



भारतीय कृषि अनुसंधान परिषद
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INDIAN COUNCIL OF AGRICULTURAL RESEARCH
Krishi Anusandhan Bhawan - II, Pusa, New Delhi - 110012

Dr. G. Venkateshwarlu
Assistant Director General (HRD)

F.No.Ag.Edn /27/1/SSC/2011-HRD (Pt.)

Dated 09th January, 2019
28th

To

- (1) All Vice-Chancellors, State Agricultural Universities/SHUATS/
CAUs/ICAR-DUs/CUs having faculty of Agriculture.
- (2) All Directors, ICAR Institutes.

- Sub:-
- (1) ICAR-National Professorial Chair including B.P. Pal Chair in Genetics and Plant Breeding and Norman Borlaug Chair in International Agriculture.
 - (2) ICAR National Fellowship.

Sir,

I am directed to convey the approval of the Competent Authority in the ICAR for revision of guidelines for (1) ICAR-National Professorial Chair including B.P. Pal Chair in Genetics and Plant Breeding and Norman Borlaug Chair in International Agriculture and (2) ICAR National Fellowship as approved by the Governing Body in its 244th meeting held on 27.06.2018. These guidelines supersede all previous guidelines and may be followed by all concerned Agricultural Universities/ICAR Institutes with immediate effect. A copy of the guidelines is appended herewith for information and further necessary action.

Yours faithfully,

(G. Venkateshwarlu)

Encl: As above

Copy for information to:

1. All DDGs, ICAR
2. Sr. PPS to DG, ICAR
3. PPS to AS & FA, DARE/ICAR
4. PPS to AS (DARE) and Secretary, ICAR
5. National Director, NAHEP Unit, KAB-II, ICAR
6. All ADGs, ICAR, Director (P), Director (F), ICAR
7. Sr. F & AO (Agri. Edn.), ICAR
8. All Officers/Sections of ICAR, Krishi Bhawan, KAB-I & II, ASRB
9. M&I Unit, KB & ISO, DKMA for uploading the same on the ICAR website

**GUIDELINES FOR ICAR NATIONAL PROFESSORIAL CHAIRS INCLUDING
B.P. PAL CHAIR IN GENETICS AND PLANT BREEDING AND NORMAN BORLAUG
CHAIR IN INTERNATIONAL AGRICULTURE**

(Revised and Approved in ICAR 244th GB meeting on 27.06.2018)

1. Objectives

- 1.1. To promote excellence by recognizing outstanding scientist with proven output and outcome for creating a culture of basic research through their project work in the National Agricultural Research System (NARS).
- 1.2. Establishing and nurturing a novel school of thought around the recognized person.

2. Number of Positions

The total number of positions of ICAR National Professors would not exceed ten (10) at any given time. These will include one B.P. Pal Chair in Genetics and Plant Breeding at IARI, New Delhi and one Norman Borlaug Chair in International Agriculture located in ICAR-Agricultural University System.

3. Salary

The ICAR National Professor would be appointed in the monthly pay of Rs. 75,000/- (fixed) along with admissible allowances and as revised from time to time.

4. Nature of Award

The award of the National Professor will be tenurial in nature. He/she will be appointed for an initial tenure of five years, which can be extended for one or more tenures of five years subject to quality performance as assessed by the Selection Committee but not beyond 65 years of age.

5. Eligibility and Procedure of Selection

- 5.1. Indian nationals occupying positions of Professors/Principal Scientists or equivalent for at least 8 years and their age being not more than 60 years as on the specified date are eligible for nomination.
- 5.2. A Search-cum-Selection Committee (SSC) comprising of the following would be constituted with the approval of the President, ICAR Society:
 - One Eminent Scientist : Chairman
 - Director General, ICAR : Member
 - Three reputed Scientists : Members
(Nominated by D.G., ICAR)
 - DDG (Education) : Member-Secretary
- 5.3. The SSC would formulate criteria and other modalities for inviting nominations and recommend deserving nominees for selection. The process may involve formal applications, nominations by Eminent Scientists/ National Academies and Search Process by the SSC.
- 5.4. Nominations from the sponsoring institutions would be invited in the prescribed format that will include a detailed research project proposal. The nomination should be supported and recommended by the Agricultural University/ICAR Research Institute where he/she proposes to locate himself/herself. The sponsoring Agricultural University/Institute would undertake to agree to the service conditions as laid down in para 9 of these guidelines and would provide the logistics comprising necessary basic facilities and support for his/her work.

