AGRICULTURAL SCIENTISTS RECRUITMENT BOARD

A journey

in search of talent

Glimpses


प्रतिभा की खोज
In search of talent
कृ.वै.च.मं.
कृषि वैज्ञानिक चयन मंडल
AGRICULTURAL SCIENTISTS RECRUITMENT BOARD

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A journey in search of talent

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Printed : October 2013

Design & Production
Dr V.K. Bharti and Punit Bhasin, DKMA

Published by the Chairman, Agricultural Scientists Recruitment Board, KAB I, Pusa, New Delhi 110012;
Lasertypeset by M/s Dot & Design, D-35, 1st Floor, Ranjeet Nagar Comm. Complex, New Delhi 110 008
and Printed at M/s Royal Offset Printers, A-89/1, Naraina Industrial Area, Phase I, New Delhi 110 028

MESSAGE

शरद पवार
SHARAD PAWAR

सत्यमेव जयते

कृषि एवं खाद्य प्रसंस्करण उद्योग मंत्री
भारत सरकार
Union Minister for Agriculture &
Food Processing Industries
Government of India

IT gives me immense pleasure to know that on completing four decades of its illustrious journey in talent search for the national agricultural research system, Agricultural Scientists Recruitment Board is bringing out a compilation to commemorate its 40th Foundation Day. Devising and implementing an elaborate and transparent parameters and procedures from initial induction to career advancement, assessments to lateral selections for all positions and for all India examinations, the ASRB has indeed made a long lasting contribution to the national agricultural research system. Globalization has brought us face to face with altogether new challenges including the new generation of farm technologies and market forces. Ensuring food and nutritional security for the rising population while conserving ecological bio-diversity is a major challenge. Indian Agriculture has in the past met serious challenges successfully, whether it was the severe food shortages of the sixties or issues related to degradation of natural resources, enhancing farm productivity and diversification of agriculture. The quality talent search for right manpower for agricultural research by the ASRB and putting right person for the right job, I have no doubt in the capability and resilience of our national agricultural research system to successfully overcome existing and any future challenges.

I congratulate the ASRB on its completion of an eventful journey spanning these past four decades and also for reflecting and commemorating the contributions of many of our country's stalwarts who led the path of nation building at critical times and built such institutions like ASRB as a way forward to achieve food, nutritional, livelihood and environmental security in the future.

Dated 17 October 2013

(Sharad Pawar)

MESSAGE

तारिक़ अनवर
TARIQ ANWAR

सत्यमेव जयते

राज्य मंत्री
कृषि एवं खाद्य प्रसंस्करण उद्योग मंत्री
भारत सरकार

Union Minister of State for Agriculture &
Food Processing Industries
Government of India

I am glad to know that Agricultural Scientists Recruitment Board is bringing out a book on its 40th Foundation Day highlighting some of the major events from its four decades long journey in the service of national agricultural research system.

No research system can achieve and sustain excellence unless it has in place standard operating procedures to identify, select and nurture right talent for different jobs. It was indeed, a remarkably visionary and farsighted leadership of the time that established ASRB nearly forty years ago as an independent recruitment organization. I must say the ASRB has done well in meeting its challenging mandate by evolving, refining and strengthening various talent search strategies from time to time. Transparency, fair play and objectivity in recruitment process defines an organization's character to a large extent.

Indian Council of Agricultural Research has been able to render exemplary services to the farm sector of our country all these years including repositioning its capabilities to meet emerging challenges owing to globalization and upstream technologies. All this could not have been possible without best quality human resource and effective human resource development and deployment approaches.

Dated 10 October 2013

(Tariq Anwar)

MESSAGE

डॉ चरण दास महंत
Dr CHARAN DAS MAHANT

सत्यमेव जयते

राज्य मंत्री
कृषि एवं खाद्य प्रसंस्करण उद्योग मंत्री
भारत सरकार
Union Minister of State for Agriculture &
Food Processing Industries
Government of India

I am happy to learn that Agricultural Scientist Recruitment Board (ASRB) is coming out with a book enabling a peep into its cherished journey. Establishment of ASRB four decades ago was an important part of larger national vision for modernization of Indian agriculture. It was around the same time that the Agricultural Research Service (ARS) encompassing various fields and disciplines of agricultural research & development was being conceptualized. The first major challenge that ASRB successfully met was initial constitution of ARS by laying down systematic policies and procedures not only for direct recruitment to the service by all India examinations but also for dynamic career advancement to nurture and sustain excellence. ASRB has constantly revisited, refined and updated its talent search approaches to keep up with the changing requirements over time. Human resource is a critical component of any organization. Human resource in ICAR has to be particularly imbued with a sense of service and sensitivity towards its stakeholders being mainly Indian Farmers. This makes the role of ASRB all the more important.

I wish the ASRB success in its continuing efforts to identify, select and recruit best available human resource for the ICAR system and contribute towards nation building.

I congratulate ASRB on its 40th Foundation Day.

(Charan Das Mahant)

Dated 17 October 2013

MESSAGE

डॉ एस अय्यप्पन
Dr S AYYAPPAN

सचिव एवं महानिदेशक
कृषि अनुसंधान और शिक्षा विभाग एवं
भारतीय कृषि अनुसंधान परिषद
कृषि भवन, नई दिल्ली

Secretary DARE & Director General
Indian Council of Agricultural Research
Krishi Bhawan, New Delhi

It is a matter of pleasure to learn that Agricultural Scientists Recruitment Board (ASRB) has completed four decades of its useful existence to commemorate the development, is bringing out a compilation documenting forty years of its journey in talent search. Manpower planning, recruitment and its careers management is one of the core priority of an organization. Founding of ASRB as an independent recruitment body nearly forty years ago was an important milestone in the long and cherished history of Indian Council of Agricultural Research. We all recollect with utmost admiration the meticulous and professional handling of massive work of initial constitution and formation of the Agricultural Research Service (ARS) by the ASRB. Its twin flagship ARS & NET examinations conducted regularly over all these years already enjoy the unique recognition and national benchmark for talent in agriculture and allied sciences. Whether it was implementation of Career Advancement Scheme from time to time or direct recruitment to various positions, the Board has constantly endeavoured to improve and improvise its procedures incorporating best practices for objectivity and transparency. A scientific score card system put in place for direct recruitments as far back as in 2002 and regularly revised and updated has significantly facilitated precision, objectivity and transparency in merit appraisal. There has been rapid growth and expansion in agricultural education during these past forty years. ASRB could successfully realign the qualifications, disciplines as well as syllabi for ARS and NET in tune to these so as to harness best available talent. It is encouraging to note that ASRB is proactively incorporating ICT and online systems in its working to efficiently cope with the expanding talent search work. ICAR ever looks up to ASRB as an active partner and a proactive advisor for all issues involving talent search, manpower planning, recruitment, human resource development and careers management for its personnel. I take this opportunity to heartily congratulate ASRB on its completing forty successful years and wish it success in all the future endeavours.

Dated 18 October 2013

(S. Ayyappan)

FOREWORD

डॉ गुरबचन सिंह
Dr GURBACHAN SINGH

अध्यक्ष
कृषि वैज्ञानिक चयन मंडल
नई दिल्ली
Chairman
Agricultural Scientists Recruitment Board
New Delhi

It is indeed a matter of pride for all of us that Agricultural Scientists Recruitment Board completes four decades in the service of Indian Agriculture this year. The 40th Foundation Day falling on 1st November, 2013 makes us reflect about this eventful journey including the visionaries and stalwarts, many of whom are no more with us, who conceptualized the establishment, nurtured and strengthened ASRB. This modest compilation is in fact our humble tribute to the far sightedness, vision and untiring efforts of people like Dr C Subramanyam, Sh Fakhruddin Ali Ahmed the then Food & Agriculture Minister and later president of India, Dr MS Swaminathan, Hon'ble PB Gajendragadkar, 7th Chief Justice of free India and the illustrious members of the committee under his chairmanship, all of whom played key role in the founding of ASRB. It is extremely heartening to learn as to how Dr Swaminathan as the then Director General persuaded the Government of India and UPSC to lend the services of Dr ML Sahare one of its members to head the newly established ASRB as its Chairman. Interestingly not only the first chairman but the first secretary as well as controller of examination too came from UPSC bringing alongwith them UPSC's time tested and established organizational cannons and best recruitment practices. ASRB is perhaps the only national level independent recruitment organization to have inherited such valuable legacy. ASRB can rightly feel proud not only for having inherited such illustrious legacy but also for living upto the same all these four decades of its dedicated and committed journey. The events around the time of establishment of ASRB whether these were discussions in Parliament, deliberations and recommendations of Gajendragadkar Committee and Cabinet's decision brings out the sense of urgency preceding the setting up of the Board. If we look back, this urgency largely stemmed from an emerging necessity to organize and modernize the expanding national agricultural research system with the farsighted view to consolidate and enlarge the vital gains of Green Revolution. Obviously, the mandate given to ASRB represented a tall order whether it was the initial constitution of the newly created large cadres of Agricultural Research Service (ARS), evolving assessment and careers advancement methodologies or the

regular conduct of ARS examinations to recruit young scientists. During the very first decade of its establishment, ASRB conducted five ARS examinations recruiting 1722 scientists, inducted 3228 scientists from existing cadres into ARS, made 273 lateral appointments to various scientific positions and recruited 78 administrative staff to put the ICAR research system on firm footing. Interestingly the very first ARS examination held in 1976 was in 39 disciplines and held not only across India but also abroad with examination centres at London, Moscow and Washington. These astonishing achievements in the face of constraints like lack of proper and independent office building and inadequate staff abundantly convey the strength of commitment and drive with which those manning the Board were imbued with. ASRB is indeed fortunate to have successively been led by able scientific and managerial leadership as well as to have constant support and encouragement from successive Hon'ble Agriculture Ministers and the Director Generals of Indian Council of Agricultural Research.

Talent search strategies require constant realignment with changing organizational needs and technological paradigms. Managing such change and readjustment successfully is vital for any recruitment agency. We take pride in the fact that ASRB has constantly been revisiting, reforming and refining its various examination and recruitment related strategies. Resultantly standardised and codified eligibility parameters, specified syllabi standards, scientific and objective merit appraisal score card systems characterize the transparent present day working of ASRB. Vast expansion in the scope and scale of field of selection has been one of the important feature over this period of time. It is indeed encouraging being a reflection on the quantitative as well as qualitative expansion of national education endeavour in general and that of agricultural education in particular. Incorporating innovative ICT technologies is the only viable answer to the massive scales if the highest standards of transparency, objectivity and efficiency are to be maintained. ASRB has already taken lead in this regard by adopting online registration of applications and payments. Under World Bank funding a separate dedicated all India online examination system is in commissioning process. Lack of an independent office building has been one of the serious constraints. Hopefully this may get redressed in the current plan period itself. Insufficient regular manpower has been another issue of concern. Fortunately, the Government, the Agriculture Ministry and the ICAR have shown constant concern for ensuring optimum working environment for ASRB so that none of the mandated objectives envisaged at the time of its establishment are either diluted or lost sight of.

The high level committees which also reviewed the working of ASRB in the past included Dr GVK Rao Committee, C Srinivasa Sastri Committee and Dr MS Swaminathan task force on Agriculture of the Planning Commission. These high level review committees while commending the working and achievements of ASRB also spelt out particular road maps to ensure its independence and functional autonomy as originally envisaged by correcting some of the distortions creeping in over time. ASRB takes utmost pride in the fact that the Government of India and the President ICAR society, the Hon'ble Agriculture Minister have been fully committed to ensure complete functional independence and strengthening of ASRB and lending highest encouragement to all its endeavours towards this end.

On successfully completing 40 years we reflect upon this long journey both to commemorate the efforts of all those visionaries who contributed towards the founding of ASRB and its strengthening as well as to rededicate ourselves to the cherished ideals that they all stood for and upon which the foundation of ASRB was laid. This compilation is our utmost humble tribute to this end. I must compliment all my colleagues in the Board and in particular Sh NS Randhawa, Secretary and Sh MK Jain, Controller of Examinations, who made special efforts to compile the information and its publishing in the form of a compendium in a record time. The efforts of Sh MK Jain in exploring, identifying and contacting all possible sources and for meticulous collection as well as compilation of information are especially complimented. Agricultural Scientists Recruitment Board remains deeply indebted to Sh Sharad Pawar Ji, Hon'ble Union Minister for Agriculture & Food Processing Industries for his constant encouragement and ever kind and visionary guidance. I am extremely grateful to Dr S Ayyappan, Secreatary DARE & Director General ICAR, Sh Arvind Kaushal, Additional Secretary DARE & Secretary ICAR and Sh PK Pujari, Additional Secretary & FA DARE/ICAR for their continued help and support to ASRB in all its endeavours.

Dated 21 October 2013

(Gurbachan Singh)

CONTENTS

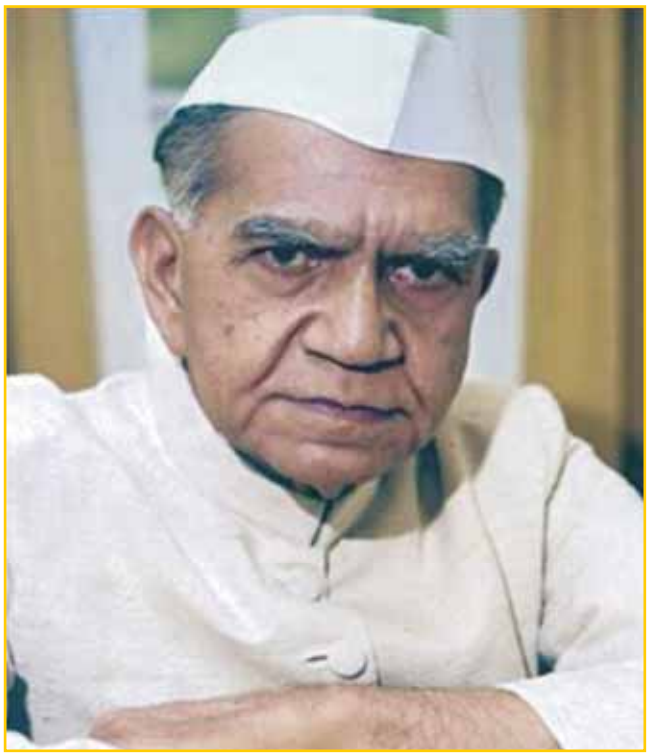
ASRB: GENESIS

BY the beginning of Nineteen Seventies, the Indian national agricultural research system had considerably expanded in terms of number of institutions across the country, scientific positions at various levels and research support infrastructure. Consolidating and expanding the gains of Green Revolution was indeed a high priority. There was a predominant recognition of an immediate need not only to have an organized and broad based agricultural research service but also to put in place scientific and standardised recruitment and career advancement systems to foster excellence through team work and cooperation instead of frustrating competition. All this gained a sense of urgency, owing to some precipitating events. In an unfortunate incident a young scientist ended his life over professional frustrations on 4th May, 1972 at New Delhi and the issue was raised the very next day in both Lok Sabha and Rajya Sabha.

Krishi Bhavan – Headquarters of ICAR

On May 9th, 1972 Sh Fakhruddin Ali Ahmed, the then Minister of Food & Agriculture, stated in Rajya Sabha, "that my Ministry and ICAR have not been too happy with the present system of recruitment which necessitates a scientist applying for posts and being interviewed by selection committees throughout his working career."

He promised to appoint a high-powered committee to examine the relevant questions.



Sh Fakhruddin Ali Ahmed, the then
Union Minister of Food and Agriculture (1970-74)

ESTABLISHMENT OF GAJENDRAGADKAR COMMITTEE

ON June 27th, 1972 the following committee headed by Hon'ble Shri PB Gajendragadkar, was notified:

Hon'ble PB Gajendragadkar	Retired Chief Justice of India	Chairman
Prof DS Kothari	Chairman, UGC	Member
Prof BD Nagchaudhuri	Scientific Adviser to the Ministry of Defence	Member
Shri HN Sethna	Chairman, Atomic Energy Commission	Member
Shri B Venkatappiah	Chairperson, REC	Member
Prof MS Kanungo	Department of Zoology, Banaras Hindu University	Member-Secretary

Chairman

Prahlad Balacharya Gajendragadkar originally from Gajendra-Gad, Karnataka, South India, 7th Chief Justice of India, February 1964 to March 1966.

Born: March 16, 1901

Died: June 12, 1981.

Member

Basanti Dulal Nagchaudhuri (6 September 1917 - 25 June 2006) was an Indian Physicist and academic, and a scientific advisor to the Government of India. One of the pioneers of nuclear physics in India and for building the nation's first cyclotron at the University.

Member

Homi Nusserwanji Sethna (August 24, 1923 – September 5, 2010) was an Indian nuclear scientist and a chemical engineer, gaining international fame as the Chairman of the Atomic Energy Commission (India) during the time when the first nuclear test, codenamed Smiling Buddha in Pokhran Test Range in 1974 was conducted.

Member

Daulat Singh Kothari, Udaipur, Rajasthan
Chairperson, University Grants
Commission from 1961 to 1973
Born: July 6, 1906
Died: February 4, 1993

Member Secretary

Dr Madhu Sudan Kanungo (April 1, 1927 – July 26, 2011) was an Indian scientist in the field of gerontology and neuroscience as well as a teacher of molecular biology and biochemistry. He was BHU Emeritus professor in zoology at the Banaras Hindu University and was also the Chancellor, Nagaland University till his death.

Major Recommendations

The Committee made following major recommendations:

- 3 grades for Scientists - Junior, Senior & Principal Scientist
- Higher grades for eminent scientists
- Selection of all scientists by UPSC initially for 5 years
- Selection of Deputy Director Generals (DDGs), Assistant Director Generals (ADGs) and Directors by UPSC
- Head of Divisions (HoDs), by rotation, for 3 years amongst Principal Scientists on seniority basis

Did not recommend separate recruitment body for agricultural scientists despite request of Dr MS Swaminathan, the then Director General, ICAR.

OTHER RECOMMENDATIONS

- The selection for four categories of scientists should be made through UPSC. UPSC should have a science wing for this purpose. The wing should have three scientists as members, one of whom should have the status of Vice-Chairman of the UPSC. There should be at least two experts in the field in each selection committee. Once a year, UPSC should receive suggestions of names for the Panel of Experts for each discipline from DARE and the Division of Institutes. This arrangement of recruitment through UPSC would be implemented for five years after which the matter may be reviewed.
- The recruitment of junior scientists should be made annually. 25 per cent of posts in this grade should be reserved for selection from the research assistants by the UPSC. All posts above junior scientists should be filled by open recruitment.

- There should be an efficiency bar in each of the three grades of scientists after first five years of their service.
- In exceptional cases there should be provision for appointing outstanding scientists on a tenure basis by giving them higher pay beyond the grade of Principal Scientist.
- The research assistants should be selected by the respective Institute through selection committees to be constituted for each post or category of posts. The committee should be presided over by an outside expert.
- The recruitment to the posts of Directors of the Institutes, ADGs and DDGs and similar posts should be made through UPSC by open advertisement. These appointments should be made for a term of five years. The existing permanent incumbents of these posts should be given the option of returning to research positions in the institutes. Their present salaries would be protected in such cases. On the expiry of the term a person may be given another term not exceeding three years, if he is selected by the UPSC. Their scales of pay should be the same as that of Principal Scientists. However, they may be given fringe benefits like free accommodation, car allowance etc. or alternatively a lump sum allowance.
- Ad hoc appointments should be stopped as far as possible. If a post of a Head of division or Director or any other important post suddenly falls vacant due to resignation or death, the senior-most person in the Division or Institute should ordinarily be made in-charge or, if necessary an ad hoc appointment.

