Sher-e-Kashmir University of Agricultural Sciences & Technology of Kashmir

Main Campus, Shalimar, Srinagar-190025

Advertisement for filling up of the post of

Dean, Faculty of Forestry & University Librarian

Advertisement Notice No. 04 of 2023

Dated: 31. 03. 2023

0194-2461271 | registrar@skuastkashmir.ac.in

Sher-e-Kashmir University of Agricultural Sciences & Technology, Kashmir invites Online applications through University website www.skuastkashmir.ac.in from exceptionally bright & motivated Indian Nationals possessing established record of high quality Research,Teaching & outreach activities, for filling up of below mentioned positions through direct recruitment on tenure basis for a period of three(03) years exendable by another two(02) years.

Details of the posts are given below:

S. No.	Name of the Post	Pay Level	Total	UR	OBC	SC	ST	EWS
1.	Dean, Faculty of Forestry	RL-14 (1,44,200-2,18,200)	01	01	-	-	-	-
2.	University Librarian	RL-14 (1,44,200-2,18,200)	01	01	-	-	-	-

A) Dean Faculty of Forestry

i)Essential Qualification:
a. Doctorate degree in any discipline/subject of the concerned faculty.
b. 15 years experience of teaching/research and/or extension of which at least 05 years should be in the rank of Professor/Chief Scientist or equivalent in an Agricultural University or Researh Institute.

ii) Desirable:
a. Evidence of leadership & outstanding achievements in teaching & organizing teaching
b. Good Knowledge of modern Agricultural Education system.
c. Basic and post graduate degree in the concerned faculty.

iii) Roles:
a. Create a system of Dynamically updation of curriculum content and its deliery for churning Next-Gen graduates who are industry ready, enterpreneurial and ready to fang around the world.
b. Provide Leadership in internationalization of education in respective disciplines with a target of 20% students from other countries and 30% rrom other states in next three years.
c. Provide leadership in developing consistent faculty as a self-sustaining unit with efficient and transparent system of administration.
d. Promote high-quality teaching and scholarly activities within the Faculty/College with focus on scholarly excellence and seam-less learning.
e. Lead, develop and motivate a research ecosystem that engenders a culture of innovation, excellence, accountability and transparency.
f. Effective and efficient use of allocated resources to enhance revenues of faculty from seed/planting material/consultancy services/other products.
g. Provide leadership by outstanding stakeholder outreach delivery of the Technologies developed among concerned stakeholders and impact their analysis.

iv) Responsibilities:
a. Develop a multidisciplinary education system that embraces diversity of options, degree by design and addresses skill disconnect with matching physical and technological infrastructure for promoting global learning with local ambience and digital education.
b. Networking with national and global education leaders and industry in concerned field createa a locally engaged but golbally networked ecosystem.
c. Promote relevant, need based research to generate transferable technologies with potential for commercialization.
d. Laison with concerned Development Departments and Industry for technology transfer and effective social and stake-holder engagement.

31.03.23   31/03/23

v) Key Performance Indicators:
a. Increased Student Enrolment by 10% per year.
b. Increased course diversity (5 certificate, 1 diploma/degree programmes/year)
c. New Sandwich programmes (2 programmes/year)
d. Increased Research Funding through external funding by 20% per year.
e. Filing of patents, commercialization of technology and student/faculty start-up every year.
f. Capacity building of Faculty through National & International Trainings (10% of Faculty every year).
g. JRFs, SRFs, NET and ARS qualifying students to increase every year.
h. Increased digital/e-resource for teaching and online delivery of curriculum by 10% per year.

vi) Coordination and Control:
In the matter of Administration, Education, Examination, Research, Extension & Planning of the Faculty, the Dean shall coordinate with Registrar, Controller Examinations & Directors of Education, Research, Extension & Planning & Monitoring and exercise direct control over Subject Matter Divisions of the concerned Faculty/College.

