



National Center for Livestock Breeding, Genetics & Genomics



National Center of Livestock Breeding, Genetics & Genomics (NCLBG&G)

Endowment Fund Framework

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Genetics & Genomics
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1. INTRODUCTION

- i. Livestock sector has gained prominence during the past three decades owing to its impressive growth and increasing GDP contribution within the agricultural sector. Livestock sector employs 35 million people and produces almost worth 1292 billion Rupees of products in the form of milk, meat and other by products in Pakistan. Most of the people involved in livestock rearing activities are either landless or having less than 2 hectares holding. In the sector, women are equally participating with their counterparts in livestock rearing. The overall contribution of the livestock sector in the GDP of the country is 11.61%.
- ii. Consequently, livestock sector is not only a sustainable livelihood option, but also an appropriate medium of socio-economic growth through educational empowerment, employment, entrepreneurship development and gender equity for millions of people in the country. Although the sector has substantial contribution to national economy and livelihood of population, however, per animal milk and meat production is still quite low in Pakistan. The principal reason of low productivity is the lack of systematic selection for genetically superior animals.
- iii. Keeping in view the role of livestock sector in national economy; its employment engagement and future of employment scope in the sector; it is evident that sector can play a pivotal role in poverty alleviation. However, the key limiting factor is untapped, unexplored and never realized genetic potential of various classes of livestock i.e. cattle, sheep, goat, camel and buffalo. There has been meager result oriented efforts to genetically improve the local livestock in minimum possible time. It is a very well established fact that genetics is the core pillar of livestock production and improvement worldwide. Therefore, if we wish to alleviate the poverty, we need to improve local livestock in the country.
- iv. According to Vision 2025 of government of Pakistan the Pillar IV is application of knowledge for increased productivity in agriculture through building scientific research capacity and production of high value-added products through more productive animals.





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The core objective of the vision is to fulfill unmet demand in dairy products and meat in the domestic market (Concerns of food and nutritional security) and tap the large market for Halal food in the Middle East.

- v. Mission of the National Center is to improve food and nutritional security and to reduce poverty in the country through research in terms of improved genetic potential of indigenous livestock for efficient, safe, and sustainable use of livestock — ensuring better lives through livestock. The National Center, thus, is conducting research; genetic improvements programs and advise the national and provincial governments on the issues and challenges of farm animal genetic resources. The main objectives/research focus include:

a. To produce highly skilled human resource by imparting teaching & research at postgraduate levels in the field of animal breeding & genetics and allied disciplines. The guiding principle of the National Center is to impart comprehensive and practical knowledge by covering all important aspects of the subject area as well as inculcate students with the most recent developments in research in the discipline. Moreover, it is expected to improve quality of education on regular basis through its advisory role in curriculum development in discipline of animal breeding, genetics & genomics and allied disciplines. It is expected to help to produce instrumental professionals with diversified academic and cultural background equipped with modern animal genetics techniques and capable of improving livestock species in diversified ecological & climatic zones of the country.

b. To establish the Hi-tech laboratories of Molecular Genetics & Genomics and Population & Quantitative Genetics that would be used for livestock.

c. To develop genomics and information technology unit for the management of genetic resources and data on a country level to implement realistic genetic selection programs.





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- d. To characterize and maintain genetic resources, development of breeding objectives for all classes of livestock breeds and development of field data recording setup for traits of economic importance in livestock.
 - e. To expand international collaboration to international institutes to meet the short term and long term needs of the national livestock industry.
 - f. To perform consultative role in formulation of national breeding policy for all classes of livestock and disseminate it to the quarters concerned.
 - g. To train the livestock farmers to run livestock enterprises of semen production, breeding livestock, animal identification & recording, and livestock farming.
- vi. Token money of Rs. 75 million was provided under project “Establishment of National for Livestock Breeding, Genetics & Genomics at PMAS-Arid Agriculture University, Rawalpindi” to establish the Endowment Fund. Moreover, any donations made by national or international donors would be deposited to same account after approval of Endowment Fund Management Committee (EFMC).
- vii. The profit/income generated will be continuously disbursed for research activities through NSC and Syndicate AAUR approved EFMC of this Framework for:
- a. For providing trainings to students and faculty from various institutes on competitive basis through solicited calls
 - b. For providing Ph.D. and M.Phil. Scholarships in disciplines of Animal Breeding & Genetics and Genomics nationwide on competitive basis through solicited calls
 - c. For providing research grants to the Educational & Research Institution competitive basis through solicited calls
 - d. For providing travel grants to present research papers, policy papers or related talks at national and international forums by faculty and students of ABG discipline
 - e. For maintaining livestock data server, related software/s and livestock recording aids





