



Sher-e-Kashmir University of Agricultural Sciences and Technology of Jammu

Notification No: 23 (Secy.) of 2022
Dated: 09.09.2022

Sub: Addition/Amendments in SKUAST-Statutes-thereof.

- Ref:** (i) Minutes of 34th Meeting of Board of Management held on 10th November, 2021
(ii) Minutes of 19th Meeting of University Council of SKUAST-Jammu held on 13th November, 2021
(iii) Concurrence of Finance Department, J&K Govt. conveyed vide No. FA/Uni./1/SKUAST-J/apt/Min/Qualif./2022/851 dated 02.06.2012
(iii) Assent of Hon'ble Chancellor Conveyed vide no's LGS-112 Assent-AUJ/2022/2722-23 dated 22.06.2022 received from Deputy Secretary, Governor's Secretariat, J&K, Raj Bhavan, Srinagar.

As recommended by Board of Management of SKUAST-Jammu (at its 34th Meeting held on 10th November, 2021), approved by University Council at its 19th Meeting (held on 13th of November, 2021) and assented to by the Hon'ble Chancellor (Hon'ble Lieutenant Governor, J&K), I, **Dr. J.P.Sharma, Vice-Chancellor, SKUAST-J**, in exercise of powers vested in me under Section 40 of SKUAST-Act do hereby notify the amendment/addition to SKUAST-Statutes as contained in **Annexure-I** to this notification.

By Order

No. AUJ/Secy./22-23/F-101 (IInd)/4830-4938
Date: 09.09.2022

Sd/-
(Dr. J.P.Sharma)
Vice-Chancellor

Cc:

- Financial Commissioner (Additional Chief Secretary), Agriculture Production and Farmer's Welfare Department, UT of J&K, Civil Secretariat, Jammu/Srinagar (Member).
- Financial Commissioner (Additional Chief Secretary), Finance Department, UT of J&K, Civil Secretariat, Jammu/Srinagar (Member).
- Principal Secretary to Hon'ble Lieutenant Governor (Hon'ble Chancellor, SKUAST-Jammu), Lieutenant Governor's Secretariat, Raj Bhavan, Srinagar.
- Secretary to Govt., Planning Development and Monitoring Department, UT of J&K, Civil Secretariat, Jammu/Srinagar (Member).
- All Members of University Council of SKUAST-Jammu.
- All Members of Board of Management of SKUAST-Jammu.
- All Officers of SKUAST-Jammu.
- Dean, FoA/FBSc/Student Welfare, Chatha/FVSc., R.S.Pura.
- Registrar, SKUAST-Kashmir, Shalimar Campus, Srinagar.
- Deputy Secretary, Lieutenant Governor's Secretariat, Raj Bhavan, Jammu/Srinagar. This has in reference to the copy of the assent of Hon'ble Chancellor conveyed vide above quoted reference.
- Private Secretary to Hon'ble Lieutenant Governor for kind information of Hon'ble Lieutenant Governor, J&K and Chancellor, SKUAST-Jammu, Lieutenant Governor's Secretariat, Raj Bhavan, Srinagar/Jammu for kind information of Hon'ble Chancellor.
- All Joint/Deputy/Asstt. Registrars of SKUAST-J.
- All Joint/Deputy/Asstt. Comptrollers of SKUAST-J.
- SVC for kind information of the Hon'ble Vice-Chancellor, SKUAST-Jammu.
- SVC for kind information of the Hon'ble Vice-Chancellor, SKUAST-Srinagar.
- File concerned (w.3.s.c).
- University website www.skuast.org.

(Dr. Sushil K. Gupta)
Registrar

SKUAST
Jammu

Chatha, Jammu-180009, INDIA

An institution for sustainable agriculture for food and nutritional security
"Healthy soils for a healthy life"

Visit us at: www.skuast.org

The existing regulations for direct recruitment of Teachers/Scientist mentioned under different Schedules/Chapters of SKUAST-Statutes is replaced with new regulations as annexed herewith:

