Career Advancement Scheme (CAS) For Teachers

General Information

1. ‘Act’ means the UP PT. DEEN DAYAL UPADHAYAY PASHU CHIKITSA VIGYAN VISHWAVIDYALAYA EVAM GO ANUSANDHAN SANSTHAN Act 2001 as amended from time to time.
2. Word 'Teacher' wherever occurring in these Statutes will have the same meaning as in the Statutes regarding the classification, the manner of appointment, powers and duties of the teachers of the University.
4. API means Academic Performance Indicator.
5. Words and expressions not defined in these Statutes and used in the Act shall have the meaning as assigned to them in the Act.

Career Advancement Scheme (CAS)

1. This scheme shall apply for advancement of careers of teachers of the University w.e.f. June 30, 2010
2. The cases of the teachers who are fulfilling the eligibility norms of CAS before this date i.e. 30-6-2010 shall be governed by the CAS scheme applicable earlier to this date as per the provisions of UP Government Order No. 1780/37-16-3(10)/09 dated 27 March, 2017.
3. This scheme shall apply for career advancement of :
   (a) Persons entering the teaching profession of this university with designation of Assistant Professor in the Pay Band III of Rs.15,600 – Rs. 39,100 with AGP of Rs. 6,000/- (Stage-1) subject to the API criteria based on Performance Based Appraisal System (PBAS) laid out in this scheme to move up to the AGP of Rs. 7000/- (Stage-2). Assessment shall be through Assessment Committee who will verify API scores.
   (b) Assistant Professor after completion of five years service at the AGP of Rs. 7,000/- shall be eligible subject to API requirements laid down in this scheme to move up to the AGP of Rs. 8,000/- (Stage-3). Assessment shall be through Assessment Committee who will verify API scores.
   (c) Directly recruited Associate Professors shall be in the Pay Band IV of Rs. 37,400 – Rs. 67,000 with AGP of Rs. 9,000/- (Stage-4).
   (d) Incumbent teacher recruited in Pay Band III of Rs.15,600 – Rs. 39,100 with AGP of Rs. 8,000/- (Stage-3) shall move to the Pay Band IV of Rs. 37,400 – Rs. 67,000 with AGP of Rs. 9,000/- (Stage- 4 ) and will be promoted through a duly constituted
Selection Committee as per provisions given in the Act of the University with evaluation based system of 30% contribution to research, 50% assessment of domain knowledge and teaching practices and 20% interview performance.

(e) Incumbent Assistant Professor (Selection Grade) who have completed three years in the current pay scale of Rs. 12,000 – Rs. 18,300 on 1 January, 2006 shall be placed in Pay Band IV of Rs. 37,400 – Rs. 67,000 with AGP of Rs. 9,000/- and shall be re-designated as Associate Professor.

(f) Incumbent Assistant Professor (Selection Grade) / Associate Professor (appointed/promoted) who had not completed 03 years appointed/promoted in the pay scale of Rs.12,000 – Rs.18,300 on or after 1 January, 2006 shall be placed at the appropriate stage in the Pay Band of Rs.15,600 – Rs. 39,100 with AGP of Rs. 8,000/- till he/she complete three years of service in the grade of Assistant Professor (Selection Grade)/Associate Professor and thereafter shall be placed in the higher Pay Band IV of Rs. 37,400 – Rs. 67,000 with AGP of Rs.9000/- and accordingly re-designated as Associate Professor.

(g) Assistant Professor completing three years of teaching in the Pay band Rs. 15600-39100 with AGP of Rs. 8,000 shall be eligible subject to the qualifying conditions prescribed in this scheme move to the Pay Band IV of Rs. 37,400 – Rs. 67,000 with AGP of Rs. 9,000/- and will be designated as Associate Professor (Stage- 4). Expert assessment system shall be through a duly constituted Selection Committee as per provisions given in the Act of the University with evaluation based system of 30% contribution to research, 50% assessment of domain knowledge and teaching practices and 20% interview performance.

(h) Associate Professor completing three years of service in the pay band of Rs. 37400-67000 AGP of Rs. 9,000/- (Stage-4) and possessing a Ph.D. Degree in the relevant/concern discipline shall be eligible to be appointed and designated as Professor subject to satisfying the required credit points as per API based on PBAS methodology stipulated in this scheme and assessment by a duly constituted Selection Committee as prescribed in the University Act for the direct recruitment of Professor. No teacher other than those with a Ph.D. shall be promoted or appointed as Professor. The Pay Band IV for the post of Professors shall be Rs. 37,400 – Rs. 67,000 with AGP of Rs. 10,000/- (Stage-5). Expert assessment system shall be through a duly constituted Selection Committee with evaluation based on 50% contribution to research, 30% assessment of domain knowledge and teaching practices and 20% interview performance.

Note:

1. Candidates who do not fulfill the minimum score requirement under the API scoring system/selection process proposed in this scheme or also obtain less than prescribed
score for all categories in the assessment process will have to be re-assessed only after a minimum a period of one year. The date of promotion shall be the date on which he/she has successfully got re-assessed.

2. The promotion of a teacher to the next higher position will be made on the basis of assessment of his/her performance through the prescribed procedure and the post of Associate Professor and Professor whose personal promotion is made shall be temporary addition to the cadre of Associate Professor or Professor as the case may be.

3. The career advancement of Assistant Professor (Stage-1), Assistant Professor (Stage-2) and Assistant Professor (Stage-3) will be done by the Vice-Chancellor on the recommendation of Assessment Committee.

4. The CAS of Assistant Professor (Stage-3) to Associate Professor (Stage-4) and Associate Professor Stage-4 to Professor (Stage-5) shall be made through a duly constituted Selection Committee and approved by Executive Council of the University.

5. The teacher shall perform such duties after his/her Career Advancement as assigned by the competent authority.

6. When a teacher allowed career advancement leaves the University or superannuated, the vacancy thus arisen shall be filled up at the original level position/cadre occupied by the teacher before career advancement in the manner prescribed in the Statutes.

7. All other teaching positions falling vacant in the University and all new posts created as a result of starting new schemes/projects or sanctioned by Government shall continue to be filled up in accordance with the procedure laid down in the Statutes.

