects of minimum 10 lakh per project: 3.0 marks for PI, 1.5 marks for Co-PI for every completed year. 				10	
A02	<p>Innovative technologies developed, participatory technology developed, prototype, genetic stock, variety, product, vaccine, diagnostic kit, process, concept, methodology, software development/Data base management/Expert system developed/Decision support system /models / e-learning lessons / models developed & any other relevant output.: 4 marks for PI, 3 marks for Co-PI for each output</p> <ul style="list-style-type: none"> Patents: For PI and Co-PI, for each patent granted 2 marks; for technology commercialized/popularized(without patent) 3 marks and for patent granted and commercialized/popularized: 5 marks 				7	
	<p>Technology spread and impact across the system</p> <ul style="list-style-type: none"> Commercial release/use of the technology attracting revenue to the organization (Rs.5 to 10 Lakh 1.5 marks and above Rs. 10 Lakh 3 marks) Conducting/ co-coordinating and monitoring demonstration, field trials covering 300 acres across the farming system (1 mark per 100 acre demonstration) Max 3 marks Adoption of concept /methodology / product by research and academic members across NARS/ CGIAR/ international research and academic bodies, accreditation received etc. Max 3 marks 				3	

	Evaluation of Senior Scientist (RGP 9000) who are in AICRP	Duration of Contribution			Marks (FOR OFFICIAL USE)	
		1 st year	2 nd year	3 rd year	Max	Marks awarded
	Assessment period 3 years					
	(for research papers evidence in the form of H index 3 i.e. minimum of 3 number of papers published during the preceding 8 years with each paper cited 3 times is considered) <ul style="list-style-type: none"> Note: Paper published out of M.Sc. and Ph.D. work will not be considered. 					
	Capacity building / monitoring/ evaluation/ reporting and institution building					
	CAPACITY BUILDING, MONITORING, EVALUATION AND REPORTING				15	
A03	Organizing capacity building programmes and sensitization workshops, zonal workshops, annual review meetings and/or Interface meetings (1 mark for each activity per year)				3	
A04	Technology and methodology linkages established. Preparation of technology inventory, and methodology module. Convergence and linkages established (1 mark for each activity per year)				3	
A05	Monitoring of AICRP activities: Assistance in monitoring of OFT, FLD and training activities of AICRPs (1 mark for each activity per year)				3	
A06	Evaluation and report compilation of AICRP. Impact analysis of AICRP mandated activities. Preparation of case studies/success stories (1 mark for each activity per year)				3	
A07	<ul style="list-style-type: none"> Reporting: Preparation of zonal report, annual report, evaluation reports etc (0.5 mark for each activity per year) Institution building (Only clearly defined major contributions as a Member Secretary RAC/ SRC / QRT /PME Cell / CPC / IPR Cell/ Technical Cell / Editors of Annual and AICRP Reports / I/c of Central Facilities like ARIS Cell / video conferencing, HRD Cell etc.) (0.5 mark per year for each assignment) (Maximum 3 Marks only) Works related to germ plasm collection, documentation and conservation (0.5 mark for each year of involvement) Max 2 marks 				3	

	Evaluation of Senior Scientist (RGP 9000) who are in AICRP	Duration of Contribution			Marks (FOR OFFICIAL USE)	
		1 st year	2 nd year	3 rd year	Max	Marks awarded
	Assessment period 3 years					
	<ul style="list-style-type: none"> Service providing activities related to production, processing and distribution of seeds and planting material, incharge of cattleyard, fish & fish seed production, hatchery etc. (0.5 mark per year for each assignment) (Maximum 3 Marks only) Convener or co-convener or organizing/ co-organizing secretary or course director / co-course director of seminars / symposia / workshop / discussion /conference / summer or winter school / training programme / refresher course of duration 3-5 days: 1 mark each; 6 to 20 days: 2 mark each; 21 days or more: 3 marks each (Maximum 3 Marks only) Other HRD programmes organized / coordinated / assisted as per institutional mandate. (0.5 marks for each assignment) Max 2 marks) 					
A08	AICRP ACTIVITIES CO-ORDINATED				5	
	<ul style="list-style-type: none"> HRD/Training / Extension/ services organized/ coordinated/assisted as per Institute mandate (2.0 marks for each assignment per year) Inter institutional HRD programmes for the benefit of AICRP organized/ coordinated/assisted as per Institute mandate (2.0marks for each assignment per year) 					
B	PUBLICATIONS				20	
B01	Research Papers (Full score for the First Author, 0.75 score each for rest of the authors). Two best research papers published during the period of review will be allocated score according to the National Academy of Agricultural Sciences (NAAS) rating of Scientific Journals, on a scale of 1.0 to 10.0, totalled and divided by 1.2.				10	
B02	Other publications: <ul style="list-style-type: none"> Books authored (minimum 100 pages): 1.0 mark for each author(Max marks limited to 2) Books edited (minimum 100 pages): 				10	

