

वार्षिक प्रतिवेदन Annual Report 2008-09



कृषि वैज्ञानिक चयन मंडल
Agricultural Scientists Recruitment Board

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April 1, 2008 to March 31, 2009



कृषि वैज्ञानिक चयन मंडल
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Agricultural Scientists Recruitment Board

THE Agricultural Scientists Recruitment Board presents to the President, Indian Council of Agricultural Research, its Annual Report as required under rule 26 (d) of Rules and Byelaws of the ICAR Society. This report covers the period from April 1, 2008 to March 31, 2009.



Foreword

I HAVE immense pleasure to present the Annual Report 2008-09 of Agricultural Scientists Recruitment Board (ASRB), New Delhi. An elaborated account of the ASRB activities is presented in various sections of the report. Importance of appropriate human resource in any research organization is the key factor for successful growth as it is in the Indian Council of Agricultural Research. A just assessment system is the backbone of keeping the research, teaching and technology transfer system vibrant. It is the continued endeavor of ASRB to evolve a fair and transparent system of recruitments and assessments. ASRB is thus striving hard towards its goal of providing the best scientific manpower to the ICAR. In these efforts, with active support of National Agricultural Resource System comprising a trained manpower access the SAUs-ICAR and other Universities, the Board has attempted to evolve a fair and transparent system of direct recruitment and assessment. ASRB for the first time in its history has taken a new initiative in September, 2008 to cosponsor an international workshop on 'Emerging Frameworks and Issues for S & T Recruitment' to share global experience of Indian and overseas institutions specializing in scientific performance evaluation. ASRB along with Recruitment and Assessment Centre (RAC) of Defence Research and Development Organization (DRDO), Department of Science and Technology (DST), Government of India and Recruitment and Assessment Board (RAB) of Council of Scientific and Industrial Research (CSIR) organized this mega event where some useful information on the science of 'Recruitment and Assessment' has been gathered.

My sincere thanks are due to the President, ICAR Society and Hon'ble Minister of Agriculture, Shri Sharad Pawar, who took out time to look into all the revised procedures of the Board and gave very useful tips for reforms. I acknowledge the continued support of Dr Mangala Rai, Secretary, DARE and Director-General, ICAR as well as Mr A.K. Upadhyay, Special Secretary DARE and Secretary, ICAR, and Mr B.A. Coutinho, former Financial Advisor and Mr. Chaman Kumar, Financial Advisor, ICAR, for their continued support to ASRB activities. I wish to especially thank Dr N.K. Tyagi and Prof. (Dr) M.J. Modayil, Member, ASRB, who lead the preparation of the report with keen interest. Thanks are due to them and all my colleagues for their efforts to bring out this report.

Finally, the publication is made possible because of the help rendered by Dr T.P. Trivedi, Project Director, DIPA, Mr V.K. Bharti, Chief Production Officer and Mr Punit Bhasin, Technical Officer, DIPA ASRB is thankful to them.



(C.D. Mayee)
Chairman, ASRB

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Executive Summary

THIS report documents the achievements of the ASRB in respect of its mandated areas of responsibility including recruitment through interview for lateral to senior positions, recruitment through examination and assessment for promotion to the position of principal scientists. The year of 2008-09 will go down in the history of ASRB as the year in which a record number of interviews (317) for lateral to senior scientific and research management posts were held. The Board could make positive recommendation in respect of 280 positions while no suitable candidates could be found for 37 positions. Like previous year, availability of suitable candidates for Senior Scientist position continued to be low in spite of the somewhat relaxed professional experience requirement. The Board reviewed the guidelines for recruitment to research and research management positions (RMPs). The screening procedure was made more stringent and the cut-off marks for the research management positions (RMPs) were fixed at 50% while for other positions cut-off was kept at 45%. Only those applicants, who secured marks above the cut-off, were given interview call. Further, the marks awarded in screening in case of RMPs were not carried forward and selections were made on the basis performance in the interview alone. The ARS/NET examination was held as per the schedule in May at 34 centres across the country and more than 10000 candidates wrote this test. The Board recommended 249 candidates for entry into ARS and issued NET certificates to 1900 successful candidates. This infusion of young and talented scientists in ARS will go a long way in meeting the new research challenges that the ICAR has set for itself. Non-availability of good candidates in several areas, particularly in Statistics,

Computer Application, Chemical, Mechanical and Textile Engineering, is a matter of concern and should be addressed expeditiously. The Board noted with satisfaction that the performance of candidates from reserved categories has been continuously improving and they were able to claim about 20% post from the General Category on the basis of merit.

The Board had devised a set of new guidelines for assessing different grades of scientists for merit promotion three years back. The assessment process up to Senior Scientist grade is undertaken by the institutes and the cases due for promotion to the grade of Principal scientists are dealt by the Board. This year 206 Proposal were received for consideration of the Board and based on strict application of these guidelines 168 (76%) cases were cleared for promotion to Principal Scientist grade. In the process of implementing the assessment guideline, new insights have been gained and the areas, where improvements should be made, have been identified. The Board would look into the matter afresh taking into account the recommendations of the Sixth Pay Commission.

The ASRB attaches great importance to the refinements in the process of talent search. It joined hands with Recruitment and Assessment Centre of DRDO and several other recruitment organizations to organize an international conference on Talent Search. It also organized a brain storming session on this topic as part of its Foundation Day Celebrations in which experts from ICAR institutes and the State Agricultural Universities participated. This year's Foundation Day celebrations were inaugurated by Shri Sharad Pawar, the Hon'ble Union Minister for Agriculture and President of the ICAR Society, while Dr R. Natarajan, former Chairman AICTE delivered the Foundation Day lecture. Suggestions coming out of these deliberations would help the Board in updating the selection and assessment procedures.

The Board continued with its efforts to modernize its infrastructural facilities. A board room equipped with all the modern conference facilities has been developed and efforts to create additional space to house its various units are being made. We hope to have a separate building with guest house facilities in the near future for the Board. Efforts to conduct on-line ARS/NET examination are on. Ultimately it is hoped that in the near future, ASRB, the first independent science department recruitment agency in the country, would become the foremost recruitment agency of India.



कार्यकारी सारांश

यह रिपोर्ट कृषि वैज्ञानिक चयन मंडल को सौंपी गयी जिम्मेदारियों जिसमें साक्षात्कारों द्वारा वरिष्ठ पदों की सीधी भर्ती, परीक्षा द्वारा भर्ती एवं वरिष्ठ वैज्ञानिकों से प्रधान वैज्ञानिकों के पदों पर मूल्यांकन आदि सम्मिलित है, उनमें उपलब्धियों का दस्तावेज हैं। वर्ष 2008-09 कृषि वैज्ञानिक चयन मंडल के इतिहास में वरिष्ठ वैज्ञानिकों एवं अनुसंधान प्रबंधन के सर्वाधिक (317) पदों के साक्षात्कार के लिए जाना जाएगा। चयन मंडल केवल 280 पदों की ही सकारात्मक संस्तुति कर सका क्योंकि शेष 37 पदों के लिए उपयुक्त उम्मीदवार नहीं मिल सके। वरिष्ठ वैज्ञानिक पदों के लिए वांछित अनुभव में कमी के उपरांत भी पिछले वर्षों की तरह इस वर्ष भी उपयुक्त उम्मीदवारों की कमी थी। इस वर्ष मंडल ने अनुसंधान एवं अनुसंधान प्रबंधन पदों के दिशा-निर्देशों की समीक्षा की है। स्क्रीनिंग कार्यविधि को और पारदर्शक बनाया गया है एवं अनुसंधान प्रबंधन पदों के लिए 50 प्रतिशत तथा अन्य पदों के लिए 45 प्रतिशत न्यूनतम कट ऑफ रखा गया है। केवल उन्हीं आवेदकों को साक्षात्कार के लिए बुलाया जाता है जिन्होंने न्यूनतम कट ऑफ के बराबर अंक प्राप्त किये हैं। स्क्रीनिंग के अंक अनुसंधान प्रबंधन के पदों के चयन के लिए साक्षात्कार में नहीं जुड़ेंगे बल्कि उनका चयन केवल साक्षात्कार में प्रदर्शन के आधार पर होगा।

वर्ष 2007 ए आर एस/नैट परीक्षा निर्धारित समय पर देश में 34 केन्द्रों पर आयोजित की गयी एवं 10000 से अधिक आवेदकों ने परीक्षा दी। वर्ष 2007 ए आर एस/नैट परीक्षा के आधार पर मंडल ने 249 उम्मीदवारों को ए आर एस में प्रवेश के लिए चुना तथा 1900 सफल उम्मीदवारों को नेट के प्रमाण-पत्र जारी किये। यह युवा वैज्ञानिक भविष्य में आने वाली चुनौतियों का सामना करने में सहायक होंगे। इस वर्ष की परीक्षा में स्टेटिस्टिक्स, कम्प्यूटर एप्लीकेशन, केमिकल, मैकेनिकल एवं टेक्सटाइल इंजीनियरिंग विषयों में अच्छे उम्मीदवार उपलब्ध नहीं हुए। इस विषय पर अतिशीघ्र विचार करना चाहिए। आरक्षित श्रेणी की स्थिति में लगातार सुधार हो रहा है एवं उन्होंने आरक्षित सीटों के अलावा 20 प्रतिशत अतिरिक्त सीटें, योग्यता के आधार पर प्राप्त की हैं।

मंडल ने तीन वर्ष पहले विभिन्न ग्रेड के वैज्ञानिकों के मूल्यांकन के दिशा-निर्देशों की समीक्षा की थी। वरिष्ठ वैज्ञानिकों तक की मूल्यांकन प्रक्रिया संस्थान के स्तर पर होती हैं एवं वरिष्ठ वैज्ञानिक से प्रमुख वैज्ञानिक वेतनमान के लिए मूल्यांकन प्रक्रिया मंडल द्वारा की जाती हैं। इस वर्ष 206 प्रस्ताव मूल्यांकन के लिए प्राप्त हुए थे और मंडल द्वारा तैयार किये गये उचित दिशा-निर्देशों के आधार पर 168 (76 प्रतिशत) वरिष्ठ वैज्ञानिकों को प्रमुख वैज्ञानिक वेतनमान पद पर पदोन्नति दी गई। मंडल द्वारा तैयार किये गये उचित दिशा-निर्देशों में किन सुधारों की आवश्यकता है, पता कर लिया गया है। छठे वेतन आयोग की सिफारिशों के आधार पर मंडल इस विषय पर पुनः विचार करेगा।

इस वर्ष कृषि वैज्ञानिक चयन मंडल ने प्रतिभा के खोज की प्रक्रिया के संशोधन पर विशेष महत्व दिया है एवं चयन एवं मूल्यांकन केन्द्र (डी आर डी ओ) एवं कुछ अन्य संगठनों (विभागों) ने मिलकर वैज्ञानिक प्रतिभा की खोज के तरीकों पर अन्तराष्ट्रीय सम्मेलन का आयोजन किया। इस विषय पर ही एक बुद्धयोत्तेजक सत्र का आयोजन स्थापना दिवस समारोह पर किया गया जिसमें भारतीय कृषि अनुसंधान परिषद एवं कृषि विश्वविद्यालयों के विशेषज्ञों ने भाग लिया। इस वर्ष की स्थापना दिवस के समारोह का शुभारंभ माननीय श्री शरद पवार, केन्द्रीय मंत्री, भारत सरकार एवं अध्यक्ष, भारतीय कृषि अनुसंधान परिषद ने किया जबकि डा. आर. नटराजन भूतपूर्व अध्यक्ष, ए आई सी टी ई ने स्थापना दिवस व्याख्यान दिया। इस विचार विमर्श से जो सुझाव प्राप्त हुए वह भर्ती एवं मूल्यांकन प्रक्रिया के सुधार में मदद करेंगे।

ढांचागत सुविधाओं के सुधार के लिए कृषि वैज्ञानिक चयन मंडल ने आधुनिकीकरण जारी रखा है। सभी सुविधाओं से सुसज्जित एक बोर्डरूम विकसित किया गया है एवं मंडल की इकाईयों के लिए अतिरिक्त जगह प्रदान करने के लिए प्रयास किया जा रहे हैं। ऐसी आशा की जाती है कि निकट भविष्य में कृषि वैज्ञानिक चयन मंडल के पास कार्यालय तथा अतिथि गृह सहित एक अलग भवन उपलब्ध होगा। ए आर एस/नैट की परीक्षा ऑनलाइन करने के प्रयास जारी हैं।

कृषि वैज्ञानिक चयन मंडल को देश के विज्ञान से सम्बंधित विभागों में पहली स्वतंत्र चयन संस्था होने का गौरव प्राप्त है और अपने अच्छे कार्यकलापों के आधार पर यह देश की सर्वश्रेष्ठ चयन संस्था होने की ओर अग्रसर है।



Dr C.D. Mayee, Chairman, ASRB, Dr N.K. Tyagi, Prof. (Dr) M.J. Modayil, Members, ASRB, and Shri Suresh Pal, Technical Officer presenting ASRB Annual Report 2007-08 to Shri Sharad Pawar, President, ICAR Society and Union Minister for Agriculture



Introduction

1.1 Agricultural Scientists Recruitment Board

The Agricultural Scientists Recruitment Board (ASRB) was established on 1 November 1973 as an independent recruitment agency in pursuance of the recommendations of the Gajendragadkar Committee. The mandate of the ASRB is to make available the best human resource to main various positions in the ICAR institutes in the country. As per the Cabinet decision, the Board has been assigned the following responsibilities.

- ❖ Recruitment to posts in the Agricultural Research Service (ARS) of the ICAR and to such other posts and services that the President, ICAR, may specify time to time.
- ❖ Rendering such other assistances to the Council in personnel matters, including promotion, as may be required by the President, ICAR.
- ❖ Advising the Council on disciplinary matters relating to personnel recruited through ASRB or appointed by the Council in consultation with the Board.

1.1.1 Subsequently, on the creation of the Agricultural Research Service (ARS), as an All-India Service, the following additional responsibilities have also been assigned to the Board.

- * Recruitment to scientist grade of the ARS through an All-India Competitive Examination.

- * Induction of existing scientists of the ICAR to the ARS under the initial constitution of the ARS.
- * Assessment for merit promotion and grant of advance increments to scientists of the ARS.

1.1.2 In addition, the ASRB has also been entrusted with the recruitment of the technical service personnel above a certain level as well as for the recruitment to the administrative and accounts posts such as Administrative Officers/Finance & Accounts Officers/Stenographer Grade II, etc. which are required to be filled by direct recruitment or through limited departmental competitive examinations. The duties and responsibilities of the Board are enshrined in Rules and Bylaws of the ICAR Society (Appendix I).

1.1.3 The Board also conducts National Eligibility Test, which is a prerequisite for the initial recruitment as Assistant Professor/Lecturer in the State Agricultural Universities in 38 disciplines.

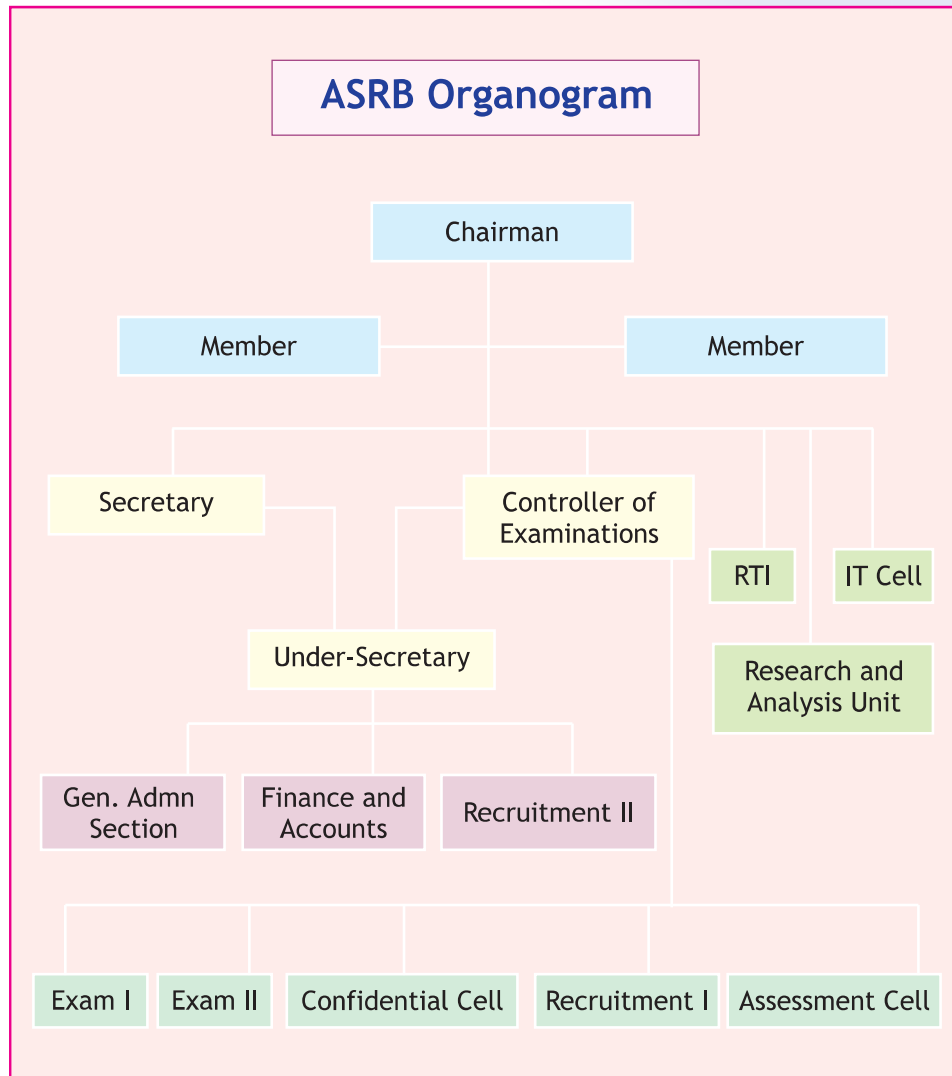
1.2 Organization

The Board comprises a Chairman and two Members. In discharge of its duties, the Board is assisted by a Secretary and a Controller of Examinations along with other financial, administrative and technical functionaries.

1.2.1 The total sanctioned strength of the officers and staff of the Board as on 31 March 2009 was 74 (Appendix IX). The list of the officers and staff of the Board for the period 1 April 2008 - 31 March 2009 is given in Appendix X.

1.3 Expenditure

The Board incurred an expenditure of Rs 644.10 lakh for the period 1 April 2008 - 31 March 2009. The details are given in Appendix II.



1.4 Activities

In discharging its functions, the Board undertook various mandated activities (Appendix III), which are given in Table 1.

Table 1. Summary of ASRB activities during 2008-09

Activities	Number
I. Recruitment by Interviews	
Posts for which recruitment action was pending from previous years	257
Posts for which requisitions were received during the current year	239
Posts for which recruitment action has been completed	317
Applications received	4,273
Candidates interviewed	1,422
Candidates recommended for appointment	280
Cases where no candidate was found suitable for appointment	28
Cases where no candidate attended interview	09
Cases where posts were withdrawn by the ICAR	05
Screening of applications for posts advertised during the year	5000
Posts for which recruitment action is under progress	278
No. of posts advertised	454
II. Recruitment by Examinations	
Limited Departmental Examination held for Section Officers	01
Limited Departmental Examination held for Audit & Account Examination held for ARS / NET	01
Candidates applied	17,543
Candidates appeared	10,070
Net examination qualified	2,311
NET certificates awarded	1900
ARS-candidates recommended for appointment	249

Activities	Number
III. Assessment and Review of Assessment	
Assessment of senior scientists under the CAS	206
Assessment of scientists under old scheme	1
IV. Composition of Committees, Boards or other such bodies for promotion, selection, recruitment and other matters	
Appointment of committees of experts for promotion of scientists	24
Appointment of committees of experts for promotion of technical personnel	122
Appointment of committee for review of Honorarium	01

The ASRB did not receive any reference from the ICAR, disciplinary cases, temporary appointments under Rule II (5), read with Rule 15 (5) and appointment on deputation under Rule II (7).