Eligibility (Service requirement and Academic Performance Requirement) for CAS

1. **Assistant Professor (Stage -1) to Assistant Professor (Stage-2) in the pay band of Rs. 15600-39100+AGP Rs.7000/-**

   An Assistant Professor (Stage-1) shall be eligible for placement as Assistant Professor (Stage-2) in the pay band of Rs. 15600-39100+AGP pay Rs.7000/- if he/she has:

   (A) Completed 4 (four) years of continuous service as Assistant Professor after regular appointment and possesses a Ph.D. degree in the concerned/relevant subject at the time of appointment as Assistant Professor in the pay band of Rs.15600-39100+AGP Rs.6000/-

   OR

   Completed 4 (four) years of continuous service and obtains PhD degree while in service.

   OR

   Completed 5 (five) years of continuous service as Assistant Professor after regular appointment and possesses Master's level professional degree in relevant/concerned subject at the time of appointment as Assistant Professor in the pay band of Rs.15600- 39100+AGP Rs.6000/-.

   (B) Minimum API score using PBAS Scoring proforma as prescribed.

   (C) Participated in one orientation programme and one Refresher course/Research Methodology course of 2 to 3 weeks duration.
(D) Earned consistently Good Appraisal Reports/ Self Assessment Reports.

Note :- The Career Advancement will be allowed after analyzing merits and credentials of the teacher based on weightage given to the performance of the candidate in different relevant dimensions and his/her performance on a scoring system proforma based on Academic Performance Indicators (API) and Performance Based Appraisal System (PBAS) methodology. Expert assessment system shall be through a duly constituted assessment committee.

2. Assistant Professor (Stage-2) to Assistant Professor (Stage-3) - in the pay band of Rs. 15600-39100+ AGP Rs. 8000/-

An Assistant Professor (Stage-2) will be eligible for placement in Assistant Professor (Stage-3) in the pay band of Rs. 15600-39100+ AGP Rs. 8000/-, provided he/she has:

A. Completed 5 (five) years of service as Assistant Professor (Stage-2) in the pay band of Rs.15600-39100+AGP Rs.7000/-.

B. Minimum API Scores using the PBAS score proforma.

C. Participated in one course/programme of 2-3 weeks duration from amongst the categories of Refresher Courses, Methodology Workshop, Training Programme, Teaching-Learning Evaluation, Technology Programmes, Soft Skill Development Programmes and Faculty Development Programmes.

D. Earned consistently Good Appraisal Reports/ Self Assessment Reports.

Note : The Career Advancement will be allowed after analyzing merits and credentials of the teacher based on weightage given to the performance of the candidate in different relevant dimensions and his/her performance on a scoring system proforma based on Academic Performance Indicators (API) based on Performance Based Appraisal System (PBAS) methodology. Expert assessment system shall be through a duly constituted Assessment Committee.

3. Assistant Professor (Stage-3) to Associate Professor (Stage-4)- in the pay band of Rs.37400-67000+ AGP Rs.9000/-

An Assistant Professor (Stage-3) will be eligible for promotion to the post of Associate Professor in the pay band of Rs. 37400-67000+ AGP Rs.9000/-, if he/she has:

A. Completed 3 years service as Assistant Professor (Stage 3) in the pay band of Rs.15600-39100+ AGP Rs. 8000/-.

B. Attained minimum API score using PBAS scoring proforma approved by University.
C. Participated in one course/programme of minimum one week duration amongst the categories of Refresher Course, Methodology Workshops, Training Programme, Teaching-Learning Evaluation, Technology Programme, Soft Skills Development Programmes and Faculty Development Programmes.

D. Has to his/her credit at least three publications in peer refereed Journals.

E. Earned consistently Good Appraisal Reports/ Self Assessment Reports.

Note - The Career Advancement will be allowed after analyzing merits and credentials of the teacher based on weightage given to the performance of the candidate in different relevant dimensions and his/her performance on a scoring system proforma based on Academic Performance Indicators (API) based on Performance Based Appraisal System(PABS) methodology. Expert assessment system shall be through a duly constituted Selection Committee as per provision in the University Act (Selection Committee) with interview performance weightage of 20%.

4. **Associate Professor (Directly recruited as well as promoted) (Stage-4) to Professor (Stage-5) in the pay band of Rs. 37400-67000+ AGP Rs.10000/-**

An Associate Professor (directly recruited as well as promoted) will be eligible for promotion as Professor in the band of Rs. 37400-67000+ AGP of Rs.10,000/- if he/she has:

A. Completed 3 (Three) years service as Associate Professor (Stage-IV) in the band of Rs.37400-67000+AGP of Rs.9000/-.

B. A Ph.D. degree in the concerned/relevant discipline.

C. Attained minimum API score using PBAS scoring programme.

D. Has to his/her credit at least Five (5) publications in peer refereed Journals since the period that the teacher is placed in Stage-3.

E. Earned consistently Good Appraisal Reports/ Self Assessment Reports.

Note - The Career Advancement will be allowed after analyzing merits and credentials of the teacher based on weightage given to the performance of the candidate in different relevant dimensions and his/her performance on a scoring system proforma based on Academic Performance Indicators (API) based on Performance Based Appraisal System (PABS) methodology. Expert assessment system shall be through a duly constituted Selection Committee as per provision in the University Act with interview performance weightage of 20%.

**Counting of past services for direct recruitment and promotion under CAS**
Previous regular service whether National or International as Assistant Professor and Associate Professor in a University, National Laboratories or other scientific/professional Organizations such as CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR, DBT would be counted for direct recruitment and promotion under CAS of a teacher as Assistant Professor, Associate Professor and Professor provided:

1. The essential qualifications of the post held were not lower than the qualifications prescribed by this scheme for Assistant Professor, Associate Professor and Professor as the case may be.
2. The post is/was in an equivalent grade or of the pre-revised band of pay as the post of Assistant Professor (Lecturer) Associate Professor (Reader) and Professor.
3. The candidate for direct recruitment has applied through proper channel.
4. The concerned Assistant Professor, Associate Professor and Professor should possess the same minimum qualifications as prescribed by the UGC/ICAR/University for appointment to the post of Assistant Professor, Associate Professor and Professor as the case may be.
5. The post was filled in accordance with the prescribed selection procedure as laid down in the Regulations of University/State Government/Central Government/Concerned Institutions for such appointments.
6. The previous appointment was not as guest lecturer for any duration or on ad-hoc or on a leave vacancy of less than one year duration. Ad-hoc or temporary service of more than one year duration can be counted provided that:
   (a) the period of service was of more than one year duration
   (b) the incumbent was appointed on the recommendation of duly constituted Selection Committee
   (c) The incumbent was selected to the permanent post in continuation to the ad hoc or temporary service without any break.

