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No. R/Qualfn& SC/T-Post /2013-14

Date: 04.03.2014

## **NOTIFICATION**

Sub: Qualification and score card for the Direct Recruitment of teaching posts in KVAFSU, Bidar

Ref: 1. Notification No. R/Quali.& Score Card (Officer and Teaching Posts) 10-11/4049-1 dated 26.11.2010

2. Proceeding of the 62<sup>nd</sup> Adjourned Meeting of BOM dated 28.02.2014

3. Approval of the Vice Chancellor, KVAFSU, Bidar

In pursuance of the decision of the Board of management under Ref (2) the qualification and score card for direct recruitment of teaching post are hereby notified which shall come in force with immediate effect until further notification

### **Assistant Professor (pay scale 15600-39100+6000 AGP)**

#### **Qualifications:**

1. A bachelor degree in Veterinary Science/Veterinary Science and Animal Husbandry/Dairy Science/Dairy Technology/Fisheries Science of respective discipline from SAU/ SVU/ Deemed University or any other recognized university.
2. A Masters degree in concerned /Allied subject from SAU/SVU/Deemed University or any other recognized University with a minimum of 55% marks for general category and 50% for SC/ST.
3. NET is compulsory in concerned / Allied subject. NET is relaxed for candidates holding Ph.D degree provided it has been done with course work as prescribed by the UGC regulation 2009. The candidates with Ph.D degree without course will not qualify for NET exemption.
4. NET is exempted for such master programmes where NET is not conducted by ICAR/UGC/CSIR/SLET/SET
5. Knowledge of Kannada is mandatory for the teaching posts in the university.
6. The candidates should not be above 40 years of age in general category, **42 for OBC** and 45 years for the SC/ST on the last date prescribed for submission of application .

**Score card for direct recruitment of teachers – Assistant Professor Cadre**

<b>Allotment of Marks:</b>		<b>Marks</b>
1	Academic Qualifications	45
2	Medals/Awards/Recognition	06
3	Achievements in Sports & cultural/NCC /NSS/Scouts & Guides activities	06
4	Experience in Teaching/Research/ Extension	10
5	Special Attainment in academic field	05
6	Publications	13
7	Interview performance	15
<b>Total Marks</b>		<b>100</b>
<b>EXPLANATORY NOTES FOR AWARD OF MARKS</b>		
<b>1</b>	<b>Academic Qualifications</b>	<b>Maximum Marks Allotted = 45</b>
a)	Bachelor's Degree	<p><b>Maximum marks allotted = 12</b>                      12 marks shall be awarded on <i>Prorata</i> basis considering the conversion percentage of marks given in the Equivalent percentage certificate of CGPA (Trimester system)/ OGPA-10 = 100% (Semester system) issued by the competent authority as under.</p> <ol style="list-style-type: none"> <li>For candidates holding degree under Trimester/Semester system, 60% gets 0.0 mark and 100% gets. 12 marks.</li> <li>In case of candidates holding degree from nonfarm Universities 50% gets 0.0 marks and 100% gets 12 marks.</li> </ol> <p><b>Note:</b> <i>The candidates shall compulsorily furnish an attested copy of the certificate of equivalent percentage of marks in case of award of marks other than in 10 Point scale.</i></p>
b)	Master's Degree in the concerned subject.	<p><b>Maximum marks allotted = 20</b>                      20 mark shall be awarded on <i>Prorata</i> basis considering the conversion percentage of marks given in the equivalent percentage certificate of CGPA (Trimester system)/ OGPA (Semester system) issued by the competent authority as under.</p> <ol style="list-style-type: none"> <li>For candidates holding degree under Trimester/Semester system, 70% gets 0.0 marks and 100% gets 20 marks.</li> <li>For candidates holding degree under Trimester system where equivalent certificate is not given, CGPA of 2 gets 0.0 mark and 4 get 20 marks.</li> <li>In case of candidates holding <b>of 2 years period</b> degree from <b>Non-farm</b> Universities 50% gets 0.0 marks and 100% gets 20 marks.</li> </ol> <p><b>Note:</b> <i>The candidates shall compulsorily furnish an attested copy of the certificate of equivalent percentage of marks in the case of award of marks other than in 10 point scale.</i></p>
c)	Ph.D. Degree.	<p><b>Maximum marks allotted = 10</b></p> <ol style="list-style-type: none"> <li>Candidates obtaining Ph.D with Course Work of any Agricultural University/by any other University with 5/4+2+3 system - <b>10 marks</b>. (Trimester/Semester system)</li> <li>Candidates obtaining Ph.D from <b>Non-farm</b> University (<b>3+2+3</b> system) with course work and Ph.D from foreign Universities (<b>minimum of 3 years duration</b>) without</li> </ol>