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viii. NSC NCLBG&G and Syndicate AAUR are the competent forums for approving or amendment of this Framework. EFMC shall decide the schedule and number of trainings, scholarships, research and travel grants on basis of available profit/income conditioned with due intimation to NSC. All Pakistani/AJK/GB/FATA nationals would be eligible for these grants/scholarships. The applications will be scrutinized technically evaluated and deemed fit for funding by the TAC will be sent to for final approval of EFMC. The applications deemed successful by the designated Committee will be awarded with intimation to NSC. Finally, two signatories viz. Treasurer/Nominee of Treasure office of PMAS-Arid Agriculture University, Rawalpindi and Central Project Director/Chair of NCLBG&G will make disbursements of funds.

2. ENDOWMENT FUNDS FINANCE

Following sources will finance the Endowment Fund:

- I. Endowment Fund specified of Rs. 75.0 Million in project of Establishment of NCLBG&G at PMAS-AAUR
- II. Contribution/donation from other National and International Agencies
- III. Earnings from the Endowment Fund on account of its investment

3. ENDOWMENT SECRETARIAT

Endowment Fund Secretariat will be in already established National Center for Livestock Breeding, Genetics & Genomics, Secretariat, in Dept. of Animal Breeding & Genetics, PMAS-Arid Agriculture University, Rawalpindi, Murree Road, Rawalpindi (46300) in building of Faculty of Veterinary & Animal Sciences in main campus and necessary resources will be taken from NCLBG&G Endowment Fund.

4. ENDOWMENT FUNDS MANAGEMENT COMMITTEE (EFMC)

Management Committee shall comprise of NCLBG&G Secretariat and HEC members as below.





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- I. Vice Chancellor (Chairman)
- II. Director General R&D HEC (Member)
- III. One Nominee of NSC: Nominated by Chair of NSC on recommendation of Secretary NSC for period of two years (Member)
- IV. One Nominee among Directors of Sub centers of NCLBG&G: Nominated by Chair of NCLBG&G for period of two years (Member)
- V. Registrar AAUR (Member)
- VI. Treasurer AAUR (Member)
- VII. CPD/Chair NCLBG&G AAUR (Member/Secretary)

4.1 Responsibilities of EFMC

The EFMC will be responsible for the following:

- I. Supervision of the Funds and ascertaining that the fund are utilized purely for discipline of Animal Breeding & Genetics/Genomics as under:
 - a. For providing trainings to students and faculty from various institutes on competitive basis through solicited calls
 - b. For providing Ph.D. and M.Phil. Scholarships nationwide on competitive basis through solicited calls
 - c. For providing research grants to the Educational & Research Institution on competitive basis through solicited calls
 - d. For providing travel grants to present research papers, policy papers or related talks at national and international forums by faculty and students of ABG discipline
 - e. For maintaining livestock data server, related software/s and livestock recording aids to enhance genotyped and phenotyped population of various species of livestock





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- II. Investment of any donation and reinvestment of profit.
- III. Secretary will get the quotation from relevant Banks and will hold the meeting with permission of Chair to make the investment decisions. The Secretary might ensure it while reinvesting the funds that there occurs no gap of day/s. Minimum quorum will be two third members. The decisions will be taken on majority vote of the members present in meeting.
- IV. To regulate, determine and administer all other matters concerning the endowment fund and exercise all other powers after approval of NSC and Syndicate of the University.

5. TECHNICAL AWARD COMMITTEE (TAC)

Technical Award Committee shall comprise members as below and minimum quorum will be two third members. The decisions will be taken on majority vote of the members present in meeting.

