

**KARNATAKA VETERINARY, ANIMAL & FISHERIES SCIENCES UNIVERSITY,**  
Nandi Nagar, PB No.6, BIDAR-585401, (Karnataka)

**OFFICE OF THE REGISTRAR**



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**No.R/Recct./104<sup>th</sup> BOM/Dir.RecTeacher.Score card/2022 / 2697** **Date:08.09.2022**

**NOTIFICATION**

**Sub:** KVAFSU-Prescribed Qualifications,Score card and guidelines for Direct Recruitment of Teachers ...reg

- Ref:** 1. Government order No; AHF 113 VET 2018 Dated :16-03-2019  
2. Proceedings of 32<sup>nd</sup> Academic Council Dated:13.12.2019  
3. Proceedings of 33<sup>rd</sup> Academic Council Dated:16.01.2020  
4. Proceedings of 89<sup>th</sup> Meeting of BOM Dated: 27.12.2019  
5. Proceedings of 91<sup>st</sup> Meeting of BOM Dated: 01.02.2020  
6. Circular agenda for the academic council dated:25.07.2022  
7. ಸಂ:ಪಸಂಮೀ ಇ-368 ಪಅಸೆ ದಿನಾಂಕ: 19.07.2022  
8. Proceedings of 104<sup>th</sup> Meeting of BOM Dated: 29.07.2022  
9. Approval of the Vice Chancellor No.14518 Dated: 08-09-2022

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On the recommendation of the 32<sup>nd</sup> & 33<sup>rd</sup> and Circular agenda of Academic Council vide ref. (2,3 and 6) and Approval of the Board of Management vide ref. (4, 5 and 8) the prescribed score card and guidelines for direct recruitment of teachers at Karnataka Veterinary Animal & Fisheries Sciences university is as per Annexure-01 to 03.

The Score card is effective from 16.03.2019

By Order

**REGISTRAR**  
**REGISTRAR**

Karnataka Veterinary Animal &  
Fisheries Sciences University  
BIDAR-585 401

**To,**

**All Officers of the University**

**Copy to:**

1. The Deputy Registrar,(Rectt. Section), Registrar Office, KVAFSU, Bidar for information.
2. Sr.PS Grade-1 to Vice Chancellor, KVAFSU, Bidar for information
3. Office file.

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**ANNEXURE 1**

**Assistant Professor (pay scale Rs. 57,700 – 1,82,400)**

**Qualifications and Guidelines:**

1. A Bachelor's degree in Veterinary Science/Veterinary Science and Animal Husbandry/Dairy Science/Dairy Technology/Fisheries Science of respective discipline from SAU/ SVU/ Deemed University or any other recognized university.
2. A Master's degree with a minimum of 55% marks (50% marks for SC/ST) (or an equivalent grade in a point-scale wherever the grading system is followed) in a concerned /Allied subject from SAU/SVU/Deemed University or any other recognized University, or an equivalent degree from an accredited foreign University.
3. The candidate must have cleared the NET conducted by the UGC/ICAR/CSIR, or a similar test accredited by the UGC, like SLET/SET or who are or have been awarded a Ph.D Degree in accordance with the **University Grants Commission** (Minimum Standards and Procedure for award of M.Phil./Ph.D Degree) **Regulations, 2009 or 2016** and their amendments from time to time as the case may be exempted from NET/SLET/SET.
4. NET is exempted for such Master's degree programmes where NET is not conducted by ICAR/UGC/CSIR/SLET/SET in the concerned / Allied subjects.
5. NET is also exempted for those who obtained Ph.D degree from a foreign University / Institution with a ranking among top 500 in the world University Ranking. However, such candidate has to fulfill the conditions given below as per the Government Order No.AHF113 VET 2018/Bengalore dated 16.3.2019.

Provided, the candidates registered for the Ph.D, Program prior to July 11,2009,shall be governed by the provisions of the then existing regulations of the institution awarding the degree and such PhD Candidates shall be exempted from the requirement of NET/SLE/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions subject to the fulfillment of the following conditions

- a. The Ph.D degree of the candidate has been awarded in a regular mode
- b. The Ph.D thesis has been evaluated by atleast two external examiners.
- c. The Ph.D viva voce of the candidate has been conducted

- d. D.The candidate has been published **two research papers** from his/her Ph.D work, out of which at least one is in a refereed journal
- e. The candidate has presented at least **two papers** based on his/her Ph.D work in conferences/seminars sponsored by the UGC/ICAR/ICSSR/CSIR or any other similar agency.

**Note:** The fulfillment of these conditions is to be certified by the Registrar or the Dean of University concerned.

6. Knowledge of Kannada is mandatory:

**Note :** If candidate did not studied Kannada as a first or second or third language in S.S.L.C or its equivalent qualification, then the candidate shall be eligible for interview in respect of Assistant Professor post unless He/She qualifies in a test in Kannada language. This test shall comprise of one paper carrying a maximum of 150 marks. For qualifying in this paper, a candidate must secure a minimum of 50% marks. The standard of this paper shall be that of first language Kannada at S.S.L.C level)

**Age Limit:** The candidates should have not crossed **35 years** of age as on the last date of submission of application in case of **General Merit**, **38 years** of age in case of **OBC** and **40 years** in case of **SC, ST and Cat - I** category candidates. **Age relaxation for any other case will be considered based on the order of the Govt. of Karnataka in vogue.**

**Score card for direct recruitment of teachers – Assistant Professor Cadre**

Allotment of Marks:		Marks
1	Academic Qualifications	46
2	Medals/Awards/Recognition	10
3	Achievements in Sports & cultural/NCC /NSS/Scouts & Guides activities	05
4	Experience in Teaching/Research/ Extension	10
5	Special Attainment in academic field	06
6	Publications	18
7	Interview performance	05
<b>Total Marks</b>		<b>100</b>