REGULATIONS

ON

DIRECT RECRUITMENT

OF

TEACHERS/SCIENTISTS &

EQUIVALENT

of

SKUAST-Jammu -2018

**SHER-E-KASHMIR UNIVERSITY OF AGRICULTURAL SCIENCES &
TECHNOLOGY OF JAMMU**

Direct Recruitment of Teachers/Scientists & Equivalents in SKUAST-Jammu

Amendments in Statutes for Direct Recruitment of teachers/scientists and equivalent in SKUAST-Jammu	
	Recruitment and Qualifications
Chapter-II SKUAST Statutes	<p>Clause: 8 (Merit) under Chapter-II (Appointment of Officers and Teachers of the University) of Statutes, will remain the same. However, the reservation's shall be made in accordance with the University Grants Commission (UGC) which shall form as Clause 8 (a) in the Statutes</p> <p>However, appointments shall be made on the basis of merit and suitability on the level of All India Competition, without any discrimination on account of race, creed, sex or class as envisaged in Section-7 of the SKUAST Act.</p>
Schedule I to Chapter- -II	<p>The minimum qualifications required for the post of Assistant Professor-cum-Junior Scientist & equivalent, Associate Professor-cum-Senior Scientist & equivalent, Professor-cum-Chief Scientist & equivalent shall be same as specified in Schedule I to Chapter-II of SKUAST Statutes with incorporation of post of Senior Professor at appropriate serial.</p>
	<p>The National Eligibility Test (NET) conducted by UGC, ICAR,CSIR or an accredited test (State Level Eligibility Test SLET/SET) shall remain the minimum eligibility for appointment of Assistant Professor/Junior Scientist and equivalent positions wherever provided in these Statutes. Further, SLET/SET shall also be valid as the minimum eligibility for direct recruitment.</p> <p><i>Provided</i> that candidates who have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulation-2009, or the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil / Ph.D. Degree) Regulation-2016, and their subsequent amendments from time to time, as the case may be, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or any equivalent position</p> <p><i>Provided</i> further that the award of degree to candidates registered for the M.Phil / Ph.D. programme prior to July 11, 2009, shall be governed by the</p>

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	<p>provisions of the then existing Ordinances / Bye-laws / Regulations of the University awarding the degree. All such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions subject to the fulfillment of the following conditions:</p> <p>a) The Ph.D. degree of the candidate has been awarded in regular mode only;</p> <p>b) The Ph.D. thesis has been evaluated by at least two external examiners;</p> <p>c) An open Ph.D. viva voce of the candidate has been conducted;</p> <p>d) The candidate has published two research papers from his/her Ph.D. work out of which at least one is in a refereed journal;</p> <p>e) The candidate has presented at least two papers, based on his/her Ph.D. work in conferences / seminars sponsored / funded/ supported by the UGC /ICSSR / CSIR or any similar agency.</p> <p>The fulfillment of these conditions is to be certified by the Registrar or the Dean concerned of the University.</p>
	The clearing of NET/SLET/SET shall not be required for candidates in such disciplines for which NET/SLET/SET has not been conducted.
Chapter-VI (FIP)	The time taken by candidates to acquire Ph.D. Degree shall not be considered as teaching / research / extension experience to be claimed for appointment to the teaching positions. Further the period of active service spent on pursuing Research Degree simultaneously with teaching assignment without taking any kind of leave, shall be counted as teaching experience for the purpose of direct recruitment/promotion. Regular faculty members upto twenty per cent of the total faculty strength (excluding faculty on medical / maternity leave) shall be allowed by the University to take study leave for pursuing Ph.D. degree
	Direct Recruitment
10	Assistant Professor-cum-Junior Scientist & equivalent (AL-10 Rs.57700-182400)

	Eligibility (A or B)
	<u>Eligibility A</u> i) A Master's degree with 55% marks (or an equivalent grade in OGPA/ a point-scale wherever the grading system is followed) in a concerned / relevant /allied subject from an Indian University, or an equivalent degree from an accredited foreign university. ii) Ph.D. degree (with course work) in concerned/ relevant /allied subject as prescribed by the UGC Minimum Standards and Procedure for Award of M.Phil / Ph.D. Degree) Regulations-2009 or the UGC Minimum Standards and Procedure for Award of Ph.D Degree) Regulations-2016 and their subsequent amendments from time to time as the case may be. iii) National Eligibility Test (NET) or a similar test accredited by the UGC like SLET/SET on the last date of submission of application OR A candidate who have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may is exempted from NET/SLET/SET : Provided, the candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances/Bye-laws/Regulations of the Institution awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor-cum-Junior Scientist or equivalent subject to the fulfillment of the following conditions :- a. The Ph.D. degree of the candidate has been awarded in a regular mode only; b. The Ph.D. thesis has been evaluated by at least two external examiners; c. An open Ph.D. viva voce of the candidate has been conducted; d. The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal; e. The candidate has presented at least two papers based on his/her Ph.D. work in conferences/seminars sponsored/ funded/ supported by the UGC/ICSSR/CSIR/ICAR or any Government agency /PSU's (a) to (e) above are to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned

	<p>Note: NET/SLET/SET shall also not be required for the candidates in such disciplines for which NET/SLET/SET is not conducted by the ICAR, UGC and CSIR.</p> <p style="text-align: center;">OR</p> <p><u>Eligibility B</u></p> <p>The Ph.D degree has been obtained from a foreign university/institution with a ranking among top 500 in the World University Ranking (at any time) by any one of the following:</p> <p>(i) Quacquarelli Symonds (QS) (ii) the Times Higher Education (THE) or (iii) the Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai).</p>
	<p>Note:</p> <ol style="list-style-type: none"> 1. The Academic / Research / Extension Score as specified in Appendix: I shall be considered for short-listing of the candidates to be called for interview in the ratio of 1:10 (10 candidates maximum for one post, if the number of eligible candidates per post exceeds ten). 2. Academic/Research/Extension Score obtained as per Appendix: I by a short-listed candidate called for the interview shall have a weightage of 80/100 marks (80%) and 20/100 marks (20%) shall be for interview before the prescribed Selection Committee.
Note	Provided further that the essential qualifications at graduation level in various disciplines of Agri./Allied Sciences for recruitment (by selection) to the post of Assistant Professor-cum-Junior Scientist, Subject Matter Specialist and equivalent shall be as under:
<u>Discipline</u>	<u>Essential qualification at Graduation Level</u>
Agronomy	B.Sc. Agriculture / B.Sc (Honors) Agriculture
Fruit Science, Vegetable Science, Floriculture and Landscaping	B.Sc. Agriculture / B.Sc. Horticulture / B.Sc (Honors) Agriculture or Horticulture
Food Science and	B.Sc. Agriculture / B.Sc. Horticulture / B.Sc (Honors) Agriculture or

