

Criterion VI
Governance, Leadership and Management
AQAR 2022-23
Index

6.2.1 The effective leadership is visible in various institutional practices such as decentralization and participative management.

Sr. No.	List of Documents
1	Organogram
2	Handbook of Code of Conduct
3	University Act
4	Sample Appointment Procedure Document
5	Grievance Redressal Cell



Organogram



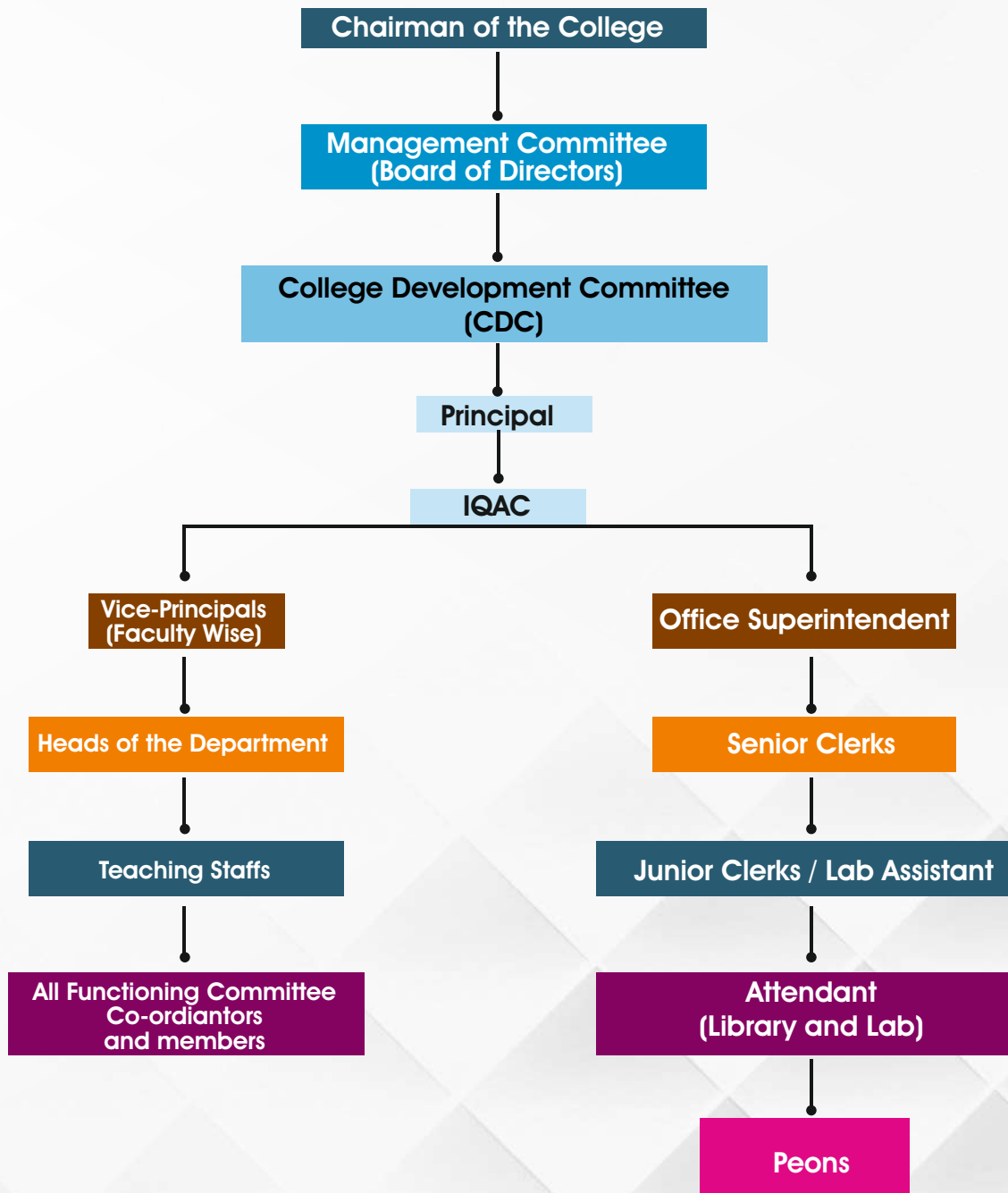


M. S. KAKADE COLLEGE

ARTS, COMMERCE & SCIENCE

Waghawadi-Someshwarnagar,
Tal. Baramati, Dist. Pune, 412306 Maharashtra (India)

Organogram



Handbook of Code of Conduct





M.S. KAKADE COLLEGE

SOMESHWARNAGAR, TAL-BARAMATI,
DIST - PUNE - 412306 MAHARASHTRA



Handbook of **CODE OF CONDUCT** for

For Students, Teachers and Non-Teaching Staff

Code of Conduct Committee

Committee is appointed to monitor adherence to the Code of Conduct for Students, Teachers and Administrative and Other Staff Members. Code of Conduct Committee is as follows;

- 1. Prin. Dr. D. B. Waydande : Chairman**
- 2. Prof. Mrs. S. B. Kambale : Co-ordinator**
- 3. Prof. Dr. S. P. Jadhav : Member**
- 4. Prof. Dr. J. M. Salve : Member**
- 5. Shri. S. G. Newase : Member**
- 6. Shri. S. M. Lakade : Member**
- 7. Mrs. Manisha Suryawanshi : Student Representative (F.Y.B.A.)**
- 8. Mr. Adinath Bhandwalkar : Student Representative (F.Y.B.Sc.)**

Committee is expected to organize the programmes, conduct the meetings and submit its yearly reports to the Principal and IQAC at the end of each academic year.

Principal

Code of Conduct for Students

1. Students should follow all the rules and regulations about discipline in the college campus. They should attend the Classes, Practicals, Curricular and Extra-curricular Activities sincerely.
2. They should not cause any harm to college property.
3. Behavior of the students must be polite and co-operative with all the stakeholders of this college.
4. Students should help to all the differently abled students and other people in the college campus.
5. Students should have due respect for their teachers, all other students and employees of the college.
6. For any query, doubt, difficulty students should approach immediately to the concerning teacher, clerk or direct to Principal of this college.
7. Students should not indulge in any form of discrimination based on class, creed, and gender. All are equal in the college campus.
8. Ragging is strictly prohibited in the college campus, and students should submit undertaking in that respect while taking the admission.
9. Students should not support any kind of violence in the premises. They should take care of their Academic Career. They should be sincere in filling Examination forms, NSS, NCC enrolment form etc.
10. Students should follow decency in clothing. They should follow the college culture.
11. Disciplinary action can be taken against any student for any misconduct.
12. Students should not celebrate their birthdays, anniversaries or any such personal programmes in college premises.
13. Students should be careful about the notices displayed on Notice Board time to time about their career.
14. Students should meet to the Principal with his parents at least once in a year for informal discussion.
15. While taking admission students should give in writing that all the Codes of Conduct are read and I will follow them.

Code of Conduct for Teachers


1. All the staff members should follow the rules and regulations of the institution. They should be punctual, sincere and regular in their approach.
2. Teachers are expected to devote their time and best efforts for the progress of this institution. They should contribute to the vision, mission and goals of the college.
3. Teachers should work without discrimination in the college campus. They should have positive approach.
4. SPPU statutes, ordinance and rules and regulations framed by State Government of Maharashtra are binding on the teachers.
5. Teachers shall prepare their Teaching Plan, Academic Calendar, Workload, Time Table, Students Internal Assessment Record, and Attendance Sheet. They should keep their students information as a Mentor.
6. Teachers shall use more ICT tools for the effective delivery of their Lectures.
7. Teachers should identify Slow Learner and Advanced Learner and prepare separate teaching plans for them.
8. Teachers should always try for high standard of teaching, motivating the students for conducting Research.
9. Every teacher should submit his Self Evaluation Report before 15th August each year.
10. Teachers in any difficulty, problem, doubts and query can directly contact to the college Principal.
11. Teachers should follow decency in clothing. And they should uphold honor and dignity of the teaching profession.
12. Teachers should be present for National Anthem at 8.25 a.m. before starting the daily college work.
13. Teachers should attend the meetings called by College Management as and when required.
14. Dress code is compulsory for college teachers on College Foundation Day, Independence Day, Republic Day and Prize Distribution Day.
15. Teachers are informed that they can submit their Demands, Requirements for their Department at the beginning of each Academic Year.

Code of Conduct for Non-Teaching Staff

1. College Office Staff should maintain all the record, documents, files, papers with high standard of honesty and punctuality.
2. Their work should match to the college Vision, Mission and Goal.
3. Maharashtra Civil Services Rules are applicable to the college Office Staff. They must follow the rules.
4. Work distribution will be made by the college Principal and office staff should work accordingly.
5. Office Staff is always in contact with students and parents. They should maintain decorum, dignity and courtesy in their speech and behavior.
6. Office Staff should keep harmonious relations with all the other connecting offices.
7. They should provide the college information to the concerning authorities as and when required.
8. All the office people should maintain integrity and fairness in all activities. They should exercise self discipline and deal positively with Staff, Students and Parents.
9. They should devote their time and efforts for the growth and development of college.
10. Class four employees are responsible for clean classrooms and clean campus.
11. In any case of difficulty, problem, doubt and query, Office Employee can directly meet to the College Principal.
12. Dress code is compulsory for class four employees.
13. Non-teaching staff members always keep in mind that the office is the brain of college.
14. Dress Code for the Clerical Staff is compulsory on College Foundation Day, Independence Day, Republic Day and Prize Distribution Day.
15. Office Staff should submit their demands and requirements for office work at the beginning of each Academic Year.