		course work - <b>8 marks</b> . 3. Candidates obtaining Ph.D as an external student by research alone in any University - <b>5 marks</b>	
d)	Additional qualifications in the field.	<b>Maximum marks allotted = 03</b> i) Post-doctoral experience = <b>2 mark for each of 6 months</b> ii) PG diploma/M.Phil not less than ten months duration = <b>1 mark for each certificate</b> . iii) Higher Academic Training in a recognized academic/scientific/ professional institutions in relevant field (21 days & above duration) = <b>0.5 mark for each training</b>	<b>03</b>
2	Medals/Awards /Recognition (during Bachelor's degree & above).	<b>Maximum marks allotted = 06</b> 1. International award = <b>4 marks each</b> 2. National award = <b>3 marks each</b> iii) State award = <b>2 marks each</b> 3. University Gold medal = <b>3 marks each</b> 4. Awards from Professional Society = <b>1 mark</b> for each Medal/Award. <i>If a candidate secures more than one medal/award for the same degree/achievement, the highest award shall be considered for allotting marks (except American Bibliography and other non professional awards).</i>	<b>06</b>
3	Sports & cultural/NCC/NSS (during the study period of Bachelor's degree & above)	<b>Maximum marks allotted = 06</b> 1. Represented at International level in Sports/ Cultural events (Representing Nation) = <b>2 marks/event/year</b> 2. Represented at National level in Sports/ cultural events (Representing State) = <b>1 mark/event/year</b> 3. Represented the University in Sports/cultural events = <b>0.5 marks/ event /year</b>  <b>NCC</b> 1) Candidates possessing 'B' Certificate and adjudged overall All India Best cadet with Gold/Silver/Bronze medal in the Republic Day Camp - <b>2 marks</b> 'B' Certificate holders who have won Gold/Silver medal in the camps - <b>1.5 marks</b> 2) 'B' Certificate holders who have participated in the Youth Exchange Programmes and Foreign Naval Cruise organized by DG, NCC - <b>1.5 marks</b> 3) 'B' Certificate holders who have participated from Karnataka in the Republic Day Camp - <b>0.5 marks</b> 4) 'C' Certificate holders - <b>1 mark</b> <i>Note: Sports &amp; Games/Cultural events recognized by Association of Indian Universities (Sports Division), New Delhi shall only be considered</i>  <b>NSS</b> 1. National award individual = 04 marks 2. State award individual = 03 marks 3. Participated in National Republic day = 03 Marks 4. Participated in State Republic day = 02 Marks 5. Adventure camp in National level = 02 marks 6. National Integration camp representing University = 01	<b>06</b>

		Mark	
4	<p><b>Experience in Teaching / Research /Extension:</b> Experience in the cadre of Instructor / Research Assistant / Extension Guide / <u>Assistant Professor</u> / Technical Assistant / Scientific Assistant / Farm Manager / temporary appointments in Assistant Professor Cadre on contract/Research Associate / Extension worker / Full time SRF / Project Scientist / Specialist in an University / College / Government Departments / Research Organizations / Boards / Corporations / ICAR Institutes / Similar Institutes like ICMR, CSIR, NCERT, ICRISAT etc. / Krishi Vignana Kendras / Statutory bodies / International organizations / Nationalized Banks / Non-Governmental Organizations (NGOs) <b><u>working on Government Projects.</u></b></p>	<p><b>Maximum marks allotted = 10</b></p> <p><b>0.125 marks for each month</b> of service in teaching / research / extension</p> <p><i><b>Note:</b> To be supported by authorized document issued by the competent authorities.</i></p>	<b>10</b>
5	<p><b>Special attainment in academic field.</b> (Passing JRF/SRF examination conducted by ICAR/UGC/CSIR/ICMR and other national organizations and Award of Young Scientist Projects).</p>	<p><b>Maximum marks allotted = 05</b></p> <p>Passing JRF/SRF = <b>2.5 marks each</b></p> <p>Young Scientist Projects/<b>Awards</b>/Women Scholarships/International Scholarships/ General Projects from the funding agencies = <b>2.5 marks for each project.</b></p>	<b>05</b>
6	<p>Scientific Publications in the concerned field.</p>	<p><b>Maximum marks allotted = 13</b></p> <p>i) For full length papers published in refereed scientific journals as followed in ASRB</p> <p>a) International level = <b>4 marks each</b></p> <p>b) National level = <b>2 marks each</b></p> <p>ii) For Research Note/Abstracts published in Journal/Seminar/Symposium/ Conferences = <b>0.5 mark each (Maximum = 5 marks)</b></p>	<b>13</b>

		<p>iii) Full length papers presented &amp; published in Seminar/Symposia/ Conferences at: <b>(Maximum = 7 Marks)</b> International level = <b>2mark each</b> National level = <b>1 mark each</b> University level = <b>0.5 mark each</b></p> <p>iv) Books published by individuals (<b>not less than 64 pages</b>) = <b>1 Mark each (Maximum = 2 marks)</b>.</p> <p>v) Research Bulletins/Extension Bulletins/ Chapters in Books published by Universities/National Institutes/Govt. Departments/ Standard Commercial Publishers with ISBN Number/Training Manuals/ Laboratory Manuals =<b>0.50 mark each (Maximum = 2 marks)</b></p> <p>vii) Extension leaflets / Folders / Brochures Published by Universities/National Institutes/Govt. Departments/Standard Commercial Publishers = <b>0.5 mark (Maximum = 2 marks)</b></p> <p>viii) Popular articles published in leading Dailies / Institutional / Govt. Departmental Periodicals/Radio talks/TV programmes/Phone-in programmes = <b>0.25 mark each (Maximum = 2 marks)</b></p> <p><b>Note:</b> <i>All the publications mentioned above should have been published as on the last date prescribed for submission of filled-in application.</i></p> <p><i>The first three authors in all the above cases will get full marks while the rest of the authors will get 50 percent of the marks allotted to each item.</i></p>	
7	Performance in the Interview	<b>Maximum marks allotted = 15</b>	<b>15</b>
8.	<b>General</b>		
	<ol style="list-style-type: none"> <li>The eligibility as well as suitability of a candidate shall be considered based on the information supplied by him in his application.</li> <li>All the items as mentioned in the application shall be supported by the relevant and authorized documents. Only such documents/records will be taken into consideration for award of marks.</li> <li>Prescribed certificates should be obtained from competent authority on or before the last date of submission of application. In case of Centre of Excellence / Infrastructure created, certificate issued by the Vice-Chancellor in case of Universities/Directors in case of National Institutes only will be considered.</li> <li>Any additional documents/certificates/record given after the last date for submission of filled-in application will not be considered for award of marks.</li> <li>If a candidate has submitted more than one application prescribed for the same post before the last date, the latest application will be considered as valid for the purpose of recruitment.</li> <li>Interviews will be conducted by the Selection Committee duly constituted as per the statutes of the University and the marks for SI. No. 1 to 6 as well as for performance in interviews will, be awarded by the Selection Committee and the decision of the Selection Committee shall be final.</li> <li>A Valid KVC Registration Certificate is Mandatory for Veterinary Graduates</li> </ol>		

