राष्ट्रीय खाद्य प्रौद्योगिकी उद्यमशीलता एवं प्रबंधन संस्थान
(खाद्य प्रसंस्करण उद्योग मंत्रालय के अंतर्गत एक राष्ट्रीय महत्त्व का संस्थान)

National Institute of Food Technology Entrepreneurship and Management
(An Institute of National Importance under the Ministry of Food Processing Industries, Government of India)

F.No. N/HR&/P/2023/24/ 292   **Dated 23/02/2024**

Notification

Subject: Recruitment Rules for Teaching / faculty posts at the Institute (Approved by the Board in its 5th Meeting dated 17/02/2024)

1. **Short title and Commencement**: These rules may be called the NIFTEM-K Faculty Recruitment Rules, 2024. These rules shall come into force from the date of their notification.

2. **Definitions**: In these rules, unless the context otherwise requires;

a) "Act" means NIFTEM Act, 2021.

b) "Statutes" means the First Statutes of the NIFTEMs and the Statutes subsequently framed by the Institute or framed by the Ministry of Food Processing Industries.

c) "Service Rules" means Service Rules of the NIFTEM, Kundli

d) "Faculty" means the Senior Professor, Professor, Associate Professor and Assistant Professor of NIFTEM, Kundli

3. **Method of Recruitment and Other Matters:** The method of recruitment and other matters relating to the post of Faculty shall be as specified in the Schedule annexed to these rules. Briefly, there will be direct recruitment in three categories i.e. at the level 10 for Assistant Professors, Level 13A for Associate Professors and Level 14 for Professors. No direct recruitment in intermittent grades may be made, and they shall be occupied by virtue of promotions of the faculty based upon satisfactory performance in the previous grade, reviewed annually (through APARs) and followed by the selection procedures including interview.

4. **Contractual Appointments**: Faculty, who are appointed on contractual basis, shall be for a fixed period of one year, and their contract may be renewed/extended based on their satisfactory performance reviewed by the Head of the Department and recommendation of the Dean Faculty Affairs and the concerned committee and subject to approval of the Director.

5. **Disqualification**: No person

(i) Who had entered into or contracted a marriage with a person having a spouse living; or

(ii) Who having a spouse living, has entered into or contracted a marriage with any person shall be eligible for appointment to the said post; provided that the Board of Governors may, if satisfied that such marriage is permissible under the personal law applicable to such a person and the other party to the marriage and that there were other grounds for so doing, exempt any person from the operation of this rule.

6. Saving: Nothing in these rules shall affect reservations, relaxations of the age limit and other concessions required to be provided for the candidates belonging to the Scheduled Castes, Scheduled Tribes, Other Backward Classes, Ex-servicemen and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard. These rules shall also not affect the recruitments already made or for which recruitment process has already commenced; but any appointment to higher post proposed to be made or made subsequent to the notification of these Recruitment Rules will be governed by these Recruitment Rules.

7. Other Conditions of Service: The other conditions of service of the faculty for which no specific provisions have been made in these rules shall be regulated in accordance with NIFTEM Recruitment Rules-2023 as are, from time to time, applicable as per the First Statutes of the NIFTEM and the subsequent amendments. For matters not covered by the Statutes, the corresponding Central Government Rules shall be applicable.

8. Qualifications and Other Requirements of Selection: Qualifications and other requirements of selection for various faculty posts are given in detail in Clause 7 (7.3) & 8 (8.3) of this rule and regulation for Faculty recruitment.

9. Amendment to Recruitment Rules: These rules may be amended by the Board of Governors of the Institute for reasons to be recorded in writing. The amended rules shall not be applied retrospectively and shall take effect only after they are approved by BOG and further notified.

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RECRUITMENT RULES (RRs)

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1. Name of Posts:

Assistant Professor / Associate Professor / Professor

2. Classification:

Group – A (Academic Level 10, 11, 12, 13A and 14 of 7th CPC)

3. Whether Selection post or non-Selection post: Selection Post

4. Age limit for Direct Recruitment:

Fresh appointments beyond the age of 60 years are discouraged except in the case of faculty with exceptionally brilliant research   career and with ongoing or approved externally funded research projects. The age limit at the level of Assistant Professor should not be beyond 40 years. Age relaxation may be considered as per Government of India rules.

5. Period of probation, if any:

The period of probation of a faculty shall be one year, extendable by a maximum period of one more year in case of unsatisfactory performance. Probation may be extended by the BoG, on the recommendation of the Probation clearance committee/ Equivalent committee constituted for the purpose. The Institute shall issue an order of confirmation to the incumbents within 45 days of completion of the probation period after following the due process of verification of satisfactory performance. In case of unsatisfactory performance beyond the extension period of two years, the Probation clearance committee/equivalent committee shall recommend further course of action w.r.t services of the employee. The suggested action shall essentially require approval of the Board of Governors of the Institute with reasons to be recorded in writing.

6. DIRECT RECRUITMENT:

6.1. Screening and Assessment

The office of the Dean (Faculty Affairs) shall be involved in recruitment of faculty of the Institute. The direct recruitment of various faculty positions shall be carried as per the following procedure.

Initial Screening and shortlisting: The Institute Faculty Advisory Committee (IFAC) under the chairmanship of Dean (FA) shall carry out the initial screening and shortlisting of applications submitted by the candidates as per the shortlisting criteria of the advertised post(s). The IFAC can co-opt for more internal members from the institute if it feels the need to do so.

All applications considered by the IFAC with their recommendations are presented to a committee composed of two external members having domain expertise in the area for which the positions have been advertised and two internal members under the chairmanship of IFAC. The committee can co-opt for more internal/external members if it feels the need to do so. The committee takes into account the shortlisting/screening done by the IFAC and verifies that the criteria approved have been satisfied. The final list of shortlisted candidates to be invited for the interview is prepared and processed for the next and final stage.

Selection Committee and Interview: The list of shortlisted candidates is recommended by IFAC to the Director (Chairman of the selection committee) for setting up a selection committee (comprising of two internal members and two external members having domain expertise). The committee can co-opt for more internal/external members if it feels the need to do so. Dean (FA) will be the member secretary for this committee. All the shortlisted applications are placed before the selection committee for its consideration and approval. After the due constitution of the statutory selection committees, interview schedules are published by the office of Registrar, and the candidates are invited for personal interview. All the shortlisted/eligible candidates shall be asked to give a presentation before the selection committee along with in person interaction. The selection committee will recommend the merit list (with selection status and waiting list) to BoG for approval.

6.2 BoG Approval. Recommendations of the selection committee and decisions are placed before the BoG for approval. The appointment letters will then be issued to the selected candidate by the concerned authority.

6.3 Qualifications and Experience (Required as on the last date of application):

Qualifications and experience required for various posts as well as the selection procedure are listed. The application must be complete with full details of educational qualifications including year of obtaining PhD, date of defense and a detailed CV providing a list of

publications, teaching/research/professional experience, date of birth along with the names and contact details of three referees. Application form and shortlisting criteria (including consolidated summary score card) are enclosed as Annexure I (Application Performa for direct and internal promotions) and Annexure II (Short listing criteria for direct recruitment at the Level (14, 13A, 10) respectively.

*Professor (*Academic Level 14*)*: PhD with First class or equivalent grade at the preceding degree (both PhD and preceding Master degree) in an appropriate branch/discipline and a good academic record.