**Procedure for CAS**

**1. From Assistant Professor (Stage-1) to Assistant Professor (Stage-2) and Assistant Professor (Stage-2) to Assistant Professor (Stage-3)**

1. Every teacher who fulfills the criteria regarding eligibility for career advancement as laid down above and where promotion of a teacher falls due between 1st January to 30th June, he/she should apply through proper channel regarding his/her bio-
data and service rendered on the post in the prescribed proforma duly supported by all documents as per PBAS guidelines at least one months in advance from the actual date of eligibility to the Head of the Department. The Head of the Department shall certify the correctness of the particulars mentioned in the proforma by the teacher concerned and forward it to Chief Personal Officer (CPO) by 31\textsuperscript{st} July through the Dean.

2. Where the promotion of the teacher is due from 1st July to 31st December he/she will furnish information regarding his/her bio-data and service rendered on the post in the prescribed proforma duly supported by all documents as per PBAS guidelines at least one months in advance from the actual date of eligibility to the Head of the Department. The Head of the Department shall certify correctness of the particulars mentioned in the proforma by the teacher concerned and forward it to the Chief Personal Officer (CPO) by 31\textsuperscript{st} January through the Dean.

3. The CPO after due endorsement and certification of the candidature will forward the application along with all documents of the candidates to Registrar, who will place the application, received from the CPO, before the Assessment Committee to be constituted by the Vice-Chancellor to consider the suitability of the teacher for promotion to the next higher position.

4. The constitution of Assessment Committee will be as follows:

   i. Dean - Chairman
   ii. One person to be nominated by the Vice-Chancellor - Member
      from amongst the Professors of the University
   iii. Two experts from outside the University not below the rank of Professor/ Principal Scientist to be nominated by Vice Chancellor - Member

5. The Assessment Committee will take into consideration the following factors for API scoring based on PBAS while making its recommendations:

   1) Material furnished in the Assessment proforma submitted by the teacher concerned.
   2) Work done by the teacher.
   3) API/PBAS Report of the teacher concerned.
   4) Personal discussion by the teacher concerned, if required
   5) Any other additional information which the Assessment Committee may like to call from the teacher concerned.
6. The Assessment procedure outlined above shall be completed on the day of the assessment committee meeting, where in the minutes are recorded along with PBAS scoring proforma and recommendation made as the basis of merit and duly signed by all the members of Assessment committee in the minutes.

7. On receipt of recommendations of Assessment Committee from Registrar, the Vice-Chancellor will consider the same for acceptance. The Vice-Chancellor may, however, if he considers it necessary, refer the recommendations back to the committee for reconsidering its recommendations. In case the Committee reaffirms its recommendations, the Vice-Chancellor will accept the same.

8. Candidates who do not fulfill the minimum score requirement under the API scoring system/selection process proposed in this scheme or also obtain less than prescribed score for all categories in the assessment process will have to be re-assessed only after a minimum a period of one year. The date of promotion shall be the date on which he/she has successfully got re-assessed.

2. From Assistant Professor (AGP Rs.8000/-) to Associate Professor (AGP Rs.9000/-) and from Associate Professor (AGP Rs.9000/-) to Professor (AGP Rs.10000/-).

1. An Assistant Professor with AGP Rs. 8000/- and Associate Professor with AGP Rs. 9000/- who fulfils the criteria regarding eligibility for career advancement as laid down above and where promotion of a teacher falls due between 1st January to 30th June, he/she should apply through proper channel regarding his/her biodata and service rendered on the post in the prescribed proforma duly supported by all documents as per PBAS guidelines at least one months in advance from the actual date of eligibility to the Head of the Department. The Head of the Department shall certify the correctness of the particulars mentioned in the proforma by the teacher concerned and forward it to Chief Personal Officer (CPO) by 31st July through the Dean.

2. Where the promotion of the teacher is due from 1st July to 31st December he/she will furnish information regarding his/her bio-data and service rendered on the post in the prescribed proforma duly supported by all documents as per PBAS guidelines at least one months in advance from the actual date of eligibility to the Head of the Department. The Head of the Department shall certify correctness of the particulars mentioned in the proforma by the teacher concerned and forward it to the CPO by 31st January through the Dean.
3. The CPO after due endorsement and certification of the candidature will forward the application along with all documents to Registrar who will place the application received from the CPO before the Assessment Committee to be constituted by the Vice-Chancellor to consider the suitability of the teacher for promotion to the next higher position described for CAS for Assistant Professors from Stage1 to Stage 3.

4. After verification and recommendation of the Assessment Committee, the Selection Committee constituted as per Act of the University for direct recruitment will assess the concerned candidate as per defined procedure.

5. In case of promotion from Assistant Professor, (Stage 3) to Associate Professor (Stage-4) and Associate Professor (Stage-4) to Professor (Stage-5), the recommendation of the Selection Committee will be placed before the Executive Council of the University for approval.
Performa for Score Card Based Appraisal System (PBAS) for promotion from

1. Assistant Professor (Stage-1) to Assistant Professor (Stage-2)
2. Assistant Professor (Stage-2) to Assistant Professor (Stage-3)

Assessment period from .......... to ..........