Co-ordinator
Internal Quality Assurance Cell (IQAC)
M. S. Kakade College, Someshwarnagar




PRINCIPAL
MUGUTRAO SAHEBRAO KAKADE COLLEGE,
SOMESHWARNAGAR, TAL. BARAMATI, DIST. PUNE: 412306

University Act





भारत का राजपत्र The Gazette of India

असाधारण

EXTRAORDINARY

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विश्वविद्यालय अनुदान आयोग

अधिसूचना

नई दिल्ली, 18 जुलाई, 2018

विश्वविद्यालय अनुदान आयोग (विश्वविद्यालय और महाविद्यालयों में शिक्षकों और अन्य शैक्षिक कर्मचारियों की नियुक्ति हेतु न्यूनतम अर्हता तथा उच्चतर शिक्षा में मानकों के रखरखाव हेतु अन्य उपाय संबंधी विनियम, 2018

सं. एफ. 1-2/2017 (ईसी/पीएस).—विश्वविद्यालय अनुदान आयोग अधिनियम, 1956 (1956 का 3) की धारा 14 के साथ पठित धारा 26 की उपधारा (झ) के खंड (ड.) और (छ) के तहत प्रदत्त शक्तियों का प्रयोग करते हुए तथा "विश्वविद्यालय अनुदान आयोग (विश्वविद्यालय और महाविद्यालयों में शिक्षकों और अन्य शैक्षिक कर्मचारियों की नियुक्ति हेतु न्यूनतम अर्हता तथा उच्चतर शिक्षा में मानकों के रखरखाव हेतु अन्य उपाय संबंधी विनियम, 2010" (विनियम सं. एफ 3-1/2009 दिनांक 30 जून, 2010) तथा समय-समय पर इनमें किए गए सभी संशोधनों का अधिक्रमण करते हुए, विश्वविद्यालय अनुदान आयोग, एतद्वारा निम्नलिखित विनियमों को तैयार करता है, नामतः -

1. लघु शीर्षक, अनुप्रयोग एवं प्रवर्तनः

- 1.1 इन विनियमों को विश्वविद्यालय अनुदान आयोग (विश्वविद्यालय और महाविद्यालयों में शिक्षकों और अन्य शैक्षिक कर्मचारियों की नियुक्ति हेतु न्यूनतम अर्हताएं तथा उच्चतर शिक्षा में मानकों के रखरखाव हेतु उपाय) संबंधी विनियम, 2018 कहा जाएगा।
- 1.2 ये विनियम विश्वविद्यालय अनुदान आयोग अधिनियम, 1956 की धारा 2 के खंड (झ) के तहत संबंधित विश्वविद्यालय के साथ परामर्श कर किसी केन्द्रीय अधिनियम, प्रांतीय अधिनियम, अथवा किसी राज्य अधिनियम के द्वारा स्थापित अथवा निगमित प्रत्येक विश्वविद्यालय, आयोग द्वारा मान्यता प्राप्त संघटित अथवा संबद्ध महाविद्यालय सहित प्रत्येक संस्थान और उक्त अधिनियम की धारा 3 के अंतर्गत प्रत्येक सम विश्वविद्यालय संस्थान पर लागू होंगे।
- 1.3 यह विनियम अधिसूचित किए जाने की तिथि से लागू होंगे।
2. उच्चतर शिक्षा में मानकों को बनाए रखने के एक उपाय के रूप में विश्वविद्यालय और महाविद्यालय शिक्षकों, पुस्तकाध्यक्षों और निदेशक, शारीरिक शिक्षा और खेलकूद की नियुक्ति और अन्य सेवा शर्तों की न्यूनतम अर्हताएं इन विनियमों के अनुबंध में दी जाएंगी।
3. यदि कोई विश्वविद्यालय इन विनियमों के उपबंधों का उल्लंघन करता है तो ऐसे उल्लंघन किए जाने अथवा इस प्रकार उपबंधों का पालन करने में असफल रहने पर उक्त विश्वविद्यालय द्वारा दिया गया कारण, यदि कोई हो, पर विचार करते हुए आयोग, अपनी निधियों में से विश्वविद्यालय को प्रदान किए जाने वाले प्रस्तावित अनुदानों को रोक सकता है।



UNIVERSITY GRANTS COMMISSION

NOTIFICATION

New Delhi, the 18th July, 2018

UGC REGULATIONS ON MINIMUM QUALIFICATIONS FOR APPOINTMENT OF TEACHERS AND OTHER ACADEMIC STAFF IN UNIVERSITIES AND COLLEGES AND MEASURES FOR THE MAINTENANCE OF STANDARDS IN HIGHER EDUCATION, 2018

No. F.1-2/2017(EC/PS).—In exercise of the powers conferred under clause (e) and (g) of sub-section(I) of Section 26 read with Section 14 of the University Grants Commission Act, 1956 (3 of 1956), and in supersession of the "UGC Regulations on Minimum qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2010" (Regulation No.F.3-1/2009 dated 30th June, 2010) together with all amendments made therein from time to time, the University Grants Commission, hereby, frames the following Regulations, namely:-

1. Short title, application and commencement:

- 1.1 These Regulations may be called the University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and other Measures for the Maintenance of Standards in Higher Education) Regulations, 2018.
- 1.2 These shall apply to every University established or incorporated by or under a Central Act, Provincial Act or a State Act, every Institution including a Constituent or an affiliated College recognized by the Commission, in consultation with the University concerned under Clause (i) of Section 2 of the University Grants Commission Act, 1956 and every Institution deemed to be a University under Section 3 of the said Act.
- 1.3 These shall come into force from the date of notification.
2. The Minimum Qualifications for appointment and other service conditions of University and College teachers, Librarians, and Directors of Physical Education and Sports as a measure for the maintenance of standards in higher education, shall be as provided in the Annexure to these Regulations.
3. If any University contravenes the provisions of these Regulations, the Commission after taking into consideration the cause, if any, shown by the University for such failure or contravention, may withhold from the University, the grants proposed to be made out of the Fund of the Commission.

UGC REGULATIONS ON MINIMUM QUALIFICATIONS FOR APPOINTMENT OF TEACHERS AND OTHER ACADEMIC STAFF IN UNIVERSITIES AND COLLEGES AND OTHER MEASURES FOR THE MAINTENANCE OF STANDARDS IN HIGHER EDUCATION, 2018**Minimum qualifications for the posts of Senior Professor, Professors and Teachers, and other Academic Staff in Universities and Colleges and revision of pay scales and other Service Conditions pertaining to such posts.****1.0 Coverage**

These Regulations are issued for minimum qualifications for appointment and other service conditions of University and College teachers and cadres of Librarians, Directors of Physical Education and Sports for maintenance of standards in higher education and revision of pay-scales.

- 1.1 For the purposes of direct recruitment to teaching posts in disciplines relating to university and collegiate education, interalia in the fields of health, medicine, special education, agriculture, veterinary and allied fields, technical education, teacher education, norms or standards laid down by authorities established by the relevant Act of Parliament under article 246 of the Constitution for the purpose of co-ordination and determination of standards in institutions for higher education or research and scientific and technical institutions, shall prevail
 - i. Provided that where no such norms and standards have been laid down by any regulatory authority, UGC Regulations herein shall be applicable till such time as any norms or standards are prescribed by the appropriate regulatory authority.
 - ii. Provided further that for appointment to the post of Assistant Professor and equivalent positions pertaining to disciplines in which the National Eligibility Test (NET), conducted by the University Grants Commission or Council of Scientific and Industrial Research as the case may be, or State level



Eligibility Test (SLET) or the State Eligibility Test (SET), conducted by bodies accredited by the UGC for the said purpose, qualifying in NET/SLET/SET shall be an additional requirement.

1.2 Every university or institution deemed to be University, as the case may be, shall as soon as may be, but not later than within six months of the coming into force of these Regulations, take effective steps for the amendment of the statutes, ordinances or other statutory provisions governing it, so as to bring the same in accordance with these Regulations.

2.0 Pay Scales, Pay Fixation, and Age of Superannuation

Pay scales as notified by the Government of India from time to time will be adopted by the University Grants Commission.

2.1 Subject to the availability of vacant positions and fitness, teachers such as Assistant Professor, Associate Professor, Professor and Senior Professor only, may be re-employed on contract appointment beyond the age of superannuation, as applicable to the concerned University, college and Institution, up to the age of seventy years.

Provided further that all such re-employment shall be strictly in accordance with the guidelines prescribed by the UGC, from time to time.

2.2 The date of implementation of the revision of pay shall be 1st January, 2016.

3.0 Recruitment and Qualifications

3.1 The direct recruitment to the posts of Assistant Professor, Associate Professor and Professor in the Universities and Colleges, and Senior Professor in the Universities, shall be on the basis of merit through an all-India advertisement, followed by selection by a duly-constituted Selection Committee as per the provisions made under these Regulations. These provisions shall be incorporated in the Statutes/Ordinances of the university concerned. The composition of such a committee shall be as specified in these Regulations.

3.2 The minimum qualifications required for the post of Assistant Professor, Associate Professor, Professor, Senior Professor, Principal, Assistant Librarian, Deputy Librarian, Librarian, Assistant Director of Physical Education and Sports, Deputy Director of Physical Education and Sports and Director of Physical Education and Sports, shall be as specified by the UGC in these Regulations.