One assessment case of scientist was received during the year while no case of induction and review of assessment result were received.

The ASRB received a reference for review of the model qualification for lateral entry to ARS and various other research management positions. The modifications cleared by the Board were subsequently adopted by the ICAR.

2

Recruitment by Examinations

2.1 ARS/NET Examination 2007

The ARS/NET examination–2007 was conducted by the Board in 40 disciplines at 34 centres in May 2008. The total number of candidates who applied for the examination was 17,543 and 10,070 (57%) appeared in the examination. Only 2,311 cleared NET in 40 ARS disciplines; none qualified in 3 disciplines i.e. Dairy Engineering, Chemical Engineering and Electronics and Instrumentation. The success ratio for NET was 1:4. The details of successful NET candidates is shown in Fig.1. As far as NET is concerned, there are no stipulated vacancies and it is only an enabling certificate to apply for positions of Assistant Professor / Lecturers in the teaching institutions. The discipline-wise breakup is given in Appendix (IV).

The ARS examination is held to recruit entry level scientists for vacant positions in the ICAR institutes. The 952 candidates who had obtained marks above the cut off level were called for ARS interview for the 283 advertised vacancies in 30 disciplines. But only 249 vacancies could be filled and the success ratio for ARS worked out to be 1:22. No candidate qualified in Chemical Engineering and Electronics and Instrumentation disciplines. Analysis of the ARS results points to some interesting trends.

The Board usually interviews/calls 5 candidates against each vacancy. But during the current year, the number of candidates who

cleared written test was and the number of candidates clearing written examination were almost equal and in Agricultural Statistics discipline was less.

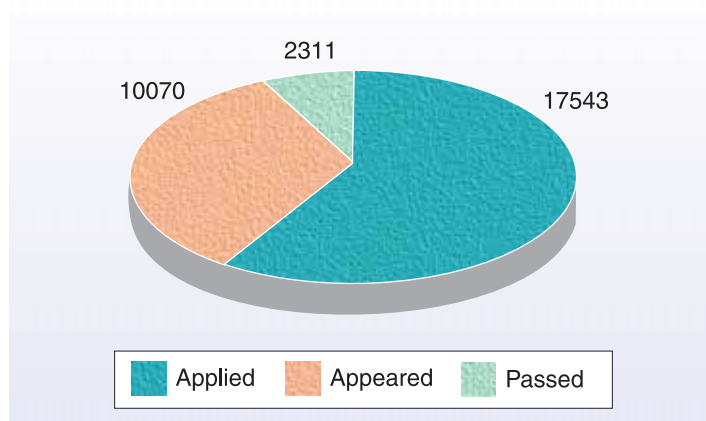


Fig.1. Details of NET Exam-2007

- During the year, data show that interest of female candidates has increased in Agriculture Research and out of 249 selected candidates 20% were female. The details of successful ARS candidates is shown in Fig. 2.

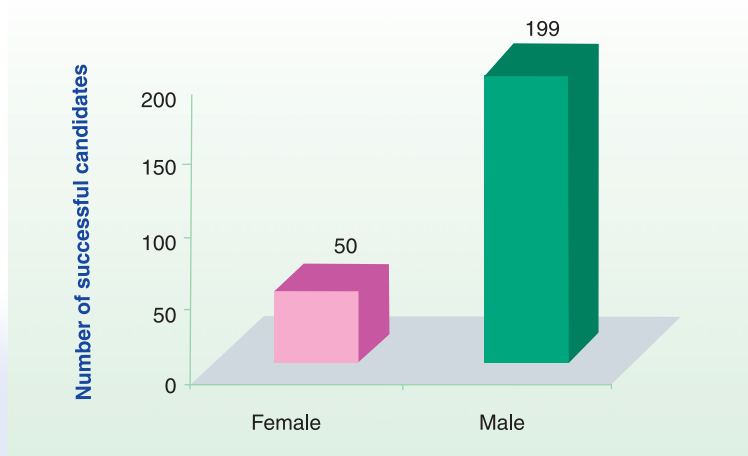


Fig. 2. Gender-wise distribution of successful ARS candidates

- 12 per cent selected candidates had PhD degree and about the same number had job experience in temporary / permanent positions in other departments.
- Candidates belonging to OBC category outperformed general category, and claimed 28 seats of the general category (Fig. 3).
- Candidates belonging to SC category also performed fairly well and claimed 1 seat of general category (Fig. 3).

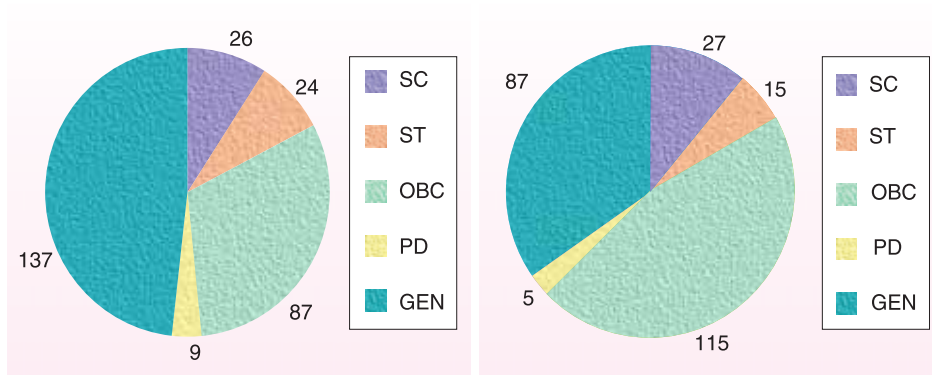


Fig. 3. Category-wise performance of different groups, i.e. Scheduled Caste (SC), Scheduled Tribe (ST), Other Backward Classes (OBC), Physically Disabled (PD) and General (Gen), in ARS, 2007

- State-wise distribution is skewed, as 87% ARS scientists came from just 10 states, (Tamil Nadu, Karnataka, West Bengal, Kerala, Bihar, Uttar Pradesh, Rajasthan, Andhra Pradesh, Maharashtra, and Orissa) (Fig. 4). States like Gujarat, Haryana, Punjab, Himachal Pradesh and Madhya Pradesh have very little representation in the list of successful candidates.
- Ten top state agricultural universities/deemed-to-be universities contributed to 74% of the successful ARS candidates (Fig. 5) and only deemed-to-be universities contributed 37% of the successful candidates (Fig. 6).

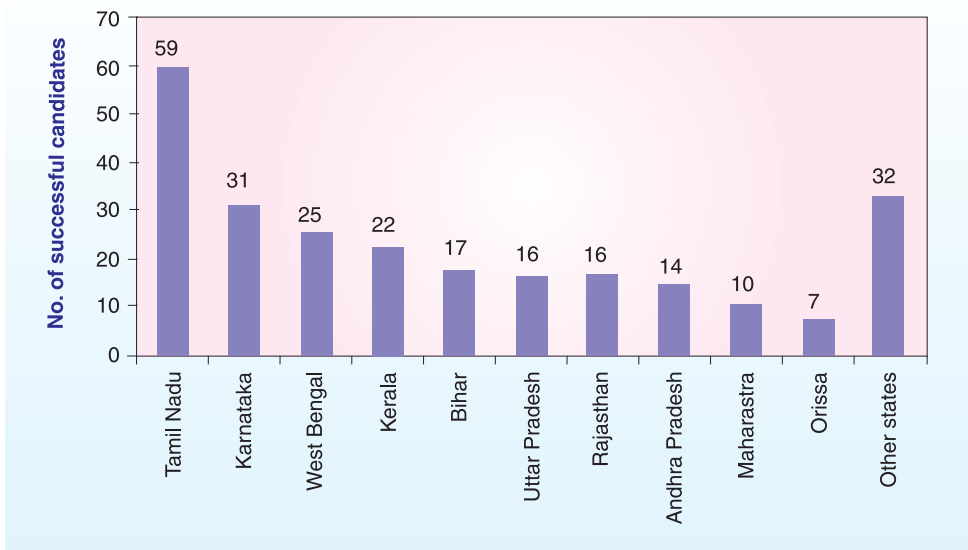


Fig.4. State-wise performance in ARS 2007

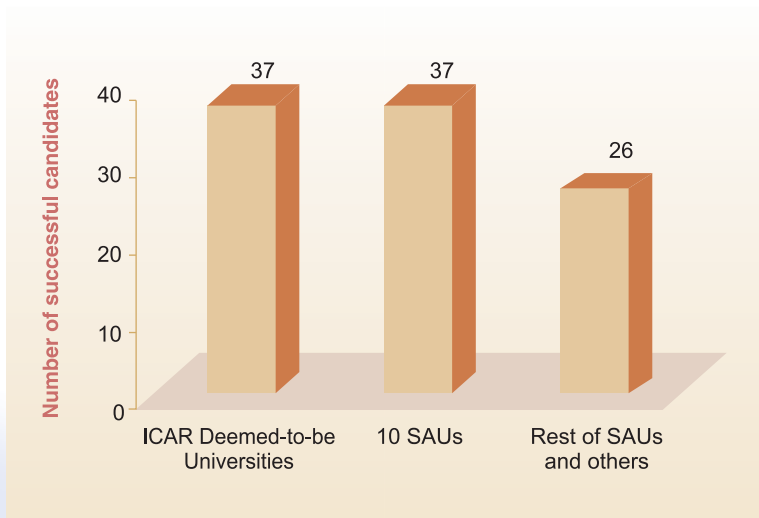


Fig. 5. Organization-wise performance in ARS 2007

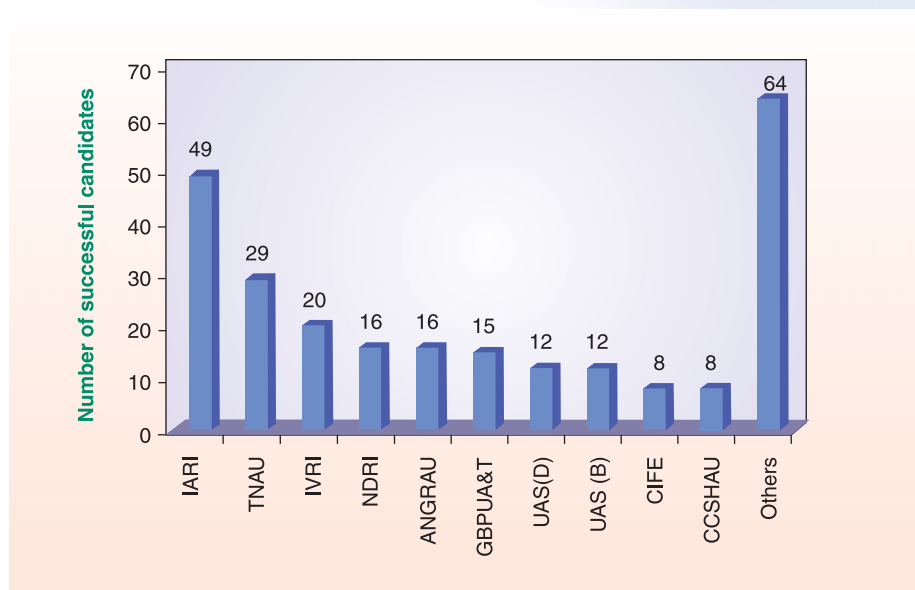


Fig.6. Performance of top 10 SAUs/ICAR deemed-to-be universities in ARS 2007

- Of the successful candidates, 47% were those who had written ARS examination for the first time (Table 2.)

Table 2. No. of attempts made by successful candidates

Attempt	Successful candidates		Cumulative (%)
	Number	(%)	
1	118	47	47
2	80	32	79
3	45	18	97
4	6	03	100
Total	249	100	

2.2.1 Limited Departmental Examination for Section Officers

Limited departmental competitive examination for Section Officers at the ICAR headquarters was held during September 2008. Ten candidates took the examination for 16 posts. The evaluation of the examination will be completed during the year 2009.

2.2.2 Limited Departmental Audit and Account Examination-2008

Limited departmental competitive examination for Audit and Account personnel was conducted by the Board during November 2008 at 11 centres. There are 195 candidates who have taken this test. The evaluation of the examination will be completed during the year 2009.



Fig. 7. View of Audit and Account examination

3

Recruitment by Interviews

3.1 The Board received requisitions from the ICAR for 239 posts during the year, and the requisitions of 257 posts were carried over from the previous years. Three posts were readvertised afresh on the recommendations of the ICAR with new set of qualifications.

The Board issued four advertisements during the year 2008-2009 as given in Table 3.

Table 3. Advertisements for various scientific positions during the year 2008-09

Sl.No	Advt No.	Date of publication	No. of posts
1	02/2008	07.06.2008	130
2	03/2008	30.08.2008	150
3	04/2008	17.12.2008	04
4	01/2009	19.01.2009	170
Total			454

The category-wise break-up of the advertised posts showed that nearly 23% of the posts belonged to Research and Management Position and 64% of the posts belonged to Senior Scientists and Training Organizers, Programme Coordinator and the remaining were for the middle level positions and Principal Scientists (Fig. 8).

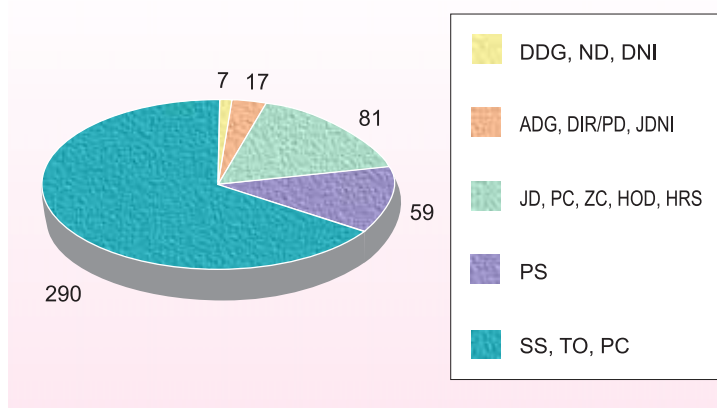


Fig. 8. Category -wise break-up of the advertised scientific posts

[DDG – Deputy Director Generals, ND – National Director, ADG – Assistant Director Generals, DNI – Director of National Institute , DIR – Directors, PD – Project Directors, JDNI – Joint Director of National Institute, PC – Project Coordinators, JD – Joint Director, ZC – Zonal Coordinator, HoD – Head of Divisions, PS – Principal Scientists, PC – Programme Coordinators, TO – Training Organisers, SS – Senior Scientists]

3.2 The Board completed the recruitment process for 317 posts during the year. Of these, 28 posts were in the research management category (RMP), 89 were in the middle-level cadre (heads and project coordinators) and the remaining were in the Senior Scientists, Training Organizers, Programme Coordinator and Principal Scientists category. The Board could make positive recommendations in 280 cases, and for the rest, no suitable candidates were found available (Table 4).

In all, the Board had screened more than 4,500 applications and called 1,963 candidates for interview, but only 1422 candidates attended the interview.

Thus, on an average, there were 4.5 candidates for each position. But the inter-category distribution of the available candidates was



Fig.9. Selection Committee meeting in progress

highly skewed. Availability of the candidates for the Head of Division posts was very low, and about 50% of selections were based on 1-3 eligible candidates. It seems there is an acute shortage of candidates in the feeder cadre of Scientist/Assistant Professors in the country. In spite of relaxed qualifications for the post of senior scientists, about 21 positions remained vacant as no candidates were available for these positions. Since both senior and principal scientist now fall in the same pay band Rs 37,000-67,000, with only marginal difference in grade pay, it is suggested that the essential qualifications are suitably modified.

Progress of Selection Process

During the year, a record number of positions at senior and middle levels, have been filled through direct recruitment (Table 4). The Board completed recruitment process for 317 posts (Fig. 11), which were advertised vide advertisement Nos 2/2007, 1/2008 and part of 2/2008 3/2008 and 4/2008.

Table 4. Summary of posts for which the Board have completed the recruitment process

Category	No. of Post(s)	No. of applications	Candidates called for interview	Candidate interviewed	Selected	NFS
Deputy Directors General	2	36	19	17	2	0
National Director	1	23	17	14	0	1
Assistant Directors General	2	39	16	13	2	0
Directors of National Institute	2	53	26	21	2	0
Directors	20	393	200	163	19	1
Joint Director of National Institute	1	25	9	6	1	0
Project Coordinators	2	47	24	22	2	0
Head of Divisions	87	675	376	295	76	11
Principal Scientists	41	315	234	178	39	2
Training Organisers	3	232	29	18	3	0
Programme Coordinators	3	59	8	5	2	1
Senior Scientists	153	2376	1005	670	132	21
Total	317	4,273	1,963	1,422	280	37

The number of applicants for research management positions were much higher as compared to research positions (Figs 12 and 13). In spite of the same scale of pay at the Principal Scientist level, the number of applications for managerial posts, were high. Positions of Heads of Division, for which there were only 3.4 candidates per vacancy, did not appear to be attractive (Figs. 10 and 14)

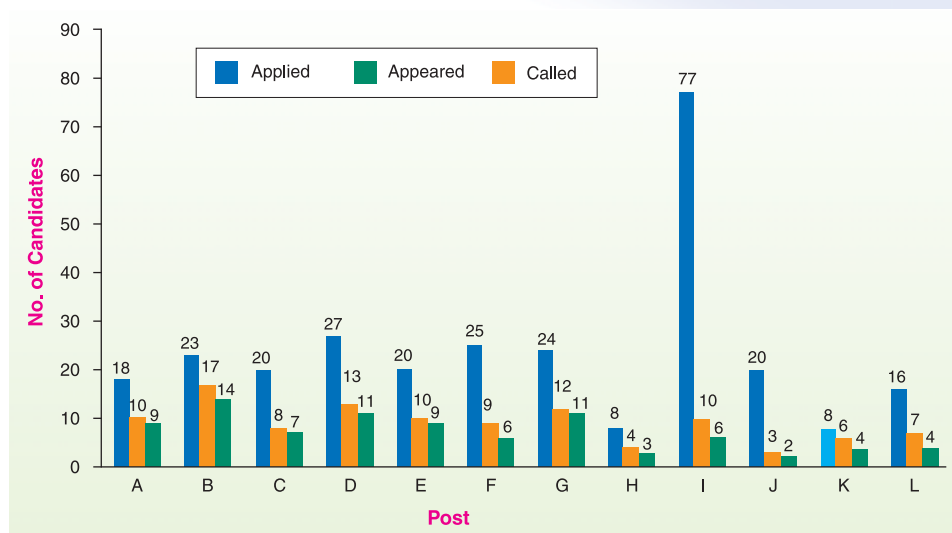


Fig. 10. Average number of candidates for different positions

- | | |
|--------------------------------|--|
| A. Deputy Director Generals | B. National Director |
| C. Assistant Director Generals | D. Director of National Institutes |
| E. Directors | F. Joint Director of National Institutes |
| G. Project Coordinators | H. Head of Divisions |
| I. Training Organisers | J. Programme Coordinators |
| K. Principal Scientists | L. Senior Scientists |