**EXPLANATORY NOTES FOR AWARD OF MARKS**

1	Academic Qualifications	Maximum Marks Allotted = 46	Marks
a)	Bachelor's Degree	<p><b>Maximum marks allotted = 10</b>  <b>10</b> marks shall be awarded on <i>prorata</i> basis considering the conversion percentage of marks given in the Equivalent percentage certificate of CGPA (Trimester system)/ OGPA- 10 = 100% (Semester system) issued by the competent authority as under.</p> <p>1. For candidates holding degree under Trimester/Semester system, 60% gets 0.0 mark and 100% gets. <b>10 marks.</b></p> <p>2. In case of candidates holding degree from nonfarm Universities 50% gets 0.0 marks and 100% gets <b>10 marks.</b></p> <p><b>Note:</b> The candidates shall compulsorily furnish an attested copy of the certificate of equivalent percentage of marks in case of award of marks other than in 10 Point scale.</p>	<b>10</b>

b)	Master's Degree in the concerned subject.	<p><b>Maximum marks allotted = 20</b></p> <p>20 mark shall be awarded on <i>prorata</i> basis considering the conversion percentage of marks given in the equivalent percentage certificate of CGPA (Trimester system)/ OGPA (Semester system) issued by the competent authority as under.</p> <ol style="list-style-type: none"> <li>1. For candidates holding degree under Trimester/Semester system, 70% gets 0.0 marks and 100% gets 20 marks.</li> <li>2. For candidates holding degree under Trimester system where equivalent certificate is not given, CGPA of 2 gets 0.0 mark and 4 get 20 marks.</li> <li>3. In case of candidates holding of 2 years period degree from <b>Non-farm</b> Universities 50% gets 0.0 marks and 100% gets 20 marks.</li> </ol> <p>Note: <i>The candidates shall compulsorily furnish an attested copy of the certificate of equivalent percentage of marks in the case of award of marks other than in 10 point scale.</i></p>	20
c)	Ph.D. Degree.	<p><b>Maximum marks allotted = 10</b></p> <ol style="list-style-type: none"> <li>1. Candidates obtaining Ph.D with Course Work of any Agricultural University/by any other University with 5/4+2+3 system - <b>10 marks.</b> (Trimester/Semester system)</li> <li>2. Candidates obtaining Ph.D from <b>Non-farm</b> University (3+2+3 system) with course work and Ph.D from foreign Universities (minimum of 3 years duration) without course work - <b>6.0 marks.</b></li> <li>3. Candidates obtaining Ph.D as an external student by research alone in any University - <b>4.0 marks</b></li> </ol>	10
d)	Additional qualifications in the field.	<p><b>Maximum marks allotted = 06</b></p> <ol style="list-style-type: none"> <li>i) Post-doctoral experience = <b>2 mark for each of 6 months</b></li> <li>ii) PG diploma/M.Phil in the concerned field not less than ten months duration = <b>1 mark for each certificate.</b></li> <li>iii) Higher Academic Training in a recognized academic/scientific/ professional institutions in relevant field (21 days &amp; above duration) = <b>0.25 mark for each training (Max.2.0 marks</b></li> </ol>	06
2	<b>Medals/Awards/Recognition (during Bachelor's degree &amp; above).</b>	<p><b>Maximum marks allotted = 10</b></p> <ol style="list-style-type: none"> <li>1. Govt. recognized International award = <b>4 marks each</b> award/medal/recognition</li> <li>2. Govt. recognized National award = <b>3 marks each</b> iii) State award = <b>2 marks each</b></li> <li>3. University Gold medal = <b>3 marks each</b></li> <li>4. Awards from Professional Society = <b>1 mark for each Medal/Award.</b></li> </ol> <p><i>If a candidate secures more than one medal/award for the same degree/achievement, the highest award shall be considered for allotting marks (except American Bibliography and other non professional awards).</i></p>	10

3	<b>Sports &amp; Cultural/NCC/NSS Fellow/ Associate of National Academy</b> (During the study period of Bachelor's degree & above)	<b>Maximum marks allotted = 05</b> <b>Sports/Cultural:</b> <ol style="list-style-type: none"> <li>1. Represented at International level in Sports/ Cultural events (Representing Nation) = <b>2 marks/event/year</b></li> <li>2. Represented at National level in Sports/ cultural events (Representing State) = <b>1 mark/event/year</b></li> <li>3. Represented the University in Sports/cultural events = <b>0.5 marks/ event /year</b></li> </ol> <b>NCC:</b> <ol style="list-style-type: none"> <li>1) Candidates possessing 'B' Certificate and adjudged overall All India Best cadet with Gold/Silver/Bronze medal in the Republic Day Camp - <b>2 marks</b>            'B' Certificate holders who have won Gold/Silver medal in the camps - <b>1.5 marks</b></li> <li>2) 'B' Certificate holders who have participated in the Youth Exchange Programmes and Foreign Naval Cruise organized by DG, NCC - <b>1.5 marks</b></li> <li>3) 'B' Certificate holders who have participated from Karnataka in the Republic Day Camp - <b>0.5 marks</b></li> <li>4) 'C' Certificate holders - <b>1 mark</b></li> </ol> <i>Note: Sports &amp; Games/Cultural events recognized by Association of Indian Universities (Sports Division), New Delhi shall only be considered</i> <b>NSS:</b> <ol style="list-style-type: none"> <li>1. National award individual = <b>04 marks</b></li> <li>2. State award individual = <b>03 marks</b></li> <li>3. Participated in National Republic day = <b>03 marks</b></li> <li>4. Participated in State Republic day = 02 Marks</li> </ol> <ul style="list-style-type: none"> <li>• A <b>Fellow/Associate</b> of any National Academy = <b>02 marks per title</b></li> </ul>	05
4	<b>Experience in Teaching/Research /Extension:</b> Work experience in SAU/SVU/ICAR / ICAR recognized Institutes / Research projects.	<b>Maximum marks allotted = 10</b> <b>0.125 marks for each month</b> of service in teaching / research / extension. <i>Note: To be supported by authorized document issued by the competent authorities.</i>	10
5	<b>Special attainment in academic field.</b> (Passing JRF/SRF examination conducted by ICAR/UGC/CSIR/ICMR and other national organizations and Award of Young Scientist Projects).	<b>Maximum marks allotted = 06</b> Passing JRF/SRF = <b>2.0 marks each</b> Young Scientist - Projects/Awards/Women Scholarships/International Scholarships/ General Projects from the funding agencies = <b>2.0 marks for each project.</b>	06

