



**NORTH MAHARASHTRA UNIVERSITY,
JALGAON**

DIRECTION : 01/2013

**Sub :- Direction Relating to Direct Recruitment Or
Deputation / Promotion of Associate Professor
to Professor in the Affiliated Colleges/Recognised
Institutions..**

WHEREAS, the University Grants Commission has laid down a policy for promotion from Associate Professor to Professor vide regulation dtd.30th June, 2010,

And

WHEREAS, the State of Maharashtra vide its G.R.No.NGC-2010/(415/10)Vishi-1 dtd. 30th July, 2010, the Government has adopted the above policy, and also directed to amend Statutes/Ordinances in that respect,

And

WHEREAS, the State Government of Maharashtra has granted sanction to convert 10% post as Professors vide its G.R. No.Circular No.NGC 2010/(415/10)-Vishi-1 dtd.26 October, 2010,

And

WHEREAS, Maharashtra State, vide Government Resolution No.NGC 2010/(415/10)/Vishi-1 dtd.7 Sept, 2011, has clarified issues regarding conversion of post from Associate Professor to Professor,

And

WHEREAS, as per G.R.No.SUK 2011/(554/11)-Vishi-1 dtd. 30th Jan, 2012, the State Government has issued direction about inclusion of Government nominee in the Selection Committee for CAS i.e. Career Advancement Scheme,

And

WHEREAS, the Joint Director, Higher Education, Jalgaon Division Jalgaon has finalized quota for CAS at some Colleges,

And

WHEREAS, it is mandatory on the part of the North Maharashtra University, to adopt Government policy as per the sub-clause 60 of Section 5 of The Maharashtra Universities Act, 1994,

And

WHEREAS, it was felt necessary to have a specific direction for promotion from Associate Professor to Professor under CAS laying down therein a procedure for this purpose,

And

WHEREAS, there is no specific provision regarding direct recruitment/promotion of Associate Professor to Professor under The Maharashtra Universities Act, 1994 and Statutes, Ordinances, Rules and Regulation made there under,

And

WHEREAS, The North Maharashtra University, has constituted a Committee for the above purpose and as per the recommendation of the said Committee, it is a need of time to issue a Direction regulating the procedure for direct recruitment or deputation / promotion of Associate Professor to Professor in the affiliated colleges / recognised institutions-

I, therefore, Prof.Dr.Sudhir U. Meshram, Vice- Chancellor of North Maharashtra University, Jalgaon issue Direction as under -

1. This Direction will be called "Direction Relating to Direct Recruitment or deputation / Promotion of Associate Professor to Professor in the affiliated Colleges / Recognised Institutions".
2. This Direction will come in force with immediate effect.
3. This Direction will be applicable to all direct recruitment or deputation / promotion of Associate Professor to Professor in all the colleges /recognized institutions affiliated to this university.
4. **Definitions :**
 - i. 'CAS' means Career Advancement Scheme formulated by the University Grants Commission, New Delhi and adopted by the State of Maharashtra.
 - ii. 'College' means a College affiliated to this University.
 - iii. 'Institution' means an institution recognized by this University.
5. **Rules relating to appointment by promotion in respect of Professors**
 - i. So as to maintain teaching and research at degree level in the Colleges/Institutes and to motivate qualified teachers, this scheme of Career Advancement needs to be implemented forthwith.
 - ii. The procedure of promotion under Career Advancement Scheme be implemented as per criteria laid down by the University Grants Commission and State of Maharashtra

Pay band of the post of Professor will be Rs.37400/-, 67000/- and AGP will be Rs.10000/-.

- iii. There will be a single post of Professor in any Department of affiliated College/Institution. Total posts of Professors in a College/Institution will be 10% of total Associate Professors of the College/ Institute. Out of this, 25% posts will be filled up by direct recruitment and remaining 75% posts will be filled up by promotion as per merit. Department wise post of Professors should be filled up on seniority basis among the Associate Professors of that College/Institution.
- iv. While deciding 10% posts of Professors, post of Principal be included in the available posts of Associate Professors.
- v. The Associate Professors who are holding Ph.D. in their relevant subject, who have completed 3 years of service and getting grade pay of Rs.9000/- are only eligible for promotion as Professor.
- vi. Firstly, the Principal has to prepare a list of Associate Professor of his/her College/Institution and accordingly send a proposal to Joint Director, Higher Education, to finalize strength of the posts of Professors.
- vii. The Divisional Joint Director, Higher Education shall finalize strength of posts of Professor to be filled in by promotion or direct recruitment/ deputation as per proposal received from respective college/institution from the available number of qualified Associate Professors.
- viii. Proposals of willing Associate Professor of the college/institution for promotion as Professors under Career Advancement Scheme be called upon with API and other supporting necessary documents.
- ix. All proposals are to be scrutinized by the college IQAC i.e. Internal Quality Assessment Committee. The said committee shall assign marks to each proposal. All the eligible proposals will be scrutinized by the University API i.e. Academic Performance Indicator committee.
- x. The University shall issue a certificate after API scrutiny. The API certificated issued by the University shall be final.
- xi. The college/institution shall publish a merit list of eligible qualified Associate Professor as scrutinized by the University based on API criteria and as per the said list and