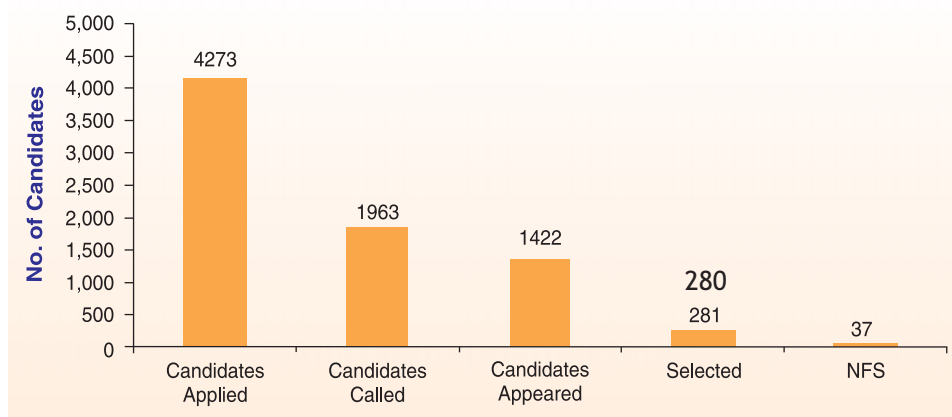


Fig. 11. Details of 317 direct selection posts

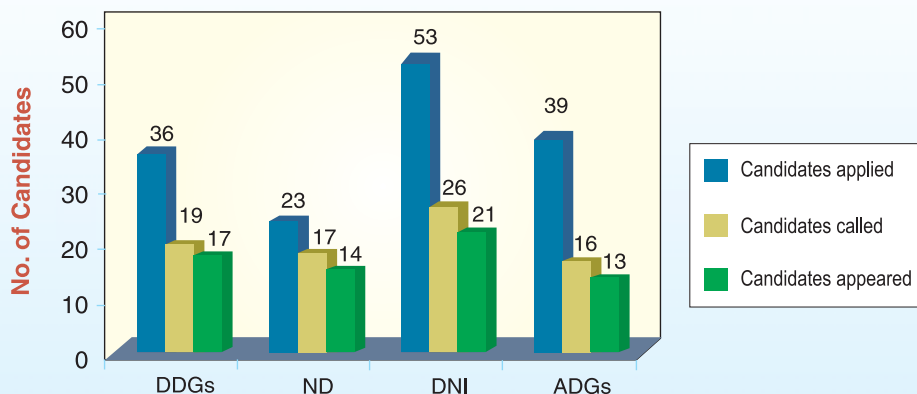


Fig.12. Recruitment detail of Deputy Directors General (DDGs), National Director, Directors of National Institute and Assistant Director General (ADGs)

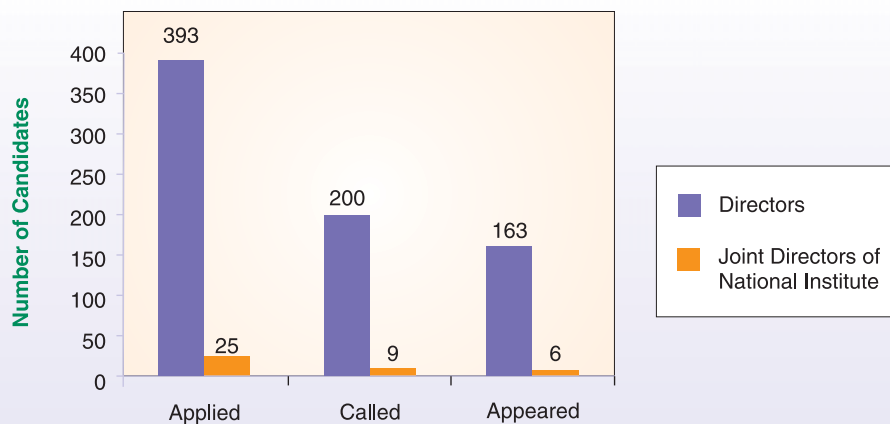


Fig. 13. Recruitment detail of Directors and Joint Directors of national institutes

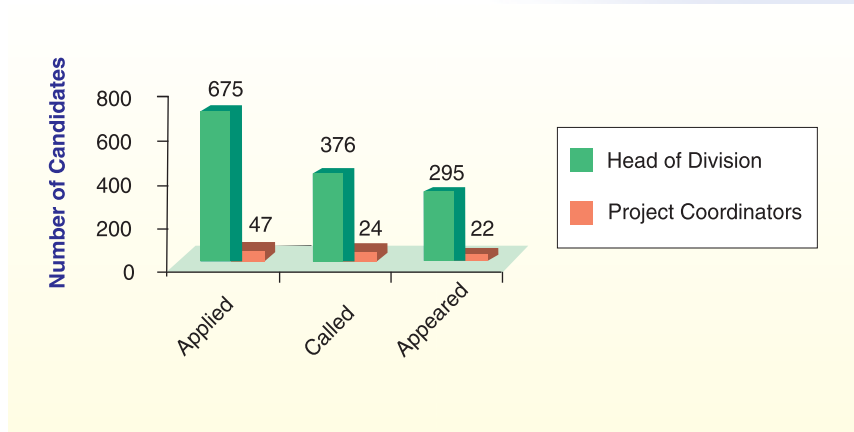


Fig. 14. Recruitment details of Heads of Divisions and Project Coordinators

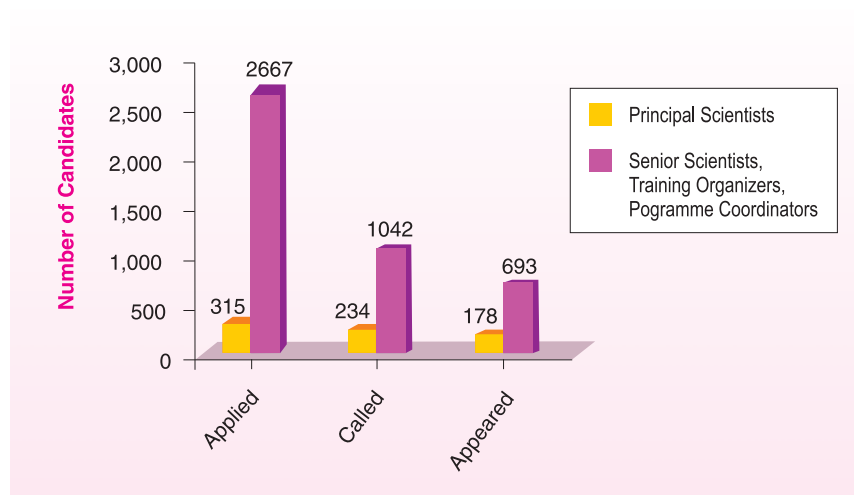


Fig. 15. Recruitment details of Senior Scientists, Training Organizers and Programme Coordinators

4

Recruitment of Candidates belonging to SC, ST, PD and OBC Categories

4.1 Recruitment by Examinations

Through the performance of SC, ST, PD and OBC candidates has been continuously improving, the Board has adopted relaxed standards in the selection process for the candidates belonging to scheduled castes, scheduled tribes and other backward classes as per the guidelines of the Government of India. The break-up of the selected candidates and the number of vacancies in various categories are given in Table 5.

Table 5. Distribution of posts in SC, OBC, ST and PD categories for ARS examination 2007

Category	Posts	Actually filled	Remarks
SC	26	27	The difference is due to filling of posts from general category
OBC	87	115	
ST	24	15	Suitable candidates were not available
PD	9	5	

It has been observed during the last 3 years that the performance of candidates from OBC category has been better than general category. Nearly 20% of posts allocated to general category have been claimed by OBC category on merit basis. Availability of suitable candidates from ST category still continues to be low and about one third positions have remained unfilled.



5

Assessment, Review of Assessment and Induction in the ARS

5.1 Assessment Promotions of Scientists under the Career Advancement Scheme

The selection committees for considering the cases of promotion from Sr. Scientist to the grade of Principal Scientist at the ASRB were constituted. During the year, 206 proposals in 45 disciplines, were considered. The performance in respect of assessment promotion was quite high as 76 % of the candidates were recommended for promotion to the next higher grade (Fig. 16). Of the successful candidates, 37% secured more than 80% marks and amongst the unsuccessful candidates, 12% had less than 60% marks (Fig. 17).

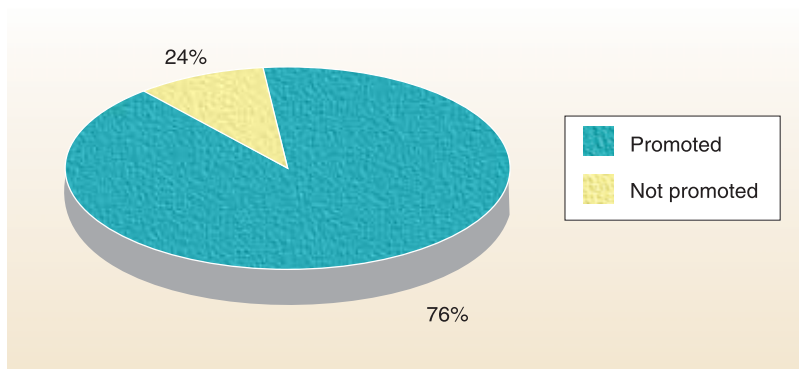
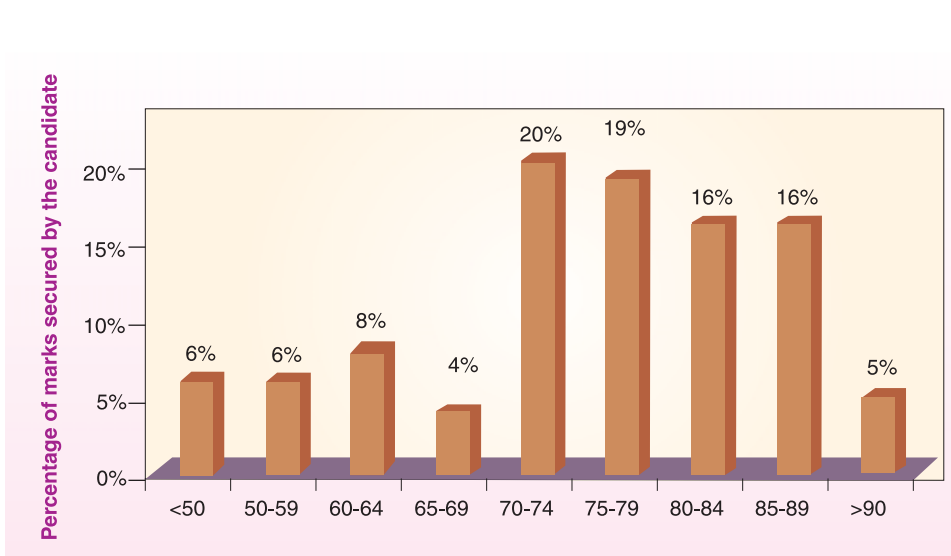


Fig.16. Assessment of Senior Scientist for promotion to the grade of Principal Scientist under Career Advancement Scheme



Total Candidates Assessed 206

Fig. 17. Performance of candidates assessed for promotion from Senior Scientist to Principal Scientist

Nearly 22% of candidate had crossed the 70% marks on the basis of work report and ACR before the interview stage while 21 % of candidates crossed the 70% level on the basis of work report and Interview. About 33% candidates got less marks in interview in comparison to ACR and near about 7% candidates had less than 70% marks in research potential, but because of their better performance in interview and ACR they got promotion. As a matter of fact the ACR evaluations in most cases were higher than the other two parameters pointing out to the fact that non promotion through assessment may not be attributed to poor ACR. Based on the experience of last three years, the Board would like to modify the guidelines for assessment.

5.2 Assessment Promotion of Scientists under old scheme

The Board received one proposal for assessment, which was

Table 6. List of Scientist assessed

S.No.	Date	Discipline	Institute	No.of Candidate
1	15.7.2008	Agril. Statistics	IASRI, New Delhi	S-0

processed (Table 6), and the result has been communicated to the ICAR.



6

Reforms

In implementing the reforms made during last 3 years, new experiences have been gained both in respect of direct selections as well as recruitment through interview. The Board remains committed to make further improvements in its guidelines to capture the essence of the diverse ARS system.

The Board had constituted a committee to revise the guidelines for assessment of scientists placed in Zonal Coordinator, Project Coordinator Unit. The proposal of conducting NET/ARS examination-online is under active consideration of the Board.





Right to Information

The ASRB is committed to maintaining transparency in various activities undertaken by it. With the objective of maintaining transparency, the Board has geared itself to implement the Right to Information Act, 2005 of Govt of India, in right earnest. The Board has prepared a manual to cover various aspects of the Right to Information Act, 2005, as applicable to the ASRB, which is available at the ICAR website (www.icar.org.in). The Board has tried to respond satisfactorily within the stipulated time-frame to various letters received, seeking information under the Right to Information Act.

During the year, Board had received 88 cases, largely related to the disclosures of name of experts, marks secured in the scorecard and interviews, procedures of screening for direct recruitment and marks secured in the ARS/NET examination. Out of 88 cases, only one candidate filed appeal with CIC against the ASRB decision. All the cases were disposed off successfully to the satisfaction of all concerned. Summary of cases processed under RTI Act is given in Table 7.

**Table 7. Summary of cases processed under section RTI Act, 2005
 Progress in 2008-2009**

Opening Balance as on 1.04.2007	Received during the year (including cases transfer other public authority)	No of cases transfer	Decisions where request/appeals rejected	Decisions where request/appeals accepted									
Requests	88	5	9	68									
First Appeal	21	-	-	21									
No. of Cases where disciplinary action taken against any officer:				Nil									
No. of CAPIOs designated	No. of CPIOs designated	No. of AAs designated											
Nil	2	1											
No. of times various provision were involved while rejecting request													
Relevant Sections of RTI Act 2005													
Section 8 (1)			Section										
A	b	c	d	e	f	g	h	i	j	9	11	14	others
-	-	-	14	-	-	7	-	3	37	-	15	-	-
Amount of Charges Collected (In Rs.)													
Registration Fee Amount		Additional Fee & Any other charges		Penalties Amount									
975		1138		Nil									



Promotion of Hindi

8.1 Adequate arrangements were made to promote progressive use of Hindi in the Board office to ensure compliance of the official language policy of the Central Government/ICAR, and to fulfill targets fixed in the annual official language programme.

8.2 The majority of the officers and staff working in the Board have the working knowledge of Hindi.

8.3 Representatives of the Board participate in the quarterly meetings of the official language implementation committee of the ICAR headquarters, where progress made in the use of Hindi in the official work of the Board is reviewed.

8.4 Hindi versions of the examination rules, notice, syllabi, instructions to candidates, admission certificates, test booklets, answer sheets, application forms, attendance sheets and attendance lists were printed along with the English version.

8.5 All advertisements issued by the Board were prepared and published both in Hindi and English in the leading newspapers of the country including 'Rozgar Samachar'. During the year, 4 advertisements were published.

8.6 Computer keyboards in the ASRB office have been provided with letters in Devnagri script.

8.7 Board has decided that to start with, the account section of ASRB will carryout 100% work in Hindi and that section has been declared as full Hindi compliant.



9

Foundation Day

Agricultural Scientists Recruitment Board held its 35th Foundation Day celebrations on 4th November 2008. The function was inaugurated by Shri Sharad Pawar, Hon'ble Minister of Agriculture and President, ICAR Society and Dr C.D. Mayee, Chairman, ASRB, presided over the function.

Dr Mangala Rai, Director General of ICAR was the guest of Honour. The foundation day lecture which was delivered by the Prof. R. Natarajan, Former Chairman, AICTE, was followed by them three brain storming sessions on different themes, viz. talent search in direct and indirect recruitment; refinement in current system of recruitment and assessment; further possibilities of refinement in



Chief Guest Hon'ble Minister of Agriculture and President ICAR Society, Secretary, DARE, and DG, ICAR, Chairman and Members ASRB

ARS; possible reforms in direct recruitment; refinement in the assessment system for career advancement; expectations of SAUs from the NET. Scientists and research managers including the Vice-Chancellors and Directors took part in discussion and this helped in increasing understanding the implications of reforms in recent recruitment and assessment process. The detailed report on foundation day celebrations follows:

Highlights of the Foundation Day

Dr N.K. Tyagi Hon'ble Member, ASRB, delivered the welcome address and presented a brief report of the ASRB. He mentioned that the ICAR was the first Science Department to have an independent recruitment body as early as in 1973 and thanked the Hon'ble Minister and President of the ICAR Society for scrupulously safeguarding its independence. He also advocated the need for devising personnel policies for attracting and retaining the bright scientists in the National Agricultural Research System (NARS). He further mentioned that the Sixth Pay Commission had recommended certain corrective measures for attracting and retaining bright candidates in DRDO/Atomic Energy/ DBT etc. Agricultural research was no less important and the ICAR may have to resort to these measures to attract and retain talented people. He also expressed the need for a separate office building with guest house facilities for enabling the ASRB to discharge its functions smoothly.

Dr Mangala Rai, D.G. ICAR, in his special address talked about the importance of ICAR Culture of nurturing knowledge in a developing society. He assured that ICAR's HRD policies would keep pace with need of time to get the best people into the system and thanked the Hon'ble President for his whole hearted support for strengthening the ICAR. He appreciated the efforts that the ASRB

had made to recruit a record number of scientists during last one year. He assured all help for modernizing the ASRB's infrastructure to meet the new challenges.

Dr C.D. Mayee, Chairman, Agricultural Scientists Recruitment Board, in his Presidential address said that it was indeed a matter of great privilege that Hon'ble Minister of Agriculture and President of ICAR Society was gracing the occasion. His presence on the occasion signified the importance attached to the manpower induction in agricultural science and technology. He said that ASRB received constant encouragement from the Hon'ble Minister which resulted into series of reforms in the last four years which had brought a sea change in the entire process of scientists recruitment and assessment. Dr Mayee further mentioned that the personal attention of the Hon'ble Minister to the clearance recommendation regarding selection was unparalleled and unique feature where the time gap between selection and issue of orders had been narrowed down to nearly 24 hours in many cases.

Transparency, quickness and justice to merit have been the new hallmarks of ASRB works, which created faith in the system, which was vital for upliftment of working environment of any organization. It was stated that during the last 4 years, ASRB inducted nearly 550 scientists in ARS and more than 2,500 potential teachers had become eligible through NET, from amongst nearly 60,000 applicants to ARS-NET in three examinations. During last 4 years ASRB screened around 10,000 applications for direct entry positions, interviewed nearly 3,700 candidates and recruited more than 600 scientists to research and research management positions from Senior Scientists to DDGs. The sharing of knowledge and experience had become an important component of collaborations in scientific performance assessment. ASRB for the first time in its history had taken a new initiative in September, 2008 to cosponsor an international workshop on 'Emerging

Frameworks and Issues for S&T Recruitment’ to share global experience of Indian and overseas institutions specializing in scientific performance evaluation.

Two issues that clearly emerged out of the discussions in the workshop were: all scientific institutions were facing crunch of talented manpower to take up research and teaching as profession and, identification and development of talent were fundamental issues confronting organizations. ASRB was in the process of thinking out-of-box methodologies for recruitment such as; talent search at early stage to reach out to smaller campuses and colleges to enlarge the talent pool by providing information about national agricultural science, technology and KVK programmes to inspire and motivate young students to take up careers in agricultural research, teaching and technology transfer. Tapping Indian scientists abroad for in country jobs through video-conferencing or profiling could be yet another method.

Novel methods were probably required for recruitment of some top level management positions like DDG and Directors of deemed-to-be Universities. The routine interview process still largely depended on traditional selection procedures which sometimes get bogged down by personal and professional biases, local factors and limited openness. Treating the RMPpositions on the same pedestal of scientists’recruitment recruitment created different problems. Therefore, the subject of scientists recruitment and assessment in ASRB was getting renewed focus for evolving new methodologies to enhance the objectivity and fairness of ICAR manpower induction systems. ICAR could help ASRB to have its own identity in terms of infrastructure, manpower and finances so as to raise the stature of ASRB in line with UPSC as an independent recruitment body.

Shri Sharad Pawar, Union Minister for Agriculture and Consumer Affairs, Food and Public Distribution delivered inaugural address on Foundation Day and mentioned that he was very happy to be

associated with the Foundation Day celebrations of the ASRB and congratulated all the Officers and Staff of the Board for the excellent work that they had been doing.