B) University Librarian

i) Essential Qualification:
a. A Master's Degree in Library Science/Information Science/ documentation with at least 55% marks or its equivalent grade of B in the UGC seven points scale and consistently good academic record set out in these Regulations.
b. At least thirteen years as a Deputy Librarian in a University Library or eighteen years experience as a College Librarian.
c. Evidence of innovative library service and organization of published work.

ii) Desirable:
A M.Phil/Ph.D Degree in Library Science/Information Science/Documentation /Archives and Manuscript-keeping

iii) Roles:
a. Prove leadership in areas of acquisition, dissemination & preservation of knowledge.
b. Develop a strong technology enabled networked system of librarirs across constituent Faculties with matching physical ambience.
c. Develop an e-governance system of information resource management & retrieval for better efficiency and output.
d. Deveop SKUAST-K, Central Library a model of information retrieval hub.

iv) Responsibilities:
a. Manage, organize, evaluate and disseminate information, providing support to members of an academic community including students, researchers and teachers.
b. Oversee collection acquisition and development, budgeting, staffing, formation and maintenance of national and international partnerships in information technology support services.
c. Attract funding for building a state of art libraries acorss the Univesity.

v) Key Performance Indicators:
a. Enhanced student and Faculty footfall in the library by 50%.
b. Digitization of all University libraries.
c. Connect al the University Libraries with Central Library.
d. Extension of Library System to Research Stations.
e. Develop a regional consortium of information system with Universities in J&K.
f. Connect SKUAST-K library with national and golbal information platforms.
g. Increased subscription to e-resources & e-journals by 10% every year.

vi) Coordination:
a. University Librarian wil take a lead & coordinate with Deans of Subject Matter Faculties, in the matters of Information Management. He will exercise joint control with Deans of Subject Matter Faculties over the Library & Information System in Faculties & Colleges.

31.03.23   31/03/23

C) General Conditions:

Age of the Candidate	Not less than 22 years & not more than 55 years as on 01.01.2023 Upper age limit relaxable in case of persons already in employment of SKUAST-Kashmir
Date of Commencement of Online Application Forms	10th of April, 2023 (10:00 AM)
Last date of submission of Online Application Forms	10th of May, 2023 (11:59 PM)
Application Fee	Rs. 2000/- (two thousand only) per application. *(Fee can be paid only through Net Banking, Credit and Debit Card)*
Nature of Appointment	Tenure basis of three(03) years exendable by another two(02) years
Mode of Application	Online Applications through University *www.skuastkashmir.ac.in*

D) Submission of Application Forms:

i. After filling-up of Online Application Form, the Candidates are required to take print-out of the Online Application Form & submit/send the downloaded application form(s) along with filled-in **Score Card** attached as per Annexure-I & Annexure-II to this Notification for the post(s) of Dean, Faculty of Forestry & University Librarian respectively together with self-attested copies of all the supporting documents/certificates/ testimonials etc. to Registrar, SKUAST-K, Shalimar, Srinagar, UT of J&K 190025 by or before 25th of May, 2023. Applications received after last date i.e. 25th of May, 2023 will not be accepted.

ii. **In-service candidates** are required to submit/send their Application Form(s) through proper channel, to Registrar, SKUAST-K, Shalimar, Srinagar, UT of J&K–190025 by or before 10th of June, 2023. However, advance copy of the Application form alongwith all enclosures must be submitted by or before 10th of June, 2023.
Note: *Candidates must enter the relevant API score in the Performance Based Appraisal System (PBAS) proforma. API must be supported by the documentary evidence (duly self-attested) without which no claim on account of API Score will be entertained. It shall be mandatory for the candidate to mark Page No./s on all the supporting documents and refer that page no under concerned activity(s) and as is in the Application Form, wherever required.*

iii. Applications received after expiry of last date of submission will not be accepted.
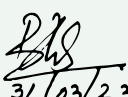
iv. Candidates should clearly mention following details on the envelope containing Hard Copy of Application Form:
   "Application for the Post of _____ Faculty/College_____Advt. Notice No._____."

E) Other Conditions:
- The service conditions including mode of appointment shall be governed in accordance with the SKUAST-K Statutes and rules of the University as are in force with amendments or as may come into force from time to time, together read with provisions of J&K CSR, wherever applicable at the time of appointment;

- Reservation is as specified by the guidelines of University Grants Commission/Ministry of Human Resource Department(as amended from time to time);

- Mere submission of Application Form(s) for the positions advertised here-in-above does not by itself entitle the applicant to be called for interview;

- Application Form(s) which shall have the attachment(s) without marked page No.(s)/self-attestation, shall be summarily rejected on the risk and responsibility of the candidate;

- A candidate seeking his/her consideration under any reserved category must be in possession of valid category certificate as on the cut-off date on the submission of the online application form. Category

31.03.23   31/03/23

certificates issued after the cut-off dates shall in no case be entertained;