3.3

I. The National Eligibility Test (NET) or an accredited test (State Level Eligibility Test SLET/SET) shall remain the minimum eligibility for appointment of Assistant Professor and equivalent positions wherever provided in these Regulations. Further, SLET/SET shall be valid as the minimum eligibility for direct recruitment to Universities/Colleges/Institutions in the respective state only:

Provided that candidates who have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulation, 2009, or the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulation, 2016, and their subsequent amendments from time to time, as the case may be, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or any equivalent position in any University, College or Institution.

Provided further that the award of degree to candidates registered for the M.Phil./Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institutions awarding the degree. All such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions subject to the fulfillment 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 awarded by at least two external 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;
- 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.



The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.

II. The clearing of NET/SLET/SET shall not be required for candidates in such disciplines for which NET/SLET/SET has not been conducted.

3.4 A minimum of 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed) at the Master's level shall be the essential qualification for direct recruitment of teachers and other equivalent cadres at any level.

I. A relaxation of 5% shall be allowed at the Bachelor's as well as at the Master's level for the candidates belonging to Scheduled Caste/Scheduled Tribe/Other Backward Classes (OBC)(Non-creamy Layer)/Differently-abled ((a) Blindness and low vision; (b) Deaf and Hard of Hearing; (c) Locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid-attack victims and muscular dystrophy; (d) Autism, intellectual disability, specific learning disability and mental illness; (e) Multiple disabilities from amongst persons under (a) to (d) including deaf-blindness) for the purpose of eligibility and assessing good academic record for direct recruitment. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever the grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based only on the qualifying marks without including any grace mark procedure.

3.5. A relaxation of 5% shall be provided, (from 55% to 50% of the marks) to the Ph.D. Degree holders who have obtained their Master's Degree prior to 19 September, 1991.

3.6 A relevant grade which is regarded as equivalent of 55%, wherever the grading system is followed by a recognized university, at the Master's level shall also be considered valid.

3.7 The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Professor.

3.8 The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Associate Professor.

3.9 The Ph.D. Degree shall be a mandatory qualification for promotion to the post of Assistant Professor (Selection Grade/Academic Level 12) in Universities.

3.10 The Ph.D. Degree shall be a mandatory qualification for direct recruitment to the post of Assistant Professor in Universities with effect from 01.07.2021.

3.11 The time taken by candidates to acquire M.Phil. and / or Ph.D. Degree shall not be considered as teaching/ research experience to be claimed for appointment to the teaching positions. Further the period of active service spent on pursuing Research Degree simultaneously with teaching assignment without taking any kind of leave, shall be counted as teaching experience for the purpose of direct recruitment/ promotion. Regular faculty members upto twenty per cent of the total faculty strength (excluding faculty on medical / maternity leave) shall be allowed by their respective institutions to take study leave for pursuing Ph.D. degree.

3.12 Qualifications:

No person shall be appointed to the post of University and College teacher, Librarian or Director of Physical Education and Sports, in any university or in any of institutions including constituent or affiliated colleges recognised under clause (f) of Section 2 of the University Grants commission Act, 1956 or in an institution deemed to be a University under Section 3 of the said Act if such person does not fulfil the requirements as to the qualifications for the appropriate post as provided in the Schedule 1 of these Regulations.

4.0 Direct Recruitment

4.1 For the Disciplines of Arts, Commerce, Humanities, Education, Law, Social Sciences, Sciences, Languages, Library Science, Physical Education, and Journalism & Mass Communication.

I. Assistant Professor:

Eligibility (A or B) :

A.

i) A Master's degree with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) in a concerned/relevant/allied subject from an Indian University, or an equivalent degree from an accredited foreign university.



- ii) 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 SLET/SET or who are or have been awarded a Ph. D. Degree 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/SLET/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/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions subject to the fulfillment of the following conditions :-

- a) The Ph.D. degree of the candidate has been awarded in a regular mode;
- b) The Ph.D. thesis has been evaluated by at least two external 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;
- 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.

The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.

Note: NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC, like SLET/SET.

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).

Note: The Academic score as specified in Appendix II (Table 3A) for Universities, and Appendix II (Table 3B) for Colleges, shall be considered for short-listing of the candidates for interview only, and the selections shall be based only on the performance in the interview.

II. Associate Professor:

Eligibility:

- i) A good academic record, with a Ph.D. Degree in the concerned/allied/relevant disciplines.
- ii) A Master's Degree with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).
- iii) A minimum of eight years of experience of teaching and / or research in an academic/research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institution/industry with a minimum of seven publications in the peer-reviewed or UGC-listed journals and a total research score of Seventy five (75) as per the criteria given in Appendix II, Table 2.

III. Professor:

Eligibility (A or B) :

A.

- i) An eminent scholar having a Ph.D. degree in the concerned/allied/relevant discipline, and published work of high quality, actively engaged in research with evidence of published work with, a minimum of 10 research publications in the peer-reviewed or UGC-listed journals and a total research score of 120 as per the criteria given in Appendix II, Table 2.



- ii) A minimum of ten years of teaching experience in university/college as Assistant Professor/Associate Professor/Professor, and / or research experience at equivalent level at the University/National Level Institutions with evidence of having successfully guided doctoral candidate.

OR

- B. An outstanding professional, having a Ph.D. degree in the relevant/allied/applied disciplines, from any academic institutions (not included in A above) / industry, who has made significant contribution to the knowledge in the concerned/allied/relevant discipline, supported by documentary evidence provided he/she has ten years' experience.

IV. Senior Professor in Universities

Up to 10 percent of the existing sanctioned strength of Professors in the university may be appointed as Senior Professor in the universities, through direct recruitment.

Eligibility:

- i) An eminent scholar with good track record of high-quality research publications in Peer-reviewed or UGC-listed journals, significant research contribution to the discipline, and engaged in research supervision.
- ii) A minimum of ten years of teaching/research experience as Professor or an equivalent grade in a University, College or an institute of national level.
- iii) The selection shall be based on academic achievements, favourable review from three eminent subject experts who are not less than the rank of Senior Professor or a Professor of at least ten years experience.
- iv) The selection shall be based on ten best publications in the Peer-reviewed or UGC -listed journals and award of Ph.D degrees to at least two candidates under his/her supervision during the last 10 years and interaction with the Selection Committee constituted as per the UGC Regulations.

V. College Principal and Professor (Professor's Grade)

A. Eligibility:

- (i) Ph.D. degree
- (ii) Professor/Associate Professor with a total service/ experience of at least fifteen years of teaching/research in Universities, Colleges and other institutions of higher education.
- (iii) A minimum of 10 research publications in peer-reviewed or UGC-listed journals.
- (iv) A minimum of 110 Research Score as per Appendix II, Table 2

B. Tenure

- i) A College Principal shall be appointed for a period of five years, extendable for another term of five years on the basis of performance assessment by a Committee appointed by the University, constituted as per these regulations.
- ii) After the completion of his/her term as Principal, the incumbent shall join back his/her parent organization with the designation as Professor and in the grade of the Professor.

VI. Vice Principal

An existing senior faculty member may be designated as Vice-Principal by the Governing Body of the College on the recommendation of the Principal, for a tenure of two years, who can be assigned specific activities, in addition to his/her existing responsibilities. During the absence of the Principal, for any reason, the Vice Principal shall exercise the powers of the Principal.

4.2. Music, Performing Arts, Visual Arts and Other Traditional Indian Art Forms like Sculpture, etc.

I. Assistant Professor:

Eligibility (A or B):

A.

- i) Master's Degree with 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in the relevant subject or an equivalent degree from an Indian/foreign University.



- ii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET or who are or have been awarded a Ph. D. Degree 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.

Provided further, 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 Institutions awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges /Institutions subject to the fulfilment of the following conditions:

- a) Ph.D. degree has been awarded to the candidate in a regular mode
- b) The Ph.D. thesis has been evaluated by at least two external examiners;
- c) An open Ph.D. viva voce of the candidate had been conducted;
- d) candidate has published two research papers from his/her Ph.D. work, out of which, at least one is in a refereed journal;
- e) The candidate has presented at least two research papers based on his/her Ph.D. work in conferences/seminars supported/funded/sponsored by the UGC/AICTE/ICSSR or any other similar agency.

Note 1: The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affair) of the University concerned.

Note 2: The clearance of NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC (like SLET/SET).

OR

- B. A traditional or a professional artist with highly commendable professional achievement in the subject concerned having a Bachelor's degree, who has:
- i) studied under a noted/reputed traditional Master(s)/Artist(s)
 - ii) Has been 'A' grade artist of AIR/Doordarshan;
 - iii) Has the ability to explain, with logical reasoning the subject concerned; and
 - iv) Has adequate knowledge to teach theory with illustrations in the discipline concerned.

II. Associate Professor :

Eligibility (A or B):

A.

- i) Good academic record, with a doctoral degree.
- ii) Performing ability of a high professional standard.
- iii) Eight year's experience of teaching in a University or College and / or of research in a University/national level institution, equal to that of Assistant Professor in a University/College.
- iv) Has made a significant contribution to knowledge in the subject concerned, as evidenced by quality publications.

OR

- B. A traditional or a professional artist with highly-commendable professional achievement having Master's degree in the subject concerned, who has:

- i) been 'A'-grade artist of AIR/Doordarshan;
- ii) eight years' experience of outstanding performing achievement in the



- field of specialisation;
- iii) experience in designing of new courses and /or curricula;
- iv) participated in National level Seminars/Conferences/Concerts in reputed institutions' and
- v) ability to explain, with logical reasoning, the subject concerned and adequate knowledge to teach theory with illustrations in the said discipline.