In case of direct recruitment, a minimum of 10 years teaching/research/industrial/professional experience of which at least 3years should be at the level of Associate Professor at Academic Pay Level 13A (Rs. 1,31,400-2,17,00) as per 7th CPC, pre-revised PB-4 Rs. 37,400-67,000 Grade Pay : Rs. 9,000 or equivalent* in recognized Indian or foreign institutions/industries, Autonomous Organizations. The candidate should have demonstrated leadership in research in a specific area of specialization in terms of guidance of PhD students (having guided at least 2 PhD students), strong record of publications in reputed journals, patents, laboratory/course development and/or other recognized relevant professional activities. Teaching and PhD guidance requirements may be relaxed for candidates from research labs or industries if they have an exceptional research record.

*Associate Professor (*Academic level 13A*)*: PhD with First class or equivalent grade at the preceding degree (both PhD and preceding Master degree) in an appropriate branch/discipline and a good academic record.

A minimum of 8 years teaching/research/industrial/professional experience of which at least 3 years should be at the level of Assistant Professor Grade I (Academic Pay Level 12 (Rs. 79,800-211500) as per 7th CPC, pre-revised PB-3 Rs. 15600-39100 in Grade Pay: Rs. 6000 or equivalent* in recognized Indian or foreign institutions/industries, Autonomous Organizations.

The candidate should have demonstrated research ability with an excellent record of publications in reputed peer reviewed journals and guidance of M. Tech/MBA and PhD student(s) (at least guided one PhD student).

Desirable: It is desirable that the candidate has carried out laboratory development/course development/ technology development/ innovative work leading to patents and/or contributed to extension/industrial/administrative work of the Institute/Industries. Teaching and M/Tech/MBA/ PhD guidance requirements may be relaxed for candidates from research labs or industries if they have an exceptional research record or Industrial/Business Mangement, record matching with their field of specialization. In such cases, higher allocation of marks can be allocated by selection committee for interview purpose.

*Assistant Professor (*Academic Level – 10**): PhD with First class or equivalent grade at the preceding degree (both PhD and preceding Master degree) in an appropriate branch/discipline and a good academic record.

Candidates will be called for the interview in the ratio of 1:10. For each category, 70% marks will be for the score card and 30% marks will be for the personal interview. Candidates securing less than 50% marks on score cards will not be recruited.

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7. INTERNAL PROMOTIONS

7. 1. Screening and Assessment

The schedule of faculty internal promotions will be announced once in a year by the office of Dean (Faculty Affairs) after due approval by the Director. Applications will be invited from faculty members who satisfy the minimum qualifications and experience criteria as per norms for the respective positions. However, the candidates who don't satisfy the shortlisting qualifying criteria will only be eligible for assessment after one year. The application form requires each candidate to furnish information about their work during the assessment period (that is, the period being held in the current position). Screening and assessment will be as stated below:

Initial Screening and Shortlisting: Each application for internal promotions shall be screened by the committee composed of two external and two internal members having domain expertise (under the chairmanship of Dean (FA) and will verify that the criteria approved has been satisfied. The committee may co opt for more internal/external members if it feels the need to do so. Application forms including consolidated summary score card is enclosed as Annexure III (shortlisting criteria for internal promotions at the Level of 11, 12, 13A, 14) . The final list of shortlisted candidates to be invited for the interview will be prepared and processed for the next and final stage.

Selection Committee and Interview: The list of shortlisted candidates is recommended by IFAC to the Director (Chairman of the selection committee) for setting up of a selection committee (comprising of two internal members and two external members having domain expertise). The committee may co-opt for internal/external members if it feels the need to do so. Dean (FA) will be the member secretary. All the shortlisted applications are placed before the selection committee for its consideration and approval. After the due constitution of the statutory selection committees, interview schedules are published by the office of Dean (FA), and the candidates are invited for personal interview. The selection committee recommends a list of selected candidates to BoG for approval.

7.2 BoG Approval. Recommendations of the selection committee and decisions are placed before the BoG for approval. The appointment letters are then to be issued to the selected candidate by the concerned authority.

7.3 Qualifications and Experience (Required as on the last date of application):

For all the internal promotions, 70% marks will be allocated for score card and 30% marks will be for the interviews.

Assistant Professor (Level 11):

The internal faculty at the level of Assistant Professor (Level 10) shall be eligible for promotion to the rank of Assistant Professor (Level 11) after a total of 3 years experience as Assistant Professor (Level 10). A candidate has to score a minimum of 50% marks as per the overall score cards.

Assistant Professor (Level 12):

The internal faculty at the level of Assistant Professor (Level 11) shall be eligible for promotion to the rank of Assistant Professor (Level 12) after a total of 3 years experience at Assistant Professor (Level 11) or Internal faculty at the level of Assistant Professor shall be eligible for promotion to the rank of Assistant Professor (Level 12) after a total of 6 years experience at Assistant Professor. A candidate has to score minimum of 50% marks as per the overall score cards.

Associate Professor (Level 13A):

The internal faculty at the level of Assistant Professor shall be eligible for promotion to the rank of Associate Professor (Level13A) after completion of 3 years of service as an Assistant Professor at Level 12. A candidate has to score minimum of 50% marks as per the overall score cards.

Professor (Level 14):

The internal faculty at the level of Associate Professor (13A) hall be eligible for promotion to the rank of Professor (Level14) after completion of 3 years of service as an Associate Professor (Level 13A). A candidate has to score minimum of 50% marks as per the overall score cards.

Senior Professor (Higher Academic Grade, Level 15):

The criteria for promotion of Professor (Level 14) to Senior Professor (Level15) shall be after 10 years of service in the rank of Professor (Level 14). The screening criteria shall include consideration of APAR along with criteria and norms set by the institute. The no. of Professors with HAG pay should not exceed 20% of the total sanctioned positions of Professors.

The score card system will be applicable for existing incumbents too for their subsequent promotions.

CTC Calculation Sheet for Academic Posts

Academic Pay Level	Basic Pay at Entry Level	DA	HRA	TA	NPS Employer contribution	Children Education Allowance	Newspaper Allowance	Telephone Allowance	Total	Entertainment Allowance	Medical Reimbursement	Annual C
Level-10	57700	26542	5193	7884	11794	4500	500	800	114913	10000	115400	₹ 1,504,35
Level-11	68900	31694	6201	7884	14083	4500	500	1500	135262	10000	137800	₹ 1,770,94
Level-12	79800	36708	7182	7884	16311	4500	500	1500	154385	10000	159600	₹ 2,022,22
Level-13A	131400	60444	11826	7884	26858	4500	850	1500	245262	10000	262800	₹ 3,215,94
Level-14	144200	66332	12978	7884	29474	4500	850	2500	268718	10000	288400	₹ 3,523,02

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APPLICATION FOR FACULTY RECRUITMENT/ PROMOTIONS

NATIONAL INSTITUTE OF FOOD TECHNOLOGY ENTREPRENEURSHIP AND MANAGEMENT KUNDLI, HARYANA – 131028, INDIA

Part I: Personal Information

Post Applied for:	
Name:	**Present post:** **Date of joining in the present post:**
Employee code:	**Email:**
Address:	**Telephone:**
Areas of Specialization	
Birth Category (optional)	General /OBC-NCL/SC/ ST
Do you qualify for consideration under "Person with disabilities" (optional)?	Yes / No

Academic record starting with graduation

Degree	College / University / Institute	Year of Joining	Year of Graduation	Percentage	Class/ Division

Professional experience (Particulars of your past position(s); include any research associate/ postdoctoral/ industrial/visiting/adjunct appointments held)

Employer	Position held	From	To

Awards, honors and recognitions

Sr. No.	Details (including awarding body)	Year

PART II. Assessment summary, include a full CV separately.

