**Guidelines for self-scoring based on Academic Performance Indicators (APIs) for the Application of**

**Assistant Professor (Direct Recruitment)**

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| **API for a Teacher/Scientist** | | **Maximum Marks allotted** |
| **A** | **Academic qualifications:** | **55** |
| **A01** | **10+2 :** Marks will be assigned based on: Percentage of marks obtained/100 x 5 | **5** |
| **A02** | Bachelor’s Degree: Marks will be assigned based on: Percentage of marks/CGPA (10 scale\*) obtained/100 x 15 (\*Other than 10 scales, see conversion table) | **15** |
| **A03** | Master’s Degree: Marks will be assigned based on: Percentage of marks/CGPA (10 scale\*) obtained/100 x 20 (\*Other than 10 scales, see conversion table) | **20** |
| **A04** | Ph D Degree: Percentage of marks/CGPA (10 scale\*) obtained/100 x 10 (\*Other than 10 scales, see conversion table) | **10** |
| **A05** | Additional qualifications:   1. Post-doctoral = 2 marks for each (<6 months); =3 marks for each (>6 months) 2. PG diploma/M Phil (not less than 10 months duration) = 1 marks for each 3. Higher academic training in recognized institutions in relevant fields (21 days & above) = 0.5 marks | **5** |
| **B** | **Awards and Honours (Medals/Awards/Fellowships/Recognitions during Bachelor’s degree and above):** | **5** |
| **B01** | 1. International awards/Fellowships = 4 marks each 2. National awards = 3 marks each 3. State awards = 2 marks each 4. University gold medals = 3 marks each 5. Awards from professional society = 1 mark each |  |
| **C** | **Extracurricular activities:** | **5** |
| **C01** | 1. Represented at International level in sports/cultural events/NSS/NCC= 2 marks/year/event 2. Represented at National level in sports/cultural events/NSS/NCC = 1 mark/year/event 3. Represented at University level in sports/cultural events/NSS/NCC= 0.5 marks/year/event 4. NCC- B certificate = 1 mark    * 1. NCC – C certificate = 2 marks      2. NCC/NSS participation certificates = 0.5 Marks |  |
| **D** | **Work Experience (Teaching/Research/Extension): (5 Marks)** | **5** |
| **D01** | Experience in instructor/research assistant/Research associate/Extension guide/young professional/teaching assistant/scientific assistant/farm manager/JRF/SRF/project scientist in Universities/ICAR/CSIR/ICMR/ ICRISAT/KVK/Govt. organization/International organization/ Similar organization (0.5 marks for every 6 months of service) |  |
| **D02** | Young scientist projects/young women scientist/International fellowship/National fellowships for PhD abroad (2.5 marks each) |  |
| **E** | **Scientific publication** | **10** |
| **E01** | Research Papers: Research papers published on subjects in relevant discipline during the period of assessment will be allocated score according to the National Academy of Agricultural Sciences (NAAS) rating of scientific journals on a scale of 1 to 10. In the case of research papers published in journals that are not included in NASS rating, a score of 0.5 may be allocated per research paper.  (Note: Marks of each paper will be distributed as follows-  Scores will be considered for the reference year of publication of research papers  First author and corresponding author 100% and the remaining authors 75% of NAAS scores of the particular journals, totaled and divided by 1.2) |  |
| **E02** | Other Publications:   1. Book on relevant subject (2 marks), 2. Book chapters on relevant subject (1 mark), 3. Review article (1 mark), 4. Monograph (1 mark) 5. Research/ Technical bulletin (1 mark) 6. Extension bulletin (1 mark) 7. Popular article (0.25marks for each) 8. Success stories (0.5 mark) |  |
| **F** | **Interview** | **20** |