**Associate Professor (pay scale Rs37400-670000 +9000 AGP)**

Qualifications:

1. A bachelor degree in Veterinary Science/Veterinary Science and Animal Husbandry/Dairy Science/Dairy Technology/ Fisheries Science fo respective discipline from SAU/ SVU/Deemed University or any other recognized university.
2. A Masters degree in concerned /allied subject from SAU/SVU/Deemed University or any other recognized university with minimum of 55% marks for general category and 50% for SC/ST.
3. A Ph.D degree in the concerned/Allied/ relevant discipline
4. A minimum of eight years of experience (excluding the period spent for obtaining Ph.D degree subject to maximum of 3 years (not applicable for the part time period) of Teaching /Research/ Extension in a academic /research position equivalent to that of Assistant Professor in the University, College or Accredited Research Institution/Industry (pay criteria) with evidence of published work and a minimum of 5 publications as books and or research/ policy paper of which at least three papers in NAAS rating not less than 4/refereed international journals in the previous cadre.
5. Knowledge of Kannada is Mandatory for the teaching posts in the University
6. A minimum score as stipulated in the prescribed in the score card.

**Score card for direct recruitment of teachers – Associate Professor Cadre**

<b>Allotment of Marks:</b>		<b>Marks</b>
1	Academic Qualifications.	20
2	Academic Experience	15
	a. Experience in Teaching / Research / Extension/Corporate activities (University) in the cadre of Assistant Professor. (07)	
	b. Outstation experience in the cadre of Assistant Professor (05)	
	c. Experience in national/international organizations. (03)	
3	Scientific publications in the cadre of Assistant Professor.	20
4	Special Awards/Medals/Fellowships/Recognition for academic excellence in the cadre of Assistant Professor.	05
5	Attainment in the professional field in the cadre of Assistant Professor.	06
6	Externally funded Projects operated as Assistant Professor.	12
7	Exposure to Symposium Seminar / Summer Institute / Winter Institutes / Refresher Courses / Workshops and Training Programme as Assistant Professor	07
8	Confidential reports for the preceding 5 years in the Cadre of Assistant Professor.	05
9	Performance in the Interview.	10
	<b>Total Marks</b>	<b>100</b>
<b>EXPLANATORY NOTES FOR AWARD OF MARKS</b>		
1.	Academic Qualifications: <b>Maximum Marks Allotted = 20</b>	<b>Ma rks</b>
a.	Bachelor's Degree <b>Maximum marks allotted = 02</b> 02 marks shall be awarded on <i>Prorata</i> basis considering the conversion percentage of marks given in the equivalent percentage certificate of CGPA (Trimester system)/OGPA (Semester system) issued by the competent authority as under.	02