CREATION OF AGRICULTURAL SCIENTISTS RECRUITMENT BOARD

- Group of Ministers headed by Shri Fakhruddin Ali Ahmed, the then Agriculture Minister recommended creation of a "special Agricultural Scientists' Recruitment Board"
- This recommendation was accepted by the cabinet on November 1, 1973
- An eminent agricultural scientist was to be whole time Chairman
- ASRB would function as an independent recruitment agency
- ASRB would fill up 1200 and odd vacancies of scientists through an emergency recruitment procedure

Dr MS SWAMINATHAN: A CRUSADER FOR CREATION OF ASRB

Dr MS SWAMINATHAN, the father of Green Revolution in India, was also the prime mover behind establishment of ASRB. As the then DG, ICAR, he worked tirelessly to sow the seed of idea for an independent ASRB, nurtured it and ensured that it takes firm root. His ingenious efforts culminated in constituting the first Board with Dr ML Sahare who was then Member UPSC as the Chairman alongwith Mr VK Haruray and Sh MV Nair as the first Secretary and Controller of Examinations, respectively both of whom too belonged to UPSC.

FIRST DECADE- SETTING HIGH STANDARDS

DR ML SAHARE, the then Member, UPSC was appointed Chairman in December, 1974. Shri VK Haruray was first Secretary and Shri MV Nair was the first Controller of Examinations of ASRB. Both these officers were also from UPSC. The experience they brought along enabled transplantation of time tested and standardised recruitment practices of UPSC at ASRB resulting in very high achievements despite inadequate infrastructure and manpower. Interestingly, the first office premises at B-8, South Extension Part – II, New Delhi, from where ASRB started functioning on its inception was a hired private property.

First Hired Office Premises of ASRB

B-8, South Extension, Part-II, New Delhi

FIRST AGRICULTURAL RESEARCH SERVICE (ARS) EXAMINATION

THE first ARS examination was notified in 1975 and conducted in 1976. The information related to examination is given below:

Notification of ARS	November 15th, 1975
Posts advertised	750
Disciplines	39
Centres in India	Delhi, Calcutta, Bombay, Lucknow, Nagpur and Bangalore
Centres abroad	London, Moscow and Washington
Number of papers	Four; Essay (100), General Knowledge (GK) (100) and two professional subject papers I & II(200 marks each)-total 600 marks
Examination Dates	March 24th to 27th, 1976
Viva voce Marks	100 marks
Viva voce venue and dates	Indian Social Institute, Lodhi Road, New Delhi, during June, 1976
Languages option in *Viva voce*	English, Hindi and 14 other Indian languages including Kashmiri, Sanskrit and Urdu

The ARS examination, 1976 represented a very well thought out and comprehensive first ever talent search endeavour in agriculture and allied disciplines at the national level. As a unique feature it had centres not only in India but also abroad at prominent international cities like London, Moscow and Washington.

ARS-1976: NOTIFICATION

IMPORTANT

All communications should be addressed to the Secretary, Agricultural Scientists Recruitment Board. In every communication in respect of his/her application the candidate should clearly state the name of the Examination viz., Agricultural Research Service Examination, 1976, the Roll Number, if communicated, and his/her name (in full and in block capitals) and complete postal address as given in the application.

AGRICULTURAL SCIENTISTS RECRUITMENT BOARD
NOTICE
AGRICULTURAL RESEARCH SERVICE EXAMINATION, 1976

No. 20-1/75 Recrt. III
New Delhi, 15th November, 1975

A competitive examination for recruitment to Grade S-1 of the Agricultural Research Service will be held by the Agricultural Scientists Recruitment Board at DELHI, CALCUTTA, BOMBAY, LUCKNOW, NAGPUR, BANGALORE, LONDON, MOSCOW and WASHINGTON commencing from 24th March, 1976 in accordance with the Rules published by the Indian Council of Agricultural Research on 15th November, 1975.

The centres and the date of commencement of the examination as mentioned above are liable to be changed at the discretion of the Board. Candidates admitted to the examination will be informed of the timetable and place or places of examination (see Annexure-II, Para 11).

2. The approximate number of vacancies in Grade S-1 of the Agricultural Research Service to be filled on the basis of this examination is given below:

Group—A

Disciplines	No. of vacancies to be filled
Plant Sciences	
Code No.	
17. Agronomy	72
18. Plant Breeding	70
19. Genetics & Cytogenetics	
20. Agricultural Entomology	50
21. Plant Pathology	60
22. Plant Physiology	30
23. Nematology	7
24. Soil Science	60
25. Agricultural Chemistry	8
26. Horticulture	20
27. [illegible]	10
Economics, Statistics and Extension	
45. Agricultural Economics	15
46. Agricultural Statistics	40
47. Agricultural Extension	15

Group—B

Technology and Engineering	
48. Textile Manufacture	10
49. Textile Chemistry	
50. Electronics & Instrumentation	
51. Electrical Engineering	
52. Chemical Engineering	
53. Farm Machinery and Power	25
54. Agricultural Structures and Process Engineering	
55. Water & Soil Engineering	
TOTAL:	750

*Both for Plant and Animal Sciences

The above numbers are liable to alteration.

Reservations will be made for candidates belonging to the Scheduled Castes and Scheduled Tribes in respect of vacancies as may be fixed by the Indian Council of Agricultural Research.

3. A candidate may apply for admission to the examination in accordance with the provisions of the Indian Council of Agricultural Research Notification No. F. 2-60/75—II(A) Dated 15th November 1975.

4. A candidate seeking admission to the examination must apply to the Secretary, Agricultural Scientists Recruitment Board, B-6 Sou Extension (Part-II), New Delhi-110049, on the prescribed form application. The prescribed forms of application and full particul of the examination are obtainable from the Board by post on payme of Rs. 2.00 which should be remitted by Postal Order (payable to Secretary, ICAR) to the Secretary, Agricultural Scientists Recruitm Board, B-6 South Extension (Part-II) New Delhi-110049. The ad of the candidate with his address and the name of the examinat should be written in block capitals on the Postal Order. The for can also be obtained from the Board's office personally on paym

First page of first notification of ARS Examination

ARS-1976: SAMPLE SYLLABUS

11. FISH PROCESSING TECHNOLOGY

PAPER I. Fish Microbiology & Biochemistry

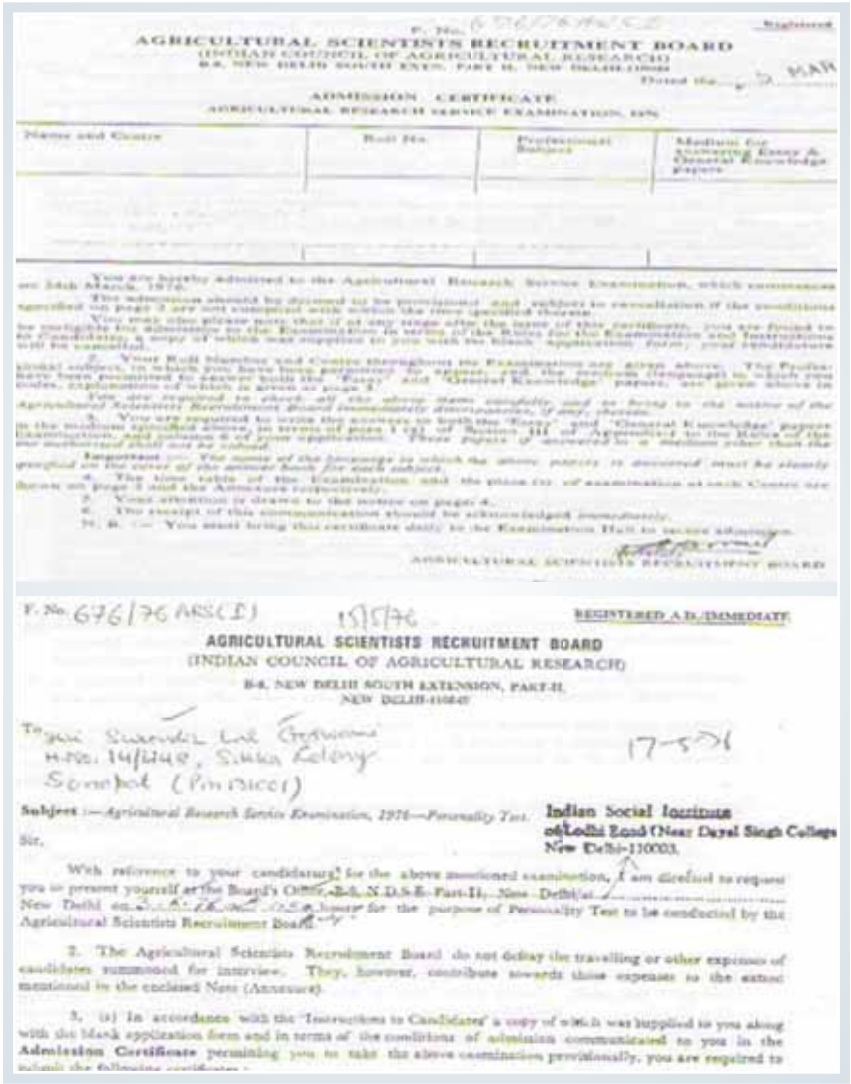
Fish Microbiology.—Microscopy, phase contrast microscopy fluorescent microscopy, electron microscopy. Morphology; Classification and nutrition of bacteria; Environmental effects on bacteria and detection and enumeration of bacteria; Bacterial staining and different media for the culture of bacteria. Moulds and yeasts, morphology, reproduction, sexual and asexual spores; Food requirements of moulds and yeasts and their industrial importance. Benelicial bacteria and bacteria of public health significance in food industry; Harmful bacteria, food poisons, food infection and botulism. Bacteriology of salted fish; Red halophiles and bacteria causing typical flavour in semi-preserved foods. Sterilization and disinfection.

Biochemistry.—Chemistry of carbohydrates, proteins, enzymes, lipids, vitamins, minerals and hormones. Metabolism of proteins, carbohydrates, lipids in fish; Energy a metabolism. Fish nutrition; Chemical composition of fish and shell fish; Contribution of fish to nutritive value of diet. Nutritive value of fish in Indian diet; Fish products as animal feed.

PAPER II. Fish Processing

Spoilage of food, possible mechanisms; Elements of food preservation; Preservation of meat and fish. Cold preservation of foods; Principles of food freezing and fishery products; Refrigeration requirements in freezing and frozen storage; Types of freezing; Preparation and handling of material for freezing; Characteristics of frozen food; Spoilage of frozen fish and its prevention. Principles of canning; Preparation of material and the significance of step-wise procedures; Thermal processing, spore resistance. Theory of drying; Types of mechanical dryers used in food industry; Instrumentation and controls; Design of dryers. Organoleptic evaluation, inspection and quality control of meat and fishery products. Commodity standards.

ARS 1976: SAMPLE COPY OF ADMISSION CERTIFICATE AND VIVA-VOCE LETTER



AGRICULTURAL SCIENTISTS RECRUITMENT BOARD
(INDIAN COUNCIL OF AGRICULTURAL RESEARCH)
B-8, NEW DELHI SOUTH EXTN. PART II, NEW DELHI-110049

ADMISSION CERTIFICATE
AGRICULTURAL RESEARCH SERVICE EXAMINATION, 1976

Name and Centre	Roll No.	Professional Subject	Medium for Answering Essay & General Knowledge Papers

You are hereby admitted to the Agricultural Research Service Examination, which commences on 24th March, 1976.

The admission should be deemed to be provisional and subject to cancellation if the conditions specified on page 2 are not complied with within the time specified therein.

You may also please note that if at any stage after the issue of this certificate, you are found to be ineligible for admission to the Examination in terms of the Rules for the Examination and Instructions to Candidates, a copy of which was supplied to you with the Blank Application Form, your candidature will be cancelled.

2. Your Roll Number and Centre strengthen the Examination are given above. The Professional subject, in which you have been permitted to appear, and the medium (languages) in which you have been permitted to answer both the "Essay" and "General Knowledge" papers, are given above in codes, explanation of which is given at page 2.

3. You are required to check all the above items carefully and to bring to the notice of the Agricultural Scientists Recruitment Board immediately discrepancies, if any, therein.

4. You are required to write the answers to both the "Essay" and "General Knowledge" papers in the medium specified above, in terms of para 1 (a) of Section III of Appendix I to the Rules of the Examination, and column 6 of your application. These parts of answers in a medium other than the one mentioned above will not be valued.

Important: The name of the language in which the above papers is answered must be clearly printed on the cover of the answer book for each subject.

5. The time table of the Examination and the place (s) of examination at each Centre are given on page 3 and the Annexure respectively.

6. Your attention is drawn to the notice on page 4.

7. The receipt of this communication should be acknowledged immediately.

N. B. — You must bring this certificate duly to the Examination Hall to secure admission.

AGRICULTURAL SCIENTISTS RECRUITMENT BOARD

F. No. 676/76 ARS(I) 15/5/76

REGISTERED A.D./IMMEDIATE

AGRICULTURAL SCIENTISTS RECRUITMENT BOARD
(INDIAN COUNCIL OF AGRICULTURAL RESEARCH)
B-8, NEW DELHI SOUTH EXTENSION, PART-II,
NEW DELHI-110049

To Shri Surender Lal Goswami
H.No. 14/148, Sikka Colony
Sonipat (Punjab)

17-5-76

Subject :—*Agricultural Research Service Examination, 1976—Personality Test.*

Indian Social Institute
of Lodhi Road (Near Dayal Singh College)
New Delhi-110003.

Sir,

With reference to your candidature for the above mentioned examination, I am directed to request you to present yourself at the Board's Office, B-8, N.D.S.E. Part-II, New Delhi at New Delhi on 2.6.76 at 10 hours for the purpose of Personality Test to be conducted by the Agricultural Scientists Recruitment Board.

2. The Agricultural Scientists Recruitment Board do not defray the travelling or other expenses of candidates summoned for interview. They, however, contribute towards those expenses to the extent mentioned in the enclosed Note (Annexure).

3. (a) In accordance with the 'Instructions to Candidates' a copy of which was supplied to you along with the blank application form and in terms of the conditions of admission communicated to you in the **Admission Certificate** permitting you to take the above examination provisionally, you are required to submit the following certificates :-

PADMA SHRI DR ML SAHARE: THE FIRST CHAIRMAN

(July 6, 1928 to April 8, 2007)

DR MAHADEO LALJI SAHARE was Member of UPSC for six years. He had background of agricultural research as he had obtained his Ph.D for his thesis "Morphological and Cytogenetical Studies in Cultivated Roses" from Division of Botany of IARI, New Delhi in the discipline of Agricultural Botany under the guidance of Dr SVS Shastri in the year 1962. He was appointed first Chairman of ASRB by Babu Jagjivan Ram, the then Agriculture Minister on the recommendations of DG, ICAR in December 1974. Dr Sahare served as Chairman, ASRB upto February 16, 1979 before becoming Chairman of UPSC.

"Tribute should be paid to Dr M L Sahare, the first Chairman of ASRB for setting very high standards of professionalism, integrity and autonomy in the selection process."

(Excerpt from report of the Task Group on revamping and refocusing of national agricultural research by the Planning Commission – January 2005)

Dr HR ARAKERI, THE SECOND CHAIRMAN OF ASRB

Dr HR Arakeri

DR HR ARAKERI became the second Chairman of ASRB on 14th June, 1979. He served in this position till his death in 1983. He had received his PhD degree from the University of Minnesota, USA while working on "Environmental factors relating to the pre-emergence treatment of corn with 2, 4-D and soybean with TCA". Dr. Arakeri is the author of the books "Agriculture in India" (three volumes) and "Soil management in India." He had published more than 100 research papers in national and international journals.

Dr Arakeri received the National Award by "Farmers Association of India" for the year 1975-76. Before joining the University of Agricultural Sciences, Bangalore as Vice Chancellor, Dr Arakeri was a member of the National Commission on Agriculture and prior to that he was the Director of Agriculture of the Mysore state (now Karnataka).

MANDATE OF ASRB

Mandate at the time of establishment

- Recruitment to ARS and other posts specified by the President, ICAR
- Assistance to Council in personnel matters, including promotions
- Advise to Council on disciplinary matters for personnel recruited by Board or in consultation with Board by ICAR.

Added mandate after creation of ARS

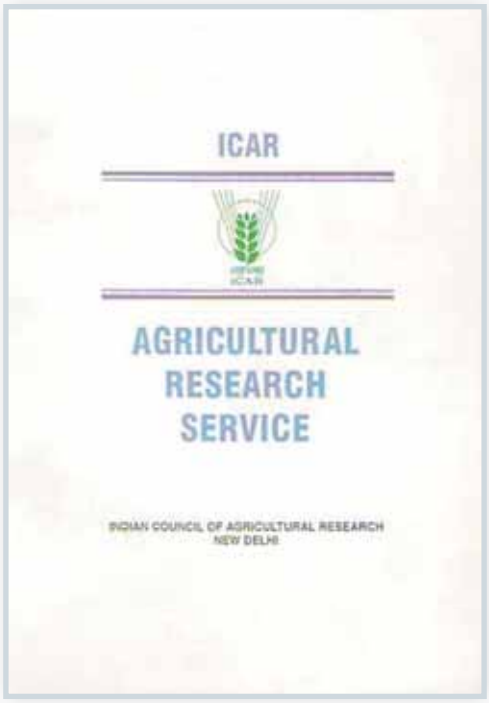
- Recruitment to initial grade of Scientist of ARS through All-India Competitive Examination
- Induction of existing Scientists of ICAR to the ARS
- Five yearly assessment of ARS scientists

AGRICULTURAL RESEARCH SERVICE (ARS)

THE Agricultural Research Service was created on October 2nd, 1975 and declared at National Dairy Research Institute (NDRI), Karnal, Haryana, with the following major aims:

- Foster co-operation in the place of unhealthy competition.
- Enable scientists to get the highest salary possible within the system while remaining rooted to work in their respective discipline/field, thereby eliminating both the undue importance attached in the past to research management posts and the quest for such positions purely for advancement of salary.
- Promote an outlook where solving a specific field problem through inter-disciplinary team work is regarded as the primary goal of research than the worship of a discipline or publication of papers.
- Promote horizontal and vertical mobility and adequate attention to neglected and backward areas.
- Link rights and responsibilities and instil through the five-year assessment system the conviction that dedicated and efficient discharge of responsibilities alone would be the means of securing professional advancement.

The rules of ARS were compiled and brought out in the form of a handbook



Handbook of ARS Rules

MAJOR ACHIEVEMENTS OF FIRST DECADE (SUMMARY)

ARS Examinations	5
Scientists recruited	1722
Inductions made to ARS	3228
Lateral entries	273
Assessments	4621
Direct Recruitment to Administrative posts	78

ARS Probationers (IVth Batch), July-October, 1977

(Courtesy: NAARM, Hyderabad)

INITIAL ARS EXAMINATIONS

ARS Examination	Year	Dates	Scientists recruited/ posts
First	1976	24-27th March, 1976	516/750
Second	1977	NA	381/NA
Third	1978	1-4th February, 1978	486/647
Fourth	1981	5-8th January, 1979	246/ NA
Fifth	1982	24-27th February, 1982	93/227

TRAINING OF ARS SCIENTISTS RECRUITED BY ASRB

SCIENTISTS selected through ARS examinations were deputed to undergo one year training programme including 3 months Foundation Course at Central Staff College for Agriculture, Hyderabad later named as National Academy for Agricultural Research Management, Hyderabad (NAARM). The programme was known as Foundation Course on Agriculture Research Project Management (FCARPM). First such batch was trained from September 1 to December 11, 1976.

