

**DR. BALASAHEB SAWANT KONKAN  
KRISHI VIDYAPEETH, DAPOLI.**

Rules for evaluation of the candidates applied for the posts of  
Assistant Professor & it's equivalent and Other Officer/Other Staff  
in Group 'A' for promotion and nomination....

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The posts of Assistant Professor & it's equivalent and Other Officer/Other Staff in Group 'A' on the Establishment of Dr. Balasaheb Sawant Konkan Krishi Vidyapeeth, Dapoli are being filled in by nomination and promotion as per the statutory provisions laid down in the Maharashtra Agricultural Universities (Krishi Vidyapeeths) Statutes, 1990. The following rules are being framed for evaluation of the candidates applied for the posts of Assistant Professor & it's equivalent and Other Officer/Other Staff in Group 'A' on the Establishment of the University and declare them by short-listing as eligible candidates for Interview.

**1. Short title and Commencement :** (1) These Rules may be called the 'Rules for evaluation of the candidates applied for the posts of Assistant Professor & it's equivalent and Other Officer/Other Staff in Group 'A' on the Establishment of the Dr. Balasaheb Sawant Konkan Krishi Vidyapeeth, Dapoli, 2013".

(2) They shall come into force on the **22nd day of October, 2013.**

**2. Extent of application :** These rules shall apply for evaluation of the candidates for the posts of Assistant Professor & it's equivalent and Other Officer/Other Staff in Group 'A' on the Establishment of the Dr. Balasaheb Sawant Konkan Krishi Vidyapeeth, Dapoli to be filled in by nomination and promotion.

**3. Definitions :** (1) In these rules, unless the context otherwise requires -

- (a) 'Act' means 'Maharashtra Agricultural Universities (Krishi Vidyapeeths) Act, 1983'
- (b) 'Statutes' means 'Maharashtra Agricultural Universities (Krishi Vidyapeeths) Statutes, 1990'
- (c) 'University' means 'Dr. Balasaheb Sawant Konkan Krishi Vidyapeeth, Dapoli'.
- (d) 'Post' means the post of Assistant Professor & it's equivalent and Other Officer/Other Staff in Group 'A' on the Establishment of the Dr. Balasaheb Sawant Konkan Krishi Vidyapeeth, Dapoli to be filled in by Nomination and Promotion.
- (e) 'Selection Committee' means 'the Committee' constituted by the Maharashtra Agricultural Universities (Krishi Vidyapeeths) Statutes, 1990 for selection of the post by nomination and promotion.

**4. Evaluation :** (1) The candidates applied for the posts of Assistant Professor & it's equivalent shall be evaluated on following criteria :

- (a) Academic Record and Research Performance (50% marks),
- (b) Assessment of Domain Knowledge and Teaching Skills (30% marks) and
- (c) Interview performance (20% marks)

The distribution of marks will be as under :

<b>Academic Record and Research Performance (50%),</b>	<b>Assessment of Domain Knowledge and Teaching Skills (30%)</b>	<b>Interview performance (20%)</b>
<b>1</b>	<b>2</b>	<b>3</b>
<b>A) Academic Qualification- Maximum 14 Marks</b> i) M. Sc./M.Tech. First Class-4 marks ii) M. Sc./M.Tech With Distinction- 8 marks iii) Ph. D. – 12 marks iv) Additional degree /Diploma in relevant field from recognized institution – 2 marks each v) Post Doctoral Fellowship – 2 marks vi) State/National /Professional Society Award/ Gold Medal / Fellowship – 2 marks each vii) NET – 3 marks	1) Content of Topic – 10 Marks 2) Communication Skill- 10 Marks 3) Answering ability- 10 Marks	For personal interview, a candidate getting 7 or less marks out of 20 from two or more members, shall be rejected even if his total grade may be higher than that of other candidates.
<b>B) Employment and record and experience – Maximum 10 Marks</b> i) 2 marks for every completed year of experience over and above the minimum experience of 2 years of Masters and for Ph. D. full experience to be counted ii) Number of courses taught / No. of Research Projects / No. of Extension activities – 1 marks each		
<b>C) Service in Remote areas/ Affected areas – Maximum 2 Marks</b> One mark for each completed year of service (Remote Area/Affected area to be defined by the individual University).		
<b>D) Significant contribution in relevant field and leadership – Maximum 5 marks</b> Patent/Release of variety/technology/ joint agresco recommendations/ design/ product/ process development / Farm development/ Production of seed/ Biofertilizers/ Bioagents/ Nursery Management/ Livestock management/ Extension activities/ Developments of Teaching Aids/ Practical manuals. - 1 mark/year		
<b>E) Award / Recognition – Maximum 3 marks.</b> i. National & State level award – 1 mark each ii. Best Paper/Poster Award – 0.5 mark each iii. Member of the District/ State Level Committee – 1 mark each iv. Member of Professional Society – 1 mark each		
<b>F) Publications (First three authors will get marks) – Maximum 15 marks</b> i. Referred Journal Articles – 2 marks each ii. Conference/Technical Publication – 1 mark each iii. Folder/popular articles -= 0.5 mark each		
<b>G) International Exposure – Maximum 1 mark</b> International trainings/symposia/ seminars / conference within country/aboard – 1 mark each.		