- The last date of receipt of applications form(s), as stipulated above, shall be the cut-off date for determining the eligibility for the post. Any qualification/experience acquired thereafter shall not be considered;

- Certificates in support of qualification must have been obtained from duly recognized University/ Institutions or organizations/departments, as the case may be;

- The number of post(s) indicated here-in-above are subject to increase/decrease at the sole discretion of the University;

- University reserves the right to withdraw and/or defer filling up of all or any of the posts at any time, without assigning any reason thereof;

- Applicant shall necessarily indicate their active Mobile No. & E-mail ID in the relevant column of the Application Form and inform the University about any change in his/her correspondence or permanent/ residential address, failing which University shall not be held responsible for any communication error;

- Intending eligible candidate desirous of applying for more than one position shall have to apply for each position separately;

- Canvassing in any form shall render the applicant ineligible;

- Candidates may note that their candidature shall remain provisional till the genuineness of their qualification/category certificate(s) is/are verified by the University;

- The candidature of any candidate found indulging in any irregularity/misconduct /malpractice at any stage of selection process shall be cancelled forthwith & such candidate shall be debarred from the applying to any post advertised by the University in the future & any action as deemed appropriate under rules shall also be taken;

- Schedule of interview shall be placed on University website *www.skuastkashmir.ac.in* for general information. However, the call letter for appearing before the Selection Committee for interview shall be separately emailed to the Eligible/shortlisted candidates on the e-mail recorded on the Application form. University shall not be held responsible for any communication error due to incorrect email address / working cell No.;
- Selected candidates(s) can be posted at any Constitutent Unit of the University;

- No TA/DA will be paid to the candidates for participation in the selection process;

- In case of any dispute, any suit or legal proceedings against University, the jurisdiction for such proceeding(s) shall be restricted to the Courts at Srinagar, UT of J&K only;

- Candidates, in their own interest, are advised to keep visiting University website for updates in this regard;

- Any other details if required, can be had from the Office of Registrar, SKUAST-K, Shalimar, Srinagar-190025 on any working day during office hours.

Sd/-
(Prof. T.H. Masoodi)
Registrar
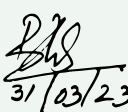
No: Au/Adm/(GAD)/Adv-DeanFoF/UL/2023/25035-25115
Dated:31. 03. 2023

Copy for information and necessary action to the:

- ✓ Financial Commissioner (Adl. Chief Secretary), Agriculture Production Deptt., GoJK, Civil Secretariat, Srinagar
- ✓ All Deputy/Assistant Director Generals of ICAR, New Delhi
- ✓ All Officers of the University
- ✓ Professor Incharge, ARIS for placing the Advertisement Notice on University website

31.03.23   31/03/23

- ✓ Registrars of all Agricultural Universities and ICAR Institutes with the request to give wide publicity to the Notice.
- ✓ Directors, Agriculture, Kashmir/Jammu
- ✓ Directors Horticulture, Kashmir/Jammu.
- ✓ Directors Animal Husbandry, Kashmir/Jammu
- ✓ Directors Sheep Husbandry, Kashmir/Jammu.
- ✓ Chief Wild Life Warden, J&K, Srinagar
- ✓ Managing Director, HPMC, J&K, Sgr/Managing Director, Agro-Industries, J&K, Sgr.
- ✓ Directors HP&M, J&K Srinagar/Director Sericulture, Kashmir/Jammu
- ✓ Directors Command Area, Kashmir/Jammu
- ✓ Executive Secretary, IAUA, New Delhi.
- ✓ All Heads of the Divisions/Faculties/Directorates/Colleges/Stations/ Units/KVKs and other constituent Units of SKUAST-K
- ✓ Secretary to Vice Chancellor for publication of the notice in two leading dailies, at local and national level
- ✓ University Advertisement Notice file (w.3.s.c.)