- 5.5 The nominee should have made significant contributions in the form of knowledge and technology generation as evidenced by published work in high impact journals, product/ process/ methodology generated, variety/ breed/ stocks released and notified, innovations as patents/ protections etc. Publications as invited plenary/ lead full length papers presented and published in International/ National Conferences will also be considered for this purpose, Significant output and outcome/ impact of knowledge/ technology generated by the nominee should be explicitly evident.
- 5.6 SSC will recommend nominees for selection taking into account the relevance of the area of research, proposed plan of work in the form of a project, academic records, achievements and experience. The nominee may be contacted/ called for discussion, if so needed.
- 5.7 The award of ICAR National Professor will be tenurial and made with the approval of the President, ICAR Society.
- 5.8 There will be no discipline-wise allocation of the number of National Professorial positions except for one position, namely, B.P. Pal Chair in Genetics and Plant Breeding at IARI, New Delhi.

6. Operational Autonomy

- 6.1. ICAR National Professor will have autonomy in planning and implementation of the work plan of the approved project including the operation of the funds within the approved budget heads following the procedures of the sponsoring Institution. Re-appropriation of funds by the ICAR National Professor/ Sponsoring Institution, from one budget head to another, would be permissible to a limit of 10% of the allocated budget heads.
- 6.2. ICAR National Professor will be competent to sanction purchases of the recurring and non-recurring nature subject to conforming to the purchase procedures followed in the sponsoring Institution.
- 6.3. ICAR National Professor will be involved in the selection of the project staff in his/her unit.
- 6.4. ICAR National Professor will be an invited member in all the scientific and research committees/bodies in the institution including being a member of the teaching faculty, wherever applicable. He/she would appropriately share the institutional facilities required for his/her work.
- 6.5. In order to establish and nurture a novel school of thought around the ICAR National Professor, he/she should leverage the work in the thematic areas related to his/her project by encouraging the younger scientists to work in his/her collaboration/guidance for their adequate training/research career building. ICAR National Professor must deliver atleast four lectures per year in ICAR-AU System/ Institutions under Ministry of S&T or in courses being organized under Centre of Advanced Faculty Training/ Summer-Winter Schools by the Education Division of ICAR.
- 6.6. A Memorandum of Understanding (MOU) will be appropriately signed among the (i) ICAR, (ii) ICAR National Professor, and (iii) the sponsoring institution to which the nominee belongs and where the project work is to be undertaken.

7. Budget

- 7.1. The cost of the project, as specified and approved, would be borne by the ICAR. ICAR will release the grant to the ICAR National Professor through the sponsoring institution.
- 7.2. Each ICAR National Professor project will have a total budget of Rs. 400 lakhs (Rupees Four hundred lakhs) for a duration of 5 years for meeting expenditure on the salary and allowances of ICAR National Professor, salary of contractual staff, TA/ POL/ equipment/ contingencies, etc. excluding the salary of staff redeployed by the sponsoring institution to work under the

project. Within the overall budget outlay, the following annual budgetary provision, excluding the salary component, is recommended with a maximum ceiling under each item as below:

Item	Budgetary Provision
<i>Revenue</i>	
i) Research Contingency	Rs.25.00 lakhs
ii) TA/DA	Rs. 1.50 lakhs
<i>Capital (Equipment)</i>	Rs. 5.00 lakhs

7.3. The budget provisions for different budget heads, within the approved overall-budget ceilings, may be revised from time to time as per revised need-assessment, if any, with the approval of Competent Authority.

7.4 The budget of the project shall be released as per existing guidelines of the Council/Ministry of Finance. In the event of any delay in the annual release of the budget, the sponsoring institution may meet expenses towards salary of the staff working under ICAR-National Professor project until the budget is released by the Council.

8. Provisions, Facilities and Supporting staff

8.1. Each ICAR National Professor will have the following staff, depending on the work plan of the approved research project:

8.1.1. On redeployment basis from the sponsoring institution and not to be financially borne on the National Professorial Chairs Scheme:

Scientist/Senior Scientist	2
Technical Staff	2
Administrative Staff	2

In the event of technical and administrative staff being not available for redeployment these can be provided through contractual engagement. In such case the expenditure is to be debited to project within over all approved budgetary ceilings.