according to strength of posts, name of one Associate Professor as per merit for post of Professor in Department be decided.

- xii. The selection committee for promotion of Associate Professor to Professor shall be constituted by the University after submission of proposal in that respect only after sanction of strength by Joint Director, Higher Education.
- xiii. The selection committee for promotion of Professors at college shall be constituted as under –

(a) The Selection Committee for the post of Professor (By Promotion only) in Colleges/Institutions including Private Colleges/Institutions shall be constituted as under:

- (1) The Chairperson of the Governing Body or his or her nominee, from among the members of the Governing body to be the Chairperson of the Selection Committee.
- (2) Two representatives nominated by the Hon'ble Vice-Chancellor, one of whom shall be the Dean of College Development Council or equivalent position in the University and the other must be expert in the concerned subject.

In case of Colleges notified/ declared as minority educational institutions, two nominees of the Chairperson of the College from out of a panel of five names, preferably from minority communities, recommended by the Vice-Chancellor of the affiliating university from the list of experts suggested by the relevant statutory body of the college of whom one should be a subject expert not below the rank of Professor of the Central/State University Departments/ Institutions.

- (3) Two subject-experts not below the rank of Professor of the Central/State University Departments/ Institutions who are not connected

with the college/institution to be nominated by the Chairperson of the governing body of the college/institutions out of a panel of five names recommended by the Vice-Chancellor from the list of subject experts approved by the relevant statutory body of the university concerned.

In case of colleges notified/ declared as Minority educational institutions, two subjects experts not connected with the University to be nominated by the Chairperson of the Governing body of the college out of the panel of five names, preferably from minority communities, recommended by the Vice-Chancellor from the list of subject experts approved by the relevant statutory body of the college.

- (4) Joint Director, Higher Education or its nominee.
 - (5) The Principal/Director of the College/Institution shall work as the Secretary.
- (b) The quorum for the meeting should be five of which at least two must be from out of the three subject-experts.
- xiv. Interviews for promotion will be held only after selection committee is constituted by the University.
 - xv. After completion of selection process, the Principal shall have to submit report of selection committee within 72 hours to the University.
 - xvi. The college/institute will submit a proposal to the Joint Director for sanction of grade pay after getting approval to the concerned Professor from the University.
 - xvii. As such, the Professor appointed as above shall be senior to the Associate Professor due to his /her senior position and he/she will be treated senior most and he/she will work as HOD.
 - xviii. Due to creation of post of Professor in the college, there will be no effect on the pay and status of Principal since the post of Principal is of administrative and academic nature.
 - xix. If any Professor is retired, then again posts for Professor is to be finalized from the Joint Director, Higher Education.

Under such circumstances, Associate Professor who is a merit holder as per API, shall be promoted.

6. Rules relating to appointment by direct recruitment/ deputation in respect of Professors

- i. A procedure followed by the University for recruitment of Professor by direct mode shall be adopted by the College/Institute as per resolution of the University Grants Commission and Government of Maharashtra.
- ii. 25% posts of Professors be filled up by direct recruitment/deputation after fixation of 10% post of Associate Professor in the College.
- iii. The Principal/Director will follow the procedure for direct recruitment/deputation after fixation of strength of the post of Professors by the Joint Director, Higher Education.
- iv. Regarding direct recruitment/deputation, the College Management will take a decision about to fix post in each department in which there is vacancy.
- v. The College/Institution has to fix the posts of Professor which is required to be filled up as per norms and policy prescribed by the Government relating to reservation of SC/ST/VJNT/OBC/ differently abled persons laid down from time to time.

And it is mandatory on the part of concerned management of the affiliated college/recognised institution to scrutinize and take prior sanction/approval from the SC/ST Cell of the University as per roster maintained for that purpose. The College/Institution shall specifically clarify reservation to a subject. In this context, the College/Institution shall get approved a draft advertisement from the University as per prevalent rules.