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| **API for a Teacher/Scientist** | | **Maximum Marks allotted** |
| **A** | **Academic qualifications: Calculate: A01+A02+A03+A04+A05/5= X\*2** | **20** |
| **A01** | **10+2 :** Marks will be assigned based on: Percentage of marks obtained/10 | **10** |
| **A02** | Bachelor’s Degree: Marks will be assigned based on: Percentage of marks/CGPA (10 scale\*) obtained/10 (\* Other than 10 scale, see conversion table) | **10** |
| **A03** | Master’s Degree: Marks will be assigned based on: Percentage of marks/CGPA (10 scale\*) obtained/10 (\* Other than 10 scale, see conversion table) | **10** |
| **A04** | Ph D Degree: Percentage of marks/CGPA (10 scale\*) obtained/10 (\* Other than 10 scale, see conversion table) | **10** |
| **A05** | Additional qualifications:   1. Post-doctoral = 2 marks for each (<6 months); =3 marks for each (>6 months) 2. PG diploma/M Phil (not less than 10 months duration) = 1 marks for each 3. Higher academic training in recognized institutions in relevant fields (21 days & above) = 0.5 marks | **10** |
|  | **Calculate: A01+A02+A03+A04+A05/5= X\*2** |  |
| **B** | **Achievement in teaching** | **8** |
| **B01** | Courses taught- for each credit for the average no. of credits taught per year   1. 5 marks - UG Classes in colleges without PG courses 2. 4. marks - UG Classes in colleges with PG courses 3. 3 marks – PG classes   *(Note*: *In courses shared by more than one teacher, credit for each course is to be worked out by dividing the Credit Hours of the course by the number of course teachers)* |  |
| **B02** | 1. Preparation of teaching manual/instructional material (0.5 mark for each assignment) 2. Preparation of teaching aid (multimedia, models etc.) (0.5 mark for each assignment) |  |
| **B03** | 1. Guidance of PG research as Major Advisor (1 marks for each PG student) 2. Guidance of PG research as Co- Major and member, Advisory Committee (0.5 mark for each PG student) |  |
| **C** | **Achievement in research** | **8** |
| **C01** | 1. Involvement in AICRP/Network projects (1 mark for each completed year)   ii ) Service provided in DoR, RARSs (1 mark for each completed year of service)  **(Authenticated by the DoR)** |  |
| **C02** | 1. Involvement in Internationally funded project  * 6 M for PI, 3 M for Co-PI (for research grants >10 Lakh) * 4 M for PI, 2 M for Co-PI (for research grants <10 Lakh)  1. Involvement in National funded project  * 4 M for PI, 2 marks for Co-PI (for research grants >10 Lakh) * 3 M for PI, 1.5 marks for Co-PI (for research grants <10 Lakh)  1. Involvement in contract research/consultancy research project  * 2 M for PI, 1 mark for Co-PI (for >2 years projects) * 1 M for PI, 0.5 marks for Co-PI (for < 2 years projects)  1. AAU funded competitive projects   2 M for PI, 1 M for Co-PI |  |
| **C03** | 1. Technologies developed, participatory technology developed, (1.5 marks each) 2. Prototype developed, (1.5 marks each) 3. Genetic stock, variety, product (1.5 marks each) 4. Vaccine, diagnostic kit, (1.5 marks each) 5. Process, concept, methodology developed (1.5 marks each) 6. Patent (4 marks for each) 7. Patent filed and processed but not obtained (2 marks each) |  |
| **D** | **Achievement in extension** | **8** |
| **D01** | Extension training organized   1. Course Director: 1–2-day duration = 0.5 Marks; 3-7 days duration = 1 Marks; Above 7 days =1.5 Marks 2. Course Coordinator: 1-2 days duration = 0.25 Marks; 3-7 days duration = 0.5 Marks; Above 7 days = 0.75 Marks   c) Resource person = 1.0 Marks |  |
| **D02** | Conduct of/involvement in FLD and OFT   1. On farm testing:   Lead Scientist = 1.5 Marks; Associated scientist = 0.5 Marks   1. OFT/MLT/FLD/other demonstrations:   Lead Scientist = 1.5 Marks; Associated scientist = 0.5 Marks  c) Monitoring and evaluation of extension activities like OFT, MLT, FLD, training, projects  etc. = 1.0 mark for each involvement  d) Service provided in KVK/DoEE/ ATIC/EEI = 1.0 mark for each completed year of service |  |