III. Professor :**Eligibility (A or B):****A.**

- i) An eminent scholar having a doctoral degree
- ii) Have been actively engaged in research with at least ten years of experience in teaching in University/College and / or research at the University/National level institutions
- iii) Minimum of 6 research publications in the peer-reviewed or UGC-listed journals,
- iv) Has a total research score of 120, as per Appendix II, Table 2.

OR**B. A traditional or a professional artist, with highly-commendable professional achievement, in the subject concerned,**

- i) Having Masters degree, in the relevant subject
- ii) Has been 'A'-grade artist of AIR/Doordarshan
- iii) Has Ten years of outstanding performing achievements in the field of specialisation
- iv) Has made significant contributions in the field of specialisations and ability to guide research;
- v) Has participated in National/International Seminars/Conferences/ Workshops/Concerts and/ or recipient of National/International Awards/Fellowships;
- vi) Has the ability to explain with logical reasoning the subject concerned, and
- vii) Has adequate knowledge to teach theory with illustrations in the said discipline.

4.3 Drama Discipline:**I. Assistant Professor****Eligibility (A or B)****A.**

- i) Master's Degree with 55% marks (or an equivalent grade in a point scale wherever grading system is followed) in the relevant subject or an equivalent degree from an Indian/foreign University.
- ii) 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 SLET/SET or who are or have been awarded a Ph.D. Degree 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.

Provided further, 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 Institutions awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions, subject to the fulfillment of the following conditions:-



- a) The Ph.D. degree of the candidate has been awarded in the regular mode;
- b) The Ph.D. thesis has been evaluated by at least two external 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 must be in a refereed journal;
- e) The candidate has presented at least two research papers based on his/her Ph.D. work in conferences/seminars supported/funded/ sponsored by the UGC/CSIR/ICSSR or any other similar agency.

Note:

1. The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.
2. NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which the NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC, like SLET/SET.

OR

B. A traditional or a professional artist with highly commendable professional achievement in the concerned subject, who has:

- i) been a professional artist with three years' Bachelor degree/Post Graduate Diploma, with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed), from the National School of Drama, or any other such Institution in India or abroad;
- ii) five years of regular acclaimed performance at regional/ national/ international stage, supported by evidence; and
- iii) the ability to explain, with logical reasoning, the subject concerned and adequate knowledge to teach theory with illustrations in the discipline concerned.

II. Associate Professor:

Eligibility (A or B) :

A.

- i) A good academic record, having a Ph.D degree with performing ability of high professional standard as certified by an Expert Committee constituted by the University concerned for the said purpose.
- ii) Eight years experience of teaching in a University/College and/ or research in a University/national-level institutions equal to that of Assistant Professor in a University/College.
- iii) A significant contribution to knowledge in the subject concerned, as evidenced by the quality publications.

OR

B. A traditional or a professional artist, having highly commendable professional achievement in the subject concerned, has a Master's degree, who has:

- i) Been recognised artist of Stage/ Radio/TV;
- ii) Eight years of outstanding performance in the field of specialisation;
- iii) Experience of designing new courses and /or curricula;
- iv) Participated in Seminars/Conferences in reputed institutions; and
- v) The ability to explain with logical reasoning the subject concerned and adequate knowledge to teach theory with illustrations in the said discipline.



III. Professor**Eligibility (A or B) :**

A. An eminent scholar, having a doctoral degree, actively engaged in research with ten years of experience in teaching and /or research at a University/National-level institution, including experience of guiding research at the doctoral level, with outstanding performing achievement in the field of specialisation, with a minimum of 6 research publications in the peer-reviewed or UGC listed journals, and a total research score of 120, as per Appendix II, Table 2.

OR

B. A traditional and a professional artist, having highly commendable professional achievement in the subject concerned, who has:

- i) Master's degree, in the relevant subject::
- ii) Ten years of outstanding performing achievements in the field of specialisation;
- iii) Made significant contribution in the field of specialisation
- iv) Guided research;
- v) Participated in National/International Seminars/Conferences/Workshops and/or recipient of National/International Awards/Fellowships;
- vi) Ability to explain with logical reasoning the subject concerned;
- vii) Adequate knowledge to teach theory, with illustrations in the said discipline.

4.4 Yoga Discipline**I. Assistant Professor :****Eligibility (A or B) :**

A. Good academic record, with at least 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) at the Master's degree in Yoga or any other relevant subject, or an equivalent degree from an Indian/foreign University.

Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or a similar test accredited by the UGC like SLET/SFT or who are or have been awarded a Ph. D. Degree 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.

OR

B. A Master's degree in any discipline with at least 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) and a Ph.D. Degree in Yoga* 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.

*Note: Considering the paucity of teachers in the newly-emerging field of Yoga, this alternative has been provided and shall be valid only for five years from the date of notification of these Regulations

II. ASSOCIATE PROFESSOR

- i) A good academic record, with a Ph.D. degree in the subject concerned or in a relevant discipline.
- ii) A Master's degree with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).
- iii) A minimum of eight years' experience of teaching and/ or research in an academic/research position equivalent to that of Assistant Professor in a University, College or Accredited Research Institutions/Industry with evidence of published work and a minimum of 7 publications as books and / or research/policy papers in peer-reviewed or UGC listed journals and a total research score of at least Seventy five (75), as per the criteria given in Appendix II, Table 2.



III. PROFESSOR**Eligibility (A or B) :****A.**

- i) An eminent scholar with Ph. D. degree in the subject concerned or in an allied/relevant subject and published work of high quality, actively engaged in research with evidence of published work, with a minimum of 10 publications as books and/ or research/policy papers in the peer-reviewed or UGC listed journals and a total research score of at least 120 as per the criteria given in Appendix II, Table 2.
- ii) A minimum of ten years of teaching experience in a University/College and / or experience in research at the university/National level institution/Industries, with evidence of having successfully guided doctoral candidate.

Or

- B.** An outstanding professional, with established reputation in the relevant field, who has made significant contribution to the knowledge in the concerned/allied/relevant discipline, to be substantiated by credentials.

4.5 QUALIFICATIONS, EXPERIENCE AND OTHER ELIGIBILITY REQUIREMENTS FOR APPOINTMENT OF OCCUPATIONAL THERAPY TEACHERS**I. ASSISTANT PROFESSOR:**

A Bachelor's Degree in Occupational Therapy (B.O.T./B. Th.O./B.O.Th.), Masters in Occupational Therapy (M.O.Th/M.Th.O./ M.Sc. O.T/M.OT.), with at least 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed), from a recognised University

II. ASSOCIATE PROFESSOR:

- i) Essential : A Master's Degree in Occupational Therapy (M.O.T./M.O.Th./M.Sc. O.T.), with eight years' experience as Assistant Professor.
- ii) Desirable: Higher Qualification, including a Ph. D. degree in any discipline of occupational therapy recognised by the UGC, and published work of high standard in peer-reviewed or UGC- listed journals.

III. PROFESSOR:

- i) Essential : Master's Degree in Occupational Therapy (M.O.T./ M.O.Th./M.Th.O./M.Sc. O.T.), with Ten years of total experience in Occupational Therapy.
- ii) Desirable: Higher Qualification, such as Ph.D. degree in any discipline of occupational therapy recognised by the UGC, and published work of high standard in peer- reviewed or UGC- listed journals.

IV. PRINCIPAL / DIRECTOR / DEAN:

Essential: Master's Degree in Occupational Therapy (M.O.T./M.Th.O./M.Oth./M.Sc. O.T.), with fifteen years' experience, which shall include five years' experience as Professor (Occupational Therapy).

Note:

- (i) The senior-most Professor in the institution shall be designated as the Principal / Director / Dean.
- (ii) Desirable: Higher qualification, like a Ph. D. degree in any discipline of occupational therapy recognized by the UGC and published work of high standard in peer reviewed or UGC listed journals.

4.6 QUALIFICATIONS, EXPERIENCE AND OTHER ELIGIBILITY REQUIREMENTS FOR APPOINTMENT OF PHYSIOTHERAPY TEACHERS**I. ASSISTANT PROFESSOR:**

Bachelor's Degree in Physiotherapy (B.P./T./B. Th./P./B.P.Th.), Master's Degree in Physiotherapy (M.&P.Th/M.Th.P./M.Sc. P.T/M.P.T.) with at least 55% marks (or an equivalent grade in a point scale wherever the grading system is followed) from a recognized University.

II. ASSOCIATE PROFESSOR:

- i) Essential: A Master's Degree in Physiotherapy (M.P.T./M.P.Th./M.Th.P/M.Sc. P.T.) with eight years' experience as Assistant Professor.



- ii) Desirable: Higher Qualification, such as Ph.D. degree in any discipline of Physiotherapy recognised by the U.G.C. and published work of high standard in peer-reviewed or UGC - listed journals.

III. PROFESSOR:

Essential: Master's Degree in Physiotherapy (M.P.T. / M.P.Th./M.Th.P./M.Sc. P.T.), with ten years experience.

Desirable:

- (i) Higher Qualification like Ph. D. in any subject of Physiotherapy recognised by U.G.C. and
(ii) Published work of high standard in peer -reviewed or UGC- listed journals.

IV. PRINCIPAL / DIRECTOR / DEAN:

Essential: Master's Degree in Physiotherapy (M.P.T./M.Th.P./M.Pth./M.Sc. P.T.) with fifteen years total experience, including five years experience as Professor (Physiotherapy).

Note:

- (i) Senior-most Professor shall be designated as the Principal / Director / Dean.
(ii) Desirable: Higher qualification like Ph.D. in any subject of Physiotherapy recognized by the UGC and published work of high standard in peer reviewed or UGC listed journals.

