Dr. Babasaheb Ambedkar Marathwada University
Chhatrapati Sambhajinagar – 431 004,
Maharashtra, India
NAAC Re-accredited 'A+' Grade
Office : Academic Section
Office PBX : (0240) 24033900/400
Affiliation: (0240) 2403118/119/115
Web Site : www.bamu.ac.in
http://bamua.digitaluniversity.ac

स्थापना वर्ष : १९५८

डॉ. बाबासाहेब आंबेडकर मराठवाडा विद्यापीठ
छत्रपती संभाजीनगर - ४३१ ००४,
महाराष्ट्र, भारत
नॅक समितीतर्फे 'अ+' दर्जा प्राप्त
Email : dyregistrar.acad@bamu.ac.in
acadsection@bamu.ac.in
कार्यालय :- शैक्षणिक विभाग (संलग्नीकरण)

परिपत्रक

विषय : विद्यापीठाशी संलग्नीत अशासकीय अनुदानित महाविद्यालयातील सहायक प्राध्यापक पदांच्या भरती बाबत

संदर्भ : १) शासन निर्णय दिनांक ३१ ऑगस्ट, २०२६.
२) मा. अधिष्ठाता मंडळ बैठक दिनांक १६ नोव्हेंबर, २०२६.
३) मा. विद्यापरिषद बैठक दिनांक १९ नोव्हेंबर, २०२६.

उपरोक्त विषयी संदर्भीय शासन निर्णयानुसार विद्यापीठाशी संलग्नीत अशासकीय अनुदानित महाविद्यालयातील सहायक प्राध्यापक पदांची भरती करतांना संबंधित संस्था / महाविद्यालयाने करावयाच्या कार्यवाही बाबतची नियमावली सोबत जोडली असून सदर नियमावलीचे काटेकोरपणे पालन करुन त्यानुसार कार्यवाही करण्याची जबाबदारी संबंधित संस्था / महाविद्यालयाची राहील. करीता सदर नियमावली आपल्या माहिती व योग्य त्या कार्यवाहीसाठी परिपत्रकासोबत अग्रेषित करण्यात येत आहे.

सोबत :- नियमावली.

संदर्भ क्र. शैक्ष/ संलग्न/२०२६-२७/6715-19
दिनांक :- १९ नोव्हेंबर, २०२६.

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कुलसचिव

प्रतिलिपी :-

१) मा. कुलगुरू महोदयांचे स्वीय सहाय्यक, कुलगुरू कार्यालय, डॉ. बाबासाहेब आंबेडकर मराठवाडा विद्यापीठ, छत्रपती संभाजीनगर.
२) मा. प्र कुलगुरू महोदयांचे स्वीय सहाय्यक, प्र कुलगुरू कार्यालय, डॉ. बाबासाहेब आंबेडकर मराठवाडा विद्यापीठ, छत्रपती संभाजीनगर.
३) अध्यक्ष / सचिव, सर्व संलग्नीत महाविद्यालय, डॉ. बाबासाहेब आंबेडकर मराठवाडा विद्यापीठ, छत्रपती संभाजीनगर.
४) प्राचार्य / संचालक, सर्व संलग्नीत महाविद्यालय, डॉ. बाबासाहेब आंबेडकर मराठवाडा विद्यापीठ, छत्रपती संभाजीनगर.
५) मा.संचालक, युनिक, डॉ. बाबासाहेब आंबेडकर मराठवाडा विद्यापीठ, छत्रपती संभाजीनगर यांना देवून विनंती करण्यात येते की, सर्व संलग्नीत महाविद्यालयाच्या ई-पत्त्यावर व विद्यापीठ संकेतस्थळाच्या परिपत्रक विभागात प्रसिध्द करण्यात यावे, ही विनंती.

Dr. Babasaheb Ambedkar Marathwada University
Chhatrapati Sambhajinagar

Maharashtra, India
NAAC Re-accredited 'A^{+}' Grade

Dr. Babasaheb Ambedkar Marathwada University
Inward No. 242229
Office of the V.C.Sec.
Date 05/11/2026
Chhatrapati Sambhajinagar

Process and Procedures for Appointments of full-time teachers in aided affiliated colleges of Arts, Science, Commerce, Education and Law

Ref:

1) महाराष्ट्र शासन, उच्च व तंत्र शिक्षण विभागशासन निर्णय क्र. HTED-E-No. ९६७३५०/२०२५-MHT-(HE-५), मादाम कामा रोड, हुतात्मा चौक राजगुरु चौक, मंत्रालय, विस्तार भवन, मुंबई-४०० ०३२. दिनांकः ३१ ऑगस्ट, २०२६.
2) GOVERNMENT OF MAHARASHRTRA Higher & Technical Education Department Government Resolution No: Misc-2309/C.R.128/UNI-1 Mantralaya Annex, Mumbai-400 032, Dated-05 March, 2024.
3) महाराष्ट्र शासन, उच्च व तंत्र शिक्षण विभाग, शासन निर्णय क्रमांक वेतन-२०१८/प्र.क्र.५६/विशि-१ हुतात्मा राजगुरु चौक, मादाम कामा मार्ग, वित्त विभाग, मंत्रालय, मुंबई ४०० ०३२, दिनांक:- १ जानेवारी, २०२४.
4) University Grant Commission Notification, New Delhi, the 30th June 2023.
5) Government of Maharashtra Higher & Technical Education Department, Corrigendum No: Misc-2018/C.R.56/18/UNI-1, Mantralaya Annex, Mumbai- 400 032, Dated - 10 May, 2019.
6) GOVERNMENT OF MAHARASHTRA, Higher & Technical Education Department, Government Resolution No. Misc-2018/C.R.56/18/UNI-1, Mantralaya Annex, Mumbai - 400 032, Date: 08 March, 2019.
7) University Grant Commission Notification, New Delhi, the 18th July 2018.

All concerned Institutions, Principals of Non-Government Aided Affiliated Colleges, Presidents, Secretaries and Management Trustees are hereby directed to strictly comply with the following instructions while undertaking the recruitment and appointment process of full-time Assistant Professors. The recruitment process shall be conducted in accordance with the UGC Regulations dated 18th July 2018, as amended from time to time, and the Government Resolution dated 31st August 2026, issued by the Higher and Technical Education Department, Government of Maharashtra. All concerned authorities shall ensure transparency, fairness, merit-based selection and strict adherence to prescribed eligibility criteria, reservation policies and recruitment procedures.

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(A)	PROCEDURE FOR APPOINTMENTS	
Sr.	**Description of Procedure**	**Related concerned authorities**
1)	No Objection Certificate of Government of Maharashtra for filling up of vacant aided teaching posts as per sanctioned teaching staffing pattern	1. Joint Director of concerned Region. 2. Higher & Technical Education Department, Government of Maharashtra
2)	Approval of advertisement and verification of roster including details of vertical and horizontal social reservations of posts and subsequently confirmation of eligibility and educational qualifications for the posts	1. The Deputy Registrar, Special Cell. 2. The Deputy Registrar, Academic Section, Dr. Babasaheb Ambedkar Marathwada University, Chhatrapati Sambhajinagar.
3)	Educational Qualification as per UGC Notification dated 18th July 2018 and subsequent G.R. dated 8th March, 2019 and 10th May, 2019.	The Deputy Registrar, Academic Section, Dr. Babasaheb Ambedkar Marathwada University, Chhatrapati Sambhajinagar.
4)	The Advertisement as approved by the University same Advertisement is required to be published in a newspaper of all India circulation i.e. Times of India, the Indian Express, the Hindu, the Amrit Bazar Patrika, Maharashtra Times, Loksatta, University News (Weekly journal published by the Association of Indian Universities, New Delhi) and Employment News etc.	The Secretary/Chairman of concerned college Trust/Society and Principal
5)	Applications should be received in online mode as well as in offline mode with proper acknowledgement and record within 15 days from the date of publication of the advertisement.	The Secretary / Chairman of concerned college Trust / Society and Principal
6)	Request for Vice-Chancellor's nominee along with original newspaper cuttings of advertisement be submitted as per provisions of G.R. referred above.	The Deputy Registrar, Academic Section, Dr. Babasaheb Ambedkar Marathwada University, Chhatrapati Sambhajinagar.
7)	Shortlisting of candidates be done as per UGC Notification dated 18th July, 2018 and G.R. dated 8th March, 2019 Appendix II - Table 3B. The attendance of Vice-	The Secretary / Chairman of concerned college Trust / Society and Principal

05/11/26

	Chancellor's nominee and concerned subject experts nominated by the Vice-Chancellor is mandatory for Scrutiny and shortlisting	
8)	Publication of eligible and non-eligible candidates on college website and one copy of the same be submitted to university	The Deputy Registrar, Academic Section, Dr. Babasaheb Ambedkar Marathwada University, Chhatrapati Sambhajinagar.
9)	Constitution of Selection Committee The Selection Committee consisting of VC nominee and subject expert as per provisions of GR dated 8th March, 2019 and 1 January 2024, be constituted and the date of the meeting of the Selection Committee should be so fixed as to allow notice there of being given at least 30 days to each member of the selection Committee and to the candidates and the particulars of the candidates should be supplied so as to reach the members of the Committee at least 7 days before the date of the meeting.	The Secretary/Chairman of concerned college Trust/Society and Principal
10)	The interviews proceedings should be conducted in camera with audio video recording and the same be recorded in pen drive and the same be sealed and preserved as per the conditions mentioned in the G.R. dated 31st August, 2026.	The Secretary / Chairman of concerned college Trust / Society and Principal
11)	The proposals for approval be submitted to the University along with all the requisite documents within one month.	The Secretary / Chairman of concerned college Trust/Society and Principal
12)	Publication of list of selected and approved teachers be published on College website.	The Secretary / Chairman of concerned college Trust / Society and Principal