1. Name :

2. Father's/Husband's Name :

3. Mother's Name :

4. Promotion Applied for:

5. Subject :

6. Present place of posting with full official and residential address along with phone numbers and e-mail address:
   (i) Date & Designation of first appointment in the university.................................
   (ii) Date of Appointment as Assistant Professor....................................................
   (iii) Date of Award of Senior Scale.................................................................
   (iv) Date of Award of Selection Grade.............................................................
   (v) Date of appointment as Associate Professor................................................
   (vi) Academic Qualification (Starting from Graduation)

<table>
<thead>
<tr>
<th>S. No.</th>
<th>Degree</th>
<th>Subject</th>
<th>Year of Passing</th>
<th>Institute/ University</th>
<th>O.G.P.A Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Graduation</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2.</td>
<td>Post Graduation</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.</td>
<td>Ph.D.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4.</td>
<td>Post Doctoral</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Total Score : 1000
Minimum Score to be obtained : 750

I. Teaching/Research /Extension Activities

Maximum Score : 500

A. Teaching

<table>
<thead>
<tr>
<th>a</th>
<th>API Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>i</td>
<td>UG/PG/Ph.D classes either individual or in collaboration (each course/ batch)</td>
</tr>
<tr>
<td>ii</td>
<td>Experiential learning course/ Internship/Industrial training/ other similar courses</td>
</tr>
<tr>
<td>iii</td>
<td>Design of curriculum/ development of new course for UG/PG/Ph.D</td>
</tr>
<tr>
<td>iv</td>
<td>Examination duties, paper setter/ evaluation (per year)</td>
</tr>
</tbody>
</table>

b. Guidance to PG students

<table>
<thead>
<tr>
<th>b</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>i</td>
<td>Ph.D students guided as Major Advisor/Co-Advisor</td>
</tr>
<tr>
<td>ii</td>
<td>M.V.Sc./M.Sc student guided-Major Advisor/Co-Advisor</td>
</tr>
<tr>
<td>iii</td>
<td>Member Advisory Committee M.V.Sc./M.Sc/ Ph.D</td>
</tr>
<tr>
<td>iv</td>
<td>Member Advisory Committee BVSC/BSc per student</td>
</tr>
</tbody>
</table>

c. Teaching aids developed: Practical manuals/e-notes each

d. Evaluation of thesis of other Universities as external expert (each)

e. Conduct of practical/ Viva-voce of other University

1. Course Taught (UG, PG & Ph.D)

<table>
<thead>
<tr>
<th>Sl.No.</th>
<th>Course No with credit hour</th>
<th>Semester/Year</th>
<th>Taught Individual or collaboration</th>
<th>Candidate Score</th>
<th>Assessment Committee score</th>
</tr>
</thead>
</table>

2. Teaching and allied activities

<table>
<thead>
<tr>
<th>Sl.No</th>
<th>Activities</th>
<th>Semester/ Year</th>
<th>Individual or collaboration</th>
<th>Candidate ’ Score</th>
<th>Assessment Committee score</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Experiential Learning/Internship</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Design of Curriculum/Development of Course for UG,PG &amp; PhD</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Examination Duties/Paper Setter/Evaluation</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>---</td>
<td>---------------------------------------------</td>
<td>---</td>
<td>---</td>
<td>---</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Teaching aids developed/Practical manuals/E-Notes etc</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Conduct of Practical Viva-Voce of other Universities</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Evaluation of Thesis of other Universities</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### 3. Students Guided

<table>
<thead>
<tr>
<th>Level</th>
<th>Number of Students completed</th>
<th>Candidate's score</th>
<th>Assessment Committee score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Master</td>
<td>Major Advisor</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Co- Advisor</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Member Advisory Committee</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Doctoral</td>
<td>Major Advisor</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Co- Advisor</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Member Advisory Committee</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### B. Research

#### 1. Externally Funded Research Projects

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>a.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>i.</td>
<td>Field Experiments/testing conducted</td>
<td>25/yr</td>
</tr>
<tr>
<td>ii</td>
<td>Co-ordinated/ AICRP project/outreach/Network project</td>
<td></td>
</tr>
<tr>
<td></td>
<td>a. Project Incharge (PI)</td>
<td>30/project/yr</td>
</tr>
<tr>
<td></td>
<td>b. Co-PI</td>
<td>15/project/yr</td>
</tr>
<tr>
<td>b.</td>
<td>Ad-hoc projects</td>
<td></td>
</tr>
<tr>
<td>i.</td>
<td>Projects awarded (International)</td>
<td>30/project/yr</td>
</tr>
<tr>
<td>ii</td>
<td>Projects awarded (national)</td>
<td>20/project/yr</td>
</tr>
<tr>
<td>iii</td>
<td>Consultancy Projects/Institutional Project by the University/Private funded projects</td>
<td>15/project/yr</td>
</tr>
<tr>
<td>iv</td>
<td>New Projects Submitted (max. one year) to outside funding agency</td>
<td>10/project</td>
</tr>
<tr>
<td>c.</td>
<td>Patents granted (as PI)</td>
<td>100/patent</td>
</tr>
<tr>
<td>i.</td>
<td>IPR granted</td>
<td>50/IPR</td>
</tr>
<tr>
<td>ii</td>
<td>Research Methodology/ technology developed</td>
<td>50/technology</td>
</tr>
<tr>
<td>d.</td>
<td>Preparation of annual report/ QRT report</td>
<td>20/report/yr</td>
</tr>
<tr>
<td>e.</td>
<td>Member of National Monitoring Committee constituted by ICAR/ Institute</td>
<td>20/team</td>
</tr>
</tbody>
</table>
### 2. Organization /Implementation of other schemes including University funded Research Project schemes

<table>
<thead>
<tr>
<th>S. No.</th>
<th>Name of scheme</th>
<th>Capacity in which associated</th>
<th>Period From</th>
<th>Period To</th>
<th>Work done</th>
<th>Candidate's score</th>
<th>Assessment committee score</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### C. Extension Activities

a. Transfer of technologies
   
i. Organization of extension training/ field day/Pashu Palan Goshthi 25/event
   
   ii. Lecture delivered at extension training (Max. 30 points) 15/lecture
   
   iii. Radio/ TV talk (Max. 50 points) 10/talk

b. Clinical duty/ ILFC duty/ Outbreak attended/On –farm trials 25/activity/yr
   
i. Clinical Camps / Pashu Mela/Krishi Mela/ Exhibitions etc. 25/event/yr
   
   ii. Advisory services endorsement by controlling Officer 05/yr
   
   iv. Front line demonstration/Livestock owners advisement 15/yr
   
   v. Development of annual action plan of activities 10/plan
   
   vi. Group visit of farmers/ Visitor entertained/ individual field visit 10/visit
   
   vii. Village and family survey to assess the technologies gap 10/survey
   
   viii. Attending meeting at Village/ District/ University/ State/ National level 10/meeting
c. Training programmes/workshop/conference organized 10/event

d. As resource person for the training programme/refreshment course/winter/summer schools etc. 10/event

e. Development of functional linkage with line Deptt./Univ./other Institutes 10/event

f. Feedback of research bottlenecks from farmers 05/yr

g. i. Technical/Extension bulletin, training manual/magazine (Max. 20 pints) 20

   ii. Conference proceeding and news letter edited for Editor & Co-editor (Max 20 Points) 10