SUMMARY OF TEACHING

Item	Number		Student strength per course (approximate range)
	Different courses	Total including repetitions of the same course	
UG core courses taught			
PG core courses taught			
UG electives taught			
PG electives taught			
UG labs conducted			
PG labs conducted			

DEVELOPMENT OF TEACHING MATERIAL: List any courses developed/ textbooks published/Case studies developed/lab manuals or experiments developed.

Sl. No	Detail	Remark

SUMMARY OF RESEARCH CONTRIBUTIONS

R.1 Output in the public domain

Item	Number	Remarks
Journal Papers		
Books/Monographs		
Book chapters/White Papers		
Conference Papers		
Patents Issued		
Patents Filed		
Copyrights registered		
Products Developed		
Others (specify type)		

R.2 Summary of contributions to industry (Technology Transfer, start-up, consultancy etc.)

Sr. No.	Industry	Brief details	Amount

R. 3 Summary of Research guidance

Student Guidance	Number	Remarks
Post-doctoral fellows mentored		
Ph.D. student(s) graduated		
Ph.D. guidance in progress		
Master Student(s) graduated		
Master Student(s) guidance in progress		

R.4 Summary of Sponsored Projects (including industry sponsored projects)

Project Details	Number of projects	Total Amount
Projects initiated and completed during the period of assessment		
Projects initiated earlier but completed during the period of assessment		
Projects initiated during the period of assessment and ongoing		

ADMINISTRATIVE ACTIVITIES

Sl. No.	Academic unit/ institute	Period	Role

EXTENSION ACTIVITIES (Consultancy services, Skill development, outreach activities etc)

Sl. No	Activity	Function

PROFESSIONAL ACTIVITIES (Editorial Board membership, conferences and workshops organized, etc.)

Sl. No	Details	Year

INSTITUTE BUILDING ACTIVITIES (Chairperson of Institutional Committees- i.e Estate & Work Management Committee), Publication Committee, Security Incharge, Library Incharge, Admission cell etc. initiatives for setting up new centres/ laboratories, introduction of new courses, establishing new linkages with industry or academic or R&D organizations in India or Abroad)/Any other new initiative for institute development (academics, R&D, entrepreneurship development etc.:

Sl. No.	Institute Building activity	Role	Year

- Documentary evidence for all the parts I, II and R is mandatory for calculation of finals score.

*Documentary evidence for all the parts I, II and R (1-4) must be attached.

Any other relevant information

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| |
| |

REFEREES (Provide names and contact details of THREE referees in your research area who you consider suitable to evaluate your research)

Name		
Title/ Occupation		
Address		
Email		
Phone		

SHORT-LISTING CRITERION FOR <u>DIRECT RECRUITMENT</u> OF PROFESSOR, ASSOCIATE PROFESSOR & ASSISTANT PROFESSOR (LEVEL 14, 13A & 10)

A) SHORT-LISTING CRITERION FOR PROFESSOR (LEVEL 14)

Sr. No.	Performance Indicator	Max Marks	Remarks	Score Claimed by the candidates	Relevant document Page No.	Score Awarded by Committee
1. EXPERIENCE IN PROFESSIONAL FIELD						
1.1	Postdoctoral/ Research Associate/ Industrial Experience (in relevant field)	4	Duration <1 year= 1 mark Duration 1-2 years= 2 marks Duration 3-5 years = 3 marks The concerned University/ Institute has a ranking among top 600 in the World University Ranking (at any time) by any one of the following (i) Quacquarelli Symonds (QS) (ii) the Times Higher Education (THE) (iii) the Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong U\\niversity (iv) Leiden Ranking or (v) among the top 50th percentile in SC Imago rankings/ • Award 2 marks for NIRF ranked university or institution under 100 overall category/25th under specific category/ for any post doc assignment funded by ICAR/ CSIR/ICMR/ DBT/ DST or any others institutions/ organizations including international organization such as IASH-SSPS DAAD fellowship.			
1.2	Experience over and above the prescribed essential stipulated as minimum qualifications (other than Sl 1.1)	3	Award 1 mark for each year of service experience over and as per above prescribed period required for a particular post.			

1.3	National/ International Specialised Training/ Workshop/FDP (organized)	3	Award 1 marks per activity for lead trainer (convenor/ coordinator) & 0.5 marks for associates (co-convenor/ co-coordinator)			
1.4	National/ International Specialised Training/ Workshop/FDP (attended)	2	Award 0.5 mark per activity			
1.5	Conference activities (Chair/ Co-chair/invited talks/speaker/ panellist /Organizing Secretary/ Convener (Own Institutes will only be considered if externally funded).	2	Award 0.5 mark per activity			

2. RECOGNITION/AWARDS AND SALIENT ACHIVEMNTS

| 2.1 | Recognitions and Awards | 5 | • Award 4 marks for Fellowship of any one of the recognized National Academies viz., National Academy of Agricultural Sciences, National Academy of Medical Sciences, Indian Academy of Sciences, Indian National Academy of Engineering, Indian National Science Academy, National Academy of Sciences or equivalent National/ International Academies (Maximum 4 marks)
• Award 2 marks for each National/ International Awards/ Recognitions such as those conferred by the National Organizations like the ICAR, CSIR, DBT, DST, Government of India, International Bodies of repute like FAO, UN, CG Centers and Recognized National Science/Engineering Academies. (Maximum 2 marks)
• Grant 0.5 marks each for | | | |

			National/ International Institutes/ Universities/ State Governments/ Registered Professional Societies' Awards, excluding those mentioned above. (Maximum 2 marks) • Award 1 mark each for Associateship of recognized National/ International Science Academies. (Maximum 1 mark) • Award 1 mark each for Young Scientist Award/Medal of National Science Academies as above/ISCA/ICAR/CSIR/UGC /DST/DBT or Equivalent International Awards/Medal.			
2.2	Salient attainments	3	• Award 1 mark for each recognition as Member-Secretary of Scientific Committees for at least one year. (Max 1 mark per year) • Award 1 mark for each recognition such as member of Task Force and other Policy Making Bodies/ Committees of National/ State/ Member of Official Delegation Abroad/ Editor of Scopus/ SCI rated Journals for at least one year. (Max 1 mark per year). • Award 0.5 mark for each Best Paper / Poster presented in a Symposium/ Conference/ published in a Scientific Journal. • Award 0.5 mark for Chairing a session in a Symposium / Conference • Award 0.5 mark for Invited Speaker in a Symposium / Conference			

3. TEACHING, RESEARCH AND OUTREACH

3.1 TEACHING

3.1.1	Teaching	15	• 1 mark for each course in a year of teaching (each academic year) • 2 marks for activities (Development of e modules/courses/ mooc/ Swayam/ new courses designed approved by BoS/ Senate			