8.1.2. On contractual engagement, non-regular and co-terminus with the scheme/project and within the approved budget ceilings.

Research Associate	2
Senior Research Fellow/Young Professional	2
Supporting Staff for Lab/field	2

Expenditure is to be within over all approved budgetary ceilings.

Research Associates (RA) and Senior Research Fellows (SRF)/Young Professionals engaged under the project will have rates of Associateship/Fellowship/Emoluments as in vogue in ICAR and as amended from time to time.

8.2. The contractual staff/outsourced services may also be engaged/obtained in addition to the staff indicated in para 8.1.1 and the expenditure may be met from the research contingency grant under the project within the approved budget ceilings.

8.3. Each contractual engagement of the RA/SRF for the project will be for the duration as needed but not more than 3 years at a time in case of RA/SRF, not more than 2 years in case of Young Professional, and not exceeding the duration of the project. Engagement of the RA/SRF/Young Professional will be governed by the guidelines issued by the ICAR in this respect. All contractual manpower engagements under the ICAR National Professor project including RA/SRF/Young Professional will be non-regular, co-terminus, time-bound and periodical in nature and will automatically terminate on completion of the tenure or at the close of the project whichever is earlier.

- 8.4. In case of recognition/acknowledgement of the contribution made by the RA/SRF/Young Professional in any research work involved in the project of the ICAR National Professor, decision of the National Professor will be final; and no right in this regard can be claimed by the concerned RA/SRF/Young Professional.
- 8.5. The equipment purchased and resultant dead-stocks under the project would remain the property of the ICAR until transferred to the sponsoring Institution/ any ICAR Institute.

9. Service Conditions

- 9.1. The ICAR National Professor who continues to serve under the Scheme upto 65 years of age will stand retired at the age as applicable for other scientists in the sponsoring institution. However, he/she will continue as ICAR National Professor till the end of the tenure or 65 years of age whichever is earlier.
- 9.2. The ICAR National Professor will be eligible for pension and benefits fixed on the salary at the time of attaining the age of superannuation in normal course as per the rules of the sponsoring institution.
- 9.3. The responsibility of providing pension and other retirement benefits will rest with the sponsoring institution. However, these will be received by him/her after he/she ceases to be ICAR National Professor.
- 9.4. For all practical purposes, scientist appointed as ICAR National Professor will remain an employee of the sponsoring organization and he/she shall continue to enjoy the benefits of leave, medical facilities/accommodation etc. as any other employee of the sponsoring organization.
- 9.5. In case the ICAR National Professor is from a sponsoring institution outside the ICAR, the Council will not be responsible for his/her continuation and protection of service interests in his/her sponsoring organization
- 9.6. The National Professor, if from outside ICAR, will not be absorbed in the ICAR on completion of the tenure.
- 9.7. ICAR National Professor is expected to devote full time for his/her approved project and shall not engage him/herself on any other work except for the projects related to the theme of his agreed research work-plan and with prior approval of the Council. He/she would not accept any other position in the University/Institute except Chairmanship/membership of important scientific committees.
- 9.8. ICAR National Professor shall have total academic freedom in planning and execution of his/her approved project and shall have requisite administrative control over staff working under him/her in his/her project. Need-based adequate support from the sponsoring institution must be extended for his/her work. He/she must not be burdened with routine administrative responsibilities of the Institute/University.
- 9.9. The scientists associated with the National Professor will be Co-Principal Investigators in the National Professor project but will be allowed to submit Research Project Files(RPF) or projects in equivalent formats under the National Professor's overall research work-plan/thematic areas and shall have the status of Principal Investigator of a regular Institute/University project for Agricultural Scientist Recruitment Board(ASRB) and related markings.
- 9.10. ICAR National Professor will be permitted by the ICAR to accept foreign assignment, befitting his/her status in an international organization for a total period of not exceeding six months during each term of five years (not allowed to be cumulative over the terms), after completing at least one year in the position. Participation in conferences, seminars, symposium etc. will not be construed as such an assignment.