4.7 MINIMUM QUALIFICATIONS FOR DIRECT RECRUITMENT TO THE POSTS OF UNIVERSITY ASSISTANT LIBRARIAN / COLLEGE LIBRARIAN, UNIVERSITY DEPUTY LIBRARIAN AND UNIVERSITY LIBRARIAN**I. UNIVERSITY ASSISTANT LIBRARIAN / COLLEGE LIBRARIAN**

- i) 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)
- ii) A consistently good academic record, with knowledge of computerization of a library.
- iii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET or who are or have been awarded a Ph.D. Degree 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:

Provided that the, candidates registered for the Ph.D. degree 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/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges / Institutions subject to the fulfillment of the following conditions:-

- a) The Ph.D. degree of the candidate has been awarded in the regular mode
b) The Ph.D. thesis has been evaluated by at least two external examiners;
c) 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;
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:

- (i) *The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.*
- (ii) NET/SLET/SET shall also not be required for candidates in such Master's Programmes for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.



II. UNIVERSITY DEPUTY LIBRARIAN

- i) A Master's Degree in library science/information science/documentation science, with at least 55% marks or an equivalent grade in a point -scale, wherever grading system is followed.
- ii) Eight years experience as an Assistant University Librarian/College Librarian.
- iii) Evidence of innovative library services including integration of ICT in library.
- iv) A Ph.D. Degree in library science/ Information science / Documentation Science/Archives and manuscript keeping/computerization of library.

III. UNIVERSITY LIBRARIAN

- i) A Master's Degree in Library Science/Information Science/Documentation Science with at least 55% marks or an equivalent grade in a point -scale wherever the grading system is followed.
- ii) At least ten years as a Librarian at any level in University Library or ten years of teaching as Assistant/Associate Professor in Library Science or ten years' experience as a College Librarian.
- iii) Evidence of innovative library services, including the integration of ICT in a library.
- iv) A Ph.D. Degree in library science/information science/documentation /archives and manuscript-keeping.

4.8 MINIMUM QUALIFICATIONS FOR THE POSTS OF ASSISTANT DIRECTORS OF PHYSICAL EDUCATION AND SPORTS, DEPUTY DIRECTOR OF PHYSICAL EDUCATION AND SPORTS AND DIRECTOR OF PHYSICAL EDUCATION AND SPORTS (DPES)**I. University Assistant Director of Physical Education and Sports / College Director of Physical Education and Sports****Eligibility (A or B) :****A.**

- i) A Master's Degree in Physical Education and Sports or Physical Education or Sports Science with 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed)
- ii) Record of having represented the university / college at the inter-university /inter-collegiate competitions or the State and/ or national championships.
- iii) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET), conducted by the UGC or CSIR, or a similar test accredited by the UGC, like SLET/SET, or who are or have been awarded a Ph.D. Degree in Physical Education or Physical Education and Sports or Sports Science, 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:

Provided that, candidates registered for the Ph.D. degree prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances/ Bye-laws/Regulations of the Institutions awarding the degree and such Ph.D. degree holders shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges / Institutions, subject to the fulfillment of the following conditions:-

- a) The Ph.D. degree of the candidate has been awarded in regular mode;
- b) The Ph.D. thesis has been evaluated by at least two external examiners;
- c) 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;
- e) The candidate has presented at least two research papers in conference/seminar, based on his/her Ph.D work.

Note: The fulfilment of these conditions (a) to (e) is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.



- iv. NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.
- v. Passed the physical fitness test conducted in accordance with these Regulations.

OR

- B. An Asian game or commonwealth games medal winner who has a degree at least at Post-Graduation level.

II. University Deputy Director of Physical Education and Sports

Eligibility (A or B) :

A.

- A Ph.D. in Physical Education or Physical Education and Sports or Sports Science. Candidates from outside the university system, in addition, shall also possess at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level by the university concerned.
- Eight years experience as University Assistant DPES/College DPES.
- Evidence of organizing competitions and conducting coaching camps of at least two weeks duration.
- Evidence of having produced good performance of teams/athletes for competitions like state/national/inter-university/combined university, etc.
- Passed the physical fitness test in accordance with these Regulations.

OR

- B. An Olympic games/ world cup/ world Championship medal winner who has a degree at least at the Post-Graduation Level.

III. University Director of Physical Education and Sports

- A Ph.D. in Physical Education or Physical Education and Sports or Sports Science.
- Experience of at least ten years in Physical Education and Sports as University Assistant/Deputy DPES or ten years as College DPES or teaching for ten years in Physical Education and Sports or Sports Science as Assistant/Associate Professor.
- Evidence of organising competitions and coaching camps of at least two weeks' duration.
- Evidence of having produced good performance of teams/athletes for competitions like state/national/inter-university/combined university, etc.

IV. Physical Fitness Test Norms

- (a) Subject to the provisions of these Regulations, all candidates who are required to undertake the physical fitness test are required to produce a medical certificate certifying that he/she is medically fit before undertaking such tests.
- (b) On the production of such certificate mentioned in sub-clause (a) above, the candidate would be required to undertake the physical fitness test in accordance with the following norms:

NORMS FOR MEN			
12 MINUTES RUN/WALK TEST			
Upto 30 Years	Upto 40 Years	Upto 45 Years	Upto 50 Years
1800 metres	1500 metres	1200 metres	800 metres



NORMS FOR WOMEN			
8 MINUTES RUN/WALK TEST			
Upto 30 Years	Upto 40 Years	Upto 45 Years	Upto 50 Years
1000 metres	800 metres	600 metres	400 metres

5.0 CONSTITUTION OF SELECTION COMMITTEES AND GUIDELINESS ON SELECTION PROCEDURE:

5.1 Selection Committee Composition

I. Assistant Professor in the University:

- (a) The Selection Committee for the post of Assistant Professor in the University shall consist of the following persons :
- The Vice Chancellor or his/her nominee, who has at least ten years of experience as Professor, shall be the Chairperson of the Committee.
 - An academician not below the rank of Professor to be nominated by the Visitor/Chancellor, wherever applicable.
 - Three experts in the subject concerned nominated by the Vice Chancellor out of the panel of names approved by the relevant statutory body of the university concerned.
 - Dean of the Faculty concerned, wherever applicable.
 - Head/Chairperson of the Department/School concerned.
 - An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories to be nominated by the Vice Chancellor, if any of the candidates from any of these categories is an applicant and if any of the above members of the selection committee does not belong to that category.

- (b) Four members, including two outside subject experts, shall constitute the quorum.

II. Associate Professor in the University

- (a) The Selection Committee for the post of Associate Professor in the University shall have the following composition:
- The Vice Chancellor or his/her nominee, who has at least ten years of experience as Professor, shall be the Chairperson of the Committee.
 - An academician not below the rank of Professor to be nominated by the Visitor/Chancellor, wherever applicable.
 - Three experts in the subject/field concerned nominated by the Vice-Chancellor, out of the panel of names approved by the relevant statutory body of the university.
 - Dean of the faculty, wherever applicable.
 - Head/Chairperson of the Department/School.
 - An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories, if any of candidates belonging to any of these categories is the applicant, to be nominated by the Vice Chancellor, if any of the above members of the selection committee does not belong to that category.
- (b) At least four members, including two outside subject experts, shall constitute the quorum



III. Professor in the University

(a) The Selection Committee for the post of Professor in the University shall consist of the following persons :

- i) Vice-Chancellor who shall be the Chairperson of the Committee.
- ii) An academician not below the rank of Professor to be nominated by the Visitor/Chancellor, wherever applicable.
- iii) Three experts in the subject/field concerned to be nominated by the Vice-Chancellor out of the panel of names approved by the relevant statutory body of the university concerned.
- iv) Dean of the faculty, wherever applicable.
- v) Head/Chairperson of the Department/School.
- vi) An academician belonging to the SC/ST/OBC/ Minority / Women / Differently-abled categories, if any of the candidates representing these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category.

(b) At least four members, including two outside subject experts, shall constitute the quorum.

IV. Senior Professor

(a) The Selection Committee for the post of Senior Professor in the University shall consist of the following persons:

- i) Vice Chancellor who shall be the Chairperson of the Committee.
- ii) An academician not below the rank of Senior Professor/Professor with minimum ten years experience who is the nominee of the Visitor/Chancellor, wherever applicable.
- iii) Three experts not below the rank of a Senior Professor/Professor with a minimum of ten years' experience in the subject/field concerned nominated by the Vice-Chancellor out of the panel of names approved by the relevant statutory body of the university.
- iv) Dean (not below the rank of Senior Professor/Professor with minimum ten years experience) of the faculty, wherever applicable.
- v) Head/Chairperson (not below the rank of Senior Professor/Professor with minimum ten years experience) or Senior-most Professor (not below the rank of Senior Professor/Professor, with a minimum of ten years' experience) of the Department/School.
- vi) An academician (not below the rank of a Senior Professor/Professor with minimum ten years experience) representing SC/ST/OBC/ Minority / Women / Differently-abled categories, if any of the candidates representing these categories is 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.

(b) Four members, including two outside subject experts, shall constitute the quorum.

V. Assistant Professor in Colleges, including Private and Constituent Colleges:

(a) The Selection Committee for the post of Assistant Professor in Colleges, including Private and constituent Colleges shall consist of the following persons:

- i) Chairperson of the Governing Body of the college or his/her nominee from amongst the members of the Governing body, who shall be the Chairperson of the Committee.
- ii) The Principal of the College.
- iii) Head of the Department/Teacher-incharge of the subject concerned in the College.
- iv) Two nominees of the Vice-Chancellor of the affiliating university, of whom one should 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 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.