3.2 RESEARCH

3.2.1	Externally funded Projects (Competitive grants) (grant letter to be attached)/ consultancy	12	Marks will be awarded for each R&D project if the candidate has completed R&D Project as Principal Investigator (PI). Project cost <than 5 lacs = 1 mark <than 10 lacs = 2 mark between 10-30 lacs = 3 marks between 30-50 lacs = 4 marks greater than 50 lacs = 5 marks Co-Principal Investigator (Co-PI). Project cost <than 5 lacs = 0.5 mark <than 10 lacs = 1 mark between 10-30 lacs = 2 marks between 30-50 lacs = 3 marks greater than 50 lacs = 4 marks			
3.2.2	Patents (if granted)	4	• 2 marks will be awarded for each granted patent (International) • 1 mark will be awarded for each granted patent (National)			
3.2.3	Copy right (if granted)	1	• 0.5 marks will be awarded for each granted copyright			
3.2.4	Technology Transfer/ Prototype development	4	• 1 mark per technology transfer/prototype development/ transfer of design (Lead inventor full marks and Associate inventor 50%)			
3.2.5	Research Articles (Not including review articles or articles published in journal publishing only reviews)	15	3 marks for each paper published by the candidate in a SCI/SCOPUS journal having impact factor more than 10 1.5 marks for each paper published by the candidate in a SCI/SCOPUS journal having impact factor more than 5.0 1 mark for each paper published by the candidate in a SCI/SCOPUS journal having impact factor less than or equal to 3.0			

			0.5 mark will be awarded for each paper published by the candidate in an/a SCI/SCOPUS indexed journal having impact factor above or equal to 1.0 0.25 mark will be awarded for each paper published in ESCI/SCOPUS indexed journal *First author/ Corresponding will be awarded full marks for each paper, whereas co-authors will get 50 % for each paper.			
3.2.6	Review Articles	3	2 marks for each paper published by the candidate in a SCI/SCOPUS journal having impact factor more than 5.0. 1 mark for each paper published by candidate in a SCI/SCOPUS indexed journal having impact factor more than 3.0 *First author/ Corresponding will be awarded full marks for each paper, whereas co-authors and edited will get 50 % for each paper.			
3.2.7	Books	3	2 mark for authored and edited book (having ISSN/ISBN no) (International publisher) 1 mark for edited book having ISSN/ISBN no. (International publisher) 1 mark for authored and edited book having ISSN/ISBN no (national publisher) 0.5 mark for edited book having ISSN/ISBN no (National publisher)			
3.2.8	Book Chapters	2	0.5 mark will be awarded for each chapter published in book (having ISSN/ISBN) by the international publisher 0.5 marks will be awarded for each chapter published in Book (having ISSN/ISBN no) by the national publisher.			
3.2.9	Technical bulletin	1	0.25 marks will be awarded for each published technical bulletin.			
3.2.10	Research Guidance (degree awarded)	8	2 marks for each PhD student guided as a major advisor. 1 mark for each PhD student guided as a Co supervisor. 1 mark for each master student			

			guided as a major advisor.			
3.3 OUTREACH						
3.3.1	Outreach activities	5	1 mark per activity (Demonstration programme, field visits for National Programmes, radio/TV talks, exposure visits) 2 marks for each activity (training programme organised as a Convener/ Coordinator) & 1 mark as a Co-convener / Co-coordinator 0.5 mark each for delivery of lectures/ invited talks in training programmes			
4. INTITUTE/UNIVERSITY LEVEL CONTRIBUTIONS						
4.1	Administrative Positions (Deans/ Heads)	2	0.5 marks per position per year			
4.2	Coordinator/ Incharges/ Warden	1	0.5 mark per position per year			
4.3	Capacity Building Activities such as field days, farmer fair, demonstration programme, industry days etc	1	0.5 mark per activities as a Coordinator			
4.4	Chairperson/ Member of Institute Level Committee	1	1 mark (per year) for chairperson 0.5 mark for member (per year)			
	TOTAL	**100**				

B) SHORT-LISTING CRITERION FOR ASSOCIATE PROFESSOR (LEVEL 13A)

Sr. No.	Performance Indicator	Max. Marks	Remarks	Score Claimed by the candidates	Relevant document Page No.	Score Awarded by Committee
1. EXPERIENCE IN PROFESSIONAL FIELD						
1.1	Postdoctoral/ Research Associate/ Industrial Experience (in relevant field)	4	Duration <1 year= 1 mark Duration 1-2 years= 2 marks Duration 3-5 years = 3 marks The concerned University/ Institute has a ranking among top 600 in the World University Ranking (at any time) by any one of the following (i) Quacquarelli Symonds (QS) (ii) the Times Higher Education (THE) (iii) the Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (iv) Leiden Ranking or (v) among the top 50th percentile in SC Imago rankings/ • 2 marks awarded for NIRF ranked university or institution under 100 overall category/25th under specific category/ for any post doc assignment funded by ICAR/ CSIR/ICMR/ DBT/ DST or any others institutions/ organizations including international organization such as IASH-SSPS DAAD fellowship.			
1.2	Experience over and above the prescribed essential stipulated as minimum qualifications (other than Sl 1.2)	2	Award 1 mark for each year of service experience over and above the prescribed period required for a particular post.			
1.3	National/ International Specialised Training/ Workshop/FDP (organized)	2	Award 1 marks per activity as lead trainer. (Co-coordinator/ 0.5 mark for Associates (Co-coordinator)			
1.4	National/ International	2	Award 0.5 mark per activity			

	Specialised Training/ Workshop/FDP (attended)					
1.5	Conference activities (Chair/ Co-chair/invited talks/speaker/ panellist /Organizing Secretary/ Convener	2	Award 1 mark per activity			
2. RECOGNITION/AWARDS AND SALIENT ACHIVEMNTS						
2.1	Recognitions and Awards	5	Award 4 marks for Fellowship of any one of the recognized National Academies viz., National Academy of Agricultural Sciences, National Academy of Medical Sciences, Indian Academy of Sciences, Indian National Academy of Engineering, Indian National Science Academy, National Academy of Sciences or equivalent National/ International Academies (Maximum 4 marks) Award 2 marks for each National/ International Awards/ Recognitions such as those conferred by the National Organizations like the ICAR, CSIR, DBT, DST, Government of India, International Bodies of repute like FAO, UN, CG Centers and Recognized National Science/Engineering Academies. (Maximum 2 marks) Grant 0.5 marks each for National/ International Institutes/ Universities/ State Governments/ Registered Professional Societies' Awards, excluding those mentioned above. (Maximum 2 marks) Award 1 mark each for Associateship of recognized National/ International Science Academies. (Maximum 1 mark) Award 1 mark each for Young Scientist Award/Medal of National Science Academies as above/ISCA/ICAR/CSIR/UGC/ DST/DBT or Equivalent International Awards/Medal.			

