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**ଓଡ଼ିଶା କୃଷି ଓ ବୈଷୟିକ ବିଶ୍ୱବିଦ୍ୟାଳୟ, ଭୁବନେଶ୍ୱର, ଓଡ଼ିଶା**  
**ODISHA UNIVERSITY OF AGRICULTURE & TECHNOLOGY**  
Bhubaneswar-751003, Odisha

2025

No. E-II-II-04/2021/

2694 /UAT

Dt. 12.02.2025

**NOTIFICATION**

In pursuance of Resolution No. 4317 dated 21.03.2023 of Board of Management, OUAT & approval of the Government communicated vide Letter No. 3184/A&FE, dated 06.02.2025 of the Special Secretary to Government, Department of Agriculture & Farmers' Empowerment, Government of Odisha, the selection criteria/qualification for the post of Associate Professor and its equivalent & Professor and its equivalent under OUAT is notified as follows:-

**A. Criteria for Direct Recruitment of Assoc. Professor and its equivalent in OUAT**

**Essential Qualification:**

1. Minimum 2<sup>nd</sup> Class Bachelor's Degree in the concerned discipline/subject with at least 55% marks/equivalent OGPA.
2. Minimum 2nd Class Master's Degree in the concerned subject with at least 55% marks/equivalent OGPA (Ex. for Associate Professor in Agronomy, a candidate must have M.Sc. (Ag) degree in Agronomy).
3. Must have Ph.D. Degree in the concerned subject (Ex. for Associate Professor in Agronomy, a candidate must have Ph.D. degree in Agronomy).
4. A relaxation of 5% marks in Bachelor's Degree level and the Master's degree level for the Scheduled Caste/Scheduled Tribe/Persons with Disability (PwD).
5. A minimum of 8 years of experience (excluding the period spent on Ph.D. study) in teaching/research/extension education in the cadre of Assistant Professor/equivalent\* in the 7th CPC pay scale of level 10/11/12 (pay band-3 of 15,600-39,100/-with AGP 6000/7000/8000(pre-revised) in a Govt. University/Reputed accredited University.

*Signature*

**Distribution of Marks**

Sl. No	Particulars	Marks	Weightage
1.	Academic Qualification		<b>10.0</b>
a.	UG	6.0	-
b.	PG	4.0	-
2.	Experience over minimum eligibility	5.0	<b>5.0</b>
3.	Teaching, Research & Extension Education	75.0	<b>25.0</b>
4.	Publication and Technologies		<b>30.0</b>
a.	Publication	20.0	-
b.	Technologies	10.0	-
5.	Competitive Research Projects Handled	5.0	<b>5.0</b>
6.	Recognition	5.0	<b>5.0</b>
7.	Interview	20.0	<b>20.0</b>
<b>Total</b>			<b>100</b>

**API Score Card**

Sl. No	Nature of Activity	Marks for each activity	Maximum Marks
<b>1.</b>	<b>Academic Qualification</b>		<b>10.0</b>
1.1	UG	6.0	-
1.2	PG	4.0	-
<b>2.</b>	<b>Experience over minimum eligibility</b>		<b>5.0</b>
<b>3.</b>	<b>Teaching, Research and Extension Education (Maximum marks under this category is limited to 25.0)</b>		<b>25.0</b>
<b>A</b>	<b>Teaching</b>	<b>25.0</b>	
A.1	UG Teaching: 0.5 mark/ semester / course or 1.0 mark/ Year/ course for sole responsibility. **For joint Responsibilities, the marks will be divided accordingly.	10.0	
A.2	PG/ Ph. D. Teaching: 0.5 mark/ semester / course or 1.0 Mark/ year/ course for sole responsibility. **For joint Responsibilities, the marks will be divided accordingly.	5.0	
A.3	Research Guidance: Guidance provided for Masters/ Ph.D dissertation. For major advisor 1.0 mark for each Ph.D. student guided and 0.5 mark for each Master student	5.0	