- 9.11. ICAR National Professor may apply for or accept any other regular or term offer/appointment within the country or abroad after a minimum period of five years as National Professor. On selection to the regular or term appointment and with effect from joining the same, the ICAR National Professor shall cease to be an ICAR National Professor.
- 9.12. The award of ICAR National Professor should be consummated within six months from the date of issue of the Award Letter and no extension will be given beyond six months.

10. Project Monitoring:

- 10.1. ICAR National Professor shall submit the progress of the project annually vis-à-vis projections made and target set in the work plan of the approved project. The activity milestones for the next year should also be included in the progress report.
- 10.2. ICAR National Professor shall make an annual presentation of the progress made in the scientific/research committees at the sponsoring institution ensuring wider participation of the scientific staff/faculty members and ICAR representatives.
- 10.3. A National Professor shall make an annual presentation of the progress made in the project before RAC of the concerned ICAR Institutes/Academic Council of AUs. The proceedings of the RAC/ Academic Council will be forwarded by the Head of the Institution/ University to the Education Division of ICAR for review by the Search-cum-Selection Committee.
- 10.4. Continuation of budget grants for ICAR National Professor Project would depend on maintaining satisfactory progress under the project.

11. Project Review

The Council may review the ICAR National Professor project by referring it to peer/peers. The report of peer review shall be placed before the Selection Committee for evaluation. The Search-cum-Selection Committee along with 2-3 subject matter experts (depending upon the requirement), may review the progress of ICAR-National Professor projects through an annual workshop. The expenditure incurred in this regard shall be met from ICAR National Professorial Chair Scheme.

12. General

- 12.1. These guidelines may be revised by the Competent Authority of the Council on a continual need based manner.
- 12.2. The ICAR National Professor is expected to protect the Intellectual Property Rights generated or likely to be generated during his/her tenure. The Council and the sponsoring institution will have the appropriate share on the patents/ protections/knowledge generated as per the 'ICAR Guidelines for Intellectual Property Management and Technology Transfer/ Commercialization' as amended from time to time. If the National Professor enters into any other IP agreement, the same will be appropriately communicated to and shared with the Council/sponsoring institution. In all publications arising out of the National Professor project, the support from the Council should be duly acknowledged.
- 12.3. For any clarification regarding the ICAR National Professorship, the Deputy Director General (Education), ICAR, New Delhi may be contacted.
- 12.4. Director General, ICAR will be the final authority in resolving and taking decision on any situation/conflict and his decision shall be binding on all parties concerned.
- 12.5. For any dispute, the applicable law will be the Indian law under the jurisdiction of Courts in Delhi only.

GUIDELINES FOR ICAR NATIONAL FELLOWSHIP
(Revised and Approved in ICAR 244th GB meeting on 27.06.2018)

1. Objective

- 1.1. To promote excellence at national level in agricultural research and education.
- 1.2. To recognize the meritorious contribution of individual agricultural scientists/teachers and facilitate their research and related activities in agriculture.

2. Number of Fellowships

The total number of positions of ICAR National Fellows would not exceed twenty five (25) at any given time.

3. Salary

- 3.1. Irrespective of the previous emoluments, the ICAR National Fellow would be appointed in the Pay Band - IV of Rs. 37,400 – 67,000 with Research Grade Pay of Rs. 10,000/-, per month or as applicable/revised from time to time.
- 3.2. His/her starting pay would be determined/fixed by the Council as per relevant ICAR rules.

4. Nature of appointment

The appointment of the National Fellow will be tenurial in nature but not beyond the age of superannuation as prevalent at his/her sponsoring institution. An ICAR National Fellow will be appointed for an initial tenure of five years, which can be extended for one more, i.e., second tenure of five years subject to the quality performance as assessed by the Search-cum-Selection Committee. Only in case of exceptionally good contributions, as assessed by the Selection Committee, the tenure may be further extended for the third and final term of five years or until superannuation whichever is earlier.

