



**UNIVERSITY OF AGRICULTURAL SCIENCES, BANGALORE**  
**Administrative Office, GKVK, Bangalore – 560 065.**

No. AO/RT/ CAS-2006/Prof.(HAG)/2015-16

Date: 15-12-2015

**Notification**

**Sub:** Guidelines and Score-card for Promotion of Professor as Professor (HAG) under CAS-2006.

- Ref:**
1. UGC No. F.3-1/2009 dated:30 June, 2010, endorsed by ICAR vide F.No.1(01)/2009-Per-IV dated:2<sup>nd</sup> August, 2010.
  2. GO No. AHD 64 AUM 2009 dated:24-3-2010.
  3. No.AO/RT/Guidelines and Score-card/ CAS-2006/2013-14 published Karnataka Gazette dated:23-5-2013.
  4. Minutes of the 366<sup>th</sup> Meeting of the Board of Management, UAS-B held on 8-10-2015. Part-B, Item-16.
  5. Approval of the Vice-Chancellor UAS, Bengaluru dated: 12-12-2015.

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Career Advancement Scheme-2006 is implemented for Teachers in the University of Agricultural Sciences, Bengaluru w.e.f.1-7-2010 vide Notification No.AO/RT/Guidelines and Score-card/CAS-2006/2013-14 published Karnataka Gazette dated:23-5-2013.

As per para 1.2.1 of the Notification, Ten percent of the positions of sanctioned posts of Professors in the University may be upgraded to the new HAG scale of Rs.67,000- 79,000/- (annual increment @ 3%) with no grade pay and persons with a minimum of ten years of teaching/research/ extension experience as Professor either in the pre-revised scale of Professor's pay or the revised scale pay will be eligible for promotion to the higher grade of Professorship on satisfying the required minimum scores, assessed by a duly constituted Expert committee, and such teachers promoted to the higher grade shall continue to be designated as Professor (HAG).

The Officers Committee constituted by the University recommended the following Guidelines by formulating score-card for promotion of Professor as Professor (HAG).

1. Ten percent of the sanctioned posts of Professors may be upgraded to the position of Professors (HAG) with higher pay scale of Rs.67,000-79,000 ( Annual increment @ 3%) with no grade pay).
2. All the teachers / scientists/officers in the Cadre of Professor (either directly recruited or promoted as Professor under CAS /TBP) with a minimum of ten years of experience as Professor on the date of Notification calling for applications are made eligible to apply for the position as Professor (HAG).

3. The assessment process shall be through an Expert-Committee to be constituted by the University. Applicants will not be interviewed and the assessment will be based only on the credentials of the applicants supported by documents.

The Expert Committee shall comprise of four persons of eminence not below the rank of Vice-Chancellors/Deans/Directors in service or retired under the Chairmanship of Vice-Chancellor, UAS, Bangalore.

4. All the Experts of the Committee (minimum three members/quorum) shall explicitly / independently mention in their recommendations whether the candidate is eligible or not for placing in the New HAG scale and the committee is empowered to evaluate the Bio-data and indicate the score for eligibility for promotion.
5. The names of all the recommended candidates will be pooled at the University Level and based on seniority and the availability of the number of posts, University shall place the candidates in the New HAG scale. The recommended list shall be kept in reserve for a period of three years and shall be placed in the new HAG scale as and when vacancies arise.
6. If not qualified for HAG position, the teacher has to apply again after three years.
7. The implementation of HAG will come in to effect from 1-7-2010. The incumbent teacher must be on roll and active service of the University on the date of consideration by the committee. However, if the assessment of the teacher is delayed he / she may be considered for promotion even after retirement (One time provision for retired teachers w.e.f 1-7-2010 up to date of Notification).
8. Qualification / Credentials and other information as indicated in the score card may be submitted for evaluation and this has to be certified by the Concerned Officers.
9. The Committee has suggested the Score-card for Professors seeking HAG Scale.

The Board in its 366<sup>th</sup> held on 8-10-2015 approved the above Guidelines and Score-card(Annexure- to this Notification) for promotion of Professor to Professor (HAG) w.e.f.1-7-2010.