6	<b>Scientific Publications in the concerned field.</b>	<p><b>Maximum marks allotted = 18</b></p> <p>i) For full length papers published in NAAS rated scientific journals as followed  a) 5 and above rating <b>3 marks</b> / paper  b) 3 to 5 rating <b>2 marks</b> / paper  c) 1 to 3 rating <b>1 mark</b> / paper</p> <p>ii) For Research Note/Abstracts published in National and International level Journal/Seminar/Symposium/ Conferences of = <b>0.5 mark each (Maximum = 5 marks)</b></p> <p>iii) Full length papers presented &amp; published in National and International level Seminar/Symposia/Conferences at: <b>1 mark / Paper (Maximum = 5.0Marks)</b></p> <p>iv) Books published by individuals (not less than 64 pages) = <b>1 Mark each and Chapter in a Book 0.5 mark (Maximum = 3 marks).</b></p> <p>vii) Extension Leaflets / Folders / Brochures Published by Universities / National Institutes /Govt. Departments / Standard Commercial Publishers = <b>0.25 mark (Maximum = 2 marks)</b></p> <p>viii) Popular articles published in leading dailies /Institutional /Govt. Departmental Periodicals/Radio talks/TV programmes/ Phone-in programmes = <b>0.25 mark each (Maximum = 2 marks)</b></p> <p><b>Note:</b>  All the publications mentioned above should have been published as on the last date prescribed for submission of filled-in application.</p> <p>The first three authors in all the above cases will get full marks while the rest of the authors will get 50 percent of the marks allotted to each item.</p>	<b>18</b>
7	<b>Performance in the Interview</b>	<b>Maximum marks allotted = 05</b>	<b>05</b>
<p>General</p> <ol style="list-style-type: none"> <li>The eligibility as well as suitability of a candidate shall be considered based on the information supplied by him in his application.</li> <li>All the items as mentioned in the application shall be supported by the relevant and authorized documents. Only such documents/records will be taken into consideration for award of marks.</li> <li>Prescribed certificates should be obtained from competent authority on or before the last date of submission of application. In case of Centre of Excellence / Infrastructure created, certificate issued by the Vice-Chancellor in case of Universities/Directors in case of National Institutes only will be considered.</li> <li>Any additional documents/certificates/record given after the last date for submission of filled-in application will not be considered for award of marks.</li> <li>If a candidate has submitted more than one application prescribed for the same post before the last date, the latest application will be considered as valid for the purpose of recruitment.</li> <li>Interviews will be conducted by the Selection Committee duly constituted as per the statutes of the University and the decision of the Selection Committee shall be final.</li> <li><b>A Valid KVC Registration Certificate is Mandatory for Veterinary Graduates.</b></li> </ol>			

**ANNEXURE -2**  
**Associate Professor (pay scale Rs 1,31,400-2,17,100)**

**Qualifications:**

1. A Bachelor's degree in Veterinary Science/Veterinary Science and Animal Husbandry/Dairy Science/Dairy Technology/ Fisheries Science of respective discipline from SAU/ SVU/Deemed University or any other recognized university.
2. A Master's degree with at least 55% marks(50% marks for SC/ST) (or an equivalent grade in a point-scale, wherever the grading system is followed in concerned /allied subject from SAU/SVU/Deemed University or any other recognized university.
3. A good academic record, with a Ph.D degree in the concerned/Allied discipline
4. A minimum of eight years of teaching experience and / or research and / or extension in an academic / research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institution in a pay band Rs.57,700 – 1,82,400 as applicable to Assistant Professor or equivalent cadres of ICAR/ UGC with a minimum of **Seven publications** in NAAS rated / UGC listed Journals.
5. Knowledge of Kannada is Mandatory:

**Note :** If candidate did not studied Kannada as a first or second or third language in S.S.L.C or its equivalent qualification, then the candidate shall be eligible for interview in respect of Associate Professor post unless He/She qualifies in a test in Kannada language. This test shall comprise of one paper carrying a maximum of 150 marks. For qualifying in this paper, a candidate must secure a minimum of 50% marks. The standard of this paper shall be that of first language Kannada at S.S.L.C level)

6. A minimum score as stipulated in the prescribed score card.

**Score card for direct recruitment of teachers – Associate Professor Cadre**

<b>Allotment of Marks:</b>		<b>Marks</b>
1	Academic Qualifications.	20
2	Academic Experience	20
	a. Experience in Teaching / Research / Extension/Corporate activities (University) in the cadre of Assistant Professor. (13)	
	b. Outstation experience in the cadre of Assistant Professor (05)	
	c. Experience in national/international organizations. (02)	
3	Scientific publications in the cadre of Assistant Professor.	20
4	Special Awards/Medals/Fellowships/Recognition for academic excellence in the cadre of Assistant Professor.	05
5	Attainment in the professional field in the cadre of Assistant Professor.	06
6	Externally funded Projects operated as Assistant Professor.	12
7	Exposure to Symposium Seminar / Summer Institute / Winter Institutes / Refresher Courses / Workshops and Training Programme as Assistant Professor	07
8	Confidential reports for the preceding 5 years in the Cadre of Assistant Professor.	05
9	Performance in the Interview.	05
<b>Total Marks</b>		<b>100</b>
<b>EXPLANATORY NOTES FOR AWARD OF MARKS</b>		
1.	<b>Academic Qualifications: Maximum Marks Allotted = 20</b>	<b>Marks</b>
a.	Bachelor's Degree <b>Maximum marks allotted = 04</b> 04 marks shall be awarded on <i>Prorata</i> basis considering the	<b>04</b>