Technology	Horticulture / B.Sc Food Science/ B.Tech Food Technology
Entomology and Plant Pathology	B.Sc. Agriculture / B.Sc. Horticulture / B.Sc (Honors) Agriculture or Horticulture / B.Sc. with Biology
Soil Science	B.Sc. Agriculture/B.Sc. Horticulture/ B.Sc (Honors) Agriculture or Horticulture / B.Sc. Forestry
Plant Breeding & Genetics	B.Sc. Agriculture/ B.Sc (Honors) Agriculture / B.Sc. Bio. Science/ B. Tech Biotechnology
Biotechnology	B.Sc. Agriculture/ B.Sc (Honors) Agriculture B.Sc. Biotech / B. Tech Biotechnology / B.Sc. Bio. Sciences
Sericulture	B.Sc. Agriculture/ B.Sc (Honors) Agriculture B.Sc. Sericulture / B.Sc. Bio. Sciences/ B. Tech Biotechnology
Agricultural Economics	B.Sc. Agriculture/ B.Sc. Horticulture/ B.Sc. Forestry
Statistics	B.Sc. Agriculture/ B.Sc. Horticulture/ B.Sc. Forestry / B.Sc. with Statistics or Mathematics
Business Administration	Bachelor of Business Administration/ B.Sc. Agriculture/ B.Sc. Horticulture/ B.Sc (Honors) Agriculture or Horticulture / B.V.Sc. & AH / B.Tech. Agri. Engg./ B.Sc. Food Technology/ B.Sc. Forestry/B.Sc. Dairying / B.Sc. Fisheries / B.Sc./ B.com./ B.Sc. Sericulture/BTech/Biotech/Dairy
Biochemistry	B.Sc. Agriculture / B.Sc. Horticulture/ B.Sc. Bio Sciences
Plant Physiology	B.Sc. Agriculture / B.Sc. Horticulture/ B.Sc. Bio Sciences
Agriculture Extension Education	B.Sc. Agriculture/B.Sc. Horticulture/ B.Sc (Honors) Agriculture or Horticulture / B.Sc. Forestry /Home Science /Community Science
Forestry	B.Sc. Forestry / B.Sc. Agriculture/ B.Sc. Horticulture / B.Sc (Honors) Agriculture or Horticulture or Forestry
Microbiology	B.Sc. Agriculture / B.Sc (Honors) Agriculture / B.Sc. Life Science / B.Sc. Biotechnology / B.Sc. Microbiology
Agricultural Engineering	B.E./B. Tech Agricultural Engineering
Veterinary Sciences & Animal Husbandry	B.V.Sc.&AH/ B.V.Sc.

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Environmental Sciences	B.Sc. Forestry / B.Sc. Agriculture/ B.Sc. Horticulture / B.Sc (Honors) Agriculture or Horticulture / B.Sc. Life Science/ B.Sc. with Botany or Zoology or Geology or Biochemistry/ B. Tech Biotechnology
Computer Science	B. Tech (Computer Science) / B.E. (Computer Sciences)
Fisheries (Concerned disciplines/ Subjects)	Bachelor of Fisheries Science In case of posts relating to the Fisheries, the concerned disciplines/ subjects and their related fields/subjects shall be as under:
Fishery Biology	Fisheries Resource Management (FRM)/Aquaculture / Aquatic Environment Management (AEM)
Fish Endocrinology	FRM/Aquaculture/Fishery Biology
Fish Nutrition	FRM/ Aquaculture/Fish Biochemistry
Fish Biochemistry	FRM/Fish Nutrition
Aquaculture	FRM/Fish Nutrition
Limnology	Fisheries Science/AEM/FRM
Toxicology	FRM/Aquaculture/AEM
Fish Pathology	FRM/Aquatic Animal Health Management (AAHM)/ Fish Microbiology
Fish Parasitology	FRM/AAHM/Fish Pathology
Fish Genetics & Biotechnology	FRM/Aquaculture
Fish Breeding	FRM/Aquaculture/Fish Genetics & Biotechnology/ Fishery Biology
Fish Post Harvest Technology	Fisheries Science/FRM
Fishery Engineering (Gear & Craft)	Fisheries Science/FRM
Aquaculture Engineering	Fisheries Science/FRM/Aquaculture
Fishery Extension	Fisheries Science/FRM/Agri. Extension
Fishery Economics	Fisheries Science/Fish Business Management (FBM)/FRM/Agri. Economics