| **D03** | Extension activities:   1. Conduct of/involvement Field Day, 2. Farmers’ fair, 3. Demonstration, 4. Exhibition, 5. Extension camp, 6. Diagnostic & Clinical services, 7. Vaccination camp, 8. Treatment camp, 9. Relief camp, 10. Farmer-scientist interaction, 11. Participatory extension activity, 12. Consultancy extension service etc.   (i to Xii)  Programme In-Charge= 1.5 Marks;  Associated member = 0.5 Marks   1. TV programme, Radio talk:   Each involvement = 0.5 Marks   1. Involvement in Extension projects/other special programmes proposed (TSP/DFI/Soil Health card/MGMG/AGAG/ CFLD/ Participatory seed/planting material/breed production programmes/ Seedhub/ AYUSH Mission/Swachhta campaign/ NARI/KSHMTA/FPO/FPC etc.)   Nodal officer = 1.5 Marks,  Associated member = 0.5 Marks  xv) Preparation of extension training manual/instructional material/ teaching aid (multimedia, models etc.) (1.5 marks for each) |  |
| **E** | **Involvement in farm management or production or veterinary clinics/revenue generation/Administration**   1. Part time engagement in farm management / production related jobs/Veterinary clinics   (1 mark for each year of involvement)   1. Revenue earned: 1 mark for every Rs 50000.00/year 2. Administration: 1.0 mark for each completed year of service | **3** |
| **F** | **Confidential Report** | **10** |
|  | 5 marks for Outstanding, 4 marks for Very Good, 3 marks for Good, 2 marks for Average, 0 mark for Below Average  (Note: Average score will calculated based on number of years considered) |  |
| **G** | **Publications** | **15** |
| **G01** | Research Papers: Research papers published on subjects in relevant discipline during the period of assessment will be allocated score according to the National Academy of Agricultural Sciences (NAAS) rating of scientific journals on a scale of 1 to 10. In the case of research papers published in journals that are not included in NASS rating, a score of 0.5 may be allocated per research paper.  (Note: Marks of each paper will be distributed as follows-  i. Scores will be considered for the reference year of publication of research paper  ii. First author and corresponding author 100% and the remaining authors 75% of NAAS scores of the particular journal, totaled and divided by 1.2) |  |
| **G02** | Other publications:   1. Book on relevant subject (2 marks), 2. Chapter of book on relevant subject (1 mark), 3. Review article (1 mark), 4. Monograph (1 mark), 5. Research/ Technical bulletin (1 mark) 6. Extension bulletin (0.5 mark) 7. Popular article (0.25 marks for each) 8. Success stories (0.5 marks) |  |
| **H** | **Contribution to institution building** | **3** |
| **H01** | Registrar/Joint Registrar/Academic Registrar/HoD (1.5 Marks for each year of service |  |
| **H02** | 1. Involvement in organizational activities like – holding of seminar, symposium, conference, workshop, group meeting etc. 2. Service provided as in-charges of –Students’ Union Bodies/ Students’ troops of extracurricular activities 3. Service provided as in-charges of Central Instrumentation Facility/ Computer Centre/ Vigilance Cell/ Grievance Cell. 4. Service provided as Member/ Secretary of Official Bodies/ Committees/ Editorial Boards. 5. Involvement in RAWEP/ TIWEP/ FWEP/Internship Programme; 6. Collaborative (inter-institutional) activities, 7. Technology Showcasing Programme etc.   (1 mark for each involvement). |  |
| **H03** | 1. Service provided as hostel warden 2. In-charges of –Guest House 3. Farmers’ Hostel in-charge 4. Academic Cell in-charge 5. ARIS Cell/AKMIT cell in-charge 6. Training & Placement Cell 7. Security Cell in-charge 8. IPR Cell in-charge 9. Educational Technology Cell in-charge 10. Technical Cell in-charge 11. Planning & Monitoring Unit in-charge 12. Landscape Unit/ NCC/NSS in-charge 13. Placement Cell in-charge 14. In-charge International students advisory cell 15. Internal complaint committee in-charge 16. Members of startup promotion/Entrepreneurship development   (1 mark for each involvement for each year of service) |  |
| **H04** | 1. ARIS Cell/AKMIT cell Members 2. Training & Placement Cell Members 3. IPR Cell Members 4. Technical Cell Members 5. Planning & Monitoring Unit Members 6. Landscape Unit/ NCC/NSS Members 7. Placement Cell Members 8. International students advisory cell Members 9. Internal complaint committee in-charge   (0.5 marks for each involvement for each year of service |  |
| **I** | **Peer recognition** | **5** |
| **I01** | 1. International and National awards 2. Fellowships (Post-doctoral /Academies and Societies)   (2 marks for each) |  |