5. Eligibility and Procedure of Selection:

- 5.1. Only Professors/Principal Scientists/Associate Professors/Senior Scientists/those Research Scientists who are in equivalent position and standing would be eligible for consideration for appointment as ICAR National Fellow.
- 5.2. The applicant should not be more than 52 years of age on the specified date. He/she should possess a Ph.D. degree. The applicant should have an academic/research experience of at least 10 years out of which a minimum of 3 years should be in the rank of Senior Scientist or equivalent position along with significant contributions in the form of knowledge and technology generation as evidenced by published work in NAAS rated journals, product/process/methodology, released and notified variety/breed/stocks, innovations as patents/protections etc. Significant output and outcome/impact of knowledge/technology generated by the candidate should be explicitly stated. Publications in proceedings of seminars/symposia/conferences etc. and abstracts will not be considered at all for this purpose.
- 5.3. A Search-cum-Selection Committee (SSC) comprising of the following would be constituted with the approval of the President, ICAR Society:

• One Eminent Scientist	:	Chairman
• Director General, ICAR	:	Member
• Three reputed Scientists (Nominated by D.G., ICAR)	:	Members
• DDG (Education)	:	Member-Secretary
- 5.4. The SSC would formulate criteria and other modalities for inviting nominations and recommend deserving nominees for selection. A two-step process of inviting nominations will be followed.
 - (a) Call for concept note about the proposed research programme from the eligible candidates

and (b) Call for detailed project proposal from the shortlisted candidates based on the merit of the concept note.

- 5.5. Nominations from the sponsoring institutions would be invited in the prescribed format that will include a detailed research project proposal. The nomination should be sponsored by the Agricultural University/ICAR Research Institute where he/she is presently serving. The sponsoring Agricultural University/Institute would undertake to agree to the service conditions as laid down in para 9 of these guidelines and would provide the logistics comprising necessary basic facilities and support for his/her work. The research manpower and funding support from ICAR will be as provided in the approved project.
- 5.6. Final selection would be based on the recommendations of the Selection Committee, taking into account the relevance of the area of research, proposed plan of work in the form of a project, academic records, achievements and experience. The candidates may be contacted/called for discussion, if so needed. Based mainly on the recommendation of the Selection Committee, approval of the project will be given by the Council as per procedure.
- 5.7. The tenurial appointment of ICAR National Fellow would be made with the approval of the President, ICAR Society.

6. Operational Autonomy

- 6.1. ICAR National Fellow will have autonomy in implementation of the work plan of the approved project including the operation of the funds within the approved budget heads following the procedures of the sponsoring Institution. No re-appropriation of funds from any one budget head to another by the ICAR National Fellow/sponsoring Institution would be permissible. Re-appropriation of funds from one budget head to another, if needed, would require prior approval of the Council.
- 6.2. The Fellow will be competent to sanction purchases of the recurring and non-recurring nature subject to conforming to the purchase procedures followed in the sponsoring Institution.
- 6.3. The Fellow will be involved in the selection of his/her project staff.
- 6.4. The Fellow will be a member of the Teaching Faculty, wherever applicable. He/she would appropriately share the Institutional facilities required for his/her work.
- 6.5. A Memorandum of Understanding (MOU) will be appropriately signed among the (i) ICAR, (ii) ICAR National Fellow, and (iii) the sponsoring institution to which the candidate belongs and where the project work is to be undertaken.

7. Budget

The cost of the scheme, as specified and approved, would be borne by the ICAR. ICAR will release the grant to the ICAR National Fellow through the sponsoring institution. The budget of the project shall be released as per existing guidelines of the Council/Ministry of Finance. In the event of any delay in the annual release of the budget, the sponsoring institution may meet expenses towards salary of the staff working under ICAR-National Fellow project until the budget is released by the Council.

8. Provisions, Facilities and Supporting staff

- 8.1. Each ICAR-National Fellow may engage, depending on the work plan of the approved project, one Research Associate (RA) and one Senior Research Fellow (SRF)/Young Professional with rates of Associateship/Fellowship/Emoluments as in vogue in ICAR and as amended from time to time.
- 8.2. The secretarial assistance may be outsourced on contractual basis and the expenditure within the approved budget may be met from the research contingency grant under the project.
- 8.3. Each contractual engagement for the project will be for the duration as needed but not more than 3 years at a time in case of RA/SRF, not more than 2 years in case of Young Professional, and not exceeding the duration of the project. Engagement of the RA/SRF/Young Professional will be governed by the guidelines issued by the ICAR in this respect. All contractual manpower

engagements under the ICAR National Fellow project including RA/SRF/Young Professional will be non-regular, co-terminus, time-bound and periodical in nature and will automatically terminate on completion of the tenure or at the close of the project, whichever is earlier.