		<p>conversion percentage of marks given in the equivalent percentage certificate of CGPA (Trimester system)/OGPA (Semester system) issued by the competent authority as under.</p> <ol style="list-style-type: none"> <li>1. For candidates holding degree under Trimester / Semester system, 60% gets 0.0 marks and 100% gets 4 marks.</li> <li>2. For candidates holding degree under Trimester system where equivalent percentage certificate is not furnished CGPA of 4.00 gets 0.0 marks and 4.0 gets 4 marks.</li> <li>3. In case of candidates holding degree from traditional system/Universities 50% gets 0.0 marks and 100% gets 4 marks.</li> </ol> <p><b>Note:</b> <i>The candidates are required to furnish an attested copy of the certificate of equivalent percentage of marks in the case of award of marks other than in 10 point scale.</i></p>	
b.	Master's Degree in the concerned subject	<p>Maximum marks allotted = <b>04</b></p> <p>The marks shall be awarded on <i>Prorata</i> basis considering the conversion percentage of marks given in the Equivalent percentage certificate of CGPA (Trimester system)/OGPA (Semester system) issued by the competent authority as under:</p> <ol style="list-style-type: none"> <li>1. For candidates holding degree under Trimester/Semester system, 70% gets 0.0 marks and 100% gets 4 marks.</li> <li>2. For candidates holding degree under Trimester system where equivalent percentage certificate is not furnished CGPA of 2.5 gets 0.0 marks and 4.0 gets 4 marks.</li> <li>3. In case of candidates holding degree from traditional system/Universities, 55% gets 0.0 mark and 100% gets 4 marks.</li> </ol> <p><b>Note:</b> <i>The candidates are required to furnish an attested copy of the certificate of equivalent percentage of marks in the case of award of marks other than in 10 point scale.</i></p>	<b>04</b>
c.	Ph.D. Degree.	<p>Maximum marks allotted = <b>05</b></p> <ol style="list-style-type: none"> <li>1) Candidates obtaining Ph.D with Course Work of any <u>Veterinary / Agricultural University</u> / by any other University with 5/4+2+3 system - <b>05 marks.</b> (Trimester / Semester system)</li> <li>2) Candidates obtaining Ph.D from <b>Non-farm</b> University (3+2+3 system) with course work and Ph.D. from foreign Universities without course work - <b>03 marks.</b></li> <li>3) Candidates obtaining Ph.D as an external student by research alone in any University- <b>02 marks</b></li> </ol>	<b>05</b>
d.	Higher training/ PG Diploma in the academic filed.	<p>Maximum marks allotted = <b>03</b></p> <ol style="list-style-type: none"> <li>1. Post-doctoral experience = <b>01 mark</b> for each of 6 months.</li> <li>2. PG diploma not less than ten months/M.Phil. = <b>01 mark</b> for each certificate.</li> <li>3. Higher academic Training in recognized academic/scientific/professional institutions (21 days &amp; above) = <b>0.25 mark</b> for each training (<b>maximum: 2 marks</b>)</li> </ol>	<b>03</b>
e.	Medals/ Awards/ Recognitions obtained at Bachelor's/ Master's/ Doctoral degree for academic excellence.	<p>Maximum marks allotted = <b>04</b></p> <ol style="list-style-type: none"> <li>1. Govt. Recognized International / National awards = <b>02 marks each</b></li> <li>2. Jawaharlal Nehru Award for Ph.D = <b>02 marks.</b></li> <li>3. University Gold medal = <b>01mark</b> each.</li> </ol> <p><i>If a candidate secures more than one Award/Medal/Recognition for the same degree and or achievement, the highest award will be considered for allotting marks.</i></p>	<b>04</b>



2.	<b>Academic Experience : Maximum Marks allotted =20</b>	<b>20</b>	
a)	Experience in Teaching/ Research/ Extension in the cadre of Assistant Professor	Maximum marks allotted = <b>13</b> <b>1.5 mark</b> for each year over and above 8 years of experience	
b)	Outstation experience in the cadre of Assistant Professor	<b>Maximum marks allotted = 05</b> A/B class city - <b>nil</b> C class city = <b>0.5 mark</b> for each year of service Others - <b>1 mark</b> for each year of service • Note: As defined by GOK	
c)	Experience in international organizations.	<b>Maximum marks allotted = 02</b> International Organization - <b>2 marks</b> for each year	
3.	<b>Scientific publications in the cadre of Assistant Professor</b>	<b>Maximum marks allotted = 20</b> i) For full length papers published in NAAS rated Scientific Journals 7 and above rating <b>2 Marks</b> / paper, 5-7 rating <b>1.5 Marks</b> / paper rating 3-5 <b>1 Mark</b> / paper rating 1-3 <b>0.5 mark</b> /paper ii. For Research Note/Abstracts published in National and International Level Journal/ Seminar/Symposium/Conferences = <b>0.25 mark</b> each (Maximum = <b>02marks</b> ) iii. Full length papers presented & published in National / International Seminar/ Symposia/Conference proceedings: (Maximum = <b>04 marks</b> ) <b>0.5 Marks / each paper</b> iv. Short communication presented and published in National/International Seminar/Symposia/conferences = <b>0.25 mark</b> each (Maximum = <b>4 marks</b> ). v. Books published by individuals = <b>0.5 mark</b> each, Chapter in a book <b>0.25 Mark</b> (Maximum = <b>2 marks</b> ). vi. 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</b> each (Maximum = <b>2 marks</b> ) vii. Extension Leaflets/Folders/Brochures/ published by Universities/National Institutes/ Government Departments/Standard Commercial publishers = <b>0.25 mark</b> each (Maximum = <b>2 marks</b> ). viii. Popular articles published in leading Dailies/ Institutional/Govt. Departmental Periodicals/Radio talks/TV programmes/ Phone-in programmes= <b>0.25 mark</b> each (Maximum = <b>2 marks</b> ) <b>Note:</b> 1. All the publications mentioned above should have been published as on the last date prescribed for submission of filled-in application. 2. 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.	<b>20</b>
4.	<b>Special Awards/Medals /Fellowships/</b>	<b>Maximum marks allotted = 05</b> 1. Govt recognized International Awards = <b>03 marks</b> each 2. Govt. recognized National Awards = <b>2.5 marks</b> each	<b>05</b>

