

32 pages

SCORE CARD

**FOR DIRECT RECRUITMENT OF TEACHING/
SCIENTIFIC POSTS**

**SHER-E-KASHMIR UNIVERSITY OF
AGRICULTURAL SCIENCES &
TECHNOLOGY OF JAMMU, JAMMU (J&K)-
180009**

**SHER-E-KASHMIR UNIVERSITY OF AGRICULTURAL
SCIENCES & TECHNOLOGY OF JAMMU, JAMMU (J&K)**

**GUIDELINES FOR SCREENING OF APPLICATIONS FOR DIRECT RECRUITMENT
for different Teaching & Research Positions (including Management Positions)
Using Score Card – Applicable from Advt. No. 01/2009.**

1. CONSTITUTION OF SCREENING COMMITTEE

Two or more subject matter experts as Members, one of whom may be designated as Chairman of the Committee by the Vice Chancellor. In addition, one more scientist who need not necessarily be a subject matter expert will be designated as the Member Secretary of the Screening Committee.

The quorum for the Screening Committee shall be three including Chairman and the Member Secretary.

**2. PRELIMINARY APPRAISAL FOR FULFILLING ESSENTIAL QUALIFICATIONS
(By Registrar's office)**

- 2.1 The Registrar's office shall undertake the preliminary screening of the applications received for all advertised positions. While doing so, a comparative tabulated statement shall be prepared.
- 2.2 The candidate(s) should fulfill all the prescribed essential qualifications for the post applied for. If any candidate does not fulfill one or more essential qualifications, he/she will not be eligible for the post applied for. It will be simply mentioned "Not Eligible/Does Not Fulfill The Essential Qualifications" against his/her name in the preliminary scorecard sheet. No marks are to be given to such candidates under any item of the Score Card System. However, the screening committee shall confirm the eligibility once again.
- 2.3 Those candidates who do not fulfill the minimum prescribed qualifications of work experience for the post, some alternate qualifications are given for eminent scientists having proven record of scientific contributions. Under this alternative qualification, only those candidates are to be considered who have been decorated with national/international awards/recognitions such as those conferred by International bodies of repute, National Organizations like ICAR, CSIR, DBT etc. Govt. of India, State Governments and other equivalent awards/Fellows such as, National Academy of Agricultural Sciences (NAAS) or equivalent bodies.
- 2.4 The recognitions should, however, be relevant to the positions applied for. Award of fellowship by an organization/society, development of technology, variety/prototype etc. is not be considered for this purpose. The interpretation of the qualifications and/or the

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recognitions by different professional bodies to an Eminent Scientist shall be made by Vice Chancellor.

- 2.5 The applications received from persons working abroad/outside India having no prescribed pay scale shown in their applications, the Screening Committee will determine their eligibility on the basis of score card after assessing their qualifications and number of years of experience and emoluments for the equivalent posts and may recommend such cases accordingly.

3. GUIDELINES FOR SCREENING COMMITTEE FOR SCREENING OF APPLICATIONS

- 3.1 Marks are to be assigned for different attributes as per the approved Score Card. Detailed guidelines for assigning marks out of the maximum score given for each attribute are also provided. Screening Committee is empowered to assign marks following the detailed guidelines. In case of any doubt about assigning marks, interpretation of the clauses of screening, interpretation of eligibility criteria, decision will be made by the Vice Chancellor and the decision, thereof, shall be final.
- 3.2 The scores obtained will be multiplied by a factor of
0.7 in case of Assistant Professor/Junior Scientist/SMS'
0.6 in case of Associate Professor/Senior Scientist/Programme Coordinator, and
0.5 in case of Professor/Chief Scientist /Associate Dean/Assoc. Director
and other equivalent Non-RMP positions, to obtain weightages of 70, 60 and 50 respectively as final scores of the screening committee.
- 3.3 The amended NAAS journal rating is on a scale of 1.0 to 10. The University has decided to consider the maximum weightage of 6 (six) on the NAAS scale though the marks would be considered on the scale of 1.0 to 10. Therefore keeping in view "six" as the maximum weightage of NAAS rating, the multiplication factor for publications score in respect of Asstt. Professor or equivalent is 2/3, Associate Professor or equivalent -5/12, Professor or equivalent -1/4, Assoc. Dean/Assoc. Director (R/E)-3/24, Dean/Director/DRI-1/10. This multiplication factor would be multiplied by the overall marks for arriving at the total score obtained, with regard to Publications (Refereed Articles). The final score is then to be rounded off to next multiple of 0.5.
- 3.4 In case of service rendered in Regional Centre/Stations, Screening Committee in consultation with the Chairman/Members of the respective screening committees will decide about the "disadvantaged areas" and give marks(s) accordingly. The list of such Regional Centres/Stations being treated as disadvantaged areas is given at *Annexure II*. However, any special case will be decided by the Screening Committee.
- ### 4. SHORT LISTING OF CANDIDATES TO BE CALLED FOR INTERVIEW
- 4.1 First ten ranking candidates for each post subject to a minimum of 45% and 50% marks in the screening shall be eligible for interview call for Non-RMP and RMP posts respectively.
- 4.2 The final selection to RMP posts shall be made solely on the basis of performance at the time of interview.

- 4.3 The final selection shall be made by giving weightage to Score Card marks and interview marks in the following manner:-

S.No.	Rank	Score Card Marks	Interview Marks	Total
1.	Asstt. Professor/ Junior Scientist/SMS and equivalent	70	30	100
2.	Assoc. Professor/ Senior Scientist/ and equivalent	60	40	100
3.	Professor/Chief Scientist/ Assoc. Dean /Assoc. Director and equivalent	50	50	100
4.	Dean/Director/DRI	-	100	100

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**SHER-E-KASHMIR UNIVERSITY OF AGRICULTURAL SCIENCES &
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MAIN CAMPUS, CHATHA, JAMMU(J&K)**

**SCORE CARD 2009
(Applicable from Advt. No. 01 (Est. of 2009))**

	Attribute	Asstt. Prof.*	Assoc. Prof.*	Prof.*	Assoc. Dean/ Assoc. Director (R/E)	Dean/Director/DRI
A	Academic Qualifications	30	20	14	06	02
B	Employment Record and Experience	10	05	03	06	10
C	Experience in Research Management/ Leadership	0	0	0	06	06
D	Service in remote areas/regional centers	02	06	06	06	06
E	In-service Award/Recognition	05	03	04	08	10
F	Teaching/Research/Extension/Monitoring & Coordination	06	16	16	14	05
G	Special Attainments	05	03	05	06	08
H	Externally funded Projects	02	04	04	06	05
I	Summer/Winter School/Refresher Course; and Seminar/Symposia, training etc.	05	04	04	06	05
J	International Exposure	05	04	03	04	05
K	Publications (Refereed articles)	20	25	30	15	15
L	Other Publications	10	10	07	06	06
M	Institution Building	0	0	01	05	06
N	Inter-Institutional Projects	0	0	03	04	06
O	Project Management	0	0	0	02	05
	Grand Total (A to O)	100	100	100	100	100