31/03/23

(Mir Rashid Ahmad)
Assistant Registrar (GAD)

31.03.23

Annexure(I) to
Advertisement Notification No. 04 of 2023 dated 31.03.2023
(Consolidated API score requirement of 500 points)

Minimum Scores for APIs for direct recruitment in University (Dean/Director / Equivalent cadres)

I	Qualification and experience as stipulated by University				
II	**Academic record and Service Record**		**20 Marks**		
	a.	Examination	Marks	Max. Score	Marks obtained	Verification by the Screening Committee
		Graduation Level	%x0.01	1.00		
		Masters Level	%x0.01	1.00		
		Ph.D Level	%x0.01	1.00		
		National Talent Search Scholarship/ASPIRE/ or any other national scholarship at UG level	1 marks	2 marks		
		Merit Scholarship at the UG Level	1 marks			
		JRF at the M.Sc Level	1 marks			
		SRF of ICAR/CSIR or JRF of UGC at the Ph.D level or other national level fellowships or Gate	1 marks			
		Gold medal at the Graduate level	1 marks			
		Gold medal at Masters level	1 marks			
		Best Ph.D thesis award at national level	1 marks			
	b.	**Experience in relevant field**				
		i) Each additional year of service over and above the prescribed qualification	1 marks per year	5 marks		
		ii) For possessing desirable qualifications	1 marks	I mark		
		iii) 5 most significant contributions that establish claim for the post being applied for (in 5 bullet points) as per specified requirement for the post applied)	1 mark for each contribution	5 marks		
		i) Major R&D initiatives launched including those relating to IPR/Patent/WTO etc./Inter institutional collaboration (National & International) / New programs started	1 mark for each	5 marks		
III		**Research performance based on API score and quality of publications** **Assessment of domain knowledge and teaching skills.**		**60 marks**		
		Research Performance & Quality Publications	Max Points		Points Obtained	
		a) Research Performance 1. Eternal projects handled/being handled • Up to Rs 5.00 lakhs • Rs 5.0-30.00 lakhs • >Rs.30.00 lakhs *Full points for PI and 50% points for Co-PI/co-PIs/ collaborator for each project*	05.00 points / project 10.0 points /project 15.0 points/ project			
		2. AICRPs/Network projects *Full points for PI and 50% points for Co-PI/ collaborator for each project*	3.00 points/ year to each scientist			
		3. Divisional/Departmental projects. 4. Evaluation of pesticides, pharmaceuticals, bio-pointers, varieties, implements, diagnostic kits, fertilizer, organic manure, vaccines etc.	2.00 points / project/product/activity			

		Full points for PI and 50% points for Co-PI/ collaborator for each project			
		5. Service providing projects Production of quality seed/planting material, variety/ production of animal/ poultry/ fish/ goat/ sheep stock etc. Spawn, beekeeping etc, or any other product/ item useful for the farming community.	2.50 points per product/item/scientist		

		6. Development of process, concept, methodology, & any other relevant output, Development of Innovative technologies, unique microbes, product, vaccine, diagnostic kit
		7. Software development/Data base management/Ext system /Decision support system /models /standards developed
		8. Development of variety/vaccine
		    ○ Principal scientist
		    ○ other associated scientists
			4.00 points/ contributor /item for PI
			
			3.00 points/ contributor item for PI
			
			10.00 points
			07.50 points		

		Other Research Activities 9. Members of monitoring team/ Referee/Paper Reviewers 10. Developing SOPs for national facility/consultancy	1.00 point/ activity 2.00 points/ activity		
		11. Intellectual Property Rights (IPRs) granted: Patents, Copyrights, Geographical indications, Registered/ Protected varieties, /breeds, Designs, etc. *100% for PI and 50% for Co-PI*	6.00 points/ activity		
		12. Any other research activity not coursed as above	1.0 point/activity		
		b) Quality Publications			
		1. Research papers in refereed journals: Rating shall be of year of publication • Journals with NAAS rating >6.0 • Journals with NAAS rating 4.0--6.0 • Journals with NAAS rating 2.1 –3.9 • Journals with NAAS rating < 2 Full points for first author and 60% points for other authors. If a given journal is not listed under NAAS rating. Its NAAS weigh-age shall be determined by comparing it with any of the NAAS listed journal having same impact factor as this journal.	3.00 points/ paper 2.00 points /paper 1.00 point/paper 0.50 point/paper		
		2. Review article in refereed journals: Rating shall be of year of publication • Journals with NAAS rating >6.0 • Journals with NAAS rating 4.0--5.9 • Journals with NAAS rating 2.1 --3.9 • Journals with NAAS rating < 2.00 Journals (other than NAAS list) of repute Full points for first author and 60% points for other authors If a given journal is not listed under NAAS rating. Its NAAS weigh-age shall be determined by comparing it with any of the NAAS listed journal having same impact factor as this journal	2.00 points/ paper 1.00 points /paper 0.50 point/paper 0.25 point/paper		
		3. Conference proceedings Full Research paper Abstract or Poster presentation Equal weight-age for all authors	1.00 point/paper 0.25 point		
		4. Extension publications • Popular articles in journals/magazines with ISSN/ISBN number • Popular articles in newspapers/others	1.00 point/paper 0.25 point/ article		
		5. Other publications • Books authored	3.00 points for each		