		<ol style="list-style-type: none"> <li>1. For candidates holding degree under Trimester / Semester system, 60% gets 0.0 marks and 100% gets 2 marks.</li> <li>2. For candidates holding degree under Trimester system where equivalent percentage certificate is not furnished CGPA of 2.00 gets 0.0 marks and 4.0 gets 2 marks.</li> <li>3. In case of candidates holding degree from traditional system/Universities 50% gets 0.0 marks and 100% gets 2 marks.</li> </ol> <p><b>Note:</b> <i>The candidates are required to furnish an attested copy of the certificate of equivalent percentage of marks in the case of award of marks other than in 10 point scale.</i></p>	
b.	Master's Degree in the concerned subject	<p>Maximum marks allotted = <b>04</b></p> <p>The marks shall be awarded on <i>Prorata</i> basis considering the conversion percentage of marks given in the Equivalent percentage certificate of CGPA (Trimester system)/OGPA (Semester system) issued by the competent authority as under:</p> <ol style="list-style-type: none"> <li>1. For candidates holding degree under Trimester/Semester system, 70% gets 0.0 marks and 100% gets 4 marks.</li> <li>2. For candidates holding degree under Trimester system where equivalent percentage certificate is not furnished CGPA of 2.5 gets 0.0 marks and 4.0 gets 4 marks.</li> <li>3. In case of candidates holding degree from traditional system/Universities, 55% gets 0.0 mark and 100% gets 4 marks.</li> </ol> <p><b>Note:</b> <i>The candidates are required to furnish an attested copy of the certificate of equivalent percentage of marks in the case of award of marks other than in 10 point scale.</i></p>	04
c.	Ph.D. Degree.	<p>Maximum marks allotted = <b>06</b></p> <ol style="list-style-type: none"> <li>1) Candidates obtaining Ph.D with Course Work of any <u>Veterinary / Agricultural University / by any other University with 5/4+2+3 system - <b>06 marks.</b></u> (Trimester / Semester system)</li> <li>2) Candidates obtaining Ph.D from <b>Non-farm</b> University (<u>3+2+3</u> system) with course work and Ph.D. from foreign Universities without course work - <b>04 marks.</b></li> <li>3) Candidates obtaining Ph.D as an external student by research alone in any University- <b>03 marks</b></li> </ol>	06 06 04 03
d.	Higher training/ PG Diploma in the academic filed.	<p>Maximum marks allotted = <b>03</b></p> <ol style="list-style-type: none"> <li>1. Post-doctoral experience = <b>01 mark</b> for each of 6 months.</li> <li>2. PG diploma not less than ten months/M.Phil. = <b>01 mark</b> for each certificate.</li> <li>3. Higher academic Training in recognized academic/scientific/professional institutions (21 days &amp; above) = <b>0.5 mark</b> for each training.</li> </ol>	03 01 01
e.	Medals/Awards/Recognitions obtained at Bachelor's /Master's/ Doctoral degree for	<p>Maximum marks allotted = <b>05</b></p> <ol style="list-style-type: none"> <li>1. International awards = <b>02 marks</b></li> <li>2. Jawaharlal Nehru Award for Ph.D = <b>02 marks.</b></li> <li>3. University Gold medal = <b>01 mark</b> each.</li> </ol> <p><i>If a candidate secures more than one Award/Medal/Recognition for the same degree and or achievement, the highest award will be considered for allotting marks.</i></p>	05

	academic excellence.		
2.	<b>Academic Experience : Maximum Marks allotted = 15</b>		15
a)	Experience in Teaching/ Research/ Extension in the cadre of Assistant Professor	Maximum marks allotted = <b>08</b> <b>1 mark</b> for each year ( <b>Maximum = 8 marks</b> )	<b>08</b>
b)	Outstation experience in the cadre of Assistant Professor	<b>Maximum marks allotted = 05</b> A/B class city - nil C class city = <b>0.5 mark</b> for each year of service Others - <b>1 mark</b> for each year of service • <b>Note: As defined by GOK</b>	05
c)	Experience in international organizations.	<b>Maximum marks allotted = 02</b> International Organization - <b>2 marks</b> for each year	<b>02</b>
3.	Scientific publications in the cadre of Assistant Professor	<b>Maximum marks allotted = 20</b> i) For full length papers published in refereed Scientific Journals as followed in ASRB j) International level = <b>02 marks</b> each k) National level = <b>01 mark</b> each ii) For Research Note/Abstracts published in Journal/Seminar/Symposium/Conferences = <b>0.25 mark</b> each ( <b>Maximum = 05 marks</b> ) iii) Full length papers presented & published in Seminar/Symposia/Conference proceedings: ( <b>Maximum = 07 marks</b> ) a) International level = <b>01 mark</b> each b) National level = <b>0.5 mark</b> each c) University level = <b>0.25 mark</b> each iv. Short communication presented and published in Seminar/Symposia/conferences = <b>0.25 mark</b> each ( <b>Maximum = 5 marks</b> ). v. Books published by individuals = <b>0.5 mark</b> each ( <b>Maximum = 2 marks</b> ). vi. Research Bulletins/Extension Bulletins/ Chapters in Books published by Universities/ National Institutes/Government Departments/ Standard Commercial Publishers/Training Manuals/Teaching Manuals = <b>0.25 mark</b> each ( <b>Maximum = 2 marks</b> ) vii. Extension Leaflets/Folders/Brochures/ published by Universities/National Institutes/ Government Departments/Standard Commercial publishers = <b>0.25 mark</b> each ( <b>Maximum = 2 marks</b> ). viii. Popular articles published in leading Dailies/ Institutional/Govt. Departmental Periodicals/Radio talks/TV programmes/ Phone-in programmes = <b>0.25 mark</b> each ( <b>Maximum = 2 marks</b> ) ix. Practical manuals for undergraduate/Postgraduate Teaching/Training manuals = <b>0.5 mark</b> each course/training ( <b>Maximum = 2 marks</b> )	20



