

(Selection Criteria as approved by Academic Council in its 66th meeting held on 30.01.2024)

SELECTION CRITERIA FOR THE SELECTION OF ASSOCIATE PROFESSOR/ EQUIV. BY DIRECT RECRUITMENT

Allotment of marks

Sr. No.	Criteria	Marks
1	Qualifications	30
2	Additional qualifications	05
3	Experience	10
4	Academic Awards	05
5	Publications in relevant field	20
6	Contribution towards teaching/research/extension	10
7	Contribution towards institutional support activities	05
8	Performance and communication skills in the interview	15
	Total marks	100

1. Qualifications: 30

For Bachelor's degree: 10 Marks on Pro-rata basis.

For Master's degree: 10 Marks on Pro-rata basis.

For Ph.D. degree: 10 marks on Pro-rata basis.

Note: For the candidates who have obtained Ph.D. degree without course work, the marks will be awarded on pro-rata basis corresponding to minimum qualifying marks for award of Ph.D. degree in LUVAS.

The calculation on pro-rata basis will be as per Annexure-2.

System/formula for converting the OGPA system into percentage of marks:-

- (a) The candidates who come from other Universities/Institutions where percentage of marks is awarded along-with OGPA, the percentage of marks as awarded by the concerned University will be considered and no further conversion is required.
- (b) In case of other institutions or Universities where no equivalent percentage of marks is expressly provided, but the conversion formula of the OGPA awarded has been given by the concerned University, the percentage of marks would be obtained by using the conversion formula of that University.
- (c) In case of other Institutions or Universities where no equivalent percentage of marks is given or no formula for conversion of the OGPA is expressly provided, the percentage of marks will be calculated on the basis of the following simple linear formula.

Example:

(i)	If a candidate gets 4 on a scale of 5, his percentage of marks would be	$\frac{4 \times 100}{5} = 80\%$
(ii)	If a candidate gets an OGPA of 7 on a scale of 10, his percentage of marks will be	$\frac{7 \times 100}{10} = 70\%$
(iii)	If a candidate gets 3 on a scale of 4, his percentage of marks will be	$\frac{3 \times 100}{4} = 75\%$

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2. Additional qualifications **05 marks**

a) Diploma course in relevant field of not less than 01 year duration from a recognized University/Institute. (one mark for each)	Max. 05 Marks
b) Certificate course in relevant field of not less than 01 year duration from a recognized University/Institute. (one mark for each)	
c) Certificate course in relevant field of not less than 06 months duration from a recognized University/Institute. (0.5 mark for each)	

3. Experience: **10 marks**

(a) One mark shall be given for each year of experience in teaching/research/extension in the cadre of Assistant Professor/equivalent in a University/College/Institution funded by State/Central Govt.
(b) One mark shall be given for each completed year of experience as Post-Doctoral Research in any Institute/University at International Level or at any University/College/Institution at National Level funded by State/Central Govt.
(Marks for experience will only be given over and above minimum essential qualifications for (a) and (b) above)

Note 1:- Time spent for obtaining Ph.D. shall not be counted towards experience. The fragmented experience will not be considered for scoring and no mark of experience shall be awarded for any period less than one year. For example :- If a candidate has gained three experiences from same/different organisations with continuous or break of period mentioned as under :

1st experience of 1 year 3 months,
2nd experience of 6 months,
3rd experience of 1 year 9 months

Then he/she will be given only two marks if fragmented (1 year 3 months = 1 mark; 6 months = 0 mark; 1 year 9 months = 1 mark) and 3 marks if continuous (1 year 3 months + 6 months+1 year 9 months = 3 years 6 months = 3 marks).

Note 2:- A candidate will be liable for rejection if his work and conduct in the past is not found to be satisfactory. For this purpose, the candidate would have to attach/submit a character certificate from the Institution last attended and/or from his last employer.

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(Selection Criteria as approved by Academic Council in its 66th meeting held on 30.01.2024)**4. Academic Awards: 05 marks**

Sr. No.	Awards/Honours/Recognition	Marks
1.	National award Instituted by ICAR /CSIR/GOI (As per annexure-4)	02 marks for each award (Max. 04 marks)
2.	a) University Medal:- Gold Medal awarded by the University to a candidate based on overall merit and/or all-round performance in a degree programme.	01 marks for each medal (Max. 03 marks)
	b) Subject/discipline specific Medal:- Gold Medal awarded by the University to a candidate based on overall merit in a particular subject/discipline(s) in a degree programme.	0.5 mark for each medal (Max. 02 marks)
3.	Patent granted/technology commercialized	02 marks for each (Max. 04 marks)
4.	International Award	3 marks for each. (Max. 03 marks)