*Stohandy*



	guided (marks to be awarded only for students who have completed their degree programmes).		
A.4	Guided students qualified for SRF of ICAR/ CSIR/ DBT/ other similar National Tests. 1.0 mark per student Development of modules on e-courses/e-learning etc. and uploaded in the university/reputed academic platforms website: 1.0 mark/module	2.0	
A.5	Supportive role to the College like Chairman/ Advisor Students' Union/ Vice-president of different societies: 0.5mark per activity per year Member of different committees/Advisor of students' groups / OIC, Examinations/ Associate NCC officer/NSS program officer/ In-charge of any other assigned activities: 0.25 mark per activity per year	3.0	
<b>B</b>	<b>Research</b>	<b>25.0</b>	
B.1	<ul style="list-style-type: none"> <li>Research Projects (minimum of 3 years duration). Associated as PI/ Equivalent, Co-PI/Equivalent/Associate for a minimum period of two years as evidenced by Research Projects completed and Reports submitted. 4.0 marks for PI/Equivalent, 3.0 marks for Co-PI/Equivalent/Associate for each Project completed.</li> <li>For Research Projects (1-2 years duration): viz Contract Research Project/Consultancy Project with association for the whole project period. 2.0 marks for PI/Equivalent, 1.0 mark for Co- PI/Equivalent/ Associate.</li> </ul>	12.5	
B.2	Number of trials conducted: 0.5 mark / trial Number of multi-location trials conducted: 1.0 mark / trial Breeder seed/ equivalent (Not for normal multiplication) (crops >_100 quintals/year/quality planting materials produced (5,000 saplings of fruit plant / 50,000 seedlings of vegetables, flowers etc. per year) Poultry chicks >_5000/ year, Fish >_5,00,000/year: (1.0 mark)	12.5	
<b>C</b>	<b>Extension Education</b>	<b>25.0</b>	
C.1	Organisation of the training programmes of at least two days duration as the training in-charge (PI) with minimum 20 farmers/rural youths/farm women supported by relevant literatures prepared for the training, with evaluation/feedback report: (0.2 mark per programme).	5.0	
C.2	Organisation of trainers' training programme of at least two days duration as the programme in-charge (PI) with minimum 10 Govt. Officials supported by relevant literatures prepared for evaluation/feedback report: (0.2 mark per programme).	5.0	
C.3	Refinement of Technology clearly spelling out the novelty, its validation and adoption by the stake holders as the programme in-charge (PI), supported by relevant literatures:	5.0	

*Stohandy*

	(0.2 mark/technology)		
C.4	Establishment/Support in creation of FPOs/ Agri- entrepreneurship/incubation centre as the programme in-charge (PI) with a sustainability, profitability and impact, supported by relevant literatures: (0.2 mark/unit)	5.0	
C.5	Interface meetings conducted among Researchers-Govt. Officials-farmers (not less than 100) as the programme in-charge (PI) with follow up action/output, supported by relevant literatures: (0.2 mark/activity)	5.0	
4.	<b>Publications and Technologies</b>		<b>30.0</b>
A.	<b>Publications</b>	<b>20.0</b>	
4.1	Research publications in peer reviewed journals, 10 best publications NAAS 4.0 to < 6.0: 0.75 mark NAAS 6.0 to < 8.0: 1.5 marks NAAS > 8.0: 2.0 marks (1 <sup>st</sup> and corresponding, author 100%, others: 75%)	15.0	
4.2	Books of minimum 100 pages in the concerned subject area (by reputed publishers with ISBN number): as sole author /sole editor: 2.0 marks/ book as co- author /co-editor: 1.0 mark / book	2.0	
4.3	Chapters in Books with ISBN number./ Technical bulletins minimum 25 pages: 0.5 mark/ each	2.0	
4.4	Technical articles/ Manuals/ Popular publications/ Radio talk/ TV talk /News paper articles : 0.25 mark/ each	1.0	
B	<b>Technologies /Discoveries/Inventions and Innovations</b>	<b>10.0</b>	
	<ul style="list-style-type: none"> <li>Patents awarded and commercialized: 2.0 marks/ patent.</li> <li>Patents awarded: 1.5marks/patent</li> <li>Patents filed :0.5 mark / patent</li> <li>Animal Strain/Variety/equivalent developed and certified by a duly constituted body of the Central/ State Govt. 3.0 marks for each at the National and 1.5marks at State level.</li> <li>Technologies/ Process/ Farm implements/Package of Practices developed and transferred duly certified by the competent authority. 2.0 marks for each.</li> <li>Discovery/Invention made &amp; Impact at the Field Level.2.0 marks for each as supported by publication in peer reviewed journal (NAAS rating at least12).</li> </ul>		
	<ul style="list-style-type: none"> <li>Information Technology/ Statistical Methodologies Database / Software Package/Portal /Mobile Apps/ DSS/ Algorithm/ Analytical Model/ other IT</li> </ul>		