I.		• Books edited	2.00 points for each		
		• Research technology/monograph	2.00 points for each		
		• Conference proceedings edited	1.00 point for each		
		• Book chapters	1.00 point/ chapter		
		• Technical Bulletins	1.00 point each		
		• Newsletters edited	0.50 point		
		• Souvenir edited	1.00 point/ souvenir		
		• Extension bulletin, training manual, etc.	0.50 point/ publication		
		• Compendium/Souvenir chapters	0.50 point/chapter		
		c) Peer Recognition			
		1. International and National awards / visiting fellowships /scholarship/bursaries/National Academy Fellow	2.0 points for each		
		2. Post-Doctoral Fellowships/additional qualification/teaching assignment abroad	3.1 points each		
		3. Editor/ member of editorial board of journal - Chief Editor and - Editorial Committee Member	1.50 points / year 1.00 point / year		
		4. Attending of Professional Societies as member	0.50 point/ society / year		
		5. Institutional or recognized professional societies award / fellowship	1.00 point each		
		6. Best Paper/Posters in international conference (all contributors) - Ist prize - IInd and - IIIrd prize 7. Best Paper/Posters in national conference (all contributors) - Ist prize - IInd	1 .00 point 0.50 point 0.25 point 0.50point 0.25point		
		8. Oral / poster presentation in national seminars / symposia / conference/ workshops	0.25 point for each		
		9. International and special national assignments/ consultancies not covered anywhere else in the application	2.00 points for each assignment		
		10. Member of executive bodies/ committee of educational institutes/ Govt. bodies at university/college/state/national level	0.50 point for each		
		11. Receiving of appreciation letter from University/ICAR/other funding agency/scientific professional societies	1.0 point for each (if not claimed otherwise)		

I. Assessment of Domain Knowledge and Teaching Skills

		TEACHING SKILLS /DOMAIN KNOWLEDGE			
		a) Teaching			
		1. Teaching o Undergraduate Courses taught, tracking programmes and Study Circle in a semester o Postgraduate Courses taught *Equal weight-age for all instructors*	2.00 points/credit hour 1.50 point/credit hour		

		2. Student guidance • Ph.D. ○ As guide for each student ○ As member of advisory committee for each student • Masters ○ As guide for each student ○ As member of advisory committee for each student • UG for each student	5.00 points 1.50 points 3.00 points 1.00 points 0.25 points		
		3. External institution students (Ph.D./ Masters) guidance (For Project formulation , execution, and report writing) • As Guide/student • As Co-guide/student	1.00 points 0.50 points		
		4. Other Teaching Activities ○ RAWE/RHWE/RFWE/FWE/RSWE and Internship organized: • Coordinator • Associated faculty ○ Experiential learning • Chief Executive Officer (dean of faculty) • Managing Director (HoD) • Manager (Faculty Member)	3.00 points/batch 1.50 points/batch 0.10 point /credit/ semester 0.20 point /credit/ semester 0.50 point /credit/ semester		
		5. Teaching aids developed (Teaching manuals, instructional materials, web lectures etc)	3.00 points/ author		
		6. Study tour other than Course/ NCC/NSS camps arranged	2.00 points/ activity		
		7. Specialized referral diagnostic services in multidisciplinary mode	2.00 points/ scientist/ semester		
		8. Special course/ course curriculum developed	1.00 point/ activity		
		9. Conduct of examinations: External examiner/ paper setting/ thesis evaluation and viva voce/ entrance examination/ counselling for admissions etc.	1.00 points/ activity		
		10. Co-ordination of UG/ PG examination • Superintendent and member of examination co-ordination committee • for invigilator and	1.00 point/semester 0.50 point/semester		
		11. Clinical/Livestock farm duties • Clinical ambulatory • Clinical samples collected and analyzed • Dung samples • Histo-pathological slides prepared and analyzed • Postmortems	1.00 point/ ambulatory 1.00 point/ 50 samples 1.00 point/ 100 samples 1.00 point/ 10 sildes 1.00/ 5 cases of large animals and 20 cases of poultry.		
		12. Any other academic activity not covered as above	1.0 point/ activity		
		b) Extension Education			

