

UNIVERSITY OF HORTICULTURAL SCIENCES, BAGALKOT

ANNUAL EVALUATION REPORT OF TEACHERS

(for Performance Based Assessment System)

(To be filled in by the Teacher)

1. Name : _____
2. Employee No : _____
3. Designation : _____
4. Department/Unit/Scheme : _____
5. Place of working : _____
6. Year of Report : 1st April _____ To 31st March _____

Instructions

- 1) The Performance Based Assessment (PBS) system Annual Evaluation Report (AER) for teachers consists of two parts **Part-A (Administrative)** and **Part-B (Scientific/ Technical)**.
- 2) (a) Every Teacher shall fill-in all details in **Part B** and submit to the concerned Head of the Department/ Unit/ Scheme/ Station not later than **April 30**, every year.
(b) The concerned Head of the Department/Unit/Scheme/Station fill-in Part A of the AER and forward it to the concerned University Head of the Department not later than **May 15**, every year.
(c) The concerned University HOD shall also fill-up **Part A** of the AER for such Teachers, who are working under his/her control.
(d) The concerned University HOD shall verify the information provided by the Teacher in Part B and shall assign scores as per the guidelines.
(e) The University HOD shall forward the AER to the concerned Controlling Officers (Deans)/DR/DE/SO/DSW) not later than **May 30**, every year.
(f) The concerned Controlling Officer shall rank the performance of the Teacher based on the scores obtained by the Teacher in Part A and Part B and shall forward it to the Director of Education not later than **June 30**, every year. The Office of the Registrar shall inform the Controlling Officers regarding the final ranking awarded to a Teacher after final approval of the Vice-Chancellor.
(g) The concerned Controlling Officer shall cause to enter the ranking in the Service Register of the Teacher and decide on sanction of immediate ensuing Annual Increment of the Teacher based on the guidelines approved for the purpose.

Part – A (Administration)
(To be evaluated by Head of the Unit)

1. Part A is to assess the attitude of Teacher towards various activities.
2. A Teacher may score in Teaching/ Research/Extension irrespective of the placement.
3. A Teacher must score a minimum of 50 points in Part A.

I. General Traits

| Sl. No. | Particulars | Ratings (Score) | | |
|---------|--|-----------------|----------------|----------------|
| | | 3 | 2 | 1 |
| 1 | Appearance | Smart | Passable | Shabby |
| 2 | Punctuality | On time always | Sometimes late | Always late |
| 3 | Behaviour with superiors | Cordial | Passable | Arrogant |
| 4 | Behaviour with Colleagues | Cordial | Passable | Arrogant |
| 5 | Behaviour with non-teaching staff | Cordial | Passable | Arrogant |
| 6 | Attitude towards obligatory work | Positive | Indifferent | Negative |
| 7 | Attitude towards additional work | Positive | Indifferent | Negative |
| 8 | Attendance in Dept. / Unit / in house meetings | Regular | Irregular | Rarely attends |
| 9 | Participation in Meetings | Active | Sufficient | Inactive |
| 10 | Interest in attending Seminars / Conferences / Workshops | Enthusiastic | Interested | Indifferent |
| 11 | Interest in attending continuing education programmes | Enthusiastic | Interested | Indifferent |
| 12 | Any other work allotted | Positive | Indifferent | Negative |

II. Teaching

| Sl. No. | Particulars | Ratings (Score) | | |
|---------|---|--------------------------|---------------------|-------------------------|
| | | 3 | 2 | 1 |
| 1 | Punctuality in taking classes | Always Punctual | Sometimes late | Not punctual |
| 2 | Duration of handling classes | Full time | Leaves early | Leaves very early |
| 3 | Preparation for classes | Perfect | Well prepared | Off hand |
| 4 | Interest taken in practicals | With the students always | Delegates to others | Never with the students |
| 5 | Interest shown in being Tour Leader | Enthusiastic | Interested | Indifferent |
| 6 | Interest shown in RHWE/ Experiential Learning supervision | Enthusiastic | Interested | Indifferent |
| 7 | Interest shown in being Staff advisor | Enthusiastic | Interested | Indifferent |
| 8 | Interest shown in being grade Scrutinizer | Enthusiastic | Interested | Indifferent |
| 9 | Interest shown in being PG advisor | Enthusiastic | Interested | Indifferent |
| 10 | Participation in conducting sports and game events | Enthusiastic | Interested | Indifferent |
| 11 | Participation in conduct of cultural events | Enthusiastic | Interested | Indifferent |