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	<p>tools developed in-house as evident from use/downloads: 2.0 marks each</p> <ul style="list-style-type: none"> <li>• Development and establishment of a Value Chain/a Model Village/a Seed Village/a Custom Hiring Centre/a Contract Farming Arrangement/a Climate Smart Village. 1.0 mark for each.</li> <li>• Innovative Extension Methodologies/models /Farmer Field Schools/Farmer Interest Groups established and documentation of success stories: 1.0 mark for each. (100% marks for Leader/equivalent and 75% marks for Associates.)</li> </ul>		
5.	<b>Competitive Research Projects Handled</b>		<b>5.0</b>
	<p>Project worth 10.0 to &lt; 25.0 lakhs: 0.5 mark Project worth 25.0 to &lt;100.0 lakhs: 1.0 mark Project worth 100.0 to &lt;200.0 lakhs: 1.5 marks Project worth &gt; 200.0 lakhs: 2.0 marks (PI / Equivalent 100%, Co-PI / Equivalent 50%)</p>		
6.	<b>Recognition</b>		<b>5.0</b>
6.1	National level committees for symposium/seminar/workshop/conference, etc. Chairman: 0.5 mark, Member: 0.25 mark	1.0	
6.2	External question setter/ expert etc. National level: 1.0 mark for each State/ SAU/ Institutes: 0.5 mark for each Support to University management like Chairman of Standing Committees/ University level	2.0	
	<p>committees/Superintendents/ NS S programme coordinators/ Secretary sports council/Secretary cultural council/OIC of different university level establishments such as VCC, Central Library, Central Instrumentation Cell, ATIC,BTCC, Educational Museum, Instructional Livestock Farm and university level coordination/examination cell and all such university level assignments: 0.5 mark per activity per year. Member of Standing Committees/ University level committees/Tabulator/Asst. Superintendents and members/associates of different University level establishments etc.: 0.25 mark per activity per year</p>		
6.3	National level recognition/awards 1.0 mark/ item State level achievements/awards: 0.5 mark /item	2.0	
7.	<b>Interview</b>		<b>20</b>
<b>Total</b>			<b>100</b>

- \*A candidate having minimum AGP Rs.6000/- (pre-revised) or in Level 10 (7<sup>th</sup> CPC pay scale) will be considered as equivalent to Assistant Professor
- \*\*For joint responsibility in discharging duties related to teaching/research/extension the extent of involvement in a particular activity should be supported with documents duly certified by the controlling officer.

*Shahid*

All the claims for marks should be supported with relevant documents.

- Credit for any work listed in the table cannot be given twice.
- Candidates on the basis of API score will be invited for interview in 1:4 proportions category-wise.
- A candidate needs to secure overall minimum 50 % to qualify.

**Academic Qualification: 10 marks**

Sl. No	Degree	Marks	Distribution of Marks	
1	UG	6.0	75 % or more 6.0	Less than 75% 4.0
2	PG	4.0	75 % or more 4.0	Less than 75% 2.0

**Experience: 5.0 marks**

If a candidate possesses the requisite years of experience of 8 years (excluding the period spent for Ph.D. studies) in the subject concerned he/she is considered eligible and hence no marks need to be given. For every additional year of experience, 1.0 mark may be assigned up to a maximum of 5.0 marks.