		FLDs / Adaptive Trials, etc. *			
		1. Front Line Demonstrations, Adaptive Research Trials/OFT/other trials conducted -	2.00 points/ trial/ demonstration		
		Semester wise clinical rotations, disease diagnosis, Ambulatory clinics, time bound commercial production services and Livestock farm duty.	1 points / semester		
		**2. Trainings / camps organized / coordinated / assisted (as / Institute mandate) **			
		○ **1-7 days training/camp**			
		• Coordinator and	1.00 points		
		• Co-Coordinator	0.50 point		
		• **> 7 days to 1 month training/camp**			
		• Coordinator and	2.00 points		
		• Co-Coordinator	1.00 point		
		• **> 1 month to 6 month training course**			
		• Organized /Co-organized	3.00 points		
		• Coordinator /Co-Coordinator	1.50 points		
		• **Six months to one year vocational training course**			
		• Organized /Co-organized	4.0 points		
		• Coordinator and Co-Coordinator	2.00 points		
		•Clinical/animal welfare/infertility/animal birth control camps: to each specialist.	1.00 point / camp		
		• Emergency hospital duty on holidays: as / Roaster day	0.25 point/ duty		
		3. Organization of Kissan mela (University/ distt or Research station level)			
		• Coordinator/ In charge of the committee	1.50 points/mela		
		• Committee member	0.50 point/mela		
		4. Organization of crop seminar/ field day/farmer scientist interaction			
		• Coordinator/In-charge of the committee	1.00 points / activity		
		• Committee member	0.50 point/ activity		
		5. TV / Radio talks / Lectures delivered, other advisory services, etc.			
		○ Radio talks, TV talks/presentations etc.	0.50points / activity		
		○ Organization of radio school for the farmers	3.00 points/activity/ year		
		• coordinator and			
		• associated scientist	1.50 points/activity/ year		
		○ Lectures delivered in trainings/workshops/ camps, etc.	0.25 point/ lecture		
		6. Farmers consultancy / advisory services through personal interaction, replies to AIR queries etc.	0.25 point/ activity		
		7. Conducting of diagnostic field visits	1.00 point/ visit		
		8. Other Extension Related Activities			
		○ Farmers interest groups organized/ Commodity interest groups organized/ Model village adopted (all team members)	1.00 point/ activity		
		○ Preparation of case studies/success stories , each activity / year / team member	1.00 point/ activity		
		○ Farmers helpline services through print media:	0.25 point/ attempt		

		9. Any other extension activity not covered as above	1.00 point/ activity		
		c) Scientific /Administrative/ Educational Management			
		1. Assistance in coordination			
		• Facilitation of work of faculties in directorate/ concerned office	2.0 points/faculty/year		
		• AICRPs / DBT/ S &T /UGC and other projects handled (processing of release of funds)	1.00 point/project /year		
		2. Assistance in monitoring physical, financial and scientific targets) for institutional as well as externally funded project	1.0 point / project / year		
		3. Scientific assistant to senior officers, meeting organization lecture and draft prepared	0.50 point/ activity		
		4. Innovative/theme based trainings/ workshop conceptualized / organized ➤ for coordinator ➤ for Associate	2.00 points 1.50 points		
		5. Reporting of each statutory body	1.00 point/ activity		
		6. University level events conducted as organizer/ in-charge/co-organizer • Convocation • Conduct of UET-UG/ UET –PG/ UET-Ph D.	5.00 points/ event 2.00 point for each/ exam		
		7. Misc. activities not covered anywhere	1.00 point / activity/year		

Under A above a teacher/ scientist can opt for assessment either for one activity exclusively or combination of the activities, however in any case the score should be as prescribed in the point table of the scheme.