2.2	Salient attainments	2	Award 1 mark for each recognition as Member-Secretary of Scientific Committees. (Max 1 mark per year) • Award 1 mark for each recognition such as member of Task Force and other Policy Making Bodies/ Committees of National/ State/ Member of Official Delegation Abroad/ Editor of Scopus/ SCI rated Journals. (Max 1 mark per year) • Award 0.5 mark for each Best Paper / Poster presented in a Symposium/ Conference/ published in a Scientific Journal. • Award 0.5 mark for Chairing a session in a Symposium / Conference • Award 0.5 mark for Invited Speaker in a Symposium / Conference			
3. TEACHING, RESEARCH AND OUTREACH						
3.1 TEACHING						
3.1.1	Teaching	20	• 2.0 marks for each course in a year of teaching (each academic year) • 1 mark per activity (Development of e-modules/courses/ mooc/ Swayam/ new courses designed approved by BoS/ Senate			
3.2 RESEARCH						
3.2.1	Externally funded Projects (Competitive grants) (grant letter to be attached)/ consultancy projects	8	Marks awarded for each R&D project if the candidate has completed R&D Project as Principal Investigator (PI). Project cost <than 5 lacs = 1 mark <than 10 lacs = 2 mark between 10-30 lacs = 3 marks between 30-50 lacs = 4 marks greater than 50 lacs = 5 marks Co-Principal Investigator (Co-PI). Project cost <than 5 lacs = 0.5 mark <than 10 lacs = 1 mark between 10-30 lacs = 2 marks between 30-50 lacs = 3 marks			

|			greater than 50 lacs = 4 marks			
3.2.2	Internally funded Projects/Seed Grants (by host institution/ university)	2	Marks awarded for each R&D project if the candidate has completed R&D Project as Principal Investigator (PI). Project cost <than 10 lacs = 1 mark >than 10 lacs = 2 marks			
3.2.3	Patents (if granted)	2	• 1 mark awarded for each granted patent (International) • 0.5 mark will be granted for each approved patent (National)			
3.2.4	Copy right (if granted)	1	• 0.5 marks will be granted for each approved copyright			
3.2.5	Technology Transfer/ Prototype development	4	• 1 mark per technology transfer/prototype development/ transfer of design (Lead inventor - full marks and Associate inventor - 50% marks)			
3.2.6	Research Articles* (Not including review articles or articles published in journal publishing only reviews	15	1.5 marks for each paper published by the candidate in a SCI/SCOPUS journal having impact factor more than 5.0 1 marks for each paper published by the candidate in a SCI/SCOPUS journal having impact factor more than 3.0 • 0.5 mark for each paper published by the candidate in a SCI/SCOPUS journal having impact factor less than or equal to 1.0 • 0.25 mark will be awarded for each paper published by the candidate in an/a ESCI/SCOPUS indexed journal having impact factor above or equal to 1.0 *First author/ Corresponding will be awarded full marks for each paper, whereas co-authors will get 50 % for each paper.			
3.2.7	Review Articles*	4	2 marks will be awarded for each paper published by the candidate in a SCI/SCOPUS journal having impact factor more than 5.0. 1 mark will be awarded for each paper published by the candidate in a SCI/SCOPUS journal having impact factor more than 3.0.			

			*First author/ Corresponding will be awarded full marks for each paper, whereas co-authors will get 50 % for each paper.	-		
3.2.8	Books	2	2 marks for authored and edited book having ISSN/ISBN no (International publisher) 1 mark for edited book(having ISSN/ISBN no) (International publisher) 1 mark for authored book (having ISSN/ISBN no) (National publisher) 0.5 mark for edited book (having ISSN/ISBN no) (National publisher)			
3.2.9	Book Chapters	4	• 1 mark will be awarded for each chapter published in book(having ISSN/ISBN no) by the international publisher • 0.5 marks will be awarded for each chapter published in Book (having ISSN/ISBN no)by the national publisher.			
3.2.10	Technical bulletin	2	• 0.25 marks will be awarded for each published technical bulletin.			
3.2.11	Research Guidance (degree awarded)	6	2 marks for each PhD student guided as a major advisor. 1 mark for each PhD student guided as a Co supervisor. 1 mark for each master student guided as advisor.			

3.3 OUTREACH						
3.3.1	Outreach activities	5	1 mark per activity (Demonstration programme, field visits for National Programmes, radio/TV talks, exposure visits) 2 marks for each activity (training programme organised as convener/ coordinator) & 1 mark as co-convener / co-coordinator 0.5 mark each for delivery of lectures/ invited talks in training programmes			
4. INTITUTE/UNIVERSITY LEVEL CONTRIBUTIONS						
4.1	Administrative Positions	1	0.5 marks per position per year			
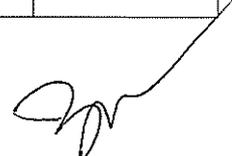
	Associate Dean/ Head/ Chairperson of sections/cells like IQAC, admission cell etc)					
4.2	Coordinator/ Incharges/ Warden	2	0.5 mark per position per year			
4.3	Capacity Building Activities such as field days, industry days, farmers'fair etc.	2	0.5 mark per activities			
4.4	Member of Institute Level Committee	1	0.5 mark per position			
	TOTAL	**100**				

C) SHORT-LISTING CRITERION FOR DIRECT RECRUITMENT OF ASSISTANT PROFESSOR (ACADEMIC LEVEL 10)

Sr. No.	Performance Indicator	Max. Marks	Remarks	Score Claimed by the Candidates	Relevant document Page No.	Score Awarded by committee
			1. ACADEMIC QUALIFICATION			
1.1	UG	5	Distribution of marks for each of the academic achievements would be as follows: 8.5 and above (85% and above): 5 marks $7.5 \leq CGPA < 8.5$ (75% to 85%): 4 marks $6.5 \leq CGPA < 7.5$ (65% to 75%): 3 marks Less than 6.5 (65%): 2 marks			
1.2	PG	6	8.5 and above (85% and above): 6 marks $7.5 \leq CGPA < 8.5$ (75% to 85%): 5 marks $6.5 \leq CGPA < 7.5$ (65% to 75%): 4 marks Less than 6.5 (65%): 3 marks			
1.3	PhD	4	• 4 marks for PhD completed from premier institution/ NIRF ranking under 100th/ 25th in research category • 4 marks for PhD from foreign university University/Institute has a ranking among top 500 in the World University Ranking (at any time) by any one of the following (i) Quacquarelli Symonds (QS) (ii) the Times Higher Education (THE) (iii) the Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (iv) Leiden Ranking or (v) among the top 50th percentile in SC Imago rankings. • 2 marks for PhD from other than the above-mentioned university approved by UGC/ AICTE.			
1.4	Gate Score/ CAT/ MAT/ NET (CSIR/ UGC/ ASRB (ICAR) in the relevant subject)	4	2 marks for GATE/ MAT/CAT/CMAT 2 marks for NET (ASRB/CSIR/UGC)			
1.5	Fellowships	7	3 marks for JRF awarded by UGC/CSIR/ICMR/ICAR/DBT/DST or any other government body for Master's degree programme 4 marks for SRF awarded by			