National Academy of Agricultural Research Management
Rajendranagar, Hyderabad-500 407

1st Foundation Course on
Agricultural Research Project Management (1st FCARPM)
(From 1 Sept. 1976 to 11 Dec. 1976)

(Courtesy: NAARM, Hyderabad)

CENTRAL STAFF COLLEGE OF AGRICULTURE

CENTRAL Staff College of Agriculture (CSCA) was located in Veterinary College campus of Andhra Pradesh Agricultural University, Hyderabad. All the scientists recruited through five ARS examinations conducted in the first decade were trained in 18 batches in CSCA/NAARM till September 1st, 1982 in batch sizes varying from 34 to 119. Each of the first three batches consisted of more than 100 Scientists.

Third batch of 122 Trainee Scientists at Hyderabad, 4th April to 8th July 1977

(Courtesy: NAARM, Hyderabad)

CENTRAL STAFF COLLEGE OF AGRICULTURE

ARS examinations were held annually for first three years viz; in 1976, 1977, 1978, but fourth exam was held with a gap of three years in 1981 and the fifth right next year in 1982. This massive induction of talented young blood during the first decade of establishment of ASRB put the ARS on a sound foundation and has been a significant contributing factor for transformation of national agricultural research system over these past four decades.

Dr NK Anant Rao, OSD & Principal, Shri MS Gupta SAO and other staff of CSCA

(Courtesy: Dr Anil K Bawa)

INDUCTIONS

CADRE strength of ARS in grades S-1 to S-8 was initially fixed at 4800. Initial constitution of the ARS was in fact a huge challenge for ASRB involving standardising and implementing inductions of qualified scientific manpower working in various grades, designations and pay scales under the system. In the first decade itself, the ASRB processed and completed 3228 cases of induction to ARS. While examinations brought in youthful energy and fresh talent to the service, the inductions strengthened and stabilized the ARS system by fostering continuity, with acumen and experience.

Babu Jagjivan Ram, the then
Union Minister for Food & Agriculture

DIRECT RECRUITMENT/ LATERAL ENTRY

MANY posts at higher levels were lying vacant. ASRB was instrumental in bridging this initial management and leadership gap. Posts ranging from S-2 to Deputy Director General (DDG) were advertised and filled up. 273 such posts were filled up during the initial ten years, through open advertisements. Posts in grades S-4 to S-8 were designated as Research Management Positions (RMPs).

Before creation of ASRB, Class I and higher posts were filled at ICAR level, while lower posts were filled at Institute level. By filling up this managerial level gap, ASRB strengthened leadership culture in the system since recruitments were made at national level by evolving and applying uniform selection parameters and standards.

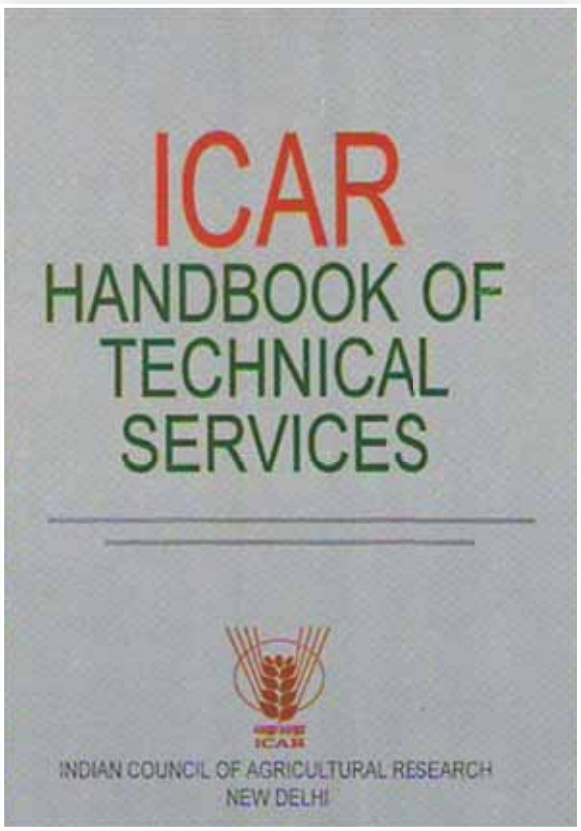
ASSESSMENTS

IN-SERVICE scientists were assessed for merit assessment under the unique flexible complementing system for either promotion or grant of advance increments after completion of five years service in a grade. Those who did not get promotion to next grade, were reassessed after completion of one more year. First such assessment was held for scientists who had completed five years as on 31.12.1975. Total 4621 cases were considered during the decade. These also included cases of reassessment. This system continued till 31.12.1985.

Assessments	Total cases	Promotions	Advance increments
First	1301	947	280
Second	1995	1536	189
Third	517	161	158
Fourth	401	162	56
Fifth	407	181	84
Total	4621	2987	767

DIRECT RECRUITMENT OF TECHNICAL OFFICERS

RECRUITMENT of Technical posts in Class I at ICAR Headquarters, carrying pay scale of Rs 700-1300 and above was done by ASRB. One T-8, Six T-7 and two T-6 were recruited in 1978, 1981 & 1982, respectively.



RECRUITMENT TO ADMINISTRATIVE POSTS

FIRST All India Examination for the posts of Section Officers and Assistants at ICAR headquarters and Assistants for ICAR institutes was held by ASRB on 25-27th May, 1982 at Bombay, Delhi, Calcutta and Madras to fill 96 vacancies. Final recommendation to select 9 Section Officers & 35 Assistants at ICAR and 34 Assistants at Institutes were made. This was indeed a landmark initiative by the ASRB in the first decade itself. Later it took up systematic all India examination based recruitments to Administrative Officers and Finance and Accounts officers thereby steadily building up an administrative backbone of the system.

Some officers selected through above examinations by ASRB presently hold important positions in the system:

- Sh GR Deshbandhu, Sr Registrar, Central Institute of Fisheries Education, Mumbai
- Sh J Ravi, Director (Personnel & Administration) ICAR, New Delhi
- Smt Sashi Prabha Razdan, Jt Director (Administration) IARI, New Delhi

Sh GR Deshbandhu

Sh J Ravi

Smt Sashi Prabha Razdan

SOME PROMINENT NAMES FROM FIRST DECADE RECRUITMENT TO ARS

Dr Gurbachan Singh : Presently Chairman, ASRB (ARS 1978)

Dr S Ayyappan : Secretary DARE & Director General, ICAR (ARS 1978)

Dr V N Sharda : Member, ASRB (ARS 1978)

Dr S K Bandyopadhyay : Member, ASRB (ARS 1977)

Large number of such ARS recruitees from first decade have gone on to occupy prominent positions like Vice-Chancellors, DDGs, Directors of National Institutes/Deemed Universities, National Directors, Directors, ADGs, Project Directors, Project Coordinators and even in Civil, Police and other allied services of the country. The contributions of all these to the nation building in general and national agricultural research system in particular is no less of a tribute to the talent search endeavours of ASRB in the very first decade of its inception.

11th batch at NAARM, Dr Gurbachan Singh, present Chairman, ASRB in second sitting row (3rd from left)

SECOND DECADE

SECOND DECADE (1983-1992)

ICAR kept on expanding and the process of establishing new institutes was quite active during this period. ICAR had 28 institutes in 1975. By 1983, the number grew to 35 institutes, 2 National Research Centres (NRC), 5 Project Directorates and 68 All-India Co-ordinated Research Projects. By 1992, ICAR had 42 institutes, 4 National Bureaux, 22 National Research Centres , 9 Project Directorates and 70 All-India Co-ordinated Research Projects. With such rapid growth and expansion of NARS, the responsibilities of ASRB too grew manifold.

In January, 1984, ASRB shifted to its present shared office space in the Krishi Anusandhan Bhavan at Pusa Campus, New Delhi. The Board too was expanded in 1988 to include two members to assist the Chairman.

Presently ASRB shares office space in KAB-I building, Pusa Campus, New Delhi

PADMA SHRI DR JSP YADAV, THE THIRD CHAIRMAN OF ASRB

Padma Shri Dr JSP Yadav
(July 30, 1922-April 3, 2010)

DR JAI SINGH PAL YADAV was the third Chairman of ASRB from February 18th, 1983 to 1986. An eminent soil scientist, he had earlier held many prominent positions including Vice-Chancellor, Haryana Agricultural University, Hisar and Director, Central Soil Salinity Research Institute, Karnal. As Director, CSSRI he steered successfully multi-disciplinary research on water management and soil salinity under AICRP at a number of locations representing varied agro-climatic situations of India, leading to efficient and economic use of land and water resources. Appropriate techniques for correct diagnosis of salt-affected soils of Indian Gangetic Plains and their reclamation were standardized. Based on an intensive investigation, a salinity-cum-alkali scale was developed to evaluate these problem soils for crop response, which proved of immense practical applicability. These successful efforts prompted the state governments of Punjab, Haryana and Uttar Pradesh to undertake massive reclamation programmes with substantial additional annual production of food grains.

After retirement as Chairman, ASRB, Dr Yadav was associated with many international organisations like USAID, FAO, UNDP, UN-ESCAP and the World Bank. Fellow of National Academy of Agricultural Sciences (NAAS), National Academy of Sciences, India and recipient of numerous national and international awards, Dr Yadav was also conferred Padma Shri by the Government of India. Dr Yadav had to his credit more than 250 publications in prestigious Indian and foreign journals.

Dr NGP RAO, THE FOURTH CHAIRMAN OF ASRB

Dr NGP RAO
(Born: Sept. 5, 1927)

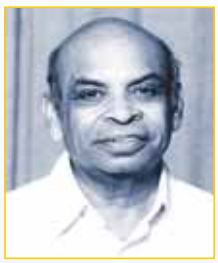
DR NEELAMRAJU GANGA PRASAD Rao was the fourth Chairman of ASRB from 24 July 1987 to September 4, 1992. He is a plant breeder and geneticist. His main research interest was sorghum improvement for productivity and quality. He is referred to as Father of Hybrid Sorghum in India. Kharif sorghum represented a revolutionary change in dry land agriculture of India and also gave rise to the sorghum seed industry on a large scale. He also made significant contribution to the improvement of dry land crops, particularly long staple desi cotton, red gram, castor, and development of novel cropping systems. Before joining ASRB, he worked in many national and international organisations including IARI, ICRISAT (Nigeria) and as VC of MAU, Parbhani, Maharashtra.

Fellow: National Academy of Agricultural Sciences (NAAS); Indian National Science Academy; National Academy of Sciences, India; Andhra Pradesh Academy of Sciences; Indian Society of Genetics and Plant Breeding (Formerly President); President, Indian Society for Millet Improvement.

EXPANSION OF THE BOARD

THE Board was constituted to recruit scientists at entry level through ARS examinations and at higher levels through lateral entry. The volume of work however vastly increased with time. Recruitment of various administrative posts too was entrusted to ASRB and implementation of assessment promotions of scientists and technical staff substantially added to Board's workload. It was felt necessary to include two more members in the Board, on the pattern of UPSC and accordingly a note was submitted to the Cabinet in July, 1986. Cabinet approved the proposal in October, 1986 and also **approved to upgrade the pay of the Chairman equivalent to the then Chairman, UPSC.**

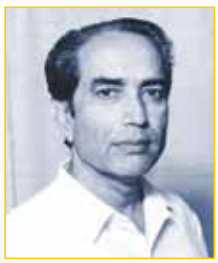
Dr K Kanungo and Dr R P S Tyagi were appointed as the first two Members of the Board in 1987.



Dr K Kanungo

Member, ASRB from 1987 to 1993

Before becoming Member he was Vice-Chancellor of Orissa University of Agriculture & Technology, Bhubaneswar from 15th October, 1976 to 31st July, 1981.



Dr RPS Tyagi

Member, ASRB from 1987 to 1993

An eminent Veterinarian he was later Vice-Chancellor of Himachal Pradesh Krishi Vishwavidyalaya from 6th February 1993 to 9th January 1998. Subsequently he was also Member of the working group on Animal Husbandry and Dairying of the Planning Commission for XIth Five Year Plan.

ACHIEVEMENTS DURING SECOND DECADE (SUMMARY)

ARS Examinations	5
Scientists recruited	1905
Inductions made to ARS	52
Lateral entries/Direct Recruitments	1010
Assessments	4400 (approx)
Direct Recruitment to Administrative Posts	161
NET certificates issued	786

Major Milestones during the period included

- ASRB shifted to its present location in Krishi Anusandhan Bhawan I, Pusa, New Delhi
- The Board got expanded by addition of two Members
- ASRB conducted first ever all India examination for Administrative and Finance cadres
- ASRB kept up the tempo of timely assessment promotions of ARS scientists
- Large scale direct recruitment was made to fill up scientific positions at various levels

ARS EXAMINATIONS

ARS Examination	Year	Dates	Scientists recruited/ posts advertised
Sixth	1984	18-21st January	234/421
Seventh	1985	20-23rd February	424/865
Eighth	1987	27-30th December	312/459
Ninth	1990	29-31st May	466/736
Tenth	1992	8-9th February	469/578

October 5, 1989 to March, 1990

National Academy of Agricultural Research Management
Rajendranagar, Hyderabad 500 030

XXVII Foundation course on agricultural research project management

32 PCARPM participants with NAARM faculty

(Courtesy: NAARM, Hyderabad)

ARS EXAMINATIONS

National Academy of Agricultural Research Management
Rajendranagar, Hyderabad

40th Batch at NAARM: January 21, 1992 to June 20, 1992

41st Batch at NAARM: June 9, 1992 to November 8, 1992

(Courtesy: NAARM, Hyderabad)

DIRECT RECRUITMENT/ LATERAL ENTRY

ADVERTISEMENTS for posts ranging from S-2 to Deputy Director General (DDG) became a regular feature. In 82-83 alone, five advertisements were issued. A total of 1010 posts were filled up during ten years through open advertisements.

INDUCTIONS TO ARS

THE induction process had nearly been completed in the first decade itself. In this decade, only 59 scientists were inducted into ARS taking the total number of inducted scientists to 3277.

NATIONAL ELIGIBILITY TEST (NET)

ON the proposal of State Agricultural Universities (SAU's) and with a view to ensure high quality standards in national agricultural education, from 1990, ASRB took upon the responsibility to conduct National Eligibility Tests to provide certificates to qualifying candidates to become eligible for posts of Lecturers and Assistant Professors in State Agricultural Universities (SAUs) in Agriculture and allied disciplines. First NET examination was held in 1992 along with ARS examination at 22 centres. In the first NET, 786 candidates qualified.

RECRUITMENT FOR ADMINISTRATIVE POSTS

FIRST ever comprehensive all India examination for the posts of Administrative Officers & Finance & Accounts Officers was held on 27-31st May, 1986 and second on 5-8th June, 1991 through which 58 officers were selected bridging a critical gap in the administrative and financial management support system in ICAR across the country.

Two examinations to recruit Section Officers and Assistants were held in December, 1985 and October, 1989. Final recommendations to appoint 6 Section Officers and 18 Assistants at ICAR and 72 Assistants at Institutes were made.

First Batch of Administrative Officers during training at the Institute of Secretarial Training & Management (ISTM), New Delhi, February-March, 1989

DIRECT RECRUITMENT OF TECHNICAL OFFICERS

RECRUITMENT to technical posts also became a regular feature. More than 30 posts were filled up from level T-6 to T-9 through open advertisements. These posts were mainly related to Works, Production, Editing (Hindi & English), Library/Information and Computers and were borne on the strength of various institutes of ICAR across the country apart from ICAR Hqrs., New Delhi. Such centralised recruitment put in place uniform selection and merit appraisal standards for maintaining quality in the higher grades of technical services.

Preface to the First Edition

The principal mandate of the Indian Council of Agricultural Research is the promotion of research and education in all fields of relevance to agricultural progress in our country. Science is a creative activity and therefore the personnel policies ofa research organization should be such as to attract, retain and stimulate good scientists to apply their minds to the complex problems in improving terrestrial and aquatic productivity. For this purpose, the rCAR introduced an Agricultural Research Service (ARS) for its scientists from 1 October 1975. A handbook describing the rules of ARS was published by the rCAR last year.

Scientists are supported in their work by a large number of technical staff members as well as by administrative and other supporting staff. Members of the Technical Services provide the kind of support that can enhance the per caput output of research scientists. They also undertake activities like dissemination of research results through publications and help to organize field and laboratory facilities in an efficient manner. Hence, they play an important role in assisting the organization to discharge its mandate effectively.

In order to enable members of the Technical Services to give their best to the organization, the ICAR introduced from 1 October 1975 new personnel policies for' its Technical Services. The present handbook contains information on the rules and procedures relating to the recruitment, assessment and promotion ofthe staff belonging to the Technical Services. It is hoped that the attractive service conditions introduced for Technical Services will stimulate everyone belonging to these Services to discharge the work assigned to each in a dedicated manner.

The human body is the best teacher of successful organization. Every part of the body performs a specific function and yet at the same time the whole body functions in a coordinated manner. When any particular part of the body does not function well, then the body becomes sick to varying degrees. It is hence that the lCAR considers it important that every section of its staff has conditions of service which can help them to concentrate on their work and practise the percept that "all rights accrue from a duty well

M S SWAMINATHAN
Director-General
Indian Council of Agricultural Research

New Delhi
6 March 1978

THIRD DECADE (1993-2002)

Some major milestones achieved during the period

- 1994- A Research and Analysis unit established in the ASRB
- 1995- Separate budget for ASRB provided
- 1995- Syllabus for 65 disciplines revised for ARS/NET/SRF examinations
- 1997- Candidates for lateral entry/Direct Recruitment were required to submit 'work plan'
- 2002- Score card devised for the first time for lateral entry/Direct Recruitment

ACHIEVEMENTS IN SUMMARY

ARS/NET/SRF Examinations	08 (including 2 special drives for North East Region & Andaman & Nicobar Islands
Scientists recruited	1498
NET certificates issued	16690
SRF	1429
Inductions made	32
Lateral entries/Direct Recruitments	1701
Assessments	2004
Direct Recruitment to Administrative Posts	200

DR AL CHAUDHARY
THE FIFTH CHAIRMAN OF ASRB

Dr AL Chaudhary

(Born: June 7, 1933–Dec. 16, 2011)

PROF (DR) AMRIT LAL CHAUDHARY was the fifth Chairman of ASRB (June 22, 1993 to June 6, 1998). He had specializations in Animal Breeding and Parasitology. He studied in Ohio State University for his Ph.D (1968) in Animal Breeding. He was Director, Central Sheep & Wool Research Institute, Avikanagar (86-90) and VC, Chaudhary Charan Singh Haryana Agricultural University, Hisar (90-93) before becoming Chairman ASRB. Afterwards, he was President, Veterinary Council of India and Animal Husbandry Advisor to the State Government of Haryana.

A high power committee of ICAR under his chairmanship had formulated comprehensive guidelines for restructuring of administrative cadres in ICAR as part of the reforms and renewal process. Later as chairman of a committee of Chaudhary Charan Singh Haryana Agricultural University, Hisar, he recommended radical revamp and reorientation of courses as well as research programmes for output optimization. Recipient of numerous awards and recognitions, Dr Chaudhary was also the fellow of ISSGPU.

PADMA BHUSHAN DR RB SINGH, THE SIXTH CHAIRMAN OF ASRB

Padma Bhushan Dr RB Singh

(Born: July 20, 1940)

PROF (DR) RAM BADAN SINGH was the sixth Chairman of ASRB (July 12, 1999 to February 18, 2000). He is a renowned plant geneticist. He was with FAO (82-94) and was later Director, IARI, New Delhi from 1995 to 1999. Afterwards he was ADG, FAO (2000-2002), and Member, National Commission on Farmers (2004-2006). At present, he is Chancellor, CAU, Imphal and President, NAAS.