		d) Capacity Building			
		1. Head of KVK/Research Station/Division/department/ Unit	1.0 point/ year		
		2. Convener / co-convener / organizing/ co-organizing secretary /coordinator/co-coordinator/course director / co-course director / in-charge of seminar / symposia / workshop / discussion /conference / summer or winter school / training programme / refresher course/entrance examinations	1.00 point /programme /event		
		3. In-charge/ Co-In-charge /committee member of university functions (VIP visits, annual day function, convocation, workshops/Seminars, etc.)	1.0 point/ activity		
		4. Divisional/ station / AICRP/ KVK/Network/experiential/other projects annual reports, DAP, DPR, SREP and other Departmental/College / University level reports	1.0 point/ report / year		
		5. In-charge of seed/ research farm , nursery, livestock/poultry/fish units, cattle yard , processing unit/ mushroom production unit, teaching / research & diagnostic laboratory, In-charge academics, sports/literary/cultural, library section, departmental library, store, website maintenance (department, university, college, unit, hostels etc.	1.00 point/ year / assignment		
		7. Participatory research/extension activities organized/ coordinated/ assisted as / Institutional mandate ○ Project leaderCollaborator	1.00 point/ assignment 0.50 point/ assignment		

		8. Nominated member/ Member of University/ college/ departmental committees/ Selection/Interview Committee.	0.25 point/ assignment		
		9. Office bearers of Departmental/professional clubs/ faculty club/societies/associations.	0.50 point/ year		
		10. Warden of Hostel	2.0 points / year		
		11. In-charge of guest house/ farmers' hostel	1.00 point/year/ assignment		
		12. Service rendered in Tribal/ backward areas ○ Service rendered in tribal areas of the state ○ Other backward areas of state.	2.0 points / year 1.50 points/ year 1.0 point/year		
		13. In-charge of revolving fund scheme in the Division 14. Staff Editor college Magazines 15. Nodal officers (e.g. NISAGNET, NATP/NAIP,IAUA, Youth Info. & Dev. Centre, etc.)	1.0 point/ year 1.00 point/ assignment 1.00 point/year/ assignment		
		16. In-charge of works related to germplasm collection, conservation and documentation of plant & animal genetic and other natural resources, documentation of animal diseases, documentation of preclinical & para-clinical related parameters of animals/birds • Principal investigator • Co-PI/collaborator for each project	2.00 points/activity/ year 0.50 point/activity/ year		
		17.Attending summer /winter schools ➢ < 10 days duration ➢ 10-20 days duration- ➢ >20 days duration-	1.00 point for each 1.50 points for each 2.00 points for each		
		18.Arrangement of Veterinary clinical, para-clinical, preclinical /Plant clinic services/ Plant and soil samples analysis related to farmers problems	1.00 point/ activity		
		19. Students' activities like Agri-fest/Cultural/literary activities/Vet-fair/In-charges-Sports/clubs etc	0.50 point/ activity		
		20.Other international, national/ state/Univ./College/Dept. level duties /formed	1.00 point/ assignment		
		21.Misc. activities of significance not covered anywhere	0.50 point / activity / year		
		22.Coordination/ assisting of summer /winter school Coordination/ assisting of summer or training/teaching of students of external institutions • **Duration of training <21 days** - Coordinator and - Co-Coordinator • **Duration of training ≥21 days** - Coordinator and - Co-Coordinator	1 .00 point 0.50 point 2.00 points 1.00 point		

		Normalization of points & calculation of marks: a. Candidates securing more than 500 points in minimum eligible service will be included in the selection process. b. Points secured will be divided by the total service (in months). Thus the points obtained will be per month, which will be multiplied by 180 (15 years is the minimum eligible service required) c. Two times better performance than then the ordinary performer is set as standard. d. To convert points in to the marks, the points obtained by the candidate shall be multiplied by a factor 0.06. e. Maximum point is set at 1000 to be eligible for 60 marks.			
	IV	Interview			**20 marks**

Academic Performance Indicators (APIs) for Direct Appointment of University Librarian:

Category – I : Procurement, organisation, and delivery of knowledge and information through Library services

S.No	Nature of Activity	Maximum Score
1.	Library resources organisation and maintenance of books, journals, reports; Provision of library reader- services, literature retrieval services to researchers and analysis of reports; Provision of assistance to the departments of University/College with the required inputs for preparing reports, manuals and related documents; Assistance towards updating institutional website with activity related information and for bringing out institutional Newsletters, etc.	40
2.	ICT and other new technologies' application for upgradation of library services such as automation of catalogue, learning resources procurement functions, circulation operations including membership records, serial subscription system, reference and information services, library security (technology based methods such as RFID, CCTV), development of library management tools (software), Intranet management.	30
3.	Development, organisation and management of e-resources including their accessibility over Intranet/Internet, digitization of library resources, e-delivery of information, etc.	25
4	User awareness and instruction programmes (Orientation lectures, users' training in the use of library services as e-resources, OPAC; knowledge resources user promotion programmes like organizing book exhibitions, other interactive latest learning resources, etc.	20
5.	Additional services such as extending library facilities on holidays, shelf order maintenance, library user manual, building and extending institutional library facilities to outsiders through external membership norms	10
Total Score		125
Minimum API score required		75

Category- II – CO-CURRICULAR, EXTENSION AND PROFESSIONAL DEVELOPMENT RELATED ACTIVITIES.