**Annexure to Notification No.AO/RT/CAS-2006/Prof.(HAG)/2015-16  
Date:15-12-2015**

**Score-card for Professors of UAS, Bengaluru, seeking HAG Scale**

Sl. No.	Particulars	Marks allotted for main items
1.	Academic Qualifications.	02
2.	Experience in the cadre of Professor and above.	10
3.	Scientific publications in the cadre of Professor.	15
4.	Attainment in the professional field in the cadre of Professor.	15

5.	Externally funded Projects operated as Professor	15
6.	International Exposure (in the cadre of Professor & above).	05
7.	Institutional Building (in the cadre of Professor and above).	15
8.	Organizing Symposium Seminar/ Summer Institute/ Winter Institutes/ Refresher Courses/ Workshops and Training Programme in the cadre of Professor and above.	05
9.	Awards/Medals/Fellowships/recognition for academic excellence in Teaching/Research/Extension in the cadre of Professor and above.	05
10.	Out station experience in the cadre of Professor and above.	08
11.	Confidential reports for the preceding 5 years in the cadre of Professor and above.	05
	<b>Total Marks:</b>	<b>100</b>

### EXPLANATORY NOTES FOR AWARD OF MARKS:

<b>1.</b>	<b>Academic Qualifications</b>	<b>Maximum marks allotted = 02</b>
	<b>Higher Qualification in the academic field in the cadre of Professor and above.</b>	a. Post-doctoral fellow (6 Months and above) b. Visiting Professor / Visiting Scientist or Fellow (3 months and above)
<b>2.</b>	<b>Experience in the cadre of Professor and above.</b> (Marks will be awarded after 10 years of experience)	<b>Maximum marks allotted = 10</b> (1 mark for each year over and above 10 years)
<b>3.</b>	<b>Scientific publications in the cadre of Professor and above to the last date of submission of application.</b>	<b>Maximum marks allotted = 15</b> a. For full length papers published in refereed scientific Journals: 1.International level = <b>1.5 marks each</b> 2.National level = <b>1 mark each</b> 3.Research note published in refereed journals = <b>0.5 mark each</b> b. Full length papers presented & published in Seminar/Symposia/Conferences proceedings: <b>(Maximum = 7 marks)</b> 1. International level = <b>1 mark each</b> 2. National level = <b>0.5 mark each.</b> c. For Research Note / Abstracts / short communication / Poster presentation published in Seminar / Symposium / Conferences = <b>0.50 and 0.25 mark each</b> for National/International respectively <b>each (Maximum = 6 marks)</b> d. Books published by individuals= <b>2 marks each (Maximum=4 marks).</b> <i>Note: Translation books carry 50% marks.</i> e. Research Bulletins / Extension Bulletins / Chapters in Books published by Universities /National Institutes /Government Departments / Standard Commercial Publishers / Training Manuals / Teaching Manuals = <b>0.25 mark each (Maximum = 3 marks)</b> f. Extension Leaflets / Folders / Brochures/published by Universities / National Institutes /Government Departments / Standard Commercial publishers = <b>0.25 mark each (Maximum = 3 marks).</b>