   iii. Book chapter/extension leaflets/folders for Editor & Co-editor (each) (Max 20 Points) 05

   iv. Technical/popular article (each) (Max 20 Points) 05

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Activities</th>
<th>Details of activity</th>
<th>Candidate score</th>
<th>Assessment Committee score</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Transfer of Technology</td>
<td>Organization of Extension training/field day/Pashu-Palan Gosthi</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>b. Lecture delivered at Extension training programme</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Radio/TV Talk</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Clinical Duties/Outbreak attended/On farm trials</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Clinical Camp/Pashu Mela/Krishi Mela/Exhibition</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Front line Demonstration/Livestock owner Advisement</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Development of Annual action Plan of Activities</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Group visit of farmers/visitor entertained/individual field visit</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>Development of annual action plan of activities</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>Group visit of farmers/Visitor entertained/individual field visit</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>Village and family survey to assess the technologies gap</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>Attending meeting at Village/District/University/State/National level</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12</td>
<td>Training programmes/workshop/conference organized</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Activity</td>
<td>Description of activity like year, event, dates etc</td>
<td>Candidates score</td>
<td>Assessment committee score</td>
</tr>
<tr>
<td>---</td>
<td>------------------------------------------------------------------------</td>
<td>-----------------------------------------------------</td>
<td>------------------</td>
<td>---------------------------</td>
</tr>
<tr>
<td></td>
<td>As resource person for the training programme/ refreshment course/ winter/ summer schools etc.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>13</td>
<td>Development of functional linkage with line Deptt./ Univ./ other Institutes</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>14</td>
<td>Feedback of research bottlenecks from farmers</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>15</td>
<td>Technical/ Extension bulletin, training manual/ magazine (Max. 20 pints)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>16</td>
<td>Conference proceeding and news letter edited for Editor &amp; CO- editor (Max 20 Points)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>17</td>
<td>Book chapter/ extension leaflets/ folders for Editor &amp; Co-editor (each) (Max 20 Points)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>18</td>
<td>Technical/ popular article (each) (Max 20 Points)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>D. Designated other co-curricular activities (Max 100 points)</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>Counselors for Games &amp; Sports, Literary, Cultural activities, Blood donation activities, Debate, Literary, NCC Officer, NSS Officer, Anti-ragging duties, Students' Tour Leader, Warden</td>
<td>25/activity/year</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### II. Publications (During the period of Assessment)

<table>
<thead>
<tr>
<th></th>
<th>Activity</th>
<th>Description of activity like year, event, dates etc</th>
<th>Candidates score</th>
<th>Assessment committee score</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Full length article/ research paper published in refereed journal (each)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>a</td>
<td>NAAS rating more than 5</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>i</td>
<td>NAAS rating less than 5</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b</td>
<td>For each book published / edited</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c</td>
<td>Training manual/ proceeding of the workshop</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d</td>
<td>Editor/member of Journal</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Activity</th>
<th>Description of activity like year, event, dates etc</th>
<th>Candidates score</th>
<th>Assessment committee score</th>
</tr>
</thead>
<tbody>
<tr>
<td>a</td>
<td>Full length article/ research paper published in refereed journal (each)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>i</td>
<td>NAAS rating more than 5</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ii</td>
<td>NAAS rating less than 5</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b</td>
<td>For each book published / edited</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c</td>
<td>Training manual/ proceeding of the workshop</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d</td>
<td>Editor/member of Journal</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Type of Book</td>
<td>Name of Book</td>
<td>Author(s)</td>
<td>Publisher</td>
<td>Candidate's score</td>
</tr>
<tr>
<td>--------------</td>
<td>--------------</td>
<td>-----------</td>
<td>-----------</td>
<td>-------------------</td>
</tr>
<tr>
<td>A. Authored Book including co-authorship</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>B. Edited Book/Proceedings</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>i Chief Editor</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ii Member Editorial Board</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>C. Chapter/Bulletin</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>D. Training manual/Proceeding of workshop</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Brief Title of paper published in Journal/ Presented &amp; documented in symposium/Seminar/Conference best poster/paper award/popular article in Journals/ magazines/ Newspapers</th>
<th>Journal name with NAAS impact factor value Symposium/ Seminar/conference details</th>
<th>Year</th>
<th>Candidates Score</th>
<th>Assessment Committee Score</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### III. Summer/Winter School/Refresher course/ Special training/Symposia, Seminar, Workshop/Conference :

Max Score : 50

<table>
<thead>
<tr>
<th>Sl.No</th>
<th>Activity/Events</th>
<th>Title of events with dates</th>
<th>Candidates’ Score</th>
<th>Assessment Committee’ Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>For organizing each activities as in the title</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>a. Up to 5 days</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>b. 6-10 days</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>c. More than 10 days</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Participation in Summer/ Winter school/ refresher course/orientation course</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Participation in special training/ orientation programmes/symposia/seminar/conference/workshops/annual group meeting etc.</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

A. III Summer/Winter school/ refresher course/ special training/ symposia/seminar/workshop/conference:

<table>
<thead>
<tr>
<th>Sl.No</th>
<th>Activity/Events</th>
<th>Title of events with dates</th>
<th>Candidates’ Score</th>
<th>Assessment Committee’ Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>For organizing each activities as in the title</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Up to 5 days</td>
<td></td>
<td>10</td>
<td></td>
</tr>
<tr>
<td></td>
<td>6 to 10 days</td>
<td></td>
<td>20</td>
<td></td>
</tr>
<tr>
<td></td>
<td>More than 10 days</td>
<td></td>
<td>50</td>
<td></td>
</tr>
<tr>
<td>B</td>
<td>Participation in Summer/Winter school/ refresher course/orientation course</td>
<td></td>
<td>10</td>
<td></td>
</tr>
<tr>
<td>C</td>
<td>Participation in special training/orientation programmes/symposia/seminars/conferences/workshop/annual group meeting etc.</td>
<td></td>
<td>05</td>
<td></td>
</tr>
<tr>
<td>D</td>
<td>Oral presentation:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>i International seminar</td>
<td></td>
<td>10</td>
<td></td>
</tr>
<tr>
<td></td>
<td>ii National seminar</td>
<td></td>
<td>05</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Poster Presentation</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>i International seminar</td>
<td></td>
<td>05</td>
<td></td>
</tr>
<tr>
<td></td>
<td>ii National seminar</td>
<td></td>
<td>2.5</td>
<td></td>
</tr>
<tr>
<td>E</td>
<td>Foreign exposure/ Advance training at National Level</td>
<td></td>
<td>30</td>
<td></td>
</tr>
<tr>
<td>F</td>
<td>Managerial training</td>
<td></td>
<td>10</td>
<td></td>
</tr>
</tbody>
</table>
IV. Awards / distinction received during the assessment period (Max Score 50)