			UGC/CSIR/ICMR/ICAR/DBT/DST or any other government body for PhD degree programme			
2. RESEARCH AND PUBLICATIONS						
2.1	Publications*	30	• 5 marks will be awarded for each Paper published by the candidate in a SCI/SCOPUS/ABDC journal having impact factor more than 5.0 •3 marks will be awarded for each Paper published by the candidate in a SCI/SCOPUS/ABDC/ABDC journal having impact factor more than 3.0 • 2 marks will be awarded for each Paper published by the candidate in a SCI/SCOPUS/ABDC journal having impact factor more than 1.0. • 1 mark will be awarded for each Paper published by the candidate in a SCI/SCOPUS/ABDC journal having impact factor less than or equal to 1.0 • 0.5 mark will be awarded for each Paper published by the candidate in an/a SCI/SCOPUS/ABDC indexed journal. *First author& Corresponding author will be awarded full marks for each paper, whereas co-authors will get 50 % marks for each paper*			
2.2	Book Chapters	4	• 2 marks will be awarded for each chapter published in Book (having ISSN/ISBN no)by the international publisher •1 mark will be awarded for each chapter published in Book (having ISSN/ISBN no)by the National publisher			
2.3	Editorial Assignments	2	2 marks will be awarded per book (Editor/author of a book having ISSN/ISBN no)			
2.4	Technical bulletin/monographs/popular articles*	3	• 1 mark will be awarded for each published technical bulletin. *First author/corresponding author will be awarded full marks for each paper, whereas co-authors will get 50% marks for each paper			
2.5	Patents	4	• 1 mark will be awarded for each granted patent 0.5 mark will be awarded for each submitted patent application having registered patent application number * full marks for Lead inventor and 50% marks for Co-inventors			
2.6	Copy right (if granted)	1	• 0.5 mark will be awarded for each granted copyright			
2.7	Competitive Projects	4	• 4 marks will be awarded for each R&D project if the candidate has completed R&D Project amounting to more than 10 lac as Principal Investigator (PI) • 2 marks will be awarded to each R&D project if the candidate has completed R&D Project amounting to less than or equal 10 lac as Principal Investigator (PI).			

			• 1 mark will be awarded for each R&D project if the candidate has completed R&D Project amounting to more than 10 lac as Co-principal Investigator (Co-PI). • 0.5 marks will be awarded for each R&D project if the candidate has completed R&D Project amounting to less than or equal to 10 lakhs as Co-principal Investigator (Co-PI).			
2.8	Consultanc y Projects	2	1 mark will be awarded for each consultancy project if the candidate has completed consultancy project amounting to more than 10 lac. 0.5 mark will be awarded to each consultancy project if the candidate has complete consultancy project amounting to less than or equal 10 lac.			
2.9	Internation al exposure	3	1 mark for each visit (nominated by organization/ university/ institution) to any foreign country for attending any workshop/ meeting / symposium related to any area of Food Sc./Food Business Management / Food Technology.			
3. PROFESSIONAL CONTRIBUTIONS						
3.1	Awards/ Recognitio n*	3	3 marks will be awarded to Jawaharlal Nehru Award for PG Outstanding Doctoral Thesis/ CSIR Gold Medal/AcSIR best PhD thesis award/ award of reputed National/International organization/bodies 2 marks will be awarded to University/ Institute Gold Medal/Governor's award for best researcher. *Medals /awards given by societies/ associations affiliated to Institution will not be considered.*			
3.2	Work Experience including Post doc experience	10	Relevant experience of working in Academic Institution/ industry/ R&D/ Autonomous or statutory bodies under Central/State Govt. Post-doctoral/ Research Associate experience has been obtained from a university/ institution with a ranking among top 600 in the World University Ranking (at any time) by any one of the following (i) Quacquarelli Symonds (QS) (ii) Times Higher Education (THE) or (iii) the Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai) or (iv) Leiden Ranking or (v) among the top 50th percentile in SC Imago rankings. Post Doc Fellows (ICAR/ CSIR/ ICMR/ DBT/ DST/ DAAD/ BOYSCOST/ ICSSR/ HUMBOLT/ FULLBRIGHT etc.) 2 mark per year will be awarded			

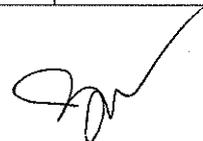| 3.3	Conference activities	4	2 mark will be awarded per activity as Chair/Co-chair/Organizing Secretary /Convener 1 mark as Panelist/ invited speaker			
3.4	National/International Specialised Trainings/or workshops/ FDP (organized) through external funding.	2	1 mark will be awarded per activity			
3.5	National/International Specialised Trainings/or workshops (attended)	2	0.5mark will be awarded per activity			
3.6	Total	100				

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SHORT-LISTING CRITERION FOR INTERNAL PROMOTIONS TO ASSISTANT PROFESSOR, ASSOCIATE PROFESSOR, PROFESSOR

A) SHORT-LISTING CRITERION FOR ACADEMIC LEVEL 11 & 12

Sr. No.	Performance Indicator	Max. Marks	Remarks	Score Claimed by the candidates	Relevant document Page No.	Score Awarded by committee
1. RESEARCH AND PUBLICATIONS						
1.1	Teaching	40	• 4 marks for each course for each academic year of teaching • 4 marks for Development of e modules/mooc / swayam/ new course designed			
1.2	Research Publications	15	• 5 marks will be awarded for each Paper published by the candidate in a SCI/SCOPUS journal having impact factor more than 5.0 • 3 marks will be awarded for each Paper published by the candidate in a SCI/SCOPUS journal having impact factor more than 3.0 • 2 marks will be awarded for each Paper published by the candidate in a SCI/SCOPUS journal having impact factor more than 1.0. • 1 mark will be awarded for each Paper published by the candidate in a SCI/SCOPUS journal having impact factor less than or equal to 1.0 • 1 mark will be awarded for each Paper published by the candidate in an SCI/SCOPUS indexed journal. *First author will be awarded full marks for each paper, whereas co-authors will get 50 % for each paper			

1.3	Book Chapters	4	• 1 mark will be awarded for each chapter published in Book (having ISSN/ISBN no) by the international publisher • 0.5 mark will be awarded for each chapter published in Book (having ISSN/ISBN no)by the national publisher			
1.4	Technical bulletin/mon ographs/pop ular articles*	2	• 1 mark will be awarded for each published technical bulletin. *First author will be awarded full marks for each paper, whereas co-authors will get 50% for each paper			
1.5	Patents (if granted)	2	• 1 mark will be awarded for each granted patent * Full marks to lead inventors and 50% marks to co-inventors			
1.6	Copy right (if granted)	1	• 0.5 mark will be awarded for each granted copyright			
1.7	Competitive Projects	4	• 4 marks will be awarded for each R&D project if the candidate has completed R&D Project amounting more than 10 lacs as Principal Investigator (PI) • 2 marks will be awarded to each R&D project if the candidate has completed R&D Project amounting less than or equal 10 lac as Principal Investigator (PI). • 1 mark will be awarded for each R&D project if the candidate has completed R&D Project amounting more than 10 lac as Co-principal Investigator (Co-PI). • 0.5 marks will be awarded for each R&D project if the candidate has completed R&D Project amounting less than or equal to 10 lac as Co-principal Investigator (Co-PI).			