- I. CPD/Chair NCLBG&G (Chairperson)
- II. Director R&D-HEC or his/her nominee (Member)
- III. Chairman Dept. of Animal Breeding & Genetics-AAUR (Member)
- IV. One renowned expert of ABG to be appointed by VC AAUR on recommendation of CPD/Chair NCLBG&G for period of two years (Member)
- V. Two ABG faculty to be appointed by VC AAUR on recommendation of CPD/Chairman NCLBG&G for period of two years (Members)
- VI. Director ORIC, PMAS-AAUR (Member)
- VII. Director II, NCLBG&G Secretariat (Member/Secretary)





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5.1 Responsibilities of TAC

The TAC will be responsible for the following:

- Award the grant funds to applicant after due diligence.
- Advise the awardees on issues and policies regarding current or potential grants and awards.
- Consider grant and award nominees and select appropriate grant reviewers, taking into account any contractual conditions.
- Device criteria for research grants/travel grants/trainings etc. as given in this document or any change if necessary in line with the objectives of NCLBG&G.

6. THE FUNDING LIFECYCLE

The funding process follows a linear lifecycle that includes creating the funding opportunity, receiving applications, making award decisions, and successfully implementing the award.

The specific actions along the lifecycle are grouped into three main phases as below:

- ❖ *Pre-Award Phase – Call for Proposal and Application Review*
- ❖ *Award Phase - Award Decisions and Notifications*
- ❖ *Post Award - Implementation, Reporting, and Closeout*

6.1 Pre-Award Phase

The pre-award phase represents the beginning of the grant lifecycle, which includes announcing opportunities, receiving and reviewing applications. Followings are the steps of the pre-award phase.

- Call for Proposal Announcement
- Receiving Applications from Potential Grantees/Awardees
- Application Review Process





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6.1.1 Call for Proposal Announcement

TAC after approval of EFMC with intimation to NSC will prepare and publish call for proposals once 3 years of initial investment/s are completed, which include all the pertinent information and requirements for an applicant to assess their eligibility, competency, and interest in the funding opportunity. The travel grant and trainings will be open year around and don't require call subjected to the availability of funds.

6.1.2 Receiving Applications

Following the announcement of call for proposals, the NCLBG&G Secretariat will start receiving applications from potential awardees. Any application received after the deadline shall not be entertained for review process except travel grant and trainings that will be open year around subjected to the availability of funds.

6.1.3 Application Review Process

Once the application submission deadline passes, the head of TAC will start review process of the applications at NCLBG&G Secretariat. The specific process for reviewing an application will follow the below steps:

- i. Initial Scrutiny of Proposal by a committee OR expert constituted OR nominated by Chair/CPD of NCLBG&G with one technical member from NCLBG&G/DABG faculty in case of committee
- ii. Provision of all proposals to reviewers/start of review process on case to case basis
- iii. Assigning of proposals to reviewers (experts)
- iv. Review process progression (pitching/ examination of proposals/ selection /finalization),
- v. Recommendation of the CPD/Chair of NCLBG&G





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- vi. List of qualified awards with justification, along with remarks of the reviewers, shall be sent to EFMC for approval with intimation to NSC
- vii. Award announcement by the NCLBG&G Secretariat (CPD/Chair of NCLBG&G)
- viii. The travel grant and trainings will be open year around don't require call subjected to the availability of funds and be governed as other ToRs of EFMC keeping in view HEC standards for the purpose.

6.2 Award Phase

Once reviewers complete the application review process, the Award Phase begins. The final award decisions rest solely in the hands of EFMC notified by PMAS-Arid Agriculture University, Rawalpindi with intimation to NSC. TAC at NCLBG&G Secretariat will make award recommendations based on the programmatic and financial reviews of the applications and will be approved by EFMC.

Chair of NCLBG&G will make the selection of the reviewers against each project proposal and have the review conducted. Once reviews are received, NCLBG&G Secretariat will prepare a recommended list of awardees by the TAC with subsequent approval from EFMC with intimation to NSC.

6.2.1 Notice of Award

Once the EFMC makes the final award decisions, Secretary of EFMC/Chair of TAC at NCLBG&G Secretariat will send a Notice of Award (NoA) to the awardees selected for funding. When the awardee accepts the grant (i.e., by signing the grant agreement) they become legally obligated to carry out the full terms and conditions of the grant set by NCLBG&G Secretariat approved by EFMC on recommendation of TAC. However as an award recipient, awardees are to abide by the policies of NCLBG&G, PMAS-AAUR and HEC.





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6.3 Post Award Phase

The post award phase comprises a significant amount of work over the duration of the award dates, which includes implementing the grant, reporting progress, and completing the closeout requirements. The EFMC that makes the award to the awardees with help of TAC is also there to assist and ensure awardees /organization complies with the grant terms and conditions.