The ICAR was the first Science department in the country to establish as an independent Board on the pattern of the UPSC for recruitment of scientists as early as 1973. This had been done because the government was clear in its thinking that human resource in a knowledge based organization had to be excellent. The government also believed that the performance of the organization was greatly influenced by, how the people were recruited, nurtured and rewarded for their work. There was another dimension to these activities in a public sector organization like ICAR. The actions taken had to be just and fair and they should appear to be so in order to ensure that the vast majority of the people concerned with agricultural research and education felt satisfied. This would not have been possible without an independent Board, which served a very large agricultural research system. In his opinion, constitution of ARS and the ASRB were the two momentous events that happened four decades back had paid rich dividends.

The Hon'ble Minister also stated that he had been very closely observing the activities of ASRB and would like to say that it had introduced a number of innovations to streamline the recruitment and assessment system. The direct infusion of entrants into ARS along with NET qualified personnel that had been provided by the Board, would make tremendous difference in the performance of National Agricultural Research System. All scientific institutes in the country are facing a shortage of young talented people to take up research and teaching jobs. Be it IITs, NITs, CSIR, they are unable to find not only full complement of teachers and researchers, but there is also shortage of good candidates in their M.Tech/ Ph.D. programmes. Market forces in the field of human resource availability appear to be having a more visible impact in the field

of science and technology. The research and education organizations which created bright people for the industry/ service sectors were being drained of the talented youngster by these very sectors, as they were in better position to offer higher pay packages. The Sixth Pay Commission report, which has been accepted by the Government, also mentioned of the contract job scheme. Campus recruitment to catch the young scientists may also be another option. An optimum mix of recruitment procedures that best suited the ICAR would have to be designed and implemented. He further mentioned that the ASRB should not remain confined to only recruitment and promotion but must act as a think tank to help the ICAR/ Government in evolving policies for science and technology departments. Further, globalization was affecting all walks of life and finding right people and retaining them is becoming a challenge. Selection and assessment methodologies could not remain unchanged and have to conform to the best practices that were in vogue in other national and international science organizations. For this to happen, accreditation for recruitment agencies would have to be put in place. There was lot to be learnt from organization like U.N. Staff College, which was in the forefront for evolving such practices that facilitate accreditation. ASRB, being one of the oldest such agency, must work for it, and should become an ISO certified body. The Minister assured that whatever was needed to be done to achieve these goals, be it manpower, infrastructure, finances or national / international collaborations would be done. The ICAR remained committed to extend such facilitation to ASRB in order to make the Board a resilient and progressive organization catering to the needs of the agricultural research in the country.

Dr R. Natarajan, Former Chairman, AICTE, in his foundation lecture on “Talent Search in Direct and Indirect Recruitment” mentioned that the shortage of talent was the biggest obstacle in the success and growth of organizations. He emphasized that

"identifying and recruiting talented peoples and their proper deployment, motivation, encouragement, improving their abilities were key to the success of an organization. Talented employees want to work for an organization, they can believe in, that cares for them and do a work that is challenging and exciting. The organization must create trust and foster good work environment. Good managerial skills are necessary to hire, use, keep and get the best out of talented workers. He highlighted various misconceptions about the presence and identification of talent. Identifying and using hidden talent in current employees is important before hiring new talent."

In organizations, the return on investment (ROT) is assessed as a ratio of the value of knowledge generated to the investment on talent. However, the value of knowledge increases upon its effective deployment. A successful organization ensures the following conditions for its employees; citing an example of Motorola:

- a. Substantive and meaningful job
- b. Knowledge base to succeed
- c. Identified and available training
- d. Exciting, achievable and acted upon personal career plans
- e. Remove detracting factors
- f. Receive positive and negative feedback

A good company takes care of 12 human needs, viz. family, work, learning, social relationship, community, mobility, health, economic need, home, spirituality, leisure and environmental safety.

Since technology is changing fast, an organization should not hire for specific skills that are bound to be soon obsolete, but should hire for general problem solving capacity. It was emphasized that "Bad hiring hurts more than a good hiring helps". Therefore, the selection procedure should be objective and fair.

The appointment of Chairman and Members of interview boards must be done with great care. They should have a good interview plan. The questions put to the candidates should be aimed not at testing IQ but to judge the intelligence, confidence, motivation, ability to accept uncertainty, critical judgement and reasoning in the way the candidate approached the question, giving sufficient opportunity to verbalize the answer.

Dr Natarajan also emphasized on job satisfaction and meaningful work providing recognition as well as cash with a sort of life, sense of belonging, identify in a way that work becomes social outlet as well. Doing good work feels good. For improved productivity, a worker should flow in totally involved and lost in effortless performance.

Dr M.K. Mondal, Director, DIPR, DRDO, in his lecture on “Talent Search in Direct and Indirect Recruitment” pointed out various misconceptions about talent and its occurrence. According to him, the important attributes of talent were: Intelligence, creativity, innovativeness, aptitude orientation, proficiency, logic, purpose, knowledge and obsolescence.

Dr Mondal emphasized that every individual had talent of some type, people only fail to identify it.

Dr Dilip Kumar, Director, CIFE, Mumbai in his lecture on “Streamlining the Assessment System for Agricultural Scientists” stressed on the need to streamline the assessment system in the ICAR/ASRB. He stressed that criteria and weightage for assessment should be related more to the kind of work assigned and the working environment provided to the scientist. He pointed a number of anomalies in the present criteria in which too little weightage was given to teaching and institutional duties. He suggested that rather than putting maximum limit of marks in a certain criteria, only minimum may be defined, so that if a scientist was engaged much

of the time in some specific duty, he may get due weightage. He also put forth anomalies arising in direct selections of less experienced persons to higher posts through lateral entry. For instance, an SRF/RA with 4 years experience was eligible to be selected as Senior Scientist, while under CAS a scientist needed 9 years. Dr. Kumar also proposed that the post of Head of the Division should be regarded as a Research Management position and only Principal Scientist with 3-5 years experience should be eligible to apply. He also pointed out that the clause 'eminent scientist' and 'reputed institution' etc. were relative and ambiguous.

Dr N.K. Tyagi, Member, ASRB, in his remarks mentioned the recent changes introduced in the ASRB in selection and promotion of talent for the various positions of scientists at the various levels. The Chairman, Dr C.D. Mayee, in his concluding remarks also talked about the innovations introduced in the selections and assessment system at the ASRB and appreciated the efforts made by the members and experts in streamlining the process. He appreciated the views expressed by the three lead speakers and assured that in the evolutionary process of improvements in criteria and procedures, these would be found useful.

In the second session Dr B.S. Bisht, Vice Chancellor of GBPUA &T, Pantnagar, in his lecture on "Expectations of SAUs from NET" mentioned that the NET examination conducted by ASRB provided a vital link between ASRB and the SAU system in the recruitment of faculty in SAUs. However, the question of making NET compulsory for faculty recruitment was a sensitive issue with the SAUs. Dr Bisht traced the history of the NET examination through its origin in 1983 in the UGC to 1996 when NET was declared mandatory for the SAU selection at the VCs Conference. Next, he presented the preliminary results of a survey carried out by him with the VCs/ Deans/Teacher Association/etc of SAUs with regard to NET and its implementation.

Dr S.M. Ilyas, Director, NAARM, Hyderabad, in his lecture on “Further Possibilities of Refinement in ARS” mentioned that for the success of any service, including ARS, identification and utilization of talent were equally important. The ASRB recruitment process was expected to identify and predict whether one would perform as a scientist. He further observed that the ASRB, instead of conducting two examinations of ARS & NET may conduct only one examination (NARET). Qualified candidates form a pool, from which institutions of ICAR and SAUs could select, based on their specific needs and priorities.

Dr K.P.R Vittal, Director, CAZRI, Jodhpur, in his lecture on “Reforms in Direct Recruitment Process” mentioned that the purpose of Direct Recruitment was to maintain the critical mass of scientists in the organization and fill manpower gaps in critical areas.

Dr G.R. Patil, Joint Director, NDRI, Karnal, in his lecture on “Refinement in the Assessment System for Career Advancement System” mentioned that the Career Advancement System for promotion up to Principal Scientists, presently followed in ASRB, was based on scorecards, ACRs and interviews. Since almost en masse promotions were being given under CAS, it was difficult to distinguish performers from non-performers. The criteria for assessment should be such that they gave a positive signal to faculty to aim towards higher productivity and performance. The present scorecard system limits this because an upper limit has been placed on the marks that can be scored under each activity (eg. publications beyond six do not carry any marks). Normally, Scientists, who focused on research productivity and excellence were averse to find time for other activities, and lost out in this system as they scored less marks in aggregate. But, people who focused on minimum output against each activity, but scored the maximum in each item got easily promoted. This leads to an overall lowering of the quality

Glimpses of Foundation Day of ASRB



Chief Guest Hon'ble Minister of Agriculture and President ICAR Society, Secretary, DARE, and DG, ICAR, Chairman and Members ASRB



Honoring Chief Guest with bouquet by Chairman, ASRB



Lighting of the lamp by Hon'ble Minister of Agriculture and President ICAR Society on Foundation Day



Address by Dr Mangala Rai, Secretary, DARE and DG, ICAR



Address by Dr C.D. Mayee Chairman, ASRB



Address by Shri Sharad Pawar Hon'ble Minister of Agriculture and President ICAR Society



Address by Dr N.K. Tyagi,
Member, ASRB



Address by Prof. (Dr) M.J. Modayil,
Member, ASRB



View of invitees

of performance at individual and institutional levels and suggested that:

- (i) Performance evaluation of each scientist should be based on assigned duties under a maximum of three activities.
- (ii) The NAAS scores for evaluating publications could be normalized by discipline; greater weightage may be given to writing text books.
- (iii) The ACRs could also be made more quantitative (80 : 20 ratio for quantitative and qualitative assessment)

- (iv) With a more rational and quantitative score card and ACR system, assessment might be carried out at Institute level itself (bypassing the process at ASRB).

Prof. (Dr) M.J. Modayil, Member, ASRB summarized the proceedings of the session and assured that the various issues/ recommendations from the sessions would be given due attention by ASRB and proposed the vote of thanks. The function ended with tea, attended by the ASRB staff and all the invited guests.



10

Miscellaneous

10.1 Assessment Promotions

Chairmen of the various selection committees to consider the cases of promotion of scientists from scientist to scientist (senior scale) and scientist (senior scale) to senior scientists at the ICAR institutes are nominated by the Chairman, ASRB. Nominations to the departmental promotion committees (DPCs) to consider the cases of Technical Personnel in the ICAR HQ and ICAR institutes were also made by the Chairman during the period under report.

10.1.1 Assessment Promotions of Scientists

The Board finalized nominations of experts for 24 institutes for departmental promotion committees (DPCs) for assessment of scientist and scientist (senior scale and selection grade). Details are given in Appendix VII.

10.1.2 Assessment Promotions of Technical Personnel

The Board finalized nominations of experts for 122 institutes for selection committees/departmental promotion committees (DPCs) for various grade categories of technical personnel. Details are given in Appendix VIII.



Honours/Awards

Doctor of Science Conferred

Rajendra Agricultural University, Pusa (Samastipur), Bihar conferred the Doctor of Science (*Honoris Causa*) on Dr C.D. Mayee, Chairman, ASRB in the Sixth Convocation of the University at the hands of H.E. The Governor of Bihar, Shri R.L. Bhatia for his outstanding contribution in the field of crop protection.



Life Time Achievement Award

Dr C.D. Mayee, Chairman, ASRB has been honoured with Life Time Achievement Award by Doctor's Agricultural and Horticultural Development Society, Lucknow, for his outstanding contributions in agriculture. The Award was presented to him at the International Conference held at Lucknow on 26th November, 2008.

Scroll of Honour

Society of Extension Education, Agra, bestowed the 'SCROLL OF HONOUR' as a special tribute for the contributions of Dr C.D. Mayee, Chairman ASRB on the occasion of the 5th National Extension Education Congress-2009 held on March 5-7, 2009 at C.S. Azad University of Agriculture & Technology, Kanpur.

**Visits and Interactive Meetings conducted by Dr C.D. Mayee,
Chairman, ASRB during April 2008 to March 2009**

- ❖ Guided the participants of training programme of TMC at NRC on Citrus on 21.04.2008.
- ❖ Inaugurated the National Seminar on 'CDM and Carbon Trading' organized by CRIDA, Hyderabad on 08.05.2008.
- ❖ Interactive meeting held with Vice-Chancellor and Staff of SKUAS & T, Shalimar Campus, Srinagar on 25.05.2008
- ❖ Visited GTC of CIRCOT on 26.06.2008 to see the progress of ICAR Scheme.
- ❖ ASRB as a sponsor organized the International Workshop on 'Talent Search' at DRDO, New Delhi on 17th to 20th September 2008.
- ❖ Inaugurated Farmers' Seminar on 'Acid Lime' as Chief Guest at Sholapur on 9 - 11 August, 2008 organized by 'Acid Line Sangh'.
- ❖ Inaugurated the National Seminar on Land Resource Management and Livelyhood Security at NBSS & LUP, Nagpur on 10.9.2008.
- ❖ As President, presided over the meeting of Indian Society of Cotton Improvement, Mumbai on 5.11.2008.
- ❖ Participated in the workshop on extension methodology organized by CIFE, Mumbai on 7 - 8 November, 2008.

- ❖ Delivered inaugural address as Chief Guest in the National Symposium at IVRI, Izatnagar on 25.11.2008.
- ❖ As President of the Society organized a conference on Ecofriendly Approaches in Sustainable Agriculture at Amity University, Lucknow from 27 - 29 November, 2008.
- ❖ Delivered inaugural address at National Seminar on Extension and visited the activities of CIRG, Makhdoom, Mathura on 15 - 16 January, 2009.
- ❖ Participated in the National Seminar on Marker Assisted breeding and delivered inaugural address at Rassi Seeds, Attur (TN) and visited CICR Reg. Station, TNAU and SBI, Coimbatore on 31 January 09 - 01 February, 2009.
- ❖ Inaugurated the National Training Programme at NBIAM, MAU on 31.01.2009 and interacted with staff of MAU as well as IVRI staff on 01.02.2009.
- ❖ Special invitee to the Foundation Stone Ceremony of ICAR new institute on Abiotic Stress Management at baramati on 20.02.2009. Visited the Seed Project of MPKV, Rahuri, on 22.02.2009.
- ❖ Addressed the staff of CICR, Nagpur on the occasion of 'National Science Week' on 20th March, 2009.
- ❖ Interactive meet with staff and visit of NRC on Camel and CIAH and Equine Centre at Bikaner on 27 - 29 March, 2009.

Invitation Assignments honoured by Dr. C.D. Mayee, Chairman, ASRB, New Delhi, from April, 2008 to March, 2009

- ◆ Delivered the Convocation Address as Chief Guest during 24th Convocation of G.B. Pant University of Agri. & Technology, Pantnagar on 16.04.2008.

- ◆ Delivered an invitation lecture as a lead speaker in the 29th International Cotton Conference organized by the Faserinstitut Bremen at Bremen (Germany) during April 2 to 5, 2008.
- ◆ As an executive member of the International Cotton Genome Initiative (ICGI), University of Texas A & M, USA. Keynote address was given in the ICGI - 2008 Research Conference held at Anyang, China from July 8 - 11, 2008.
- ◆ Key note address delivered at the National Symposium on 'Plant Biotechnology and Food Security' organized by University of Kolkatta at Kolkatta on 22 - 23 August, 2008.
- ◆ Chief Speaker at the 47th Foundation Day of OUAT, Bhubaneswar on 23 - 24 August, 2008.
- ◆ All India Cotton Textile Trade Association, Mumbai invited for upgrading their knowledge on 'quality seed issues in cotton' in an interactive meet at Mumbai on 10th September, 2008.
- ◆ Delivered the Convocation Address as Chief Guest during the 2nd Convocation of Sardar Vallabh Bhai Patel University of Agri. & Tech., Meerut on 17.10.2008.
- ◆ Chaired a business session and delivered a special lecture on GM Crops and food security during Asia Pacific Seed Association Congress - 2008 held at Hyderabad on 11.11.2008.
- ◆ Key note address as Chief Guest in the 33rd Annual Convention of Vice-Chancellors of SAU, CAU and Deemed Universities held at Anand Agricultural University on 5th & 6th December, 2008.
- ◆ Delivered a special lecture on 'Regulatory Mechanisms for GM Crops in India' at National Seminar on 'Achieving Self Sufficiency in Agricultural Production and Nutrition' at Mumbai organized by Indian Chamber of Commerce on 20.12.2008.

- ◆ Delivered the Convocation Address as Chief Guest at 17th Convocation of North Maharashtra University, Jalgaon on 19.01.2009.
- ◆ Inaugurated the National Seminar on Genetically Modified Crops organized by North Maharashtra University, Jalgaon on 20.01.2009.
- ◆ Delivered the Convocation Address as Chief Guest during 23rd Convocation of Dr. Punjabrao Deshmukh Krishi Vidyapeeth, Akola on 5th February 2009.
- ◆ Chaired Plenary Session and delivered the lecture at National Conference of Food and Health, organized by APG, Ahmedabad on 08.03.2009.

Lectures delivered and interaction sessions held by Dr N.K. Tyagi, Member, ASRB, during April 2008 to March 2009

- ◆ Visited Central Institute of Fisheries Education, Central Institute of Research for Cotton Technology and Tata Institute of Social Sciences, Mumbai and interacted with Scientists and delivered a lecture: Recruitment and assessment of scientists: concerns methodology and strategy at CIFE, Mumbai on 7-8 April 2008.
- ◆ Delivered keynote address in the National Workshop on “Integrated Livestock Farming System in Foot hills of Himalayas” as Chief guest at Mukteshwar, Nanital Campus on 16-18.05.2008.
- ◆ Visited Sugarcane Breeding Institute, Coimbatore, IARI Regional Station, Wellington, CSWCR&TI research Centre, Udhamandalam and to oversee the ARS examination 2007 and interacted with Scientists on 22-25 May, 2008.
- ◆ Visited VPKAS, Almora and villages of the adjoining region and

delivered a lecture on Recruitment and Assessment in Agricultural Research Service” on 13-14 June 2008.

- ◆ Inaugurated the event “Global Warming and Agriculture” at IIT, Roorkee (Uttarakhand) on 20-21 June 2008.
- ◆ Chaired second meeting of ‘Qualification Review Committee’ of CAU, Imphal held on 24-25 August, 2008 at College of Vet. Sciences & AH at Aizawl, Mizoram, visited NIRJAF at Kolkatta on 26.08.2008 and interacted with Scientists.
- ◆ Visited IGFRI and NRC for Agroforestry, Jhansi and delivered a lecture on ‘Recruitment and Assessment of Scientists’ on 12-13 Sept., 2008.
- ◆ Attended International Workshop on Emerging Framework and Issue for S&T Recruitments at DRDO, New Delhi (17-20-Sept.-2008) and presented a paper.
- ◆ Visited NRC for Citrus , Central Institute for Cotton Research, NBSS&LUP, Nagpur and interacted with Scientists on 24-25 Oct., 2008.
- ◆ Visited NRC for Soybean, Indore and interacted with Scientists on 27-28 Nov., 2008.
- ◆ Attended the Annual General meeting of INAE at National Institute of Oceanography, Dona Paula, Goa and visited ICAR Research Complex for Goa and interacted with Scientist on 4-7 Dec., 2008.
- ◆ Visited Central Potato Research Institute campus and Sardar Vallabh Bhai Patel University of Agriculture & Technology Modipuram and delivered a lecture: Reforming Agricultural Education and Research System in India on 12-13 Jan., 2009.
- ◆ Visited Directorate of Oilseed Research, Admn. College Hyderabad and Central Tobacco Research Institute,

Rajamundari and delivered talk on Learning Organizations on 20-24 Jan., 2009.