Dr Singh is recipient of several national and international awards and recognitions such as, Padma Bhushan 2003; International Board for Plant Genetic Resources medal, 1984; Lal Bahadur Shastri Memorial Award, 1987; Vigyan Gaurav Samman, 2001; D.Sc. (H.C.), Orissa University of Agriculture & Technology 2011, V.B.S. Purvanchal University, 2006, Maharana Pratap University of Agriculture & Technology, 2004, N.D. University of Agriculture & Technology, 2003, Tamil Nadu University of Agriculture & Technology 2001, C.S. Azad University of Agriculture & Technology, 1997, Banaras Hindu University, 1994, and G.B. Pant University of Agriculture & Technology, 1991; Bharatiya Paramparagat Vigyan Puraskar, 2006, Dr Zhu Shoumin International Aluminus Award, B.H.U., 2007.

PADMA SHRI DR M MAHADEVAPPA, THE SEVENTH CHAIRMAN OF ASRB

Dr M Mahadevappa
(Born: August 4, 1937)

DR MADAPPA MAHADEVAPPA was the seventh Chairman of ASRB (February 1, 2001 to August 3, 2002). His area of research is genetics and plant breeding. He is a famous rice breeder. He was earlier VC, UAS, Dharwad (1994-2000). His tenure is especially known for reduction of backlog in recruitments and assessments. Presently he is Chairman of Task Force (SC/ST and Rural Development) Government of India.

KKM Award, 1972: Hooker Award, 1981; Karnataka Govt. Rajyothsava Award, 1984; Nagamma Datathreya Award, 1989; Sir Chotu Ram Award, 1996; Basava Guru Karunya award 1996; Bharat Ratna Sir M. Vishweshwarayya Memorial Award, 1999; Padma Shri, 2005; Lifetime Achievement Award, Agriculture Leadership Award, 2009; Karnataka Govt. Outstanding Kannada Sciene Writer, 2010; Society of Agricultural Biotechnology - SAB Life time Achievement Award, 2011.

Fellow: National Academy of Agricultural Sciences (NAAS); National Academy of Sericulture Sciences; National Academy of Biological Sciences; Indian Society of Genetics and Plant Breeding; Indian Society of Seed Technologists; Indian Science Writer's Association.

MEMBERS OF THE BOARD DURING THE PERIOD

Dr K V Raman
(Born: January 3, 1932)

DR KV RAMAN was Member of ASRB from July 1, 1994 to January 2, 1997. From 1979 to 1984, he was Dean of Postgraduate Studies at the Andhra Pradesh Agricultural University, Hyderabad. In March, 1984, he joined ICAR as Director of the National Academy of Agricultural Research Management, Hyderabad, and was instrumental in establishing the present campus of NAARM and developing it into an internationally recognized institution of excellence. During his active professional life of over five decades, Dr Raman has worked as a Consultant to many international organizations including the FAO, World Bank, ISNAR, IDRC, Ford Foundation etc. He is currently Chairman of the Commission of Agricultural Reforms, Research and Development, Jharkhand and also Chairman, RPC of the NAIP of the ICAR.

Dr Kirti Singh
(Born: May 26, 1934)

DR KIRTI SINGH was Member, ASRB from March 1, 1995 to 25 May, 1999. He also officiated as Chairman ASRB from June 1998 to July 1999. Prior to that he was Vice-Chancellor, Narendra Deva Univ. of Agri & Tech, Faizabad (UP) from 1984 to 1989 and Vice-Chancellor, Himachal Pradesh Agri. Univ. Palampur from 1989-93, Vice-Chancellor, Indira Gandhi Agri. Univ., Raipur 1993-95; He was FAO Consultant in Cambodia 1999. Awards/Honours: Leonard Vaughan Award of Amer. Soc. Hort. Sci. 1961; Hort Soc. of India Gold Medal 1993; D.Sc. (h.c.) TNAU, 2000; PNSAF Gold Medal 2002; Purvanchal Ratna Award, 2003; Senior Vice-President (since 2007), Hort. Society of India; HSI Shiv Shakti Life Time Achievement Award, 2007; World Wellness Open University Life Time Achievement Award, 2008.

MEMBERS OF THE BOARD DURING THE PERIOD

Dr AG Sawant
(Born: April 4, 1940)

DR AG SAWANT was Member of ASRB from September 10, 1999 to April 3, 2005 (acting Chairman, 2000-01 and 2002). Dr Sawant has also been the President of International Extension Forum, Coimbatore; President of Maharashtra Society of Extension Education, Akola; and Life Member Fellow of Indian Society of Extension Education, New Delhi; and President of the Editorial Board of Journal of Maharashtra Agricultural University, Pune. Under his Vice Chancellorship, K.K.V., Dapoli got the Best Institution Award of the ICAR, New Delhi (1997) and Late Shri Vasantrao Naik Pratishthan Award of the Government of Maharashtra. He was also awarded Indira Priyadarshini Vriksha Mitra Award of the Government of India (1994).

Dr SAH Abidi
(Born: April 5, 1940)

DR SAH ABIDI was Member, ASRB from November 5, 1999 to April 4, 2005. Before that he was Director of Fisheries, Andaman & Nicobar Islands, Port Blair, 1978-81; Scientist, (Biological Oceanography/Officer In Charge), Regional Centre of National Institute of Oceanography, Mumbai, 1981-82; Deputy Advisor, Council of Scientific & Industrial Research, New Delhi, 1983; Principal Scientific Officer, 1983-87, and Senior Advisor, Department of Ocean Development, Govt. of India, New Delhi, 1987-95; Director/Vice-Chancellor, Central Institute of Fisheries Education (Deemed University), Mumbai, 1996-99.

ARS EXAMINATIONS

- ARS Examinations were held regularly during this decade
- NETs were clubbed with ARS exams
- From October, 1994 SRF exams were also included and these examinations were known as ARS/NET/SRF examinations

ARS EXAMINATIONS DURING THE PERIOD

ARS Examination	Year	Dates	Scientists recruited/ posts
11th (including for NEH)	1993	26-28th October	263/332
12th	1994	16-19th October	262/402
13th	1995	5-7th October	145/242
14th	1996	December	246/343
15th	1997	7-9th December	105/151
16th	1998	December	225/n a
17th	1999	December	90/125
18th	2001	October	102/n a
19th (for NEH only)	2001	December	60/n a

ARS EXAMINATIONS

43RD FOUNDATION COURSE ON AGRICULTURAL RESEARCH PROJECT MANAGEMENT

43rd Foundation Course on Agricultural Research Project Management

(From November 11, 1992 to April 8, 1993)

50th FOCARS: 13th Feb-13th July, 1995

(Courtesy: NAARM, Hyderabad)

NATIONAL ELIGIBILITY TESTS (NET)

64th FOCARS: 21st July-13th November, 1998

(Courtesy: NAARM, Hyderabad)

NET Examination	No. of Disciplines	Certificates issued
1993	60	NA
1994	60	523
1995	65	1513
1996	65	1284
1997	65	1762
1998	65	2197
1999	69	2313
2001	69	5906

SENIOR RESEARCH FELLOWSHIP (SRF)

IN 1994, ASRB was assigned SRF examination too. This was held in combination with the ARS/NET examination. At first, interviews were held by ASRB but later lists of qualifying candidates in examinations were forwarded to Education Division of ICAR to conduct interviews for award of SRFs.

SRF Examination	Fellowships Awarded
1994	537
1995	178
1996	176
1998	165
2000	176
2001	197

DIRECT RECRUITMENT/ LATERAL ENTRY

DIRECT recruitments to Senior Scientist and higher posts got a major boost during this period. 50 advertisements for 2182 posts ranging from Senior Scientist to Deputy Director General (DDG) were issued. In 1988-89, eight and in 1999-2000, eleven advertisements were issued. A total of 1701 posts were filled up during ten years through open advertisements and direct recruitment to strengthen ICAR system.

DIRECT RECRUITMENT OF TECHNICAL OFFICERS

DURING this decade, direct recruitment of some senior (T-9 & T-8) level technical category posts were held through open advertisement. Some officers selected by the ASRB during the period are holding responsible positions in the ICAR system.

- Sh VP Kothiyal, Director (Works)
- Dr VK Bharti, Chief Production Officer

Sh VP Kothiyal

Dr VK Bharti

ASSESSMENTS/ CAREER ADVANCEMENT

ASSESSMENT of scientists for promotion to next grade or grant of advance increments after completion of five years service in a grade continued to be implemented by ASRB. Those who did not get promotion to next grade were reassessed after completion of one more year. The process gradually tapered off as new rules were made applicable in 1998. But in 2001-02, 97% pending cases of assessments were cleared. In all 1826 cases were considered during the decade. These also included cases of reassessments and review of assessments.

Assessment years	Total cases cleared
1993-94	50
1994-95	14
1995-96	68
1996-97	20
1997-98	3
1998-99	4
1999-00	1
2000-01	1
2001-02	1771
2002-03	72

OTHER ACTIVITIES

OTHER activities that continued to be handled by the Board included inductions into ARS, direct recruitment of technical and auxiliary officers, examinations for administrative staff and limited departmental exams for ICAR.

- Inductions- A total of 32 scientists were inducted in ARS; 17 in RMP and 15 in other grades.
- Direct recruitments- 35 technical and 3 auxiliary posts were filled.
- Examinations- For Administrative Officers and Finance & Accounts Officers, exams were held in 1994, 1996 and 1999 in which 27 Administrative Officers and 14 Finance & Accounts Officers were recruited. For Section Officers and Assistants at ICAR, exams were held in 1995 in which 15 Section Officers and 23 Assistants were recommended. Two examinations for total 125 posts of Lower Division Clerks were held first in 1995 and then in 1998.
- Limited Departmental Competitive Examinations (LDCEs) for ICAR posts of Section Officers, Assistants, Personal Assistants and Stenographers were held 6 times during the decade.

72nd Foundation Course for Agricultural Research Service (FOCARS 72)
(December 1, 2000 to March 30, 2001)

ASRB REVIEW COMMITTEE UNDER SH C SRINIVASA SASTRY, 1997

THE Agriculture Minister and President, ICAR appointed an ASRB Review Committee in January, 1997 under the Chairmanship of Sh C Srinivasa Sastry, Former Secretary, Agriculture, Govt. of India.

Major Recommendations of this Review Committee included:

- Transparency in recruitment procedures
- Coordination mechanism between ICAR and ASRB
- Increase of staff for ASRB
- Consultation of ASRB to be compulsory in terms of Rule 26 b & c of Rules & Bye laws of ICAR Society
- ASRB's Annual Report should be placed before the General Body
- The number of candidates called for interview should be reduced to improve the quality of interview
- Allocation of marks for various factors in the interview for qualitative as well as quantitative assessment of performance
- Fixing a maximum number of candidates to be called per vacancy
- Frequent repetition of experts/advisors for interview to be avoided

SCORE CARD

SCORE CARD system was adopted for the first time ever in June, 2002 in pursuance of the recommendations of Sastry Committee for transparency in recruitments. It formed an important component of all Direct Recruitments/ Lateral entry posts from Sr. Scientist onwards. It had a share of 75 marks out of total 100 marks for selection. For interview 25 marks were allotted. Score card system also enabled a transparent screening procedure for shortlisting candidates for interview. The system continued to be refined from time to time in later years. The Score card initially had only four major attributes:

- Academic qualifications
- Experience
- Publications
- Awards/Peer Recognition

Parameters of Evaluation	Sr. Sci.	Pri. Sci.	HOD PC/ZC	Dir./ ADG	DDG ND
1. Academic Qualifications					
10+2	4	2	2	2	2
B.Sc.	6	5	3	3	3
M.Sc.	6	5	5	5	5
Ph.D.	5	5	5	5	5
JN Award Ph.D.	3	2	0	0	0
Awards/Medals	3	1	0	0	0
2. Experience	6	5	5	7	8
3. Service/Substation/Remote	3	0	0	0	0
4. Publications	20	20	20	20	20
5. Teaching/Extension	0	0	0	0	0
6. In Service Special Award	6	10	10	8	8
7. Special Attainment (variety prototype etc.)	8	10	10	9	9
8. Ex-funded project	5	10	6	4	5
9. Seminar/Symposia etc. organization	0	0	6	5	5
10. International Exposure/ experience	0	0	0	0	0
11. Insitution building	0	0	0	7	5
12.Inter-discplinary, inter-institution Project	0	0	3	0	0
13. CR's	S	S	S	S	S
14. Interview	25	25	25	25	25
Total	100	100	100	100	100

FOURTH DECADE (2003-2012) REFORMS & MODERNISATION

By this time, ARS/NET had come to have 69 subjects. ICAR had well, over 100 positions of Directors, RMP and senior RMP; over 300 Head of Divisions, 700 Principal Scientists, 1500 Senior Scientists and nearly 4000 Scientists. Out of the above 6000 posts in various scientific grades, nearly 2000 were vacant at a given point of time entailing massive workload for ASRB.

ASRB was required to bridge this critical scientific manpower gap by holding ARS examinations at a rapid pace and an equally faster direct recruitments.

Agricultural Universities were nearing a total of 50 and they needed qualified as well as benchmarked human resources for teaching and research. Demand for NET qualified candidates was increasing; so was the number of candidates applying.

For higher posts in ICAR system like DDGs and Directors, applicants for a single post exceeded seventy at times.

While ASRB's workload was increasing in proportion there were furthermore demands on systematic documentation and records keeping pertaining to all recruitment processes owing to introduction of Right to Information (RTI) Act and regulations. Right from inviting applications to selection for a post there are numerous time consuming steps involving scrutiny of voluminous records. In the face of such increase in volume of work corresponding increase in the manpower support strength was not forthcoming. Rather there was considerable depletion of skilled and experienced staff due to retirements/promotions/transfers over time which could not be substituted.

In the face of such a scenario, every possibility for reforms and refinements to systematise various recruitment processes, and to rationalise, simplify as well as codify the evaluation and appraisal systems was seriously engaging the attention of the Board. As such this decade has particularly been characterized by all round efforts towards, reforms and refinements whether it was direct recruitment score card system, careers advancement score card or disciplines as well as their syllabi and eligibility for ARS and NET Examinations.

Dr AS Faroda
The Eighth Chairman of ASRB

Dr AS Faroda
(Born: November 18, 1939)

Dr Amar Singh Faroda was the eighth Chairman of ASRB from 3rd April, 2003 to 17th November, 2004. He got his PhD from HAU, Hisar in 1973. He is a famous agronomist. Before becoming Chairman, ASRB, he was Director, Central Arid Zone Research Institute, Jodhpur from 1995 to 1999 and VC, Maharana Pratap University of Agriculture & Technology, Udaipur for two terms (1999-2003). He is author of three books; most famous being 'Management of Arid Ecosystem'. He served as Head, Department of Agronomy (1986-1989) and Director of Extension Education (1992-95), CCS Haryana Agricultural University, Hisar. He was responsible for developing agronomy of various field crops, particularly forage crops and pulses and improved management practices for areas of southern Haryana. A Fellow of Indian Society of Agronomy, Dr Faroda received several awards and recognitions, and has served as Chairman/Member of several national and regional committees.

Dr CD MAYEE THE NINTH CHAIRMAN OF ASRB

Dr CD Mayee
(Born: July 15, 1946)

Dr CHARUDATTA DIGAMBARRAO MAYEE was the ninth Chairman of ASRB from December 6, 2004 to July 14, 2011. He obtained PhD from IARI in 1972. His areas of research are Plant Pathology and cotton Biotechnology. Before joining ASRB, he held eminent positions like VC, Marathwada Agricultural University, Parbhani (1997-2000), Director, Central Institute of Cotton Research, Nagpur (2000-2003) and Agriculture Commissioner, Government of India (2003-2004). His tenure as Chairman, ASRB was the longest so far and marked especially by constant reforms towards modernisation, creation and strengthening of infrastructure and streamlining of processes.

Fellow of the National Academy of Agricultural Sciences (NAAS), Dr Mayee is the recipient of numerous national and international awards. These include Prof Narsimhan Academy Award, 1974; Pesticide Award, 1982; VP Gokhle Award, 1998; Vasantrao Naik Krishi Award, 2002; Outstanding Team Research Award, 2003; Dr B Vishwanath Award, 2005; Life Time Achievement Award, 2008, 2011, 2012; Lekhi Ram Memorial Award, 2009 & Agriculture Summit Leadership Award, 2010. He is member of the International Cotton Genome, USA from 2007 to date.

DR GURBACHAN SINGH THE TENTH CHAIRMAN OF ASRB

Dr Gurbachan Singh
(Born: September 16, 1954)

DR GURBACHAN SINGH is the tenth Chairman of ASRB. He assumed this responsibility on October 13, 2011. Prior to this, he held important positions like ADG (Agronomy) ICAR (2001-2005); Director, Central Soil Salinity Research Institute (2005-2010) and Agriculture Commissioner, Government of India (2010-11). He joined ARS in 1978 and obtained his Ph.D in Agronomy from Punjab Agricultural University, Ludhiana in 1988. He is an expert in the fields of Land Reclamation, Agroforestry, Agronomy, Climate Change, Drought Management and Agriculture Development & Policy. Dr Singh has published more than 250 research articles including about 30 in high impact factor international Journals. He is scientific advisor to International Foundation for Science, Sweden; FAO Cactus NET Regional Coordinator for West Asia; Member ICID working Group on Drainage and Honorary Member of Editorial Board of Experimental Agriculture published from UK.

Fellow of National Academy of Agricultural Sciences (NAAS), Indian Society of Agronomy; Indian Society of Soil Salinity and Water Quality and Indian Society of Soil and Water Conservationists, Dr Gurbachan Singh is recipient of several prestigious awards like Rafi Ahmad Kidwai Award (1996-1998), Hari Om Ashram Trust Award (1989), Dr K A Shankra Narayan Award (CAZRI-Jodhpur) - 1993-1994, Dr D Sundresan Award of NDRI (2012), Tenth Sukumar Award of IARI (1995-96); recognition Award of NAAS (2005-06); to name a few. Founder President of India Society of Soil Salinity and Water Quality, Dr Gurbachan Singh, President of Agronomy Society of India, is an expert Chairman/ Member on many Government and Public Sector appointed important panels, committees and task forces.

MEMBERS OF THE BOARD (FOURTH DECADE)

Dr NK Tyagi
(Born: January 12, 1947)

DR N K TYAGI was Member of ASRB from 2005 to 2011. Before that Dr Tyagi had held various important research and management positions like Water Management Engineer, Orissa University of Agriculture and Technology, Bhubaneshwar 1970-75; Senior Scientist 1975-81, Head of Division 1985-88, Principal Scientist 1986-94 and Director, Central Soil Salinity Research Institute, Karnal, 1994-2004;

Fellow of National Academy of Agricultural Sciences (NAAS), Dr Tyagi is recipient of numerous awards including Rafi Ahmed Kidwai Award in 1996. Jawahar Lal Nehru Award, 1984; ISAE Gold Medal, 1998; WIPO Award, 1998; Vasantrao Naik Award, 1999 & Rajender Prasad Puruskar, 2004.