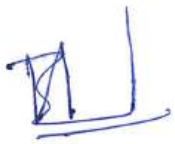
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(B)	QUALIFICATIONS & EXPERIENCE	
(I)	**Eligibility for the post of ASSISTANT PROFESSOR**	
(a)	(1)	A Master's degree with 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in a concerned / relevant / allied subject from an Indian University, or an equivalent degree from an accredited foreign university.
(II)	**Eligibility for the post of LIBRARIAN**	
	(1)	A Master's degree in Library Science, Information Science or Documentation Science or an equivalent professional degree, with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).
		AND
		National Eligibility Test (NET), State Eligibility Test (SET) and State Level Eligibility Test (SLET) will be the minimum criteria for the direct recruitment to the post of Assistant Professor for all higher education institutions. Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, like SET or who are or have been awarded a Ph.D. Degree (in concerned / relevant subject) in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil. / Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time, as the case may be exempted from NET / SET. Provided the candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institution awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET / SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions subject to the fulfilment of the following conditions:
	a)	The Ph.D. degree of the candidate has been awarded in regular mode only;
	b)	The Ph.D. thesis has been evaluated by at least two examiners;
	c)	An open Ph.D. viva voce of the candidate has been conducted;
	d)	The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal; and
	e)	The candidate has presented at least two papers, based on his/her Ph.D. work in conferences/seminars, sponsored/funded/supported by the UGC/ICSSR/CSIR or any similar agency.
		NOTE: The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic affairs) of the University concerned.

05/11/26

		NET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SET is not conducted. However, Ph.D. degree shall remain the minimum eligibility for appointment of Assistant Professor in such disciplines.
OR		
(b)		The Ph.D. degree has been obtained from a foreign university/institution with a ranking among top 500 in the World University Ranking (at any time) by any one of the following
	(i)	Quacquarelli Symonds (QS);
	(ii)	the Times Higher Education (THE) or
	(iii)	the Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai).





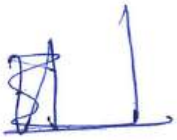


(C)	NOTES, INSTICTIONS, TERMS & CONDITIONS:	
1.	The Applications will be accepted in online and offline mode.	
2.	Knowledge of Marathi is essential.	
3.	Separate Application should be submitted for each post.	
4.	Candidates are advised to satisfy themselves before applying that they possess the prescribed qualifications and it is for the candidates themselves to ensure that they possess the prescribed qualifications.	
5.	The candidates shall apply along with self-attested documents of educational qualification, experience etc. and to refer the concerned college/institute website from time to time as all information like documents required, scrutiny, interview dates/results/notices/various schedules etc. will be displayed on the same.	
6.	The candidates are requested to furnish/submit duly signature, latest passport size photo, all testimonials, necessary documents mentioned in checklist and also valid e-mail and activated cell/mobile number.	
7.	The candidates who are working as Teachers should submit their application form along with No objection certificate of present employer with supporting documents, otherwise their previous services could not be considered for promotion, placement, increments and other consequential benefits.	
8.	The candidates belonging to the reserved categories viz. VJ/NT, SBC, SEBC and OBC must possess a valid Non-creamy layer certificate as on the last date prescribed for submission of the application. A non-creamy layer certificate obtained or issued after the last date of submission of application shall not be considered valid for availing the benefit of reservation.	
9.	Candidates called for interview will have to be present themselves at their own cost.	
10.	Candidates already in the service shall submit their applications through proper channel and NOC from the present employer.	
11.	**Application Form should be accompanied with attested copies of the following documents: -**	
	(i)	Degree/Diploma certificates, statement of marks and other certificates of the educational qualifications.
	(ii)	Approval letters in case of teachers of affiliated colleges/recognized institutions.
	(iii)	Appointment orders in case of University Teachers.
	(iv)	Certificate/s of teaching/administrative experience and evidence of post-doctoral research and Ph. D. guidance.
	(v)	Caste Certificates in case of reserved category and non-creamy layer certificate in case of OBC, DT/NT, EWS and SEBC category.
	(vi)	Birth Certificate/ SSC certificate or other Government document as proof of date of birth.
	(vii)	In case of change in name of the candidate, a copy of Government Gazette.