<table>
<thead>
<tr>
<th>S. No.</th>
<th>Award</th>
<th>Year of Award</th>
<th>Whether, Individual/ Team Award</th>
<th>Candidate's score</th>
<th>Assessment committee score</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>International Award</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>National Award</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>State Award</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>University Award/ Best Teacher Award</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Professional Society Award/ International Award</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

(A) Oral Presentation
(i) International
(ii) National
(B) Poster Presentation
(i) International
(ii) National
V. Institute Development Activities (During assessment period) : Max Score 120

Activity as 10/ Per activity/Year

Transport Officer, Store Purchase Officer, Establishment Officer, I/C Student Welfare, I/C Assistant Student Welfare, Deputy COE, Deputy Registrar, I/C Library, I/C Security, I/C Electricity, Estate Officer, I/C Publication, I/C Communication Centre, I/C Placement, I/C ARIS/AKMU, Assistant Director Research, Assistant Director Extension, Technical Officer, I/C ILFC, I/C Farm and University Administrative responsibility etc assigned by Competent authority.

Organization of University events and functions.

<table>
<thead>
<tr>
<th>S. No.</th>
<th>Name of Duty</th>
<th>Period</th>
<th>Candidate's score</th>
<th>Assessment committee score</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>From</td>
<td>To</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
DECLARATION

I ........................................................................ certify that the above information is correct and complete to the best of my knowledge and belief and nothing has been concealed / distorted. If at any time it is found that any information is false concealed / distorted, then my appointment shall be liable to summarily termination without any notice / compensation & criminal case may be initiated against me under the relevant provision of Indian Panel Code and other laws as applicable.

Date : 

Signature of Candidate

Verified that the information furnished by the teacher with regard to teaching / research / extension activities and publications etc are correct for the assessment period from ..................... to ......................

Date :

Signature & Remarks, if any, by HoD

Date :

Signature & Remarks, if any, by Dean Faculty

Information to be filled by Office of CPO

<table>
<thead>
<tr>
<th>VI. Annual Self Appraisal Report during the assessment period</th>
<th>Max Score : 80</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grade</td>
<td>AGP of Rs. 6000 to 7000 and 7000 to 8000</td>
</tr>
<tr>
<td>a Outstanding</td>
<td>40 / Year</td>
</tr>
<tr>
<td>b Very Good</td>
<td>30 / Year</td>
</tr>
<tr>
<td>c Good</td>
<td>20 / Year</td>
</tr>
<tr>
<td>d Average</td>
<td>15 / Year</td>
</tr>
<tr>
<td>e Below Average</td>
<td>10 / Year</td>
</tr>
</tbody>
</table>

1. No minor / major penalty has been imposed on him / her during the said assessment period.
2. The work and conduct of Dr................................................................. as observed from the Annual Self Appraisal Report for the assessment period has been found to be satisfactory.
3. Annual Assessment Report grading for the assessment period is given below:

<table>
<thead>
<tr>
<th>Assessment period</th>
<th></th>
</tr>
</thead>
</table>

| Grading by Reporting/Accepting Officer | |

Date : 

Signature of Chief Personnel Officer
## Score Tally

<table>
<thead>
<tr>
<th>Sl.No.</th>
<th>Academic Performance Indicator</th>
<th>Maximum Score</th>
<th>Score obtained</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>I. Teaching/Research/Extension Activities</td>
<td>500</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>II. Publications</td>
<td>200</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>III. Summer/Winter School/Refresher course/ Special training/Symposia, Seminar, Workshop/Conference</td>
<td>50</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>IV. Awards/distinction received during the assessment period</td>
<td>50</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>V. Institute Development Activities</td>
<td>120</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>VI. Annual Self Appraisal Report</td>
<td>80</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total API Score</td>
<td>1000</td>
<td></td>
</tr>
</tbody>
</table>

Signature of the Assessment Committee
Performa for Score Card Based Appraisal System (PBAS) for promotion from

1. Assistant Professor (Stage-3) to Associate Professor (Stage-4)
2. Associate Professor (Stage-4) to Professor (Stage-5)

Assessment period from …….. to ……..

1. Name :

2. Father’s/Husband’s Name :

3. Mother’s Name :

4. Promotion Applied for:

5. Subject :

6. Present place of posting with full official and residential address along with phone numbers and e-mail address:

(i) Date & Designation of first appointment in the university........................

(ii) Date of Appointment as Assistant Professor...........................................

(iii) Date of Award of Senior Scale............................................................

(iv) Date of Award of Selection Grade.........................................................

(v) Date of appointment as Associate Professor...........................................

(vi) Academic Qualification (Starting from Graduation)

<table>
<thead>
<tr>
<th>S. No.</th>
<th>Degree</th>
<th>Subject</th>
<th>Year of Passing</th>
<th>Institute/University</th>
<th>O.G.P.A Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Graduation</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2.</td>
<td>Post Graduation</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.</td>
<td>Ph.D.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4.</td>
<td>Post Doctoral</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Total Score : 1000
Minimum Score to be obtained : 750

I. Teaching/Research /Extension Activities Maximum Score : 400
A. Teaching

<table>
<thead>
<tr>
<th>a</th>
<th>API Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>i</td>
<td>UG/PG/Ph.D classes either individual or in collaboration (each course/ batch)</td>
</tr>
<tr>
<td>ii</td>
<td>Experiential learning course/ Internship/Industrial training/ other similar courses</td>
</tr>
<tr>
<td>iii</td>
<td>Design of curriculum/ development of new course for UG/PG/Ph.D</td>
</tr>
<tr>
<td>iv</td>
<td>Examination duties, paper setter/ evaluation (per year)</td>
</tr>
</tbody>
</table>

b. Guidance to PG students

| i | Ph.D students guided as Major Advisor/Co-Advisor | 20/student |
| ii | M.V.Sc./M.Sc student guided-Major Advisor/Co-Advisor | 15/student |
| iii | Member Advisory Committee M.V.Sc./M.Sc/ Ph.D | 05/student |
| iv | Member Advisory Committee BVSC/BSc per student | 02/Student/Year |

c. Teaching aids developed: Practical manuals/e-notes each

| d | Evaluation of thesis of other Universities as external expert (each) | 10/assignment |
| e | Conduct of practical/ Viva-voce of other University | 05/exam |