Schedule I to Chapter-II	Associate Professor-cum-Senior Scientist and equivalent (AL-13A Rs.131400-217100):
	Eligibility (Essential Qualification):
	<p>i) A good academic record, with a Ph.D. Degree in the concerned discipline.</p> <p>ii) A Master's Degree with at least 55% marks in the concerned discipline (or an equivalent grade in OGPA/ a point-scale wherever the grading system is followed).</p> <p>iii) A minimum of eight years of experience of teaching and/or research and/or extension in an academic / research / extension position equivalent to that of Assistant Professor/Jr. Scientist in a University, College or Accredited Research Institution/ Industry with a minimum of seven (07) publications in the NAAS rated or Peer-reviewed or UGC-listed journals and a total research score of Seventy five (75) as per the criteria given in Appendix: II.</p> <p>Note:</p> <p>Academic / Research / Extension Score obtained as per Appendix-II shall have a weightage of 80/100 marks (80%) and 20/100 marks (20%) shall be for interview before the prescribed Selection Committee</p>
Schedule I to Chapter-II	Professor-cum-Chief Scientist and equivalent (AL-14 Rs.144200-218200) :
	Eligibility (Essential Qualification) :
	<p><u>Eligibility A.</u></p> <p>i) An eminent scholar having a Ph.D. degree in the concerned discipline, and published work of high quality, actively engaged in research with evidence of published work with a minimum of Ten (10) research publications in the NAAS rated or Peer-reviewed or UGC-listed journals and a total Academic/Research/Extension score of 120 as per the criteria given in Appendix: II.</p> <p>ii) A minimum of ten years of teaching and/or research and/or extension experience in the University as Assistant Professor-cum-Jr. Scientist /Associate Professor-cum-Senior Scientist/ Professor-cum-Chief Scientist, and/or research experience at equivalent level at the</p>

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	<p>University/National Level Institutions with evidence of having successfully guided doctoral candidate or 05 post-graduate students.</p> <p>Note:</p> <p>Academic / Research / Extension Score obtained as per Appendix: II by a short-listed candidate called for the interview shall have a weightage of 80/100 marks (80%) and 20/100 marks (20%) shall be for interview before the prescribed Selection Committee.</p>
	Senior Professor-cum-Chief Scientist (HAG) AL-15 (1,82,200-2,24,100)
	Up to 10 percent of the existing sanctioned strength of Professor-cum-Chief Scientist and equivalent in the University shall be appointed as Senior Professor in the University, through direct recruitment by selection.
	Eligibility (Essential Qualification):
	<p>i) An eminent scholar with good track record of high-quality research/extension publications in NAAS rated, Peer-reviewed or UGC listed journals, significant research contribution to the discipline, and engaged in research/extension supervision.</p> <p>ii) A minimum of ten years of teaching and/or research and / or extension experience as Professor-cum-Chief Scientist or an equivalent grade in a University, College or an institute of national level.</p> <p>iii) The selection shall be based on academic / research / extension achievements, favourable review from three eminent subject experts from outside the University who are not less than the rank of Senior Professor or a Professor with at least ten years' experience.</p> <p>iv) The selection shall be based on minimum of ten best publications in the NAAS rated, Peer-reviewed or UGC -listed journals and successful award of Ph.D. degree to at least two candidates or 10 Masters' candidates under his/her supervision during the assessment period of 10 years and interaction with the Selection Committee constituted by the University.</p> <p>NOTE: Modalities for converting 10% of the existing sanctioned strength of Professors in the university for direct appointment as Senior Professor and discipline of the post shall be decided by the Vice-Chancellor depending upon the requirement in the University at the time of advertisement.</p>

CONSTITUTION OF SELECTION COMMITTEES	
	Selection Committee Composition:
	Assistant Professor-cum-Junior Scientist & equivalent :
	<p>(a) The Selection Committee for the post of Assistant Professor-cum-Junior Scientist & equivalent in the University shall have the following composition:</p> <ul style="list-style-type: none">i) The Vice Chancellor shall be the Chairperson of the Committee.ii) Director Educationiii) Director Research or Director Extension (one of them to be nominated by the Vice-Chancellor) depending upon the nature of the post to be filled upiv) Three experts in the subject concerned from outside the University to be nominated by the Vice Chancellor out of the panel approved by the Board of Management.v) Dean of the Faculty concernedvi) Head of the Division concernedvii) One representative of the State Government not below the rank of Additional Secretary to Governmentviii) An academician representing SC /ST/ OBC / Minority / Women/ Differently - abled categories to be nominated by the Vice Chancellor, if any of the candidates from any of these categories is an applicant and if any of the above members of the selection committee does not belong to that category. <p>(b) Four members, including two outside subject experts, shall constitute the quorum.</p>
	Associate Professor-cum-Senior Scientist & equivalent
	<p>a) The Selection Committee for the post of Associate Professor-cum-Senior Scientist and equivalent in the University shall have the following composition:</p> <ul style="list-style-type: none">i) The Vice-Chancellor shall be Chairperson of the Committee.ii) Three experts in the subject/field from outside the University to be nominated by the Vice-Chancellor from the panel approved by the Board of Management.iii) Director Educationiv) Director Research/ Director Extension (one of them to be nominated by the Vice-Chancellor, depending upon nature of the post to be filled up)