12.	Candidates should give the information regarding Court cases pending, Criminal cases, disciplinary actions or equivalent etc. Any changes in this information as and when occurred after the submission of application form till the completion of recruitment process should be brought to the notice of the University by the candidate, failing which the University reserves the right to cancel the candidature and to debar him/her from all selections.
13.	Candidates belonging to the reserved categories specified by the State Government of Maharashtra only shall be considered for the posts reserved in this advertisement. The candidates from reserved category who are domiciled outside the State of Maharashtra will be treated as Open category candidates as per Maharashtra Govt. Circular No. CBS-1290/23116/Pra. Kra.378/ Mapak.5, dated 24-08-1995.
14.	As per Notification No. NPS 2022/C.R.32/SER-4, dated 30th September, 2022 of Finance Department, Government of Maharashtra, Mumbai-32 "National Pension System" has been made applicable to the Govt. servant. The same will be applicable to employees of this University.
15.	The candidate shall have to submit a Declaration-II of the Application Form as per the rules Prescribed by the Govt. of Maharashtra in respect of small family vide Notification No. SRV.2000/CR/(17/2000) XII, dated 28-3-2005.
16.	Non-Creamy Layer Certificate for the candidate belonging to the DT-A, NT-B, NT-C, NT-D, OBC, SEBC and SBC categories, as per Government of Maharashtra Circular No. CBC-10/2008/pra.kra.697/nijabhaja-1 dated 16th December, 2017, issued by the competent authority valid up to 31.03.2024.
17.	There shall be horizontal Reservation for Woman (30%) as per शासन निर्णय क्र. ८२/२००१ / मासेआ २०००/प्रक्र.४१५/का-२ दिनांक २५.०५.२००१.
18.	As per the General Administration Department, Mantralaya, Mumbai-32 Notification No.SRV.2000/CR(17/2000)/XII, dated 28th March, 2005 in respect of 'Small Family' a person who desires to apply for any post in Group A, B, C and D in any Government Service shall submit, along with the application form, a declaration in prescribed FORM.
19.	Qualification, Experience and all other eligibility conditions shall be considered as on last date of receipt of application.
20.	Incomplete applications, applications without required enclosures, applications without requisite fees and applications not submitted in the manner, procedure and within prescribed time by the University shall be summarily rejected.
21.	Candidates belonging to reserved categories domiciled outside the Maharashtra State will be treated as Open as per G.R.No.CBC-1084/54577(1813) BCW-5 dated 1st November, 1985 and Circular No.CBC-1688(2829) MAVAK-5 dated 29th July, 1988.
22.	Reserved category candidates shall provide the Caste Certificate, Caste validity certificate, Non-Creamy layer certificate etc.
23.	Applications with incomplete information, erased/wrong information, in respect of educational qualifications, experience, age, caste certificate, non-attested

	certificates etc. and without processing fee will not be considered/entertained and liable to be rejected. No correspondence in this respect will be made.
24.	If selected, the appointments will be made after the verification of original certificates of qualification, experience etc.
25.	In the event of any information being found false, incomplete or incorrect the candidature/appointment is liable to be cancelled/terminated.
26.	Canvassing, direct or indirect will be disqualification.
27.	The Government Resolutions/Circulars issued by the Government of Maharashtra and UGC from time to time will be made applicable.







(D)	**शासन निर्णय दिनांक ३१ ऑगस्ट, २०२६**
अ. क्र.	राज्य सार्वजनिक विद्यापीठांशी संलग्नीत अशासकीय अनुदानित वरिष्ठ महाविद्यालयांमधील "सहायक प्राध्यापक" पदभरतीच्या अनुषंगाने खालीलप्रमाणे कार्यवाही करण्यात यावी.
१.	शासनाचे पदभरती बाबचे ना-हरकत प्रमाणपत्र प्राप्त झाल्यानंतर, संस्था / महाविद्यालयाने जाहिरात मसुदा संबंधित विद्यापीठास मान्यतेस्तव सादर करावा.
२.	विद्यापीठाने जाहिरात मसुद्यास मान्यता देताना, सदर जाहिरातीत नमूद केलेली शैक्षणिक पात्रता ही विद्यापीठ अनुदान आयोग अधिसूचना दिनांक १८-०७-२०१८ मधील नियम ३ व ४, सदर अधिसूचनेतील सुधारणा दिनांक ३०-०६-२०२३ आणि सदर अधिसूचना स्वीकारलेले शासन निर्णय दिनांक ०८-०३-२०१९, दिनांक १०-०५-२०१९ व दिनांक ०५-०३-२०२४ नुसार दर्शविली असल्याचे, तसेच सामाजिक आरक्षण आणि समांतर आरक्षण अचूक दर्शविले असल्याची खातरजमा करण्याची जबाबदारी विद्यापीठाची (मागास वर्ग कक्ष) राहील.
३.	विद्यापीठाने मान्यता दिल्यानुसार, संस्था / महाविद्यालयाने राष्ट्रीय स्तरावरील वृत्तपत्रात तसेच माहिती व जनसंपर्क विभागाने घोषित केलेल्या 'अ' किंवा 'ब' वर्गातील राज्यस्तरीय वृत्तपत्रामध्ये जाहिरात प्रसिद्ध करावी. सदर जाहिरात ही विद्यापीठाने मंजूर केलेल्या मसुद्यानुसारच प्रसिद्ध झालेली असेल, याची जबाबदारी संस्थेची / महाविद्यालयाची राहील.
४.	सर्व संस्थांनी / महाविद्यालयांनी उमेदवारांचे अर्ज ऑनलाईन पद्धतीने स्वीकारावेत. जर उमेदवारांना या व्यतिरिक्त ऑफलाईन पद्धतीने अर्ज करावयाचा असेल, तर तसे अर्जही संस्थेने / महाविद्यालयाने स्वीकारावेत. तसेच ऑनलाईन / ऑफलाईन पद्धतीने केलेल्या अर्जांस पोहोच देण्याची दक्षता संस्था / महाविद्यालयाने घ्यावी.
५.	विद्यापीठ अनुदान आयोगाच्या दिनांक १८-०७-२०१८ रोजीच्या अधिसूचनेनुसार निर्धारित केलेल्या तरतुदीनुसार प्राप्त अर्ज संख्येचा विचार करून, संस्थेकडून / महाविद्यालयांकडून मुलाखतीसाठी उमेदवारांची शॉर्टलिस्टिंग करण्यासाठी विद्यापीठ अनुदान आयोगाची अधिसूचना दिनांक १८-०७-२०१८ मधील Appendix II, मधील टेबल 3B चा वापर करण्यात यावा. (***प्रपत्र - १)*** सदरची शॉर्टलिस्टिंग प्रक्रिया करताना 'महाराष्ट्र शैक्षणिक संस्था (अध्यापक संवर्गातील आरक्षण) अधिनियम, २०२१' मधील धोरण तसेच सामाजिक आणि समांतर आरक्षणाचे धोरण विचारात घेऊन,