- ◆ Presided over the inauguration programme of CSSRI, Research Station at Lucknow, visited Indian Institute of Sugarcane Research and CISH, Rehmankhara, Lucknow on 05.03.2009.

Lectures delivered and interaction sessions held by Prof. (Dr) M.J.Modayil, Member, ASRB, during April 2008 to March 2009

- ◆ Participated as Guest of Honour in the inauguration of the New multipurpose Marine Hatchery at CMFRI Regional Centre by Hon'ble DG, ICAR on 09.01.2008 and interacted with Scientist of CMFRI Reg. Centre, Mandapma.
- ◆ Inspected the ARS Examination arrangements at Jammu and Srinagar Centre on 20-26 May, 2008.
- ◆ Delivered a Keynote Address in the Brainstorming Meet on "Aquaculture 2025: Challenges and Opportunities " as a Keynote Speaker at CIFA, Bhubaneswar on 7-8 June, 2008.
- ◆ Delivered a lecture on Aquaculture impacts at Rajiv Gandhi chair in Cochin University of Science & Technology, Cochin on 25.07.2008.
- ◆ Visited IVRI, Izatnagar and its Regional Centre at Mukteswar and interacted with Scientists on 5-8.9.2008.
- ◆ Visited NDRI, CSSRI, NBAGR, CIFRI Reg. Centre and SBI Res. Stations at Karnal and interacted with Scientists on 03.10.2008
- ◆ Attended as Guest of Honour, the 8th Indian Fisheries Forum organized by Asian Fisheries Society (Indian Branch) Inland Fisheries Society of India and CIFRI at Barrackpore Kolkata on 22-26 Novmeber, 2008 and delivered key note address.

- ◆ Visited CIRB, Hisar and interacted with Scientist on 15.12.2008
- ◆ Delivered a lecture as Guest of Honor in inaugural function of a National Seminar on “Rural India Developmental Alternatives : Sectoral convergence for Livelihood Security” at CIRG, Mathura on 16-18 Jan., 2009.
- ◆ Delivered inaugural address as chief guest in National Brainstorming workshop on biodiversity at Lucknow on 14-15 Feb., 2009.



13

Constraints and Suggestions

13.1 Shortage of Staff

The Board is constrained to point out the shortage of staff at all levels (with reference to sanctioned strength), which has hampered its efforts. It was desired by the President, ICAR, that ASRB should be strengthened. The Board would, therefore, like to emphasize that the vacant posts should be filled up by the ICAR on priority basis.

13.2 Consultations on Service Rules

While the Board has taken steps to reduce response time on references received from the ICAR in relation to the recruitment rules, it has been noted that the relevant provision of rules and byelaws providing for prior consultation with the Board is not being consistently observed by the ICAR. The ASRB Review Committee, in its report vide para 4.22.5, has recommended total adherence to provision of byelaws 24. This has been approved by the President of the ICAR Society.

13.3 Consultations on Disciplinary Matters

Likewise, provision of rule 26(C), which stipulates consultation with the Board in disciplinary matters relating to personnel recruited/ appointed either by the ICAR itself or in consultation with the Board,

was not observed. No disciplinary case was received for advice. The Board suggested to the ICAR to adhere to the provisions of the rules and byelaws. The ASRB Review Committee in its report vide para 6.6.1, 6.7.2 and 6.7.3 has recommended total adherence to provision of rule 26(C). This has been approved by the President of the ICAR Society.

13.4 Human Resource Development

It has been the endeavour of the Board to keep track of the performance of the scientists and the other officers recruited by it as the feedback for refining selection process with the ultimate aim of improving human resource of the National Agricultural Research System. The GVK Rao Committee which reviewed the functioning of the ICAR has *inter alia* recommended that the Board should not merely remain as a recruitment machinery, but should assume the responsibility for overall human resource development in the ICAR. For this purpose, the Committee felt that the Board would require to maintain contact with the career of the scientist selected for the ICAR system, and this feedback would enable Board to make refinement in the operation of the Agricultural Research Service and the personnel policies governing it. The committee further recommended that a Research and Analysis Wing should be set up in the Board so that research on human capital development in the agricultural sciences may be done to help evolve policies for personnel management in the ICAR System. Immediately after the acceptance of the recommendations by the Governing Body of the ICAR and the President ICAR Society, a proposal had been forwarded by the Board for the establishment of the Research and Analysis Wing. Though the proposal has been sanctioned in principle, further action regarding creation of relevant positions is pending with the ICAR.

13.5 Creating Opportunities for Updating Board

There has been a sea-change in recruitment and assessment procedures in research and development organizations throughout the world. There are specialized agencies/institutions developing new models/methodologies of recruitment/assessment. There is a need for the Board to continuously get itself updated through interactions with such organizations by participating in seminars/workshops organized by them and through visits to such organization in India/abroad.

13.6 Infrastructure Facilities

The Board is located in the Krishi Anusandhan Bhawan I (KAB) at Pusa Gate, New Delhi. It occupies first two floors but the space is still insufficient. Moreover, moderation and evaluation of large number of papers in various disciplines requires separate evaluation halls. Currently, these activities are done in the available rooms, and maintaining secrecy has been a problem. Since KAB also houses other ICAR offices and the entrances are common, it is difficult to check visitors entering ICAR offices. It is suggested to have either a separate ASRB building in XI plan or to redesign current facilities to make it more seclusive.



Appendix I
(vide para 1.1.2)

Excerpts of provisions of rules and byelaws of the ICAR Society

CONSTITUTION

Rule 25

There will be an Agricultural Scientists Recruitment Board with a whole time Chairman and other members, who shall be appointed by the President, with the approval of the Government of India.

25 (a) If the Office of the Chairman of the ASRB becomes vacant or if he is by reasons of absence or for any other reasons unable to perform the duties of his Office, these duties shall, until some other person is appointed under Rule 25 to the vacant office, or has entered on the duties thereof or, as the case may be until the Chairman has resumed his duties or a new Chairman has been appointed, be performed by such or the other member of the ASRB, as the President, Indian Council of Agricultural Research, may appoint for the purpose.

25 (b) The Chairman and other Members of the ASRB shall hold office for a term of 6 years from the date on which they enter upon their office or until they attain the age of 65 years, whichever is earlier.

25 (c) (i) subject to the provisions mentioned; herein below, the Chairman or any other Member of the ASRB shall only be removed from his office by the order of the President, ICAR, on the ground of misbehavior after a high-powered Committee of three members nominated by the Governing Body on reference being made to it by

the President has an enquiry held in accordance with the principle of natural justice reported that the Chairman or such other Member, as the case may be, ought on any such grounds be removed.

Notwithstanding anything mentioned above, the President may by order remove from office of the Chairman or any other member of the ASRB, if the Chairman or such other member, as the case may be:

(a) Is adjudged as insolvent; or

(b) Engages during his term of office in any paid employment outside the duties of his office; or

(c) Is in the opinion of the President, unfit to continue in office by reason of infirmity of mind or body.

25 (c) (ii) The Chairman may in writing, delegate such of his powers as he may consider necessary to any other member of the ASRB.

FUNCTIONS

Rule 26

(a) The Recruitment Board shall function as an independent recruiting agency and shall be responsible for recruitment to posts in the Agricultural Research Service and to such other posts and services as may be specified by the President from time to time.

(b) The Recruitment Board shall render such other assistances to the Council in personnel matters including promotion as may be required by the President.

(c) The Recruitment Board shall advise the Council in disciplinary

matters relating to personnel recruited/appointed either by the Council itself or in consultation with the Recruitment Board.

(d) The Recruitment Board shall submit annually by the second week of May of the year following the financial year, a report of its activities for each financial year to the President.

RECRUITMENT RULES

Rule 73

Recruitment and appointment to the various posts in the Council shall be made in accordance with the Recruitment Rules framed or to be framed for the purpose in the Council in consultation with the Chairman or any other member of the ASRB to whom the Chairman has delegated his powers under Rule 25(c)(ii) and duly approved by the Governing Body and the President.

SELECTION COMMITTEES, INTERVIEW BOARDS—COMPOSITION OF

Byelaw 24

The Composition of Committees, Boards or other such bodies for promotion, selection, recruitment and other matters incidental thereto or connected therewith for various posts under the Council shall be as prescribed in consultation with the Chairman, Agricultural Scientists Recruitment Board, or any other member authorized by him and duly approved by the President, ICAR.

APPOINTMENT OF EMINENT SCIENTISTS/SCIENTIST PLACEMENT SCHEME

Byelaw 26

The Director-General may on his own or on the advice of the Directors of the Research Institutes or Vice-Chancellors of the

Agricultural Universities invite an eminent Indian Scientist for the appointment in a suitable grade according to the qualifications and experience with the concurrence of the Agricultural Scientists' Recruitment Board and with the approval of the President.

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Appendix II
(vide para 1.3)

Receipts and expenditure
of the ASRB during 2008-09

Receipts	Amount (Rs in lakh)
A – Receipts	
Application and examination fees	88.14
B – Expenditure (Non-Plan)	
Salaries	226.23
Wages (contractual staff)	16.70
Over-time allowance	1.20
Travel expenses (within country)	18.56
Office expenses	86.12
Expenditure on Examinations and Selections	
(a) Travelling Honorarium expenses (Experts and candidates)	114.13
(b) Other charges	136.16
Total Non-Plan	599.10
(Plan)	
Renovation	45.00
Total Plan	45.00
Grand Total (Non-Plan and Plan)	644.10

Appendix III

**Comparative statement of workload
 of the Board during the five years**

	2004- 05	2005- 06	2006- 07	2007- 08	2008- 09
A. Recruitment by examinations					
No. of examinations held	3*	1 [#]	1 [@]	2**	3***
No. of posts	29	160	15	234	293
No. of applications received	3,620	20,855	63	18250	17748
No. of candidates interviewed	73	21	28	383	872
No. of centers in India where examinations were held	38	32	1	32	33
B. Recruitment by interviews					
No. of posts for which interviews were held	13	240	266	177	317
No. of applications received	337	3,013	3,268	1,880	4273
No. of candidates called for interview	154	1,816	1,989	1,178	1963
No. of candidates appeared for interview	110	1,254	1,386	817	1422
C. No. of candidates qualified for NET	6,386	-	1,760	618	2311
D. No. of scientists assessed	137	1	-	1	206
E. Review of Assessment result	-	-	3	1	1
F. Induction into ARS	2	2	2	2	-

	2004-05	2005-06	2006-07	2007-08	2008-09
G. Scientists recommended for promotion under Career Advancement Scheme	76	46	-	452	168

- *1. ARS/NET/SRF examination 2003
- *2. ICAR Administrative Officers exam 2004
- *3. Limited Departmental examination for stenographer grade-II 2005
- #4. ARS/NET examination 2005
- @5. Limited Departmental examination for Section Officers
- **6. ARS/NET Examination 2006 and Limited Departmental competitive examination 2008 for Assistants at ICAR Headquarters
- ***7. ARS/NET Examination 2007 and Limited Departmental competitive examination 2008 for Section Officer at ICAR Headquarters and Audit and Accounts for ICAR Institutes.

Appendix IV
(vide para 2.1)

**Discipline-wise break-up of candidates
 in ARS/NET examination 2007**

Code No.	Discipline	Applied	Appeared	Qualified
1.	Agronomy	1089	668	163
2.	Agri. Chemicals and Chemistry	224	106	5
3.	Soil Science	960	512	128
4.	Agril. Physics & Meteorology	88	47	7
5.	Seed Science & Technology	182	99	27
6.	Crop Improvement	1585	851	264
7.	Agril. Entomology	1147	608	202
8.	Plant Pathology	1210	690	126
9.	Plant Biochemistry & Plant	624	347	86
10.	Agril. Biotechnology	1029	573	75
11.	Agril. Microbiology	482	326	43
12.	Horticulture	1416	815	329
13.	Agril. Structures and Process Engg.	165	103	23
14.	Agril. Machinery and Engery	84	55	5
15.	Land and Water Management Engg.	166	98	15
16.	Home Sci. and Family Resource Mgt.	248	152	2
17.	Environmental Science	518	321	17
18.	Forestry	308	161	12
19.	Food Sci. & Technology	567	385	5
20.	Economics and Agril. Bussiness	670	321	41

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Code No.	Discipline	Applied	Appeared	Qualified
21.	Agril. Tech. Transfer	836	476	112
22.	Aquaculture	356	217	36
23.	Fisheries Science	196	116	4
24.	Fish Harvest & Post Harvest Tech.	61	37	20
25.	Statistics and Computer Application	319	163	9
26.	Animal Biotechnology	854	505	62
27.	Vety. Microbiology	339	196	60
28.	Vety. Pathology & Parasitology	263	157	80
29.	Dairy Chemistry and Microbiology	82	47	9
30.	Dairy Engg. And Technology	98	58	0
31.	Animal Genetics and Breeding	136	84	19
32.	Animal Physiology and Nutrition	264	167	75
33.	Animal Reproduction	112	68	46
34.	Livestock Production Management	210	132	52
35.	Vety. Pharmacology	331	193	68
36.	Vety. Anatomy and Surgery	185	127	55
37.	Poultry Science Technology	65	40	22
38.	Animal Production Technology	49	35	7
39.	Chemical Engineering	3	2	0
40.	Electronic & Instrumentation	22	12	0
Total		17,543	10,070	2311

Appendix V
(vide para 3.2)

Direct recruitment action 2008-09

Sl No.	Advt No. & Item No.	Name of Post	Interview date	No. of candidates: applied	No. of candidates: called	No. of candidates: appeared	Recommendation sent to council on
Deputy Directors-General (DDG)							
1.	4/2008 (447)	Deputy Director General (Engg.), ICAR, HQ, New Delhi	23.03.2009	14	9	7	23.03.2009
2.	4/2008 (448)	Deputy Director General (Agril. Extension), ICAR, HQ, New Delhi	24.3.2009	22	10	10	24.03.2009
Assistant Directors-General (ADG)							
1.	2/2007 (12)	ADG (Educational Quality Assurance & Reforms) ICAR, Hqrs, New Delhi	22.04.2008	29	10	8	22.04.2008
2.	2/2008 (166)	ADG (Hort.-I) ICAR, Hqrs, New Delhi	10.12.2008	10	6	5	12.12.2008
Directors of National Institute							
1.	2/2007 (11)	Director, National Dairy Research Institute, Karnal	17.04.2008	17	7	7	17.04.2008
2.	4/2008 (450)	Director, IARI, New Delhi	26.03.2009	36	19	14	26.03.2009
Directors							
1.	2/2007 (14)	Director, CIRB, Hissar	23.04.2008	23	13	9	23.04.2008
2.	02/2007 (19)	Director, ICAR Research Complex for Eastern region, Patna	25.04.2008	34	15	13	25.04.2008
3.	2/2007 (15)	Director Central Research Institute for jute and Allied Fibers, Barrackpore	29.04.2008	16	10	10	29.04.2008
4.	2/2007 (13)	Director, CIFA, Bhubaneswar	23.06.2008	18	11	9	29.07.2008

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Sl No.	Advt No. & Item No.	Name of Post	Interview date	No. of candidates: applied	No. of candidates: called	No. of candidates: appeared	Recommendation sent to council on
5.	2/2007 (20)	Director, CIRG, Mathura	24.06.2008	33	11	11	24.06.2008
6.	2/2007 (18)	Director National Research Centre on seed spices, Tabiji, Ajmer	26.06.2008	16	6	4	26.06.2008
7.	2/2007 (16)	Director, Central Research Institute for Dryland Agriculture, Hyderabad	27.06.2008	37	15	12	27.06.2008
8.	1/2008 (05)	Director, Central Marine Fisheries Research Institute, Cochin	03.07.2008	21	12	8	03.07.2008
9.	1/2008 (03)	Director, Central Institute of Fisheries Technology, Kochi	04.07.2008	11	4	4	04.07.2008
10.	1/2008 (06)	Director, Central Rice Research Institute, Cuttack	05.08.2008	15	9	8	05.08.2008
11.	1/2008 (04)	Director, Indian Agricultural Statistical Research Institute, New Delhi	06.08.2008	9	5	5	06.08.2008
12.	1/2008 (02)	Director, National Research Centre for Citrus, Nagpur	07.08.2008	12	7	6	08.08.2008
13.	2/2008 (169)	Director, National Research Center for Mushroom, Solan (HP)	10.12.2008	12	8	5	12.12.2008
14.	2/2008 (173)	Director, Central Institute for Cotton Research, Nagpur	11.12.2008	16	12	9	12.02.2009
15.	2/2008 (167)	Director, Central Tuber Crops Research Institute, Thiruvananthapuram, Kerala	12.12.2008	13	11	6	12.12.2008
16.	2/2008 (172)	Director, IHR, Bangalore	15.12.2008	27	18	16	17.12.2008
17.	12/2008 (168)	Director, National Research Center for Groundnut, Junagarh	16.12.2008	15	5	5	30.12.2008
18.	2/2008 (171)	Director, National Research Center for Soybean, Indore	16.12.2008	25	9	8	29.12.2008
19.	2/2008 (170)	Director, National Research Center on Equines, Hissar	17.12.2008	14	9	7	18.12.2008

Sl No.	Advt No. & Item No.	Name of Post	Interview date	No. of candidates: applied	No. of candidates: called	No. of candidates: appeared	Recommendation sent to council on
Joint Director of National Institute							
1.	2/2007 (21)	Joint Director, NAARM, Hyderabad	28.04.2008	25	9	6	28.04.2008
Project Coordinators							
1.	1/2008 (07)	Project Coordinator (Dryland Research), Central Research Institute for Dryland Agriculture, Hyderabad	25.07.2008	31	12	10	30.07.2008
2.	1/2008 (08)	Project Coordinator (Subtropical Fruits), Central Institute for Subtropical Horticulture, Lucknow	08.08.2008	16	12	12	08.08.2008
Heads of Division							
1.	1/2008 (29)	Head, SBI RS, Karnal Under SBI, Coimbatore	01.12.2008	9	9	4	30.01.2009
2.	1/2008 (54)	Head, Div of Animal. Nutrition, CSWRI, Avikanagar	01.12.2008	4	3	2	12.02.2009
3.	1/2008 (41)	Head, NDRI Souther Regional Station, Bangalore	02.12.2008	12	9	8	19.02.2009
4.	1/2008 (42)	Head, Division of Dairy Engg. NDRI, Karnal	02.12.2008	4	4	4	16.02.2009
5.	1/2008 (43)	Head, Division of Dairy Chemistry, NDRI Karnal	02.12.2008	3	2	2	12.02.2009
6.	1/2008 (44)	Head, Division of Dairy Technology, NDRI Karnal	02.12.2008	5	2	2	12.02.2009
7.	1/2008 (09)	Head, IARI Regional Station, Pusa, Bihar	2.12.2008	8	3	2	14.01.2009
8.	1/2008 (10)	Head, IARI Regional Station, Wellington	2.12.2008	8	4	4	14.01.2009
9.	1/2008 (47)	Head, Division of Fishery Resource & Environmental Management, CIFRI., Barrackpore	03.12.2008	7	2	2	12.02.2009
10.	1/2008 (48)	Head, Div. of Riverine Ecology & Fisheries, CIFRI, Barrackpore	03.12.2008	10	5	5	12.02.2009
11.	1/2008 (49)	Head, Div. of Reservoir & Wetland Fisheries, CIFRI, Barrackpore	03.12.2008	7	5	5	12.02.2009