| Sl. No. | Particulars | Ratings (Score) | | |
|---------|--|-----------------|----------------|-------------|
| | | 3 | 2 | 1 |
| 12 | Willingness in being NSS Officer | Enthusiastic | Interested | Indifferent |
| 13 | Invigilation duty | Enthusiastic | Interested | Indifferent |
| 14 | Warden for Hostel | Enthusiastic | Interested | Indifferent |
| 15 | Interest shown in performing maintenance of stores and stock verification work | Enthusiastic | Interested | Indifferent |
| 16 | PG Coordinator | Enthusiastic | Interested | Indifferent |
| 17 | Seminar Coordinator | Enthusiastic | Interested | Indifferent |
| 18 | Conducting Courses | Enthusiastic | Interested | Indifferent |
| 19 | Returning Answer Papers | On time always | Sometimes late | Always late |
| 20 | Sending Grade Reports | On time always | Sometimes late | Always late |

III. Research

| Sl. No. | Particulars - Interest shown in | Ratings (score) | | |
|---------|---|-----------------|------------|-------------|
| | | 3 | 2 | 1 |
| 1 | Getting land allotted (Planning research)* | Enthusiastic | Interested | Indifferent |
| 2 | Land preparation (Preparation of proposal) | Enthusiastic | Interested | Indifferent |
| 3 | Interest in laying out experiments (Preparation of questionnaire) | Enthusiastic | Interested | Indifferent |
| 4 | Sowing operations (Field visit) | Enthusiastic | Interested | Indifferent |
| 5 | Inter culture activities (Field visit) | Enthusiastic | Interested | Indifferent |
| 6 | Irrigation Management (Field visit) | Enthusiastic | Interested | Indifferent |
| 7 | PP implementation (Field visit) | Enthusiastic | Interested | Indifferent |
| 8 | Collection of samples (Field visit) | Enthusiastic | Interested | Indifferent |
| 9 | Recording observations (Field visit) | Enthusiastic | Interested | Indifferent |
| 10 | Harvesting & Post harvest operations (Field visit) | Enthusiastic | Interested | Indifferent |
| 11 | Conducting lab experiments (Use of quantitative software) | Enthusiastic | Interested | Indifferent |
| 12 | Analysis of sample and data | Enthusiastic | Interested | Indifferent |
| 13 | Documentation and Reporting | Enthusiastic | Interested | Indifferent |
| 14 | Presentation in department meetings | Enthusiastic | Interested | Indifferent |
| 15 | Presentation in ZREAC/Group meetings | Enthusiastic | Interested | Indifferent |
| 16 | Follow up in the form of MLT | Enthusiastic | Interested | Indifferent |
| 17 | Follow up in the form of FT | Enthusiastic | Interested | Indifferent |
| 18 | Follow up in the form of PoP | Enthusiastic | Interested | Indifferent |
| 19 | Participation in Field day / Krishimela | Enthusiastic | Interested | Indifferent |
| 20 | Support to extension consultancy | Enthusiastic | Interested | Indifferent |

* Parameters shown in parentheses are applicable to Social Scientists.