| **I02** | 1. Institutional or recognized professional societies award/Fellowship/ Journal editors (NAAS/SCI/Scopus journals only) (1 Marks for each) |  |
| **I03** | 1. Best paper, best poster awards (0.5 Marks for each) 2. External question paper setter/ external examiner/ guest lecturer/ guest faculty (0.5 Marks for each)   (Note: Peer recognition scores will be allocated only if AAU recognizes such recognitions/awards/fellowships) |  |
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| **H01** | Registrar/Joint Registrar/Academic Registrar/HoD (1.5 Marks for each year of service |  |
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| **G** | **Publications** | **10** |
| **G01** | Research Papers: Research papers published on subjects in relevant discipline during the period of assessment will be allocated score according to the National Academy of Agricultural Sciences (NAAS) rating of scientific journals on a scale of 1 to 10. In the case of research papers published in journals that are not included in NASS rating, a score of 0.5 may be allocated per research paper.  (Note: Marks of each paper will be distributed as follows-  i. Scores will be considered for the reference year of publication of research paper  ii. First author and corresponding author 100% and the remaining authors 75% of NAAS scores of the particular journal, totaled and divided by 1.2) |  |
| **G02** | Other publications:   1. Book on relevant subject (2 marks), 2. Chapter of book on relevant subject (1 mark), 3. Review article (1 mark), 4. Monograph (1 mark), 5. Research/ Technical bulletin (1 mark for each) 6. Extension bulletin, (0.5 marks for each publication) 7. Popular article (0.25 marks for each) 8. Success stories (5 mark) |  |
| **H** | **Contribution to institution building** | **6** |
| **H01** | Registrar/Joint Registrar/Academic Registrar/HoD (1.5 Marks for each year of service |  |
| **H02** | 1. Involvement in organizational activities like – holding of seminar, symposium, conference, workshop, group meeting etc. 2. Service provided as in-charges of –Students’ Union Bodies/ Students’ troops of extracurricular activities 3. Service provided as in-charges of Central Instrumentation Facility/ Computer Centre/ Vigilance Cell/ Grievance Cell. 4. Service provided as Member/ Secretary of Official Bodies/ Committees/ Editorial Boards. 5. Involvement in RAWEP/ TIWEP/ FWEP/Internship Programme; 6. Collaborative (inter-institutional) activities, 7. Technology Showcasing Programme etc.   (1 mark for each involvement). |  |
| **H03** | 1. Service provided as hostel warden 2. In-charges of –Guest House 3. Farmers’ Hostel in-charge 4. Academic Cell in-charge 5. ARIS Cell/AKMIT cell in-charge 6. Training & Placement Cell 7. Security Cell in-charge 8. IPR Cell in-charge 9. Educational Technology Cell in-charge 10. Technical Cell in-charge 11. Planning & Monitoring Unitin-charge 12. Landscape Unit/ NCC/NSS in-charge 13. Placement Cell in-charge 14. In-charge International students advisory cell 15. Internal complaint committee in-charge 16. Members of startup promotion/Entrepreneurship development   (1 mark for each involvement for each year of service) |  |
| **H04** | 1. ARIS Cell/AKMIT cell Members 2. Training & Placement Cell Members 3. IPR Cell Members 4. Technical Cell Members 5. Planning & Monitoring Unit Members 6. Landscape Unit/ NCC/NSS Members 7. Placement Cell Members 8. International students advisory cell Members 9. Internal complaint committee in-charge   (0.5 marks for each involvement for each year of service |  |
| **I** | **Peer recognition** | **7** |
| **I01** | 1. International and National awards 2. Fellowships (Post-doctoral /Academies and Societies)   (2 marks for each) |  |
| **I02** | 1. Institutional or recognized professional societies award/Fellowship/ Journal editors (NAAS/SCI/Scopus journals only) (1 Marks for each) |  |
| **I03** | 1. Best paper, best poster awards (0.5 Marks for each) 2. External question paper setter/ external examiner/ guest lecturer/ guest faculty (0.5 Marks for each)   (Note: Peer recognition scores will be allocated only if AAU recognizes such recognitions/awards/fellowships) |  |
| **J** | **Interview** | **25** |