Dr (Prof) MJ Modayil
(Born: 23rd March, 1947)

DR (PROF) MJ MODAYIL was Member of ASRB from December 10, 2007 to March 23, 2011. He started his academic career, at the College of Fisheries of the University of Agricultural Sciences, Mangalore where he served in various capacities including as Professor and University Head of Department of Fisheries Resources and Management. He was Director, Central Marine Fisheries Research Institute, Cochin from 2000 to 2007. He has visited USA, Canada, Australia, UAE, China, Singapore, Thailand for various short assignments. He also coordinated IDRC and DFID Projects in India with extremely useful developmental outputs. While as a Member, ASRB, he was especially instrumental in conceptualization of dedicated online examination related project under World Bank/NAIP funding.

MEMBERS OF THE BOARD (FOURTH DECADE)

Dr VN Sharda
(Born: October 16, 1954)

DR VISHWANATH SHARDA assumed the charge as Member of ASRB on July 11, 2011. Prior to that he has held various research and management positions like Scientist, CSWCRTI, Research Centres, Agra and Udhagamandalam, 1978-83; Sr. Research Officer, FRI & Colleges, Dehradun, 1983-84; Scientist/Senior Scientist, 1984-96, Head, HRD&SS, 1996-2000, Acting Director & Head, HRD&SS, 2000-01, Acting Director & Head, Div. of H&E, 2001-02, and Director, 2002-11, CSWCRTI, Dehradun.

Fellow of the National Academy of Agricultural Sciences (NAAS), Dr Sharda is recipient of numerous national and international awards including Rafi Ahmed Kidwai Award (2005-06), Vasant Rao Naik Award - 2000, Dr Rajender Prasad Puruskar, 2005-06 and Best Agriculture Engineer Award of TIE, 2011

Dr SK Bandyopadhyay
(Born: January 16, 1953)

DR SHANTUNU KUMAR BANDYOPADHYAY joined as Member ASRB, on June 13, 2012. He had joined ARS in 1977 and thereafter held various research and management positions like Sr Scientist, National Biotechnology Centre, 1994-97, Head of Division, Virology, 1997-2002, Project Director, FMD, 2001-04 and Joint Director (Academic), 2002-04, IVRI; Animal Husbandry Commissioner, Department of Animal Husbandry, Dairy and Fisheries, Ministry of Agriculture, Government of India, 2004-09 and Chief Technical Coordinator and Team Leader (AI), ECTAD, Vietnam, FAO, 2009-12.

Fellow of the National Academy of Agricultural Sciences (NAAS), Dr Bandyopadhyay has been conferred many national and international recognitions including Rafi Ahmed Kidwai Award in 2002-03.

ACHIEVEMENTS OF FOURTH DECADE

ARS/NET/SRF Examinations	8
Scientists recruited	1361
NET certificates issued	22771
SRF	197
Inductions made	13
Lateral entries/Direct Recruitment	2180
Assessments	2000
Direct Recruitment to administrative posts	472

Dr CD Mayee, Chairman, ASRB presenting Annual Report 2006-07 of ASRB to Shri Sharad Pawar, President, ICAR, and Union Minister for Agriculture, Government of India

Dr Gurbachan Singh, Chairman, ASRB presenting Annual Report 2011-12 of ASRB to Shri Sharad Pawar, President, ICAR, and Union Minister for Agriculture & Food Processing Industries, Govt. of India

ARS & NET EXAMINATIONS

- Eight ARS examinations were held during this decade
- NET exams were held in combination with ARS exams
- Exams were held on a single day in two sessions
- Last SRF examination held by ASRB was in 2004
- From 2012, ARS and NET examinations are delinked with NET being held twice in a year
- Prelim ARS and ARS Mains were held with an adequate time gap

NET Examination	Number of Disciplines	Certificates issued
2003	69	6386
2005	69	5457
2006	69	618
2007	69	2311
2009	41	2623
2010	23	4904
2011	23	2342
2012	55	1845

ARS Examination	Year	Scientists recruited/ vacancies
20th	June, 2004	21/29
21st	February, 2006	145/160
22nd	April, 2007	191/220
23rd	May, 2008	249/383
24th	April, 2009	365/439
25th	September, 2010	214/290
26th	February, 2012	176/303
27th	June, 2013	*..../431

*Result under process of final declaration

ARS EXAMINATIONS

National Academy of Agricultural Research Management
Rajendranagar, Hyderabad - 500 030

77th Foundation Course for Agricultural Research Service
(28 October 2003 to 24 February 2004)

81st & 82nd FOCARS

(Courtesy: NAARM website)

DIRECT RECRUITMENT/ LATERAL ENTRY

VOLUME of direct recruitments from Senior Scientist to higher posts substantially increased during this period. 33 advertisements for more than 3000 posts ranging from Senior Scientist to Deputy Director General (DDG) were issued. Nearly 2200 posts could be filled up. Inadequate number of suitable applicants to fill up available posts of Senior Scientists has been a serious constraint. For RMP posts, position was quite comfortable in this regard.

Interview boards in progress

IMPLEMENTING CAREERS ADVANCEMENT FOR ARS SCIENTISTS THROUGH ASSESSMENTS

ASSESSMENTS for scientists for promotion or advance increments (1-3) after completion of prescribed years of service in a grade continued till adoption of CAS based on UGC pay package. Those who did not get promotion to next grade were reassessed after completion of one more year. After implementation of UGC pay package based revised CAS there was spurt in assessment cases. 1799 cases were processed during the decade while a record number of 749 cases were dealt and cleared in 2012-13 alone:

Year	Total cases
2003-04	07
2004-05	76
2005-06	46
2006-07	05
2007-08	01
2008-09	452
2009-10	207
2010-11	247
2011-12	09
2012-13	749

Subject Matter (Major Discipline) wise performance analysis of assessments under CAS during 2012-13

Major Discipline	No. of Candidates	Grade (A+B) %	Grade (C) %
Crop Sciences	237	215 (90.7%)	22 (9.3%)
Horticulture	29	25 (86%)	4 (14%)
Natural Resource Management	141	111 (78.7%)	30 (21.3%)
Veterinary Sciences	170	159 (93.5%)	11 (6.5%)
Fisheries Sciences	56	48 (85.7%)	8 (14.3%)
Agricultural Engg. & Tech.	42	31 (73.8%)	11 (22.2%)
Social Sciences	74	54 (72.9%)	20 (17.1%)
Total	749	643 (85.8%)	106 (14.2%)

In addition to above the Board settled twelve old assessment cases in 2012-13 pertaining to assessment promotion claims of retired scientists under protracted litigation.

OTHER ACTIVITIES

OTHER activities of the Board like inductions to ARS, Direct recruitment examinations for administrative staff, limited departmental exams for ICAR posts and advice on recruitment rules continued during the period on regular basis.

- Inductions- A total of 13 inductions were made in ARS; these were largely old cases.
- SRF Examination- Last examination for fellowships was held by the Board in 2002-03, in which 197 fellowships were awarded.
- Examinations- For Administrative Officers and Finance & Accounts Officers, exams were held in 2004 and 2011 based on which 34 AOs and 6 FAOs were recruited. An all-India examination for Assistants at ICAR HQ and Institutes was held in 2011-12 in which 368 Assistants were recruited through completely online preliminary examination held for the first time ever with extremely encouraging response.
- As another first ever initiative on request of the council, the ASRB successfully organized merit linked option based counselling of successful candidates for their postings under the ICAR system.
- LDCEs- Limited Departmental Competitive Examinations for ICAR posts of Section Officers, Assistants, Personal Assistants and Stenographers were held periodically. For SOs and Assistants at ICAR, exams were held regularly in 2003, 2006, 2008, 2009, 2010 and 2011 in which more than 50 Section Officers and 50 Assistants were recommended. In 2008, ICAR Audit & Accounts Examination was held. For the post of Personal Assistant, examinations were held in 2009 and 2010.

OTHER ACTIVITIES

A view of ICAR Assistants grade (Mains) Examination 2011 at Lucknow Centre

CONTINUING REFORMS

THE decade was especially characterized by continuing reforms in each major function of the Board, to optimise the following:

- Objectivity
- Precision
- Transparency
- Efficiency
- Time and cost effectiveness
- Quality of recruitment

To analyse the existing systems and delineate needed changes various committees were constituted from time to time both by the ICAR as well as by ASRB. These committees were headed by eminent personalities and included experienced experts as members. Following were some of the major focus of improvements:

- Score Card system
- Assessment process& procedure (CAS)
- Application formats
- Disciplines and syllabi of ARS & NET
- Delinking of NET from ARS

SCORE CARD FOR LATERAL ENTRY/ DIRECT RECRUITMENT

SCORE CARD system was initially adopted in June, 2002 on recommendations of Sastry Committee, for Direct Recruitment/ Lateral entry posts of Sr Scientists and upto Deputy Director Generals (DDGs) and Directors of National Institutes.

Initial Score Card had four major components:

- Academic qualifications
- Experience
- Publications
- Awards etc.

25 marks out of 100 were reserved for interview by the Selection Board.

Following were some major inadequacies experienced in the initial score card over a period of time.

- Marks assigned in the Score Card became deciding factor overriding the interview process
- 60% cut-off marks (45 marks out of 75), many time resulted in no candidate being able to make it for interview for a particular post
- Even for DDG level posts, marks obtained at 10+2 level were given weightage which appeared inappropriate
- Cases where a candidate screened for various posts applied and scoring different marks by different screening committees posed administrative issues

Eventually the further refined score card adopted in the year 2007 had prescribed distribution of scores under various parameters specific to different posts having due regard to the weightage of a parameter appropriate to the level of respective post.

Cut off marks were kept 45% for non-RMP and 50% for RMP positions and top 10 ranking candidates were called for interview subject to crossing minimum cut off marks.

SCORE CARD FOR LATERAL ENTRY/ DIRECT RECRUITMENT

Score Card 2007 (Applicable from Advt. No. 02/2007)

Sl. No.	Attribute	Senior Scientist	Principal Scientist	HoD/ HRS/ PC/NC/ZC	PC/DIR/ JDNI	DDG/ DNI/ ND
A	Academic Qualification	20	14	06	02	02
B	Employment record and experience	05	03	06	10	10
C	Experience in relevant field/ Research Mgmt./Leadership	05	05	06	06	06
D	Service in remote areas/ regional centres	06	06	06	06	06
E	In-service Award/Recognition	03	04	08	10	10
F	Teaching/Research/Extn./ Monitoring & Coordination	16	16	14	05	05
G	Special Attainments	03	04	06	08	08
H	Externally funded Projects	04	04	06	05	05
I	Summer / Winter School / Refresher Course/Symposia Etc.	01	02	06	05	05
J	International Exposure	02	03	04	05	05
K	Publications (Referred articles)	25	30	15	15	15
L	Other Publications	10	06	06	06	06
M	Institution Building	00	01	05	06	06
N	Inter-Institutional Projects	00	02	04	06	06
O	Project Management	00	00	02	05	05
	Grand Total (A to O)	100	100	100	100	100

The final selection was made by giving weightage to Score Card marks and Interview marks in the following manner:

S.No.	Rank	Score Card Marks	Interview Marks	Total
1.	Senior Scientist/Principal Scientist	60	40	100
2.	HOD/HRS/PC/ZC/NC/JD	50	50	100
3.	PD/DIR/JDNI/ADG and DNI/ND/DDG	--	100	100

SCORE CARD FOR LATERAL ENTRY/ DIRECT RECRUITMENT

PURSUANT to recommendations of Dr RS Paroda Committee on ARS the Score Card was further reformed and refined in 2012, and composite score card based on 10 parameters instead of earlier 15 parameters has been brought into effect from 2013 onwards.

S. No.	Criteria	Senior Scientist	Principal Scientist	HoD/ HRS	PC/ JD	PD/ Director/ JDNI/ADG	DDG/ DNI/ ND
1.	Academic Qualification	15	6	2	2	2	2
2.	Employment record and experience in relevant field	10	10	15	15	20	20
3.	Service in remote areas/ regional centres*	6	5	3	3	2	2
4.	Recognitions & Awards/ Special Attainments & Achievements of practical importance	13	15	20	20	24	24
5.	Teaching/Research/ Extension/ Service Function	18	18	13	13	8	8
6.	Externally Funded Projects/Resource Generation	7	9	10	10	10	10
7.	Summer/Winter School/ Refresher Course/ Symposia/Conference Etc.	2	2	5	5	3	3
8.	International recognition	2	3	5	5	6	6
9.	Publications including papers in refereed journals	20	25	20	20	15	15
10.	Institution Building	7	7	7	7	10	10
	Total	**100**	**100**	**100**	**100**	**100**	**100**

* Proposed benefit to be availed **only** once during the service.

(**Senior Scientist**, **Principal Scientist**, **HoD** -Head of Division, **HRS-** Head of Regional Station, **PC** - Project Coordinator, **JD-** Joint Director, **PD** - Project Director, Director, **JDNI** - Joint Director of National Institute, **ADG** - Assistant Director General, **DDG** - Deputy Director General, **ND** - National Director)

	Category of Post	Score Card Marks	Interview Marks	Total
	Non-RMP & Semi RMP Posts			
1.	Senior Scientist	60	40	100
2.	Principal Scientist	60	40	100
3.	HOD/HRS	50	50	100
4.	HOD NI/ NC/JD/PC	50	50	100
	RMP Posts			
5.	Directors/ PD/ ADG/ JD NI/ ZPD	40	60	100
6.	DDG/ Director NI/ ND	40	60	100

Evolution and refinement of Score Card system over the past decade could be possible through valuable inputs and recommendations of various committees namely Dr A B Sawant Committee (2007), Dr NK Tyagi committee (2009), Dr K R Kranthi Committee (2010), Dr R S Paroda Committee on ARS (2011) and ARS Committee of ICAR (2011).

CAREER ADVANCEMENT SCHEME (CAS) FOR ARS SCIENTISTS: IMPLEMENTATION OVER TIME

THE ARS was conceived as Scientist Centered System and accordingly its most significant feature was merit promotions irrespective of occurrence of vacancies on the basis of rigorous periodic assessment by an external panel of eminent scientists headed by the Chairman, Agricultural Scientists Recruitment Board. Its underlying principle was that professional colleagues need not view each other as potential rivals for a vacancy in a higher scale.This scheme was called Five Yearly Assessment Scheme. It had two categories. The first category was for assessment of scientists in Grades S, S-1 & S-2 as per Rule 19 of ARS Rules for which following criteria was adopted:

- Professional performance in relation to duties & task assigned.
- Spirit of co-operation & team work.
- Managerial/organization abilities/attributes;
- Personal/behaviour abilities/attributes

The following procedure was adopted for Assessment of Scientists.

- The material furnished in the Five Yearly Assessment Performa
- Research project files maintained by the Scientists
- Bio-data & career information (various posts held etc.) of the scientist throughout his service in the ICAR.
- CCR for past 5 years.
- Personal discussion, if so desired by the scientist.

The assessment was meant to be through Peer Review System by constituting a Committee which will not have more than Five members excluding Chairman, ASRB or his nominee.

Rule 12 of the ARS provided that a scientists may be allowed to have a personal scale of pay higher than that of Grade S-3 while continuing in the service in recognition of outstanding performance in research. The Scientists in Grade S-3 were also eligible for grant of advance increments in terms of Rule 19 of Agriculture Research Service Rules or for grant of S-4 scale of pay as personal to them.

CAREER ADVANCEMENT SCHEME (CAS) FOR ARS SCIENTISTS: IMPLEMENTATION OVER TIME

Following procedure was laid down for Five Yearly Assessment of Scientists in grade S-3.

- Professional performance in relation to the duties & tasks assigned. It would be essential to lay emphasis on quality rather than a quantity of research work done.
- Spirit of co-operation & team work.
- Managerial/organization abilities/attributes;
- Personal/behaviour abilities/attributes

  The assessment was done taking into consideration
- The material furnished in the Five Yearly Assessment Performa
- Research project files maintained by the Scientists
- Bio-data & career information (various posts held etc.) of the scientist throughout his service in the ICAR.
- CCR for past 5 years.
- Personal discussion, if so desired by the scientist.

Till 1983 the assessment by the Board was done by awarding grading after evaluation done on the basis of above material. Merit promotion, advance increments or rejection was indicated by the following symbols:

- Grade A+ meant promotion to next higher grade.
- Grade A would mean three advance increments.
- Grade B+ would mean two advance increments.
- Grade B would mean one advance increment.
- Grade C would be considered as not recommended/No change.

In the case of the Scientists not being awarded promotion but being given only increments or nothing in the first instance of their Five Yearly assessment period, their cases based on the supplementary information supplied by them for the subsequent year(s) were reviewed till they finally secured promotion to the next higher grade.

CAREER ADVANCEMENT SCHEME (CAS) FOR ARS SCIENTISTS: IMPLEMENTATION OVER TIME

For the period ending 31.12.84 and onwards proper weightage was assigned to each of the major attribute being considered for assessment by giving marks to the following items:

(I) 20% marks to annual assessment reports to be based on the final categorization of the scientists.

(II) 15% marks to the recommendation of the Head of the Division and Director in the Five Yearly Assessment proforma.

(III) 65% marks to accomplishment with reference to the goals assigned including the research papers/reports/brochures issued on the basis of work done during the period of assessment.

Due consideration was given to the constraints faced by scientists such as:

- Posted in remote and difficult areas.
- Posted at places with meager facilities.
- Posted at newly started Institutes.
- Frequently transferred other than on own request.

The grant of assessment benefit was regulated on the basis of the following scores:

Assessment Benefit	Scientist grade 'S' (550-900) Marks/100	S-1 (700-1300) Marks/100	S-2 Marks/100
(i) Promotion	51 marks & above	61 marks & above	71 marks & above
(ii) Three advance increments	45-50	51-60 marks	61-70
(iii) Two advance increments	41-44	41-50 marks	55-60
(iv) One advance increments	31-40	31-40 marks	50-54
(v) Neither promotion nor advance increments	30 marks or below	30 marks or below	49 marks or below

CAREER ADVANCEMENT SCHEME (CAS) FOR ARS SCIENTISTS: IMPLEMENTATION OVER TIME

THIS Assessment system remained in force upto 31.12.1985 when the ARS scientists opted for UGC pay scales switching over from Central pay scales. The UGC pattern provided for Career Advancement Scheme called 'CAS'. This scheme provided for promotion of scientist to scientist (SS scale) after completion of eight years of service after regular appointment as Scientist in the pay scale of Rs. 2200-4000/- and further from Scientist (Sr scale) (Selection Grade)/ to Sr. Scientist after completion of eight years of service in Senior Scale. This eight years requirement was relaxed if the total service of scientists was not less than 16 years. The suitability of promotion to the next higher grade was to be adjudged by D.P.C. to be constituted at the Institute level with the following composition:

(i) Chairman – to be nominated by the Chairman ASRB.
(ii) One expert to be nominated by DG, ICAR
(iii) DDG concerned with the Institute or his nominee

Director of the Institute or his nominee.

The promotion to the post of Principal Scientist under CAS came into effect w.e.f. 27.07.1998 for which initially the following criteria was applied:

Research Potential	Recommendation by Superior	Interview
30	20	50

A Sr. Scientist had to score 60% marks in the above score card to get promoted. This scorecard criteria was further revised in 2003 for various categories of the scientists as under:

	Research Potential	ACRs	Personal Interview	Teaching
a) Scientists engaged primarily in research only	60	30	10	-
b) Scientist engaged in Research & teaching	40	30	10	20
c) Scientists at NAARM	20	30	10	40
d) Scientists engaged in Agriculture Extension	20	30	10	40

CAREER ADVANCEMENT SCHEME (CAS) FOR ARS SCIENTISTS: IMPLEMENTATION OVER TIME

The cut off percentage was 75% for being recommended to the grade of Principal Scientist.