* and equivalent posts

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**SHER-E-KASHMIR UNIVERSITY OF AGRICULTURAL SCIENCES &
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MAIN CAMPUS, CHATHA, JAMMU(J&K)**

**SCORE CARD GUIDELINES FOR ASSTT. PROFESSOR/ JR. SCIENTIST/ SMS
OR EQUIVALENT POSTS.**

	Details	Score
A	Academic Qualifications	30
	Three marks each for standing first or award of medal in college/institution/university at graduate, MSc and Ph.D levels. - Maximum of 9 marks	9
	Jawaharlal Nehru Award for Ph.D Thesis. - Maximum of 3 marks	3
	Post Doctoral Fellowship – Two mark for each six months duration. - Maximum of 4 marks	4
	Four marks for first class or equivalent, two mark for second class or equivalent in graduation. - Maximum of 4 marks	4
	Four marks for first class or equivalent, two mark for second class or equivalent in Masters Degree. - Maximum of 4 marks	4
	Four marks for first class or equivalent, two mark for second class or equivalent in Ph.D. - Maximum of 4 marks	4
	One mark each for junior and senior research fellowship through National Entrance Examination (or equivalent) for Master and PhD levels. - Maximum of 2 marks	2
B	Employment Record and Experience	10
	Two Marks are assigned for each year of service/experience over and above the prescribed number of years required for a particular post. For Asstt. Professor/Junior Scientist/SMS, Teaching/Research/Extension Education experience of 2 years or Ph.D is prescribed. Thus, a candidate having 7 or more years of experience after M.Sc. or 5 years or more experience after Ph.D. in Teaching/Research/Extension Education will score maximum of 10 marks. Post-doctorate work experience will also be counted. - Maximum of 10 marks	
C	Experience in the Research Management/Leadership	0
D	Service in Remote Areas/Regional Centers	2
	One mark for each year of completed service in remote area namely, the Andaman, Nicobar, Lakshdweep, Minicoy and Amindivi island; States/Union territories in the Northeastern region, Ladakh Division of J&K, Sikkim, Pangi Sub-Division of Chamba and Lahaul & Spiti districts of Himachal Pradesh. A half mark for each year of completed service in regional center/station in	

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	<p>disadvantageous areas (other than those in remote areas as mentioned above). The decisions for classification of a place of posting of a candidate shall solely depend on the screening committee members in consultation with Vice Chancellor.</p> <p style="text-align: right;">- Maximum of 2 marks</p>	
E	Awards/Recognition	5
	<ul style="list-style-type: none"> • Two marks each for national/international award (recognized) such as by ICAR, CSIR, DBT/National Institutes, Ministries of State or Central Government, FAO of the UN etc. • A half mark each for Institutional or recognized professional societies fellow/award/recognition, Reviewer for peer-reviewed NAAS listed journals; and Conference prize/medal such as best paper or best poster. <p style="text-align: right;">- Maximum of 5 marks</p>	
F	Teaching/Research/Extension/Monitoring and Research Co-ordination	6
	<p>Teaching</p> <ul style="list-style-type: none"> • Course taught <p>Research</p> <ul style="list-style-type: none"> • Projects handled (Institutional/sponsored/contract/consultancy) – specify Initiation and formulation of new research projects • Involvement in participatory technology development • Salient research accomplishments <p>Extension</p> <ul style="list-style-type: none"> • Popularization of new technologies • Trainings conducted and farmers benefited through awareness generation • Organizing Kisan Mela and Exhibition, TV – Radio talks etc. <p>Monitoring and Research Coordination</p> <ul style="list-style-type: none"> • Preparation of review reports, proceedings and other assigned duties (specify) • Participation in institutional activities/meetings <p>Any other relevant contribution not covered above</p> <ul style="list-style-type: none"> • Two marks for individual effort and one mark for collaborative effort in each sub head. <p style="text-align: right;">- Maximum of 6 marks</p>	

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G	Special Attainments	5
	<ul style="list-style-type: none"> • Three marks for each novel technology developed (patent, prototype, genetic stock, variety, process, concept, methodology etc.). • Two marks for each success story of technology disseminated or commercialized. <p>Individual effort carries marks as indicated above; joint effort carries half the marks.</p> <p style="text-align: center;">- Maximum of 5 marks</p>	
H	Externally Funded Projects	2
	<p>Only those projects supported from external sources on the basis of applicant's competence should be mentioned, such as ICAR Schemes, Competitive Grant Projects (CGP) under world Bank, projects funded from DST, DBT and national/international organizations/agencies.</p> <ul style="list-style-type: none"> • Two marks for Principal Investigator (PI) and one mark for Co-PI/Associated Scientist/RA/SRF/JRF. <p style="text-align: center;">- Maximum of 2 marks</p>	
I	Summer/Winter School/Refresher Course and Seminar/ Symposium/ trainings etc.	5
	<ul style="list-style-type: none"> • One mark each for participation/presentation of paper/poster/delivering lecture for each of the above mentioned activities. <p style="text-align: center;">- Maximum of 5 marks</p>	
J	International Exposure	5
	<ul style="list-style-type: none"> • Two marks for each one-month experience of working in internationally important organization/laboratory. Period spent abroad towards Masters/PhD/Post-Doctoral experience will not be considered. • One mark for paper/poster presentation in international event-seminar/symposium/conference/workshop etc. <p style="text-align: center;">- Maximum of 5 marks</p>	
K	Publications (Refereed Articles)	20
	<p>Identify five best research papers published in refereed journals for allocation of score according to NAAS Journal ID on a scale of 1 to 10. The total score obtained will be multiplied by 2/3 to obtain the actual marks.</p>	

	For research publications where NAAS Journal ID is not available, the Screening Committee shall be empowered to give appropriate rating. - Maximum of 20 marks	
L	Other Publications	10
	<ul style="list-style-type: none"> • Four marks to first author and three marks to co-authors for each book published-authored/edited - Maximum of 4 marks. • Two marks to first author and one mark for co-authors for each book chapter and training manual- Maximum of 4 marks. • One mark for each conference proceeding paper/popular article/bulletin/short communication- Maximum of 4 marks. - Maximum of 10 marks	
M	Institution Building	0
	Only clearly defined contributions as a leader in institutional building shall be considered. For example, creation of a totally new institution, laboratory, field facility etc., that has bearing on improved standards or resource generation can be given. Likewise, in case of adding new equipments, mention can be made as to how many other scientists are benefited by such addition. Similarly, encouraging HRD, plan implementation and/or monitoring of progress to show better results, successful execution of major projects, etc. can be given.	
N	Inter-Institutional Projects	0
	Mention only those projects, which are running at more than one institution/university and candidate, as Principal Investigator or Coordinator is associated in project planning, review and progress of the work of all the centers in different institutions/universities. Projects with more than Rs.10 lakhs support will be considered.	
O	Project Management	0
	<ul style="list-style-type: none"> • Specify project management and coordination efforts in area of work and in Institutional assigned work. • Project reports, reviews, policy guidelines. 	
	Grand Total	100