	<p>v) One representative from the J&K, Government not below the rank of Secretary to Government.</p> <p>vi) Dean of the Subject Matter Faculty.</p> <p>vii) An academician representing SC/ ST/ OBC / Minority / Women/ Differently-abled categories, if any of candidates belonging to any of these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category.</p> <p>b) Four members including two outside subject experts shall constitute the quorum</p>
	<p>Professor-cum-Chief Scientist and equivalent:</p> <p>a) The Selection Committee for the post of Professor-cum-Chief Scientist and equivalent in the University shall consist of the following persons:</p> <p>i) Vice-Chancellor shall act as Chairperson of the Committee.</p> <p>ii) Director Education</p> <p>iii) Three experts in the subject/field concerned from outside the University to be nominated by the Vice-Chancellor from the panel approved by the Board of Management.</p> <p>iv) Dean of the Subject Matter Faculty.</p> <p>v) Director Research / Director Extension (one of them to be nominated by the Vice-Chancellor, depending upon nature of the post to be filled up)</p> <p>vi) One representative from the J&K Government not below the rank of Secretary to Government.</p> <p>i) An academician belonging to the SC/ST/OBC/ Minority/Women/ Differently- abled categories, if any of the candidates representing these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category</p> <p>b) Four members including two outside subject experts shall constitute the quorum</p>
	<p>Senior Professor :</p> <p>a) The Selection Committee for the post of Senior Professor in the University shall consist of the following persons.</p> <p>i) Vice-Chancellor shall act as Chairperson of the Committee.</p> <p>ii) An academician not below the rank of Senior Professor/Professor with minimum ten years' experience who is the nominee of the Chancellor.</p>

	<p>iii) Three experts not below the rank of a Senior Professor / Professor with a minimum of ten years' experience in the subject/field concerned nominated by the Vice-Chancellor out of the panel approved by the Board of Management.</p> <p>iv) Director / Dean (not below the rank of Senior Professor / Professor or equivalent with minimum ten years of experience as Professor) of the University/Faculty wherever applicable</p> <p>v) One representative from the J&K Government not below the rank of Secretary to Government.</p> <p>vi))An academician (not below the rank of Senior Professor/Professor with minimum ten years' experience) representing SC/ST/OBC/Minority/Women / Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee do not belong to that category.</p> <p>b) Four members including two outside subject experts shall constitute the quorum</p>
	<p>For all Selection Committees specified in these Regulations, Head of Department / Teacher-Incharge should be either in the same or higher rank/ position than the rank/position for which the interview is to be held.</p>
	<p align="center">SELECTION PROCEDURE</p>
	<p>The overall selection procedure shall incorporate transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based on the weightage given to the performance of the candidate in different relevant parameters and his/her performance on a grading system proforma, based on Appendix : I (Assistant Professor/ Junior Scientist/SMS) and Appendix : II, (Associate Professor/ Senior Scientist and Above)</p> <p>In order to make the system more credible, the University may assess the ability for teaching and /or research and/or extension aptitude through a seminar or lecture in a classroom situation or discussion on the capacity to use the latest technology in teaching and research at the interview stage. These procedures can be followed for both the direct recruitment and the CAS promotions, wherever selection committees are prescribed.</p>
	<p>In all the Selection Committees of direct recruitment of teachers in the university provided herein, an academician belonging to the Scheduled Caste/Scheduled Tribe/OBC/Minority/Women/Differently-abled categories, if any of candidates belonging to these categories is the applicant and if any of the members of the Selection Committee does not belong to that category, shall be nominated by the Vice-Chancellor of the University. The academician, so nominated for this purpose, shall be one level above the</p>

	<p>cadre level of the applicant, and such nominee shall ensure that the norms of the Central Government or concerned State Government, in relation to the categories mentioned above, are strictly followed during the selection process.</p>
	<p>The process of selection of a Professor shall involve the inviting of the application developed by the university, based on the Assessment Criteria and Methodology guidelines set out in these Regulations in Appendix II, and reprints of all significant publications of the candidates.</p> <p><i>Provided</i> that the publications submitted by the candidate shall have been published during the qualifying period.</p> <p><i>Provided</i> further that such publications shall be made available to the subject experts for assessment before holding the interview. The evaluation of the publications by the experts shall be taken into consideration while finalizing the outcome of selection.</p>
	<p style="text-align: center;">Counting of Past Services for Direct Recruitment</p>
	<p>Previous regular service, whether national or international, as Assistant Professor, Associate Professor or Professor or equivalent in a University, College, National Laboratories or other scientific/professional organisations such as the CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR and DBT, should count for the direct recruitment and promotion under the CAS of a teacher as Assistant Professor, Associate Professor, Professor or any other nomenclature, provided that:</p> <ol style="list-style-type: none">a) The essential qualifications of the post held were not lower than the qualifications prescribed by the UGC for Assistant Professor, Associate Professor and Professor, as the case may be.b) The post is/was in an equivalent grade or of the pre-revised scale of pay as the post of Assistant Professor (Lecturer) Associate Professor (Reader) and Professor.c) The concerned Assistant Professor, Associate Professor and Professor should possess the same minimum qualifications as prescribed by the UGC for appointment to the post of Assistant Professor, Associate Professor and Professor, as the case may be.d) The post was filled in accordance with the prescribed selection procedure as laid down in the Regulations of the University / State Government / Central Government / Institutions concerned, for such appointments.