- 8.4. In case of recognition/acknowledgement of the contribution made by the RA/SRF/Young Professional in any research work involved in the project of the National Fellow, decision of the National Fellow will be final; and no right in this regard can be claimed by the concerned RA/SRF/Young Professional.
- 8.5. Each ICAR National Fellow project will have a budget with the maximum ceiling under each head as below:

Item	Revised rates/annum
<i>Revenue</i>	
i) Research Contingency	Rs. 10.00 lakhs
ii) TA/DA	Rs. 1.00 lakhs
<i>Capital (Equipment)</i>	Rs. 8.00 lakhs

Service Conditions

- 9.1. In case the ICAR National Fellow is from a sponsoring institution outside the ICAR, the Council will not be responsible for his/her continuation and protection of service interests in his/her sponsoring organization.
- 9.2. The age of superannuation for an ICAR National Fellow, if not from an ICAR institution, would remain the same as in the sponsoring institution.
- 9.3. The Fellow, if from outside the ICAR, will not be absorbed in the ICAR on completion of the tenure.
- 9.4. The ICAR-National Fellow may be permitted to carry out not more than two additional research projects on the areas similar to his/her National Fellow project provided the work under his/her ICAR-National Fellow project does not suffer.
- 9.5. ICAR National Fellow will be permitted by the ICAR to accept foreign assignment, befitting his/her status in an international organization for a total period of not exceeding three months during each term of five years (not allowed to be cumulative over the terms), after completing at least one year in the project/fellowship. Participation in conferences, seminars, symposium etc. will not be construed as such an assignment.
- 9.6. ICAR National Fellow may apply for or accept any other regular or term offer/appointment within the country or abroad after a minimum period of three years as National Fellow. On selection to the regular or term appointment and with effect from joining the same, the Fellow shall cease to be an ICAR National Fellow.
- 9.7. The offer of appointment as ICAR National Fellow should be consummated within six months from the date of issue of the order and no extension will be given beyond six months.

10. Project Monitoring

- 10.1. ICAR National Fellow shall submit the progress of the project annually vis-à-vis projections made and target set in the work plan of the approved project. The activity milestones for the next year should also be included in the progress report.
- 10.2. ICAR National Fellow shall make an annual presentation of the progress made in the scientific/research committees at the sponsoring institution ensuring wider participation of the scientific staff/faculty members and ICAR representatives
- 10.3. The annual performance appraisal report of the ICAR National Fellow shall be made by the Head of the Institution as Reporting Officer and be reviewed by the DDG (Edn), ICAR. The comments of the scientific/research bodies of the institution where the progress of work is reviewed/presented may be invariably attached with the performance appraisal reports.
- 10.4. Continuation of budget grants for ICAR National Fellow project would depend on maintaining satisfactory progress under the project.

11. Project Review

The Council may review the ICAR National Fellow project by referring it to peer/peers. The report of peer review shall be placed before the Selection Committee for evaluation. The Search-cum-Selection Committee along with 2-3 subject matter experts (depending upon the requirement), may review the progress of ICAR-National Fellow projects through an annual workshop. The expenditure incurred in this regard shall be met from ICAR National Professorial Chair Scheme.

12. General

- 12.1. The ICAR National Fellow is expected to protect the Intellectual Property Rights generated or likely to be generated during his/ her tenure. The Council will have the appropriate share on the patents/ protections/knowledge generated as per the 'ICAR Guidelines for Intellectual Property Management and Technology Transfer/ Commercialization' as amended from time to time. If the fellow enters into any other IP agreement, the same will be appropriately communicated to and shared with the Council. In all publications arising out of the National Fellow project, the support from the Council should be duly acknowledged.
- 12.2. For any clarification regarding the ICAR National Fellowship, the Assistant Director General (HRD), Education Division, ICAR, New Delhi may be contacted.
- 12.3. Secretary, ICAR will be the final authority in resolving and taking decision on any situation/conflict and his decision shall be binding on all parties concerned.
- 12.4. For any dispute, the applicable law will be the Indian law under the jurisdiction of Courts in Delhi only.