- v) Two subject-experts not connected with the college who shall be nominated by the Chairperson of the College governing body 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 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 the Vice-Chancellor from the list of subject experts approved by the relevant statutory body of the College.
- vi) An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories, if any of candidates belonging to any of these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category.

(b) Five members, including two outside subject experts, shall constitute the quorum.

VI. Associate Professor in Colleges, including Private and Constituent Colleges

(a) The Selection Committee for the post of Associate Professor in Colleges including Private and Constituent Colleges, shall consist of the following persons:

- i) The Chairperson of the Governing Body or his/her nominee, from amongst the members of the Governing body, who shall be the Chairperson of the Selection Committee.
- ii) The Principal of the College.
- iii) The Head of the Department / Teacher-In charge of the concerned subject from the college.
- iv) Two University representatives nominated by the 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.
- v) Two subject-experts 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 notified/declared as minority educational Institutions, two subject experts not connected with the University nominated by the Chairperson of the College Governing Body 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.
- vi) An academician belonging to the SC/ST/OBC/ Minority/Women/Differently-abled categories, if any of candidates belonging to these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category.

(b) The quorum for the meeting shall be five, including two subject experts.

VII. Professor in Colleges, including Private and Constituent Colleges

(a) The Selection Committee for the post of Professor in Colleges including Private and Constituent Colleges shall consist of the following persons:

- i) The Chairperson of the Governing Body or his/her nominee, from amongst the members of the Governing body, who shall be the Chairperson of the Selection Committee.
- ii) The Principal of the College.
- iii) The Head of the Department / Teacher-In charge of the concerned subject from the college not below the rank of Professor.
- iv) Two University representatives not below the rank of Professor nominated by the 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, not below the rank of Professor, 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.

- v) Two subject-experts 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 notified/declared as minority educational Institutions, two subject experts not connected with the University nominated by the Chairperson of the College Governing Body 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.
 - vi) An academician not below the rank of Professor belonging to the SC/ST/OBC/Minority/Women/Differently-abled categories, if any of candidates belonging to these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category.
- (b) The quorum for the meeting shall be five, including two subject experts.

VIII. College Principal and Professor

A. Selection Committee

- (a) The Selection Committee for the post of College Principal and Professor shall have the following composition:
- i) Chairperson of the Governing Body to be the Chairperson.
 - ii) Two members of the Governing Body of the college to be nominated by the Chairperson of whom one shall be an expert in academic administration.
 - iii) Two nominees of the Vice-Chancellor who shall be Higher Education experts in the subject/field concerned out of which at least one shall be a person not connected in any manner with the affiliating University. In case of Colleges notified/declared as minority educational institutions, one nominee 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 of whom one should be a subject expert.
 - iv) Three Higher Education experts consisting of the Principal of a College, a Professor and an accomplished educationist not below the rank of a Professor (to be nominated by the Governing Body of the college out of a panel of six experts approved by the relevant statutory body of the university concerned).
 - v) An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee does not belong to that category.
 - vi) Two subject-experts 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 notified/declared as minority educational institutions, two subject experts not connected with the University nominated by the Chairperson of the College governing body 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.
- (b) Five members, including two experts, shall constitute the quorum.
- (c) All the selection procedures of the selection committee shall be completed on the day/last day of the selection committee meeting itself, wherein, minutes are recorded along with the scoring Proforma and recommendation made on the basis of merit with the list of selected and waitlisted candidates/Panel of names in order of merit, duly signed by all members of the selection committee.



- (d) The term of appointment of the College Principal shall be five years, with eligibility for reappointment for one more term only after an assessment by a Committee appointed by the University as per the composition given in sub-clause (B) of 5.1 (VIII).
- (e) After the completion of his/her term as Principal, the incumbent shall join back his/her parent organisation with the designation as Professor and in the grade of the Professor..

B. Committee for Assessment of College Principal and Professor for Second Term

The Committee for assessment to the post of College Principal for second term shall have the following composition:

- i) Nominee of the Vice-Chancellor of the affiliating University.
- ii) Nominee of the Chairman, University Grants Commission.

The nominees shall be nominated from the Principals of the Colleges with Excellence/College with Potential of Excellence/Autonomous College/NAAC Grade 'A' accredited colleges.

IX. Selection Committees for the posts of Directors, Deputy Directors, Assistant Directors of Physical Education and Sports, Librarians, Deputy Librarians and Assistant Librarians shall be the same as that of Professor, Associate Professor and Assistant Professor, respectively, except that in Library and Physical Education and Sports or Sports Administration, respectively, practicing Librarian/Director Physical Education and Sports, as the case may be, shall be associated with the Selection Committee as one of the subject experts.

X. The "Screening-cum-Evaluation Committee" for CAS promotion of Assistant Professors/equivalent cadres in Librarians/Physical Education and Sports from one level to the other higher level shall consist of:

A. For University teachers:

- i) The Vice-Chancellor or his/her nominee shall be the Chairperson of the Committee;
- ii) The Dean of the Faculty concerned;
- iii) The Head of the Department /Chairperson of the School; and
- iv) One subject expert in the subject concerned nominated by the Vice-Chancellor from the University panel of experts.

B. For College teachers:

- i) The Principal of the college;
- ii) Head /Teacher-Incharge of the department concerned from the college;
- iii) Two subject experts in the subject concerned nominated by the Vice-Chancellor from the university panel of experts;

C. For University Assistant Librarian:

- i) The Vice-Chancellor shall be the Chairperson of the Committee;
- ii) The Dean of the Faculty concerned;
- iii) The Librarian, University Library; and
- iv) One expert who is a working Librarian nominated by the Vice-Chancellor from the University panel of experts.

D. For College Assistant Librarian:

- i) The Principal shall be the Chairperson of the Committee;
- ii) The Librarian, University Library; and
- iii) Two experts who are working Librarians nominated by the Vice-Chancellor from the University panel of experts.

E. For University Assistant Director, Physical Education and Sports:

- i) The Vice-Chancellor shall be the Chairperson of the Committee;



- ii) The Dean of the Faculty concerned;
- iii) The University Director, Physical Education and Sports; and
- iv) One expert in Physical Education and Sports Administration from University system nominated by the Vice-Chancellor from the University panel of experts.

F. For College Director, Physical Education and Sports:

- i) The Principal shall be the Chairperson of the Committee;
- ii) The University Director, Physical Education and Sports; and
- iii) Two experts in Physical Education and Sports Administration from University system nominated by the Vice-Chancellor from the University panel of experts.

Note: The quorum for these committees in all categories shall be three which will include one subject expert/ university nominee.

5.2. The Screening-cum-Evaluation Committee on verification/evaluation of grades secured by the candidate through the Assessment Criteria and Methodology Proforma designed by the respective university based on these Regulations and as per the minimum requirement specified:

- (a) In Appendix II, Table 1 for each of the cadre of Assistant Professor;
- (b) In Appendix II, Table 4 for each of the cadre of Librarian; and
- (c) In Appendix II, Table 5 for each of the cadre of Physical Education and Sports

shall recommend to the Syndicate/ Executive Council /Board of Management of the University/College about the suitability for the promotion of the candidate(s) under CAS for implementation.

5.3 The selection process shall be completed on the day/last day of the selection committee meeting, wherein the minutes are recorded and recommendation made on the basis of the performance of the interview are duly signed by all members of the selection committee.

5.4 For all Selection Committees specified in these Regulations, Head of Department / Teacher-Incharge should be either in the same or higher rank/ position than the rank/position for which the interview is to be held.

6.0 SELECTION PROCEDURE:

I. The overall selection procedure shall incorporate transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based on the weightage given to the performance of the candidate in different relevant parameters and his/her performance on a grading system proforma, based on Appendix II, Tables 1, 2, 3A, 3B, 4, and 5.

In order to make the system more credible, universities may assess the ability for teaching and / or research aptitude through a seminar or lecture in a classroom situation or discussion on the capacity to use the latest technology in teaching and research at the interview stage. These procedures can be followed for both the direct recruitment and the CAS promotions, wherever selection committees are prescribed in these Regulations.

II. The universities shall adopt these Regulations for selection committees and selection procedure through their respective statutory bodies incorporating Appendix II, Table 1, 2, 3A, 3B, 4, and 5 at the institutional level for University Departments and their Constituent colleges/ affiliated colleges (Government/Government-aided/Autonomous/ Private Colleges) to be followed transparently in all the selection processes. The universities may devise their own self-assessment-cum-performance appraisal forms for teachers in strict adherence to the Appendix II, Table 1, 2, 3A, 3B, 4, and 5 specified in these Regulations.

III. In all the Selection Committees of direct recruitment of teachers and other academic staff in universities and colleges provided herein, an academician belonging to the Scheduled Caste/Scheduled Tribe/OBC/Minority/Women/Differently-abled categories, if any of candidates belonging to these categories is the applicant and if any of the members of the selection committee does not belong to that category, shall be nominated by the Vice-Chancellor of the University, and in case of a College, Vice-Chancellor of the University to which the college is affiliated to. The academician, so nominated for this purpose, shall be one level above the cadre level of the applicant, and such nominee shall ensure that the norms of the Central Government or concerned State Government, in relation to the categories mentioned above, are strictly followed during the selection process.



- IV. The process of selection of a Professor shall involve the inviting of the application developed by the respective university, based on the Assessment Criteria and Methodology guidelines set out in these Regulations in Appendix II, Table 1 and 2 and reprints of all significant publications of the candidates.

Provided that the publications submitted by the candidate shall have been published during the qualifying period.