Considering the fact that candidates for Asstt. Professor or equivalent posts have limited scope for contributions towards (M) Institution Building, (N) Inter-Institutional Projects, and (O) Project Management, no marks have been allotted for the these attributes

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**SHER-E-KASHMIR UNIVERSITY OF AGRICULTURAL SCIENCES &
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**SCORE CARD GUIDELINES FOR ASSOCIATE PROFESSOR/SENIOR SCIENTIST
OR EQUIVALENT POSTS**

	Details	Score
A	Academic Qualifications	20
	Two marks each for standing first or award of medal in college/institution/university at graduate, MSc and Ph.D levels. - Maximum of 6 marks	6
	Jawaharlal Nehru Award for PhD Thesis. - Maximum of 3 marks	3
	Post Doctoral Fellowship – one mark for each six months duration. - Maximum of 3 marks	3
	A half mark for each additional University Degree/PG diploma relevant to the post applied for. - Maximum of 1 mark	1
	Two marks for first class or equivalent, one mark for second class or equivalent in graduation. - Maximum of 2 marks	2
	Two marks for first class or equivalent, one mark for second class or equivalent in Masters Degree. - Maximum of 2 marks	2
	Two marks for first class or equivalent, one mark for second class or equivalent in PhD. - Maximum of 2 marks	2
	A half mark each for junior and senior research fellowship through National entrance examination (or equivalent) for Master and PhD levels. - Maximum of 1 marks	1
B	Employment Record and Experience	5
	One mark for each year of service over and above the prescribed number of years required for a particular post. For Assoc. Professor/Senior Scientist or equivalent post, 7 years of teaching and/or research in the subject concerned out of which 4 years should be in the rank of Assistant Professor or equivalent is prescribed. Thus, a candidate having 12 or more years of experience will score maximum of 5 marks. Post-doctorate work experience will also be counted. Maximum of 5 marks	

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C	Experience in Research Management/Leadership	0
D	Service in Remote Areas/Regional Centers	6
	<ul style="list-style-type: none"> • One mark for each year of completed service in remote area namely, the Andaman, Nicobar, Lakshdweep, Minicoy and Amindivi island; States/Union territories in the Northeastern region, Ladakh Division of J&K, Sikkim, Pangi Sub-Division of Chamba and Lahaul & Spiti districts of Himachal Pradesh. • A half mark for each year of completed service in regional center/station in disadvantageous areas (other than those in remote areas as mentioned above). The decisions for classification of a place of posting of a candidate shall solely depend on the screening committee members in consultation with Vice Chancellor. <p style="text-align: right;">- Maximum of 6 marks</p>	
E	In-service Awards/Recognition	3
	<ul style="list-style-type: none"> • One mark each for national/international award (recognized) such as by ICAR, CSIR, DBT/National Institutes, Ministries of State or Central Government, FAO of the UN etc.) • A half mark each for Institutional or recognized professional societies fellow/award/recognition; President/Chairman/Member/Member Secretary of important Committees and other decision/policy making bodies/committees of national level (excluding official duty/assignment at institutional level); Reviewer for peer-reviewed NAAS listed journals; and Conference prize/medal such as best paper or best poster. <p style="text-align: right;">-Maximum of 3 marks</p>	
F	Teaching/Research/Extension/Monitoring and Research Co-ordination	16
	<p>Identify one primary and two secondary areas of work in Teaching, Research, Extension, Monitoring and Research Coordination</p> <p>Teaching</p> <ul style="list-style-type: none"> • Course taught • Designing of course curriculum – new courses added or revised. • Innovation in teaching methods/and development of aids. • Guidance for M.Sc/Ph.D dissertation as major Guide • Success of students (as major guide) in terms of recognition for awards and or qualifying ARS/SRF/NET/Assistant Professor etc. <p>Research</p> <ul style="list-style-type: none"> • Projects handled (Institutional/sponsored/contract/consultancy) – specify Initiation and formulation of new research projects 	

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	<ul style="list-style-type: none"> • Involvement in participatory technology development • Salient research accomplishments • Special international/national research assignments not covered elsewhere in the application. <p>Extension</p> <ul style="list-style-type: none"> • Popularization of new technologies • Innovation in extension technology and methods • Initiation of collaborative extension programmes • Trainings conducted and farmers benefited through awareness generation • Organizing Kisan Mela and Exhibition, TV – Radio talks etc. <p>Monitoring and Research Coordination</p> <ul style="list-style-type: none"> • Assistance in project management and coordination • Assistance in monitoring (physical, financial and scientific) targets • Preparation of review reports, proceedings and other assigned duties (specify) • Participation in institutional activities/meetings • Innovation in monitoring and co-ordination methods. <p>Any other relevant contribution not covered above</p> <ul style="list-style-type: none"> • One mark for individual effort and half mark for collaborative effort in each sub head. • Only one primary and one secondary area will be considered. <ul style="list-style-type: none"> • Ten marks for primary area and three marks each for two secondary areas. <p style="text-align: right;">- Maximum of 16 marks</p>	
G	Special Attainments	3
	<ul style="list-style-type: none"> • Two marks for each novel technology developed (patent, prototype, genetic stock, variety, process, concept, methodology etc.). • One mark for each success story of technology disseminated or commercialized. <p>Individual effort carries marks as indicated above; joint effort carries half the marks.</p> <p style="text-align: right;">- Maximum of 3 marks</p>	