5. Publications in relevant field 20 marks

Sr. No.	Publications	Marks for each publication	Remarks
1.	*Research Paper/ Research Note/Short Communication/Clinical article in International/National journal with NAAS rating equivalent to or more than 7.0.	2.0	
2.	*Research paper/ Research Note/ Short Communication/Clinical article in journal with NAAS rating less than 7.0 but equivalent to or more than 5.0 .	1.0	
3.	*Review articles in journal with NAAS rating equivalent to or more than 6.0.	1.0	Maximum of 2 marks
4.	*Authored/Edited reference or text book with ISBN number.	1.0	Maximum of 2 marks
5.	*Research papers/research note/short communication/clinical article in journal with NAAS rating less than 5.0 or in journals without NAAS rating.	0.50	Maximum of 1 mark
6.	*Popular article or abstract published in international/national conference/Symposium/seminar etc	0.25	Maximum of 1 mark
7.	Best oral paper / Poster presentation (<i>only the paper presenter</i>).	0.50	Maximum of 1 mark
8.	*Review article in journal with ISSN number having NAAS rating more than 4.0 but less than 6.0 or Chapter in authored / edited book having ISBN number.	0.50	Maximum of 1 mark

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“*Proportion of diminution of marks in co-authorship in papers in Sr. Nos. 1-6 and 8: The first author and corresponding author will get full marks i.e. 100% and remaining co-authors will get 50% marks. Publications before or on the last date of submission of application form will be considered for scoring.”

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| 6. | Contribution towards teaching, research & extension:
(To be adjudged by the selection committee) | 10 Marks |
| 7. | Contribution towards institutional support activities:
(To be adjudged by the selection committee) | 05 Marks |
| 8. | Performance and communication skills in the interview:
(To be adjudged by the selection committee) | 15 Marks |
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(Selection Criteria as approved by Academic Council in its 66th meeting held on 30.01.2024)**Annexure- 2**

Calculation of marks on pro-rata system for qualification for selection to the post of Associate Professor/equivalents

Bachelor's Level/Master's Level/Ph.D. Level

% marks obtained	Marks
60	6.0
61	6.1
62	6.2
63	6.3
64	6.4
65	6.5
66	6.6
67	6.7
68	6.8
69	6.9
70	7.0
71	7.1
72	7.2
73	7.3
74	7.4
75	7.5
76	7.6
77	7.7
78	7.8
79	7.9
80	8.0
81	8.1
82	8.2
83	8.3
84	8.4
85	8.5
86	8.6
87	8.7
88	8.8
89	8.9
90	9.0
91	9.1
92	9.2
93	9.3
94	9.4
95	9.5
96	9.6
97	9.7
98	9.8
99	9.9
100	10

Annexure- 4**National award Instituted by ICAR /CSIR/GOI**

S. No.	Name of the Award	Agency
1.	Rafi Ahmed Kidwai Award for Outstanding Research in Agricultural Sciences	ICAR
2.	Lal Bahadur Shastri Outstanding Young Scientist Award	ICAR
3.	Panjabrao Deshmukh Outstanding Woman Scientist Award	ICAR
4.	Jawaharlal Nehru Award for P.G. Outstanding Doctoral Thesis Research in Agricultural and Allied Sciences	ICAR
5.	Panjabrao Deshmukh Outstanding Woman Scientist Award.	ICAR
6.	Nanaji Deshmukh ICAR Award for Outstanding Interdisciplinary Team Research in Agricultural and Allied Sciences	ICAR
7.	Swami Sahajanand Saraswati Outstanding Extension Scientist Award	ICAR
8.	Hari Om Ashram Trust Award	ICAR
9.	Bharat Ratna Dr. C. Subramaniam Award for outstanding teachers	ICAR
10.	Dr. Rajender Parshad Puraskar	ICAR
11.	Shanti Sarup Bhatnagar Award	CSIR
12.	Innovative Young Biotechnologist Award (IYBA)	DBT
13.	National Woman Bio Scientist Awards	DBT
14.	National Bioscience Award for Career Development	DBT
15.	CSIR Young Scientist Awards (YSA)	CSIR
16.	CSIR Technology Awards (CTA)	CSIR
17.	Prof. G N Ramachandran Gold Medal for Excellence in Biological Sciences & Technology	CSIR
18.	SERB - Women Excellence Research Award	DST
19.	Any other award conferred by Statutory Body.	