Provided further that such publications shall be made available to the subject experts for assessment before holding the interview. The evaluation of the publications by the experts shall be taken into consideration while finalizing the outcome of selection.

- V. In the case of selection of faculty members who are from outside the academic field and are considered under Clause 4.1 (III.B), 4.2 (I.B, II.B, III.B), 4.3 (I.B, II.B, III.B) and 4.4 (III.B) of these Regulations, the university's statutory bodies must lay down clear and transparent criteria and procedure so that only outstanding professionals who can contribute substantially to the university knowledge system are selected.

- VI. In the selection process for the posts involving different nature of responsibilities in certain disciplines/areas, such as Music and Fine Arts, Visual Arts and Performing Arts, Physical Education and Sports, and Library, greater emphasis may be laid on the nature of deliverables indicated against each of the posts in these Regulations which need to be taken up by the institution while developing the Proforma for both the direct recruitment and the CAS promotion.

- VII. The Internal Quality Assurance Cell (IQAC) shall be established in all Universities/Colleges as per the UGC/ National Assessment Accreditation Council (NAAC) guidelines with the Vice-Chancellor, as Chairperson (in the case of Universities), and Principal, as Chairperson (in case of Colleges). The IQAC shall act as the documentation and record-keeping Cell for the institution, including assistance in the development of Assessment Criteria and Methodology Proforma based on these Regulations. The IQAC may also introduce, wherever feasible, the student feedback system as per the NAAC guidelines on institutional parameters without incorporating the component of the students' assessment of individual teachers in the Assessment Criteria and Methodology Proforma.

- A. The Assessment of the performance of College and University teachers for the CAS promotion is based on the following criteria:

- i. **Teaching-Learning and Evaluation:** The commitment to teaching based on observable indicators such as being regular to class, punctuality to class, remedial teaching and clarifying doubts within and outside the class hours, counselling and mentoring, additional teaching to support the college/university as and when the need arises, etc. Examination and evaluation activities like performing of examination supervision duties, question-papers setting for university/college examinations, participation in the evaluation of examination answer scripts, conducting examinations for internal assessment as per the schedule to be announced by the institution at the beginning of each Academic Session and returning and discussing the answers in the class.
- ii. **Personal Development Related to Teaching and Research Activities:** Attending orientation/refresher/methodology courses, development of e-contents and MOOC's, organising seminar/conference/ workshop / presentation of papers and chairing of sessions/guiding and carrying out research projects and publishing the research output in national and international journals etc.
- iii. **Administrative Support and Participation in Students' Co- curricular and Extra-curricular Activities.**

B. Assessment Process

The following **three-step** process is recommended for carrying out assessment for promotion under the CAS at all levels:

Step 1: The college/university teachers shall submit to college/university an annual self-appraisal report in the prescribed Proforma to be designed based on Tables 1 to 5 of Appendix II. The report should be submitted at the end of every academic year, within the stipulated time. The teacher will provide documentary evidence for the claims made in the annual self-appraisal report, which is to be verified by the HOD/Teacher- in-charge etc. The submission should be through the Head of the Department (HOD)/teacher-in-charge.

Step 2: After completion of the required years of experience for promotion under CAS and fulfilment of other requirements indicated below, the teacher shall submit an application for promotion under CAS.

Step 3: A CAS Promotion shall be granted as mentioned in Clauses 6.4 of these Regulations.


Co-ordinator
Internal Quality Assurance Cell (IQAC)
M. S. Kakade College, Someshwarnagar




PRINCIPAL
Mugutrao Sahebrao Kakade College
Someshwarnagar, Dist Pune-412306

Sample Appointment Procedure Document



सावित्रीबाई फुले पुणे विद्यापीठ
(पूर्वीचे पुणे विद्यापीठ)

दूरध्वनी क्रमांक :
०२०-२५६९१२३३
२५६०१२५७
२५६०१२५८
२५६०१२५९



शैक्षणिक विभाग
गणेशखिंड, पुणे-४११ ००७
टेलिग्राफ : 'युनिपुणे'
फॅक्स : ०२०-२५६९१२३३
वेबसाइट : www.unipune.ac.in
इ-मेल : approval@unipune.ac.in
दिनांक : २४/०८/२०२१

संदर्भ क्र. : सीसीओ/ १६०६

प्रति,
मा. प्राचार्य,
मुगुटराव साहेबराव काकडे महाविद्यालय,
कला, वाणिज्य व विज्ञान,
सोमेश्वरनगर, ता. बारामती,
जि. पुणे - ४१२ ३०६.

विषय :- शैक्षणिक वर्ष २०२१-२२ करीता तासिका तत्वावरील शिक्षकीय पदभरती जाहिरातीचा नमुना तपासून मिळणेसंदर्भात

संदर्भ :- आपले पत्र क्र. मुसाका/२०२१-२२/७१३, दि. १८/०८/२०२१

महोदय,

उपरोक्त विषय व संदर्भीय पत्रास अनुसरून कळविण्यात येते की, मा. सहसंचालक (उच्च शिक्षण) महाराष्ट्र शासन, पुणे यांचे संदर्भ पत्र क्र. शिससं/उशि/पुवि/पुणे/तासिका/नाहप्र/मु.सा.का/२०२१/३००५, दि. ०५/०८/२०२१ रोजीच्या पत्राच्या अधीन राहून तसेच भविष्यात या संदर्भात काही तक्रारी, आर्थिक व न्यायालयीन बाब उद्भवल्यास त्यास विद्यापीठ जबाबदार राहणार नाही, या अटीवर जाहिरातीस मान्यता देण्यात येत आहे.

कळावे,

आपला,

Rajeshwar
मुंजाजी रासवे
उपकुलसचिव
(शैक्षणिक विभाग)



AK
31-8-2021
AKK
Co-ordinator

Internal Quality Assurance Cell (IQAC)
M. S. Kakade College, Someshwar Nagar

Woydande
PRINCIPAL
MUGUTRAO SAHEBRAO KAKADE COLLEGE,
SOMESHWARNAGAR, TAL. BARAMATI, DIST. PUNE: 412306

श्री अमोल काकडे
AKK
31.7.2021

महाराष्ट्र शासन
शिक्षण सहसंचालक (उच्च शिक्षण)
१७, डॉ. आंबेडकर रोड, पुणे विभाग, पुणे १

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फोन नं. ०२०-२६१२७८३३/२६०५१६३२

फॅक्स नं. ०२०-२६०५१६३२

क्र.शिससं/उशि/पुवि/पुणे/तासिका/नाहप्र/मु.सा.का/२०२१/३०७५

दि.०५/०८/२०२१

प्रति,

प्राचार्य,

मुगुट्राव साहेबराव काकडे महाविद्यालय,
सोमेश्वरनगर ता. बारामती, जि. पुणे.

विषय:- अशासकीय अनुदानित महाविद्यालयातील तासिका तत्वावरील अध्यापकांच्या पदभरतीसाठी ना-हरकत प्रमाणपत्र....

संदर्भ:- १) शासन निर्णय, उच्च व तंत्र शिक्षण, क्र. संकीर्ण-२०१८/(१८५/१८)/मशि-३,
दि. १४/११/२०१८.

२) या कार्यालयाकडील क्र.ससं/उशि/पुवि/ १.१०.२०१७/पदे अनुज्ञेयता/ २०१८/३०४४,
दि.२१/१२/२०१८.

३) मा.शिक्षण संचालक (उच्च शिक्षण), उच्च शिक्षण संचालनालय, महाराष्ट्र राज्य, पुणे
यांचेकडील क्र. तातप-१५२१/प्र.क्र.०७/मवि-१/७३४७, दि. २७ जून, २०२१ चे पत्र.

४) आपलेकडील क्र.मुसाका/२०२१-२२/८८, दि. १५/०७/२०२१



उपरोक्त विषयाचे संदर्भात शासनाने संदर्भ क्र.१ येथील शासन निर्णयान्वये उच्च शिक्षण संचालनालयाच्या अधिपत्याखालील अशासकीय अनुदानित महाविद्यालयातील विविध पदवी व पदव्युत्तर पदवी अभ्यासक्रमांसाठी अभ्यांगत/तासिका तत्वावरील अध्यापकांना प्रदान करावयाच्या मानधनाचे दर सुधारित करण्यात आलेले आहेत. तसेच तासिका तत्वावर अध्यापकांची नियुक्ती करणेबाबतची कार्यपध्दती स्पष्ट केलेली आहे. तसेच मा.संचालनालयाकडील संदर्भ क्र.३ येथील परिपत्रकानुसार व संदर्भ क्र.४ च्या प्रस्तावानुसार आपल्या अशासकीय अनुदानित वरिष्ठ महाविद्यालयाकरीता दि.०१-१०-२०१७ च्या विद्यार्थी संख्येवर आधारीत या कार्यालयाने अनुज्ञेय केलेल्या कार्यभारानुसार तासिका तत्वावरील अध्यापकांच्या पदभरतीसाठी ना-हरकत प्रमाणपत्र मिळणेबाबत प्राप्त झालेल्या प्रस्तावाच्या अनुषंगाने शैक्षणिक वर्ष २०२१-२२ करिता खालीलप्रमाणे तासिका तत्वावरील अध्यापकांच्या पदभरतीसाठी ना-हरकत प्रमाणपत्र देण्यांत येत आहे.