1. Course Taught (UG, PG & Ph.D)

<table>
<thead>
<tr>
<th>Sl.No.</th>
<th>Course No with credit hour</th>
<th>Semester/Year</th>
<th>Taught Individual or collaboration</th>
<th>Candidate’ Score</th>
<th>Assessment Committee score</th>
</tr>
</thead>
</table>

2. Teaching and allied activities

<table>
<thead>
<tr>
<th>Sl.No</th>
<th>Activities</th>
<th>Semester/ Year</th>
<th>Individual or collaboration</th>
<th>Candidate’ Score</th>
<th>Assessment Committee score</th>
</tr>
</thead>
</table>

1 Experiential Learning/Internship

2 Design of Curriculum/Development of Course for UG,PG & PhD
3. **Examination Duties/Paper Setter/Evaluation**

4. **Teaching aids developed_Practical manuals/E-Notes etc**

5. **Conduct of Practical Viva-Voce of other Universities**

6. **Evaluation of Thesis of other Universities**

### 3. Students Guided

<table>
<thead>
<tr>
<th>Level</th>
<th>Number of Students completed</th>
<th>Candidate's score</th>
<th>Assessment Committee score</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Master</strong></td>
<td>Major Advisor</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Co-Advisor</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Member Advisory Committee</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Doctoral</strong></td>
<td>Major Advisor</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Co-Advisor</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Member Advisory Committee</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### B. Research

1. **Externally Funded Research Projects**

   a.  
   
   i. Field Experiments/testing conducted  
   
   ii. Co-ordinated/ AICRP project/outreach/Network project
      
      a. Project Incharge (PI)  
      
      b. Co-PI  
      
   b. Ad-hoc projects
      
      i. Projects awarded (International)  
      
      ii. Projects awarded (national)  
      
      iii. Consultancy Projects/Institutional Project by the University/Private funded projects  
      
      iv. New Projects Submitted (max. one year) to outside funding agency  
      
   c.  
   
   i. Patents granted (as PI)  
   
   ii. IPR granted
<table>
<thead>
<tr>
<th></th>
<th>Research Methodology/ technology developed</th>
<th>50/technology</th>
</tr>
</thead>
<tbody>
<tr>
<td>d.</td>
<td>Preparation of annual report/ QRT report</td>
<td>20/report/yr</td>
</tr>
<tr>
<td>e.</td>
<td>Member of National Monitoring Committee constituted by ICAR/ Institute</td>
<td>20/team</td>
</tr>
</tbody>
</table>

3. Organization /Implementation of other schemes including University funded Research Project schemes

<table>
<thead>
<tr>
<th>S. No.</th>
<th>Project Title</th>
<th>Capacity in which associated PI/Co-PI</th>
<th>Funding Agency</th>
<th>Budget of the project (Rs.)</th>
<th>Location</th>
<th>Duration</th>
<th>Candidate's score</th>
<th>Assessment committee score</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>From</td>
<td>To</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>From</td>
<td>To</td>
<td></td>
</tr>
</tbody>
</table>

C. Extension Activities

a. Transfer of technologies

i  Organization of extension training/ field day/Pashu Palan Goshthi 25/event

ii Lecture delivered at extension training (Max. 30 points) 15/lecture

iii Radio/ TV talk (Max. 50 points) 10/talk

b. Clinical duty/ ILFC duty/ Outbreak attended/On –farm trials 25/activity/yr

ii Clinical Camps / Pashu Mela/Krishi Mela/ Exhibitions etc. 25/event/yr

iii Advisory services endorsement by controlling Officer 05/yr

iv Front line demonstration/Livestock owners advisement 15/yr

v Development of annual action plan of activities 10/plan
<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>Activities</th>
<th>Details of activity</th>
<th>Candidate score</th>
<th>Assessment Committee score</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>Transfer of Technology</td>
<td>c. Organization of Extension training/field day/Pashu-Palan Gosthi</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>d. Lecture delivered at Extension training programme</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Radio/ TV Talk</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Clinical Duties/Outbreak attended/On farm trials</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Clinical Camp/Pashu Mela/Krishi Mela/Exhiition</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Front line Demonstration/Livestock owner Advisement</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Development of Annual action Plan of Activities</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Group visit of farmers/visitor entertained/individual field visit</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>Development of annual action plan of activities</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>Group visit of farmers/ Visitor entertained/ individual field visit</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>Village and family survey to assess the technologies gap</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>Attending meeting at Village/</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>S. No.</td>
<td>Activity</td>
<td>Description of activity like year, event, dates etc</td>
<td>Candidates score</td>
<td>Assessment committee score</td>
</tr>
<tr>
<td>-------</td>
<td>-------------------------------------------------------------------------</td>
<td>------------------------------------------------------</td>
<td>------------------</td>
<td>----------------------------</td>
</tr>
<tr>
<td>1</td>
<td>Counselors for Games &amp; Sports, Literary, Cultural activities, Blood donation activities, Debate, Literary, NCC Officer, NSS Officer, Anti-ragging duties, Students' Tour Leader, Warden, Student welfare activity</td>
<td></td>
<td></td>
<td>25/activity/year</td>
</tr>
</tbody>
</table>