	<p>e) The previous appointment was not as guest lecturer for any duration.</p> <p>f) The previous Adhoc or Temporary or contractual service (by whatever nomenclature it may be called) shall be counted for direct recruitment and for promotion, provided that:</p> <ul style="list-style-type: none">i) the essential qualifications of the post held were not lower than the qualifications prescribed by the UGC for Assistant Professor, Associate Professor and Professor, as the case may beii) the incumbent was appointed on the recommendation of a duly constituted Selection Committee/Selection Committee constituted as per the rules of the respective university;iii) the incumbent as drawing total gross emoluments not less than the monthly gross salary of a regularly appointed Assistant Professor, Associate Professor and Professor, as the case may be; and <p>g) No distinctions shall be made with reference to the nature of management of the institution where previous service was rendered (private/local body/Government), while counting the past service under this clause.</p>
	<p>The Ph.D. Degree shall be a mandatory qualification for direct recruitment to the post of Assistant Professor-cum-Junior Scientist across all the disciplines in the University w.e.f 01.07.2023.</p>

**APPLICATION FORM FOR RECRUITMENT FOR TEACHER/SCIENTIST &
EQUIVALENT**

General Information

(For Assistant, Associate and Professors and Equivalent)

Personal details:

1. Name in full (in capital letters) First name-Middle name-Surname.													
2. Date of Birth (DD,MM,YY), Sex : Male	Year			Month			Day			Sex			
3. Age	Year			Month			Day						
4. Father's Name													
5. Full Postal Address for Correspondence with pin code													
6. Contact details: Telephone & Fax No. with area code, Mobile No. and e-mail ID	Mobile												
	Tel.												
	Fax												
	e-mail												
7. Permanent Address													
8. Are you a citizen of India by birth/domicile													
9. Community (SC/ST/OBC/General)													
10. Have you ever been convicted by a court of law for any offence?													
11. Whether any disciplinary case is pending against you? If any minor/major penalty has been imposed on you during the last ten years?													
12. Indicate, if you possess (a) essential and (b) desirable qualifications.													
13. Whether any relative employed in this University. (Yes/NO) (If yes, please give details below)													

1. Educational Qualifications (in ascending order)

S. No.	Examination Passed	Year	Name of the Board /University or other examining body	Division	Percentage of marks obtained/OGPA	Subject
1.						
2.						
3.						
4.						

2. Work Experience (Give in reverse chronological order):

S. No.	Name of the post held on regular basis and scale of pay	Name & Address of Employer	Period with last pay drawn			Reasons for leaving the post
			From	To	Pay & DA	
1						
2.						
3.						
4.						
5.						

3. Publications (Attach List of Ten best publications)


S. No.	Publication Title	Journal	NAAS rating	Impact factor
i.				

4. Awards and recognitions:

5. General

(In a 1-2 page note, the applicant may mention any other achievement/attribute not covered about. Applicant may also describe his/her understanding of issues concerning agricultural education, research and extension in J&K as well as the University and his/ her short term/long term goals:

6. Name and address of not less than two persons not related to the candidate and to who, reference may be made:


(Signature of the applicant)

Appendix I

(Only for Assistant Professor and equivalent)

Methodology for calculating Academic/Research/Extension Score for the appointment of Assistant Professor & equivalent

Note : *Assessment must be based on evidence produced by the teacher such as; copy(ies) of publications, project sanction letter, utilization and completion certificates issued by the University and acknowledgements for patent filing and approval letters, students' PG and Ph.D. award letter, etc.)*

S.No.	Academic record	Score				Score obtained
		80% & Above = 15	70% to less than 80% = 13	60% to less than 70% = 10	55% to less than 60% =05	
1.	Graduation	80% & Above = 15	70% to less than 80% = 13	60% to less than 70% = 10	55% to less than 60% =05	
2.	Post-graduation	80% & Above = 25	70% to less than 80% = 23	60% to less than 70% = 20		
3.	M.Phil	80% & above = 07	70% to less than 80% = 05	65% to less than 70% = 03		
4.	Ph,D	80% & above = 30	70% to less than 80% = 25	65% to less than 70% = 20		
5.	NET with JRF	07				
6.	NET	05				
7.	SET/SLET	03				
8.	Research Publications (2 marks for each research publications published in Peer-Reviewed, NAAS rated or UGC-listed Journals)	10				
9.	Teaching / Post-Doctoral Experience (2 marks for one year each)#	10				
10.	Awards					
11.	International/National Level (Awards given by International Organisations/ Government of India / Government of India recognised National Level Bodies)	03				
12.	State-Level (Awards given by State Government)	02				

however, if the period of teaching/Post-doctoral experience is less than one year then the marks shall be reduced proportionately.

Notes:

- (A) (i) M.Phil + Ph.D Maximum - 30 Marks
(ii) JRF/NET/SET Maximum - 07 Marks
(iii) In awards category Maximum - 03 Marks
- (B) Number of candidates to be called for interview shall be decided by the concerned universities.
- (C) Academic Score - 80
Research Publications -10
Teaching Experience – 10
Total – 100
- (D) Academic, research and teaching experience score will have a weightage of 80% (80/100) and interview a weightage of 20% (20/100)

DECLARATION

I declare that the entries made in this form are true and correct to the best of my knowledge and behalf.