	Evaluation of Senior Scientist (RGP 9000) who are in AICRP	Duration of Contribution			Marks (FOR OFFICIAL USE)	
		1 st year	2 nd year	3 rd year	Max	Marks awarded
	<p>Assessment period 3 years</p> <p>0.5 mark for each editor (Max marks limited to 2)</p> <ul style="list-style-type: none"> • Editors of Annual Reports/FLD Reports (1.0 mark for each assignment per year for each editor). Max 3 marks. • Technical/extension bulletin, Training manual (minimum 25 pages) 0.5 mark for each author (Max marks limited to 3) • Conference Proceedings and newsletter edited: 0.5 marks for editor and co-editors (Max marks limited to 3) • Book chapters/ Extension leaflets/ folders: 0.5 mark for author and co-authors (Max marks limited to 3) • Technical/ popular Articles : 0.25 mark for author and co-authors (Max marks limited to 4) • E-publication, Technology inventory and concept series published (0.5 marks for each Max. 3 marks) 					
C	PEER RECOGNITION				8	
C01	<ul style="list-style-type: none"> • International and National Awards / National Academy fellow: 2 marks each. • Post-Doctoral Fellowships: 1 mark. • Institutional or recognized professional societies award / fellowship / journal editor : 1 mark each (maximum 2 marks) • Best Paper, Best Posters 0.5 marks each (maximum 1 mark). • Conference prizes / medals, 0.5 each max 1.0 					
C02	<ul style="list-style-type: none"> • Oral presentation in International seminars / symposia / conference/ workshops : 1 mark each (Maximum of 2 marks) • Oral presentation in National seminars / symposia / conference/ workshops : 0.5 mark each. (Maximum of 2 marks) 					
C03	<ul style="list-style-type: none"> • Special assignments (International organizations, overseas and special national assignments/ consultancies 					

	Evaluation of Senior Scientist (RGP 9000) who are in AICRP	Duration of Contribution			Marks (FOR OFFICIAL USE)	
		1 st year	2 nd year	3 rd year	Max	Marks awarded
	Assessment period 3 years					
	not covered anywhere else in the application: 1.0 mark for each (maximum marks limited to 2) <ul style="list-style-type: none"> International seminars / symposia / conference/ workshops/ attended: 0.5 mark each (Maximum of 2 marks) 					
D	ANNUAL ASSESSMENT REPORTS				12	
D01	Period of assessment: 3 years 4.0 marks for Outstanding, 3.0 marks for Very Good, 2.0 marks for Good, 1.0 marks for Average and 0.5 marks for Below Average. Grading to be awarded for each year.					
	TOTAL				80	
E	Presentation and Interview				20	
	Grand Total				100	

I certify that the information furnished above is true to the best of my knowledge and belief, and that if at any stage it is found to be incorrect/false, I shall be liable for disciplinary action against me as deemed fit

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Assessment Period			
Grading by the Reporting officer			
Grading by the Reviewing Officer			

- vi. Remarks of the Director of the Institute about the Research Potential of the Scientist as evidence from the SRC Proceedings/ any other document are given below:-

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RES-IV ZPD-RESEARCH + EXTN/TRAINING/COORDINATION

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IN RESPECT OF SR. SCIENTIST (FROM THE RESEARCH GRADE PAY OF 9000 TO 10000)**

**EVALUATION OF SENIOR SCIENTIST ENGAGED IN RESEARCH +EXTN./TRAINING/
COORDINATION**

Whether Assessed Earlier:	<u>Yes or No</u>
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- 11(A) **Highlight Your Significant Contributions; Project-wise, in not exceeding two pages** : _____

11(B) Tabular Summary of Scientific Achievements

(READ CAREFULLY THE GUIDELINES BEFORE FURNISHING DETAILS BELOW)