6.3.1 Monitoring and Evaluation

TAC at NCLBG&G Secretariat shall monitor the progress of awardees and expenditures through various programmatic and financial reporting procedures, as well as using performance metrics per the grant agreement. While the majority of award recipients carry out the grants ethically and efficiently, these monitoring procedures are necessary to maintain transparency and necessary compliances.

TAC at NCLBG&G Secretariat shall monitor and analyze research, financial, and commercialization activities to do the necessary auditing of the awardees following the bylaws and agreements duly signed by the concerned awardees. TAC may opt for any financial expert as deemed fit.

6.4 Closeout

The closeout step is where the grant process ends. In order to complete a closeout, the award recipient, must submit the final financial and technical reports. They must submit all financial, performance, and other reports required under the grant within 90 days after the grant award expires or is terminated. TAC at NCLBG&G Secretariat along with opted member of finance will review these reports to ensure compliance of all the grant terms and conditions as well as to make sure awardees spent all the funds appropriately.





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6.5 Reporting to EFMC

At the end of each year, a performance (technical & financial) comprising of achievements report will be prepared for presenting to the EFMC with intimation to NSC and R&D division of HEC.

7. ELIGIBILITY CRITERIA TO BE AN AWARDEE

Any researcher having an idea or has done initial research in Animal Breeding & Genetics/Genomics is eligible to apply for the NCLBG&G Research Fund. She /He may be required to submit proposal in collaboration with HEC affiliated institutions as consortium partners where applicable following the policies and structure set by the TAC at NCLBG&G Secretariat. All Pakistani/AJK/GB/FATA nationals would be eligible for these grants/scholarships.

The proposed funded projects would be expected to improve genetic potential and conserve livestock species of Pakistan.

7.1 Duration of Project

Life of each project will be for a period 3-5 years or as recommended by TAC from time to time.

8. REVIEWERS SELECTION

Based on the financial size, scope and technical considerations of project/research, reviewers shall be chosen from a pool of local experts based on the themes of the research/project by Chair of TAC.

9. CONFLICT OF INTEREST

It must be ensured that there is no conflict of interest in the selection of the reviewer and TAC. Such conflicts can include financial interests, personal disagreements, or professional opportunism. Reviewers and members of TAC shall be required to sign a document that may disclose any conflicts of interest with applicant.





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10. DISTRIBUTION OF FUNDS

The profit on Endowment Funds of NCLBG&G of PKR 75 Million beside any other donation/s deposited in account shall be utilized in following heads after due process.

- I. Reinvestment 50% of the profit on annual basis through EFMC for NCLBG&G after completing first three years of full re-investment as per PC-1.
- II. After Meeting of operational cost of Endowment Fund Secretaries from remaining 50% from S No. I; following will be utilization for research subjected to variation as per requirement from time to time to be floated by TAC Chair for approval of EFMC with intimation to NSC.
 - a) Up to 20% may be used for research grant (Numbers to be decided by TAC depending upon available budget and estimated cost of project)
 - b) Up to 20% may be used for MPhil/PhD fellowships/Trainings for faculty and students (Numbers to be decided by Technical Award Committee depending upon available budget and estimated cost of Trainings/fellowships)
 - c) Up to 10% will be used for travel grants (Numbers to be decided by TAC depending upon available budget and estimated cost of travel); however HEC rules/policy regarding travelling will be followed
 - d) 50% will be used for purchase/development of software/s their maintenance, innovation, up gradation, complementation with other essential software/s cost of NCLBG&G data server for livestock species along with purchasing, renovating and upgrading of recording tools and equipment of NCLBG&G used in field along genotyping and phenotype recording of various species of livestock at main Center of NCLBG&G





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11. FINANCIALS

11.1. Terms and Conditions

All approved funds for research shall be released in annual installments or on completion of predefined milestones/deliverables subject to provision of financial and technical progress reports except trainings and travel grants. Head of TAC at NCLBG&G Secretariat shall release all funds in favor of Head of Institute (by designation) of the awardee. The funding will be on yearly basis subjected to satisfactory report of the progress. Under no circumstances, funds received for any type of research can be operated through personal bank account. In case of violation, legal action may be initiated against the offenders. .