		<p>Note:</p> <ol style="list-style-type: none"> <li>1. All the publications mentioned above should have been published as on the last date prescribed for submission of filled-in application.</li> <li>2. The first three authors in all the above cases will get full marks while the rest of the authors will get 50 per cent of the marks allotted to each item.</li> </ol>	
4.	Special Awards/Medals/Fellowships/recognition for Professional excellence in Teaching/Research/ Extension in the cadre of Asst Professor	<p><b>Maximum marks allotted = 05</b></p> <ol style="list-style-type: none"> <li>1. International Awards = <b>03 marks</b> each</li> <li>2. National Awards = <b>2.5 marks</b> each</li> <li>3. State level Awards = <b>02 marks</b> each</li> <li>4. University level Awards = <b>01 mark</b> each</li> <li>5. Any Awards/Medals/Recognitions from Professional Societies (except American Bibliography = <b>0.5 marks</b> each</li> </ol> <p>Note: For Team Awards/Medals/ Recognitions the leader gets full marks and each Associate gets 50% of the marks mentioned above.</p>	05
<b>Explanatory Note for Medals/Awards/Recognitions</b>			
<ol style="list-style-type: none"> <li>1. <i>International means, the awards given by the organizations which are of international repute and established by the international funding to further the research need of the international community (e.g. CG/AR etc.)</i></li> <li>2. <i>National level awards means, the awards secured at the National level in recognition of significant professional achievements.</i></li> <li>3. <i>State award means, the awards secured at the State level like Rajyotsava award etc, in recognition of significant professional achievements.</i></li> <li>4. <i>University level Award means, any award given at the University level like, Best Teacher Award, Best Farm Superintendent Award, Best Extension Worker Award etc.</i></li> <li>5. <i>Professional Society Awards means, any award given by Registered Scientific Societies/Bodies in recognition of significant professional achievements.</i></li> </ol>			
5.	Attainment in the professional field in the cadre of Assistant Professor	<p><b>Maximum marks allotted = 06</b></p> <p>A. Teaching / Research/Extension/ Corporate activities = <b>05 marks</b></p> <ol style="list-style-type: none"> <li>1. Courses offered/Extension activities carried out/Technical administration/Sports &amp; Cultural activities/Wardens/Tour Leaders/Coordinators &amp; Assistant Coordinators of examination/ Farm Managers=<b>0.5 marks/course/activity/ year.</b></li> <li>2. For every PG student guided. <ol style="list-style-type: none"> <li>3. Ph.D. Student = <b>1 mark for each student.</b></li> <li>b. M.Sc. Student = <b>0.5 mark for each student.</b></li> </ol> </li> <li>3. Release of <b>Breed/Variety/Technology/Prototypes/Product</b> developed = <b>2 marks each</b></li> <li>4. Registration for Patents made = <b>3 marks each</b></li> <li>5. For diffusion of each <b>Breed/Variety/Technology/Prototype/Product</b> among farmers/users = <b>1 mark each.</b></li> <li>6. Participation in Bi-monthly NAEP Workshops/ working as Staff Advisors/ Assistant Registrars /RAWE Coordinator/ ADSW = <b>0.5 mark per activity per year.</b></li> <li>7. Collaborator in release of <b>Breed/Variety/Prototype/Product</b> and</li> </ol>	06

		<p>Technology development= <b>0.5 mark each.</b></p> <p>8. Service rendered by carrying out full time Corporate activities to support the University's academic/General administration in the cadre of Assistant Professor = <b>1 mark per year.</b></p> <p>9. Special attainments: <b>Maximum Marks = 05</b> (<b>1 mark for each activity as listed below</b>)</p> <p>Executive Committee Members of National bodies, Member of INSA, NAAS, Fellow of Academic Bodies, Chairman of International Conference Session, Members of Academic Council! Governing Body Editorial Board of National! International Journals, Task Force Member, Guiding a student who secures Jawaharlal Nehru Award.</p>	
6.	Externally funded Projects operated as Assistant Professor	<p><b>Maximum marks allotted = 12</b></p> <p>1. Project outlay of Rs.1 lakh to 10 lakhs = <b>2 marks per Project</b> as Principal Investigator (PI) and <b>0.5 mark per Project</b> as Co Principal Investigator (Co- PI).</p> <p>2. Projects outlay of above Rs.10 lakhs upto 20 Lakhs = <b>3 marks per Project</b> as PI and <b>0.75</b> marks per Project as Co PI.</p> <p>3. Projects outlay of above Rs.20 Lakhs = <b>4 marks per Project</b> as PI and <b>1.00</b> marks per Project as Co- PI.</p> <p><b>Note:</b> A valid certificate obtained from the concerned controlling Officer and duly countersigned by the concerned Officers / Heads of the Directorates shall be submitted in support of their claims. (project should be in operation and fund should have been released as on the last date prescribed )</p>	12
7.	Organizing Symposium Seminar/ Summer Institute/Winter Institutes/ Refresher Courses/ Workshops and Training Programme as Assistant Professor	<p><b>Maximum marks allotted = 07</b></p> <p>1. For conducting / Organizing Symposia / Seminars / Summer Institute / Winter Institute/ Refresher course / Workshop / Training Programme at</p> <p>a. International level = <b>4 marks</b> per activity as Leader / Director; <b>1.00 marks</b> per activity as Associate Leader/Co-Director.</p> <p>b. National level = <b>3 marks per</b> activity as Leader / Director; <b>0.75 marks</b> per activity as Associate Leader/Co-Director.</p> <p>c. University level = <b>2 marks</b> per activity as Leader / Director; <b>0.50 mark</b> per activity as Associate Leader / Co - Director.</p> <p>For participating in Symposia / Seminars / Summer Institute / Winter Institute / Refresher course / Workshop / Training Programme as Resource Person to impart training = <b>0.5 mark each (Maximum = 2 marks)</b></p>	07
8.	Confidential reports for the preceding five years in the cadre as Assistant Professor.	<p><b>Maximum marks allotted = 05 marks.</b></p> <p>Grading given by the Reporting Officer:</p> <p>1. A/A+/A- = <b>1 mark per year.</b></p> <p>2. B/B+/B- = <b>0.75 mark per year.</b></p> <p>3. C/C+/C- = <b>0.5 mark per year.</b></p> <p>Note: In case the confidential reports of a candidate for the assessment period are not satisfactory and if the candidate has been inflicted with penalties on Statutory enquiry he will get no marks for major punishments and 50% marks for minor punishments out of the marks earmarked for confidential reports.</p>	05