<b>recognition for Professional excellence in Teaching/Research/ Extension in the cadre of Asst Professor</b>	3. State level Awards = <b>02 marks</b> each 4. University level Awards = <b>01 mark</b> each 5. Any Awards/Medals/Recognitions from Professional Societies (except American Bibliography) = <b>0.5 marks</b> each  <b>Note:</b> For Team Awards/Medals/ Recognitions the leader gets full marks and each Associate gets 50% of the marks mentioned above.	
<b>Explanatory Note for Medals/Awards/Recognitions</b>		
1. <i>International means, the awards given by the organizations which are of international repute and established by the international funding to further the research need of the international community (e.g. CG/AR etc.)</i> 2. <i>National level awards means, the awards secured at the National level in recognition of significant professional achievements.</i> 3. <i>State award means, the awards secured at the State level like Rajyotsava award etc, in recognition of significant professional achievements.</i> 4. <i>University level Award means, any award given at the University level like, Best Teacher Award, Best Farm Superintendent Award, Best Extension Worker Award etc.</i> 5. <i>Professional Society Awards means, any award given by Registered Scientific Societies/Bodies in recognition of significant professional achievements.</i>		
5. <b>Attainment in the professional field in the cadre of Assistant Professor</b>	<p style="text-align: center;"><b>Maximum marks allotted = 06</b></p> A. Teaching / Research/Extension/ Corporate activities = <b>06 marks</b> 1. Courses offered/Extension activities carried out/Technical administration/Sports & Cultural ctivities/Wardens/Tour Leaders/Coordinators & Assistant Coordinators of examination/ Farm Managers= <b>0.5 marks/course/ activity/ year.</b> 2. For every PG student guided. a. Ph.D. Student = <b>1 mark for each student.</b> b. M.Sc. Student = <b>0.5 mark for each student.</b> 3. Release of Breed/Variety/Technology/Prototypes/ Product developed = <b>2 marks each</b> 4. Patent obtained = <b>3 marks each</b> 5. For diffusion of each Breed/Variety/Technology/ Prototype/Product among farmers/users = <b>1 mark each.</b> 6. Working as Staff Advisors/ Assistant Registrars /RAWE Coordinator/ ADSW = <b>0.5 mark per activity per year.</b> 7. Collaborator in release of Breed/Variety/Prototype/ Product and Technology development= <b>0.5 mark each.</b> 8. Service rendered by carrying out full time Corporate activities to support the University's academic/General administration in the cadre of Assistant Professor = <b>1 mark per year.</b> 9. Special attainments: <b>Maximum Marks = 05 (1 mark for each activity as listed below)</b>  Executive Committee Members of National bodies, Member of INSA, NAAS, Fellow of Academic Bodies, Chairman of International Conference Session, Members of Academic Council of other Universities, Governing Body Editorial Board of National! International Journals, Task Force Member, Guiding a student who secures Jawaharlal Nehru Award.	<b>06</b>
6. <b>Externally funded Projects</b>	<p style="text-align: center;"><b>Maximum marks allotted = 12</b></p> 1. Project outlay of Rs.2 lakh to 5 lakhs = <b>2 marks per Project</b> as Principal Investigator (PI) and <b>1.0 mark per Project</b> as Co	<b>12</b>

	<b>operated as Assistant Professor</b>	Principal Investigator (Co- PI). 2. Projects outlay of above Rs.5 lakhs upto 10 Lakhs = <b>3 marks per Project</b> as PI and <b>1.5</b> marks per Project as Co PI. Projects outlay of above Rs.10 Lakhs = <b>4 marks per Project</b> as. PI and <b>2.00 marks</b> per Project as Co- PI.  <b>Note:</b> A valid certificate obtained from the concerned controlling Officer and duly countersigned by the concerned Officers / Heads of the Directorates shall be submitted in support of their claims. (project should be in operation and fund should have been released as on the last date prescribed )	
7.	<b>Organizing Symposium Seminar/ Summer Institute/ Winter Institutes/ Refresher Courses/ Workshops and Training Programme as Assistant Professor</b>	<b>Maximum marks allotted = 07</b> For conducting / Organizing Symposia / Seminars / Summer Institute / Winter Institute/ Refresher course / Workshop / Training Programme at 1. International = <b>04 marks</b> per activity as Chairman/ Leader / Director / Organizing Secretary; <b>02 mark</b> per activity as Associate Leader / Co-Director /Co-Chairman. 2. National level = <b>03 marks</b> per activity as Chairman Leader / Director / Organizing Secretary; <b>1.5 mark</b> per activity as Associate Leader / Co-Director / Co- Chairman. 3. University level = <b>02 marks</b> per activity as Chairman/ Leader / Director / Organizing Secretary; <b>01 mark</b> per activity as Associate Leader / Co - Director / co-Chairman. For participating in Symposia / Seminars / Summer Institute / Winter Institute / Refresher course / Workshop / Training Programme as Resource Person to impart training = <b>0.5 mark</b> each ( <b>Maximum = 2 marks</b> )	<b>07</b>
8.	<b>Confidential reports for the preceding five years in the cadre as Assistant Professor.</b>	<b>Maximum marks allotted = 05 marks.</b> Grading given by the Reporting Officer: 1. A/A+/A- = <b>1 mark per year.</b> 2. B/B+/B- = <b>0.75 mark per year.</b> 3. C/C+/C- = <b>0.5 mark per year.</b> <b>Note:</b> In case the confidential reports of a candidate for the assessment period are not satisfactory and if the candidate has been inflicted with penalties on Statutory enquiry he will get no marks for major punishments and 50% marks for minor punishments out of the marks earmarked for confidential reports.	<b>05</b>
9.	<b>Performance in the interview.</b>	<b>Maximum marks allotted =05</b>	<b>05</b>