- NCLBG&G Secretariat shall keep copy of Fund Release Letter along with copy of cheque, for file record, reference and for future correspondence.
- Quarterly and/or annual financial statements of the project account shall be shared by awardee with TAC at NCLBG&G Secretariat and placed in the case file of NCLBG&G Secretariat for monitoring, reporting and record purpose.
- PI/Project lead shall initiate a request for opening project account in the concerned bank and to be operated by PI and one nominee of finance Department/Directorate of concerned institute.
- TAC at NCLBG&G Secretariat shall have the authority to stop any funding in process at any time, if project progress is not up to the mark.

11.2. Profit Sharing

When any of the awardees start earning profit, it shall be shared among PIs and NCLBG&G as per ToRs devised and approved by TAC after due consultation with EFMC with intimation to NSC from time to time. However, profit on research grant funds will be 100% returned to NCLBG&G Endowment Fund account.





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12. OPERATING COST

NCLBG&G will hire designated personnel if required i.e. Reporting and Compliance to handle research fund utilization, perform visits for monitoring and evaluation purposes and keep track on the physical and financial progress of the research/projects all over Pakistan; and Communication and Coordination to perform duties related to the marketing, coordination, and communication, projecting the projects at various forums, be the focal person for the PIs pertaining the business development and marketing of their projects and stimulate the PIs and concerned team to bring in business while helping them to make them sustainable in due course. He/ she will also generate reports for various purposes and conduct review meetings with the PIs and team as and when needed. The personnel will be hired on a lump sum package to manage the whole research funding lifecycle if needed subjected to approval of EFMC. Other overhead and operating cost is as follows, which will be, approved by EFMC on annual basis as Secretariat Budget depending upon funds availability and time-to-time requirements to be presented by CPD/Chair of NCLBG&G.

S No	Item	No	Remuneration (PKR)	Per Annum
1	*Accountant/Junior Clerk/PA/Computer Assistant will perform this duty as assigned by CPD/Head of NCLBG&G			
2	Honorarium for technical experts to short list the proposals	30	Lump sum Rs. 10,000 for all relevant proposal/reviewer (2 Reviewers one each for quantitative and molecular genetics)	20000
3	Honorarium for technical experts to review the shortlisted proposals	10	2 reviews per proposal @ 5,000/review	100000
4	** MnE Visits and TA/ DA/person (Inclusive of HR/Registrar and/or Treasurer office)	As per need @ Rs. 5000 per person along with TA/DA as per government rules		350000
5	Services taken existing university employees i.e. NCLBG&G, DABG, Registrar including legal services, Treasurer & Audit office	As per services taken		200,000
6	Marketing & Advertisement- Reports, Brochure, pamphlets, social media	As per need		100000
7	Stationery	As per need		50000
8	Maintenance and Repair	As per need		80000





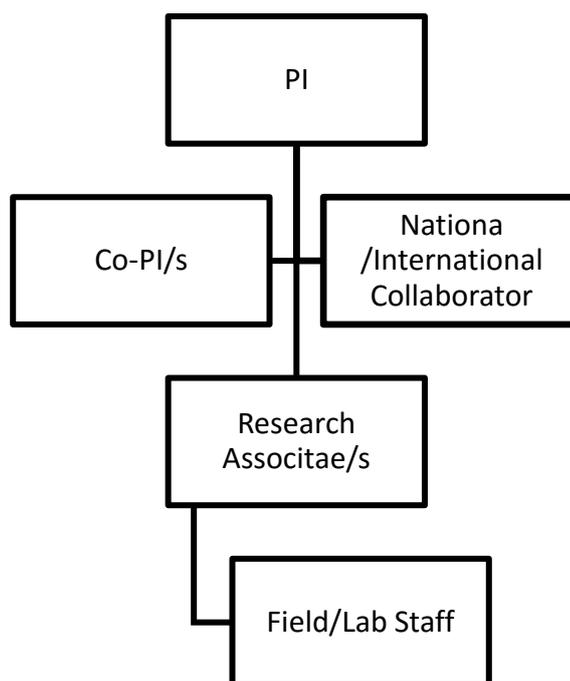
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9	Refreshments for meetings	As per need	100000
10	Office & IT equipment (From NCLBG&G project stock as assigned by CPD/Head of NCLBG&G)		0.000
11	Contingency	As per need	100000
Total			1,100,000
* After development phase of NCLBG&G project most relevant among Accountant/Junior Clerk/PA/Computer Assistant will be perform the duty as assigned by CPD/Head of NCLBG&G			
** Technical experts along with HR and Finance experts where applicable			

13. ORGANIZATIONAL STRUCTURE FOR RESEARCH PROJECT/S AWARDEES

Awardees have the authority to propose a structure of their team according to their funding and research project and deliverables. Following team structure will be proposed to the awardees to follow:



Since PIs and Co-PIs are full time Faculty Members of the University / Degree awarding institutes, therefore salaries will depend on the percentage of time he/she gives to the research/project, and on the projects overhead budget percentage.