IV. Extension

| Sl. No. | Particulars - Interest shown in | Ratings (score) | | |
|---------|---|-----------------|------------|-------------|
| | | 3 | 2 | 1 |
| 1 | On campus training programmes | Enthusiastic | Interested | Indifferent |
| 2 | Off campus training programmes | Enthusiastic | Interested | Indifferent |
| 3 | Co-operation with other trainers | Enthusiastic | Interested | Indifferent |
| 4 | Arranging logistics for trainings | Enthusiastic | Interested | Indifferent |
| 5 | Field visits to farms | Enthusiastic | Interested | Indifferent |
| 6 | Coordinating Demonstrations | Enthusiastic | Interested | Indifferent |
| 7 | Supervision of Farm Trials | Enthusiastic | Interested | Indifferent |
| 8 | Preparation for exhibition | Enthusiastic | Interested | Indifferent |
| 9 | Participation in exhibition conducted by outside agencies | Enthusiastic | Interested | Indifferent |
| 10 | As tour leader with farmers | Enthusiastic | Interested | Indifferent |
| 11 | Documentation and reporting | Enthusiastic | Interested | Indifferent |
| 12 | Attending farmers' queries | Enthusiastic | Interested | Indifferent |
| 13 | Providing feed back to research | Enthusiastic | Interested | Indifferent |
| 14 | Attending bi-monthly meeting | Enthusiastic | Interested | Indifferent |
| 15 | Preparation of Folders / Bulletins | Enthusiastic | Interested | Indifferent |
| 16 | Preparation of Handouts / Blowups | Enthusiastic | Interested | Indifferent |
| 17 | Rapport with Farmers | Excellent | Good | Poor |
| 18 | Rapport with Govt. Officials | Excellent | Good | Poor |
| 19 | Rapport with other University Extension Personnel | Excellent | Good | Poor |
| 20 | Rapport with Input Supply Agencies | Excellent | Good | Poor |

Total score of Part A:

Signature of the Head of the Unit

Part-B (Scientific/Technical)

(To be filled in by the concerned Teacher)

(All claims should be evidenced by testimonials/documents or the University HOD shall endorse individual activity)

| |
|--|
| I. Specific work done in Teaching/ Research/ Extension/ Designated Corporate work during the year |
|--|

1. Teaching

a) Courses offered

| Sl. No. | Sem-ester | UG / PG / Diploma / Certificate / Experiential Learning / Hands-on-Training / Industrial Training | | Course No. | Offered at place of working or outside | Credit hrs. | Contact hours/ week |
|---------|-----------|---|-------------|------------|--|-------------|---------------------|
| | | *Shared | Independent | | | | |
| | | | | | | | |
| | | | | | | | |

* Experiential Learning.

b) Guidance to PG students as Chairman of the Advisory Committee

(i) Master's Degree

| Sl. No. | Name of the Student | Department |
|---------|---------------------|------------|
| | | |
| | | |

(ii) Ph.D. Degree

| Sl. No. | Name of the Student | Department |
|---------|---------------------|------------|
| | | |
| | | |

c) As Member of the Advisory Committee of M.Sc. and Ph.D. degree students

| Sl. No. | Name of the Student | M.Sc./Ph.D. | Department |
|---------|---------------------|-------------|------------|
| | | | |
| | | | |

d) Teaching aids developed (laboratory manuals, RHWE manuals, AV Aids etc.)

| Sl. No. | Details of Teaching aid | Course Number | Credit Hours | UG/PG/Diploma/ Certificate Course |
|---------|-------------------------|---------------|--------------|-----------------------------------|
| | | | | |
| | | | | |

e) Acting as External Examiner for UG/PG examinations (which includes paper setting, paper corrections, conducting viva-voce etc.)

| Sl. No. | Particulars | Period | University | UG/PG |
|---------|-------------|--------|------------|-------|
| | | | | |
| | | | | |

2. Research

a) (i) Trials/ Experiments/ Studies conducted/ Testing trials/ Testing implements

| Title | PI / Co-PI | University / AICRP/ Testing trial or Equipment | Year |
|-------|------------|--|------|
| | | | |
| | | | |

ii) Nucleus / Vegetable / Spice/ Flower seeds produced

| Type of Seed/ Planting Material | Leader/Co-Leader | Quantity Produced | Year |
|------------------------------------|------------------|-------------------|------|
| | | | |
| | | | |

iii) Breeder seed produced

| Type of Seed/ Planting Material | Leader/Co-Leader | Quantity Produced | Year |
|------------------------------------|------------------|-------------------|------|
| | | | |
| | | | |

iv) Foundation seed/ Certified / TL Seeds/ Bioagents produced

| Type of Seed/ Planting Material | Leader/Co-Leader | Quantity Produced | Year |
|------------------------------------|------------------|-------------------|------|
| | | | |
| | | | |