- vi. After publication of advertisement, the College/Institution will seek the selection committee for the interview for the Post of Professor from the University.
- vii. It will be a responsibility of the Principal/Director to complete the process of appointment of Professor by direct recruitment/deputation within a period of 2 months

after getting sanction from the Joint Director, Higher Education as per the policy/procedure laid down by the said Direction.

- viii. The place of interview will be the University and TA/DA shall be borne by the concerned management of affiliated college/recognized institution. The letter of appointment in this case will be issued by the Management of the College / Institutions as per the recommendation of selection committee constituted for the purpose, with prior approval of the University.
- ix. The deputation shall be permissible **only** in case non-availability of the suitable candidate after failure of **two attempts of direct recruitment process.**
- x. The Selection Committee for direct recruitment/deputation will be as under –
 - (a) The Selection Committee for the post of Professor (Direct Recruitment or Deputation) in Colleges including Private Colleges shall have the following composition:
 - (1) The Chairperson of the Governing Body or his or her nominee, from among the members of the Governing body to be the Chairperson of the Selection Committee.
 - (2) Three University representatives nominated by the Hon'ble Vice-Chancellor, one of whom shall be the Dean of College Development Council or equivalent position in the University and the other two must be expert in the concerned subject not below the rank of Professor of the Central/State University/Institution.

In case of Colleges notified/ declared as minority educational institutions, two nominees of the Chairperson of the College/institution from out of a panel of five names, preferably from minority communities, recommended by the Vice-

Chancellor of the affiliating university from the list of experts suggested by the relevant statutory body of the college of whom one should be a subject expert as per the policy and procedure laid down in the said direction.

- (3) Two subject-experts not below the rank of Professor of the Central/State Universities/ Institutions and not connected with the college to be nominated by the Chairperson of the governing body of the college out of a panel of five names recommended by the Vice-Chancellor from the list of subject experts approved by the relevant statutory body of the university concerned.

In case of colleges/institutions notified/ declared as minority educational institutions, two subjects experts as stated in the said direction who are not connected with the University to be nominated by the Chairperson of the Governing body of the college/institution out of the panel of five names, preferably from minority communities, recommended by the Vice-Chancellor from the list of subject experts approved by the relevant statutory body of the college/institution.

- (4) An academician representing SC/ST/OBC/ Minority/ Women / Differently-abled categories, if any of candidates representing these categories in the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee do not belong to that category.
- (5) Joint Director, Higher Education or its nominee.
- (6) The Principal of the College shall work as Secretary.

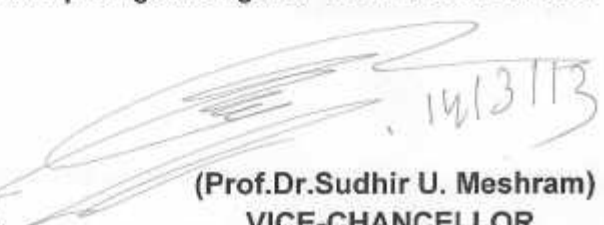
- (b) The quorum for the meeting should be five of which at least three must be from out of the four subject-experts.

7. The appointment orders as well as promotion orders for the post of Professor will be issued by the concerned management of the college/institution only after taking prior sanction from Hon'ble Vice-Chancellor of this University.
8. The appointment/promotion orders issued by the concerned management of the affiliated colleges/ recognized institutions in the light of the said direction for the Post of Professor are subject to final approval of the University.
9. If any dispute or interpretation of any provision of the said direction, the decision of the Vice-Chancellor, would be deemed to the final, exclusive and prerogative right of the Vice-Chancellor.

Place - NMU, Jalgaon.

Date - 15 March, 2013

Outward No. NMU/1 /174 /2013

 (Prof. Dr. Sudhir U. Meshram)
VICE-CHANCELLOR

Copy for information and necessary action to -

1. The Registrar, NMU, Jalgaon.
 2. The Finance & Accounts Officer, NMU, Jalgaon.
 3. The Deputy Registrar, SC/ST Cell, NMU, Jalgaon.
 4. The Deputy Registrar, V.C. Office, NMU, Jalgaon.
 5. The Deputy Registrar, Law/RTI, NMU, Jalgaon.
 6. The Public Relation Officer, NMU, Jalgaon.
 7. The Assistant Registrar, Staff Approval Section, NMU, Jalgaon.
- He is directed to circulate the above direction and ensure its implementation scrupulously.
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