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

**Professor (pay scale Rs. 37400-67000 +10000 AGP)**

Qualifications:

1. A bachelor degree in Veterinary Science/Veterinary Science and Animal Husbandry/Dairy Science/Dairy Technology/ Fisheries Science of the concerned discipline from SAU/ SVU/Deemed University or any other recognized university.
2. A Masters degree in concerned /Allied subject from SAU/SVU/Deemed University or any other recognized University with minimum of 55% marks for general category and 50% for SC/ST.
3. A Ph.D degree in the concerned/Allied/ relevant discipline and published work of high quality, actively, engaged in Teaching/ Research/ Extension with evidence of published work with minimum of 10 publications as books and or research/ policy paper of which at least five papers in NAAS rating not less than 4/refereed international journals in the previous cadre.
4. A minimum of 11 years of experience (excluding the period spent for obtaining Ph.D degree subject to maximum of 3 years) of Teaching /Research/ Extension of which at least a minimum of 3 years in the cadre of Associate professor in the grade pay of Rs.37400-67000+9000 AGP in the University /College/National level Institutions /Industry .
5. Knowledge of Kannada is Mandatory for the teaching posts in the University
6. A minimum score as stipulated in the score card.

**Note:** Relaxation of 5% marks may be provided at the master level for the differently-abled (physically and visually) categories for the purpose of eligibility and for assessing good academic record during direct recruitment to teaching posts.

**Score card for direct recruitment of teachers – Professor Cadre**

	<b>Allotment of Marks:</b>	<b>Marks</b>
1	Academic Qualifications.	20
2	Academic Experience	13
	a. Experience in Teaching / Research / Extension/Corporate activities (University) in the cadre of Associate Professor (6)	
	b. Outstation experience in the cadre of Associate Professor (5)	
	c. Experience in national/international organizations. (2)	
3	Scientific publications in the cadre of Associate Professor.	20
4	Special Awards/Medals/Fellowships/Recognition for academic excellence in the cadre of Associate Professor.	5
5	Attainment in the professional field in the cadre of Associate Professor.	10
6	Externally funded Projects operated as Associate Professor.	10
7	Organizing Symposium/ Seminar / Summer Institute / Winter Institutes / Refresher Courses / Workshops and Training Programme as Associate Professor	7
8	Confidential reports for the preceeding 5 years.	5
9	Performance in the Interview.	10
	<b>Total Marks</b>	<b>100</b>

EXPLANATORY NOTES FOR AWARD OF MARKS			
1.	Academic Qualifications : <b>Maximum Marks Allotted = 20</b>		<b>Marks</b>
	Bachelor's Degree	<p><b>Maximum marks allotted = 02</b></p> <p>02 marks shall be awarded on <i>Prorata</i> basis considering the conversion percentage of marks given in the Equivalent percentage certificate of CGPA (Trimester system)/OGPA(Semester system) issued by the competent authority as under.</p> <ol style="list-style-type: none"> <li>1. For candidates holding degree under Trimester/Semester system, 60% gets 0.0 marks and 100% gets 2 marks.</li> <li>2. For candidates holding degree under Trimester system, where equivalent percentage certificate is not furnished CGPA of 2.00 gets 0.0 marks and 4.0 gets 2 marks.</li> <li>3. In case of candidates holding degree from Universities 50% gets 0.0 marks and 100% gets 2 marks.</li> </ol> <p>Note: <i>The candidates are required to furnish an attested copy of the certificate of equivalent percentage of marks in the case of award of marks other than in 10 Point scale.</i></p>	02
b.	Master's Degree in the concerned subject	<p><b>Maximum marks allotted = 04</b></p> <p>04 marks shall be awarded on <i>Prorata</i> basis considering the conversion percentage of marks given in the Equivalent percentage certificate of CGPA (Trimester system)/ OGPA (Semester system) issued by the competent authority as under:</p> <ol style="list-style-type: none"> <li>1. For candidates holding degree under Trimester/Semester system, 70% gets 0.0 marks and 100% gets 4 marks.</li> <li>2. For candidates holding degree under Trimester system where equivalent percentage certificate is not furnished CGPA of 2.5 gets 0.0 mark and 4.0 gets 4 marks.</li> <li>3. In case of candidates holding degree from <b>Non-farm Universities</b>, 55% gets 0.0 marks and 100% gets 4 marks.</li> </ol> <p>Note: <i>The candidates are required to furnish an attested copy of the certificate of equivalent percentage of marks in the case of award of marks other than in 10 point scale.</i></p>	04
c.	PhD. Degree.	<p><b>Maximum marks allotted = 06</b></p> <ol style="list-style-type: none"> <li>1) Candidates obtaining Ph. D with course work of any Veterinary / Agricultural University / by any other University with 5/4+2+3 system = <b>06 marks.</b> (Trimester/Semester system)</li> <li>2) Candidates obtaining Ph.D from <b>Non-farm University</b> (3+2+3 system) with course work and Ph.D from foreign Universities without course work = <b>05 marks.</b></li> <li>3) Candidates obtaining Ph.D as an external student by research alone in any University = <b>03 mark</b></li> </ol>	06
d.	Higher training/PG Diploma in the academic field.	<p><b>Maximum marks allotted = 03</b></p> <ol style="list-style-type: none"> <li>1) Post-doctoral experience = <b>01</b> mark for each of 6 months</li> <li>2) PG diploma not less than ten months/ M.Phil. = <b>01</b> mark for each certificate.</li> <li>3) Higher academic Training in recognized</li> </ol>	03