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H	Externally Funded Projects	4
	<p>Only those projects supported from external sources on the basis of applicant's competence should be mentioned, such as ICAR Schemes, Competitive Grant Projects (CGP) under world Bank, projects funded from DST, DBT and national/international organizations/agencies-projects with more than Rs.5.0 lakhs support will be considered.</p> <ul style="list-style-type: none"> • Two marks for Principal Investigator (PI) and one mark for Co-PI/ Associated scientist. <p style="text-align: right;">- Maximum of 4 marks</p>	
I	<p>Summer/Winter School/Refresher Course and Seminar/ Symposium/ trainings etc.</p> <ul style="list-style-type: none"> • One mark each for participation in Summer/Winter School/Refresher course/trainings/Seminars/Symposium/ trainings (minimum duration of 21 days) undertaken in the field of specialization. • A half mark for each subject matter lecture delivered as resource person in Summer/Winter School/Refresher course/trainings/Seminars/Symposium etc. <p style="text-align: right;">- Maximum of 2 marks</p>	4
J	International Exposure	4
	<ul style="list-style-type: none"> • One mark for each one-month experience of working in internationally important organization/laboratory. Period spent abroad towards Masters/PhD/Post-Doctoral experience will not be considered. • A half mark for paper/poster presentation in national/international event-seminar/symposium/conference/workshop etc. <p style="text-align: right;">- Maximum of 4 marks</p>	
K	Publications (Refereed Articles)	25
	<p>Identify ten best research papers published in refereed journals for allocation of score according to NAAS Journal ID on a scale of 1.0 to 10.0. The total score obtained will be multiplied by 5/12 to obtain the actual marks. For research publications where NAAS Journal ID is not available, the Screening Committee shall be empowered to give appropriate rating.</p> <p style="text-align: right;">- Maximum of 25 marks</p>	
L	Other Publications	10
	<ul style="list-style-type: none"> • Two marks to first author and one and half mark to co-authors for each book published-authored/edited – Maximum of 4 marks. • One mark to first author and half mark for co-authors for each book 	

	<p>chapter and training manual- Maximum of 4 marks.</p> <ul style="list-style-type: none"> • A half mark for each conference proceeding paper/popular article/bulletin/short communication- Maximum of 2 marks. <p style="text-align: right;">- Maximum of 10 marks</p>	
M	Institution Building	0
	<p>Only clearly defined contributions as a leader in institutional building shall be considered. For example, creation of a totally new institution, laboratory, field facility etc., that has bearing on improved standards or resource generation can be given. Likewise, in case of adding new equipments, mention can be made as to how many other scientists are benefited by such addition. Similarly, encouraging HRD, plan implementation and/or monitoring of progress to show better results, successful execution of major projects, etc. can be given.</p>	
N	Inter-Institutional Projects	0
	<p>Mention only those projects, which are running at more than one institution and candidate, as Principal Investigator or Coordinator is associated in project planning, review and progress of the work of all the centers in different institutions. Projects with more than Rs.10 lakhs support will be considered.</p>	
O	Project Management	0
	<ul style="list-style-type: none"> • Specify project management and coordination efforts in area of work and in Institutional assigned work. • Project of reports, reviews, policy guidelines. 	
	Grand Total	100

Considering the fact that candidates for Associate Professor/Senior Scientist or equivalent posts have limited scope for contributions towards (M) Institution Building, (N) Inter-Institutional Projects, and (O) Project Management, no marks have been allotted for the three attributes. However, if a candidate is working for these attributes at HQ/ Directorate level, suitable substitute marks may be allocated.

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**SHER-E-KASHMIR UNIVERSITY OF AGRICULTURAL SCIENCES &
TECHNOLOGY OF JAMMU,
MAIN CAMPUS, CHATHA, JAMMU(J&K)**

SCORE CARD GUIDELINES FOR PROFESSOR/CHIEF SCIENTIST OR EQUIVALENT POSTS.

	Details	Score
A	Academic Qualifications	14
	Two marks each for standing first or award of medal in college/institution/university at graduate, MSc and Ph.D levels. - Maximum of 6 marks	6
	Jawaharlal Nehru Award for PhD Thesis. - Maximum of 3 marks	3
	Post Doctoral Fellowship – one mark for each six months duration. - Maximum of 2 marks	2
	One mark for each additional University Degree/PG diploma relevant to the post applied for. - Maximum of 1 mark	1
	One mark for first class or equivalent, half mark for second class or equivalent in Masters Degree. - Maximum of 1 mark	1
	One mark for first class or equivalent, half mark for second class or equivalent in PhD. - Maximum of 1 mark	1
B	Employment Record and Experience	3
	One mark for each year of service/ experience over and above the prescribed period required for the particular post. For Professor/ Chief Scientist, experience of 12 years, with at least 5 years experience as Associate Professor or equivalent is prescribed for a scientist with Ph.D qualifications. Thus, a candidate having 15 years or more years of experience will score maximum of 3 marks. Post-doctorate work experience will also be counted. - Maximum of 3 marks	
C	Experience in the Research Management/Leadership	0
D	Service in Remote Areas/Regional Centers	6
	One mark for each year of completed service in remote area namely, the Andaman, Nicobar, Lakshdweep, Minicoy and Amindivi island; States/Union territories in the Northeastern region, Ladakh Division of J&K, Sikkim, Pangi Sub-Division of Chamba and Lahaul & Spiti districts of Himachal Pradesh.	

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	<p>A half mark for each year of completed service in regional center/station in disadvantageous areas (other than those in remote areas as mentioned above). The decisions for classification of a place of posting of a candidate shall solely depend on the screening committee members in consultation with Vice Chancellor.</p> <p style="text-align: right;">- Maximum of 6 marks</p>	
E	In-service Awards/Recognition	4
	<ul style="list-style-type: none"> • One mark each for national/international award (recognized) such as by ICAR, CSIR, DBT/National Institutes, Ministries of State or Central Government, FAO of the UN etc.) • A half mark each for Institutional or recognized professional societies fellow/award/recognition; President/Chairman/Member/Member Secretary of important Committees and other decision/policy making bodies/committees of national level (excluding official duty/assignment at institutional level); Reviewer for peer-reviewed NAAS listed journals; and Conference prize/medal such as best paper or best poster. <p style="text-align: right;">- Maximum of 4 marks</p>	
F	Teaching/Research/Extension/Monitoring and Research Co-ordination	16
	<p>Identify one primary and two secondary areas of work in Teaching, Research, Extension, Monitoring and Research Coordination</p> <p>Teaching</p> <ul style="list-style-type: none"> • Course taught • Designing of course curriculum – new courses added or revised. • Innovation in teaching methods/and development of aids. • Guidance for M.Sc/Ph.D dissertation as major Guide • Success of students (as major guide) in terms of recognition for awards and or qualifying ARS/SRF/NET/Assistant Professor or equivalent etc. <p>Research</p> <ul style="list-style-type: none"> • Projects handled (Institutional/sponsored/contract/consultancy) – specify Initiation and formulation of new research projects • Involvement in participatory technology development • Salient research accomplishments • Special international/national research assignments not covered elsewhere in the application. <p>Extension</p> <ul style="list-style-type: none"> • Popularization of new technologies • Innovation in extension technology and methods • Initiation of collaborative extension programmes 	