v) Planting material produced

| Type of Seed/ Planting Material | Leader/Co-Leader | Quantity Produced | Year |
|------------------------------------|------------------|-------------------|------|
| | | | |
| | | | |

vi) Processed products produced

| Type of Seed/ Planting Material | Leader/Co-Leader | Quantity Produced | Year |
|------------------------------------|------------------|-------------------|------|
| | | | |
| | | | |

b) Ad-hoc Projects (Externally funded) - for each project total outlay

| Title of the Project | Competitive/ Institutional | PI/Co-PI | Funding Agency | Period | Outlay (Rs.) |
|----------------------|-------------------------------|----------|----------------|--------|--------------|
| | | | | | |
| | | | | | |

c) Patents/ Varieties notified/ Prototype developed/ Varieties endorsed/Technology developed

| Title | Details | PI/Co-PI | Meeting in which proposed | Date of approval/ Notification |
|---|----------------|-----------------|----------------------------------|---------------------------------------|
| Patents | | | | |
| Varieties/ hybrids developed and notified | | | | |
| Prototype/ Modules developed | | | | |
| Varieties endorsed | | | | |
| Technology developed | | | | |

d) (i) Establishing institutional facilities

(Testing laboratory/ bio-control agents production lab etc.)

| Title | Details | Leader/Co-Leader | Year of establishment |
|--------------|----------------|-------------------------|------------------------------|
| | | | |
| | | | |

(ii) Managing institutional facilities

| Title | Details | Leader/Co-Leader | Period |
|--------------|----------------|-------------------------|---------------|
| | | | |
| | | | |

e) Projects proposed for MLT/FT

| Particulars | PI / Co-PI | MLT/FT |
|--------------------|-------------------|---------------|
| | | |
| | | |

f) Meeting in which results of Projects presented

| Title of the Project | PI/ Co-PI | Technical Committee Meeting | ZREAC Meeting | Group Meeting (AICRPs) |
|-----------------------------|------------------|------------------------------------|----------------------|-------------------------------|
| | | | | |
| | | | | |

3. Extension

(a) Transfer of Technologies

i) Farm Trials/ Demonstrations/ On-Farm Testing/ Campaign

| Particulars | Title | Season / Date | Place | Leader / Associate |
|--------------------|-------|---------------|-------|--------------------|
| 1. Farm Trials | | | | |
| | | | | |
| | | | | |
| 2. Demonstrations | | | | |
| | | | | |
| | | | | |
| 3. On-Farm Testing | | | | |
| | | | | |
| | | | | |
| 4. Campaign | | | | |
| | | | | |
| | | | | |

ii) Field Days/ Krishi Melas/ Exhibitions/ Seed Mela/ Discussion Meetings/ FFS, etc

| Particulars | Title | Season / Date | Place | Leader / Associate |
|------------------------|-------|---------------|-------|--------------------|
| 1. Field day | | | | |
| | | | | |
| | | | | |
| 2. Krishimela | | | | |
| | | | | |
| | | | | |
| 3. Exhibition | | | | |
| | | | | |
| | | | | |
| 4. Seed Mela | | | | |
| | | | | |
| | | | | |
| 5. Discussion Meetings | | | | |
| | | | | |
| | | | | |
| 6. FFS and others | | | | |
| | | | | |
| | | | | |

iii) Consultancy services (based on documentation)

| Sl. No. | Person/ Organization to whom Consultancy provided | Date | Place |
|---------|---|------|-------|
| | | | |
| | | | |

(b) Training programmes organized

| Sl. No. | Name of the Training Programme | Duration with dates | Place | Leader / Associate |
|---------|--------------------------------|---------------------|-------|--------------------|
| | | | | |
| | | | | |

(c) Resource Person in Training Programme / Refresher Course/ Winter/ Summer Schools/NSS/RHWE etc.

| Sl. No. | Name of the Programme | Date | Place | Topic |
|---------|-----------------------|------|-------|-------|
| | | | | |
| | | | | |