### GENERAL

1. The eligibility as well as suitability of a candidate shall be considered based on the information supplied by him in his application.
2. All the items as mentioned in the application shall be supported by the relevant and authorized documents. Only such documents/records will be taken into consideration for award of marks.
3. Prescribed certificates should be obtained from competent authority on or before the last date of submission of application. In case of Centre of Excellence/infrastructure created, certificate issued by the Vice-Chancellor in case of Universities/Directors in case of National Institutes only will be considered.
4. Any additional documents/certificates/record given after the last date for submission of filled-in application will not be considered for award of marks.

5. If a candidate has submitted more than one application prescribed for the same post before the last date, the latest application will be considered as valid for the purpose of recruitment.
6. Interviews will be conducted by the Selection Committee duly constituted as per the statutes of the University and the marks for SI. No. 1 to 8 as well as for performance in interviews will, be awarded by the Selection Committee and the decision of the Selection Committee shall be final.
7. **A Valid KVC Registration Certificate is mandatory for Veterinary Graduates.**

### **ANNEXURE 3**

#### **Professor (Pay Scale Rs. 1,44,200-2,18,200)**

##### **Qualifications:**

1. A Bachelor's degree in Veterinary Science/Veterinary Science and Animal Husbandry/Dairy Science/Dairy Technology/ Fisheries Science/ the concerned discipline from SAU/ SVU/Deemed University or any other recognized university.
2. A Master's degree with at least 55% marks (50% for SC/ST ) (or an equivalent grade in a point-scale, wherever the grading system is followed in concerned /allied subject from SAU/SVU/Deemed University or any other recognized university.
3. An eminent scholar having a Ph.D degree in the concerned / Allied discipline, and published work of high quality, actively engaged in research with evidence of published work with a minimum of 10 research publications in the NAAS rated / UGC listed journals.
4. A minimum of 10 years of Teaching / Research / Extension experience in University / College as Assistant Professor / Associate Professor and / or research experience at equivalent level at the University/ National Level Institutions with evidence of having successfully guided doctoral candidate/Master degree candidate, out of which **two years of service / experience in the cadre of Associate Professor** in the pay band Rs. **1,31,400-2,17,100** as applicable to Associate Professor or equivalent positions of ICAR/UGC shall be mandatory.
5. Knowledge of Kannada is Mandatory:  
**Note :** If candidate did not studied Kannada as a first or second or third language in S.S.L.C or its equivalent qualification, then the candidate shall be eligible for interview in respect of Professor post unless He/She qualifies in a test in Kannada language. This test shall comprise of one paper carrying a maximum of 150 marks. For qualifying in this paper, a candidate must secure a minimum of 50% marks. The standard of this paper shall be that of first language Kannada at S.S.L.C level)
6. A minimum score as stipulated in the score card.

**Score card for direct recruitment of teachers – Professor Cadre**

	<b>Allotment of Marks:</b>	<b>Marks</b>
1	Academic Qualifications.	20
2	Academic Experience	18
	a. Experience in Teaching / Research / Extension/Corporate activities (University) in the cadre of Associate Professor (10)	
	b. Outstation experience in the cadre of Associate Professor (5)	
	c. Experience in national/international organizations. (3)	
3	Scientific publications in the cadre of Associate Professor.	20
4	Special Awards/Medals/Fellowships/Recognition for academic excellence in the cadre of Associate Professor.	5
5	Attainment in the professional field in the cadre of Associate Professor.	10
6	Externally funded Projects operated as Associate Professor.	10
7	Organizing Symposium/ Seminar / Summer Institute / Winter Institutes / Refresher Courses / Workshops and Training Programme as Associate Professor	7
8	Confidential reports for the preceding 5 years.	5
9	Performance in the Interview.	5
	<b>Total Marks</b>	<b>100</b>

**EXPLANATORY NOTES FOR AWARD OF MARKS**

1.	<b>Academic Qualifications :</b>	<b>Maximum Marks Allotted = 20</b>	<b>Marks</b>
a	Bachelor's Degree	<p><b>Maximum marks allotted = 04</b>                      04 marks shall be awarded on <i>Prorata</i> basis considering the conversion percentage of marks given in the Equivalent percentage certificate of CGPA (Trimester system)/OGPA(Semester system) issued by the competent authority as under.</p> <ol style="list-style-type: none"> <li>For candidates holding degree under Trimester/Semester system, 60% gets 0.0 marks and 100% gets 4 marks.</li> <li>For candidates holding degree under Trimester system, where equivalent percentage certificate is not furnished CGPA of 2.00 gets 0.0 marks and 4.0 gets 4 marks.</li> <li>In case of candidates holding degree from Universities 50% gets 0.0 marks and 100% gets 4 marks.</li> </ol> <p><b>Note:</b> <i>The candidates are required to furnish an attested copy of the certificate of equivalent percentage of marks in the case of award of marks other than in 10 Point scale.</i></p>	04
b.	Master's Degree in the concerned subject	<p><b>Maximum marks allotted = 04</b>                      06 marks shall be awarded on <i>Prorata</i> basis considering the conversion percentage of marks given in the Equivalent percentage certificate of CGPA (Trimester system)/ OGPA (Semester system) issued by the competent authority as under:</p> <ol style="list-style-type: none"> <li>For candidates holding degree under Trimester/Semester system, 70% gets 0.0 marks and 100% gets 4 marks.</li> </ol>	04