		academic/scientific/professional institutions (21 days & above) = <b>0.5 mark for each training.</b>	
e.	Medals/Awards/Recognitions obtained at Bachelor's/Master's/Doctoral degree for academic excellence.	<b>Maximum marks allotted= 05</b> 1. International awards = <b>02 marks</b> 2. Jawaharlal Nehru Award for PhD = <b>02 marks.</b> 3. University Gold medal = <b>01 mark each.</b>  <i>If a candidate secures more than one Award/Medal/Recognition for the same degree and or achievement, the highest award will be considered for allotting marks.</i>	05
2.	<b>Academic Experience</b>	<b>Maximum marks allotted = 13</b>	13
a.	Experience in Teaching/Research/Extension/Corporate activities in the cadre of Assoc. Professor	<b>2 mark for each year (over &amp; above 11 yrs)</b>	
b.	Outstation experience in the cadre of Associate Professor	<b>Maximum marks allotted = 05</b> 1. A / B class city - nil 2. C class city = <b>01 mark</b> for each year of service 3. Others <b>-02 mark</b> for each year of service <b>Note: As Notified by GOK</b>	05
c.	Experience in international organizations.	<b>Maximum marks allotted = 03</b> 2 marks for each exposure of 3 months duration and above	03
3.	Scientific publications in the cadre of Associate Professor	<b>Maximum marks allotted = 20</b>  i) For full length papers published in refereed Scientific Journals as followed in ASRB (NAAS rating) a) International level = <b>02 marks each</b> b) National level = <b>01 mark each</b> (Note: For full length papers published in non refereed Scientific Journals as followed in ASRB, paper published in international journal carries 1 mark and journal at national level carries 0.5 mark)  ii) For Research Note/Abstracts published in Journal/Seminar/Symposium/Conference proceedings = <b>0.25 mark each</b> (Maximum = <b>5 marks</b> ) iii) Full length papers presented & published in Seminar/Symposia/Conference proceedings: (Maximum = <b>7 marks</b> ) a. International level = <b>1 mark each</b> b. National level = <b>0.5 mark each</b>	20

		<p>C. University level = <b>0.25 mark</b> each</p> <p>iv. Short communication presented and published in Seminar/Symposia/ conferences = <b>0.25 mark</b> each (Maximum = <b>5 marks</b>).</p> <p>v. Books published by individuals with minimum 64 Pages and ISBN number = <b>0.5 mark each</b> (Maximum = <b>2 marks</b>).</p> <p>vi. Research Bulletins/Extension Bulletins/Chapters in Books published by Universities/National Institutes/ Government Departments/Standard Commercial Publishers/Training Manuals/Teaching Manuals = <b>0.25 mark</b> each (Maximum = <b>2 marks</b>)</p> <p>vii. Extension Leaflets/Folders/Brochures/ published by Universities/National Institutes/Government Departments/ Standard Commercial publishers = <b>0.25 mark</b> each (Maximum = <b>2 marks</b>).</p> <p>viii. Popular articles published in leading Dailies/Institutional /Govt. Departmental Periodicals/Radio talks/TV programmes/Phone-in programmes = <b>0.25 mark each</b> (Maximum = <b>02 marks</b>)</p> <p>ix. Training manuals = <b>0.5 mark</b> each (Maximum = <b>02 marks</b>)</p> <p><b>Note:</b></p> <ol style="list-style-type: none"> <li>1. All the publications mentioned above should have been published as on the last date prescribed for submission of filled-in application.</li> <li>2. The first three authors in all the above cases will get full marks while the rest of the authors will get 50 percent of the marks allotted to each item.</li> </ol>	
4.	Special Awards/Medals/Fellowships/ recognition for Professional excellence in Teaching/Research/ Extension in the cadre of Assoc Professor	<p style="text-align: center;"><b>Maximum marks allotted = 05</b></p> <ol style="list-style-type: none"> <li>1. International Awards = <b>03 marks each</b></li> <li>2. National Awards = <b>2.5 marks each</b></li> <li>3. State level Awards = <b>02 marks each</b></li> <li>4. University level Awards = <b>01 mark each</b></li> <li>5. Any Awards/Medals/Recognitions from Professional Societies (except American Bibliography Award/Non - Professional Awards) = <b>0.5 mark each.</b></li> </ol> <p><i>Note: For Team Awards / Medals / Recognitions the leader gets full marks and each Associate gets 50% of the marks mentioned above.</i></p>	05
5.	Attainment in the professional field in the cadre of Assoc. Professor	<p><b>Maximum marks allotted = 10</b></p> <p><b>A. Teaching/Research/Extension/Corporate activities = 05 marks</b></p> <p>Courses offered/Extension activities carried out/Technical administration/ Sports &amp; Cultural activities/Wardens/ Tour Leaders/Coordinators &amp; Assistant Coordinators of examination/NSS/Red Cross Coordinators/Farm Managers /Farm Superintendents = <b>0.5 mark/course/ activity/ year.</b></p> <p>For every PG student guided in the cadre of Associate Professor.</p>	10