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12.	1/2008 (33)	Head, Div. of Agril. Energy and Power, CIAE, Bhopal	03.12.2008	8	5	3	14.01.2009
13.	1/2008 (32)	Head, Div. of Crop Utilization, CTCRI, Thiruvanthapuram	03.12.2008	3	3	3	09.01.2009
14.	1/2008 (58)	Head, Div. of Post Harvest Management, CISH, Lucknow	03.12.2008	7	6	3	14.01.2009
15.	1/2008 (52)	Head. Div. of Fish Processing. CIFT, Cochin	04.12.2008	6	3	3	12.02.2009
16.	1/2008 (53)	Head. Div. of Biochemistry & Nutrition, CIFT, Cochin	04.12.2008	6	1	1	12.02.2009
17.	1/2008 (16)	Head Divi. of Entomology and Nematology, IIHR, Bangalore	08.12.2008	4	4	3	17.12.2008
18.	1/2008 (21)	Head Div. of Crop Protection, CRRI, Cuttack	08.12.2008	8	4	4	24.12.2008
19.	1/2008 (24)	Head Divi. of Crop Protection CPCRI, Kasargod	08.12.2008	2	2	1	17.12.2008
20.	1/2008 (26)	Head Divi. of Crop Protection, IISR, Lucknow	08.12.2008	13	6	5	17.12.2008
21.	1/2008 (45)	Head Divi. of Crop Protection, IIPR, Kanpur	08.12.2008	11	6	5	16.12.2008
22.	1/2008 (34)	Head Divi. of Soil Crop Management, CSSRI, Karnal	17.12. 2008	11	9	7	14.01.2009
23.	1/2008 (36)	Head, CSSRI RS-Bharauch (Gujarat) under CSSRI, Karnal	17.12.2008 *	8	4	2	07.01.2009
24.	1/2008 (17)	Head Divi. of Biotechnology, IIHR, Bangalore	18.12.2008	6	6	5	31.12.2008
25.	1/2008 (20)	Head Div. of Biochemistry, Plant Physiology & Environmental Science, CRRI, Cuttack	18.12.2008	5	4	3	05.01.2009
26.	1/2008 (28)	Head Divi. of Plant Physiology & Biochemistry, IISR, Lucknow	18.12.2008	9	5	3	31.12.2008
27.	1/2008 (37)	Head, CSWCRTI Reg. Center- Datia under CSWCRTI, Dehradun	18.12.2008	17	9	7	20.01.2009
28.	1/2008 (38)	Head, CSWCRTI Reg. Center-Vasad under CSWCRTI, Dehradun	18.12.2008	7	6	5	07.01.2009

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29.	1/2008 (14)	Head Divi. of Vegetable Crops, IIHR, Bangalore	19.12.2008	8	7	6	31.12.2008
30.	1/2008 (15)	Head Divi. of Post Harvest Technology, IIHR, Bangalore	19.12.2008	9	7	5	31.12.2008
31.	1/2008 (18)	Head Divi. of Fruit Crops, IIHR, Bangalore	19.12.2008	8	7	4	01.01.2009
32.	1/2008 (39)	Head Divi. of Soil Science and Agronomy, CSWCRTI, Dehradun	19.12.2008	10	9	6	07.01.2009
33.	1/2008 (13)	Head Divi. of Seed Technology, IGFR, Jhansi	22.12.2008	4	3	3	24.12.2008
34.	1/2008 (31)	Head Divi. of Crop Improvement, CTCRI, Thiruvananthapuram	22.12.2008	5	3	2	24.12.2008
35.	1/2008 (35)	Head Divi. of Crop Improvement, CSSRI, Karnal	22.12.2008	10	7	4	24.12.2008
36.	1/2008 (40)	Head Divi. of Plant Science, CSWCRTI, Dehradun	22.12.2008	10	7	7	24.12.2008
37.	1/2008 (46)	Head Divi. of Crop Improv. IIPR, Kanpur	23.12.2008	8	7	5	26.12.2009
38.	1/2008 (57)	Head, Div of Human Resource Development, NAARM, Hyderabad	23.12.2008	8	2	1	01.01.2009
39.	1/2008 (60)	Head Divi. of Crop Improv., CTRI, Rajamundry	23.12.2008	6	1	1	26.12.2008
40.	1/2008 (61)	Head Divi. of Vegetable Improv, IIVR, Varanasi	23.12.2009	7	7	5	26.12.2008
41.	1/2008 (23)	Head Divi. of Crop Production CPCRI, Kasargod	24.12.2008	3	2	1	30.12.2008
42.	1/2008 (30)	Head Divi. of Crop Production, SBI, Coimbatore	24.12.2008	6	5	3	01.01.2009
43.	2/2008 (188)	Head, Div. of Plant Protection, CPRI, Shimla	09.03.2009	4	4	4	19.03.2009
44.	2/2008 (196)	Head, Div. of Crop Protection, CTRI, Rajamundry	09.03.2009	4	3	2	19.03.2009
45.	2/2008 (215)	Head, Div. of Crop Protection, IISR, Calicut	09.03.2009	3	3	3	20.03.2009

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46.	2/2008 (216)	Head, Div. of Vegetable Protection, IISR, Calicut	09.03.2009	7	3	2	20.03.2009
47.	2/2008 (226)	Head, Div. of Crop Protection, CISH, Lucknow	09.03.2009	7	5	4	20.03.2009
48.	2/2008 (175)	Head, Div. of Agril. Extn, IARI, New Delhi	12.03.2009	11	6	6	19.03.2009
49.	2/2008 (186)	Head, Div. of Extn and Training, IHR, Bangalore	12.03.2009	12	3	1	20.03.2009
50.	2/2008 (183)	Head. Div. of Transfer of Technology, CIRCOT, Mumbai	12.03.2009	12	5	2	27.03.2009
51.	2/2008 (190)	Head. Div. of Socil Science, CPRI, Shimla	12.03.2009	15	4	2	20.03.2009
52.	2/2008 (177)	Head, Div. of Agril. Economics, IARI, New Delhi	16.03.2009	6	4	3	19.03.2009
53.	2/2008 (201)	Head, Division of Pharmacology & Toxicology, Indian Veterinary Research Institute, Izatnagar	16.03.2009	5	3	3	27.03.2009
54.	2/2008 (202)	Head, Division of Veterinary Surgery, Indian Veterinary Research Institute, Izatnagar	16.03.2009	5	3	3	31.03.2009
55.	2/2008 (203)	Head, Division of Biological Products, Indian Veterinary Research Institute, Izatnagar	16.03.2009	6	4	4	31.03.2009
56.	2/2008 (205)	Head, Division of Vertirmary Public Health, Indian Veterinary Research Institute, Izatnagar	16.03.2009	5	4	1	02.04.2009
57.	2/2008 (206)	Head, Div. of Dairy Economics Statistics & Management, NDRI, Karnal	16.03.2009	10	8	6	19.03.2009
58.	2/2008 (217)	Head. Div. of Socio-Economics & Extn. ICAR Res. Complex for Eastern Region, Patna	16.03.2009	10	4	3	19.03.2009
59.	2/2008 (229)	Head, Division of Fisheries Economics, Extension and Statistics, Central Institute of Fisheries Education, Mumbai	16.03.2009	14	2	2	27.03.2009

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60.	2/2008 (207)	Head, Division of Dairy Cattle Nutrition, National Dairy Research Institute, Karnal	17.03.2009	7	7	6	31.03.2009
61.	2/2008 (208)	Head, Division of Dairy Cattle Breeding, National Dairy Research Institute, Karnal	17.03.2009	10	9	9	31.03.2009
62.	2/2008 (176)	Head, Div. of Nematology., IARI, New Delhi	17.03.2009	9	5	5	23.03.2009
63.	2/2008 (178)	Head, Div. of Microbiology, IARI, New Delhi	17.03.2009	11	8	7	27.03.2009
64.	2/2008 (212)	Head, Division of Animal Genetics & Breeding, Central Sheep & Wool Research Institute, Avikanagar	17.03.2009	5	3	3	31.03.2009
65.	1/2008 (39)	Head, Div. of Soil Science & Agronomy, CSWCRTI, Dehradun	19.12.2008	10	9	6	07.01.2009
66.	2/2008 (219)	Head, Livestock & Fisheries Management Division, ICAR RC for Eastern Region, Patna	19.03.2009	12	7	5	31.03.2009
67.	2/2008 (227)	Head, Division of Aquaculture, CIFE, Mumbai	19.03.2009	12	6	3	17.04.2009
68.	2/2008 (228)	Head, Division of Fishery Resources, Harvest & Post Harvest Management, CIFE Mumbai	20.03.2009	3	2	2	13.04.2009
69.	2/2008 (230)	Head, Division of Fish Nutrition, Biochemistry & Physiology, CIFE, Mumbai	20.03.2009	4	2	2	31.03.2009
70.	2/2008 (231)	Head, Division of Genetics and Biotechnology, Central Institute of Fisheries Education, Mumbai	20.03.2009	7	3	3	31.03.2009
71.	2/2008 (232)	Head, Division of Aquatic Environment & Health Management, Central Institute of Fisheries Education, Mumbai	20.03.2009	10	3	3	31.03.2009
72.	2/2008 (181)	Head, Div. of Design of Experiment, IASRI, New Delhi	27.03.2009	6	3	2	02.04.2009

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73.	2/2008	Head, ICAR RCER, Research Centre (221) Ranchi, Under ICAR-RCER Patna	27.03.2009	15	9	6	02.04.2009
74.	2/2008	Head Division of Crop Improvement (191) CPRI, Shimla	30.3.2009	5	4	2	02.04.2009
75.	2/2008	Head Division of plant physiology (187) and biochemistry, IHR, Bangalore	31.3.2009	8	4	4	02.04.2009
76.	2/2008	Head Division of Plant Physiology/ (209) Biochemistry and Microbiology, IIPR, Kanpur	31.3.2009	7	5	2	13.04.2009
Principal Scientists							
1.	1/2008	Principal Scientist (Farm Machinery (66) & Power), CRRI, Cuttack	23.09.2008	2	2	2	26.09.2008
2.	1/2008	Principal Scientist (Soil Physics/ (71) S&WC), CSSRI, Karnal	23.09.2008	3	3	2	26.09.2008
3.	1/2008	Principal Scientist (Soil-Soil Science (82) Physics & Soil & Water Conservation), NRC for Cashew, Puttur, Karnataka	23.09.2008	3	3	2	26.09.2008
4.	1/2008	Principal Scientist (Forestry), (70) CSSRI, Karnal	06.10.2008	11	9	8	18.10.2008
5.	1/2008	Principal Scientist (Fish Processing (76) Technology), CIFE, Mumbai	06.10.2008	2	2	2	16.10.2008
6.	1/2008	Principal Scientist (Aquaculture), (81) CIFE, Mumbai	06.10.2008	16	10	10	16.10.2008
7.	1/2008	Principal Scientist (Fish & Fishery (83) Science), at NRC on Coldwater Fisheries, Bhimtal, Uttrakhand	06.10.2008	6	3	1	16.10.2008
8.	1/2008	Principal Scientist (Fish & Fishery (72) Science), CIFE, Mumbai	06.10.2008	16	9	9	16.10.2008
9.	1/2008	Principal Scientist (Soil Chemistry/ (65) Fertility& Microbiology), CRRI, Cuttack	13.10.2008	11	11	8	16.10.2008
10.	1/2008	Principal Scientist (Agricultural (77) Extension), CIFE, Mumbai	13.10.2008	11	6	5	16.10.2008
11.	1/2008	Principal Scientist (Soil Chemistry/ (95) Fertility/l Microbiology), CITH, Srinagar J&K	13.10.2008	2	2	2	16.10.2008

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12.	1/2008 (63)	Principal Scientist (Agronomy), CRIJAF, Barrackpore	17.10.2008	11	6	4	21.10.2008
13.	1/2008 (87)	Principal Scientist (Agronomy), NCR for Sorghum Hyderabad	17.10.2008	12	10	7	21.10.2008
14.	1/2008 (89)	Principal Scientist (Agronomy), Coordinating Unit for AICRP on Water Management, Bhubaneswar under WTCER, Bhubaneswar	17.10.2008	9	8	5	21.10.2008
15.	1/2008 (62)	Principal Scientist (Entomology), CRIJAF, Barrackpore	18.10.2008	6	6	5	20.10.2008
16.	1/2008 (88)	Principal Scientist (Agriculture Entomology), NRC for Sorghum, Hyderabad	18.10.2008	10	10	9	20.10.2008
17.	1/2008 (85)	Principal Scientist (Plant Breeding), NRC for Sorghum, Hyderabad	20.10.2008	10	9	8	22.10.2008
18.	1/2008 (86)	Principal Scientist (Plant Breeding), Centre on Rabi Sorghum, Solapur	20.10.2008	6	5	4	22.10.2008
19.	1/2008 (64)	Principal Scientist (Biotechnology-Plant Science), CRIJAF, Barrackpore	21.10.2008	4	3	2	22.10.2008
20.	1/2008 (67)	Principal Scientist (Bio-Technology-Plant Science) CRRI, Cuttack	21.10.2008	7	6	4	24.10.2008
21.	1/2008 (92)	Principal Scientist (Horticulture-Fruit Science) at CITH Srinagar (J&K)	22.10.2008	5	4	4	23.10.2008
22.	1/2008 (93)	Principal Scientist (Horticulture-Fruit Science) at CITH Regional Station, Mukteswar	22.10.2008	10	6	4	23.10.2008
23.	1/2008 (94)	Principal Scientist (Horticulture-Vegetable Science), CITH Srinagar, J&K	22.10.2008	2	2	1	23.10.2008
24.	1/2008 (96)	Principal Scientist (Horticulture), NRC for Orchids, Pakyong, Sikkim	23.10.2008	3	3	3	29.10.2008
25.	1/2008 (97)	Principal Scientist (Horticulture), NRC on Seed Spices, Tabiji, Ajmer	23.10.2008	10	9	8	29.10.2008
26.	1/2008 (68)	Principal Scientist (Hort). CARI, Port Blair	23.10.2008	11	9	6	29.10.2008

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27.	1/2008 (74)	Principal Scientist (Agriculture Economics), CIFE, Mumbai	24.10.2008	9	8	6	29.10.2008
28.	1/2008 (90)	Principal Scientist (Agriculture Economics) Coordinating unit of AICRP on Water Management, Bhubaneswar under WTCE, Bhubaneswar	24.10.2008	7	7	5	29.10.2008
29.	1/2008 (91)	Principal Scientist (Soil & Water Conservation Engg.), WTCE, Bhubaneswar	11.11.2008	6	5	4	14.11.2008
30.	2/2008 (240)	Principal Scientist (Fish & Fisheries Science), ICAR RC for NHE Region, Barapani	18.03.2009	4	3	2	30.03.2009
31.	2/2008 (246)	Principal Scientist (Statistics / Computer Application) National Academy of Agricultural Research Management, Hyderabad	27.03.2009	7	4	3	08.04.2009
32.	2/2008 (242)	Principal Scientist (Agril. Economics), ICAR Research Complex for NEH Region, Barapani	27.03.2009	10	5	3	08.04.2009
33.	2/2008 (243)	Principal Scientist (Agril. Economics), Central Research Institute for Dryland Agriculture, Hyderabad	27.03.2009	10	5	4	08.04.2009
34.	2/2008 (233)	Principal Scientist (Livestock Production and Management), ICAR Research Complex for Goa, Goa	30.03.2009	12	5	3	08.04.2009
35.	2/2008 (241)	Principal Scientist (Animal Reproduction), ICAR Research Complex for NEH Region, Barapani	30.03.2009	7	5	3	08.04.2009
36.	2/2008 (248)	Principal Scientist (Animal /Poultry Genetics & Breeding), Project Directorate on Poultry, Hyderabad	30.03.2009	12	5	3	08.04.2009
37.	2/2008 (249)	Principal Scientist (Livestock Products Technology), National Research Centre on Meat, Hyderabad (Two Post)	30.03.2009	5	4	3	08.04.2009
38.	2/2008 (247)	Principal Scientist (Animal Nutrition), National Research Centre on Mithun, Jharnpani, Nagaland	31.03.2009	7	5	2	08.04.2009

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39.	2/2008 (300)	Principal Scientist (Animal Nutrition), National Institute of Animal Nutrition and Physiology, Banglore	31.03.2009	13	12	12	08.04.2009
Training Organizer							
1.	2/2007 (129)	Training Organizer at KVK, Vegetable Seed Production Centre, IIVR, Sargatia, Kushi Nagar, Varanasi	29.07.2008	70	10	7	06.08.2008
2.	2/2007 (130)	Training Organizer at KVK, Pali under CAZRI, Jodhpur	29.07.2008	76	10	6	06.08.2008
3.	2/2007 (131)	Training Organizer (Senior Scientist) at KVK, NDRI, Karnal	30.07.2008	86	9	5	06.08.2008
Programme Coordinators							
1.	1/2008 (163)	Programme Coordinator at KVK, Goalpoora, Assam under NRC on Pigs, Assam	13.10.2008	20	4	3	17.10.2008
2.	1/2008 (165)	Programme Coordinator at KVK Tripura under ICAR RC for NEH region Barapani	13.10.2008	18	2	1	17.10.2008
Senior Scientists							
1.	2/2007 (29)	Senior Scientist (Agronomy), CAZRI, Jodhpur	07.07.2008	26	11	9	15.07.2008
2.	2/2007 (33)	Senior Scientist (Agronomy), at Regional Research Station, Pali Under CAZRI, Jodhpur	07.07.2008	19	11	4	15.07.2008
3.	2/2007 (38)	Senior Scientist (Agronomy), CSSRI, Karnal	07.07.2008	31	13	13	15.07.2008
4.	2/2007 (82)	Senior Scientist (Agronomy), IIPR, Kanpur	08.07.2008	32	11	10	15.07.2008
5.	2/2007 (96)	Senior Scientist (Agronomy), IISS, Bhopal	08.07.2008	36	10	9	15.07.2008
6.	2/2007 (112)	Senior Scientist (Agronomy), DWR, Karnal	08.07.2008	43	12	8	15.07.2008

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7.	2/2007 (42)	Senior Scientist (Agril. Economics), RRS, Canning town (West Bengal), under CSSRI, Karnal	09.07.2008	5	4	3	15.07.2008
8.	2/2007 (60)	Senior Scientist (Agril. Economics), CRRI, Cuttack	9.07.2008	10	9	6	15.07.2008
9.	2/2007 (25)	Senior Scientist (Veterinary Microbiology), IVRI, Izatnagar	9.07.2008	9	6	4	15.07.2008
10.	2/2007 (27)	Senior Scientist (Veterinary Microbiology), IVRI, Izatnagar	10.07.2008	9	5	3	15.07.2008
11.	2/2007 (74)	Senior Scientist (Veterinary Microbiology), CIFE, Mumbai	10.07.2008	17	7	4	15.07.2008
12.	2/2007 (43)	Senior Scientist (Soil Chemistry/ Fertility/Microbiology), Regional Research Station, Bharacuh (Gujarat), under CSSRI, karnal	10.07.2008	29	6	4	15.07.2008
13.	2/2007 (46)	Senior Scientist (Pedology), CSWCR&TI, Dehradun	10.07.2008	19	6	6	15.07.2008
14.	2/2007 (88)	Senior Scientist (Soil Science), DRR, Hyderabad	10.07.2008	22	10	8	15.07.2008
15.	2/2007 (54)	Senior Scientist (Agricultural Meteorology), CRIDA, Hyderabad	11.07.2008	7	3	3	15.07.2008
16.	2/2007 (116)	Senior Scientist (Soil Chemistry/ Fertility/ Microbiology), NRC on Makhana, Darbhanga of ICAR RC for Eastern Region, Patna	11.07.2008	18	5	4	15.7.2008
17.	2/2007 (122)	Senior Scientist (Soil Physics/ Soil & Water Cons., Varanasi	11.07.2008	13	6	5	15.07.2008
18.	2/2007 (24)	Senior Scientist (Biochemistry), IVRI, Izatnagar	11.07.2008	4	3	3	15.07.2008
19.	2/2007 (106)	Senior Scientist (Organic Chemistry), NCR for Weed Sciences, Jabalpur	11.07.2008	8	3	2	15.07.2008
20.	2/2007 (93)	Senior Scientist (Veterinary/Fish Pathology), NBFGR, Lucknow	14.07.2008	10	5	4	17.07.2008
21.	2/2007 (85)	Senior Scientist (Veterinary Pathology), NCR on Equines, Hisar	14.07.2008	2	1	1	17.07.2008