	Part V. Evaluation of Senior Scientist (RGP 9000) who are in ZPD (Use score card with code : CAS.SS.ZPD)	Duration of Contribution			Marks (FOR OFFICIAL USE)	
		1 st year	2 nd year	3 rd year	Max	Marks awarded
	Assessment period 3 years					
	CORE ACTIVITIES				40	
A	SCIENTIST'S ACHIEVEMENTS IN RESEARCH				20	
A01	<ul style="list-style-type: none"> Institute projects. 3.0 marks for PI, 1.5 marks for Co-PI for every completed year (Max 8 marks) External projects of minimum 10 lakh per project: 3.0 marks for PI, 1.5 marks for Co-PI for every completed year. 				10	
A02	<ul style="list-style-type: none"> Innovative conceptual models, approaches and methodology aiding technology assessment, refinement and demonstration of KVKs developed and popularized as part of projects: 4 marks for PI, 3 marks for Co-PI. Development/Standardization of procedures for measurement and analysis of the following: Training needs of KVK Scientists. Training needs of farmers/rural youth, Farming systems existing in the KVK districts, Development of Zone specific KVK action plan Proformas, annual report / FLD proforma any other relevant output. 4 marks for each activity. One effort will score only once. Innovative technologies /methodologies developed, participatory technology development, concept, software development/Data base management/ Expert system developed/Decision support system models / e-learning lessons / models developed & any other relevant output.: 3 marks for PI, 1.5 marks for Co-PI for each output Patents: For PI and Co-PI, for each patent granted 2 marks; for technology commercialized/popularized(without patent) 3 marks and for patent granted and commercialized/popularized: 5 marks 				7	

	Evaluation of Senior Scientist (RGP 9000) who are in ZPD (Use score card with code : CAS.SS.ZPD)	Duration of Contribution			Marks (FOR OFFICIAL USE)	
		1 st year	2 nd year	3 rd year	Max	Marks awarded
	Assessment period 3 years				3	
	Technology spread and impact across the system <ul style="list-style-type: none"> Commercial release/use of the technology attracting revenue to the organization (Rs.5 to 10 Lakh 1.5 marks and above Rs. 10 Lakh 3 marks) Conducting/ co-coordinating and monitoring demonstration, field trials covering 300 acres across the farming system (1 marks per 100 acre demonstration) Max 3 marks Adoption of concept /methodology / product by research and academic members across NARS/ CGIAR/ international research and academic bodies, accreditation received etc. Max 3 marks (for research papers evidence in the form of H index 3 i.e. minimum of 3 number of papers published during the preceding 8 years with each paper cited 3 times is considered) Note: Paper published out of M.Sc. and Ph.D. work will not be considered. 					
	Capacity building / monitoring/evaluation/ reporting and institution building					
	CAPACITY BUILDING, MONITORING, EVALUATION AND REPORTING				10	
A03	<ul style="list-style-type: none"> Organizing Capacity building programmes, sensitization workshops, zonal workshops, Interface meetings etc. 0.5 mark each. E connectivity content management. 0.5 mark 				2	
A04	<ul style="list-style-type: none"> Technology and methodology linkages established Preparation of technology inventory Preparation of Methodology module Convergence and linkages established (0.5 mark for each activity per year) 				2	
A05	<ul style="list-style-type: none"> Monitoring Assistance in monitoring of OFT, FLD and training activities of KVKs Organizing zonal workshops and mid 				2	