**Guidelines for self-scoring based on Academic Performance Indicators (APIs) for** **the Application of**

**Deans/Directors (Direct Recruitment)**

|  |  |  |
| --- | --- | --- |
| **API for a Teacher/Scientist** | | **Maximum Marks allotted** |
| **A** | **Academic qualifications: Calculate: A01+A02+A03+A04+A05/5= X** | **10** |
| **A01** | **10+2:** Marks will be assigned based on: Percentage of marks obtained/10 | **10** |
| **A02** | Bachelor’s Degree: Marks will be assigned based on: Percentage of marks/CGPA (10 scale\*) obtained/10 (\*Other than 10 scale, see conversion table) | **10** |
| **A03** | Master’s Degree: Marks will be assigned based on: Percentage of marks/CGPA (10 scale\*) obtained/10 (\*Other than 10 scale, see conversion table) | **10** |
| **A04** | Ph D Degree: Percentage of marks/CGPA (10 scale\*) obtained/10 (\* Other than 10 scale, see conversion table) | **10** |
| **A05** | Additional qualifications:   1. Post-doctoral = 2 marks for each (<6 months); =3 marks for each (>6 months) 2. PG diploma/M Phil (not less than 10 months duration) = 1 marks for each 3. Higher academic training in recognized institutions in relevant fields (21 days & above) = 0.5 marks | **10** |
|  | **Calculate: A01+A02+A03+A04+A05/5= X\*2** |  |
| **B** | **Achievement in teaching** | **8** |
| **B01** | Courses taught- for each credit for the average no. of credits taught per year   1. 5 marks - UG Classes in colleges without PG courses 2. 4. marks - UG Classes in colleges with PG courses 3. 3 marks – PG classes   *(Note*: *In courses shared by more than one teacher, credit for each course is to be worked out by dividing the Credit Hours of the course by the number of course teachers)* |  |
| **B02** | 1. Preparation of teaching manual/instructional material (0.5 mark for each assignment) 2. Preparation of teaching aid (multimedia, models etc.) (0.5 mark for each assignment) |  |
| **B03** | 1. Guidance of PG research as Major Advisor (1 marks for each PG student) 2. Guidance of PG research as Co- Major and member, Advisory Committee (0.5 mark for each PG student) |  |
| **C** | **Achievement in research** | **8** |
| **C01** | 1. Involvement in AICRP/Network projects (1 mark for each completed year)   ii ) Service provided in DoR, RARSs (1 mark for each completed year of service)  **(authenticated by the DoR)** |  |
| **C02** | 1. Involvement in Internationally funded project  * 6 M for PI, 3 M for Co-PI (for research grants >10 Lakh) * 4 M for PI, 2 M for Co-PI (for research grants <10 Lakh)  1. Involvement in National funded project  * 4 M for PI, 2 marks for Co-PI (for research grants >10 Lakh) * 3 M for PI, 1.5 marks for Co-PI (for research grants <10 Lakh)  1. Involvement in contract research/consultancy research project  * 2 M for PI, 1 mark for Co-PI (for >2 years projects) * 1 M for PI, 0.5 marks for Co-PI (for < 2 years projects)  1. AAU funded competitive projects   2 M for PI, 1 M for Co-PI |  |
| **C03** | 1. Technologies developed, participatory technology developed, (1.5 marks each) 2. Prototype developed, (1.5 marks each) 3. Genetic stock, variety, product (1.5 marks each) 4. Vaccine, diagnostic kit, (1.5 marks each) 5. Process, concept, methodology developed (1.5 marks each) 6. Patent (4 marks for each) 7. Patent filed and processed but not obtained (2 marks each) |  |
| **D** | **Achievement in extension** | **8** |
| **D01** | Extension training organized   1. Course Director: 1–2-day duration = 0.5 Marks; 3-7 days duration = 1 Marks; Above 7 days =1.5 Marks 2. Course Coordinator: 1-2 days duration = 0.25 Marks; 3-7 days duration = 0.5 Marks; Above 7 days = 0.75 Marks 3. c) Resource person = 1.0 Marks |  |
| **D02** | Conduct of/involvement in FLD and OFT   1. On farm testing: Lead Scientist = 1.5 Marks; Associated scientist = 0.5 Marks 2. OFT/MLT/FLD/other demonstrations: Lead Scientist = 1.5 Marks; Associated scientist = 0.5 Marks 3. Monitoring and evaluation of extension activities like OFT, MLT, FLD, training, projects, etc. = 1.0 mark for each involvement 4. Service provided in KVK/DoEE/ ATIC/EEI = 1.0 mark for each completed year of service 5. Coordination of extension projects/programmes= 1.0 mark for each involvement |  |