S. No.	Nature of Activity	Maximum Score
1	Student related co-curricular, extension and field based activities (such Cultural exchange and Library service Programmes (various level of extramural and intramural programmes); extension, library-literary work through different channels,	20
2	Contribution to Corporate life and management of the library units and institution through participation in library and administrative committees and responsibilities.	15
3	Professional Development activities (such as participation in seminars, conferences, short term, e-library training courses, workshops and events, talks, lectures, membership of associations, dissemination and general articles, not covered in Category III below)	15
	Minimum API Score Required	15

Category – III – Research and academic contributions

S No.	APIs	Activity	Maximum Point
III A	Research Papers published in:	Refereed Journals	15 / publication
		Non-refereed but recognized and reputable journals and periodicals, having ISBN/ISSN numbers.	10 / Publication
		Conference proceedings as full papers, etc. (Abstracts not to be included)	10 / publication
III (B)	Research Publications (books, chapters in books, other than refereed journal articles)	Text or Reference Books Published by International Publishers with an established peer review system	50 /sole author; 10 / chapter in an edited book

		Subjects Books by National level publishers/State and Central Govt. Publications with ISBN/ISSN numbers.	25 /sole author, and 5/ chapter in edited books
		Subject Books by Other local publishers with ISBN/ISSN numbers.	15 / sole author, and 3 / chapter in edited books
		Chapters contributed to edited knowledge based volumes published by International Publishers	10 /Chapter
		Chapters in knowledge based volumes by Indian/National level publishers with ISBN/ISSN numbers and with numbers of national and international directories	5 / Chapter
III (C)			
III (C) (i)	Sponsored Projects carried out/ ongoing	(d) Major Projects amount mobilized with grants above 30.0 lakhs	20 /each Project
		(e) Major Projects amount mobilized with grants above 5.0 lakhs up to 30.00 lakhs	15 /each Project
		(f) Minor Projects (Amount mobilized with grants above Rs. 50,000 up to Rs. 5.0 lakh)	10/each Project
III (C) (ii)	Consultancy Projects carried out / ongoing	Amount mobilized with minimum of Rs.10.00 lakhs	10 per every Rs.10.0 lakhs and Rs.2.0 lakhs, respectively
III (C) (iii)	Completed projects : Quality Evaluation	Completed project Report (Acceptance from funding agency)	20 /each major project and 10 / each minor project
III (C) (iv)	Projects Outcome / Outputs	Patent/Technology transfer/ Product/Process	30 / each national level output or patent /50 /each for International level,
III (D)			
III (D) (i)	M.Phil.	Degree awarded only	3 /each candidate
III (D) (ii)	Ph.D	Degree awarded	10 /each

III(E)			candidate
		Thesis submitted	7 /each candidate
III(E) (i)	Refresher courses, Methodology workshops, Training, Teaching-Learning-Evaluation Technology Programmes, Soft Skills development Programmes, Faculty Development Programmes (Max: 30 points)	Not less than two weeks duration	20/each
		One week duration	10/each
III(E) (ii)	Papers in Conferences/ Seminars/ workshops etc. *	Participation and Presentation of research papers (oral/poster) in	
		International conference	Each
		b) National	/ each
		c) Regional/State level	/each
		Local –University/College level	3 / each
III(E) (iv)	Invited lectures or presentations for conferences/ / symposia	International	10 /each
		National level	5

* If a paper presented in Conference/Seminar is published in the form of Proceedings, the points would accrue for the publication (III (a)) and not under presentation (III (e)(ii)).

Notes.

1. The API for joint publications will have to be calculated in the following manner: Of the total score for the relevant category of publication by the concerned teacher, the first/Principal author and the corresponding author/supervisor/mentor of the teacher would share equally 60% of the total points and the remaining 40% would be shared equally by all other authors.