	Evaluation of Senior Scientist (RGP 9000) who are in ZPD (Use score card with code : CAS.SS.ZPD)	Duration of Contribution			Marks (FOR OFFICIAL USE)	
		1st year	2nd year	3rd year	Max	Marks awarded
	Assessment period 3 years					
	term review meetings (0.5 mark for each activity per year)					
A06	<ul style="list-style-type: none"> Evaluation and report compilation of OFT, FLD and training Impact analysis of KVK mandated activities Preparation of case studies/success stories (0.5 mark for each activity per year) 				2	
A07	Reporting <ul style="list-style-type: none"> Preparation of zonal report, annual report, evaluation reports etc (0.5 mark for each activity per year) 				2	
A08	EXTENSION ACTIVITIES CO-ORDINATED				10	
	<ul style="list-style-type: none"> HRD/Training / Extension/ services organized/ coordinated/assisted as per Institute mandate (1.0marks for each assignment per year) (maximum 2 marks) Inter institutional HRD programmes for benefit of KVKs organized/ coordinated/assisted as per Institute mandate (1.0marks for each assignment per year) (maximum 2 marks) Institution building (Only clearly defined major contributions as a Member Secretary RAC/ SRC / QRT / PME Cell / CPC / IPR Cell/ Technical Cell / Editors of Annual and AICRP Reports / I/c of Central Facilities like ARIS Cell / video conferencing, HRD Cell etc.) (0.5 mark for each assignment) (Maximum 3 Marks only) Convener or co-convener or organizing/ co-organizing secretary or course director / co-course director of seminars / symposia / workshop / discussion /conference / summer or winter school / training programme / refresher course of duration 3-5 days: 1 mark each; 6 to 20 days: 2 mark each; 21 days or more: 3 marks each (Maximum 3 Marks only) Other HRD programmes organized / coordinated / assisted as per institutional mandate. (0.5 marks for each assignment) Max 2 marks) 					

	Evaluation of Senior Scientist (RGP 9000) who are in ZPD (Use score card with code : CAS.SS.ZPD)	Duration of Contribution			Marks (FOR OFFICIAL USE)	
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	Assessment period 3 years					
B	PUBLICATIONS				20	
B01	Research Papers (Full score for the First Author, 0.75 score each for rest of the authors). One best research paper published during the period of review will be allocated score according to the National Academy of Agricultural Sciences (NAAS) rating of Scientific Journals, on a scale of 1.0 to 10.0, totalled and divided by 1.2.				5	
B02	Other publications: <ul style="list-style-type: none"> • Books authored (minimum 100 pages): 1.0 mark for each author. (Max marks limited to 2) • Books edited (minimum 100 pages): 0.5 mark for each editor (Max marks limited to 2) • Editors of Annual Reports/FLD Reports (1.0 mark for each assignment per year for each editor). Max 3 marks. • Technical/extension bulletin, Training manual (minimum 25 pages) 0.5 mark for each author (Max marks limited to 3) • Conference Proceedings and newsletter edited: 0.5 marks for editor and co-editors (Max marks limited to 3) • Book chapters/ Extension leaflets/ folders: 0.5 mark for author and co-authors (Max marks limited to 3) • Technical/ popular Articles : 0.25 mark for author and co-authors (Max marks limited to 4) • e-publications, learning modules, concept series, educational/training technology inventory and methodology modules published (0.5 marks for each publication Max 4 marks) 				15	
C	PEER RECOGNITION				8	
C01	<ul style="list-style-type: none"> • International and National Awards / National Academy fellow: 2 marks each . • Post-Doctoral Fellowships: 1 mark. • Institutional or recognized professional societies award / fellowship / journal 					

	Evaluation of Senior Scientist (RGP 9000) who are in ZPD (Use score card with code : CAS.SS.ZPD)	Duration of Contribution			Marks (FOR OFFICIAL USE)	
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	Assessment period 3 years					
	<p>editor : 1 mark each (maximum 2 marks)</p> <ul style="list-style-type: none"> • Best Paper, Best Posters 0.5 marks each (maximum 1 mark). • Conference prizes / medals, 0.5 each max 1.0 					
C02	<ul style="list-style-type: none"> • Oral presentation in International seminars / symposia / conference/ workshops : 1 mark each (Maximum of 2 marks) • Oral presentation in National seminars / symposia / conference/ workshops : 0.5 mark each. (Maximum of 2 marks) 					
C03	<ul style="list-style-type: none"> • Special assignments (International organizations, overseas and special national assignments/ consultancies not covered anywhere else in the application: 0.5 mark for each (maximum marks limited to 2) • International seminars / symposia / conference/ workshops/ attended: 1.0 mark each (Maximum of 2 marks) 					
D	ANNUAL ASSESSMENT REPORTS				12	
D01	<p>Period of assessment: 3 years</p> <p>4.0 marks for Outstanding, 3.0 marks for Very Good, 2.0 marks for Good, 1.0 marks for Average and 0.5 marks for Below Average. Grading to be awarded for each year.</p>					
	TOTAL				80	
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- v. AAR grading for the assessment period are given below

Assessment Period			
Grading by the Reporting officer			
Grading by the Reviewing Officer			