		<p>a) Ph.D. Student = <b>01 mark for each student.</b>  b) Master's Student = <b>0.5 mark for each student.</b></p> <p>Release-of <b>Breed/Variety/Technology/ Prototypes/Product</b> developed = <b>02 marks each</b>  Registration for Patents made = <b>03 marks each</b>  For diffusion of each <b>Breed/Variety/Technology/ Prototypes/Product</b> among farmers/ users = <b>01 mark each.</b></p> <p>Participation in Bi-monthly NAEP Workshops/working as Staff Advisors/ Assistant Registrars/RAWE Coordinator /ADSW = <b>0.5 mark per activity per year.</b></p> <p>Collaborator in release of <b>Breed/Variety/ Prototypes/Product</b> and Technology development = <b>0.5 mark each.</b></p> <p>Service rendered by carrying out full time Corporate activities to support the University's academic/General administration in the cadre of Assoc. Professor = <b>01 mark per year.</b></p> <p><b>B. Special attainments: Maximum Marks = 05 (01 mark for each activity as listed below)</b></p> <p>Executive Committee Members of national bodies, Member of INSA, NAAS, Fellow of Academic Bodies, Chairman of International Conference Session, Members of Academic Council/Governing Body Editorial Board of National/International Journals, Task Force Member, Guiding a student who secures Jawaharlal Nehru Award</p>	
6.	External funded Projects operated as Associate Professor .	<p><b>Maximum marks allotted = 10</b></p> <p>In the cadre of Associate Professor</p> <ol style="list-style-type: none"> <li>1. Project outlay of <b>Rs.5 lakh</b> to 10 lakhs = <b>02 marks</b> per Project as Principal Investigator (PI) and <b>0.5 mark</b> per Project as Co Principal Investigator (Co- PI).</li> <li>2. Projects outlay of above Rs.10 lakhs upto 20 Lakhs=<b>03 marks</b> per Project as PI and <b>0.75 mark</b> per Project as Co PI.</li> <li>3. Projects outlay of above Rs.20 Lakhs = <b>04 marks</b> per Project as PI and <b>01 mark per</b> Project as Co- PI.</li> </ol> <p>Note: <i>A valid certificate obtained from the concerned controlling Officer and duly countersigned by the concerned Officers/Heads of the Directorates and Comptroller shall be submitted in support of their claims. The project should be in operation and the funds should have been released as on the last date prescribed.</i></p>	10
7.	Organizing Symposium Seminar/ Summer Institute/Winter Institutes/ Refresher Courses/Workshops and	<p><b>Maximum marks allotted = 07</b></p> <p>For conducting / Organizing Symposia / Seminars / Summer Institute / Winter Institute / Refresher course / Workshop / Training Programme at</p> <ol style="list-style-type: none"> <li>1. International = <b>04 marks</b> per activity as Leader / Director; <b>02 mark</b> per activity as Associate Leader / Co-Director.</li> </ol>	07



	Training Programme as Associate Professor	<p>2. National level = <b>03 marks</b> per activity as Leader / Director; <b>1.5 mark</b> per activity as Associate Leader / Co-Director.</p> <p>3. University level = <b>02 marks</b> per activity as Leader / Director; <b>01 mark</b> per activity as Associate Leader / Co - Director.</p> <p>4. For participating in Symposia/Seminars / Summer Institute / Winter Institute / Refresher Course / Workshop / Training Programme as Resource Person to impart training <b>0.25 mark</b> per activity (Maximum = <b>02 marks</b>)</p>	
8.	Confidential reports for the preceding five years.	<p><b>Maximum marks allotted = 05 marks.</b></p> <p>Grading given by the Reporting Officer:</p> <p>1. A/A +/A -= <b>01 mark</b> per year.</p> <p>2. B/B+/B- = <b>0.75 mark</b> per year.</p> <p>3. C/C+/C- = <b>0.5 mark</b> per year.</p> <p><i>Note: In case the confidential reports of a candidate for the assessment period are not satisfactory and if the candidate has been inflicted with penalties on Statutory enquiry he will get no marks for major punishments and 50% marks for minor punishments out of the marks earmarked for confidential reports.</i></p>	05
9.	Performance in the interview.	<b>Maximum marks allotted = 10</b>	<b>10</b>

**Note:** The minimum score prescribed for placing in selection panel for different cadres is as follows

1) Associate Professor : 40/100 for General Category and 35/100 for SC/ST/PH.

2) Professor : 50/100 for General Category and 45/100 for SC/ST/PH.

## General

1. The eligibility as well as suitability of a candidate shall be considered based on the information supplied by him/her in the application.
2. All the items as mentioned in the application shall be supported by the relevant and authorized documents. Only such documents/records will be taken into consideration for award of marks.
3. Prescribed certificates should be obtained from competent authority on or before the last date of submission of application. In case of Centre of Excellence/Infrastructure created, certificate issued by the Vice-Chancellor in case of Universities/Directors in case of National Institutes only will be considered.
4. Any additional documents/certificates/record given after the last date for submission of filled-in application will not be considered for award of marks.
5. If a candidate has submitted more than one application prescribed for the same post before the last date, the latest application will be considered as valid for the purpose of recruitment.
6. Interviews will be conducted by the Selection Committee duly constituted as per the statutes of the University and the marks for Sl. No.1 to 8 as well as for performance in interviews will be awarded by the Selection Committee and the decision of the Selection Committee shall be final.
7. A Valid KVC Registration Certificate is mandatory for Veterinary Graduates.

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