		<p>g. Popular articles published in leading Dailies/ Institutional /Govt. Departmental Periodicals/ Radio talks/ TV programmes/ Phone- in programmes = <b>0.25 mark each (Maximum = 3 marks)</b></p> <p><b>Note:</b></p> <p>1) <i>All the publications mentioned above should have been published as on the last date prescribed for submission of filled-in application</i></p> <p>2) <i>The first three authors in all the above cases will get full marks while the rest of the authors will get 50 per cent of the marks allotted to each item.</i></p>
4.	<b>Special Attainment in the cadre of Professor and above to the last date of submission of application.</b>	<p style="text-align: right;"><b>Maximum marks allotted = 15</b></p> <p>a. Special attainment achieved in Teaching / Research / Extension In addition to his / her regular Teaching / Research / Extension activities. = <b>0.5 mark per activity.</b></p> <p>b. For every PG student guided.</p> <p>1. Ph.D. Student = <b>0.75 mark</b></p> <p>2. M.Sc. Student = <b>0.50 mark</b></p> <p>As a Member/Guide = <b>0.25 mark</b></p> <p>c. Release of Variety / Technology / Prototypes developed = <b>02 marks each.</b> For PI / Leader and for Co-PI / Collaborator/ Associates = <b>1 mark each</b></p> <p>d. Registration for Patents made=<b>3 marks each</b></p> <p>e. Service rendered by carrying out full time activities to support the University's academic/General administration = <b>1 mark</b> per year.</p> <p>f. Serving/served as Chairman/Member in National/State level Scientific Committees, Executive Committee Member of National bodies, Member of INSA, NAAS, Accreditation Committee, Peer Review Committee and similar committees, Fellow of Academic Bodies, Chairman of International Conferences Session, Member of Academic Council of UAS, B and nominated Member of the Academic Council / Board of Studies of other Universities, Member of Governing Body/Editorial Board of National/International Journals, Task Force Member, Guiding a student who secures Jawaharlal Nehru Award. – <b>Maximum Marks = 03 (0.5 marks for each activity).</b></p>
5.	<b>A. Externally funded Projects operated in the cadre of Professor and above.</b>	<p style="text-align: right;"><b>Maximum marks allotted = 15</b></p> <p>a. Project outlay of Rs.1 Lakh to 5 Lakhs = <b>1 mark</b> per Project as Principal Investigator (PI) and <b>0.5 mark</b> per Project as Co-Principal Investigator (Co- PI).</p> <p>b. Project outlay of Rs.5 Lakh to 10 Lakhs = <b>2 marks</b> per Project as Principal Investigator (PI) and <b>1 mark</b> per Project as Co-Principal Investigator (Co- PI).</p> <p>c. Projects outlay of above Rs.10 Lakhs upto 20 Lakhs = <b>3 marks</b> per Project as PI and <b>1.5 marks</b> per Project as Co PI.</p>

		<p>d. Projects outlay of Rs.21 Lakhs upto 50 Lakhs = <b>4 marks</b> per Project as PI and <b>2 marks</b> per Project as Co- PI.</p> <p>e. Project outlay of above 51 Lakhs = <b>5 marks</b> per project as PI and <b>2.5 marks</b> per project as Co-PI.</p>
	<b>B. Projects/funds allotted to teachers by the UAS/ Government of Karnataka in the cadre of Professor and above.</b>	<p>a. Project outlay of Rs.1 Lakh to 10 Lakhs = <b>1 mark per Project</b> as Principal Investigator (PI) and <b>0.5 mark per Project</b> as Co-Principal Investigator (Co- PI).</p> <p>b. Projects outlay of above Rs.11 Lakhs upto 20 Lakhs = <b>1.5 marks per Project</b> as PI and <b>0.75 mark per Project</b> as Co PI.</p> <p>c. Projects outlay of Rs.21 Lakhs upto 50 Lakhs = <b>2 marks</b> per Project as PI and <b>1 mark</b> per Project as Co- PI.</p> <p>d. Project outlay of above 50 Lakhs = <b>2.5 marks</b> per project as PI and <b>1.25 marks</b> per project as Co-PI.</p>
<b>6.</b>	<b>International Exposure (in the cadre of Professor &amp; above).</b>	<p style="text-align: right;"><b>Maximum marks allotted = 05</b></p> <p>a) Experience of working with international organization /laboratory– <b>1 mark for each visit.</b></p> <p>b) Expert/Advisor on invitation/ Government deputation, Presentation of Research papers at the International conferences. (Presented outside the Country)= <b>1 mark for each activity.</b></p>
<b>7.</b>	<b>Institutional Building (in the cadre of Professor &amp; above).</b>	<p style="text-align: right;"><b>Maximum marks allotted=15</b></p> <p>Only clearly defined contributions as a leader in institutional building shall be considered.</p> <p>a) Creation of a totally new infra-structure, laboratory, new equipment's farm or field facility etc., that has bearing on improved standards of research, education, and extension.</p> <p>b) Structural changes in operational research and management reforms which resulted in better production or efficient utilization of resources.</p> <p>c) Any administrative reforms/restructuring that brought in more transparency, integrity and social justice.</p> <p style="text-align: center;"><b>- 2 marks for each of the above stated contributions.</b> <b>- 1 mark as Co-leader</b></p> <p>d) As Officer <b>-1 mark</b> per year.</p> <p>e) As University Head/HOD/Scheme Head /other corporate works = <b>0.5 mark</b> per year.</p>
<b>8.</b>	<b>Organizing Symposium Seminar/ Summer Institute/ Winter Institutes/Refresher Courses/ Workshops and Training Programme in the cadre of Professor and above.</b>	<p style="text-align: right;"><b>Maximum marks allotted = 05</b></p> <p>For conducting / Organizing Symposia/Seminars /Summer Institute / Winter Institute/Refresher Course / Workshop / Training Programme at:</p> <p>a. International = 3 marks per activity as Leader/Director = 2 marks per activity as Associate Leader/Co-Director; As Committee Member= 0.5 mark.</p>