- vi. Remarks of the Director of the Institute about the Research Potential of the Scientist as evidence from the SRC Proceedings/ any other document are given below:-

SIGNATURE OF THE HEAD OF THE INSTITUTE

For official use only

SALIENT FEATURES OF REVISED CAS

(1) As contained in ICAR letter No. 1(1)/2009–Per. IV dated 06-03-2009 (Para 5)

- (i) The career advancement scheme is effective from 1.1.09.
- (ii) A Scientist with completed service of four years, possessing Ph.D degree in the relevant discipline shall be eligible for RGP of Rs. 7000.
- (iii) A Scientist possessing M.Phil/M.Tech/M.Sc. (Ag.)/M.V. Sc./ M.F. Sc. degree shall be eligible for RGP of Rs. 7000 after completion of five years service as Scientist.
- (iv) A Scientist who does not have Ph.D or M.Phil degree shall be eligible for RGP of Rs. 7000 after completion of six years service as Scientist.
- (v) A Scientist with completed service of five years in the RGP of Rs. 7000 shall be eligible, subject to other requirements as may be laid down by ICAR, to move up to RGP of Rs. 8000.
- (vi) A Scientist on completion of three years of service in the RGP of Rs. 8000 and possessing a Ph.D degree in the relevant discipline shall be eligible, subject to other conditions as may be laid down by ICAR, to move to the pay band of Rs. 37400-67000 with RGP of Rs. 9000 and shall be designated as Senior Scientist.
- (vii) A non-Ph.D Scientist on completion of 3 years of service in the RGP of Rs. 8000 shall be eligible, subject to other conditions as may be laid down by ICAR, to move to the pay band of Rs. 37400-67000 with RGP of Rs. 9000 and shall continue to be designated as Scientist. On acquiring Ph.D degree, the Scientist shall be designated as Senior Scientist.
- (viii) A Senior Scientist on completion of three years of service in RGP of Rs. 9000 and possessing a Ph.D degree in the relevant discipline shall be eligible to be appointed/designated as Principal Scientist subject to other conditions as may be laid down by ICAR. The pay band for the post of Principal Scientist would be 37400-67000 with RGP of Rs. 10000
- (ix) The upward movement of Scientists as per para 5.1 to 5.7 would be in accordance with evaluation procedure such as the score card system etc. to be notified separately.
- (x) On placement at each higher stage of RGP under the CAS, pay fixation will be done as per Rule 13 of CCS (RP) Rules, 2008.

(2) As contained in ICAR letter No. 9(1)/2010-Per.IV dated 04-11-2011

- (i) The revised performance evaluation/score card has been finalized. The Ministry of Finance have conveyed their concurrence vide their UO Note No. 7/11/2009-E.III (A) dated 04-11-2011 and the same has been approved by the Union Agriculture Minister & President of the ICAR Society for implementation for considering all cases of Career Advancement of ARS Scientists falling due on or after 01-01-2009.
- (ii) The Score-card has been devised specifically for Scientists primarily engaged in (i) research, (ii) research & teaching, (iii) research and extension, (iv) scientists of NAARM, ZPDs, AICRPs and ICAR headquarters. The application format for considering evaluation has also been appropriately devised for the above mentioned categories to consider and assess various specialized activities undertaken by the scientist in totality.
- (iii) The minimum marks (cut-off % age) required for placement in the next RGP/promotion shall be 75% at each stage of evaluation.
- (iv) A deferred placement at each stage of evaluation has been approved for such of those Scientists whose score falls short of the cut-off marks by not more than 2 marks. Such Scientists will

not be required to submit fresh assessment form and will stand promoted to the next grade pay after one year from the due date of assessment.

- (v) However, those Scientists whose score falls short by more than 2 marks will have to submit their assessment forms for evaluation after 2 years from the date of their first evaluation.
- (vi) All placement/promotion to the next higher grade pay falling due on or after 01-01-2009 may be regulated strictly in accordance with these guidelines.