	मुलाखतीसाठीचे उमेदवारांचे प्रमाण हे संस्थेने / महाविद्यालयाने ठरवावे. शॉर्टलिस्टिंग करण्यासाठी विचारात घेतलेल्या प्रमाणाची माहिती आणि शॉर्टलिस्टिंग केलेल्या यादीची एक प्रत संबंधित राज्य सार्वजनिक विद्यापीठास ऑनलाईन पद्धतीने पाठविण्यात यावी. तसेच संस्थेकडे अर्ज केलेल्या सर्व उमेदवारांची यादी, विद्यापीठ अनुदान आयोगाने निश्चित केलेल्या शॉर्टलिस्टिंग बाबतच्या कार्यपद्धतीनुसार उमेदवारांना दिलेल्या गुणांकनाच्या तपशीलासह संबंधित विद्यापीठाकडे ऑनलाईन पद्धतीने पाठवावी. सर्व उमेदवारांना शॉर्टलिस्टिंग दरम्यान मिळालेल्या गुणांकनाचा संस्थेकडून प्राप्त झालेला सर्व तपशील जतन करण्याची व्यवस्था विद्यापीठाने निर्माण करावी. सदर तपशील ऑनलाईन पद्धतीने कशाप्रकारे पाठवावा, याबाबत विद्यापीठाने अधिनस्त संस्थांना अवगत करावे.
६.	मुलाखतीसाठी निवड समिती ही विद्यापीठ अनुदान आयोग अधिसूचना दिनांक १८-०७-२०१८, शासन निर्णय दिनांक १०-०५-२०१९ आणि शासन निर्णय दिनांक ०१-०१-२०२४ मधील तरतुदीनुसार गठीत करण्यात यावी. (***प्रपत्र - २***). सदर तरतुदीनुसार समिती गठीत करण्याची जबाबदारी ही संबंधित संस्थेची राहील.
७.	विद्यापीठ अनुदान आयोगाच्या दिनांक १८-०७-२०१८ रोजीच्या अधिसूचनेतील नियम ६ मध्ये निवड प्रक्रियेबाबत निर्धारित केलेल्या तरतुदीनुसार आणि सदर तरतुदी शासन निर्णय दिनांक ०८-०३-२०१९ व दिनांक १०-०५-२०१९ अन्वये स्वीकृत केल्यानुसार, सदर मुलाखत प्रक्रिया पार पाडण्यात यावी. विद्यापीठांनी मुलाखत प्रक्रियेतील गुणांकनाचे निकष निश्चित करावेत आणि त्याप्रमाणे गुणांकन प्रपत्र तयार करावे. (***प्रपत्र - ३ 'अ' व 'ब'***) सदर गुणांकन प्रपत्राप्रमाणेच मुलाखतीची कार्यवाही झाल्याची खातरजमा विद्यापीठांनी अंतिम निवड यादीस मान्यता देताना करावी. सदर मुलाखत प्रक्रिया पारदर्शीपणे पार पाडण्याची जबाबदारी ही संबंधित निवड समितीची राहील.
८.	संस्थेतील सहाय्यक प्राध्यापक पदावरील नियुक्ती प्रक्रियेमध्ये पारदर्शकता सुनिश्चित करण्याच्या उद्देशाने, संपूर्ण मुलाखत प्रक्रियेचे CCTV प्रणालीद्वारे रेकॉर्डिंग करण्यात यावे. सदर CCTV रेकॉर्डिंग मुलाखतीच्या दिनांकापासून किमान एक वर्ष गोपनीय दस्तऐवज म्हणून सुरक्षितपणे संस्थेकडून जतन करण्यात यावे. तथापि, संबंधित भरती प्रक्रियेबाबत तक्रार, आक्षेप, चौकशी न्यायालयीन / वैधानिक कार्यवाही किंवा अन्य प्रशासकीय प्रक्रिया सुरू असल्यास, संबंधित रेकॉर्डिंगचा नाश