The score card was further revised in the year 2006 as follows:

	Sr. Scientists involved in research	Sr. Scientists involved in research and teaching	Sr. Scientists involved in extension	Sr. Scientists at NAARM	Sr. Scientists at Hqrs.
Achievement in research	30	25	10	10	45*
Achievement in teaching	Nil	10	05	25	Nil
Achievement in extension	Nil	Nil	20	Nil	Nil
** Confidential Report	20	20	20	20	20
Publication	25	20	20	20	10
Peer recognition	05	05	05	05	05
Interview	20	20	20	20	20

* Only for achievements ** Outstanding-3 Marks | Very good-2.5 Marks | Good-1.5 Marks | Average-1 Mark | Below average-0 Mark

(the total marks obtained will be multiplied by 5/6 for calculating marks for 8 years residency period)

- For promotion from the post of Sr. Scientist to Pr. Scientist 75% marks and above (out of 100) and grade 'A'.
- The Scientists who secured marks below 75% and were graded 'B' were not eligible for promotion.
- Qualifying marks will be reduced by 1 mark for each completed year of service in remote area subject to a maximum of 5 years.

Upon implementation of VIth CPC based UGC package a revised CAS (Career Advancement Scheme) has been adopted from 2009 onwards providing for movement from one Pay Band/RGP to the next Pay Band/ RGP as follows:

CAREER ADVANCEMENT SCHEME (CAS) FOR ARS SCIENTISTS IMPLEMENTATION OVER TIME

Scientist ₹15,600-₹39,100 (PB-3) + RGP ₹6000
to
₹15,600-₹39,100+ RGP ₹7000 (on completion of 4/5/6 years of service in RGP of ₹6,000).
to
Sr. Scientist ₹15,600-₹39,100 + RGP ₹8,000 (on completion of 5 years of service in RGP of ₹7,000) in pay band 3.
to
₹37,400-₹67,000 + RGP ₹9,000 (on completion of 3 years of service in RGP of ₹8,000).
to
Pr. Scientist ₹37,400-₹67,000 + RGP ₹10,000 (on completion of 3 years of service in RGP of ₹9,000)

Promotions under the revised CAS from Sr. scientist in PB IV, RGP ₹9000 to Principal scientist in PB IV, RGP ₹10,000 are completely dealt at ASRB's level by applying the following score card criteria:

RGP-₹9000 to RGP ₹10,000							
	AICRP-Res+Extn Coord	ICAR HDQ	NAARM	Research	Research + Teaching	Res. + Extn.	ZPD + Extn.
1. Research Achievements/ Capacity Building/ Publication/ Peer Recognition	68	68	68	68	68	68	68
2. AARs	12	12	12	12	12	12	12
3. Presentation & Interview	20	20	20	20	20	20	20

Promotion is given if a Sr. Scientist scores 75% & above.
Deferred promotion is given if a Sr. Scientist scores 73-74 marks.
No promotion is given if a Sr. Scientist scores below 73 marks.

DIRECT RECRUITMENT APPLICATION FORM

APPLICATION FORM for direct recruitment posts has been updated and simplified from time to time commensurate to the score card system in force. The last updation and rationalization of application format has been made in 2012 pursuant to recommendations of Dr VN Sharda Committee making it compatible to ten (10) parameter score card instead of the previous 15 parameter score card for performance appraisal.

PART-A

AGRICULTURAL SCIENTISTS RECRUITMENT BOARD

कृषि वैज्ञानिक चयन मण्डल

KRISHI ANUSANDHAN BHAWAN-I, PUSA, NEW DELHI-110012

कृषि अनुसंधान भवन-1, पूसा, नई दिल्ली 110012

PART-A (TO BE FILLED IN DUPLICATE)

भाग-अ (इसे दो प्रतियों में विधिवत भरा जाए)

1.	Name of the candidate (in Block Letters) Surname-First name-Middle name. अभ्यर्थी का नाम (बड़े अक्षरों में) जाति नाम-प्रथम नाम-मध्य नाम		
2	Sex (1 for Male, 2 for Female) लिंग (पुरुष के लिए 1 महिला के लिए 2)		
3	Date of birth (Day-Month-Year) जन्म तिथि (दिन मास वर्ष)		
4	Age as on closing date for receipt of applications in India (Years/Months/Days) भारत में आवेदन प्राप्त करने की अन्तिम तिथि के समय आयु (वर्ष/मास/दिन)		
5	Father's Name (पिता का नाम)		
6	Designation of the candidate, if employed आवेदक का पदनाम, यदि सेवारत हों तो		
7	Name of the Office/Institution/ Organization, if employed. कार्यालय/संस्थान/संगठन का नाम, यदि कार्यरत हो तो		
8	Actual place of posting वास्तविक कार्यस्थल		
9(a)	Full postal address for correspondence with pin code पिन कोड सहित पूरा डाक पता जिस पर पत्राचार किया जा सके		
9(b)	Permanent address स्थायी पता		
9(c)	Contact details संबंध स्थापित करने के लिए विवरण	Mobile No. मोबाइल नं.	
		Tel. No. दूरभाष नं.	
		Fax No. फैक्स नं.	
		E-mail IDs ईमेल आईडीज़	
10	Do you belong to Agricultural Research Service (ARS) of ICAR? If so, state the discipline. क्या आप भा.कृ.अनु.प. की कृषि अनुसंधान सेवा (कृ.अ.से.) से हैं? यदि ऐसा है तो विषय क्षेत्र बताएं		

COMMITTEES ON ARS SYSTEM

DURING the decade (2003 to 2012), many committees were appointed to suggest the revamp of ARS system. First such major committee (2005) headed by Dr. R A Mashelkar recommended that:

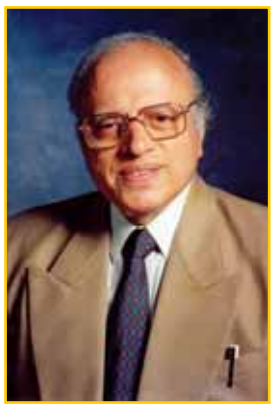
I. 5 yearly assessment system should be reintroduced
II. UGC system be discarded
III. ASRB should be like UPSC in all manners
IV. Suitable experts to be identified for interviews
V. Short term hiring of scientists like Quick Hire System of CSIR

Dr RA Mashelkar, at 37th Foundation Day of ASRB-November, 2010

Task Group on Revamping and Refocusing of National Agricultural Research constituted by the Planning Commission and headed by Dr MS Swaminathan gave the following major recommendations in 2005:

COMMITTEES ON ARS SYSTEM

- ASRB should function like UPSC
- Remove the distortions to restore the damaged 'scientist-centred system' of professional recruitment and advancement
- Decentralize assessment system and develop specific evaluation criteria for different fields like research, education, extension etc
- Quick Hire System of CSIR should be introduced in ICAR
- UGC pattern should be done away with. Bring back ARS rules with modifications as applicable in other public funded research institutions



Dr MS Swaminathan

To implement the recommendations of Dr MS Swaminathan headed Planning Comission Task Force and that of Dr RA Mashelkar Committee, a committee chaired by Dr JC Katyal, former DDG (Education), ICAR and then VC, CCSHAU, Hisar was appointed which recommended in 2006 that:

- Revert back to S-1 to S-8 system with central pay scales for new recruits only
- Existing scientists to continue in UGC system without option to switch over to new system
- Different residency period of 3, 4 and 5 years for different grades
- No direct recruitment in S-2 and S-3 grades

Dr JC Katyal

RECOMMENDATIONS FOR ARS/NET EXAMINATIONS

THE decade started with 69 ARS and NET disciplines. Many committees, constituted by ICAR and ASRB examined the structure from time to time and gave recommendations. Major committees like Dr Kirti Singh first and second Committees (2002 and 2004), Dr Sawant Committee (2006), Dr Paroda committee on ARS (2009 & 2011), ARS committee (2011) and Dr Modayil committee (2012) examined and recommended many changes in the examination system for entry level ARS and NET examinations.

Dr Kirti Singh

Dr AG Sawant

Dr RS Paroda

The major recommendations given by these committees were related to number of disciplines, syllabi, periodicity, number of papers, viva-voce, grouping of disciplines and related aspects. Dr Kirti Singh Committees recommended inclusion of new disciplines like Agriculture Business Management, Sericulture, Wildlife Management and Fishery Biology; ARS/NET exam should be held on 2nd Sunday of October, development of ASRB website, updating syllabi every five years, development of question bank, exclusion of basic engineering disciplines and resorting to direct recruitment in these, delinking of SRF from ARS/NET and computerization of examination system. It also prescribed cut off marks 55 and 45 per cent respectively for general/OBC & SC/ST categories. The committees also framed syllabi and prescribed qualifications for each of the 69 disciplines.

RECOMMENDATIONS FOR ARS/NET EXAMINATIONS

DR AG SAWANT COMMITTEE (2006) also recommended exclusion of basic engineering disciplines and Economic Botany, suggested merging of 69 disciplines in 37 broad groups, revised eligibility criteria and syllabi, fixed schedule for NET, dispensing with ARS exam and making NET pre-requisite for viva-voce for ARS and ratio of 1:10 for viva-voce from NET qualified candidates for each year.

Dr RS Paroda Committee (2009) recommended single online examination for NET/ARS Preliminary; eligibility cut off date 31st July; further merging of 38 broad groups in 14 or 15 groups; redesigning NET questions to test scientific aptitude, logical reasoning, analytical skills, knowledge, understanding, comprehension etc; only 50% questions from specialized disciplines and having a validity of 3 years for NET certificate.

Last major and comprehensive exercise for reforms in ARS was carried out by Dr Paroda committee on ARS (2011), which recommended a radical overhaul in ARS system, examination and qualifications being the main focus. Main recommendations regarding ARS/NET are:

- 56 ARS disciplines grouped under 7 core areas
- 12 disciplines of general Engineering and Home Science to be excluded
- 4 disciplines to merge in Soil Science, Genetics and Plant Breeding merged, all Extension and Economics disciplines merged respectively; Agricultural Physics to merge in Agricultural Meteorology
- New disciplines like 'Spices, Plantation, Medicinal & Aromatic Plants', Fish Nutrition, Fish Health and Fish Genetics & Breeding
- Renaming Forestry as Agroforestry
- Demerging Agricultural Structure & Process Engineering in two separate disciplines

RECOMMENDATIONS FOR ARS/NET EXAMINATIONS

THESE recommendations were examined by the ICAR-ARS Committee (2011), which reduced disciplines from 56 to 55 and approved the proposed qualifications. To implement this, Chairman, ASRB appointed Dr MJ Modayil Committee (2012) which further recommended delinking NET from ARS, holding NET examination twice a year in each of the 55 ARS disciplines instead of groups, having completely uniform syllabi for NET and ARS, and dispensing with pre-verification by the Board for issuing NET certificates.

Dr RS Paroda, former Secretary, DARE & DG, ICAR and presently Chairman, TAAS, along with Dr S Ayyappan, Secretary, (DARE) & DG, ICAR and Dr CD Mayee the then Chairman, ASRB presenting Dr Paroda Committee report to Hon'ble AM and President, ICAR

OTHER INITIATIVES

Tradition of Foundation Day Celebrations

ASRB was established on November 1, 1973. However, the first ever function to celebrate the day was held on November 3, 2006. It was an important initiative under Dr CD Mayee, the then Hon'ble Chairman who saw this as one annual occasion when ASRB can freely share its thoughts with stakeholders and the scientific fraternity at large and seek their heartfelt feedback too. Dr S R Hashim, former Chairman, UPSC, delivered the foundation day lecture on the first foundation day 2006. Thereafter, it has become an annual tradition serving also as an occasion for introspection and rededication.

Glimpses from ASRB Foundation Day Celebrations

OTHER INITIATIVES

ASRB brought out an elaborate manual to standardize the interview procedure

THE general guidelines presented in this publication are to help the Advisors perform their respective roles in the interview process with the objective of identifying the 'best fit' for the job specified. The focus of the interview should be to evaluate the overall capability of the candidate to execute the job defined rather than to examine the technical knowledge alone or memory power. The roles of the Advisors could be shared and each could assess the candidate for the specific attribute/s as per the roles or duties assigned/ shared by the chairman of the Interview Board.

OTHER INITIATIVES

ASRB developed and adopted its Logo symbolising the talent search motto in agriculture

प्रतिभा की खोज
In search of talent
कृ.वै.च.मं.
कृषि वैज्ञानिक चयन मंडल
AGRICULTURAL SCIENTISTS RECRUITMENT BOARD

The ASRB Logo developed and designed by Dr VK Bharti Chief Production Officer, ICAR

The independent website of ASRB is launched by the Hon'ble AM & President, ICAR on 21st April, 2010

OTHER INITIATIVES

National Online Examination Project

ASRB's endeavour towards modernization of systems got further boost in 2010, when a National Agricultural Innovation Project (NAIP) funded scheme "Developing, Commissioning, Operating and Managing an Online System for NET/ ARS-Prelim Examination in ASRB, ICAR" was sanctioned with 23 centres across India and the National Online Examination Centre at ASRB.

Inauguration of Online Centre at New Delhi by
Sh Harish Rawat, Hon'ble then Union Minister of State for Agriculture and Food Processing Industries on 24th May, 2011

OTHER INITIATIVES

Towards having an independent Campus of ASRB

The long felt need for an independent office building for the Board got due recognition with the allotment of 2.4 acres plot of land by ICAR at DPS Marg, Pusa Campus, New Delhi in 2011.

A proposed layout plan for new office building of ASRB at Pusa Campus, DPS Marg, New Delhi

OTHER INITIATIVES

ASRB takes strides in promotion of Official Language Hindi

Dr Gurbachan Singh, Chairman, ASRB receiving copy of Presidential orders on Official Language, from Dr Nirmal Khatri, Member of Parliament (Lok Sabha), Sh Raghunandan Sharma, Member of Parliament (Rajya Sabha) and Dr (Smt) Botcha Jhansi Laxmi, Member of Parliament (Lok Sabha) at Hotel Ashok, New Delhi on 22nd January, 2013

OTHER INITIATIVES

ASRB develops a small library as a resource support for visiting experts/advisors

From Agricultural Research Service (ARS) Mains examination June 30, 2013, ASRB has introduced a composite Question-Answer booklet

CONSOLIDATING TALENT SEARCH: WAY FORWARD

- Successful completion of four decades presents an apt occasion to reflect and introspect. Forty years ago ASRB was borne out of hard felt necessity to institutionalize core manpower inductions and their careers management in ICAR. Agricultural Scientists Recruitment Board drew largely from UPSC's experience to begin with but constantly built upon it to realign with the specific needs of national agricultural research system.
- Excepting its expansion in terms of addition of two Members, structurally the Board has not undergone much changes over these forty years. Created through a Union Cabinet decision, ASRB has its structure enshrined as part and parcel of the Rules and Bye laws of ICAR Society. Chairman and two Members of ASRB are appointed on its sanctioned strength by the government. However unlike in the case of UPSC, all the remaining manpower as well as infrastructure and budgetary support is provided by the ICAR.
- The Board has however made constant and vigorous reforms and refinements in terms of functionality. There is hardly any functional area that has remained out of the ambit of reforms and refinements.
- At this juncture, it is important to envision reforms from futuristic perspective having regard to the emerging organizational goals of NARS in general and ICAR in particular.
- Professional acumen, varied experiences, skills and knowhow of its scientists comprises the core competency of ICAR supported by the countrywide network of laboratories and research as well as extension and related infrastructure.
- Facilitating continual improvement in the overall performance of ICAR through selection and induction of best quality human resource and their systematic careers management remains the core mission of ASRB.

CONSOLIDATING TALENT SEARCH: WAY FORWARD

ICAR 2011-2030 vision document calls for creation of adequate quality human resources to address emerging challenges and vertical integration of agricultural education to improve quality of Human Resource. ASRB will therefore have to play much larger role to enable translation of this vision. In this context following few core areas appear to require specific focus in the decade or so to come to correct the distortions and to make the recruitment and careers management systems furthermore precise, objective, transparent and effective.

Dr Gurbachan Singh, Chairman, ASRB interacting with Directors and Scientists of NAARM, Project Directorate on Poultry, CRIDA, DOR, DRR, DSR, NRC on Meat, KVKs and other ICAR Research Centres located at Hyderabad on 23rd April, 2012

AGRICULTURAL RESEARCH SERVICE EXAMINATION

- The past about two decades have witnessed unprecedented growth of specializations in every academic and professional field. It has been all the more so in agriculture and allied sciences. Specialization is indeed desirable to bring upon much needed focus on an important area of study. However an excessive trend can also be fraught with the danger of diluting focus on critical areas of inter-disciplinary convergence. It has been a challenge for the ICAR and ASRB to realign the disciplines, their syllabi as well as model qualifications of ARS examination with the emerging specializations to harvest optimum talent from the available academic & professional pool in agriculture.
- The first ARS examination in 1976 was held in 39 disciplines grouped under five broad and major agriculture and allied fields. This has undergone radical changes over time.
- The last major review was based on the recommendations of Dr Paroda Committee on ARS in 2012. Consequently there are 55 disciplines now grouped under seven major and broad areas. Despite painstaking efforts by Dr. Paroda Committee and subsequent fine tuning by the ARS committee, there remains a number of recognized post graduate degree courses that do not fit into the 55 discipline eligibility mode.
- ICAR and ASRB are still confronted with a situation where on one hand there are talented students from recognized courses who do not fit into the ARS talent search system, on the other there is an equally acute challenge to equitably balance the syllabi. Furthermore there being cross cutting and converging areas in the specialized disciplines which may not find mention in the model qualifications, it leaves ample scope for ambiguity in determining eligibility.
- Initial ARS examinations had a fair blend of conventional and basic sciences alongwith specializations. Basic components of general knowledge and communication (language) skills too were part and parcel of ARS examination like in the case of higher civil services. With time however the examination has become overtly specialization centric. In the emerging complex socio economic order dynamically impacted by globalization and faced with concerns about ecological biodiversity, climate change, farmers rights, inclusive growth, gender equity and new technologies like GM Crops,

need for a researcher, scientist or research manager to have socio-economic sensitivity and understanding is being increasingly felt. As such it seems imminently desirable to reintegrate basic socio-economic dimensions to ARS examination to make our research & technology driven system furthermore wholesome.

- There is need of another revisit and review of the whole ARS system comprehensively in terms of disciplines, syllabi and model eligibility qualifications in such a way that the available talent pool is adequately harnessed by appropriate convergence of subjects and broad basing the model eligibility criteria.
- This may also call for a commensurate ARS cadre review. Once this is done there must also be a procedure in place to ensure that no new courses are initiated except through a prescribed prior consultative process so as to fit into such broad framework of disciplines and eligibility system.
- ASRB presently conducts ARS examination from time to time in the specific disciplines in which there are vacancies requisitioned. Such uncertainty does affect the visibility and brand value of the examination apart from its regularity. A system needs to be worked out to enable the ASRB to conduct examination annually in all approved disciplines.
- This may require ICAR to forecast the occurrence of vacancies on long term basis as is the case for civil services in UPSC.
- First ARS examination in 1976 had centers abroad at Washington, London and Moscow. There is need to extensively sensitize Indian nationals studying abroad through regular visits and interactions by the senior officers of ICAR and ASRB in addition to global publicity of vacancies.
- Online registration of applications and fee payment has already been initiated with extremely encouraging response. Completely online examinations may be introduced soon to make system much more precise and candidate friendly.
- Question Bank in different disciplines is already being digitised. This will be regularly updated completely online through regular feedback and inputs from registered experts in each subject.