(3) As contained in ICAR letter No. 9(1)/2010-Per.IV dated 12-12-2011

- (i) ASRB shall be conducting the assessment and placement of Scientists from the Research Grade Pay of Rs. 9000/- to Rs. 10000/- only and assessment of all other cases shall be initiated and processed as per existing instructions at the respective Institutes. The proceedings alongwith all relevant documents shall be forwarded to the Council's Headquarters for obtaining the approval and acceptance of the Competent Authority in the Council.
- (ii) All placements/promotion of ARS Scientists to the next higher grade pay falling due on or after 01-01-09 shall be regulated in accordance with these guidelines. However, these guidelines shall not be applicable for movement from RGP Rs. 8000/- to Rs. 9000/- in respect of all Senior Scientists who were appointed either by direct selection or were placed as Senior Scientist/ Scientist (SG) by virtue of the erstwhile CAS during the period 01-01-2006 to 31-12-2008. But placement/promotion of all directly recruited Senior Scientists appointed on or after 01-01-2009 shall be governed by these guidelines.

(4) Clarifications received from Personal Division, ICAR on Revised CAS

Sl. No.	Points for Clarification	Clarifications Offered by ICAR vide Letter No. 9(1)/2012-Per.IV dated 20-01-12
(1)	<p>(i) Whether the Sr. Scientists considered but not recommended for promotion to the grade of Principal Scientist under the old CAS (in vogue up to 31-12-2008) have to be considered under the revised CAS ?</p> <p>(ii) If so, then in case of a Sr. Scientist (whose date of appointment, for instance, as Sr. Scientist is 27-07-2000) considered under the old CAS but not recommended for promotion to the grade of Principal Scientist w.e.f 27-07-08, it may please be clarified as to whether under the revised CAS he will be considered for promotion/ placement to the grade of Principal Scientist w.e.f. 01-01-09 or 27-07-09.</p> <p>(iii) Whether all the Sr. Scientists who have been given RGP of Rs. 9000/- on or after 01-01-06 are also eligible to be considered for promotion/ placement to the grade of Pr. Scientist under the revised CAS ?</p>	<p>(i) The Sr. Scientists considered but not recommended for promotion to the grade of Principal Scientist under the pre-revised CAS (in vogue up to 31-12-2008) are to be considered for promotion under the revised CAS effective from 01-01-09 in the light of the guidelines contained in Council's letter no. 9(1)/2010-Per.IV dated 4th November, 2011 read with letter dated 12-12-11 after one year from the due date of their assessment.</p> <p>(ii) The Sr. Scientist considered but not recommended for promotion to the grade of Principal Scientist w.e.f. 27-07-08 under the pre-revised CAS shall be considered for promotion to the grade of Principal Scientist under the revised CAS only w.e.f. 27-07-09 i.e. one year after the due date of his earlier assessment which was 27-07-08 and not w.e.f. 01-01-09.</p> <p>(iii) The Senior Scientist who had been placed in PB-4 with RGP of Rs. 9000/- on or after 01-01-06 in the light of the provisions of Council's letter no. 01(01)/09-Per.IV dated 06-03-09 are to be considered for promotion to the grade of Principal Scientist in)PB- 4 with RGP of Rs. 10000/- un-</p>