	/ विलोपन करण्यात येऊ नये आणि प्रकरण निकाली निघेपर्यंत ते पुढेही जतन करण्यात यावे.
९.	निवड झालेल्या उमेदवारांची पात्रता अचूक असल्याची तसेच निवड प्रक्रिया नियमानुसार पार पडल्याची खातरजमा करून अंतिम निवड यादीस मान्यता देण्याची कार्यवाही करण्याची दक्षता संबंधित विद्यापीठांनी घ्यावी.
१०.	विद्यापीठ मान्यतेसह संपूर्ण मुलाखत प्रक्रिया पार पडल्यानंतर, अंतिम निवड झालेल्या उमेदवारांची यादी संस्था / महाविद्यालयाच्या संकेतस्थळावर प्रसिद्ध करावी.
११.	सदर निवड प्रक्रिया ही उपरोक्त नमूद विद्यापीठ अनुदान आयोग अधिसूचना व त्यात वेळोवेळी झालेल्या सुधारणा आणि शासनाने वेळोवेळी निर्गमित केलेल्या शासन निर्णय / परिपत्रके यांना अनुसरून करण्याची तसेच सदर पदभरती पारदर्शक पद्धतीने होईल याची जबाबदारी नियुक्ती प्राधिकारी म्हणून संबंधित संस्था, संबंधित विद्यापीठ, निवड समिती सदस्य व शासन प्रतिनिधी यांची राहील. सदर भरती प्रक्रियेमध्ये अनियमितता आढळून आल्यास अनियमिततेस जबाबदार असणाऱ्या संबंधितांवर सक्षम प्राधिकरणामार्फत जबाबदारी निश्चित करण्यात येईल.
१२.	विद्यापीठाशी संलग्न महाविद्यालयांमधील सहायक प्राध्यापक भरती प्रक्रियेत कोणत्याही प्रकारचा गैरव्यवहार झाल्याचे निष्पन्न झाल्यास, संबंधित संस्थेवर / महाविद्यालयावर नियमानुसार कठोर कार्यवाही करण्यात येईल.

05/11/24

(E)	**महाविद्यालयातील शिक्षक भरती करण्यासाठीची करावयाची प्रक्रियेतील महत्त्वाचे घटक**
१.	शासनाची ना-हरकत.
२.	जाहिरात मसुदा संबंधित विद्यापीठाने दिलेली मान्यता.
३.	शैक्षणिक अर्हता, विद्यापीठ अनुदान आयोग अधिसूचना दि. १८-०७-२०१८ मधील नियम ३ व ४, शासन निर्णय दिनांक ०८-०३-२०१९ व दि. १०-०५-२०१९.
४.	आरक्षण आणि समांतर आरक्षणाबाबत खातरजमा.
५.	शासन व विद्यापीठ नियमानुसार वृत्तपत्रामध्ये जाहिरात प्रकाशित करणे. (विद्यापीठ मसुद्यानुसार)
६.	उमेदवारांचे अर्ज ऑनलाईन पद्धतीने स्वीकारावेत तसेच उमेदवाराच्या विनंतीनुसार ऑफलाईन पद्धतीनुसारही अर्ज स्वीकारावेत.
७.	ऑनलाईन / ऑफलाईन दोन्ही प्रकारात पोहोच द्यावी.
८.	मुलाखतीसाठी उमेदवारांना शॉर्टलिस्टिंग करण्यासाठी विद्यापीठ अनुदान आयोग अधिसूचना दि. १८-०७-२०१८ मधील Appendix II मधील टेबल ३ बी चा वापर करावा.
९.	उमेदवारांची यादी संकेतस्थळावर प्रकाशित करावी. व सदर यादी विद्यापीठास सादर करावी.
१०.	गुणांकनाचा तपशील विद्यापीठास सादर करावा.
११.	सदर अभिलेख महाविद्यालय / संस्था यांनी जतन करण्याची व्यवस्था करावी.
१२.	अंतिम मान्यता देताना विद्यापीठाने उपरोक्त बाब खातरजमा करावी.
१३.	संपूर्ण मुलाखत प्रक्रियेचे सीसीटीव्ही प्रणालीद्वारे रेकॉर्डिंग करावे.
१४.	उपरोक्त दस्तऐवज किमान १ वर्ष किंवा न्यायालयीन प्रकरण असल्यास निकाली निघेपर्यंत जतन करावे.
१५.	अंतिम उमेदवारांची यादी संस्थेने संकेतस्थळावर प्रकाशित करणे.

प्रपत्र - ?

Table: 3 B

Criteria for Short-listing of candidates for Interview for the Post of Assistant Professors in Colleges

S.N.	Academic Record	Score			
1.	**Graduation**	80% & Above = 21	60% to less than 80% = 19	55% to less than 60% = 16	45% to less than 55% = 10
2.	Post Graduation	80% & Above = 25	60% to less than 80% = 23	55% (50% in case of SC/ST/OBC (non-creamy layer)/PWD) to less than 60%=20	
3.	M.Phil.	60% and above = 07	55% to less than 60% = 05		
4.	Ph.D.	25			
5.	NET with JRF	10			
	NET	08			
	SET	05			
6.	Research Publications (2 marks for each research publication published in Peer-Reviewed or UGC-listed Journals)	06			
7.	Teaching/Post Doctoral Experience (2 marks for one year each)#	10			
8.	Awards				
	International/ National Level (Award given by International Organizations/ Government of India/ Government of India recognized National Level Bodies)	03			
	State Level (Awards given by State Government)	02			

#However, if the period of teaching/Post-doctoral experience is less than one year then the marks shall be reduced proportionately.