(2) The candidates applied for the posts of Other Officers/Other Staff in Group 'A' shall be evaluated on following criteria :

(a) Academic career : 20 Marks

- (i) Bachelor, Master and Doctorate levels.  
All First Class or equivalent
- (ii) In (i) above, any one less degree will cause deduction of 2 marks per case.
- (iii) In (i) above, any one 2nd class or equivalent in any of the degrees will cause deduction of 2 marks per case.
- (iv) In (iii) above, and one 3rd class or equivalent will cause further deduction of 2 marks each. In (i) above, it will therefore, mean a deduction of 4 marks each.
- (v) Any extra degree will entitle to 2 marks limited to the total maximum of 20 marks.  
University recognized postgraduate diploma will entitle an addition of one mark limited to the total maximum of 20 marks.

(b) Service Experience : 20 Marks

- (i) Experience of immediate lower post/Equivalent post - 4 marks per year limited to 20 marks
- (ii) Experience of immediate second lower post/Equivalent post - 2 marks per year limited to 20 marks

(c) Personal Interview : 60 Marks

**5. Evaluation Criteria for Promotion :** The evaluation criteria for promotion on the post shall be as per minimum qualification, seniority, minimum service experience as required for the post and minimum grade of the Annual Confidential Reports, as prescribed by the Government of Maharashtra.

Provided that the University employees will be entitled for relaxation of higher class of the degree, prescribed as minimum qualification for the post, considering other promotional criteria of

seniority, service experience and minimum grading of Annual Confidential Reports.

## 6. Short-listing criteria :

(1) The applications of the candidates applied for the posts of Assistant Professor & its equivalent shall be scrutinized by the following Committee appointed by the University.

- |   |                       |
|---|-----------------------|
| i) Head of the Department nominated<br>by the Vice-Chancellor             | - Chairman            |
| ii) Registrar of the University   | - Member              |
| iii) Two Professors in the University<br>nominated by the Vice-Chancellor | - Member              |
| iv) Assistant Registrar (Admn.I) of the<br>University                     | - Member<br>Secretary |

The above committee will scrutinize the applications and short-list the candidates by their high merit in the category mentioned at Rule No. 4 (1) (a) i.e. Academic Record and Research Performance (50% marks) by giving detailed marks as per distribution given in the Column No. 1 of the Table in Rule No. 4 (1).

(2) The applications of the candidates applied for the posts of Other Officers/Other Staff in Group 'A' shall be scrutinized by the following Committee appointed by the University.

- |   |                       |
|---|-----------------------|
| i) Registrar of the University  | - Chairman            |
| ii) Other Officer of the University<br>nominated by the Vice-Chancellor | - Member              |
| iii) Assistant Registrar (Admn.I) of the<br>University                  | - Member<br>Secretary |

The above committee will scrutinize the applications and short-list the candidates by their high merit in the category mentioned at Rule No. 4 (2) (a) and (b).

(3) The list of short-listed candidates applied for the post will be prepared by the above Committees on following ratio and display on the University Notice Board and University Web-site.

Number of vacant posts	Number of candidates to be called for Interview
(A) Upto 5 (Five) posts	5 (Five) times, limited to 15 candidates
(B) 6 (Six) posts and above	3 (Three) times.

#### **7. Number of candidates to be included in the Selection List :**

The number of candidates will be included in the Selection List as per below ratio :

vacant posts (Category-wise)	Number of candidates to be included in the Selection list (Category-wise)
Upto 10 posts	The candidates up to the vacant posts + extra candidates of 50% of vacant posts will be included in the waiting list.
11 to 30 posts	The candidates up to the vacant posts + extra candidates of 25% of vacant posts will be included in the waiting list.

#### **8. Validity of Selection List :**

The selection list prepared by the Selection Committee will be valid up to the period of One year or till the date of next advertisement published by the University for the same posts, which ever is earlier.

**9. Implementation of these Rules :** If any difficulty arises for implementation of these Rules, the Vice-Chancellor of the University is empowered to take suitable decision as per the existing provisions of the Act and Statutes and his decision will be final.