	<ul style="list-style-type: none"> • Trainings conducted and farmers benefited through awareness generation • Organizing Kisan Mela and Exhibition, TV – Radio talks etc. <p>Monitoring and Research Coordination</p> <ul style="list-style-type: none"> • Assistance in project management and coordination • Assistance in monitoring (physical, financial and scientific) targets • Preparation of review reports, proceedings and other assigned duties (specify) • Participation in institutional activities/meetings • Innovation in monitoring and co-ordination methods. <p>Any other relevant contribution not covered above</p> <ul style="list-style-type: none"> • One mark for individual effort and half mark for collaborative effort in each sub head • Only one primary and one secondary area will be considered. • Ten marks for primary area and three marks each for two secondary areas. <p style="text-align: right;">- Maximum of 16 marks</p>	
G	Special Attainments	5
	<ul style="list-style-type: none"> • Two marks for each novel technology developed (patent, prototype, genetic stock, variety, process, concept, methodology etc.). • One mark for each success story of technology disseminated or commercialized. • Specify significant contributions in the field of specialization supported by appropriate documents/publications. <p>Individual effort carries marks as indicated above; joint effort carries half the marks.</p> <p style="text-align: right;">- Maximum of 5 marks</p>	
H	Externally Funded Projects	4
	<p>Only those projects supported from external sources on the basis of applicant's competence should be mentioned, such as ICAR Schemes, Competitive Grant Projects (CGP) under world Bank, projects funded from DST, DBT and national/international organizations/agencies-projects with more than Rs.5.0 lakhs support will be considered.</p> <ul style="list-style-type: none"> • Two marks for Principal Investigator (PI) and one mark for Co-PI/ associated scientist. <p style="text-align: right;">- Maximum of 4 marks</p>	
I	Summer/Winter School/Refresher Course and Seminar/ Symposium/ trainings etc.	4
	<ul style="list-style-type: none"> • One mark for each course organized as Course Director or Course-Coordinator (Marks shall be given only for organization of Winter 	

	<p>School/Summer School/Refresher Course/ICAR-CAS training of not less than 10 days).</p> <ul style="list-style-type: none"> • A half mark for Chairman/Organizing Secretary/Convener for organizing Seminar/Symposium. • Half mark each for participation/delivering lecture in Summer/Winter School/Refresher course/trainings/Seminars/Symposium/ trainings etc.undertaken in the field of specialization. – (Maximum of 2 marks) <p style="text-align: right;">- Maximum of 4 marks</p>	
J	International Exposure	3
	<ul style="list-style-type: none"> • One mark for each one-month experience of working in internationally important organization/laboratory. Period spent abroad towards Masters/PhD/Post-Doctoral experience will not be considered. • A half mark for paper/poster presentation in international event-seminar/symposium/conference/workshop etc. <p style="text-align: right;">- Maximum of 3 marks</p>	
K	Publications (Referred Articles)	30
	<p>Identify twenty best research papers published in referred journals for allocation of score according to NAAS Journal ID on a scale of 1.0 to 10.0. The total score obtained will be multiplied by ¼ to obtain the actual marks. For research publications where NAAS Journal ID is not available, the Screening Committee shall be empowered to give appropriate rating.</p> <p style="text-align: right;">- Maximum of 30 marks</p>	
L	Other Publications	7
	<ul style="list-style-type: none"> • Two marks to first author and one and half mark to co-authors for each book published-authored/edited – Maximum of 3 marks. • One mark to first author and half mark for co-authors for each book chapter and training manual- Maximum of 2 marks. • Half mark for each conference proceeding paper/popular article/bulletin/short communication- Maximum of 2 marks. <p style="text-align: right;">- Maximum of 7 marks</p>	
M	Institution Building	1
	<p>Only clearly defined contributions as a leader in institutional building shall be considered. For example, creation of a totally new institution, laboratory, field facility etc., that has bearing on improved standards or resource generation can be given. Likewise, in case of adding new equipments, mention can be made as to how many other scientists are benefited by such addition. Similarly, encouraging HRD, plan implementation and/or monitoring of progress to show better results, successful execution of major</p>	

	<p>projects, etc. can be given.</p> <p>A half mark for each of the above criteria</p> <p style="text-align: right;">- Maximum of 1 mark.</p>	
N	Inter-Institutional Projects	3
	<p>Mention only those projects, which are running at more than one institution and candidate, as Principal Investigator or Coordinator is associated in project planning, review and progress of the work of all the centers in different institutions. Projects with more than Rs.10 lakhs support will be considered.</p> <p>One mark for each project</p> <p style="text-align: right;">- Maximum of 3 marks</p>	
O	Project Management	0
	<ul style="list-style-type: none"> • Specify project management and coordination efforts in area of work and in Institutional assigned work. • Project of reports, reviews, policy guidelines. • 	
	Grand Total	100

Considering the fact that candidates for Professor/Chief Scientist posts have limited scope for contributions towards O) Project Management, no marks have been allotted for the three attributes. However, if a candidate is working for these attributes at HQ suitable substitute marks may be allocated.

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**SHER-E-KASHMIR UNIVERSITY OF AGRICULTURAL SCIENCES &
TECHNOLOGY OF JAMMU,
MAIN CAMPUS, CHATHA, JAMMU(J&K)**

SCORE CARD GUIDELINES FOR ASSOCIATE DEAN/ASSOC. DIRECTOR (R/E).

	Details	Score
A	Academic Qualifications	06
	<ul style="list-style-type: none"> • Three marks for Jawaharlal Nehru Award or University award for PhD Thesis. • Post doctoral fellowship – a half marks for each six months duration - Maximum of 2 marks • One mark for additional University Degree/PG diploma relevant to the post applied for <p style="text-align: right;">- Maximum of 6 marks</p>	
B	Employment Record and Experience	06
	<p>One mark for Associate Professor or equivalent and a half mark for an eminent scientist for each year of service over and above the prescribed period required for the particular post.</p> <p>For Head of Department/Associate Dean, experience of 12 years of teaching/research/extension education in concerned subject, with at least 5 years experience as Associate Professor or equivalent is prescribed.</p> <p style="text-align: right;">- Maximum of 6 marks</p>	
C	Experience in the Research Management/Leadership	6
	<p>Specify significant research contribution in the filed of specialization supported by appropriate documents/publications.</p> <ul style="list-style-type: none"> • One mark for each activity. <p style="text-align: right;">- Maximum of 6 marks</p>	
D	Service in Remote Areas/Regional Centers	6
	<p>Marks are assigned for service rendered in the following remote areas namely, the Andaman, Nicobar, Lakshdweep, Minicoy and Amindivi island; States/Union territories in the Northeastern region, Ladakh Division of J&K, Sikkim, Pangi Sub-Division of Chamba and Lahaul & Spiti districts of Himachal Pradesh.</p> <ul style="list-style-type: none"> • One mark for each year of completed service in remote area. <p>Marks are assigned for service rendered in regional center/station in disadvantageous areas (other than those in remote areas as mentioned above). The decisions for classification of a place of posting of a candidate shall solely depend on the screening committee members in</p>	