**B. Criteria for Direct Recruitment of Professor and its equivalent in OUAT**

**Essential Qualification**

1. Minimum 2<sup>nd</sup> Class Bachelor's Degree in the concerned discipline/subject with at least 55% marks/equivalent OGPA.
2. Minimum 2<sup>nd</sup> Class Master's Degree in the concerned subject with at least 55% marks/equivalent OGPA (Ex. for Professor in Agronomy, a candidate must have M.Sc. (Ag.) degree in Agronomy).
3. Must have Ph.D. Degree in the concerned subject (Ex. for Professor in Agronomy, a candidate must have Ph.D. degree in Agronomy).
4. A relaxation of 5% marks in Bachelor's Degree level and the Master's degree level for the Scheduled Caste/Scheduled Tribe/Persons with Disability (PwD).
5. A minimum of 10 years of experience (excluding the period spent on Ph.D. study) in teaching/research/extension education not below the rank of Assistant Professor/Equivalent out of which 2 years must be in the cadre of Associate Professor/equivalent in the 7<sup>th</sup> CPC pay scale of level 13A (pay band-4 of 37400-67000/- with AGP 9000 pre-revised) in a Govt. University/ Reputed accredited University.

**Distribution of Marks**

Sl. No	Particulars	Marks	Weightage
1.	Academic Qualification		<b>10.0</b>
a.	UG	6.0	-
b.	PG	4.0	-
2.	Experience over minimum eligibility	5.0	<b>5</b>

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3.	Teaching, Research & Extension Education	75.0	25
4.	Publication and Technologies		30
a.	Publication	20.0	-
b.	Technologies	10.0	-
5.	Competitive Research Projects Handled	5.0	5
6.	Recognition	5.0	5
7.	Interview	20.0	20
<b>Total</b>			<b>100</b>

#### API Score Card

Sl. No	Nature of Activity	Marks for each activity	Maximum Marks
<b>1.</b>	<b>Academic Qualification</b>		<b>10.0</b>
1.1	UG	6.0	-
1.2	PG	4.0	-
<b>2.</b>	<b>Experience over minimum eligibility</b>		<b>5.0</b>
<b>3.</b>	<b>Teaching, Research and Extension Education (Maximum marks under this category is limited to 25.0)</b>		<b>25.0</b>
<b>A</b>	<b>Teaching</b>	<b>25.0</b>	
A.1	UG Teaching: 0.25 mark/ semester / course or 0.5 mark/ year/ course for sole responsibility. For joint responsibilities, the marks will be divided accordingly.	10.0	
A.2	PG/ Ph. D. Teaching: 0.25 mark/ semester / course or 0.5 mark/ year/ course for sole responsibility. For joint responsibilities, the marks will be divided accordingly.	5.0	
A.3	Research Guidance: Guidance provided for Masters/ Ph.D. dissertation. For major advisor 0.5 mark for each Ph.D. student guided and 0.25 mark for each Master student guided (marks to be awarded only for students who have completed their degree programmes).	5.0	
A.4	Guided students qualified for SRF of ICAR/ CSIR/ DBT/ other similar National Tests. :0.5 mark per student Development of modules on e-courses/e-learning etc. and uploaded in the university/reputed academic platforms website: 0.5 mark/module	2.0	
A.5	Supportive role to the College like Chairman of different committee/ Advisor Students' Union/ Vice – president of different societies: 0.4 mark per activity per year Member of different committees/Advisor of students' groups / OIC, Examinations/ Associate NCC officer/NSS	3.0	