(d) Participating as Resource Person in bi-monthly Technical Workshop or campaign

| Sl. No. | Title of the Meeting | Season | Date | Place |
|---------|----------------------|--------|------|-------|
| | | | | |
| | | | | |

(e) Diagnostic visit to farmers fields / family/ units / Radio / Television Talk

| Sl. No. | Particulars | Season | Date | Place |
|---------|-------------|--------|------|-------|
| | | | | |
| | | | | |

(f) Feedback to research based on which research formulations have been made

| Sl. No. | Details of Feedback provided | Date | Place | Details of Research Formulations |
|---------|------------------------------|------|-------|----------------------------------|
| | | | | |
| | | | | |

(g) Income generated out of Revolving Fund

| Sl. No. | Name of the Activity | PI/Co-PI | Income Generated (Rs.) | Period |
|---------|----------------------|----------|------------------------|--------|
| | | | | |
| | | | | |

(h) Development of Video/Radio programmes on technologies developed by self (Nos.)

| Title of Video/Radio Programme | Leader/Co-Leader | Period |
|--------------------------------|------------------|--------|
| | | |
| | | |

4. Designated Corporate Activities

Farm Superintendent/ Farm Incharge/ External examination coordinator- Associate Coordinator/ Asst. Horticulturist/ Technical Assistant/ Technical Officer/ Asst. Professor (Documentation)/ Asst. Editor/ Assoc. Editor/ Information Specialist/ Audio Visual Specialist/ Asst. Professor of Physical Education/ Asst. Director of Student Welfare/ Asst. Professor/ Assoc.Professor/ Professor in PPMC/Curator/ Manager-ATIC/ Training or Extension Consultant/ Technical Assistant to DE and DR's Office personnel/ Controller and coordinator of Extension/ Teachers and Coordinator- Bakery Training Unit, Technical Officer at Dean Office/ Teachers works in Dept. of Kannada and Agri-clinics & Agribusiness Centres/ Corporate works/ Teachers involved in selection and documentation.

Any other corporate activities certified by the University authority.

| Sl.No. | Activity | Duration |
|--------|----------|----------|
| | | |
| | | |

II. Publications: Papers published during the assessment period

a) Full length papers in refereed journals

| Authors | Year | Title of the paper | Journal and details |
|---------|------|--------------------|---------------------|
| | | | |

b) (i) Books published by recognized publishers with ISBN

| Authors | Year | Title of the Book | Publishers with ISBN |
|---------|------|-------------------|----------------------|
| | | | |

(ii) Chapters in standard books with ISBN

| Authors | Year | Title of the Book | Title of the Chapter | Publishers with ISBN |
|---------|------|-------------------|----------------------|----------------------|
| | | | | |

(iii) Books published individually

| Authors | Year | Title of the Book | Publisher |
|---------|------|-------------------|-----------|
| | | | |

(iv) Research /Extension Bulletin

| Authors | Year | Title of Bulletin | Publishers |
|---------|------|-------------------|------------|
| | | | |

c) (i) Research Note/ Communication in Journal/ Abstract in Symposium/ Seminar/ Workshop/ Training Manual/ Proceedings of Workshop

| Authors | Year | Title | Details of Journals, Symposia, Workshop, Training etc. |
|---------|------|-------|--|
| | | | |

(ii) Popular Articles /Leaflets

| Authors | Year | Title | Details of publication |
|---------|------|-------|------------------------|
| | | | |

| | | | |
|--|------|-------------------------|----------------------------------|
| d) Any other publications | | | |
| i) As Author / Compiler of POP /Editor | | | |
| Sl.No. | Year | Name of the Publication | Title and details of publication |
| | | | |
| | | | |
| (ii) As Assoc.Edictor/ Asst. Editor/Publisher/ Compiler | | | |
| Sl.No. | Year | Name of the Publication | Title and details of publication |
| | | | |
| | | | |

III. International Exposure (visits/trainings/courses etc.)

| Sl.No. | Place & country visited | Purpose | Date | |
|--------|-------------------------|---------|------|----|
| | | | From | To |
| | | | | |
| | | | | |