ON

	<p>consultation with Vice Chancellor.</p> <ul style="list-style-type: none"> • A half mark for each year of completed service in disadvantageous areas. <p style="text-align: right;">- Maximum of 6 marks</p>	
E	In-service Awards/Recognition	08
	<ul style="list-style-type: none"> • Two marks each for national/international award (recognized) such as by ICAR, CSIR, DBT/National Institutes, Ministries of State or Central Government, FAO of the UN etc. Joint award/recognition will carry one mark each. • A half mark each for Institutional or recognized professional societies fellow/award/recognition; President/Chairman/Member/Member Secretary of important Committees and other decision/policy making bodies/committees of national level (excluding official duty/assignment at institutional level) and Reviewer for peer-reviewed NAAS listed journals. <p style="text-align: right;">- Maximum of 8 marks</p>	
F	Teaching/Research/Extension/Monitoring and Research Co-ordination	14
	<p>Teaching</p> <ul style="list-style-type: none"> • Course taught • Designing of course curriculum – new courses added or revised. • Innovation in teaching methods/and development of aids. • Guidance for M.Sc/Ph.D dissertation as major Guide • Success of students (as major guide) in terms of recognition for awards and or qualifying ARS/SRF/NET/Assistant Professor or equivalent. <p>Research</p> <ul style="list-style-type: none"> • Projects handled (Institutional/sponsored/contract/consultancy) – specify Initiation and formulation of new research projects • Involvement in participatory technology development • Salient research accomplishments • Special international/national research assignments not covered elsewhere in the application. <p>Extension</p> <ul style="list-style-type: none"> • Popularization of new technologies • Innovation in extension technology and methods • Initiation of collaborative extension programmes • Trainings conducted and farmers benefited through awareness generation • Organizing Kisan Mela and Exhibition, TV – Radio talks etc. <p>Monitoring and Research Coordination</p> <ul style="list-style-type: none"> • Assistance in project management and coordination • Assistance in monitoring (physical, financial and scientific) targets • Preparation of review reports, proceedings and other assigned duties 	

	<p>(specify)</p> <ul style="list-style-type: none"> • Participation in institutional activities/meetings • Innovation in monitoring and co-ordination methods. <p>Any other relevant contribution not covered above</p> <ul style="list-style-type: none"> • One mark for individual effort and a half mark for collaborative effort. • Only one primary and one secondary area will be considered. • Ten marks for primary area and four marks for secondary area. <p style="text-align: right;">- Maximum of 14 marks</p>	
G	Special Attainments	06
	<ul style="list-style-type: none"> • Two marks for each novel technology developed (patent, prototype, genetic stock, variety, process, concept, methodology etc.). • One mark for specific attainment of merit, special assignment (national/international) and/or salient research accomplishment of eminence, not covered elsewhere in the application, and success story of technology disseminated or commercialized. • Individual effort carries marks as indicated above; joint effort carries half the marks. <p style="text-align: right;">- Maximum of 6 marks</p>	
H	Externally Funded Projects	06
	<p>Only those projects supported from external sources on the basis of applicant's competence should be mentioned, such as ICAR Schemes, Competitive Grant Projects (CGP) under world Bank, projects funded from DST, DBT and national/international organizations/agencies-projects with more than Rs.5.0 lakhs support will be considered.</p> <ul style="list-style-type: none"> • Two marks for Principal Investigator (PI) and one mark for Co-PI/ associated scientist. <p style="text-align: right;">- Maximum of 6 marks</p>	
I	Winter School/Summer School/ Refresher Course/ Seminar/ Symposium/Workshop etc.	06
	<ul style="list-style-type: none"> • One mark for each course organized as Course Director or Course-Coordinator (Marks shall be given only for organization of Winter School/Summer School/Refresher Course/ICAR-CAS training of not less than 10 days). • A half mark for Chairman/Organizing Secretary/Convener for organizing Seminar/Symposium. <p>Workshop/trainings organized as part of duty of the post, and simple participation, or delivering lecture or paper presentation will not be considered.</p> <p style="text-align: right;">- Maximum of 6 marks</p>	

J	International Exposure	04
	<ul style="list-style-type: none"> • One mark for each three-month experience of working in internationally important organization/laboratory. Period spent abroad towards Masters/PhD/Post-Doctoral experience will not be considered. • A half mark each for paper/poster presentation in international event-seminar/symposium/conference/workshop etc. <p style="text-align: right;">- Maximum of 4 marks</p>	
K	Publications (Refereed Articles)	15
	<p>Identify twenty best research papers published in refereed journals for allocation of score according to NAAS Journal ID on a scale of 1.0 to 10.0. The total score obtained will be multiplied by 3/24 to obtain the actual marks.</p> <p>For research publications where NAAS Journal ID is not available, the Screening Committee shall be empowered to give appropriate rating.</p> <p style="text-align: right;">- Maximum of 15 marks</p>	
L	Other Publications	06
	<ul style="list-style-type: none"> • Two marks to first author and one and half mark to co-authors for each book published-authored/edited – Maximum of 3 marks. • One mark to first author and half mark for co-authors for each book chapter and training manual- Maximum of 2 marks. • Half mark for each conference proceeding paper/popular article/bulletin/short communication- Maximum of 1 marks. <p style="text-align: right;">- Maximum of 6 marks</p>	
M	Institution Building	05
	<p>Only clearly defined contributions as a leader in institutional building shall be considered. For example, creation of a totally new institution, laboratory, field facility etc., that has bearing on improved standards or resource generation can be given. Likewise, in case of adding new equipments, mention can be made as to how many other scientists are benefited by such addition. Similarly, encouraging HRD, plan implementation and/or monitoring of progress to show better results, successful execution of major projects, etc. can be given.</p> <p>A half mark for each of the above criteria</p> <p style="text-align: right;">Maximum of 2 marks</p>	
N	Inter-Institutional Projects	04
	<p>Mention only those projects, which are running at more than one institution and candidate, as Principal Investigator or Coordinator is associated in project planning, review and progress of the work of all the centers in different institutions. Projects with more than Rs.10.00 lakhs support will be considered.</p>	

	A half mark for each project. - Maximum of 4 marks	
O	Project Management	02
	<ul style="list-style-type: none"> Specify project management and coordination efforts in area of work and in Institutional assigned work. Preparation of reports, reviews, policy guidelines. A half mark for each activity. <p style="text-align: right;">-Maximum of 2 marks.</p>	
	Grand Total	100