1.8	Consultancy Projects	4	1 mark will be awarded for each R&D project if the candidate has completed R&D Project amounting to more than 10 lac. 0.5 mark will be awarded to each R&D project if the candidate has completed R&D Project amounting less than or equal 10 lac.			
1.9	Research Guidance (degree awarded)	4	2 marks for each PhD student guided/ guiding as a major advisor. 1.5 marks for each PhD student guided as a Co supervisor/guiding. 1 mark for each master student guided as co-guide/guiding			
2. PROFESSIONAL CONTRIBUTIONS						
2.1	Institute/Dep artmental Activities	5	Contribution as Member, Coordinator in different committees and activities thereof. 0.5 mark per activity			
2.2	Conference activities (Chair/ Co-chair/ invited talks/ speaker/ panelist/ Org sec/ Convener (Own Institutes will only be considered if externally funded).	3	Award 1 mark per activity			
2.3	National/Inte rnational Specialised Training/Wo rkshop/ FDP (organized) through external funding.	2	Award 1 mark per activity			

2.4	National/International Specialised Training/Workshops attended	2	Award 0.5 mark per activity			
2.5	APAR Score	12				
	Total	100				

B) SHORT-LISTING CRITERION FOR ACADEMIC LEVEL 13A

Sr. No.	Performance Indicator	Max. Marks	Remarks	Score Claimed by the Candidates	Relevant document Page No.	Score Awarded by Committee
1. EXPERIENCE IN PROFESSIONAL FIELD						
1.1	National/ International Specialised Training/ Workshop/ FDP (organized) through external funding.	4	Award 2 marks per activity			
1.2	National/ International Specialised Training/ Workshop/ FDP (attended)	2	Award 0.5 mark per activity			
1.3	Conference activities (Chair/Co-chair/invited talks/speaker/ panellist/ Organizing Secretary/ Convener.	2	Award 1 mark per activity			
2. RECOGNITION/AWARDS AND SALIENT ACHIVEMNTS						
2.1	Recognitions and Awards	4	Award 4 marks for Fellowship of any one of the recognized National Academies viz., National Academy of Agricultural Sciences, National Academy of Medical Sciences, Indian Academy of Sciences, Indian National Academy of Engineering, Indian National Science Academy, National Academy of Sciences or equivalent National/ International Academies

Award 1 marks for each National/International Awards/Recognitions such as those conferred by the National | | | |

			Organizations like the ICAR, CSIR, DBT, DST, Government of India, International Bodies of repute like FAO, UN, CG Centers and Recognized National Science/Engineering Academies. (Maximum 2 marks) Grant 0.5 marks each for National/International Institutes/ Universities/ State Governments/ Registered Professional Societies' Awards, excluding those mentioned above. (Maximum 2 marks) Award 1 mark each for Associateship of recognized National/ International Science Academies. (Maximum 1 mark) Award 1 mark each for Young Scientist Award/Medal of National Science Academies as above/ISCA/ICAR/CSIR/UGC/ DST/DBT or Equivalent International Awards/ Medal.			
2.2	Salient attainments	2	Award 1 mark for recognition as Member-Secretary of Scientific Committees. (Maximum 1 mark per year) Award 1 mark for recognition such as member of Task Force and other Policy Making Bodies/Committees of National/State/Member of Official Delegation Abroad/ Editor of Scopus/ SCI rated Journals. (Max 1 mark per year) Award 1 mark for Best Paper / Poster presented in a Symposium / Conference / published in a Scientific Journal. (Max 1 mark per year) Award 1 mark for Chairing in a Symposium / Conference (Max 1 mark per year) Award 1 mark for Invited			

			Speaker in a Symposium / Conference (Maximum 1 mark)			
**3. TEACHING, RESEARCH AND OUTREACH**						
**3.1 TEACHING**						
3.1.1	Teaching	10	1mark for each course in an academic year 1mark for development of e modules/mooc/ swayam/new designed courses			
**3.2 RESEARCH**						
3.2.1	Externally funded Projects (Competitive grants) (grant letter to be attached)	6	Marks will be awarded for each R&D project if the candidate has completed R&D Project as Principal Investigator (PI). Project cost <than 10 lacs = 2 mark between 10-30 lacs = 3 marks between 30-50 lacs = 4 marks More than 50 lacs = 5 marks Co-Principal Investigator (Co-PI). Project cost <than 10 lacs = 1 mark between 10-30 lacs = 2 marks between 30-50 lacs = 3 marks greater than 50 lacs = 4 marks			
3.2.2	Internally funded Projects/Seed Grants (by host institution/ university)	2	Marks will be awarded for each R&D project if the candidate has completed R&D Project as Principal Investigator (PI). Project cost <than 10 lacs = 1 mark >than 10 lacs = 2 marks			
3.2.3	Consultancy projects	4	1 mark will be awarded for each R&D project if the candidate has completed R&D Project amounting more than 10 lac. 0.5 mark will be awarded to each R&D project if the candidate has complete R&D Project amounting less than or equal 10 lac.			
3.2.4	Patents (if granted)	4	• 2 mark will be awarded for each granted patent (International) • 1 mark will be awarded for			

			each granted patent (National)			
3.2.5	Copy right (if granted)	1	• 0.5 marks will be awarded for each granted copyright			
3.2.6	Technology Transfer/ Prototype development	4	1 mark per technology transfer/ prototype development * Lead inventer will be awarded full marks whereas co inventors will get 50% of total marks for each technology.			
3.2.7	Research Articles (Not including review articles or articles published in journal publishing only reviews	15	• 3 marks will be awarded for each paper published by the candidate in a SCI/SCOPUS journal having impact factor more than 10.0 1.5 marks will be awarded for each paper published by the candidate in a SCI/SCOPUS journal having impact factor more than 5.0 •1mark will be awarded for each paper published by the candidate in a SCI/SCOPUS journal having impact factor less than or equal to 3.0 • 0.5 mark will be awarded for each paper published by the candidate in an/a ESCI/SCOPUS indexed journal having impact factor *First author/Corresponding will be awarded full marks for each paper, whereas co-authors will get 50 % for each paper.			
3.2.8	Review Articles*	4	2 marks will be awarded for each paper published by the candidate in a SCI/SCOPUS journal having impact factor more than 5.0. 1 mark for each paper published by candidate in a SCI/SCOPUS journal having impact factor more than 3.0 or more *First author/Corresponding will be awarded full marks for each paper, whereas co-authors will get 50 % for each paper.			

3.2.9	Books	2	1mark for authored book (having ISSN/ISBN no) (international publisher) 0.5 mark for edited book (having ISSN/ISBN no) (international publisher) 0.5 mark for authored book (having ISSN/ISBN no) (national publisher) 0.25 mark for edited book (national publisher)			
3.2.10	Book Chapters	2	• 1mark will be awarded for each chapter published in book(having ISSN/ISBN no) by the international publisher • 0.5 marks will be awarded for each chapter published in Book(having ISSN/ISBN no) by the national publisher.			
3.2.11	Technical bulletin	1	• 0.25 marks will be awarded for each published technical bulletin.			
3.2.12	Research Guidance (degree awarded)	6	2 marks for each PhD student guided as a major advisor. 1marks for each PhD student guided as a Co supervisor. 1 mark for each master student guided.			
3.3 OUTREACH						
3.3.1	Outreach activities	3	1 mark per activities (Demonstration programme, field visits for National Programmes, radio/TV talks, exposure visits) 2 marks for each activity (training programme organised as convener/coordinator) 0.5 mark each for delivery of lectures/invited talks in training programmes			
4. INTITUTE/UNIVERSITY LEVEL CONTRIBUTIONS						
4.1	Administrative Positions (Deans/Heads/ Assoc. Dean/ Chairman etc.)	2	1 mark per position per year			