IV. Summer Schools/ Winter Schools/ Refresher Course/ Special Training/ Symposia/ Seminar/ Workshop/ Conference

(a) Organizing Summer School/ Winter Schools / Refresher Courses/Special Training/ Symposia/ Seminar/ Workshop/Conference

| Sl. No. | Title | Place | Date | Sponsored by | Organizer/ Associate |
|---------|-------|-------|------|--------------|----------------------|
| | | | | | |
| | | | | | |

(b) Participation in Summer School/ Winter School/ Refresher Course/ Orientation Course of more than 10 days duration

| Sl. No. | Title | Place | Dates | Sponsored by |
|---------|-------|-------|-------|--------------|
| | | | | |
| | | | | |

(c) Participation in Special Training/ Orientation Programmes/ Symposia / Seminars / Conferences, Workshops etc. (except Annual Workshop)

| Sl. No. | Title | Place | Dates | Sponsored by |
|---------|-------|-------|-------|--------------|
| | | | | |
| | | | | |

V. Awards/ Distinctions Received

| Sl. No. | Title | Awarded by | Level* | Year of Award |
|---------|-------|------------|--------|---------------|
| | | | | |
| | | | | |

* International / National / State / University / Professional Society

| |
|---|
| VI. Corporate / Other Activities |
|---|

- a) Activities performed as Head of Office/ Farm coordinator/ Chief Warden/ Wardens/ Staff Advisor/ Tour Leader and Co-Tour leader (State/All India)/ NSS Programme Officer – NSS Coordinator/ Indian Redcross Society Programme officer/ Coordinator/ NCC Officer/ Farm Management/ Academic, General, Financial Management (as AO/DAO/AAO Dy.R/AR/DC/AC/Dy. Librarian/Asst. Librarian etc.)/ Scrutinizing UG/PG grades/ PG Coordinator/ Seminar incharge/ Leader-member in monitoring team/ Programme coordinators/ Crop coordinator/ Scheme Head/ Unit Head/ Dept. Head/ Programme Officer of Community Radio Station/ Training Hostel Manager/ Hostel Management/ Transport incharge, etc.
- b) Activities performed as Member - Co-chairman – Chairman of different committees of National – International – activities/ RHWE – Coordinator/ Assoc. Coordinator – participation in RHWE camp/ Internship/ Tournament Organized/ Spl.Officer of SC-ST Cell/ Minority Cell/ Technical Assistant (Part-time)/ Students counselor/ Leader for exposure visit of farmers/ Liaison Officer for BOM/VIP's tours assigned by the University/ Participation in Melas/ Exhibitions as State, National, International levels representing University/ Member/ Co-Chairman in different committees of University activities/ Team Manager and Co-Team Manager to Sports/ Cultural Activities/ Stock verifying Officer/ Anti-ragging squad member/ Grade Point conversion work/ worked as Rapporteur/ Co-Chairman in the National/ International Conferences, Seminars, Workshops/ Symposium etc./ Member of Class and Exam time-table committee/ Referee for research journals/ Appraisal of research proposals/ Press meet work/ Participation in UG and PG admission/ member involved in organizing and selection of farmers/ teachers for nomination to various awards/ Member of Exam Invigilation Committee/ Member of BOS and Academic Council of other Universities/ worked as Chairperson in the Fund mobilization to support University events (more than ` .50,000)/ Organizing SHGs/ Commodity Groups/Krishi Andolans/Melas/ conducting Students' Association election as Returning Officer/ Presiding/ Polling Officer

Any other activities duly assigned by the Controlling Officer

| Sl. No. | Name of the Activity | Duration/Date |
|--------------------------------------|----------------------|---------------|
| a) Activities listed under (a) above | | |
| | | |
| | | |
| b) Activities listed under (b) above | | |
| | | |
| | | |

Any other relevant information:

Date:
Place:

Signature of the teacher

SCORE FOR PART-B
(To be evaluated by University HOD)

| Particulars | Weightage | Score |
|---|---|-------|
| 1. Teaching | | |
| a)(i) UG / PG / Diploma / Certificate courses/ Experiential learning offered in his /her HQ | 1.00 mark/ contact hour | |
| (ii) UG / PG / Diploma / Certificate courses/ Experiential learning offered outside his /her HQ | 1.50 marks/ contact hour | |
| Note: * HOT/ Industrial training: 0.25 contact hour/credit. ** If any course is shared by more than one teacher, the contact hour shall be equally shared among such teachers. | | |
| b) Guidance to PG students as Chairman of the Advisory Committee i) M.Sc. students ii) Ph.D. students | 1.0 mark/ student 1.5 marks/ student | |
| c) As Member of the Advisory Committee of M.Sc. and Ph.D. degree students | 0.50 marks/ student | |
| d) Teaching aids developed (laboratory manuals, RHWE manuals, AV Aids etc.) | 0.50 mark each | |
| e) Acting as External Examiner for UG/PG examinations, which includes paper setting, paper corrections, conducting viva-voce etc. | 0.50 mark/ activity | |
| 2. Research | | |
| a) i) Trials/Experiments/Studies conducted/ Testing Trials/ Testing implements | 2.00 marks/ activity | |
| ii) Nucleus/ vegetable/ Spice/ Flower seeds upto a quintal | 2.00 marks | |
| iii) Breeder Seeds produced/ ton | 2.00 marks (Max.10.00) | |
| iv) Foundation / Certified / TL Seeds/ Bioagents produced/ ton | 1.00 mark (Max.10.00) | |
| v) Planting material produced/1000 | 1.00 mark (Max.10.00) | |
| vi) Processed products per 100 (kg/number) | 1.00 mark (Max.10.00) | |
| As Leader | Full marks | |
| As Associate Leader | 50% of the marks | |
| b) Ad-hoc Projects (Externally funded) - for each project total outlay | | |
| i) For projects which have been obtained by the teacher on competitive mode | 0.50 mark/lakh ` . outlay (Max.10.00) | |
| ii) For institutional projects assigned by the University | 0.25 mark/ lakh ` . outlay (Max.10.00) | |

| | | |
|--|---|--|
| <p>c) i) Patents/ Variety/ hybrid developed and released</p> <p>ii) Prototypes/ Modules/ technology developed</p> <p>iii) Endorsement of notified varieties</p> | <p>As PI: 5.0 marks for each As Co-PI: 2.5 marks for each</p> <p>As PI: 4.0 marks for each As Co-PI: 2.0 marks for each</p> <p>As PI: 3.0 marks for each As Co-PI: 1.50 mark for each</p> | |
| <p>d) i) Establishment of institutional facilities (like seed/soil testing laboratory, bio-control agents production lab.etc.) from external funds</p> <p>ii) Management of such facilities</p> | <p>As Leader: 3.0 marks/ facility As Co-Leader: 1.5 marks/ facility</p> <p>As Leader: 1.0 marks/ facility As Co-Leader: 0.5 mark/ facility</p> | |
| 3. Extension | | |
| <p>a) Transfer of Technologies</p> <p>i) Farm Trials/ Demonstrations/ On-Farm Testing/ Campaign</p> <p>ii) Field Days/ Krishi Melas/Exhibitions/ Seed mela/ Discussion Meetings/ FFS, etc.</p> <p>iii) Consultancy services (based on documentation)</p> | <p>1.0 mark for each activity organized and 0.5 mark for participation</p> <p>1.0 mark for each activity organized and 0.5 mark for participation</p> <p>0.25 marks per consultancy</p> | |
| <p>b) Training programmes organized</p> <p>i) Up to one week duration</p> | <p>i. As Coordinator-1.0 mark each ii. As Assoc.Coordinator - 0.5 mark each</p> | |
| <p>ii) For more than one week duration</p> | <p>i. As Coordinator-2 marks each ii. As Assoc.Coord.-1 mark each</p> | |
| <p>c) As Resource Person in the Training Programme / Refresher Course/ Winter/ Summer Schools/NSS/RHWE etc.</p> | <p>0.50 mark for each lecture delivered</p> | |
| <p>d) Participating as Resource Person in bi-monthly Technical Workshop or campaign</p> | <p>0.50 mark per workshop/ campaign attended</p> | |
| <p>e) Diagnostic visit to farmers fields / family/ units / Radio / Television Talk</p> | <p>0.5 mark for each</p> | |
| <p>f) Feedback to research based on which research formulations have been made</p> | <p>0.5 mark for each</p> | |
| <p>g) Income generated out of Revolving Fund</p> <p>a) Up to ` .50,000</p> <p>b) ` .50,001 to ` .1,00,000</p> <p>c) ` .1,00,001 to ` .2,00,000</p> <p>d) More than ` .2,00,000</p> | <p>1.00 mark/year</p> <p>1.50 marks/year</p> <p>2.00 marks/year</p> <p>3.00 marks/year</p> | |
| <p>h) Development of video/radio programmes on Agril.Technologies</p> | <p>0.5 mark for each</p> | |