		<p>b. National level = 2 marks per activity as Leader/Director; 1 mark per activity as Associate Leader / Co-Director; As Committee Member= 0.5 mark.</p> <p>c. University level = 1 mark per activity as Leader/Director; 0.50 mark per activity as Associate Leader/Co – Director; As Committee Member =0.5 mark.</p> <p>d. For Participating in Symposia/ Seminars/ Summer Institute/Winter Institute/Refresher Course/Workshop/Training Programme as Resource Person to impart training =0.25 mark per activity.</p>
9.	<b>Awards/Medals/ Fellowships/ recognition for academic excellence in Teaching/ Research/ Extension in the cadre of Professor and above.</b>	<p style="text-align: right;"><b>Maximum marks allotted = 05</b></p> <p>a. For any national/International award (recognized) such as by UGC, ICAR, CSIR, DBT, DST, State Government, Central Government, FAO of the UN etc., relevant to the subject/discipline of specialization In case of joint recognition / award, the leader/ PI will get 4 marks and associates will get 2 marks.</p> <p>b. 1 mark each for Recognition Award or other awards of National Academies recognized by UGC, ICAR, CSIR.</p> <p>c. For awards from the State Government Departments, National Institutes, Universities, Professional Societies (registered), President/ Chairman/ Member/ Member Secretary of important Committees and other decision /policy making bodies/ committees of national level (excluding official duty/ assignment at institutional level); member of Editorial Board of National and international NAAS-rated Journals, Reviewer of peer-reviewed Journals, Reviewer for peer reviewed NAAS listed journals: and Conference prize/medal such as best paper or best poster =0.5 marks for each event.</p> <p>d. University level Awards = 1 mark for each year.</p>
10.	<b>Outstation experience during the preceding 5 years to the last date of submission of application in the cadre of Professor and above.</b>	<p style="text-align: right;"><b>Maximum marks allotted = 8</b></p> <p>a. A/B class city = Nil.</p> <p>b. <b>C class city = 1.0 marks</b> for each year of service in the cadre of Professor.</p> <p>c. <b>Other than ‘C’ City =1.5 marks</b> for each year of service in the cadre of Professor.</p>

11.	<b>Confidential reports for the preceding 5 years in the cadre as Professor and above.</b>	<p style="text-align: right;"><b>Maximum marks allotted = 05</b></p> <p>Grading given by the Reporting Officer:</p> <ol style="list-style-type: none"> <li>1. A/A<sup>+</sup>/A<sup>-</sup> = <b>1 mark</b> per year.</li> <li>2. B/B<sup>+</sup>/B<sup>-</sup> = <b>0.75 mark</b> per year.</li> <li>3. C/C<sup>+</sup>/C<sup>-</sup> = <b>0.5 mark</b> per year.</li> </ol>
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**Note:** *Professors who are working as Coordinators at PPMC, Communication center, Controller of examination cell, Kannada department, Technical officers under various directorates and other such similar units will be evaluated for 60.00 marks based on the work done report submitted by the professor and recommended by the concerned officers in addition to the general score card developed for other professors.*

**MINIMUM SCORE FOR ELIGIBILITY = 70.00/100.**

**By Order**

Sd/-

**Administrative Officer**