*S. Chandra*

	program officer/ In-charge of any other assigned activities: 0.2 mark per activity per year		
<b>B</b>	<b>Research</b>	<b>25.0</b>	
B.1	<ul style="list-style-type: none"> <li>Research Projects (minimum of 3 years duration). Associated as PI/ Equivalent, Co-PI/Equivalent/Associate for a minimum period of two years as evidenced by Research Projects completed and Reports submitted. 2.0 marks for PI/Equivalent, 1.5 marks for Co-PI/Equivalent/Associate for each Project completed. <ul style="list-style-type: none"> <li>For Research Projects (1-2 years duration): viz Contract Research Project/Consultancy Project with association for the whole project period. 1.0 mark for PI/Equivalent, 0.5 mark for Co- PI/Equivalent/ Associate.</li> </ul> </li> </ul>	12.5	
B.2	Number of trials conducted: 0.25 mark / trial Number of multi-location trials conducted: 0.5 mark / trial Breeder seed/ equivalent (Not for normal multiplication) (crops >_100 quintals/year/quality planting materials produced (5,000 saplings of fruit plant / 50,000 seedlings of vegetables, flowers etc. per year) Poultry chicks >_5000/ year, Fish >_5,00,000/year: (0.5 mark)	12.5	
<b>C</b>	<b>Extension Education</b>	<b>25.0</b>	
C.1	Organisation of the training programmes of at least two days duration as the training in-charge (PI) with minimum 20 farmers/rural youths/farm women supported by relevant literatures prepared for the training, with evaluation/feedback report: (0.15 mark per programme).	5.0	
C.2	Organisation of trainers' training programme of at least two days duration as the programme in-charge (PI) with minimum 10 Govt. Officials supported by relevant literatures prepared for the training evaluation/feedback report: (0.15 mark per programme).	5.0	
C.3	Refinement of Technology clearly spelling out the novelty, its validation and adoption by the stake holders as the programme in-charge (PI), supported by relevant literatures: (0.15 mark/technology)	5.0	
C.4	Establishment/Support in creation of FPOs/ Agri-entrepreneurship/incubation centre as the programme in-charge (PI) with a sustainability, profitability and impact, supported by relevant literatures: (0.15 mark/unit)	5.0	
C.5	Interface meetings conducted among Researchers-Govt. Officials-farmers (not less than 100) as the programme in-charge (PI) with follow up action/output, supported by relevant literatures: (0.15 mark/activity)	5.0	
<b>4.</b>	<b>Publications and Technologies</b>		<b>30.0</b>
<b>A.</b>	<b>Publications</b>	<b>20.0</b>	
4.1	Research publications in peer reviewed journals, 15 best	15.0	
	publications NAAS 4.0 to < 6.0: 0.5mark		

*Johany*



	NAAS 6.0 to < 8.0: 1.0 marks NAAS ≥ 8.0: 1.5 marks (1 <sup>st</sup> and corresponding, author 100%, others: 75%)		
4.2	Books of minimum 100 pages in the concerned subject area (by reputed publishers with ISBN number): as sole author /sole editor: 1.0 marks/ book as co- author /co-editor: 0.5 mark / book	2.0	
4.3	Chapters in Books with ISBN number./ Technical bulletins minimum 25 pages: 0.25 mark/ each	2.0	
4.4	Technical articles/ Manuals/ Popular publications/ Radio talk/ TV talk /News paper articles : 0.15 mark/ each	1.0	
<b>B</b>	<b>Technologies /Discoveries/Inventions and Innovations</b>	<b>10.0</b>	
	<ul style="list-style-type: none"> <li>Patents awarded and commercialized: 1.5 marks/patent.</li> <li>Patents awarded: 1.0 marks/patent</li> <li>Patents filed :0.25 mark / patent</li> <li>Animal Strain/Variety/equivalent developed and certified by a duly constituted body of the Central/ State Govt. 2.0 marks for each at the National and 1.0 marks at State level.</li> <li>Technologies/ Process/ Farm implements/Package of Practices developed and transferred duly certified by the competent authority. 1.0 marks for each.</li> <li>Discovery/Invention made &amp; Impact at the Field Level.1.5 marks for each as supported by publication in peer reviewed journal (NAAS rating at least 16).</li> </ul>		