Signature of candidate _____

Place _____

Date _____

Note:

1. Attested copies of the papers, documents and reprints submitted with the application will not be returned.
2. Candidates already in service should apply through their present employer.

Appendix-II

(For Associate Professor and Professor & Equivalent)

Methodology for calculating Academic/Research/Extension Score for the appointment of Associate Professor & Equivalent and Professor & Equivalent (Measures for the Maintenance of Standards in Higher Education Regulations-2018)

Note : Assessment must be based on evidence produced by the teacher such as; copy (ies) of publications, project sanction letter, utilization and completion certificates issued by the University and acknowledgements for patent filing and approval letters, students' PG and Ph.D. award letter, etc.)

S. NO.	Academic / Research /Extension Activity	Score as Per UGC Regulations 2018: Faculty of Sciences /Engineering/ Medical/ Agriculture/Veterinary Sciences	Enter Quantity/ Parameter	Obtained Score	Annexure No.
1.	Research Papers in NAAS rated or Peer-Reviewed or UGC-listed (Refereed) Journals without Impact Factor				
	Single Author	13/13			
	Two Authors	9.1/13			
	First/Principal/Corresponding Author (More than 2 Authors)	9.1/13			
	Joint Author (More than 2 Authors)	3.9/13			
	Research Papers in Peer-Reviewed or NAAS rated or UGC-listed with Impact Factor less than 1				
	Single Author	18/18			
	Two Authors	12.6/18			
	First/Principal/Corresponding Author (More than 2	12.6/18			

Authors)				
Joint Author (More than 2 Authors)	5.4/18			
Research Papers in Peer-Reviewed or NAAS rated or UGC-listed with Impact Factor between 1 and 2 (Include 1 not 2)				
Single Author	23/23			
Two Authors	16.1/23			
First/Principal/Corresponding Author (More than 2 Authors)	16.1/23			
Joint Author (More than 2 Authors)	6.9/23			
Research Papers in Peer-Reviewed or NAAS rated or UGC listed with Impact Factor between 2 and 5 (Include 2 not 5)				
Single Author	28/28			
Two Authors	19.6/28			
First/Principal/Corresponding Author (More than 2 Authors)	19.6/28			
Joint Author (More than 2 Authors)	8.4/28			
Research Papers in Peer-Reviewed or NAAS rated or UGC listed with Impact Factor between 5 and 10 (Include 5 not 10)				
Single Author	33/33			
Two Authors	23.1/33			
First/Principal/Corresponding Author (More than 2 Authors)	23.1/33			
Joint Author (More than 2 Authors)	9.9/33			

**Annexure-I to
Notification No. 23 (Secy.) of 2022 dated. 09.09.2022**

	Authors)				
	Research Papers in Peer-Reviewed or NAAS rated or UGC listed with Impact Factor > 10 (Include 10)				
	Single Author	38/38			
	Two Authors	26.6/38			
	First/Principal/Corresponding Author (More than 2 Authors)	26.6/38			
	Joint Author (More than 2 Authors)	11.4/38			
Sub Total (Part 1)					
2 (a)	Books Authored				
	Published by International Publishers	12/12			
	Published by National Publishers	10/10			
	Publication of Chapter in Edited Books	5/5			
Editor of Book by International Publishers					
	Editor of Book by International Publishers	10/10			
	Editor of Book by National Publishers	8/8			
2 (b)	Translation Works in Indian and Foreign languages				
	Chapter or Research Paper	3/3			
	Translation Work of Book	8/8			
Sub Total (Part 2)					
3	Creation of ICT-mediated Teaching Learning pedagogy and content and				

development of new and innovative courses and curricula				
(a)	Development of Innovative pedagogy; Contributor / Contributors Planning and Implementation of On Farm Trials	5/5		
(b)	Design of New Curricula and Courses (ICT Based)/ Conducting of PRA/Base Line survey of operational villages			
	Contributor / Contributors	2/2		
(c)	Development of Complete MOOC's in 4 Quadrant (4 Credit Course)/ Publication of Success stories			
	4	20/20		
	3	15/15		
	2	10/10		
	1	5/5		
	MOOCs (developed in 4 quadrant) per module / lecture / Lecture given in Extension Programmes			
	Module / Lecture Creator (Per Module)	5/5		
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)			
	Content Writer / Subject Matter Expert (Per Module)	2/2		
	Course Coordinator for MOOCs			
	4 Credit Course	8/8		
	3 Credit Course	6/6		
	2 Credit Course	4/4		

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	1 Credit Course	2/2			
(d)	Development of E-Content in 4 quadrants for a Complete Course / E-Book/ Literature developed for Farmers/Trainees/Extension Functionaries				
	E-Content in 4 quadrants for a Complete Course / E-Book	12/12			
	E-Content (developed in 4 quadrants) per module/ Coordinator/co-coordinator/member of organizing an event/activity/programme of National Initiatives				
	Module(s)	5/5			
	Contribution to development of E-Content module in Complete Course / Paper / E-Book (at least one quadrant) / Coordinator/Co-coordinator/member of publication of university/Division/Research station/KVK newsletter/Progress Report/Annual Report/QRT Report or any other report				
	Contributor	2/2			
	Editor of E-Content for Complete Course / Paper / E-Book				
	Editor	10/10			
Sub Total (Part 3)					
4 (a)	Research Guidance				
	Ph.D. Guidance (Degree Awarded)				
	Ph.D. Guidance (Awarded) (Major Advisor)	7/10			
	Ph.D. Guidance (Awarded) (Advisory Committee member)	3/10			
	Ph.D. Guidance (Thesis Submitted)				
	Ph.D. Guidance (Submitted) (Major Advisor)	5/5			