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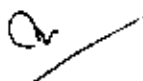
**SHER-E-KASHMIR UNIVERSITY OF AGRICULTURAL SCIENCES & TECHNOLOGY OF
JAMMU,
MAIN CAMPUS, CHATHA, JAMMU(J&K)**

SCORE CARD GUIDELINES FOR POSTS OF DEAN/DIRECTOR/DRI

	Details	Score
A	Academic Qualifications	02
	<ul style="list-style-type: none"> • A half mark for Jawaharlal Nehru Award or University award for PhD Thesis. • One mark for Post doctoral fellowship – minimum one-year duration-a half mark for each completed year. • A half mark for additional University Degree/PG diploma relevant to the post applied for <p align="right">- Maximum of 2 marks</p>	
B	Employment Record and Experience	10
	<p>One mark for Professor or equivalent and a half mark for an eminent scientist for each year of service over and above the prescribed requirement for the post applied for. For the post of Dean/Director, the eligibility is either Professor or equivalent with 7 years experience or eminent scientist with 18 years experience.</p> <p align="right">- Maximum of 10 marks</p>	
C	Experience in the Research Management/Leadership	06
	<ul style="list-style-type: none"> • A half mark for each of significant contributions in the field of specialization supported by appropriate documents/publications etc. <p align="right">- Maximum of 4 marks</p> <ul style="list-style-type: none"> • A half mark for each year of experience in a Research Management position – Maximum of 2 marks. <p align="right">- Maximum of 6 marks</p>	
D	Service in Remote Areas/Regional Centers	06
	<p>One mark for each year of completed service in remote area namely, the Andaman, Nicobar, Lakshdweep, Minicoy and Amindivi island; States/Union territories in the Northeastern region, Ladakh Division of J&K, Sikkim, Pangi Sub-Division of Chamba and Lahaul & Spiti districts of Himachal Pradesh.</p> <p>A half mark for each year of completed service in regional center/station in disadvantageous areas (other than those in remote areas as mentioned above). The decisions for classification of a place of posting of a candidate shall solely depend on the screening committee members in consultation with Vice Chancellor.</p> <p align="right">- Maximum of 6 marks</p>	

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E	In-service Awards/Recognition	10
	<ul style="list-style-type: none"> • Two marks each for national/international award (recognized) such as by ICAR, CSIR, DBT/National Institutes, Ministries of State or Central Government, FAO of the UN etc. Joint award/recognition will carry one mark each. • A half mark each for Institutional or recognized professional societies fellow/award/recognition; President/Chairman/Member/Member Secretary of important Committees and other decision/policy making bodies/committees of national level(excluding official duty/assignment at institutional level) and Reviewer for peer-reviewed NAAS listed journals. <p style="text-align: center;">- Maximum of 10 marks</p>	
F	Teaching/Research/Extension/Monitoring and Research Co-ordination	05
	<p>Teaching</p> <ul style="list-style-type: none"> • Course taught • Designing of course curriculum – new courses added or revised. • Innovation in teaching methods/and development of aids. • Guidance for M.Sc/Ph.D dissertation as major Guide • Success of students (as major guide) in terms of recognition for awards and or qualifying ARS/SRF/NET/Assistant Professor or equivalent. <p>Research</p> <ul style="list-style-type: none"> • Projects handled (Institutional/sponsored/contract/consultancy) – specify Initiation and formulation of new research projects • Involvement in participatory technology development • Salient research accomplishments • Special international/national research assignments not covered elsewhere in the application. <p>Extension</p> <ul style="list-style-type: none"> • Popularization of new technologies • Innovation in extension technology and methods • Initiation of collaborative extension programmes • Trainings conducted and farmers benefited through awareness generation • Organizing Kisan Mela and Exhibition, TV – Radio talks etc. <p>Monitoring and Research Coordination</p> <ul style="list-style-type: none"> • Assistance in project management and coordination • Assistance in monitoring (physical, financial and scientific)targets • Preparation of review reports, proceedings and other assigned duties (specify) • Participation in institutional activities/meetings • Innovation in monitoring and co-ordination methods. 	



	<p>Any other relevant contribution not covered above</p> <ul style="list-style-type: none"> • A half mark for each effort under the above sub-head. <p style="text-align: center;">- Maximum of 5 marks</p>	
G	Special Attainments	08
	<ul style="list-style-type: none"> • Two marks for each novel technology developed (patent, prototype, genetic stock, variety, process, concept, methodology etc.). • One mark for specific attainment of merit, special assignment (national/international) and/or salient research accomplishment of eminence, not covered elsewhere in the application, and success story of technology disseminated or commercialized. • Individual effort carries marks as indicated above; joint effort carries half the marks. <p style="text-align: center;">- Maximum of 8 marks</p>	
H	Externally Funded Projects	05
	<p>Only those projects supported from external sources on the basis of applicant's competence should be mentioned, such as ICAR Schemes, Competitive Grant Projects (CGP) under world Bank, projects funded from DST, DBT and national/international organizations/agencies-projects with more than Rs.5.0 lakhs support will be considered.</p> <ul style="list-style-type: none"> • Two marks for Principal Investigator (PI) and one mark for Co-PI/associated scientist. <p style="text-align: center;">- Maximum of 5 marks</p>	
I	Winter School /Summer School/ Refresher Course and Seminar/ Symposium etc.	05
	<ul style="list-style-type: none"> • One mark for each course organized as Course Director or Course-Coordinator (Marks shall be given only for organization of Winter School/Summer School/Refresher Course/ICAR-CAS training of not less than 10 days). • A half mark for Chairman/Organizing Secretary/Convener for organizing Seminar/Symposium. <p>Workshop/trainings organized as part of duty of the post, and simple participation, or delivering lecture or paper presentation will not be considered.</p> <p style="text-align: center;">- Maximum of 5 marks</p>	
J	International Exposure	05
	<ul style="list-style-type: none"> • One mark for each three-month experience of working in internationally important organization/laboratory. Period spent abroad towards Masters/PhD/Post-Doctoral experience will not be considered. • A half mark each for paper/poster presentation in international event-seminar/symposium/conference/workshop etc. <p style="text-align: center;">- Maximum of 5 marks</p>	



