**Annexure-I to Notifcation No. 07 (Secy) of 2023 dated. 12.07.2023**

**APPLICATION FORM FOR RECRUITMENT FOR TEACHERS/SCIENTISTS General Information**

**Demand draft details**

**DD. No.** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Date**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Issuing Bank**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Amount**\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Paste recent passport size Photograh**

(**For Associate Professors and Equivalent)**

1. **Personal details:**

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

**2. 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. |  |  |  |  |  |  |

**3. 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.**  **Publications (Attach List of Ten best publications)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **S. No.** | **Publication Title** | **Journal** | **NAAS rating** | **Impact**  **factor** |
|  |  |  |  |  |

**5. Awards and recognitions:**

**a. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**b.\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**6. 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:

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

**a.\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**b.\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**(Signature of the applicant)**

**Annexure-II to Notifcation No. 07(Secy) of 2023 dated. 12.07.2023**

**Appendix-I**

**(Table-1)**

**(Methodology for University Teachers for calculating Academic/Research/Extension Score)**

(*Assessment must be based on evidence produced by the teacher/scientist and equivalent 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.N.** | | **Academic/Research/ Extension Activity** | | **Faculty of Sciences /Engineering / Agriculture/Medical /Veterinary Sciences** | **Score obtained** |
| 1. | | **Research Papers in Peer-Reviewed or UGC listed Journals** | | 8 per paper |  |
| 2. | | **Publications (other than Research papers)** | |  |  |
|  | | **(a) Books authored which are published by ;** | |  |  |
|  | | International publishers | | 12 |  |
|  | | National Publishers | | 10 |  |
|  | | Chapter in Edited Book | | 05 |  |
|  | | Editor of Book by International Publisher | | 10 |  |
|  | | Editor of Book by National Publisher | | 08 |  |
|  | |  | |  |  |
|  | | **(b) Translation works in Indian and Foreign Languages by qualified faculties** | |  |  |
|  | | Chapter or Research paper | | 03 |  |
|  | | Book | | 08 |  |
| 3. | | **Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula** | | |  |
|  | | **(a) Development of Innovative pedagogy** | | 05 |  |
|  | | **(b) Design of new curricula and courses** | | 02 per curricula/course |  |
|  | | **(c) MOOCs** | |  |  |
|  | | Development of complete MOOCs in 4 quadrants (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit) | | 20 |  |
|  | | MOOCs (developed in 4 quadrant) per module/lecture | | 05 |  |
|  | | Content writer/subject matter expert for each module of MOOCs (at least one quadrant) | | 02 |  |
|  | | Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 02 marks/credit) | | 08 |  |
|  | | (d) E-Content | |  |  |
|  | | Development of e-Content in 4 quadrants for a complete course/e-book | | 12 |  |
|  | | e-Content (developed in 4 quadrants) per module | | 05 |  |
|  | | Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant) | | 02 |  |
|  | | Editor of e-content for complete course/ paper /e-book | | 10 |  |
| 4 | | (a) Research guidance | |  |  |
|  | | Ph.D. | | 10 per degree awarded  05 per thesis submitted |  |
|  | | M.Phil./P.G dissertation | | 02 per degree awarded |  |
|  | | (b) Research Projects Completed | |  |  |
|  | | More than 10 lakhs | | 10 |  |
|  | | Less than 10 lakhs | | 05 |  |
|  | | (c) Research Projects Ongoing : | |  |  |
|  | | More than 10 lakhs | | 05 |  |
|  | | Less than 10 lakhs | | 02 |  |
|  | | (d) Consultancy | | 03 |  |
| 5 | | (a) Patents | |  |  |
|  | | International | | 10 |  |
|  | | National | | 7 |  |
|  | | **(b) \*Policy Document (Submitted to an International body/ organisation like UNO/UNESCO/World Bank/International Monetary Fund etc. or Central Government or State Government)** | | |  |
|  | | International | | 10 |  |
|  | | National | | 07 |  |
|  | | State | | 04 |  |
|  | | **(c) Awards/Fellowship** | |  |  |
|  | | International | | 07 |  |
|  | | National | | 05 |  |
| 6 | | **\*Invited lectures / Resource Person/ paper presentation in Seminars / Conferences/full paper in Conference Proceedings (Paper presented in Seminars / Conferences and also published as full paper in Conference Proceedings will be counted only once)** | | |  |
|  | | International (Abroad) | | 07 |  |
|  | | International (within country) | | 05 |  |
|  | | National | | 03 |  |
|  | | State/ university | | 02 |  |
| 7. | | **Extension** | |  |  |
|  | | New Extension Models developed and implemented | | 2 |  |
|  | | 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 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 |  |
|  | | Involvement in technology application programs through technology assessment and refinement/On-farm testing: | | 3 |  |
|  | | Capacity Development | | 2 |  |
|  | | Technology dissemination and its impact as evidenced in peer reviewed journals | | 4 |  |
| NOTE :  *The Research Score for research papers would be augmented as follows: Peer Reviewed NAAS     rated or UGC listed journals (Impact factor to be determined as per Thomas Reuters List)* | | | | |
|  | | Papers in refereed journals without impact factor | 5 Points | |
|  | | Papers with impact factor less than 1 | 10 Points | |
|  | | Papers with impact factor between 1 and 2 | 15 Points | |
|  | | Papers with impact factor between 2 and 5 | 20 Points | |
|  | | Papers with impact factor between 5 and 10 | 25 Points | |
|  | | Papers with impact factor >10 | 30 Points | |
|  | | Two authors | 70% of total value of publication for each author | |
|  | | More than two authors | 70% of total value of publication for First/ Principal / Corresponding author and 30% of total value of publications for each of the joint authors | |
|  | | Joint Projects | Principal Investigator and Co- Investigator would get 50% each | |
| NOTE : | | | | |
|  | | * Paper presented if part of edited book or proceeding then it can be claimed only once | | |
|  | | * For joint supervision of research students the formula shall be 70% of the total score for Major Advisor and 30% of the total score for Advisory Committee | | |
|  | | * For purpose of calculating research score of the teacher, the combined research score from the categories of 5(b) Policy Documents 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   + The research score shall be from the minimum of three categories out of seven categories (Categories 1 to 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. | | |