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22.	2/2007 (40)	Senior Scientist (Fish/ Fishery Science), CSSRI, Karnal	15.07.2008	18	8	8	17.07.2008
23.	2/2007 (113)	Senior Scientist (Fish/ Fishery Science), NCR on Makhana, Darbhanga of ICAR Research Complex for Eastern Region, Patna	15.07.2008	18	6	4	17.07.2008
24.	2/2007 (84)	Senior Scientist (Veterinary Medicine), NRC on Equines, Hisar	16.07.2008	5	3	3	29.07.2008
25.	2/2007 (83)	Senior Scientist (Livestock Production & Management, CIRB Sub- Campus, Nabha, Punjab under CIRB, Hisar	16.07.2008	17	7	6	29.07.2008
26.	2/2007 (94)	Senior Scientist (Animal/ Fish Genetics & Breeding), NBFGR , Lucknow	17.07.2008	18	9	9	29.07.2008
27.	2/2007 (95)	Senior Scientist (Fish Genetics & Breeding), CIFA, Bhubaneswar	17.07.2008	18	9	8	30.07.2008
28.	2/2007 (28)	Senior Scientist (Bio-technology) CIFRI, Barrackpore	18.07.2008	14	7	4	29.07.2008
29.	2/2007 (86)	Senior Scientist (Animal Biotech.), Equines Production Centre, Bikaner under NRC on Equines, Hisar	18.07.2008	7	6	4	30.07.2008
30.	2/2007 (47)	Senior Scientist (Agronomy), Regional Centre Agra Under CS&WCR&TI, Dehradun	21.07.2008	29	11	4	30.07.2008
31.	2/2007 (56)	Senior Scientist (Agronomy), CRIDA, Hyderabad	21.07.2008	24	12	9	30.07.2008
32.	2/2007 (53)	Senior Scientist (Agricultural Statistics), CRIDA, Hyderabad	21.07.2008	7	1	1	29.07.2008
33.	2/2007 (23)	Senior Scientist (Plant Breeding) at IARI, Regional Station, Aduthurai under IARI, New Delhi	21.07.2008	15	5	3	22.07.2008
34.	2/2007 (61)	Senior Scientist (Plant Breeding), CRRI, Cuttack	21.07.2008	18	7	4	22.07.2008

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Sl No.	Advt No. & Item No.	Name of Post	Interview date	No. of candidates: applied	No. of candidates: called	No. of candidates: appeared	Recommendation sent to council on
35.	2/2007 (67)	Senior Scientist (Plant Breeding), RRLRS, Gerua, Assam, Under CRRI, Cuttack	21.07.2008	16	5	4	22.07.2008
36.	2/2007 (68)	Senior Scientist (Plant Breeding), CRURRS, Hazaribagh, under CRRI, Cuttack	21.07.2008	12	2	2	22.07.2008
37.	2/2007 (69)	Senior Scientist (Plant Breeding), CRRI, Cuttack	21.07.2008	17	4	4	22.07.2008
38.	2/2007 (70)	Senior Scientist (Plant Breeding), CRRI, Cuttack	21.07.2008	15	7	7	22.07.2008
39.	2/2007 (87)	Senior Scientist (Plant Breeding), DRR, Hyderabad	21.07.2008	22	9	8	22.07.2008
40.	2/2007 (92)	Senior Scientist (Plant Breeding), DRR, Hyderabad	21.07.2008	22	10	9	22.07.2008
41.	2/2007 (41)	Senior Scientist (Agronomy), RRS, Canning town (West Bengal) under CSSRI, Karnal	22.07.2008	12	8	5	30.07.2008
42.	2/2007 (62)	Senior Scientist (Agronomy), CRRI, Cuttack	22.07.2008	16	10	8	30.07.2008
43.	2/2007 (64)	Senior Scientist (Agronomy), CRRI, Cuttack	22.07.2008	17	10	5	30.07.2008
44.	2/2007 (65)	Senior Scientist (Agronomy), at CRRI's KVK, Santhpur, Cuttack	22.07.2008	10	5	3	30.07.2008
45.	2/2007 (77)	Senior Scientist (Plant Breeding), IIPR, Kanpur	22.07.2008	33	8	7	23.07.2008
46.	2/2007 (79)	Senior Scientist (Plant Breeding), IIPR, Kanpur	22.07.2008	26	6	5	23.07.2008
47.	2/2007 (98)	Senior Scientist (Plant Breeding), NRC for Sorghum, Hyderabad	22.07.2008	18	9	7	23.07.2008
48.	2/2007 (103)	Senior Scientist (Plant Breeding), NCR for Sorghum, Hyderabad	22.07.2008	15	5	3	23.07.2008
49.	2/2007 (35)	Senior Scientist (Forestry), at Regional Research Station, Bikaner under CAZRI, Jodhpur	23.07.2008	19	6	3	30.07.2008

Sl No.	Advt No. & Item No.	Name of Post	Interview date	No. of candidates: applied	No. of candidates: called	No. of candidates: appeared	Recommendation sent to council on
50.	2/2007 (118)	Senior Scientist (Forestry), Ranchi Center for ICAR RC for Eastern Region, Patna	23.07.2008	12	4	3	30.07.2008
51.	2/2007 (66)	Senior Scientist (Agronomy), RRLRRS, Gerua, Assam under CRRRI, Cuttack	23.07.2008	11	6	3	30.07.2008
52.	2/2007 (89)	Senior Scientist (Agricultural Extension), DRR, Hyderabad	23.07.2008	18	9	6	30.07.2008
53.	2/2007 (99)	Senior Scientist (Agricultural Extension), NCR for Sorghum, Hyderabad	23.07.2008	18	8	3	29.07.2008
54.	2/2007 (117)	Senior Scientist (Plant Breeding), NCR on Makhana, Darbhanga of ICAR RC for Eastern Region, Patna	23.07.2008	8	2	1	25.07.2008
55.	2/2007 (126)	Senior Scientist (Plant Breeding), IIVR, Varanasi	23.07.2008	28	12	8	25.07.2008
56.	2/2007 (36)	Senior Scientist (Genetics/ Cytogenetics) at Regional Research Station, Pali under CAZRI, Jodhpur	23.07.2008	12	3	2	28.07.2008
57.	2/2007 (37)	Senior Scientist (Genetics/ Cytogenetics) at Regional Research Station, Jaisalmer under CAZRI, Jodhpur	23.07.2008	12	3	2	25.07.2008
58.	2/2007 (76)	Senior Scientist (Genetics/ Cytogenetics) NRC for Groundnut, Junagarh	23.07.2008	9	3	2	25.07.2008
59.	2/2007 (121)	Senior Scientist (Genetics & Cytogenetics), IIVR, Varanasi	23.07.2008	8	3	2	25.07.2008
60.	2/2007 (104)	Senior Scientist (Economic Botany), NRC for Weed Science, Jabalpur	24.07.2008	21	11	9	25.07.2008
61.	2/2007 (107)	Senior Scientist (Agricultural Extension), ZCU for TOT, Zone-VII, Jabalpur	24.07.2008	33	8	4	29.07.2008

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Sl No.	Advt No. & Item No.	Name of Post	Interview date	No. of candidates: applied	No. of candidates: called	No. of candidates: appeared	Recommendation sent to council on
62.	2/2007 (124)	Senior Scientist (Seed Technology), IIVR, Varanasi	24.07.2008	12	3	3	28.07.2008
63.	2/2007 (125)	Senior Scientist(Seed Technology) at IIVR, RS, Saratia, Kushi Nagar, Varanasi	24.07.2008	12	3	3	28.07.2008
64.	2/2007 (30)	Senior Scientist (Seed Technology) CAZRI, Jodhpur	24.07.2008	8	2	2	25.07.2008
65.	2/2007 (34)	Senior Scientist (Seed Technology), RRS (CAZRI), Jaisalmer	24.07.2008	7	2	2	25.07.2008
66.	2/2007 (32)	Senior Scientist (Plant Physiology), RRS (CAZRI), Bikaner	24.07.2008	15	7	6	29.07.2008
67.	2/2007 (59)	Senior Scientist (Plant Physiology), CRRRI, Cuttack	24.07.2008	16	7	6	25.07.2008
68.	2/2007 (52)	Senior Scientist (Biochemistry), CIAE, Bhopal	25.07.2008	5	4	3	28.07.2008
69.	2/2007 (101)	Senior Scientist (Biochemistry), NRC for Sorghum, Hyderabad	25.07.2008	2	1	1	28.07.2008
70.	2/2007 (108)	Senior Scientist (Biochemistry), DWR, Karnal	25.07.2008	6	3	3	28.07.2008
71.	2/2007 (63)	Senior Scientist (Biotechnology), CRRRI, Cuttack	25.07.2008	4	2	2	28.07.2008
72.	2/2007 (91)	Senior Scientist (Biotechnology), DRR, Hyderabad	25.07.2008	17	11	8	29.07.2008
73.	2/2007 (100)	Senior Scientist (Biotechnology), NRC for Sorghum, Hyderabad	25.07.2008	15	9	6	28.07.2008
74.	2/2007 (111)	Senior Scientist (Biotechnology), DWR, Karnal	25.07.2008	20	14	7	28.07.2008
75.	2/2007 (81)	Senior Scientist (Plant Pathology), IIPR, Kanpur	28.07.2008	47	16	11	30.07.2008
76.	2/2007 (105)	Senior Scientist (Plant Pathology), NRC for Weed Science, Jabalpur	28.07.2008	30	9	6	30.07.2008
77.	2/2007 (109)	Senior Scientist (Plant Pathology), DWR, Karnal	28.07.2008	44	13	10	30.07.2008

Sl No.	Advt No. & Item No.	Name of Post	Interview date	No. of candidates: applied	No. of candidates: called	No. of candidates: appeared	Recommendation sent to council on
78.	2/2007 (120)	Senior Scientist (Plant Pathology), IIVR, Varanasi	28.07.2008	56	15	10	30.07.2008
79.	2/2007 (57)	Senior Scientist (Microbiology-Plant Science), CRIDA, Hyderabad	29.07.2008	13	4	3	30.07.2008
80.	2/2007 (97)	Senior Scientist (Nematology), IISR, Calicut	29.07.2008	13	6	3	30.07.2008
81.	2/2007 (119)	Senior Scientist (Nematology), IIVR, Varanasi	29.07.2008	13	5	3	30.07.2008
82.	2/2007 (73)	Senior Scientist (Microbiology-PS), CIPHET, Ludhiana,	29.07.2008	5	3	2	30.07.2008
83.	2/2007 (80)	Senior Scientist (Microbiology), IIPR, Kanpur	29.07.2008	7	4	3	30.07.2008
84.	2/2007 (128)	Senior Scientist (Microbiology), PDDB, Bangalore	29.07.2008	13	5	4	30.07.2008
85.	2/2007 (71)	Senior Scientist (Agricultural Entomology), CARI, Port Blair	30.07.2008	22	7	4	01.08.2008
86.	2/2007 (78)	Senior Scientist (Entomology), IIPR, Kanpur	30.07.2008	23	11	9	01.08.2008
87.	2/2007 (90)	Senior Scientist (Agricultural Entomology), DRR, Hyderabad	30.07.2008	29	15	14	01.08.2008
88.	2/2007 (102)	Senior Scientist (Agricultural Entomology), NRC for Sorghum, Hyderabad	30.07.2008	26	15	12	02.08.2008
89.	2/2007 (110)	Senior Scientist (Agricultural Entomology), DWR, Karnal	30.07.2008	23	11	7	01.08.2008
90.	2/2007 (123)	Senior Scientist (Agricultural Entomology), IIVR, Varanasi	30.07.2008	23	11	9	01.08.2008
91.	2/2007 (45)	Senior Scientist (Horticulture), RRS, Lucknow (UP) under CSSRI, Karnal	31.07.2008	34	16	13	01.08.2008
92.	2/2007 (72)	Senior Scientist (Horticulture-Vegetable Science), CARI, Port Blair	31.07.2008	25	13	7	01.08.2008
93.	2/2007 (127)	Senior Scientist (Horticulture-Vegetable Crops), IIVR, RS, Sargatia, Kushi Nagar, Varanasi	31.07.2008	29	12	8	04.08.2008

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Sl No.	Advt No. & Item No.	Name of Post	Interview date	No. of candidates: applied	No. of candidates: called	No. of candidates: appeared	Recommendation sent to council on
94.	1/2008 (101)	Senior Scientist (Aquaculture), Mandapam RC of Mandapam Camp (Tamil Nadu)	07.10.2008	13	3	2	17.10.2008
95.	1/2008 (109)	Senior Scientist (Aquaculture), CMFRI, Cochin	07.10.2008	18	9	6	17.10.2008
96.	1/2008 (99)	Senior Scientist (Fish & Fishery Science), Chennai Research Centre of CMFRI, Cochin	07.10.2008	19	8	6	16.10.2008
97.	1/2008 (104)	Senior Scientist (Fish & Fishery Science). CMFRI, Cochin	07.10.2008	22	8	7	23.02.2009
98.	1/2008 (120)	Senior Scientist (Fish & Fishery Science), Project Directorate for Cropping System Research, Modipuram	07.10.2008	9	4	2	17.10.2008
99.	1/2008 (98)	Senior Scientist (Fish & Fishery Science), Veraval Regional Centre of CMFRI, Cochin	07.10.2008	19	5	2	16.10.2008
100.	1/2008 (107)	Senior Scientist (Fish & Fishery Science). CMFRI, Cochin	08.10.2008	7	2	1	17.10.2008
101.	1/2008 (108)	Senior Scientist (Fish & Fishery Science), Chennai Research Centre of CMFRI, Cochin	08.10.2008	17	8	4	17.10.2008
102.	1/2008 (112)	Senior Scientist (Fish & Fishery Science), Tuticorin Research Centre of CMFRI, Cochin	08.10.2008	10	5	2	17.10.2008
103.	1/2008 (113)	Senior Scientist (Fish & Fishery Science). CMFRI, Cochin	08.10.2008	20	6	4	13.10.2008
104.	1/2008 (114)	Senior Scientist (Fish & Fishery Science). Vizhinjam (Kerala), Research Centre of CMFRI, Cochin	08.10.2008	25	10	7	17.10.2008
105.	1/2008 (137)	Senior Scientist (Animal Physiology), NRC on Mithun, Nagaland	10.10.2008	5	2	2	17.10.2008
106.	1/2008 (139)	Senior Sceintist (Animal Physiology), NRC on Yak, Dirang, Arunachal Pradesh	10.10.2008	6	3	2	17.10.2008

Sl No.	Advt No. & Item No.	Name of Post	Interview date	No. of candidates: applied	No. of candidates: called	No. of candidates: appeared	Recommendation sent to council on
107.	1/2008 (128)	Senior Scientist (Livestock Process Technology), CIPHET, Ludhiana	13.10.2008	2	2	1	17.10.2008
108.	1/2008 (111)	Senior Scientist (Agricultural Extension), CMFRI, Cochin	13.10.2008	7	4	3	17.10.2008
109.	1/2008 (124)	Senior Scientist (Food Science & Technology), CIPHET, Ludhiana	15.10.2008	8	5	3	22.10.2008
110.	1/2008 (150)	Senior Scientist (Food Science & Technology), ICAR Research Complex for NEH Region, Barapani	15.10.2008	3	2	2	22.10.2008
111.	1/2008 (127)	Senior Scientist (Agriculture Entomology), Abohar Centre of CIPHET, Ludhiana	18.10.2008	8	4	2	21.10.2008
112.	1/2008 (161)	Senior Scientist (Plant Pathology), NRC for Rapeseed Mustard, Bharatpur	18.10.2008	21	10	6	22.10.2008
113.	1/2008 (136)	Senior Scientist(Plant Breeding), NRC for Orchids Pakyong, Sikkim	20.10.2008	14	6	5	29.10.2008
114.	1/2008 (149)	Senior Scientist (Plant Breeding), Tripura Centre of ICAR Research Complex for NEH Region, Barapani	20.10.2008	7	3	2	22.10.2008
115.	1/2008 (154)	Senior Scientist (Plant Breeding), CARI, Port Blair	20.10.2008	12	5	2	24.10.2008
116.	1/2008 (140)	Senior Scientist(Biotechnology), NBAIM, Mau Nath, Bhajan, UP	21.10.2008	12	5	2	22.10.2008
117.	1/2008 (158)	Senior Scientist(Biotechnology), IIPR, Kanpur	21.10.2008	8	2	1	22.10.2008
118.	1/2008 (132)	Senior Scientist (Horticulture-Vegetable), CITH, Srinagar (J&K)	22.10.2008	10	6	3	24.10.2008
119.	1/2008 (135)	Senior Scientist (Horticulture), CITH, Srinagar (J&K)	22.10.2008	7	4	2	23.10.2008
120.	1/2008 (146)	Senior Scientist, (Textile Manufacture) NIRJAFT, Kolkata	23.10.2008	6	3	3	26.10.2008

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Sl No.	Advt No. & Item No.	Name of Post	Interview date	No. of candidates: applied	No. of candidates: called	No. of candidates: appeared	Recommendation sent to council on
121.	1/2008 (138)	Senior Scientist (Horticulture), NRC for Onion and Garlic, Pune	23.10.2008	17	10	6	31.10.2008
122.	1/2008 (151)	Senior Scientist (Horticulture), ICAR Research Complex for NEH Region, Barapani	23.10.2008	17	10	5	29.10.2008
123.	1/2008 (110)	Senior Scientist (Agri. Economics), CMFRI, Cochin	24.10.2008	5	3	2	29.10.2008
124.	1/2008 (129)	Senior Scientist (Agril. Economics), CIPHTE, Ludhiana	24.10.2008	7	5	3	31.10.2008
125.	1/2008 (115)	Senior Scientist (Microbiology), IISS, Bhopal	25.10.2008	21	9	6	31.10.2008
126.	1/2008 (121)	Senior Scientist (Microbiology- Plant Science), CIPHET, Ludhiana	25.10.2008	7	2	1	29.10.2008
127.	1/2008 (141)	Senior Scientist (Agronomy), at Project Coordinating Unit (Forage Crops), IGFRI, Jhansi	06.11.2008	18	10	3	14.11.2008
128.	1/2008 (116)	Senior Scientist (Soil Physics/ Soil & Water Conservation), IISS, Bhopal	05.11.2008	16	8	5	14.11.2008
129.	1/2008 (134)	Senior Scientist (Soil Chemistry/ Soli Fertility/ Soil Microbiology), CITH, Srinagar (J&K)	05.11.2008	17	7	4	14.11.2008
130.	1/2008 (142)	Senior Scientist (Agronomy), IGFRI, Jhansi	06.11.2008	22	13	4	14.11.2008
131.	1/2008 (119)	Senior Scientist (Agronomy), NRC for Weed Science, Jabalpur (M.P)	07.11.2008	22	10	2	14.11.2008
132.	1/2008 (160)	Senior Scientist (Agronomy), NCR for Rapeseed Mustard, Bharatpur	07.11.2008	23	15	5	14.11.2008

Appendix V(A)
(vide para 3.2)