		<p>2. For candidates holding degree under Trimester system where equivalent percentage certificate is not furnished CGPA of 2.5 gets 0.0 mark and 4.0 gets 4 marks.</p> <p>3. In case of candidates holding degree from <b>Non-farm Universities</b>, 55% gets 0.0 marks and 100% gets 4 marks.</p> <p><b>Note:</b> <i>The candidates are required to furnish an attested copy of the certificate of equivalent percentage of marks in the case of award of marks other than in 10 point scale.</i></p>	
c.	PhD. Degree.	<p><b>Maximum marks allotted = 05</b></p> <p>1) Candidates obtaining Ph. D with course work of any Veterinary / Agricultural University / by any other University with 5/4+2+3 system = <b>05 marks.</b> (Trimester/Semester system)</p> <p>2) Candidates obtaining Ph.D from <b>Non-farm University</b> (3+2+3 system) with course work and Ph.D from foreign Universities without course work = <b>02 marks.</b></p> <p>3) Candidates obtaining Ph.D as an external student by research alone in any University = <b>01 mark</b></p>	05
d.	Higher training/P G Diploma in the academic field.	<p><b>Maximum marks allotted = 03</b></p> <p>1) Post-doctoral experience = <b>01</b> mark for each of 6 months</p> <p>2) PG diploma not less than ten months/ M.Phil. = <b>01</b> mark for each certificate.</p> <p>3) Higher academic Training in recognized academic/scientific/professional institutions (21 days &amp; above) = <b>0.25 mark for each training (Maximum 2.0 marks)</b></p>	03
e.	Medals/Awards/Recognitions obtained at Bachelor's/ Master's/ Doctoral degree for academic excellence.	<p><b>Maximum marks allotted= 04</b></p> <p>1. Govt. recognized National/ International awards = <b>02 marks</b></p> <p>2. Jawaharlal Nehru Award for PhD = <b>02 marks.</b></p> <p>3. University Gold medal = <b>01 mark each.</b></p> <p><i>If a candidate secures more than one Award/Medal/Recognition for the same degree and or achievement, the highest award will be considered for allotting marks.</i></p>	04
2.	<b>Academic Experience</b>	<b>Maximum marks allotted = 18</b>	<b>18</b>
a.	Experience in Teaching/ Research/ Extension/C orporate activities in the cadre of Assoc. Professor	<b>2 mark for each year (over &amp; above 10 years) = 10 marks</b>	10
b.	Outstation experience in the cadre of Associate Professor	<p><b>Maximum marks allotted = 05</b></p> <p>1. A / B class city - nil</p> <p>2. C class city = <b>01 mark</b> for each year of service</p> <p>3. Others -<b>02 mark</b> for each year of service</p> <p>Note: As Notified by GOK</p>	05
c.	Experience in international organizations	<p><b>Maximum marks allotted = 03</b></p> <p>2 marks for each exposure of 3 months duration and above</p>	03

3.	<b>Scientific publications in the cadre of Associate Professor</b>	<p><b>Maximum marks allotted = 20</b></p> <p>i) For full length papers published in NAAS rated Scientific Journals 7 and above rating <b>2 marks/ paper</b>, 5-7 rating <b>1.5 Marks / Paper</b>, <b>3-5 rating 1 marks/Paper</b> 1-3 rating <b>0.5 mark/ paper.</b></p> <p>ii) For Research Note/Abstracts published in National / International Level Journal/ Seminar/Symposium/Conference proceedings = <b>0.25 mark each</b> (Maximum = <b>4 marks</b>)</p> <p>iii) Full length papers presented &amp; published in National/ International level Seminar /Symposia/Conference proceedings: 0.5 mark / paper (Maximum = <b>5 marks</b>)</p> <p>iv. Short communication presented and published in National / International level Seminar/Symposia/ conferences = <b>0.25 mark each</b> (Maximum = <b>4 marks</b>).</p> <p>v. Books published by individuals with minimum 64 Pages and ISBN number = <b>0.5 mark each, Chapter in a book 0.25 marks / each</b> (Maximum = <b>4 marks</b>).</p> <p>vi. 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</b> (Maximum = <b>2 marks</b>)</p> <p>vii. Extension Leaflets/Folders/Brochures/ published by Universities/National Institutes/Government Departments/ Standard Commercial publishers = <b>0.25 mark each</b> (Maximum = <b>2 marks</b>).</p> <p>viii. Popular articles published in leading Dailies/ Institutional/ Govt. Departmental Periodicals/ Radio talks /TV Programmes/ Phone-in programmes = <b>0.25 mark each</b> (Maximum = <b>02 marks</b>)</p> <p><b>Note:</b></p> <ol style="list-style-type: none"> <li>All the publications mentioned above should have been published as on the last date prescribed for submission of filled-in application.</li> <li>The first three authors in all the above cases will get full marks while the rest of the authors will get 50 percent of the marks allotted to each item.</li> </ol>	20
4.	<b>Special Awards/ Medals/ Fellowships/ Recognition for Professional excellence in Teaching/ Research/ Extension in the cadre of Associate Professor</b>	<p><b>Maximum marks allotted = 05</b></p> <ol style="list-style-type: none"> <li>Govt. recognized International Awards = <b>03 marks each</b></li> <li>Govt. recognized National Awards = <b>2.5 marks each</b></li> <li>Govt. recognized State level Awards = <b>02 marks each</b></li> <li>University level Awards = <b>01 mark each</b></li> <li>Any Awards / Medals / Recognitions from Professional Societies (except American Bibliography Award/Non - Professional Awards) = <b>0.5 mark each.</b></li> </ol> <p><i>Note: For Team Awards / Medals / Recognitions the leader gets full marks and each Associate gets 50% of the marks mentioned above.</i></p>	05