05/11/20

Note:

A) (i) M.Phil + Ph.D : Maximum - 25 Marks

(ii) JRF/NET/SET : Maximum - 10 Marks

(iii) In awards category: Maximum - 03 Marks

B) Number of candidates to be called for interview shall be decided by the college.

C)

Academic Score	-	84
Research Publications	-	06
Teaching Experience	-	10
TOTAL	-	**100**

27/11/26

Table 4

Assessment Criteria and Methodology for Librarians

Sr. No.	Activity	Grading Criteria
1.	Regularity of attending library (calculated in terms of percentage of days attended to the total number of days he/she is expected to attend) While attending in the library, the individual is expected to undertake, inter alia, following items of work: • Library Resource and Organization and maintenance of books, journals and reports. • Provision of Library reader services such as literature retrieval services to researchers and analysis of report. Assistance towards updating institutional website.	90% and above – Good Below 90% but 80% and above – Satisfactory Less than 80% - Not satisfactory
2.	Conduct of seminars/workshops related to library activity or on specific books or genre of books.	Good – 1 National level seminar/workshop + 1 State/institution level workshop/Seminar Satisfactory - 1 National level seminar/ workshop or 1 State level seminar/ workshop + 1 institution level seminar/ workshop or 4 institution seminar / workshop Unsatisfactory – Not falling in above two categories
3.	If library has a computerized database then OR If library does not have a computerized database	Good – 100% of physical books and journals in computerized database. Satisfactory – At least 99% of physical books and journals in computerized database.

		Unsatisfactory – Not falling under good or satisfactory. OR Good – 100% Catalogue database made up to date Satisfactory- 90% catalogue database made up to date Unsatisfactory - Catalogue database not up to mark. (To be verified in random by the CAS Promotion Committee)
4.	Checking inventory and extent of missing books	Good: Checked inventory and missing book less than 0.5% Satisfactory - Checked inventory and missing book less than 1% Unsatisfactory - Did not check inventory Or Checked inventory and missing books 1% or more.
5.	i) Digitisation of books database in institution having no computerized database. (ii) Promotion of library network. iii) Systems in place for dissemination of information relating to books and other resources. iv) Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular activities. v) Design and offer short-term courses for users. Publications of at least one research paper in UGC approved journals.	Good : Involved in any two activities Satisfactory : At least one activity Not Satisfactory: Not involved/ undertaken any of the activities.

05/11/26

Overall Grading:	**Good:** Good in Item 1 and satisfactory/good in any two other items including Item 4. **Satisfactory:** Satisfactory in Item 1 and satisfactory /good in any other two items including Item 4. **Not satisfactory:** If neither good nor satisfactory in overall grading.

Note:

1) It is recommended to use ICT technology to monitor the attendance of library staff and compute the criteria of assessment.
2) The Librarian must submit evidence of published paper, participation certificate for refresher or methodology course, successful research guidance from Head of Department of the concerned department, project completion
3) The system of tracking user grievances and the extent of grievances redressal details may also be made available to the CAS promotion committee.

05/11/26

Table 5

Assessment Criteria and Methodology for Directors of Physical Education and Sports

Sr. No.	Activity	Grading Criteria
1.	Attendance calculated in terms of percentage of days attended to the total number of days he is expected to attend.	90 and above - Good Above 80 but below 90- Satisfactory. Less than 80 - Not satisfactory.
2.	Organizing intra college competition	Good - Intra college competition in more than 5 disciplines. Satisfactory - Intra college competition in 3-5 disciplines. Unsatisfactory – neither good nor satisfactory
3.	Institution participating in external competition s	Good - National level competition in at least one discipline plus State/District level competition in at least 3 disciplines. Satisfactory- State level competition in at least one discipline plus district level competition in at least 3 disciplines. Or District level competition in at least 5 Disciplines Unsatisfactory – neither good nor satisfactory

4.	Up-gradation of sports and physical training infrastructure with scientific and Technological inputs. Development and maintenance of playfields and sports and physical Education facilities.	Good/Satisfactory/Not-Satisfactory to be assessed by the Promotion committee.
5	i) At least one student of the institution participating in national/ state/ university (for college levels only) teams. Organizing state/national/inter university/inter college level competition. ii) Being invited for coaching at state/national level. iii) Organizing at least three workshops in a year. iv) Publications of at least one research paper in UGC approved journal. Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular college activities.	Good: Involved in any two activities. . Satisfactory: 1 activity Not Satisfactory: Not involved/ undertaken any of the activities.
Overall Grading	**Good:** Good in Item 1 and satisfactory/good in any two other items. **Satisfactory**: Satisfactory in Item 1 and satisfactory/good in any other two items. **Not Satisfactory:** If neither good nor satisfactory in overall grading.	