K	Publications (Refereed Articles)	15
	<p>Identify twenty-five best research papers published in refereed journals for allocation of score according to NAAS Journal ID on a scale of 1.0 to 10.0. The total score obtained will be multiplied by 1/10 to obtain the actual marks.</p> <p>For research publications where NAAS Journal ID is not available, the Screening Committee shall be empowered to give appropriate rating.</p> <p style="text-align: right;">- Maximum of 15 marks</p>	
L	Other Publications	06
	<ul style="list-style-type: none"> • One mark each for Books published as author (excluding edited books) and policy paper published in widely circulated journals <p style="text-align: right;">- Maximum of 6 marks.</p>	
M	Institution Building	06
	<p>Only clearly defined contributions as a leader in institutional building shall be considered. For example, creation of a totally new institution, laboratory, field facility, new equipments etc., that has bearing on improved standards or resource generation can be given. Similarly, encouraging HRD, plan implementation and/or monitoring of progress to show better results, successful execution of major projects, etc. can be given.</p> <ul style="list-style-type: none"> • A half mark for each of the above criteria. <p style="text-align: right;">Maximum of 6 marks</p>	
N	Inter-Institutional Projects	06
	<p>Mention only those projects, which are running at more than one institution/university and candidate as Principal Investigator or Coordinator is associated in project planning, review and progress of the work of all the centers in different institutions. Projects with more than Rs.10.00 lakhs support will be considered.</p> <p>A half mark for each project.</p> <p style="text-align: right;">- Maximum of 6 marks.</p>	
O	Project Management	05
	<ul style="list-style-type: none"> • Specify role in project management and research coordination, project monitoring in terms of physical, financial and scientific targets. • Preparation of review reports, proceedings and other assigned duties(specify). • Specify contribution in coordination of institutional activities. • Innovation in coordination methods. <p>A half mark for each activity.</p> <p style="text-align: right;">-Maximum of 5 marks.</p>	
	Grand Total	100

PROCEEDINGS OF THE COMMITTEE CONSTITUTED TO FORMULATE/ DEVELOP SCREENING/SCORING PROCEDURE FOR THE SELECTION TO THE POSITIONS OF PROFESSOR/ASSOCIATE PROFESSOR/ASSISTANT PROFESSOR OR EQUIVALENT.

The following committee was constituted by the Hon'ble Vice Chancellor, SKUAST-Jammu vide office order No.AUJ/Adm/09-10/5047-54 dated 23.9. 2009 for the formulation/ development screening/scoring procedure for the selection to the positions of professor/associate professor/assistant professor or equivalent:-

- | | | | |
|----|--|---|-----------------|
| 1. | Dr. R.M. Bhagat
DRI-cum-Dean PGS | - | Chairman |
| 2. | Dr. A.R. Nazki
Dean, FVSC & A.H. | - | Member |
| 3. | Dr. R.K. Sharma
Registrar | - | Member |
| 4. | Dr. J.P. Sharma
Assoc. Director Research | - | Member |
| 5. | Dr. S.K. Gupta
Prof. & HoD Medicine | - | Member |
| 6. | Dr. V.K. Razdan
Prof. & Head
Division of Pl. Pathology | - | Member |
| 7. | Dr. P.C. Sharma
Principal Scientist
CSSRI, Karnal. | - | External Expert |

Based on the screening procedure being followed by Agricultural Scientists Recruitment Board of Indian Council of Agricultural Research, New Delhi, Dr. P.C. Sharma, External Expert in consultation and advice of the Hon'ble Vice Chancellor, SKUAST-J prepared the draft score card for various teaching/scientific positions of the University on 22.9. 2009.

A meeting of the committee constituted for the above mentioned purpose was held on 23.9. 2009 at 2.30 P.M. in the Vice Chancellor's Secretariat, Committee Room, Main Campus Chatha. All the committee members were present.

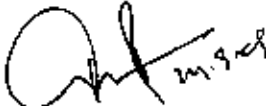
Dr. P.C. Sharma, External Expert presented the draft score card developed for the screening of applications for various teaching/scientific positions of the University.


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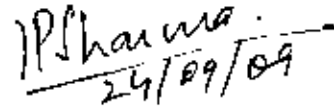
Each and every attribute of the score card was discussed in detail. Based on the University rules and regulations the members suggested some changes which were agreed upon by all the members to be incorporated in the guidelines/score card.


A meeting of the committee was again held on 24.9. 2009 at 10.00 A.M. where all the guidelines were once again deliberated and discussed. The changes suggested by the committee members were incorporated and the score card for the screening of applications for different teaching/scientific positions of the university was finalized for perusal of competent authority.

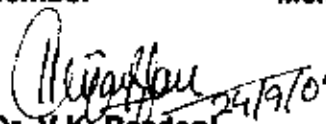

(Dr. R.M. Bhagat)
DRI-cum-Dean PGS
Chairman

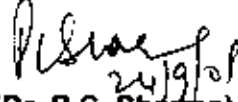

(Dr. A.R. Nazki)
Dean, FVSC & A.H
Member

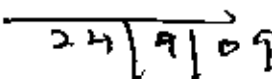

(Dr. R.K. Sharma)
Registrar
Member


(Dr. J.P. Sharma)
Assoc. Director Research
Member


(Dr. S.K. Gupta)
Prof. & HoD Medicine
Member


(Dr. V.K. Razdan)
Prof. & Head
Division of Pl. Pathology
Member


(Dr. P.C. Sharma)
Principal Scientist
CSSRI, Karnal.
External Member

Approved
BY
Vice Chancellor
SKUAST-Jammu

24/9/09

**SHER-E-KASHMIR UNIVERSITY OF AGRICULTURAL SCIENCES & TECHNOLOGY OF
JAMMU,
MAIN CAMPUS, CHATHA, JAMMU(J&K)**

**Major Attributes to be Considered
by Selection Committee in the Interview**

**For posts of Assistant Professor/Associate Professor/Sr. Scientist/
Professor or equivalent**

- Academic brilliance
- Depth of knowledge in the relevant and related subjects.
- Mindset (aptitude for work, scientific temper, values and Ethics and team spirit).
- Communication and computer skills.
- Power of logical reasoning.
- Exposure to relevant international developments, like IPO/WTO Regime.
- Contributions/attainments in Research/Teaching/Extension and other attributes.

For posts of Associate Dean/Assoc. Directors

- Academic brilliance
- Depth of knowledge in the relevant and related subjects.
- Mindset (aptitude for work, scientific temper, values and Ethics and team spirit).
- Communication and computer skills.
- Power of logical reasoning.
- Exposure to relevant international developments, like IPO/WTO Regime.
- Contributions/attainments in Research/Teaching/Extension and other attributes.
- Leadership traits.
- Holistic scientific vision.
- Managerial abilities.



For posts of Dean/Director/DRI

- Academic brilliance
- Depth of knowledge in the relevant and related subjects.
- Mindset (aptitude for work, scientific temper, values and Ethics and team spirit).
- Communication and computer skills.
- Power of logical reasoning.
- Understanding of relevant international developments, like IPO/WTO Regime.
- Contributions /Attainments in Research/Teaching/Extension/ Management and other attributes.
- Leadership traits and capability to guide.
- Holistic scientific vision.
- Managerial abilities.