5.	<b>Attainment in the professional field in the cadre of Associate Professor</b>	<p><b>Maximum marks allotted = 10</b></p> <p><b>A. Teaching/Research/Extension/Corporate activities = 05 marks</b>  Courses offered/Extension activities carried out/ Technical administration/ Sports &amp; Cultural activities /Wardens/ Tour Leaders/Coordinators &amp; Assistant Coordinators of examination/NSS/Red Cross Coordinators/Farm Managers /Farm Superintendents = <b>0.5 mark/course/ activity/ year.</b>  For every PG student guided in the cadre of Associate Professor.  a) Ph.D. Student = <b>01 mark for each student.</b>  b) Master's Student = <b>0.5 mark for each student.</b>  Release-of Breed / Variety / Technology / Prototypes/ Product developed = <b>02 marks each</b>  Patents obtained = <b>03 marks each</b>  For diffusion of each Breed / Variety / Technology / Prototypes / Product among farmers/ Users = <b>01 mark each.</b>  Working as Staff Advisors/Assistant Registrars/RAWE Coordinator /ADSW = <b>0.5 mark per activity per year.</b>  Collaborator in release of Breed/Variety/ Prototypes/ Product and Technology development=<b>0.5 mark each.</b>  Service rendered by carrying out full time Corporate activities to support the University's academic/General administration in the cadre of Assoc. Professor = <b>01 mark per year.</b></p> <p><b>B. Special attainments: Maximum Marks = 05 (01 mark for each activity as listed below)</b>  Executive Committee Members of national bodies, Member of INSA, NAAS, Fellow of Academic Bodies, Chairman of International Conference Session, Members of Academic Council/Governing Body Editorial Board of National/International Journals, Task Force Member, Guiding a student who secures Jawaharlal Nehru Award</p>	<b>10</b>
6.	<b>External funded Projects operated as Associate Professor.</b>	<p><b>Maximum marks allotted = 10</b></p> <p>In the cadre of Associate Professor</p> <ol style="list-style-type: none"> <li>1. Project outlay of Rs.2 lakh to 5 lakhs = <b>01 marks</b> per Project as Principal Investigator (PI) and <b>0.5 mark</b> per Project as Co Principal Investigator (Co-PI).</li> <li>2. Projects outlay of Rs. 5 lakh to Rs.10 lakhs =<b>03 marks</b> per Project as PI and <b>1.5 mark</b> per Project as Co PI.</li> <li>3. Projects outlay of above Rs.10 Lakhs = <b>04 marks</b> per Project as PI and <b>02 mark per</b> Project as Co- PI.</li> </ol> <p>Note: <i>A valid certificate obtained from the concerned controlling Officer and duly countersigned by the concerned Officers/Heads of the Directorates and Comptroller shall be submitted in support of their claims. The project should be in operation and the funds should have been released as on the last date prescribed.</i></p>	<b>10</b>
7.	<b>Organizing Symposium Seminar/</b>	<p><b>Maximum marks allotted = 07</b></p> <p>For conducting / Organizing Symposia / Seminars / Summer Institute / Winter Institute / Refresher course /</p>	<b>07</b>



	<b>Summer Institute/ Winter Institutes/ Refresher Courses/ Workshops and Training Programme as Associate Professor</b>	Workshop / Training Programme at 1. International = <b>04 marks</b> per activity as Chairman/ Leader / Director / Organizing Secretary; <b>02 mark</b> per activity as Associate Leader / Co-Director / Co-Chairman. 2. National level = <b>03 marks</b> per activity as Chairman Leader / Director / Organizing Secretary; <b>1.5 mark</b> per activity as Associate Leader / Co-Director / Co-Chairman. 3. University level = <b>02 marks</b> per activity as Chairman/ Leader / Director / Organizing Secretary; <b>01 mark</b> per activity as Associate Leader / Co - Director / co-Chairman. 4. For participating in Symposia/Seminars / Summer Institute / Winter Institute / Refresher Course / Workshop / Training Programme as Resource Person to impart training <b>0.25 mark</b> per activity (Maximum = <b>02 marks</b> )	
8.	<b>Confidential reports for the preceding five years.</b>	<b>Maximum marks allotted = 05 marks.</b> Grading given by the Reporting Officer: 1. A/A +/A -= <b>01 mark</b> per year. 2. B/B+/B- = <b>0.75 mark</b> per year. 3. C/C+/C- = <b>0.5 mark</b> per year. <b>Note:</b> In case the confidential reports of a candidate for the assessment period are not satisfactory and if the candidate has been inflicted with penalties on Statutory enquiry he will get no marks for major punishments and 50% marks for minor punishments out of the marks earmarked for confidential reports.	<b>05</b>
9.	<b>Performance in the interview.</b>	<b>Maximum marks allotted = 05</b>	<b>05</b>

**General :**

1. The eligibility as well as suitability of a candidate shall be considered based on the information supplied by him/her in the application.
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7. A Valid KVC Registration Certificate is mandatory for Veterinary Graduates.

  
**REGISTRAR**  
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Karavatta Veterinary, Animal &  
Fisheries Sciences University  
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