	Ph.D. Guidance (Submitted) (Advisory Committee member)	1.5/5			
M.Phil./P.G Dissertation Guidance (Degree Awarded)					
	M.Phil./P.G Dissertation (Major Advisor)	2/2			
	M.Phil./P.G Dissertation (Advisory Committee member)	0.6/2			
(b)	Research Project Completed (More than 10 Lakhs)				
	Sole Investigator	10/10			
	Principal Investigator in Joint Project	5/5			
	Co-investigator in Joint Project	5/5			
Research Project Completed (Less than 10 Lakhs)					
	Sole Investigator	5/5			
	Principal Investigator in Joint Project	2.5/2.5			
	Co-investigator in Joint Project	2.5/2.5			
(c)	Research Project Ongoing (More than 10 Lakhs)				
	Sole Investigator	5/5			
	Principal Investigator in Joint Project	2.5/2.5			
	Co-investigator in Joint Project	2.5/2.5			
Research Project Ongoing (Less than 10 Lakhs)					

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	Sole Investigator	2/2			
	Principal Investigator in Joint Project	1/1			
	Co-investigator in Joint Project	1/1			
(d)	Consultancy				
	Consultancy	3/3			
Sub Total (Part 4)					
5 (a)	Patent				
	International	10/10			
	National	7/7			
5 (b)	*Policy Document (International Body/Organization/Central Govt. or State Govt. or UT government)				
	International	10/10			
	National	7/7			
	State	4/4			
5 (c)	Awards / Fellowship				
	International	7/7			
	National	5/5			
Sub Total (Part 5)					
6	*Invited lectures / Resource Person/ paper presentation in Seminars/ Conferences/full paper in Conference				
	International (Abroad)	7/7			
	International (Within Country)	5/5			
	National	3/3			

	State University	2/2			
Sub Total (Part 6)					
7.	Extension Education activities :				
	New Extension Models developed and implemented		7/7		
	Value Chain/ Model Villages Contribution made for the development and establishment of a Value Chain/a Model Village/a Seed Village/a Custom Hiring Centre/a Contract Farming Arrangement/a Climate Smart Village.		5/5 per activity		
	Innovative Extension Methodologies or Approaches adopted in at least 5 villages/Farmer Field Schools/Farmer Interest Groups established and documentation of success stories:		8/8		
	Involvement in technology application programs through technology assessment and refinement/On-farm testing:		3/3		
	Capacity Development		2/2		
	Technology dissemination and its impact as evidenced in peer reviewed journals		4/4		
	Total Score without Capping				

	Total Score of 5(b) + 6/7	
	Capped Score of 5(b) + 6 and or 7 (30 % of Total Score of 5(b) + 6 and or 7)	
	Total Score with Capping, wherever applicable	
	FINAL OBTAINED SCORE (API)	

Notes:

1. The Research score for research papers would be augmented as follows :

- a. Peer-Reviewed or NAAS rated or UGC-listed Journals (Impact factor to be determined as per Thomson Reuters list) :
- b. Paper in refereed journals without impact factor = 5 Points
- c. Paper with impact factor less than 1 = 10 Points
- d. Paper with impact factor between 1 and 2 = 15 Points
- e. Paper with impact factor between 2 and 5 = 20 Points
- f. Paper with impact factor between 5 and 10 = 25 Points
- g. Paper with impact factor >10 = 30 Points
 - i. Two authors: 70% of total value of publication for each author.
 - ii. More than two authors: 70% of total value of publication for the First/Principal/Corresponding author and 30% of total value of publication for each of the joint authors.
2. Joint Projects: Principal Investigator and Co-investigator would get 50% each.
3. Paper presented if part of edited book or proceeding then it can be claimed only once.
4. For joint supervision of research students, the formula shall be 70% of the total score for major advisor and 30% of the total score advisory committee members.
5. *For the purpose of calculating research score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resource Person/Paper presentation shall have an upper capping of thirty percent (30%) of the total research score of the teacher concerned.
6. The research & extension score shall be from the minimum of three categories out of seven categories (categories 1 to 7).

7. The extension score shall be from the minimum of three categories out of seven categories (categories 1 to 7). Category 7 is the compulsory category for the scientists working in extension system of the university
8. Academic/Research/Extension Score = 100
9. Academic /research /extension score will have a weightage of 80% (80/100) and interview a weightage of 20% (20/100)

DECLARATION

I declare that the entries made in this form are true and correct to the best of my knowledge and behalf.

Signature of candidate _____

Place _____

Date _____

Note:

1. Attested copies of the papers, documents and reprints submitted with the application will not be returned.
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