| **D03** | Extension activities:   1. Conduct of/involvement Field Day, 2. Farmers’ fair, 3. Demonstration, 4. Exhibition, 5. Extension camp, 6. Diagnostic & Clinical services, 7. Vaccination camp, 8. Treatment camp, 9. Relief camp, 10. Farmer-scientist interaction, 11. Participatory extension activity, 12. Consultancy extension service etc.   (i to Xii)  Programme In-Charge= 1.5 Marks;  Associated member = 0.5 Marks   1. **(TV programme, Radio talk:** 2. **Each involvement = 0.5 Marks** 3. Involvement in Extension projects/other special programmes proposed (TSP/DFI/Soil Health card/MGMG/AGAG/ CFLD/ Participatory seed/planting material/breed production programmes/ Seedhub/ AYUSH Mission/Swachhta campaign/ NARI/KSHMTA/FPO/FPC etc.)    * 1. Nodal officer = 1.5 Marks,      2. Associated member = 0.5 Marks 4. Preparation of extension training manual/instructional material/ teaching aid (multimedia, models etc.) (1.5 marks for each) |  |
| **E** | **Involvement in farm management or production or veterinary clinics/revenue generation/Administration**  i) Part time engagement in farm management / production related jobs/Veterinary clinics  (1 mark for each year of involvement)   1. Revenue earned: 1 mark for every Rs 50000.00/year 2. Administration: 1.0 mark for each completed year of service | **8** |
| **F** | **Confidential Report** | **10** |
|  | 5 marks for Outstanding, 4 marks for Very Good, 3 marks for Good, 2 marks for Average, 0 mark for Below Average  (Note: Average score will calculated based on number of years considered) |  |
| **G** | **Publications** | **10** |
| **G01** | Research Papers: Research papers published on subjects in relevant discipline during the period of assessment will be allocated score according to the National Academy of Agricultural Sciences (NAAS) rating of scientific journals on a scale of 1 to 10. In the case of research papers published in journals that are not included in NASS rating, a score of 0.5 may be allocated per research paper.  (Note: Marks of each paper will be distributed as follows-  i. Scores will be considered for the reference year of publication of research paper  ii. First author and corresponding author 100% and the remaining authors 75% of NAAS scores of the particular journal, totaled and divided by 1.2) |  |
| **G02** | Other publications:   1. Book on relevant subject (2 marks), 2. Chapter of book on relevant subject (1 mark), 3. Review article (1 mark), 4. Monograph (1 mark), 5. Research/ Technical bulletin (1 mark for each) 6. Extension bulletin, (0.5 marks for each publication) 7. Popular article (0.25 marks for each) 8. Success stories (0.5 mark) |  |
| **H** | **Contribution to institution building** | **6** |
| **H01** | Registrar/Joint Registrar/Academic Registrar/HoD (1.5 Marks for each year of service |  |
| **H02** | 1. Involvement in organizational activities like – holding of seminar, symposium, conference, workshop, group meeting etc. 2. Service provided as in-charges of –Students’ Union Bodies/ Students’ troops of extracurricular activities 3. Service provided as in-charges of Central Instrumentation Facility/ Computer Centre/ Vigilance Cell/ Grievance Cell. 4. Service provided as Member/ Secretary of Official Bodies/ Committees/ Editorial Boards. 5. Involvement in RAWEP/ TIWEP/ FWEP/Internship Programme; 6. Collaborative (inter-institutional) activities, 7. Technology Showcasing Programme etc.   (1 mark for each involvement). |  |
| **H03** | 1. Service provided as hostel warden 2. In-charges of –Guest House 3. Farmers’ Hostel in-charge 4. Academic Cell in-charge 5. ARIS Cell/AKMIT cell in-charge 6. Training & Placement Cell 7. Security Cell in-charge 8. IPR Cell in-charge 9. Educational Technology Cell in-charge 10. Technical Cell in-charge 11. Planning & Monitoring Unit in-charge 12. Landscape Unit/ NCC/NSS in-charge 13. Placement Cell in-charge 14. In-charge International students advisory cell 15. Internal complaint committee in-charge 16. Members of startup promotion/Entrepreneurship development   (1 mark for each involvement for each year of service) |  |
| **H04** | 1. ARIS Cell/AKMIT cell Members 2. Training & Placement Cell Members 3. IPR Cell Members 4. Technical Cell Members 5. Planning & Monitoring Unit Members 6. Landscape Unit/ NCC/NSS Members 7. Placement Cell Members 8. International students advisory cell Members 9. Internal complaint committee in-charge   (0.5 marks for each involvement for each year of service |  |
| **I** | **Peer recognition** | **7** |
| **I01** | 1. International and National awards 2. Fellowships (Post-doctoral /Academies and Societies)   (2 marks for each) |  |
| **I02** | i) Institutional or recognized professional societies award/Fellowship/ Journal editors (NAAS/SCI/Scopus journals only) (1 Marks for each) |  |
| **I03** | 1. Best paper, best poster awards (0.5 Marks for each) 2. External question paper setter/ external examiner/ guest lecturer/ guest faculty (0.5 Marks for each)   (Note: Peer recognition scores will be allocated only if AAU recognizes such recognitions/awards/fellowships) |  |
| **J** | **Interview** | **25** |