SELECTED CANDIDATES IN ARS (2006-2012)– UNIVERSITY WISE

Name of University	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	Total
TNAU, Coimbatore	24	14	29	25	16	4	112
GBPUA&T, Pantnagar	7	11	15	32	7	12	84
UAS, Bangalore	9	12	12	11	15	12	71
ANGRAU, Hyderabad	7	8	16	10	12	8	61
UAS, Dharwad	6	2	12	12	9	7	48
CCSHAU, Hisar	7	8	8	9	7	5	44
CSAUA&T, Kanpur	3	1	7	8	4	4	27
BCKV, Nadia	2	2	5	8	1	6	24
PAU, Ludhiana	1	4	4	9	2	4	24
SKRAU, Bikaner	5	3	6	8	0	1	23
BAU, Ranchi	0	1	0	2	3	0	6
KAU, Trichur	1	4	5	3	5	3	21
TNVASU, Chennai	2	4	2	6	0	3	17
CSKHPKV, Palampur	0	1	5	8	2	0	16
MPKV, Rahuri	0	0	3	3	4	2	12
YSPUH&F, Solan	2	1	1	5	0	3	12
IGKV, Raipur	1	2	3	4	0	1	11
KVA& FSU, Nandinagar (Bider)	0	1	5	3	1	1	11
MPUA&T, Udaipur	1	1	1	6	0	2	11
PDKV, Akola	1	0	1	7	2	0	11
AAU, Jorhot	1	2	4	1	1	1	10
JNKVV, Jabalpur	1	1	1	0	4	1	8
AAU, ANAND	0	2	1	0	0	3	6
WBUA&FS, Kolkata	2	2	1	0	0	1	6
CAU, Imphal	0	0	0	2	0	3	5
MAU, Parbhani	0	0	1	1	0	3	5

contd.

SELECTED CANDIDATES IN ARS (2006-2012)– UNIVERSITY WISE

Name of University	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	Total
OUA&T, Bhubaneshwar	0	0	2	2	1	0	5
RAU, Samastipur	0	0	0	4	0	1	5
NDUA&T, Faizabad	0	1	1	2	0	0	4
AAI, Allahabad	0	0	1	2	0	0	3
MAS&FU, Nagpur	0	0	2	0	0	0	2
NAU, Navsari	0	0	0	2	0	0	2
PDDUPCVV, Mathura	0	0	1	0	0	1	2
SBPUAT, Meerut	0	1	0	0	1	0	2
SDAU, Dantiwada, Gujarat	2	0	0	0	0	0	2
Andhra Pradesh Horticulture University	0	0	0	0	0	1	1
Dr. BSKKV, Dapoli	0	1	0	0	0	0	1
GADVASU, Ludhiana	0	0	0	0	1	0	1
JAU, Junagarh	0	0	0	1	0	0	1
KUVEMPU, Karnataka	0	0	0	1	0	1	2
NDRI, Karnal	11	12	16	9	10	4	62
IVRI, Izatnagar	13	33	20	33	7	15	121
CIFE, Mumbai	6	17	8	20	14	7	72
IARI, New Delhi	24	29	49	82	47	44	275
Vishwa Bharti	0	0	0	1	0	0	1
BHU, Varanasi	2	0	0	6	10	3	21
General Universities	4	10	1	17	28	15	75
Total	145	191	249	365	214	182	1346

SELECTED CANDIDATES IN ARS (2006-2012)– STATE WISE

State	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	Total
Tamil Nadu	42	43	59	52	30	17	243
Karnataka	12	14	31	38	35	18	148
West Bengal	15	16	25	39	22	22	139
Rajasthan	16	13	16	37	12	13	107
Kerala	8	12	22	28	16	16	102
Bihar	7	25	17	29	5	5	88
Uttar Pradesh	5	17	16	26	12	11	87
Maharashtra	6	6	10	16	20	17	75
Andhra Pradesh	5	0	14	11	9	9	48
Odisha	10	4	7	9	10	8	48
Haryana	5	6	2	14	8	9	44
Himachal Pradesh	2	3	2	9	1	4	21
Madhya Pradesh	0	3	2	7	5	2	19
Jharkhand	1	2	4	6	2	3	18
Manipur	0	0	3	3	6	5	17
Pondicherry	2	7	5	1	1	1	17
Uttarakhand	0	1	1	12	2	1	17
Arunachal Pradesh	3	8	3	0	0	0	14
Chhattisgarh	0	2	5	0	4	3	14
Assam	2	4	0	5	2	0	13
Delhi	4	1	1	3	3	0	12
Punjab	0	1	2	8	0	1	12
Jammu & Kashmir	0	0	1	4	2	3	10
Tripura	0	1	0	2	4	2	9
Gujarat	0	1	1	2	1	0	5
Meghalaya	0	0	0	1	0	4	5
Mizoram	0	1	0	1	1	2	5
Nagaland	0	0	0	1	0	4	5
Sikkim	0	0	0	0	0	2	2
Andaman & Nicobar Islands	0	0	0	0	0	0	0
Total	145	191	249	365	214	182	1346

GENDER WISE RATIO OF SELECTED CANDIDATES IN ARS (2006-2012)

Gender	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	Total
Male	134	162	199	307	156	138	1096
Female	11	29	50	58	58	44	250
Total	145	191	249	365	214	182	1346

CATEGORY WISE RATIO OF SELECTED CANDIDATES IN ARS (2006-2012)

Examination Years	SC	ST	OBC	P.C.	Gen.	Total
2006-07	45	25	47	-	28	145
2007-08	40	8	75	3	65	191
2008-09	27	15	115	5	87	249
2009-10	62	41	141	7	114	365
2010-11	39	18	94	6	57	214
2011-12	54	31	51	2	44	182
Total	267	138	523	23	395	1346

PERFORMANCE PATTERN IN ARS-PREDOMINANT TRENDS

- A total of 1346 posts were filled up through the last six ARS examinations. 739 out of these (about 55%) were filled by candidates hailing from five states vis. Tamil Nadu, Karnataka, West Bengal, Rajasthan and Kerala. If another five states namely, Bihar, Uttar Pradesh, Maharashtra, Andhra Pradesh and Odisha are added the collective share of these 10 states goes upto 80% of total filled posts i.e. 1085 posts. As such all the remaining states and union territories contributed merely 20% share in ARS cadre over these past six years.
- In terms of contribution of universities, the 5 State Agricultural Universities namely, TNAU, Coimbatore; GBPUA&T, Pantnagar; UAS, Bangalore; ANGRAU, Hyderabad and UAS, Dharwad alone contributed 376 (30%) and the four (4) deemed universities of ICAR namely, IARI, New Delhi; CIFE, Mumbai; IVRI, Izatnagar and NDRI, Karnal contributed another 40% vis 530 successful candidates to ARS. This implies that all other SAUs numbering more than 35, Central Universities (4) with agriculture faculty and general universities could only contribute the remaining 30% successful candidates over these past six years to ARS.
- Over the past six years average ratio of successful female candidates has risen to 18.5% from 7.5%. Interestingly it has risen to 25% during the last two examinations (ARS-2010 and ARS-2011). This shows an increasingly encouraging participation of female candidates in ARS.
- Interestingly the reserved categories contributed more than the reserved quota share towards successful candidates in ARS i.e. SC 267 (20%), ST 138 (10%), OBC 523 (39%) and PD 23 (2%).
- There is an extremely encouraging trend in terms of participation, gender-wise and category-wise. There however remain glaring variation in respect of participation as well as contribution to ARS cadres among the State Agricultural Universities. Reasons for the same need to be looked into for appropriate redressal. The Chairman, ASRB has constantly been flagging this concern in different fora and interactions with SAUs and others concerned.

NATIONAL ELIGIBILITY TEST (NET)

- There is an imminent need to rationalize qualifications, disciplines and syllabi on the lines as proposed for ARS.
- Since NET is primarily meant to cater to the national talent benchmarking requirement of State Agricultural Universities (SAUs), it is important that any non ARS disciplines, if there, are also included in its ambit.
- It would be endeavoured in the long run to have online examination centres in every State Agricultural University (SAU) and ICAR institute.
- As a long term goal ASRB intends to put in place a system to have 'Anywhere' 'Anytime' examination model for NET on the lines of TOEFL, GMAT and GATE.

NET EXAMINATION

Performance pattern over the past six years (2006-2012)

Year	No. of Candidates Applied	No. of Candidates Appeared	No. of Candidates Qualified	Overall Success Rate %
2006	18139	10973	618	4.2
2007	17543	10070	2311	15.8
2009	21172	12402	2623	17.9
2010	27435	20605	4904	33.5
2011	28437	20935	2344	16.0
2012	29011	22537	1845	12.6
Total	141737	97522	14645	15.1

2006-2012				
Disciplines	Applied	Appeared	Qualified	Qualified (%)
Crop Sciences	54774	36636	4658	32
Agril. Engg.	8667	6455	773	5
Horticulture	11844	8362	1664	11
NRM	23197	16263	2436	17
Animal Sciences	20268	14383	3181	22
Fisheries	5934	3982	708	5
Social Sciences	17053	11441	1225	8
Total	141737	97522	14645	15.1

DIRECT RECRUITMENT/ LATERAL ENTRY

- Online submission of applications & fee payments for direct recruitment posts may be introduced shortly.
- Online evaluation procedure for applications submitted online as per the revised score card system is the another objective. Modalities for this are already being worked out. Since there are many parameters involving varied and subjective details of work and achievements the same are required to be standardised and codified for online compatibility.
- Compilation of a digitized nationwide experts database in various disciplines is in process which will be updated regularly online.
- Post recruitment performance of RMP and senior RMP appointees has been another concern. In order to address this, a system will be put in place to have 360° leadership and management aptitude appraisal as part and parcel of the selection process for RMP and senior RMP positions.
- Relatively poor response to Head of Divisions, RMP as well as senior RMP level positions in ICAR from eligible persons in SAUs is another recent concern. Revocation of absorption rule into ARS for such recruitees is understood to be one of the major reasons. It would therefore be appropriate to look into this for the sake of optimum mobility of talent within the NARS.

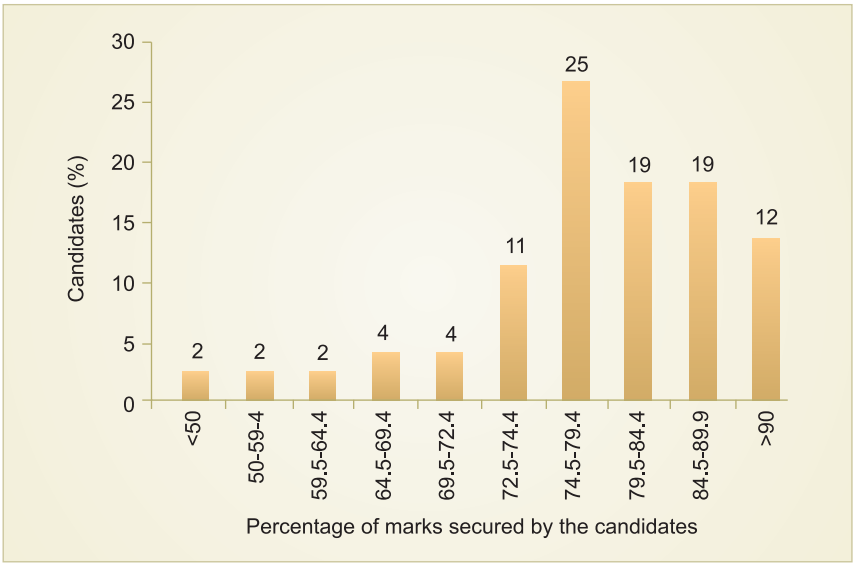
Direct Recruitment over the past seven years

Year	Total Posts	No. of Applications	Candidates Called for Interview	Selections Made	NFS (None Found Suitable)
2006-07	266	3268	1989	223	43
2007-08	175	1880	1178	132	43
2008-09	317	4273	1963	280	37
2009-10	495	6342	2643	343	152
2010-11	371	5390	2426	286	85
2011-12	228	3224	1488	202	26
2012-13	97	1508	683	84	13

CAREERS ADVANCEMENT SCHEME (CAS)

THE application format is being radically revised and rationalized not only for completely online submission of proposals by the Candidates but also for online evaluation with reference to prescribed score card system. This would make the whole process absolutely precise, transparent and time effective both for the scientists as well as for the Board. ASRB intends to bring in this system as soon as possible so that careers advancement benefits are conferred on deserving scientists timely to act as a potent motivating factor for performance optimization.

It has been noticed that an average 12% of scientist applicants in CAS promotions from Senior Scientist to Principal Scientist during the last year have secured more than 90% marks against the pass benchmark of 75%. Some incentive in terms of advance increments over and above promotion to such high performers may be appropriate.



Performance of candidates assessed for promotion from Senior Scientist to Principal Scientist under CAS during 2012-2013

GENERAL

- **Global talent search:** ASRB is fully aware about a substantial part of national talent pool emerging from country's agricultural education system going abroad for higher education & research. It is extremely important to ensure that such national talent pool abroad is made aware of the opportunities presented by the NARS at present and to sensitize them to take part in the same. Some efforts of ASRB to this end in the very recent past yielded encouraging results in lateral/direct recruitment especially at Senior Scientist level. However, there is need to pursue this as a systematic approach under which senior officers of ASRB and ICAR may undertake regular visits abroad and hold interactions at the prestigious agricultural research & educational facilities having such targeted national talent pool.
- **Optimizing HRD:** There is imminent need to have a system in place whereby the performance and development in career of every scientist recruited by ASRB is regularly monitored and periodically shared and reviewed with ASRB throughout their service careers.
- **Information analysis and sharing:** ASRB has already created a skeletal information analysis unit from out of the available scarce resources. There is need to strengthen it to meet HRD objective to regularly collect, collate, compile and share all talent search related information with all the stakeholders through periodic workshops to be held in different regions of the country for effective sharing of feedback, mutual expectations, responsibilities, problems and difficulties with the main focus to optimize talent search for the national agricultural research system.
- **Expanding recruitment gamut:** The activities and workload of ASRB has significantly expanded. There are fresh proposals in pipeline with ICAR to institute annual national eligibility tests for technical and administrative cadre posts across the system. Core recruitment functions being sensitive in nature cannot be outsourced. Adequate strengthening of ASRB is therefore much overdue in terms of additional administrative manpower as well as an additional Member (Administration). Accountability being critical requirement in all recruitment related work, it is high time that administrative and disciplinary control in respect of the staff working in ASRB upto a reasonable level is vested in the Board as a functional necessity.

ENGAGING THE STAKEHOLDERS

VALUED WORDS OF WISDOM

Dr MS Swaminathan
(Former DG, ICAR)

"Agricultural Scientists Recruitment Board (ASRB) should have autonomy like Union Public Service Commission (UPSC). Dr Sahare had both agricultural background and recruitment experience from UPSC, hence selected by Babu Jagjivan Ram to be first Chairman, ASRB. I wish it would be functioning independently."

Dr RS Paroda
(Former DG, ICAR)

"As Chairman of ARS Review Committee, we carried out a comprehensive review of ARS system including recruitment process, which will help modernize agricultural research in India. I wish ASRB the very best."

Dr Panjab Singh
(Former DG, ICAR)

"I had a very long interaction with ASRB. I wish a very bright future for ASRB."

Dr S Ayyappan
(DG, ICAR)

"I first faced ASRB 35 years ago as ARS aspirant. Later I faced ASRB six times for assessment and direct recruitment and each time I was successful. Board has been innovating itself beautifully with changing times. Going online will be big improvement. ASRB has done a near perfect job in last four decades."

Dr NGP Rao
(Former Chairman, ASRB)

"I never faced any outside pressure in selections. I believed in merit only.I suggest that Ph.D should be made essential qualification for entry level scientist in ARS."

Dr RB Singh
(Former Chairman, ASRB)

"ASRB was created when Green Revolution was taking place and ICAR needed best brains. I cherish those memories. As Chairman, my tenure was short but very sweet with Dr Sawant and Dr Abidi as colleagues. I wish you the very best. Select the very best person."

Dr HK Jain
(Former Director, IARI)

"ASRB has filled the critical gap in national agricultural research system."

Dr KM Bujarbaruah
VC, AAU, Jorhat, Assam
& Former DDG
(Animal Sciences), ICAR

"I was the first scientist from the North-Eastern India selected by ASRB. I never faced any discrimination being from a remote area. ASRB should modernize itself."

Dr JS Kanwar
(First DDG,
Soil Sciences, ICAR)

"Recruitment of right type of Scientists for leadership in agricultural research is the most important contribution of ASRB. I wish you all successes."

Dr EA Siddiq
Former DDG
(Crop Sciences),
ICAR

"I congratulate ASRB for service rendered to the nation."

ACKNOWLEDGEMENT

AGRICULTURAL Scientists Recruitment Board express its deep gratitude to the Hon'ble Union Minister for Agriculture and Food Processing Industries, Sh Sharad Pawar ji for his encouraging message, blessings and best wishes on the occasion and for bringing out this compilation. Sincere gratitude is due both to Sh Tariq Anwar ji and Dr Charan Das Mahant ji, Hon'ble Union Ministers of State for Agriculture & Food Processing Industries. ASRB is extremely thankful to Dr S Ayyappan, Secretary, DARE & DG, ICAR for sharing his valuable experiences and for his best wishes for this compilation. This compilation in the form of a tribute at ASRB's 40th Foundation Day would have not been possible without the valuable words of wisdom, best wishes, encouragement and invaluable information by some of the stalwarts in Indian and International agricultural research. Among these are Dr MS Swaminathan, Dr RS Paroda, Dr JS Kanwar, Dr NGP Rao, Dr HK Jain, Dr EA Siddique, Dr Panjab Singh, Dr M Mahadevappa, Dr RB Singh, Dr CD Mayee and again Dr S Ayyappan the incumbent Secretary, DARE & DG, Indian Council of Agricultural Research. No words may be enough to thank all of them for their contributions towards the founding, growth and strengthening of ASRB and their best wishes and blessings.

The Board is indebted to many old as well as present working members of ICAR family who contributed immensely with old records, photographs, information including from their memory to make this compilation possible. Among them are Dr KM Bujarbaruah, Dr SL Goswami, Dr AK Bawa, Dr D Rama Rao, Dr C Devakumar, Dr Usha Moza, Dr Rajender Chaudhary, Dr Madan Mohan, Sh Nani Wadekar, Sh J Ravi, Smt Ashu Baweja, and many more whose names may not be mentioned here simply for want of space. Their help and contribution is sincerely and thankfully acknowledged by the ASRB.

Special thanks and appreciations are due to Dr Suresh Pal, Sh Vinod Kumar, Sh Chitesh Kaushik, Sh Sujeet Kumar Verma, Sh Ravi Tiwari and Sh Krishna for their efficient typing and proof reading efforts in the face of severe constraint of time. This compilation would have not indeed come out in the present shape without the professional help, guidance and facilitation of Dr Rameshwar Singh, Dr VK Bharti, Sh Punit Bhasin, Dr Jagdeep Saxena and Sh Anil K Sharma of DKMA, Indian Council of Agricultural Research. ASRB thankfully acknowledge their help and support to make this humble tribute a memorable endeavour.