Details of unfilled posts 2008-09

Sl No.	Advt No. & Item No.	Name of Post	Interview date	No. of candidates: applied	No. of candidates: called	No. of candidates: appeared	Reason	Recommendation sent to council on
1.	4/2008 (449)	National Director (NAIP), New Delhi	25.03.2009	23	17	14	NFS	25.03.2009
Directors								
2.	2/2007 (17)	Director Indian Institute of Horticultural Research, Bangalore	24.04.2008	26	10	8	NFS	24.04.2008
Head of Divisions								
3.	1/2008 (22)	Head, Division of Social Science, Extension Communication & Training, CRRI, Cuttack	01.12.2008	13	3	2	NFS	12.02.2009
4.	1/2008 (50)	Head, Div. of Fisheries Environment & Management, CMFRI, Cochin	03.12.2008	6	2	2	NFS	12.02.2009
5.	1/2008 (12)	Head, Div. of Farm Machinery & PHT, IGFR, Jhansi	03.12.2008	6	3	1	NFS	03.12.2008
6.	1/2008 (11)	Head, CAZRI Reg. Stn. Pali	19.12.2008	11	4	2	NFS	07.01.2009
7.	1/2008 (19)	Head CHES, Chethali under IIHR, Bangalore	19.12.2008	11	2	2	NFS	31.12.2008
8.	1/2008 (56)	Head, Div. of Information & Communication Management, NAARM, Hyderabad	22.12.2008	12	3	0	NFS	30.12.2008

NFS: None found suitable; NCA : No candidate available

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Sl No.	Advt No. & Item No.	Name of Post	Interview date	No. of candidates: applied	No. of candidates: called	No. of candidates: appeared	Reason	Recommendation sent to council on
9.	1/2008	Head, Div. of Agri. Research Systems Management & Policies, NAARM, Hyderabad	23.12.2008	11	2	1	NFS	30.12.2008
10.	2/2008 (204)	Head. Div .of Extn. Education, IVRI, Izatnagar	12.03.2009	9	2	2	NFS	19.03.2009
11.	2/2008 (210)	Head, CIFRI Regional Centre, Guwahati, Central Inland Fisheries Research Institute, Barrackpore	18.03.2009	6	2	2	NFS	27.03.2009
12.	2/2008 (211)	Head, CIFRI Regional Centre, Allahabad, Central Inland Fisheries Research Institute, Barrackpore	18.03.2009	6	3	3	NFS	27.03.2009
13.	2/2008 (198)	Head Division of Field Crops, CARI, Port Blair	30.03.2009	6	2	1	NFS	31.03.2009
14.	1/2008 (84)	Principal Scientist (Animal/ Fish Genetics & Breeding) at NRC on Coldwater Fisheries, Bhimtal, Nainital/ Champawati	6.10.2008	4	3	0	NCA	16.10.2008
15.	2/2008 (245)	Principal Scientist (Fish & Fisheries Science), Veraval Reg. Station of CMFRI, Cochin	18.03.2009	3	2	0	NCA	30.03.2009
Programme Coordinators								
16.	1/2008 (164)	Programme Coordinator at Tura under ICAR RC for NEH region Barapani	13.10.2008	21	2	1	NFS	17.10.2008
Senior Scientists								
17.	2/2007 (26)	Senior Scientist (Veterinary Microbiology), Palampur Regional Station under IVRI, Izatnagar	09.07.2008	6	3	1	NFS	15.07.2008

NFS: None found suitable; NCA : No candidate available

Sl No.	Advt No. & Item No.	Name of Post	Interview date	No. of candidates: applied	No. of candidates: called	No. of candidates: appeared	Reason	Recommendation sent to council on
18.	2/2007 (44)	Senior Scientist (Agricultural Economics), Regional Research Station, Bharauich (Gujarat), under CSSRI, Karnal	09.07.2008	5	4	3	NFS	15.07.2008
19.	2/2007 (75)	Senior Scientist (Agricultural Statistics), NCR for Groundnuts, Junagarh	21.07.2008	4	1	0	NCA	29.07.2009
20.	2/2007 (22)	Senior Scientist (Agricultural Extension), IARI, New Delhi	22.07.2008	35	15	13	NFS	29.07.2008
21.	2/2007 (39)	Senior Scientist (Agricultural Extension), CSSRI, Karnal	22.07.2008	25	11	9	NFS	29.07.2008
22.	1/2008 (106)	Senior Scientist (Fish & Fishery Science), Veraval , RC , CMFRI, Cochin	8.10.2008	6	3	2	NFS	17.10.2008
23.	1/2008 (102)	Senior Scientist (Animal Nutrition) Chennai RC, CMFRI, Cochin	10.10.2008	10	6	1	NFS	17.10.2008
24.	1/2008 (105)	Senior Scientist (Fish Physiology), CMFRI, Cochin	10.10.2008	16	5	1	NFS	17.10.2008
25.	1/2008 (103)	Senior Scientist (Vety./Fish Pathology) Mandapam Regional Centre of CMFRI, Mandapam Camp, (TN)	10.10.2008	8	3	0	NCA	17.10.2008
26.	1/2008 (152)	Senior Scientist (Poultry Science), ICAR Research Complex for NEH Region, Barapani	13.10.2008	7	2	1	NFS	17.10.2008
27.	1/2008 (156)	Senior Scientist (Plant Breeding), CARI, Port Blair	20.10.2008	8	1	0	NCA	22.10.2008
28.	1/2008 (162)	Senior Scientist (Genetics & Cytogenetics), NRC for Rapeseed Mustard, Bharatpur	20.10.2008	11	2	0	NCA	22.10.2008
29.	1/2008 (159)	Senior Scientist (Bio chemistry-Plant Science), NRC For Rapeseed Mustard, Bharatpur	21.10.2008	4	1	0	NCA	22.10.2008

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Sl No.	Advt No. & Item No.	Name of Post	Interview date	No. of candidates: applied	No. of candidates: called	No. of candidates: appeared	Reason	Recommendation sent to council on
30.	1/2008 (100)	Senior Scientist (Statistics), CMFRI, Cochin	23.09.2008	2	1	0	NCA	26.09.2008
31.	1/2008 (131)	Senior Scientist (Soil Chemistry/ Soil Fertility/ Soil Microbiology), ICAR Research Complex for Eastern Region, Patna	05.11.2008	18	7	6	NFS	14.11.2008
32.	1/2008 (118)	Senior Scientist (Agronomy), ZCU for Transfer of Technology Projects, Zone-VII (ICAR), Jabalpur	06.11.2008	14	6	2	NFS	14.11.2008
33.	1/2008 (147)	Senior Scientist (Agronomy), Sikkim Centre of ICAR Research Complex for NEH Region, Barapani	08.11.2008	11	8	3	NFS	14.11.2008
34.	1/2008 (148)	Senior Scientist (Agronomy), Manipur Centre of ICAR Research Complex for NEH Region, Barapani	08.11.2008	9	6	2	NFS	14.11.2008
35.	1/2008 (153)	Senior Scientist (Agronomy), ZCU Transfer of Technology Project, Zone-III, ICAR, RC for NEH Region, Barapani	08.11.2008	9	5	1	NFS	14.11.2008
36.	1/2008 (157)	Senior Scientist (Agronomy), CARI, Port Blair	08.11.2008	6	3	1	NFS	14.11.2008
37.	1/2008 (117)	Senior Scientist (Agronomy), Cardamom Research Centre, Appangala of IISR, Calicut	08.11.2008	4	3	0	NCA	14.11.2008

NFS: None found suitable; NCA : No candidate available

*Appendix VI
 (vide para 5.1)*

**Assessment cases under Career Advancement
 Scheme of ICAR during 2008-2009**

S.No	Discipline	Date of Interview	Candidates Interviewed
1.	Electronics Instrumentation	30.09.2008	01
2.	Agril. Physics	30.09.2008	01
3.	Textile Chemistry	30.09.2008	02
4.	Agril. Structure & Process Engg.	30.09.2008	02
5.	Agril. Economics	01.10.2008	04
6.	Organic Chemistry	03.10.2008	03
7.	Farm Machinery & Power	03.10.2008	01
8.	Agril. Extension	07.10.2008	09
9.	Veterinary Microbiology`	13.10.2008	03
10.	Dairy Microbiology	13.10.2008	01
11.	Plant Pathology	13.10.2008	12
12.	Microbiology	13.10.2008	03
13.	Agril. Chemistry	14.10.2008	01
14.	Veterinary Medicine	14.10.2008	02
15.	Veterinary Parasitology	14.10.2008	01
16.	Veterinary Public Health	14.10.2008	01
17.	Veterinary Pathology	14.10.2008	01
18.	Agril. Entomology	14.10.2008	14
19.	Nematology	14.10.2008	01
20.	Soil Chemistry/ Fertility/ Microbiology	14.10.2008	09
21.	Horticulture	15.10.2008	20
22.	Fish & Fishery Sciences	16.10.2008	12

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S.No	Discipline	Date of Interview	Candidates Interviewed
23.	Soil Science Pedology	16.10.2008	11
24.	Soil Physics/ Soil & Water Conservation	16.10.2008	02
25.	Plant Biochemistry	16.10.2008	04
26.	Plant Biotechnology	16.10.2008	02
27.	Plant Physiology	16.10.2008	06
28.	Seed Technology	16.10.2008	03
29.	Livestock Production Technology	17.10.2008	03
30.	Live Stock Production Management	17.10.2008	03
31.	Genetics & Cytogenetics	19.10.2008	05
32.	Plant Breeding	19.10.2008	09
33.	Economic Botany	19.10.2008	04
34.	Agricultural Statistics	20.10.2008	08
35.	Computer Application	20.10.2008	01
36.	Animal Physiology	20.10.2008	04
37.	Animal Nutrition	21.10.2008	06
38.	Veterinary Virology	21.10.2008	02
39.	Veterinary Pharmacology	21.10.2008	01
40.	Biotechnology (Animal)	23.10.2008	02
41.	Biochemistry (Animal)	23.10.2008	03
42.	Animal Genetics & Breeding	23.10.2008	08
43.	Poultry Science	23.10.2008	02
44.	Agronomy	31.10.2008	12
45.	Forestry	31.10.2008	01
Total			206

Appendix VII
(vide para 10.1.1)

List of Institutes for which Scientists Departmental Promotion Committees (2008-09) were constituted

Sl No.	Institutes	No. of Committees
(i)	Animal Science Division	
	NRC for Yak, Dirang, Arunachal Pradesh	2
	Project Directorate of Cattle, Meerut, U.P.	2
	CSWRI, Avikanager, Rajasthan	2
	CIRB, Hissar, Harayana	2
	CARI, Izatnagar, U.P.	1
IVRI, Izatnagar, U.P.	1	
(ii)	Horticulture Division	
	IISR, Calicut, Kerala	1
	NRC on Pome granate, Solapur, Maharashtra	1
	CISH, Lucknow, U.P.	1
	CTCRI, Thiruvanthapuram, Kerala	1
NRC for Orchides, Pakyong, Gangtok, Sikkim	1	
(iii)	Crop Science Division	
	IIPR, Kanpur, U.P.	1
	Directorate of Rice Research , Hyderabad, A.P.	1
	DW R, Karnal, Haryana	1
	Directorate of Medicinal and Aeromatic Plants, Anand, Gujrat	1
	NRC on Seed Spices Research , Ajmer, Rajasthan	1
	CTRI, Rajamundry, A.P.	1
	NBPGR, New Delhi	1

Sl No.	Institutes	No. of Committees
(iv)	Natural Resource Management Division ICAR, RC for Goa, Goa	1
(v)	Agricultural Extension Division Zonal Coordinator Unit-III, Barapani, Meghalaya	1
	Total	24

Appendix VIII
(vide para 10.1.2)

List of Institutes for which Technicals Departmental Promotion Committees (2008-09) were constituted

Sl No.	Institutes	No. of Committees
(i)	ICAR, Head Quarter, New Delhi	4
(ii)	Fisheies Division	
	CIFE, Mumbai, Maharashtra	5
	NBFGR, Lucknow, U.P.	2
	CMFRI, Cochin, Kerala	1
	CIFRI, Barrackpore, West Bengal	2
	CIFT, Cochin, Kerala	1
	Directorate of Cold Water Fisheries Research, Bhimtal, Uttarakhand	1
(iii)	Horticulture Division	
	CIAH, Bikaner, Rajasthan	1
	IISR, Calicut, Kerala	2
	NRC Citrus, Nagpur, Maharashtra	3
	IIHR, Bangalore, Karnataka	2
	IIVR, Varanasi, U.P.	1
	CTCRI, Thiruvananthapuram, Kerala	1
	CPRI Shimla, H.P.	1
	CPCRI, Kasargod, Kerala	1
	CISH, Lucknow, U.P.	1
	NRC for Grapes Solapur, Maharashtra	2
	NRC for Mushroom, Chambaghat, Solan, H.P.	1
	NRC for oil Palm Pedavegi, A.P.	1

Sl No.	Institutes	No. of Committees
(iv)	Agricultural Engineering Division	
	CIROT, Mumbai, Maharashtra	2
	NIRJAFT, Kolkata, West Bengal	4
	CIAE, Bhopal, M.P.	2
(v)	Agricultural Extension Division	
	ZCU-I, PAU Ludhiana, Punjab	1
	ZCU-IV, Kanpur, U.P.	1
	ZCU-V, Hyderabad, A.P.	1
	ZCU-II, Kolkata, West Bengal	2
	ZCU-VIII, Bangalore, Karnataka	2
(vi)	Animal Science Division	
	NIANP, Bangalore, Karnataka	3
	NBAGR, Karnal, Haryana	2
	CSWRI, Avikangar, Rajasthan	2
	CIRB, Hisar, Haryana	3
	CIRG, Farah, Mathura, U.P.	3
	NRC for Equines, Hisar, Haryana	2
	NRC on Camel, Bikaner, Rajasthan	2
	NRC for Orchids, Pakyong, Gangtok Sikkim	1
	Project Directorate on Cattle , Meerut, U.P.	1
Project Directorate on Poultry, Hyderabad, A.P.	1	
(vii)	Crop Science Division	
	NRC on Rapeseed Mustard Bharatpur, Rajasthan	2
	NRC for Weed Science, Jabalpur, M.P.	2
	DWR, Karnal, Haryana	2
	NRC for Sorghum, Hyderabad, A.P.	3
	DOR, Rajendranagar, Hyderabad, A.P.	1
	NCIPM, New Delhi	1
NRC for Soybean, Indore, M.P.	1	

Sl No.	Institutes	No. of Committees
	Directorate of Rice Research , Hyderabad, A.P.	2
	CTRI, Rajamundry, A.P.	3
	CRRI, Cuttack, Orissa	1
	NRC for Seed Spices , Ajmer, Rajasthan	3
	CICR, Nagpur, Maharashtra	1
	NRC for Soybean, Indore, M.P.	1
	Indian Institute of Sugarcam Research, Lucknow, U.P.	1
	Indian Institute of Pulses Research, Kanpur, U.P.	1
	IGFRI, Jhansi, U.P.	1
	VPKAS, Almora, Uttarakhand	1
(viii)	Natural Resources Management Division	
	CARI, Port Blair, A.N.	2
	ICAR, RC for eastern Region, Patna, Bihar	4
	NRC for Agroforestry Jhansi, U.P.	4
	CRIDA, Hyderabad, A.P.	1
	Indian Institute of Soil Science , Bhopal, M.P.	4
	PDCSR, Meerut, U.P.	3
	Indian Institute of Natural Resins and Gums Numkum , Ranchi, Jharkhand	1
	ICAR, RC Umiam Meghalaya	1
	CSSRI, Kranal, Haryana	1
	WTCER, Bhubaneswar, Orissa	1
	NBSS&LUP, Nagpur, Maharashtra	3
(ix)	Management and Statistics	
	NCAP, New Delhi	1
	NAARM, Hyderabad, A.P.	1
	Total	122

Appendix IX
(vide para 1.2.1)

Sanctioned strength of the Board
during 2008-09

Sl No.	Posts	Sanctioned	In position As on 31.3.2009
Composition of Board			
1.	Chairman	1	1
2.	Member	2	2
Officers and Staff			
3.	Secretary	1	1
4.	Controller of Examinations	1	1
5.	Under Secretary	1	2
6.	Special Assistant	1	1
7.	Assistant Finance & Accounts officer	1	1
8.	Section Officer	5	6
9.	Technical Officers	2	2
10.	T-3(Category -II- Computer Assistant)	1	1
11.	Private Secretary	5	2
12.	PA/Steno	3	3
13.	Cashier	1	1
14.	Assistants	11	11
15.	U.D.C.	13	7
16.	L.D.C.	6	1
17.	Hindi Steno Gr. II	1	-
18.	Jr. Gesteter Operator	1	-
19.	Driver	2	2
20.	Daftry	2	7
21.	Peon	8	-
22.	Jamadar	3	1
23.	Packer	1	-
24.	Mali	1	1
25.	Frash	-	1
Total		74	55

Appendix X
(vide para 1.2.1)

**List of the officers and staff of the
Board on 31.03.2009**

Chairman

Dr C.D. Mayee

Member (S)

Dr N.K. Tyagi

Prof. (Dr) M.J. Modayil

Officers

Shri N.S. Randhawa

Shri Vikram Singh

Ms. Namrta Sharma

Shri N.K. Jindal

Ms. Madhu Sidhwani

Shri Suresh Pal

Shri Vinod Kumar

Shri R.C. Bhaskar

Shri Kailash Chander

Shri Rajinder Kumar

Shri Gian Chand

Shri Naresh Kumar Sharma

Smt Rita Ghoshal

Shri O.P. Madan

Shri B.S. Rawat

Shri Manohar

Secretary

Controller of Examination

Under Secretary (Recruitment)

Under Secretary

Special Assistant

Technical Officer

Technical Officer

PS (Hindi)

PS

Section Officer

Section Officer

Section Officer

Section Officer

Section Officer

Section Officer

AF&AO

Staff

Shri Anil Upadhyay	PA
Shri Amit Bhaskar	Steno (Grade-III)
Shri Vikram Saini	Steno (Grade-III)
Shri Sanjeev Kumar	Asstt.
Shri Babu Lal	Asstt.
Smt Krishna Devi	Asstt.
Smt Santosh Dhingra	Asstt.
Smt Sushil Kalra	Asstt.
Smt Ashu Baweja	Asstt.
Shri Rajendar Kumar	Asstt.
Shri Umesh Gahlot	Asstt.
Shri Prabhakar Bhatt	Asstt.
Shri Tejpal Singh	Asstt.
Shri M.C.Bhatt	Asstt.
Shri D.S.Rawat	Asstt. (Cashier)
Shri R. B. Tiwary	T-3 (Computer Asstt.)
Shri Pratap Singh	UDC
Shri Kripalu Chander	UDC
Smt Neelam Sharma	UDC
Shri Rajinder Singh Atri	UDC
Shri Rajinder Kumar	UDC
Shri Sanjay Kumar	UDC
Shri Nikhil Kumar	UDC
Shri Roshan Singh Rawat	LDC
Shri Surinder Kumar	Driver (T-II)
Shri Subhash Chander Kochhar	Driver (T-II)

Supporting Staff

Shri Jagat Narain	Skilled Support Staff
Shri Misri Paswan	Skilled Support Staff
Shri Daya Ram Shukla	Skilled Support Staff
Shri Devinder Singh	Skilled Support Staff
Shri Ved Prakash	Skilled Support Staff
Shri Umed Singh	Skilled Support Staff
Shri Shiv Prasad	Skilled Support Staff
Shri Virender Mehto	Skilled Support Staff
Shri Satpal Singh	Skilled Support Staff
Shri Suresh Kumar	Skilled Support Staff

Guidance : Dr C.D. Mayee
Chairman, ASRB

Dr N.K. Tyagi
Member, ASRB

Prof. (Dr) M.J. Modayil
Member, ASRB

Contribution : Shri N.S. Randhawa
Secretary, ASRB

Shri Vikram Singh
Controller of Examinations

Smt. Namrta Sharma
Under Secretary

Compiled and Edited by : Shri Suresh Pal
Technical Officer

Project Director (DIPA) : Dr T.P. Trivedi

Design and Production : V.K. Bharti, Chief Production Officer
Punit Bhasin, Technical Officer