**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**

**Table 1**

**Guidelines /Methodology for calculating Academic/Research/Extension Score for the appointment of Associate Professor & Equivalent**

Note : Assessment must be based on evidence produced by the applicants 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 Authors) | 12.6/18 |  |  |  |
|  | 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 |  |  |  |
|  | **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)** | 1. Development of Innovative pedagogy; Contributor / Contributors 2. 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 |  |  |  |
|  | 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)** | | | | |
|  | 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 or7 (30 % of Total Score of 5(b) + 6 and or 7)** |  | | | |
|  | **Total Score with Capping, wherever applicable** |  | | | |
|  | | | | | |
|  | **FINAL OBTAINED SCORE (API)** |  | | | |
| ***The applicant can claim score for the attributes specified under Academic/Research /Extension Activity only once*** | | | | | |

**Notes:**

1. **The Research score for research papers would be augmented as follows :** 
   1. Peer-Reviewed or NAAS rated or UGC-listed Journals (Impact factor to be determined as per Thomson Reuters list) :
   2. Paper in refereed journals without impact factor= 5 Points
   3. Paper with impact factor less than 1 = 10 Points
   4. Paper with impact factor between 1 and 2 = 15 Points
   5. Paper with impact factor between 2 and 5 = 20 Points
   6. Paper with impact factor between 5 and 10 = 25 Points
   7. Paper with impact factor >10 = 30 Points
      1. Two authors: 70% of total value of publication for each author.
      2. 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)