	<ul style="list-style-type: none"> <li>Information Technology / Statistical Methodologies Database / Software Package/Portal /Mobile Apps/ DSS/ Algorithm/ Analytical Model/ other IT tools developed in-house as evident from use/downloads: 1.0 marks for each</li> <li>Development and establishment of a Value Chain/a Model Village/a Seed Village/a Custom Hiring Centre/a Contract Farming Arrangement/a Climate Smart Village. 0.5 mark for each.</li> <li>Innovative Extension Methodologies/models /Farmer Field Schools/Farmer Interest Groups established and documentation of success stories: 0.5 mark for each. (100% marks for Leader/equivalent and 75% marks for Associates for the activities under 4 B)</li> </ul>		
5.	<b>Competitive Research Projects Handled</b>		<b>5.0</b>
	Project worth 25.0 to < 100.0 lakhs: 0.75 mark Project worth 100.0 to <200.0 lakhs: 1.0 mark Project worth ≥ 200.0 lakhs: 1.5 marks (PI / Equivalent 100%, Co-PI / Equivalent 50%)		
6.	<b>Recognition</b>		<b>5.0</b>

*Shahary*

6.1	National level committees for symposium/seminar/workshop/conference, etc. Chairman: 0.4 mark, Member: 0.2 mark	1.0	
6.2	External question setter/ expert etc. National level: 0.5 mark for each State/ SAU/ Institutes: 0.25 mark for each Support to University management like Chairman of Standing Committees/ University level committees/Superintendents/ NS S programme coordinators/ Secretary sports council/Secretary cultural council/OIC of different university level establishments such as TVCC, Central Library, Central Instrumentation Cell, ATIC,BTCC, Educational Museum, Instructional Livestock Farm and university level coordination/examination cell and all such university level assignments: 0.4 mark per activity per year. Member of Standing Committees/ University level committees/Tabulator/Asst. Superintendents and members/associates of different University level establishments etc.: 0.2 mark per activity per year	2.0	
6.3	National level recognition/awards 0.50 mark/ item State level achievements/awards: 0.25 mark /item	2.0	
7.	<b>Interview</b>		<b>20</b>
<b>Total</b>			<b>100</b>

- \*A candidate having minimum AGP Rs.6000/- (pre-revised) or in Level 10 ( 7<sup>th</sup> CPC pay scale) will be considered as equivalent to Assistant Professor
- \*\*For joint responsibility in discharging duties related to teaching/research/extension the extent of involvement in a particular activity should be supported with documents duly certified by the controlling officer. All the claims for marks should be supported with relevant documents.
- Credit for any work listed in the table cannot be given twice.
- Candidates on the basis of API score will be invited for interview in 1:4 proportions category-wise.
- A candidate needs to secure overall minimum 50 % to qualify.

**Academic Qualification: 10 marks**

Sl. No	Degree	Marks	Distribution of Marks	
1	UG	6.0	75 % or more 6.0	Less than 75% 4.0
2	PG	4.0	75 % or more 4.0	Less than 75% 2.0

**Experience: 5.0 marks**

If a candidate possesses the requisite years of experience of 10 years (excluding the period spent for Ph.D. studies) in the subject concerned he/she is considered eligible and hence no marks need to be given. For every additional year of experience, 1.0 mark may be assigned up to a maximum of 5.0 marks.

**BY ORDER OF THE VICE-CHANCELLOR**

*Johandy*  
12.2.25  
**REGISTRAR**



Memo No. 2695 /UAT Dt. 12.02.2025

Copy forwarded to all the Deans / Directors under OUAT for information and necessary action.

*Sohany*  
12.2.25  
REGISTRAR

Memo No. 2696 /UAT Dt. 12.02.2025

Copy forwarded to Director, PME, OUAT, Bhubaneswar for information & necessary action. He is requested to upload the same in the OUAT website for wide circulation.

*Sohany*  
12.2.25

REGISTRAR

Memo No. 2697 /UAT Dt. 12.02.2025

Copy forwarded to Special Secretary to Government, Department of Agriculture & Farmers' Empowerment, Government of Odisha for information with reference to his letter No. 3184/A&FE, dated 06.02.2025.

*Sohany*  
12.2.25

REGISTRAR

Memo No. 2698 /UAT Dt. 12.02.2025

Copy forwarded to the Secretary to VC for kind information of Hon'ble Vice-Chancellor.

*Sohany*  
12.2.25

REGISTRAR