4. Designated Corporate Activities

| | | |
|---------------------------------|--|--|
| As mentioned under I (4) above. | Based on the evaluation by the immediate superior/controlling officer, marks may be allotted for performance in the designated activity of the teacher up to a maximum of 5 marks. | |
|---------------------------------|--|--|

| 5. Published Work | | |
|--|----------------|--|
| a) For each full length article published in refereed journal | 2.0 marks | |
| b) For each book published / edited | | |
| i) Recognized publishers with ISBN | 2.0 marks | |
| ii) Chapters in standard books with ISBN | 1.0 mark | |
| iii) Published individually | 0.5 mark | |
| iv) Research/ Extension Bulletin | 0.5 mark | |
| c) i) For each research note/ communication in a journal/ abstract in symposium/ seminar/ workshop/ training manual/ proceedings of the workshop | 0.5 mark | |
| ii) Popular article/ leaflet | 0.25 mark | |
| d) Any other publications – | | |
| i) As Author / Compiler of POP /Editor | 0.5 mark each | |
| ii) As Assoc.Edictor/Asst.Editor/Publisher/ Compiler of other publications | 0.25 mark each | |

Note: Any publications having 3 authors, each author will get equal marks and such of the publications which have more than 3 authors, fourth author onwards will get half of the assigned mark.

6. International Exposure

| | | |
|---------------------------------------|---------------------|--|
| International visits/training/courses | 1 mark per activity | |
|---------------------------------------|---------------------|--|

7. Summer Schools/ Winter Schools/ Refresher Course/ Special Training/ Symposia/ Seminar/ Workshop/ Conference Summer

| | | |
|--|--------------------|--|
| a) For Organizing each activity as in the title | 2 marks each | |
| b) For participation with more than 10 days duration | 1 mark/ activity | |
| c) For participation with less than 10 days duration (except Annual Workshop) | 0.5 mark/ activity | |

8. Awards / Distinctions received

| | | |
|-------------------------------|--------------------|--|
| a) International Award | 2.0 marks for each | |
| b) National Award | 1.5 marks for each | |
| c) State Award | 1.0 mark for each | |
| d) University Award | 0.75 mark for each | |
| e) Professional Society Award | 0.50 mark for each | |

9. Corporate/ Other Activities (a)

| | | |
|------------|---------------------|--|
| | 1.0 mark/ activity | |
| (b) | 0.5 mark/activity | |
| | Total Part-B | |

Note:

1. A Teacher must obtain a minimum score of 20 in Part-B
2. Leader / PI / Coordinator will get full marks and Associate Leader / Co-Leader / Co-PI / Assoc. Coordinator will get half of the score of Leader / PI / Coordinator.
3. Any publications having 3 authors, each author will get equal marks and such of the publications which have more than 3 authors; fourth author onwards will get half of the assigned mark.

Signature of University HOD

Controlling Officer:**Score (Part-A):****Score (Part-B):****Score allotted by Dean/ Director: (Max.10)** _____**Total Score:** _____**Grade**

| Score Obtained | Grade |
|-----------------------|-----------------------------------|
| > 90 | A |
| 80 to 89.99 | B |
| 70 to 79.99 | C |
| < 70 | Not eligible for annual increment |

Note: Teacher scoring less than 70 has to be informed by the Controlling Officer.**Signature of the Controlling Officer****Counter signature:****Signature of Director of Education:****Approved by****Signature of Vice-Chancellor**