**Direct recruitment**

**Academic Performance Indicators (APIs) for evaluation of teacher/Scientist/Extension scientist/Farm manager/Production/Veterinary Clinics**

|  |  |
| --- | --- |
| **Criteria** | **Assistant Professor Stage 1** |
| **Academic** | **55** |
| **Awards and Honors** | **5** |
| **Extracurricular activities** | **5** |
| **Work Experience** | **5** |
| **Publication** | **10** |
| **Interview** | **20** |
| **Total** | **100** |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Criteria** | **Associate Professor**  **Stage 4** | **Professor Stage 5** | **Associate Deans/Associate Directors/Chief Scientist/ HoDs** | **Deans/ Directors** |
| **Academic** | 20 | 10 | 10 | 10 |
| **Teaching** | 8 | 8 | 8 | 8 |
| **Research** | 8 | 8 | 8 | 8 |
| **Extension** | 8 | 8 | 8 | 8 |
| **Farm Production/VCC/Administrative/Revenue** | 3 | 5 | 8 | 8 |
| **Confidential** | 10 | 10 | 10 | 10 |
| **Publication** | 15 | 20 | 10 | 10 |
| **Institutional Building** | 3 | 3 | 6 | 6 |
| **Peer Recognition** | 5 | 8 | 7 | 7 |
| **Interview** | 20 | 20 | 25 | 25 |
| **Total** | **100** | **100** | **100** | **100** |

**Qualifying marks (Direct Recruitments)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Eligibility criteria** | **Assistant Professor Stage 1** | | **Associate Professor Stage 4** | | **Professor Stage 5** | |
| **General** | **Reserve\* (ST/SC)** | **General** | **Reserve\* (ST/SC)** | **General** | **Reserve\* (ST/SC)** |
| API score | 48 (80) | 44 (80) | 49 (70) | 45 (70) | 49 (70) | 45 (70) |
| Confidential | - | - | x (10) | x (10) | x (10) | x (10) |
| Interview | x (20) | x (20) | x (20) | x (20) | x (20) | x (20) |
| **Total** | **60 (100)** | **55 (100)** | **70 (100)** | **65 (100)** | **70 (100)** | **65 (100)** |

\*Figures in the parentheses are maximum marks

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Eligibility criteria** | **Associate Dean, Associate Directors, HoDs** | | **Deans and Directors** | |
| **General** | **Reserve\* (ST/SC)** | **General** | **Reserve\* (ST/SC)** |
| API score | 45 (65) | 42 (65) | 48 (65) | 45 (65) |
| Confidential | x (10) | x (10) | x (10) | x (10) |
| Interview | x (25) | x (25) | x (25) | x (25) |
| **Total** | **70 (100)** | **65 (100)** | **75(100)** | **70 (100)** |

\*Figures in the parentheses are maximum marks