Note:

1) It is recommended to use ICT technology to monitor the attendance of sports and physical education and compute the criteria of assessment.
2) The institution must obtain student feedback. The feed-backs must be shared with the concerned Director of Physical and Education and Sports and also the CAS Promotion committee.
3) The system of tracking user grievances and the extent of grievance redressal details may also be made available to the CAS Promotion Committee.

प्रपत्र- २

Selection Committee for Assistant Professor

Sr. No.	Committee Members	No. of Members	Name of the Members
1	Chairperson of the Governing Body of the colleges or his / her nominee from amongst the members of the Governing body, shall be the Chairperson of the Committee.	1	
2	A Principal, nominated by the Chairperson of the governing body of the colleges from amongst the principals of colleges under the management.	1	
3	A Head of the Department or a teacher in-charge of the subject concerned of the concerned colleges under the management. He shall be nominated by the Chairperson of governing body of the colleges.	1	
4	Two nominees of the Vice-Chancellors of the concerned universities. Each Vice-Chancellor shall recommend panel of two nominees, of which one shall be a subject expert. The chairperson shall nominate two members from the panel recommended by the Vice-Chancellors. These members shall be from two different affiliating Universities. Further, one of the member shall be a subject expert. In case of colleges notified/ declared as a minority educational institution, two nominees of the Chairperson of the college from out of a panel of five names, preferably from the minority community, recommended by each 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.	2	Expert (1) Subject Expert (1)

05/11/26

5	Two subject experts. Each Vice-Chancellor of the concerned Affiliating University shall recommend panel of five names approved by relevant statutory body. These subject experts shall be from the colleges other than the colleges under the management. The Chairperson of the Governing body of the concerned colleges shall nominate two members from the panel recommended by Vice-Chancellors. Further, these subject experts shall be from two different Universities. In case of colleges notified/declared as minority educational Institutions, two subject experts not connected with the University nominated by the Chairperson of the Governing Body of the College out of the panel of five names, preferably from the minority communities, recommended by Each Vice-Chancellor of the affiliating university from the list of subject experts approved by the relevant statutory body of the College.	2	Two Subject Experts
6	An academician representing SC/ST/ OBC/Minority/ Women/Differently-abled categories. if any candidate belongs to any of these categories and the selection committee does not comprises any member of above category. Vice-Chancellor of each university shall recommend a name of a person. The Chairperson shall nominate a member from the persons recommended by Vice-Chancellors.	2	
7	A Joint Director, Higher Education of the region or his nominee not below the rank of Associate Professor, if the post is on grant-in aid basis.	1	

Note: The Quorum for the meeting shall be five members, of whom at least two shall be from out of three subject expert and Joint Director, Higher Education or his/her nominee.

05/11/26

प्रपत्र – ३ अ

INTERVIEW ASSESSMENT PROFORMA
For the Post of Assistant Professor in Affiliated Colleges

Candidate Name: _____ Subject: _____

Advertisement / Post Details: _____ Date of Interview: _____

Name of College: _____

Interview Assessment

Sr. No.	Assessment Parameters	Maximum Marks	Marks Awarded
1	Subject/domain knowledge	30	
2	Critical Thinking / Logical Reasoning/ Research Aptitude and Contributions	20	
3	Assessment of Outreach/ Extension and Co-curricular Activities and Knowledge of Education Policies	20	
4	Teaching Aptitude / Pedagogical Skills/ ICT / Innovative Teaching Methods	20	
5	Academic Vision & Future Plan	10	
	TOTAL MARKS	**100**	

Remarks / Observations:

Signature of Selection Committee Member:
Name and Designation:
Date:

प्रपत्र – ३ ब

CONSOLIDATED INTERVIEW ASSESSMENT SHEET

For the Post of Assistant Professor in Affiliated Colleges

College: _____ Subject: _____

Advertisement / Post Details: _____ Date of Interview: _____

Sr. No.	*Name of Candidate*	*Subject / Domain Knowledge*	*Critical Thinking / Logical Reasoning/ Research Aptitude and Contributions*	*Assessment of Outreach/ Extension and Co-curricular Activities and Knowledge of Education Policy*	*Teaching Aptitude / Pedagogical Skills/ ICT / Innovative Teaching Methods*	*Academic Vision & Future Plan*
		Total Average Marks Obtained				
1						
2						
3						

Signature of Member:
(Principal)
Name:

Signature of Member:
(Head of Department)
Name:

Signature of Member:
(VC Nominee)
Name:

Signature of Subject expert:
(VC Nominee)
Name:

Signature of Subject expert-1:
Name:

Signature of Subject Expert-2:
Name:

Signature of Academician:
(VC Nominee)
Name:

Signature of Academician:
(VC Nominee)
Name

Signature of Member:
(Joint Director or nominee)
Name:

Signature of Chairperson:
Name:

05/11/26