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Co-PIs directly report to PI. PI/Co-PIs shall lead team that has research associates and research assistants working under his/her guidance. PI will act as a coordinating and communication bridge among all team leads i.e. research associates and Co-PI where applicable.

14. EVALUATION CRITERIA

In the research grant/travel grant/trainings application form, TAC at NCLBG&G Secretariat details the criteria that they will use to judge entries by the reviewers. Applicants will make sure that their research compasses areas/themes of NCLBG&G to be compliant and successful as under or provided by TAC from time to time.

14.1. Impact

- I. How will the proposed project/research address a scientific challenge, and to what extent?
- II. Is the application grounded in research and data about the problem and the solution?
- III. Is there a clear plan to deploy the Genetic/Genomic model for real-world impact, and what are the expected outcomes.

14.2. Feasibility

- I. Does the researcher/team have a well-developed, realistic plan to execute on the proposal?
- II. Does the team have a plan to access a meaningful dataset and technical expertise to apply Genetic/Genomic to the problem?
- III. Have they identified the right partners and domain experts needed for implementation?





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14.3. Use of Genetic/Genomic tools

- I. Does the research proposal apply Genetic/Genomic technology to tackle the issue it seeks to address?

14.4. Scalability

- I. If successful, how can this project scale beyond the initial proposal where applicable?
- II. Can it scale directly, serve as a model for other efforts, or advance the field?

14.5. Responsibility

- I. Does the proposed use of Genetic/Genomic align with NCLBG&G's objectives and values?

14.6. Novelty

- I. Does the subject research is genuinely novel and that there is no plagiarized material including self-plagiarism?

15. TIMELINE

Development Phase EF Policy Framing	2020	Share EF utilization framework with NSC/HEC Approval and provision of SOPs on Utilization of EF by NSC/HEC
Phase 1 Call for Proposals (June-July)	June-July	Call for Proposals (print media, social media and posters) Marketing through visiting universities, arranging interaction session with students 15 June-15 July
Phase 2 Proposal Submission & Initial Screening (July-August)	July-August	Deadline of submission of proposals 27 July Initial Scrutiny of Proposals July 28 to August 15





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Phase 3 Review Process and Award (August- September)	August	Provision of all proposals to reviewers/start of review process case to case basis 16 August Assigning of proposals to reviewers (experts) 25 August Review process progression (pitching/examination of proposals/selection/finalization) August 30 – September 15
	September	Review Period Ends 15 September Final list by Technical Award Committee will be shared with NSC for intimation and approved from EFMC September 20-30 Award Letter Issuance September 30

16. CHECKLIST

Checklist to ensure a holistic review of proposal developed whether it followed all guidelines which for sure made application pass successfully initial grant phase and other documents which must be completed against each proposal/proposal during the tenure of the project.

1. Proposal form and application is to be submitted as per provided proposal guidelines and does the checklist provided in the proposal form is complete in all regards	Y/N
2. Review report must be filled by the reviewers as per the guidelines	Y/N
3. Business Model Evaluation Form	Y/N
4. Project Outcomes	Y/N
5. Project Budget	Y/N
6. Award Letter	Y/N
7. Contract Agreement.	Y/N
8. Annual Progress Report	Y/N
9. Review Form for Annual progress	Y/N
10. Audit documents.	Y/N

17. IMPORTANT LINKS

- Sustainable Development Goals,
<https://sustainabledevelopment.un.org/?menu=1300>





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- NCLBG&G, <https://uaar.edu.pk/NCLBG/>
- Facebook NCLBG&G link <https://www.facebook.com/groups/labg2014/>
- LinkedIn NCLBG&G link <https://www.linkedin.com/company/12992171>
- HEC, <https://www.hec.gov.pk/english/pages/home.aspx>