Sl. No.	Points for Clarification	Clarifications Offered by ICAR vide Letter No. 9(1)/2012-Per.IV dated 20-01-12
	<p style="text-align: center;">OR</p> <p>(iv) Whether Sr. Scientists (RGP Rs. 9000/-) appointed to the post of Sr. Scientist (RGP Rs. 9000) prior to 01-01-09 by way of direct recruitment or through old CAS are eligible for being considered as per the revised CAS. If that is so, then none of the eligible Sr. Scientist (RGP Rs. 9000/-) would have completed 3 years of service prior to 31-12-2011 as counted from 01-01-09.</p> <p>(v) With reference to salient feature at serial no. 3 of ICAR letter dated 4-11-2011 (Sr. Scientists falling short of the cut off marks by not more than 3 marks), it may please be clarified whether after two years, such scientists shall be automatically promoted to the post of Principal Scientist (RGP of Rs. 10,000) without involving ASRB (without there being any sort of recommendation from ASRB) or that would be done by the ICAR on receipt of some sort of information from the Institute (s) concerned.</p>	<p>der the revised CAS effective from 01-01-09 on completion of 3 years of service in the RGP of RGP of Rs. 9000/-.</p> <p>(iv) The Senior Scientist appointed prior 01-01-09 i.e. during the period 01-01-06 to 31-12-08 either by Direct recruitment or through promotion under the pre-revised CAS and placed in PB-4 with RGP of Rs. 9000/- in the light of provisions of Council's letter no. 1(1)/09-Per.IV dated 06-03-09 are to be considered for promotion to the grade of Principal Scientist in PB-4 with RGP of Rs. 10000/- under the revised CAS effective from 01-01-09 on completion of 3 years of service in the RGP of Rs. 9000/-. It is clarified that no Senior Scientist could be directly recruited in the RGP of Rs. 9000/- prior to 01-01-09. Those recruited directly as Senior Scientist prior to 01-01-09 were to be initially placed in PB-3 with RGP of Rs. 8000/- only.</p> <p>(v) It has been clarified vide Sl. No. 3 of the Council's letter no. 9(1)/2010-Per.IV dated 4th November, 2011 that "a deferred placement at each stage of evaluation has been approved for such of those scientists who fall short of the cut-off marks by not more that 2 marks. Such scientists will not be required to submit fresh assessment form and will stand promoted to the next grade pay after one year from the due date of assessment."</p> <p>In terms of the above provision, the Sr. Scientists who fall short of the cut-off marks by not more than 2 marks will become eligible for promotion to the grade of Principal Scientist after one year from the due date of their assessment without being subjected to another assessment for promotion to the grade of Principal Scientist. However, a suitable recommendation in this regard shall be required to be made by the Board to the ICAR at the initial stage itself for approval of Competent Authority.</p>
(2)	Clarifications offered by ICAR vide Letter No. 9(1)/2010-Per.IV dated 12-12-2011	
	<p>Scoring for publication (Attribute B01):-</p> <p>(i) Research Papers (Full score for the First Author, 0.75 score each for rest of the authors).</p> <p>ii) Four best research papers published during the period of review will be allocated score according to the NAAS rating of Scientific Journals, on</p>	<p>(i) Research Papers (Full score for the First Author, 0.75 score each for rest of the authors).</p> <p>(ii) * Four best research papers published during the period of review will be allocated score according to the NAAS rating of Scientific Journals, on</p>

Sl. No.	Points for Clarification	Clarifications Offered by ICAR vide Letter No. 9(1)/2012-Per.IV dated 20-01-12
	a scale of 1.0 to 10.0 totalled and divided by 2.0.	a scale of 1.0 to 10.0 totalled and divided by 1.2. * Further clarification on 2 (ii) (attribute B01) vide letter No. 9(1)/2012-Per.IV dated 25-04-2012
(3)	Clarifications offered by ICAR vide Letter No. 9(1)/2012-Per.IV dated 25-04-2012	
		<p>* Further clarification on scoring for publication (attribute B01). There shall be no change in the number of research papers as mentioned in the original score-card for different levels. The final score will be according to the NAAS rating for scientific journals on a scale of 1.0 to 10.0 totalled and divided by 1.2.</p> <p><u>Score of PI and Co-PI in the projects may be renewed and rationalized :-</u></p> <p>The difference in the scores of the PI and Co-PI has been a conscious and considered decision to promote excellence and objectivity. However, in case for some administrative reasons or for zero based budgetary projections, if some of the institutional projects have been clubbed together, the same may be reviewed by the concerned Institutes for appropriate action at their end for correct and actual reflection concerning the PI and Co-PI.</p>

COMPOSITION OF SELECTION COMMITTEES AS PER ICAR LETTER NO. 21(10)99 PER IV DATE 19TH JULY 2000 APPLICABLE TO CAREER ADVANCEMENT SCHEME.

The promotion from Sr. Scientists to the posts of Principal Scientists will be done by the ASRB. The constitution of the Selection Committee will be as follows:-

1. Chairman, ASRB or the Member nominated by the Chairman, ASRB. - Chairman
2. DG, ICAR or his nominee - Member
3. Three experts out of which at least one from ICAR Institutes other than the Institute to which the concerned Sr. Scientists belong. - Members
4. Director of the concerned Institute - Member

- Note (i) In case of Career Advancement of the Scientists working at ICAR headquarters, instead of Director of Institute or his nominee, ADG of the concerned Division will function as a Member of the Selection Committee.
- (ii) The quorum of the meeting of the Selection Committee for Principal Scientist shall be five. The quorum of five would ensure at least two outside experts in every meeting.



कृषि वैज्ञानिक चयन मंडल
AGRICULTURAL SCIENTISTS' RECRUITMENT BOARD