**II. Publications (During the period of Assessment) Maximum Score 300**

**A. Published work during the assessment period**

<table>
<thead>
<tr>
<th>a</th>
<th>Full length article/ research paper published in refereed journal (each)</th>
<th>20/article</th>
</tr>
</thead>
<tbody>
<tr>
<td>i</td>
<td>NAAS rating more than 5</td>
<td>20/article</td>
</tr>
<tr>
<td>ii</td>
<td>NAAS rating less than 5</td>
<td>10/article</td>
</tr>
<tr>
<td>b</td>
<td>For each book published / edited</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Multi-author book with ISBN</td>
<td>10</td>
</tr>
<tr>
<td></td>
<td>Chapter in standard books with ISBN</td>
<td>10</td>
</tr>
<tr>
<td>Type of Book</td>
<td>Name of Book</td>
<td>Author(s)</td>
</tr>
<tr>
<td>--------------------------------------------------</td>
<td>--------------</td>
<td>-----------</td>
</tr>
<tr>
<td>A. Authored Book including co-authorship</td>
<td></td>
<td></td>
</tr>
<tr>
<td>B. Edited Book/Proceedings</td>
<td></td>
<td></td>
</tr>
<tr>
<td>i Chief Editor</td>
<td></td>
<td></td>
</tr>
<tr>
<td>ii Member Editorial Board</td>
<td></td>
<td></td>
</tr>
<tr>
<td>C. Chapter/Bulletin</td>
<td></td>
<td></td>
</tr>
<tr>
<td>D. Training manual/Proceeding of workshop</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Brief Title of paper published in Journal/ Presented & documented in symposium/Seminar/Conference best poster/paper award/popular article in Journals/ magazines/ Newspapers**

<table>
<thead>
<tr>
<th>Journal name with NAAS impact factor value</th>
<th>Year</th>
<th>Candidate Score</th>
<th>Assessment Committee Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>Symposium/Seminar/conference details</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### III. Summer/Winter School/Refresher course/ Special training/Symposia, Seminar, Workshop/Conference :

Max Score: 50

<table>
<thead>
<tr>
<th>Sl.No</th>
<th>Activity/Events</th>
<th>Title of events with dates</th>
<th>Candidates' Score</th>
<th>Assessment Committee Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>For organizing each activities as in the title</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>d. Up to 5 days</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>e. 6-10 days</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>f. More than 10 days</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Participation in Summer/ winter school/ refresher course/orientation course</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Participation in special training/ orientation programmes/symposia/seminars/conferences/workshop/annual group meeting etc.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>(C) Oral Presentation</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(iii) International</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(iv) National</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>(D) Poster presentation</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(iii) International</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(iv) National</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### IV. Awards / distinction received during the assessment period  (Max Score 50)

<table>
<thead>
<tr>
<th>S. No.</th>
<th>Award</th>
<th>Score/Award</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>International Award</td>
<td>25/Award</td>
</tr>
<tr>
<td>2</td>
<td>National Award</td>
<td>20/Award</td>
</tr>
<tr>
<td>3</td>
<td>State Award</td>
<td>15/Award</td>
</tr>
<tr>
<td>4</td>
<td>University Award/ Best Teacher Award</td>
<td>10/Award</td>
</tr>
<tr>
<td>5</td>
<td>Professional Society Award/ Institutional Award</td>
<td>10/Award</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>S. No.</th>
<th>Award</th>
<th>Name of Award</th>
<th>Year of Award</th>
<th>Whether, Individual/ Team Award</th>
<th>Candidate's score</th>
<th>Assessment committee score</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>International Award</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>National Award</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>State Award</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>University Best Teacher Award</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Professional Society/International Award</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
V. Institute Development Activities (During assessment period) : Max Score 120

Activity as 10/ Per activity/Year

Transport Officer, Store Purchase Officer, Establishment Officer, I/C Student Welfare, Assistant I/C Student Welfare, Deputy COE, Deputy Registrar, I/C Library, I/C Security, I/C Electricity, Estate Officer, I/C Publication, I/C Communication Centre, I/C Placement, I/C ARIS& AKMU, Assistant Director Research, Assistant Director Extension, Technical Officer, I/C ILFC, I/C Farm and University Administrative responsibility etc assigned by Competent authority.

Organization of University events and functions.

<table>
<thead>
<tr>
<th>S. No.</th>
<th>Name of Duty</th>
<th>Period</th>
<th>Candidate's score</th>
<th>Assessment committee score</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>From</td>
<td>To</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
DECLARATION

I ................................................................... certify that the above information is correct and complete to the best of my knowledge and belief and nothing has been concealed / distorted. If at any time it is found that any information is false concealed / distorted, then my appointment shall be liable to summarily termination without any notice / compensation & criminal case may be initiated against me under the relevant provision of Indian Panel Code and other laws as applicable.

Date : Signature of Candidate

Verified that the information furnished by the teacher with regard to teaching / research / extension activities and publications etc are correct for the assessment period from ....................... to ....................

Date : Signature & Remarks, if any, by HoD

Date : Signature & Remarks, if any, by Dean Faculty

Information to be filled by Office of CPO

<table>
<thead>
<tr>
<th>VI. Annual Self Appraisal Report during the assessment period</th>
<th>Max Score : 80</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grade</td>
<td></td>
</tr>
<tr>
<td>a Outstanding</td>
<td>40 / Year</td>
</tr>
<tr>
<td>b Very Good</td>
<td>30 / Year</td>
</tr>
<tr>
<td>c Good</td>
<td>20 / Year</td>
</tr>
<tr>
<td>d Average</td>
<td>15 / Year</td>
</tr>
<tr>
<td>e Below Average</td>
<td>10 / Year</td>
</tr>
</tbody>
</table>

1. No minor / major penalty has been imposed on him / her during the said assessment period.
2. The work and conduct of Dr. ............................................................... as observed from the Annual Self Appraisal Report for the assessment period has been found to be satisfactory.
3. Annual Assessment Report grading for the assessment period is given below:

<table>
<thead>
<tr>
<th>Assessment period</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Grading by</td>
<td></td>
</tr>
<tr>
<td>Reporting/Accepting Officer</td>
<td></td>
</tr>
</tbody>
</table>

Date : Signature of Chief Personnel Officer

32
**Score Tally**

<table>
<thead>
<tr>
<th>Sl.No.</th>
<th>Academic Performance Indicator</th>
<th>Maximum Score</th>
<th>Score obtained</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>I. Teaching/Research /Extension Activities</td>
<td>400</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>II. Publications</td>
<td>300</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>III. Summer/Winter School/Refresher course/ Special training/Symposia, Seminar, Workshop/Conference</td>
<td>50</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>IV. Awards / distinction received during the assessment period</td>
<td>50</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>V. Institute Development Activities</td>
<td>120</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>VI. Annual Self Appraisal Report</td>
<td>80</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total API Score</td>
<td>1000</td>
<td></td>
</tr>
</tbody>
</table>

Signature of the Assessment Committee