4.2	Coordinator/ In-charges/ Warden	2	0.5 mark per position per year			
4.3	Capacity Building Activities (farmers' fair, industry days, demonstartion programmes etc)	3	1 mark per activities			
4.4	Chairperson/ Member of Institute Level Committee	3	1 mark per Committee			
4.5	APAR SCORE	12				
	TOTAL	**100**				

C) SHORT-LISTING CRITERION FOR ACADEMIC LEVEL LEVEL 14

Sr. No.	Performance Indicator	Max. Marks	Remarks	Score Claimed by the Candidates	Relevant document Page No.	Score Awarded by Committee
**1. EXPERIENCE IN PROFESSIONAL FIELD**				
1.1	National/ International Specialised Training/ Workshop/ FDP (organized) through external funding.	3	Award 1 marks per activity			
1.2	National/ International Specialised Training/ Workshop/ FDP (attended)	2	Award 0.5 mark per activity			
1.3	Conference activities (Chair/Co-chair/invited talks/speaker/ panellist/ Organizing Secretary/ Convener.	2	Award 1 mark per activity			
**2. RECOGNITION/AWARDS AND SALIENT ACHIVEMNTS**				
2.1	Recognitions and Awards	4	Award 4 marks for Fellowship of any one of the recognized National Academies viz., National Academy of Agricultural Sciences, National Academy of Medical Sciences, Indian Academy of Sciences, Indian National Academy of Engineering, Indian National Science Academy, National Academy of Sciences or equivalent National/ International Academies (Maximum 3 marks) Award 1 marks for each			

			National/International Awards/Recognitions such as those conferred by the National Organizations like the ICAR, CSIR, DBT, DST, Government of India, International Bodies of repute like FAO, UN, CG Centers and Recognized National Science/Engineering Academies. (Maximum 2 marks) Grant 0.5 marks each for National/International Institutes/ Universities/ State Governments/ Registered Professional Societies' Awards, excluding those mentioned above. (Maximum 2 marks) Award 1 mark each for Associateship of recognized National/ International Science Academies. (Maximum 1 mark) Award 1 mark each for Young Scientist Award/Medal of National Science Academies as above/ISCA/ICAR/CSIR/UGC/ DST/DBT or Equivalent International Awards/ Medal.			
2.2	Salient attainments	3	Award 1 mark for recognition as Member-Secretary of Scientific Committees. (Maximum 1 mark per year) Award 1 mark for recognition such as member of Task Force and other Policy Making Bodies/Committees of National/State/Member of Official Delegation Abroad/ Editor of Scopus/ SCI rated Journals.(Max 1 mark per year) Award 1 mark forh Best Paper / Poster presented in a Symposium / Conference / published in a Scientific Journal. (Max 1 mark per year)			

			Award 1 mark for Chairing in a Symposium / Conference (Maximum 1 mark) Award 1 mark for Invited Speaker in a Symposium / Conference (Maximum 1 mark)			

3. TEACHING, RESEARCH AND OUTREACH

3.1 TEACHING

3.1.1	Teaching	8	1mark for each course in an academic year 1mark for development of e modules/mooc/ swayam/new designed courses			

3.2 RESEARCH

3.2.1	Externally funded Projects (Competitive grants) (grant letter to be attached)	6	Marks will be awarded for each R&D project if the candidatehas completed R&D Project as Principal Investigator (PI). Project cost <than 10 lacs = 2 mark between 10-30 lacs = 3 marks between 30-50 lacs = 4 marks More than 50 lacs = 5 marks Co-Principal Investigator (Co-PI). Project cost <than 10 lacs = 1 mark between 10-30 lacs = 2 marks between 30-50 lacs = 3 marks greater than 50 lacs = 4 marks			
3.2.2	Internally funded Projects/Seed Grants (by host institution/ university)	2	Marks will be awarded for each R&D project if the candidate has completed R&D Project as Principal Investigator (PI). Project cost <than 10 lacs = 1 mark >than 10 lacs = 2 marks			
3.2.3	Consultancy projects	4	1 mark will be awarded for each R&D project if the candidate has completed R&D Project amounting more than 10 lac. 0.5 mark will be awarded to each R&D project if the candidate has complete R&D Project amounting less than or			

			equal 10 lac.			
3.2.4	Patents (if granted)	4	• 2 marks will be awarded for each granted patent (International) • 1 mark will be awarded for each granted patent (National)			
3.2.5	Copy right (if granted)	1	• 0.5 marks will be awarded for each granted copyright			
3.2.6	Technology Transfer/ Prototype development	4	1.0 mark per technology transfer/ prototype development * Lead inventer will be awarded full marks whereas co inventors will get 50% of total marks for each technology.			
3.2.7	Research Articles (Not including review articles or articles published in journal publishing only reviews)	20	• 2 marks will be awarded for each paper published by the candidate in a SCI/SCOPUS journal having impact factor more than 5.0 •1marks will be awarded for each paper published by the candidate in a SCI/SCOPUS journal having impact factor less than or equal to 3.0 • 0.5 mark will be awarded for each paper published by the candidate in an/a ESCI/SCOPUS indexed journal having impact factor above or equal to 1.0 0.25 mark will be awarded for each paper published in a SCI/SCOPUS indexed journal *First author/Corresponding will be awarded full marks for each paper, whereas co-authors will get 50 % for each paper.			
3.2.8	Review Articles*	2	2 marks will be awarded for each paper published by the candidate in a SCI/SCOPUS journal having impact factor more than 5.0. 1 mark for each paper published by the candidate in a SCI/SCOPUS journal having impact factor 3.0 and above			

			*First author/Corresponding will be awarded full marks for each paper, whereas co-authors will get 50 % for each paper.			
3.2.9	Books	2	1mark for authored book (having ISSN/ISBN no) (international publisher) 0.5 mark for edited book (having ISSN/ISBN no) (international publisher) 0.5 mark for authored book (having ISSN/ISBN no) (national publisher) 0.25 mark for edited book (having ISSN/ISBN no) (national publisher)			
3.2.10	Book Chapters	2	• 1mark will be awarded for each chapter published in book (having ISSN/ISBN no) by the international publisher • 0.5 marks will be awarded for each chapter published in Book(having ISSN/ISBN no) by the national publisher.			
3.2.11	Technical bulletin	1	• 0.25 marks will be awarded for each published technical bulletin.			
3.2.12	Research Guidance (degree awarded)	6	2 marks for each PhD student guided as a major advisor. 1marks for each PhD student guided as a Co supervisor. 1 mark for each master student guided.			
3.3 OUTREACH						
3.3.1	Outreach activities	3	1 mark per activities (Demonstration programme, field visits for National Programmes, radio/TV talks, exposure visits) 2 marks for each activity (training programme organised as convener/coordinator) 0.5 mark each for delivery of lectures/invited talks in training programmes			

	4. INTITUTE/UNIVERSITY LEVEL CONTRIBUTIONS						
4.1	Administrative Positions (Deans/Heads/ Assoc. Dean/ Chairman etc.)	3	1 mark per position per year				
4.2	Coordinator/ In-charges/ Warden	2	0.5 mark per position per year				
4.3	Capacity Building Activities	2	1 mark per activity				
4.4	Chairperson/ of Institute Level Committee	2	1 mark per position				
4.5	APAR SCORE	12					
	TOTAL	**100**					

Registrar
National Institute of Food Technology
Enterpreneurship and Management
Kundli Sonepat - 131028 (Haryana)

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