Agricultural Scientists Recruitment Board

Appendices

APPENDIX-I

Strictly for office use only

Revised

SCORE CARD

(Effective from Advt. 01/2013)

For Direct Recruitment of ASRB Advertised Posts

प्रतिभा की खोज
In search of talent
कृ.वै.च.मं.
कृषि वैज्ञानिक चयन मंडल
AGRICULTURAL SCIENTISTS RECRUITMENT BOARD

AGRICULTURAL SCIENTISTS RECRUITMENT BOARD
(INDIAN COUNCIL OF AGRICULTURAL RESEARCH)
New Delhi 110 012

SUMMARY OF REVISED SCORE CARD

S. No.	Criteria	Senior Scientist	Principal Scientist	HoD/ HRS	PC/JD	PD/Director/ JDNI/AD	DDG/ GDNI/ND
1.	Academic Qualification	15	6	2	2	2	2
2.	Employment record and experience in relevant field	10	10	15	15	20	20
3.	Service in remote areas/ regional centres*	6	5	3	3	2	2
4.	Recognitions & Awards/ Special Attainments & Achievements of practical importance	13	15	20	20	24	24
5.	Teaching/Research/ Extension/Service Function	18	18	13	13	8	8
6.	Externally Funded Projects/ Resource Generation	7	9	10	10	10	10
7.	Summer / Winter School / Refresher Course/ Symposia/ Conference Etc.	2	2	5	5	3	3
8.	International recognition	2	3	5	5	6	6
9.	Publications including papers in refereed journals	20	25	20	20	15	15
10.	Institution Building	7	7	7	7	10	10
	Total	100	100	100	100	100	100

* Proposed benefit to be availed only once during the service.

(Senior Scientist , Principal Scientist, HoD –Head of Division, HRS- Head of Regional Station, PC – Project Coordinator, JD- Joint Director, PD – Project Director, Director , JDNI - Joint Director of National Institute, ADG – Assistant Directors General, DDG – Deputy Directors General, ND – National Director)

SUMMARY OF REVISED SCORE CARD

THE revised and rationalized score card criteria for selection to various posts under Direct Recruitment are as under:

1. The first ten ranking candidates for each post subject to a minimum of 50 % and 60 % marks in the screening as per score card shall be eligible for interview for selection to non-RMP and RMP positions, respectively,
2. The final selection shall be made by giving weightage to score card marks and interview marks in the manner indicated in the statement given below:

Post-wise allocation of marks in direct selection process

Sl. No.	Category of Post	Score card Marks	Interview Marks	Total
Non-RMP & Semi RMP Posts				
1.	Senior Scientist	60	40	100
2.	Principal Scientist	60	40	100
3.	HOD/HRS	50	50	100
4.	HOD NI/ NC/JD/PC	50	50	100
RMP Posts				
5.	Directors/ PD/ ADG/ JDNI/ ZPD	40	60	100
6.	DDG/ Director NI/ ND	40	60	100

APPENDIX-II

APPROVED 55 DISCIPLINES WITH ELIGIBILITY QUALIFICATIONS FOR ARS &NET

Code No.	Discipline	Eligibility qualifications
1.	Agricultural Biotechnology	Master's degree in Agriculture/ Biotechnology/ Molecular Biology & Bio-Technology/ Genetic Engineering/ Botany/ Plant Sciences/ Life Sciences with specialization in Plant Biotechnology.
2.	Agricultural Entomology	Master's degree in Agriculture/ Entomology/ Zoology/ Sericulture/ Apiculture/ Plant Protection with specialization in Agricultural Entomology.
3.	Agricultural Microbiology	Master's degree in Agricultural Microbiology/ Microbiology
4.	Economic Botany & Plant Genetic Resources	Master's degree in Agriculture/ Botany/ Horticulture with specialization in Agricultural Botany/ Economic Botany/ Plant Genetic Resources.
5.	Genetics & Plant Breeding	Master's degree in Agriculture/ Agricultural Botany/ Plant Breeding or Genetics or Genetics and Plant Breeding.
6.	Nematology	Master's degree in Agriculture /Nematology/ Entomology/ Plant Pathology/ Zoology/ Plant Protection with specialization in Nematology.
7.	Plant Biochemistry	Master's degree in Plant Biochemistry/ Agricultural Biochemistry/ Biochemistry with specialization in plants.
8.	Plant Pathology	Master's degree in Agriculture/ Botany/ Life Sciences/ Plant Protection with specialization in Plant Pathology/ Mycology.
9.	Plant Physiology	Master's degree in Agriculture/ Plant Physiology/ Botany with specialization in Plant Physiology.
10.	Seed Science & Technology	Master's degree in Agriculture/ Seed Science/ Seed Technology or Seed Science and Technology.
11.	Floriculture & Landscaping	Master's degree in Floriculture/ Agriculture or Horticulture with specialization in Floriculture and Landscaping/ Post Harvest Technology (Horticulture).

APPENDIX-II

APPROVED 55 DISCIPLINES WITH ELIGIBILITY QUALIFICATIONS FOR ARS &NET

Code No.	Discipline	Eligibility qualifications
12.	Fruit Science	Master's degree in Pomology/ Agriculture or Horticulture with specialization in Fruit Sciences/ Post harvest Technology (Horticulture).
13.	Spices, Plantation & Medicinal & Aromatic Plants	Master's degree in Agriculture/ Horticulture/ Botany with specialization in Spices/ Plantation Crops and/ or in Medicinal and Aromatic Plants/ Post Harvest Technology (Horticulture).
14.	Vegetable Science	Master's degree in Floriculture/ Vegetable Sciences/ Agriculture or Horticulture with specialization in Vegetable Sciences/ Post Harvest Technology (Horticulture).
15.	Animal Biochemistry	Master's degree in Veterinary/ Animal Sciences/ Dairy/ Fishery Science with specialization in Biochemistry.
16.	Animal Biotechnology	Master's degree in Veterinary/ Animal/ Fishery Science with specialization in Biotechnology.
17.	Animal Genetics & Breeding	Master's degree in Veterinary/ Animal Sciences with specialization in Animal Genetics and Breeding.
18.	Animal Nutrition	Master's degree in Veterinary/ Animal Sciences with specialization in Animal Nutrition.
19.	Animal Physiology	Master's degree in Veterinary/ Animal Sciences with specialization in Animal Physiology.
20.	Animal Reproduction & Gynaecology	Master's degree in Veterinary/ Animal Sciences with specialization in Animal Reproduction and Gynaecology.
21.	Dairy Chemistry	Master's degree in Dairy Chemistry/ Veterinary/ Animal Sciences with specialization in Dairy Chemistry.
22.	Dairy Microbiology	Master's degree in Dairy Microbiology/ Veterinary/ Animal Sciences with specialization in Dairy Microbiology.

APPENDIX-II

APPROVED 55 DISCIPLINES WITH ELIGIBILITY QUALIFICATIONS FOR ARS &NET

Code No.	Discipline	Eligibility qualifications
23.	Dairy Technology	Master's degree in Dairy Technology or Dairy Science/ Dairy Engineering/ Animal Products Technology/ Food Technology with specialization in Dairy Technology.
24.	Livestock Product Technology	Master's degree in Veterinary/ Animal Sciences with specialization in Livestock Products Technology.
25.	Livestock Production Management	Master's degree in Veterinary/ Animal Sciences with specialization in Livestock Production Management/ Animal Husbandry.
26.	Poultry Science	Master's degree in Poultry Sciences/ Veterinary/ Animal Sciences with specialization in Poultry Sciences.
27.	Veterinary Medicine	Master's degree in Veterinary Medicine/ Veterinary Preventive Medicine/ Veterinary Clinical Medicine.
28.	Veterinary Microbiology	Master's degree in Veterinary Sciences with specialization in Microbiology/ Bacteriology/ Virology/ Mycology/ Immunology.
29.	Veterinary Parasitology	Master's degree in Veterinary Parasitology.
30.	Veterinary Pathology	Masters degree in Veterinary Pathology.
31.	Veterinary Pharmacology	Master's degree in Veterinary Pharmacology and Toxicology/ Veterinary Pharmacology.
32.	Veterinary Public Health	Master's degree in Veterinary Public Health/Epidemiology.
33.	Veterinary Surgery	Master's degree in Veterinary Surgery/Veterinary Anatomy.
34.	Aquaculture	Masters degree in Aquaculture/ Fishery Sciences/ Marine Biology/ Aquatic Biology with specialization in Mariculture/ Aquatic Environmental Management/ Aquatic Ecology/ Inland Aquaculture.
35.	Fisheries Resource Management	Master's degree in Fishery Sciences/Fisheries Resource Management/ Marine Biology/Aquatic Environmental Management/ Aquatic Biology with specialization in Fisheries Resource Management/ Fish Population Dynamics/ Fishery Hydrography/ Ecosystem Management/ Aquatic Ecology.

APPENDIX-II

APPROVED 55 DISCIPLINES WITH ELIGIBILITY QUALIFICATIONS FOR ARS &NET

Code No.	Discipline	Eligibility qualifications
36.	Fish Process Technology	Master's degree in Fishery Sciences/ Fish Processing Technology/ Post Harvest Technology/ Industrial Fisheries with specialization in Fish Harvest and Processing.
37.	Fish Nutrition	Master's degree in Fishery Sciences with specialization in Fish Nutrition and Fish Physiology/ Feed Technology/ Fish Nutrition and Biochemistry.
38.	Fish Health	Master's degree in Fishery Science/ Marine Biology with specialization in Fish Health/ Fish Pathology /Microbiology.
39.	Fish Genetics & Breeding	Master's degree in Fishery Science/ Marine Biology with specialization in Fish Genetics and Breeding/ Fish Biotechnology.
40.	Agricultural Chemicals	Master's degree in Agriculture/ Agricultural Chemicals/ Organic Chemistry with specialization in Agricultural Chemicals.
41.	Agricultural Meteorology	Masters degree in Agricultural Meteorology/ Agricultural Physics with specialization in Agricultural Meteorology.
42.	Agroforestry	Master's degree in Forestry/ Agroforestry/ Botany/ Agronomy/Horticulture with specialization in Agroforestry.
43.	Agronomy	Master's degree in Agriculture with specialization in Agronomy/ Soil Water Management/ Conservation Agriculture/ Farming Systems Management/ Forage Production/ Water Science and Technology.
44.	Environmental Sciences	Master's degree in Environmental Science/ Agro-forestry/ Agricultural Physics/ Agriculture with specialization in Environmental Science.
45.	Soil Sciences	Master's degree in Agriculture/ Soil Sciences/ Agricultural Chemistry/ Agricultural Physics with specialization in Soil Physics and Soil and Water Conservation/ Soil Fertility/ Soil Microbiology/ Soil Chemistry/ Water Science and Technology.

APPENDIX-II

APPROVED 55 DISCIPLINES WITH ELIGIBILITY QUALIFICATIONS FOR ARS &NET

Code No.	Discipline	Eligibility qualifications
46.	Agricultural Business Management	Master's degree in Agricultural Business Management Agricultural Marketing/ Business Management with specialization in Agricultural Business/ Fisheries Business Management.
47.	Agricultural Economics	Master's degree in Agricultural Economics/ Dairy Economics/ Veterinary Economics/ Fisheries Economics with specialization in Agriculture.
48.	Agricultural Extension	Master's degree in Agricultural Extension/ Veterinary Extension/ Dairy Extension/ Fisheries Extension/ Home Science Extension/ Agriculture Communication in Agricultural Sciences/ Rural Development/ Rural Management.
49.	Agricultural Statistics	Master's degree in Agricultural Statistics/ Statistics with specialization in Agriculture.
50.	Home Sciences	Master's degree in Home Science with specialization in Family Resource Management/ Textile and Clothing/ Child Development/ Foods and Nutrition.
51.	Farm Machinery and Power	Master's degree in Agricultural Engineering/ Mechanical Engineering with specialization in Farm Machinery and Power.
52.	Agricultural Structures Environmental Management	Master's degree in Agricultural Engineering with and specialization in Agricultural Structures/ Aquaculture Engineering.
53.	Land and Water Management Engineering	Master's degree in Agricultural Engineering/ Civil Engineering with specialization in Soil and Water Conservation/ Irrigation and Drainage/ Water Resources/ Hydrology/ Aquatic Engineering/Water Science and Technology.
54.	Agricultural Process Engineering	Master's degree in Agricultural Engineering with specialization in Agricultural Process Engineering/ Food Process Engineering/ Dairy Engineering/ Post Harvest Technology
55.	Food Technology	Master's degree in Food Science/ Food Technology/ Food Science and Technology/ Post Harvest Technology/ Dairy Technology

APPENDIX-III

LIST OF OFFICERS AND STAFF IN POSITION AS ON 31.10.2013

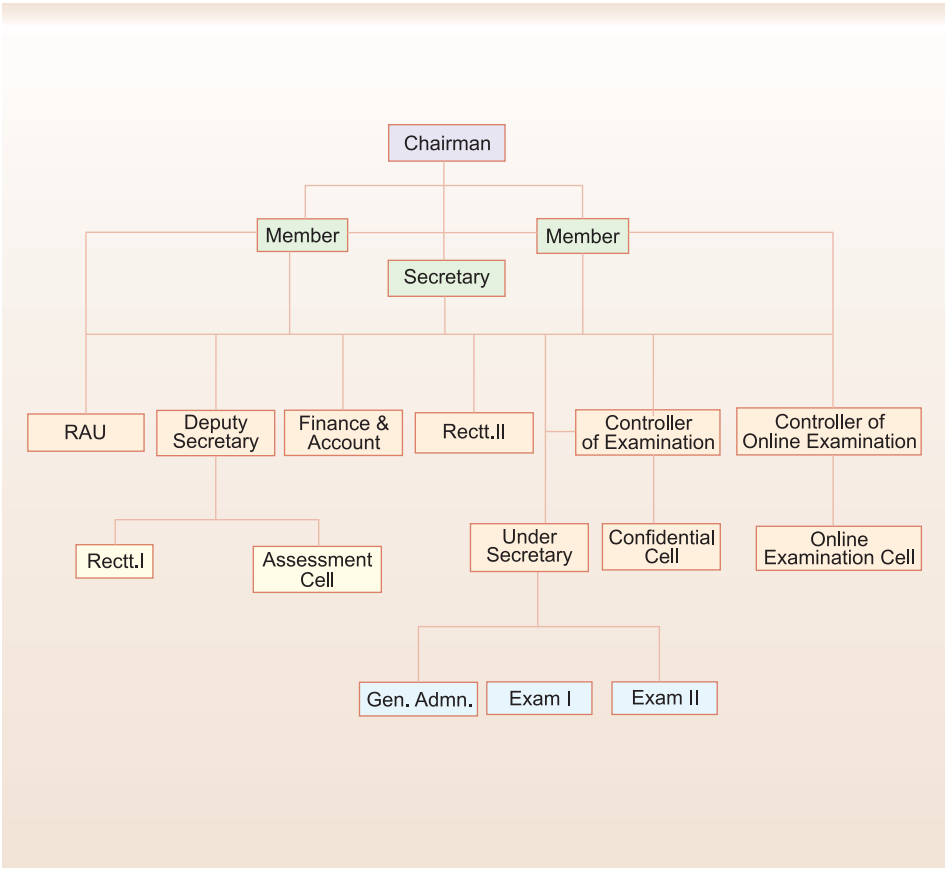
Sl.No.	Name	Position
1.	Dr Gurbachan Singh	Chairman
2.	Dr VN Sharda	Member
3.	Dr SK Bandyopadhyay	Member
4.	Sh NS Randhawa	Secretary
5.	Sh MK Jain	Controller of Examinations
6.	Sh PK Jain	Controller of Examinations
7.	Sh Rajiv Mangotra	Deputy Secretary (Gen. Admin. & Recruitment)
8.	Dr AP Ruhil	Senior Scientist (Online)
9.	Sh NK Jindal	Under Secretary (Exam) & Deputy Controller of Examinations
10.	Dr Suresh Pal	Chief Technical Officer
11.	Sh PR Rao	Deputy Director (OL)
12.	Sh YR Singh	Principal Private Secretary
13.	Sh Mukesh Kumar	Principal Private Secretary
14.	Sh Kailash Chander	Principal Private Secretary
15.	Sh Anil Upadhyaya	Private Secretary
16.	Mrs Usha Adhlakha	Personal Assistant
17.	Sh SC Gupta	Assistant Finance and Accounts Officer
18.	Sh Naresh Kumar Sharma	Section Officer
19.	Smt Rita Ghoshal	Section Officer
20.	Sh AK Yadav	Section Officer (Confidential Cell)
21.	Sh AK Meena	Section Officer
22.	Sh Umesh Gahlot	Section Officer
23.	Smt Monika Mohale	Section Officer, General Administration
24.	Sh Sandeep Chaudhary	Section Officer

APPENDIX-III

LIST OF OFFICERS AND STAFF IN POSITION AS ON 31.10.2013

Sl.No.	Name	Position
25.	Sh Vinod Kumar	Assistant
26.	Sh Sujit Kumar Verma	Assistant
27.	Sh Dinesh Kumar Mishra	Assistant
28.	Sh Rajender Kumar	Assistant (Cashier)
29.	Sh Mukesh Chand	Assistant
30.	Smt Ravinder Kaur	Assistant
31.	Priyanka Bhatti	Assistant
32.	Smt Ashu Baweja	Assistant
33.	Sh Satish Pal Singh	Assistant
34.	Sh Sukh Pal Singh	Upper Division Clerk
35.	Sh Anthony Ekka	Assistant
36.	Sh Jitender Kumar	Assistant
37.	Sh Bharat Lal Meena	Assistant
38.	Sh Pratap Singh	Assistant
39.	Sh Raulmuanthang Thawmte	Assistant
40.	Smt Veena Sikka	Assistant
41.	Sh DS Rawat	Assistant
42.	Ms Priyadarshani Niharika Sinha	Assistant
43.	Sh Ravi Bhushan Tiwary	Technical Assistant
44.	Sh Roshan Singh Rawat	Upper Division Clerk
45.	Sh Surinder Kumar	Driver
46.	Sh Subhash Chander Kochar	Driver
47.	Sh Jagat Narain	Skilled Support Staff
48	Sh Daya Ram Shukla	Skilled Support Staff
49.	Sh Suresh Kumar	Skilled Support Staff
50.	Sh Shiv Prasad	Skilled Support Staff

APPENDIX-IV
ASRB ORGANOGRAM



APPENDIX-V

SECRETARIES AND CONTROLLERS OF EXAMINATIONS OF THE BOARD (CHRONOLOGICALLY)

SECRETARIES

Sl. No.	Name	Period
1.	Sh VK Haruray	1974-78
2.	Sh TC Chauhan, IAS	1978-80
3.	Sh MC Jayaraman	1980-82 (Additional Charge)
4.	Sh TC Chauhan, IAS	1982-83
5.	Sh S Biswas	1983-85
6.	Sh YN Nigam	1985-86
7.	Sh RP Shukla	1987-92 (Additional Charge)
8.	Sh RK Marwaha	1993-96
9.	Sh MS Kaundal	1996 (Additional Charge)
10.	Sh BN Rao	1996 (Additional Charge)
11.	Sh KK Bajpai	1996-2000
12.	Sh P Bappaiah	2000-2001 (Additional Charge)
13.	Sh Nand Kishore	2001
14.	Sh Sukh Pal	2001-04
15.	Sh Sanjay Kant	2005-08
16.	Sh NS Randhawa	2008-continuing

APPENDIX-V

CONTROLLERS OF EXAMINATION

Sl. No.	Name	Period
1.	Sh MV Nair	1974-78
2.	Sh OP Bhatnagar	1978-81
3.	Sh RN Pandey	1981-83
4.	Sh RP Shukla	1983-93
5.	Sh Sukh Pal	1993-95
6.	Sh MS Kaundal	1996
7.	Sh BN Rao	1996-1999
8.	Sh P Bapaiah	1999-2003
9.	Sh Vikram Singh	2003-2008
10.	Sh C Murlidharan	2009-2010
11.	Sh MK Jain	2010-continuing

Agricultural Scientists Recruitment Board presenting its Annual Report 2012-13 to Sh Sharad Pawar, Hon'ble Union Minister of Agriculture & Food Processing Industries