शिक्षकीय पदे

अ.क्र.	पदनाम.	विषय	अनुज्ञेय पदे	रिक्त	तासिकातत्वावर पदभरतीसाठी मान्य पदसंख्या
१	सहा.प्राध्यापक	इंग्रजी	०३	०२	०४
२	सहा.प्राध्यापक	संरक्षणशास्त्र	०२	०१	०१
३	सहा.प्राध्यापक	भूगोल	०३	०१	०२
४	सहा.प्राध्यापक	वाणिज्य	०३	०२	०४

Co-ordinator

Woydande

एकूण	११	०६	११
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अटी व शर्ती:

- १) कार्यरत अध्यापकांना संबंधित विषयासाठी प्रमाणकानुसार पुर्णवेळ शैक्षणिक भार दिल्याची खात्री करण्यात यावी.
- २) तासिका तत्वावरील नियुक्तीसाठी संस्थेने विद्यापीठ मान्यतेने जाहिरात देऊन, विहित केलेली शैक्षणिक अर्हता व पात्रताधारकांची स्थानिक निवड समितीमार्फत निवड करणे बंधनकारक आहे.
- ३) एका शैक्षणिक वर्षासाठी जास्तीत जास्त ०९ महिन्यांसाठी तासिका तत्वावर नियुक्त करण्यात यावी.या नियुक्तीस विद्यापीठाची मान्यता घेण्यात यावी.
- ४) सदरची नियुक्ती ही अत्यंत तात्पुरत्या स्वरूपातील असल्याने, त्यास नियमित सेवेचे कोणतेही हक्क प्राप्त होणार नाहीत. त्यामुळे भविष्यात सेवेत कायम करण्याची मागणी / नियमित सेवेच्या कोणत्याही हक्काची मागणी करणार नाही. तसेच एकावेळी एकाच महाविद्यालयात काम करता येईल, असेहमीपत्र रु.१००/- च्या स्टॅम्प पेपरवर संबंधितांकडून रुजू होतेवेळी घेण्यात यावे.
- ५) महाविद्यालयात कार्यरत पूर्णवेळ नियमित अध्यापकांना तासिका तत्वावर अतिरिक्त नियुक्ती देता येणार नाही.
- ६) प्रत्यक्ष उपलब्ध कार्यभार व तासिका तत्वावरील मानधन अदायगीबाबत काही अनियमितता आढळल्यास त्याची सर्वस्वी जबाबदारी ही संबंधित महाविद्यालयाचे प्राचार्य / संस्थेचे संचालक यांची राहिल.
- ७) तासिका तत्वावरील नियुक्ती करताना उपरोक्त नमुद संदर्भ क्र.१ मधील अटी व शर्तीचे काटेकोर अनुपालन होईल, याची व्यवस्थापन / संबंधित प्राचार्यांनी दक्षता घ्यावी.
- ८) विद्यार्थ्यांचे शैक्षणिक नुकसान होऊ नये, यास्तव ही अत्यंत तात्पुरत्या स्वरूपात केलेली उपाययोजना असल्याने शासनाच्या प्रचलित धोरणानुसार पुर्णवेळ नियमित पदभरतीसाठी व्यवस्थापनाने प्रयत्न करावेत. तासिका तत्वावरील नियुक्ती करताना उपरोक्त नमुद शा.नि. दि.१४-११-२०१८ मधील अटी व शर्तीचे काटेकोर अनुपालन होईल, याची व्यवस्थापन / संबंधित प्राचार्यांनी दक्षता घ्यावी. विद्यार्थ्यांचे शैक्षणिक नुकसान होऊ नये, यास्तव ही अत्यंत तात्पुरत्या स्वरूपात केलेली उपाययोजना असल्याने शासनाच्या प्रचलित धोरणानुसार पुर्णवेळ नियमित पदभरतीसाठी व्यवस्थापनाने प्रयत्न करावेत.

(Signature)

(डॉ. किरणकुमार बोंदर)
सह संचालक (उच्च शिक्षण)
पुणे विभाग, पुणे १.

प्रत:- कुलसचिव, सावित्रीबाई फुले पुणे विद्यापीठ, गणेशखिंड, पुणे-४११००७

इल.

भरण्याची अंतिम तारीख ११/०८/२०२३ आहे. संपक ०२१६२-२३६१५५
मा. संचालक, के.आय.आय.टी., साता

M. S. KAKADE COLLEGE

Someshwarnagar, Tal : Baramati, Dist : Pune- 412306

WANTED

Applications are invited for the following Posts of Assistant Professors on purely tempora basis in the following subjects for the Academic Year 2022-23.

Sr. No.	Subject / Programme	Eligibility	No. of Posts	Nature of Appointment
1	BBA (CA)	MCA/ M.Sc. (Comp. Sci.)	04	Full Time
2	B.Sc.	M.Sc. Organic Chemistry	01	Full Time.
3	B.Sc.	M.Sc. Physics	01	Full Time
4	B.Sc.	M.Sc. Microbiology	01	Full Time
5	M.Sc.	M.Sc. Analytical Chemistry	03	Full Time

Interested candidates can send their applications on Principal, M. S. Kakade College Someshwarnagar, Tal : Baramati, Dist : Pune, 412306 within 15 days from the date of publication of this advertisement. The candidates can send the applications on principal@mskcollege.edu.in

Qualifications, for above post is As per UGC / Savitribai Phule Pune University and Government of Maharashtra norms

Secretary
M. S. Kakade College
Someshwarnagar

Chairman
M. S. Kakade College
Someshwarnagar

M. S. KAKADE COLLEGE

Someshwarnagar, Tal : Baramati, Dist : Pune 412306

WANTED

Applications are invited for the following Posts of Assistant Professors on purely temporary basis in the following subjects for the Academic Year 2022-23 (C.H.B.)

Sr. No.	Subject / Programme	Eligibility	No. of Posts	Nature of Appointment
1	English	M.A. SET/NET	04	C.H.B.
2	Defense Studies	M.A. SET/NET	02	C.H.B.
3	Geography	M.A. SET/NET	02	C.H.B.
4	Commerce	M.Com, SET/NET	04	C.H.B.

Interested candidates can send their applications on Principal, M. S. Kakade College Someshwarnagar, Tal : Baramati, Dist : Pune- 412306 within 15 days from the date of publication of this advertisement. The candidates can send the applications on principal@mskcollege.edu.in

Qualifications, Remuneration for the C.H.B. Posts will be As per UGC / Savitribai Phule Pune University / Government of Maharashtra norms and subject to approval from SPPU & Director, Higher Education, Pune.

Secretary
M. S. Kakade College,
Someshwarnagar

Chairman
M. S. Kakade College
Someshwarnagar

Botany - Senior
Mathematics - Senior
Co-ordinator

Internal Quality Assurance Cell (IQAC)
M. S. Kakade College, Someshwarnagar

Rajdande
Rajdande

PRINCIPAL
MUGUTRAO SAHEBRAO KAKADE COLLEGE,
SOMESHWARNAGAR, TAL. BARAMATI, DIST. PUNE-412306



CHB LOCAL SELECTION COMMITTEE REPORT

- Name of the College - MUGUTRAO SAHEBRAO KAKADE COLLEGE
- Name of the Managing Society - MUGUTRAO SAHEBRAO KAKADE COLLEGE

A meeting of this Selection Committee to Select Assistant Professor in (Subject) English Course was held on (Date) 27.08.2022 at (Time) 10.30 am.

Following Members were present.

1. Shri.Priyraj Kakade Deshmukh - Chairman
2. Dr. Dhanaji Nagane - V. C. Nominee
3. Dr. Nandkumar Jadhav - V. C. Nominee (Reservation)
4. Dr. Sanjay Khillare - Subject Expert
5. Dr. Pratibha Jadhav - Subject Expert
6. Dr. Devidas Waydande - Principal
7. Dr. Sanju Jadhav - Head, Department of English

Taking into consideration the qualification, experience of the candidates and the requirement of the College the Selection Committee unanimously recommends the names of the following candidates in order of merit for the selection to the post of Assistant Professor in English

Sr. No.	Name	Qualification	Category	Selected against Reserved Post or Open Post
(1)	(2)	(3)	(4)	(5)
1	Kale Gorakh Sakharam	M.A. SET	ST	
2	Shelke Santosh Shivaji	M.A. NET	Open	
3	Bhosale Sachin Balasaheb	M.A. NET	SC	
4	Bhosale Aniket Kashinath	M.A. M.Phil, NET	SC	

The candidates recommended by the Committee fulfill all qualifications required / does not fulfill the qualification required. However, the Committee has recommended his/her name taking into consideration the following facts.



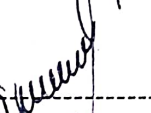

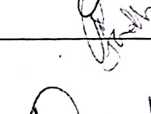

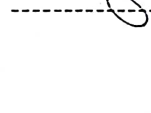
Co-ordinator

Internal Quality Assurance Cell (IQAC)
M. S. Kakade College, Someshwarnagar

Waydande

PRINCIPAL

MUGUTRAO SAHEBRAO KAKADE COLLEGE,
SOMESHWARNAGAR, TAL. DARAMATI, DIST. PUNE-412306

	NAME	SIGNATURE
1. Chairman	Shri Priyraj Kakade Deshmukh	
2. Nominee of the Vice Chancellor	Dr. Dhanaji Nagane	
3. Vice Chancellors Nominee (Belonging to Reserved Category)	Dr. Nandkumar Jadhav	
4. Subject Expert	Dr. Sanjay Khillare	
5. Subject Expert	Dr. Pratibha Jadhav	
6. Principal	Dr. Devidas Waydande	
7. Head Department Concerned Dept.	Dr. Sanju Jadhav	



LIST OF ENCLOSURES-

- A. Copy of the advertisement's
(Pasted on separate sheet mentioning date of publishing & name of the news paper). Attached Separately
- B. List of the candidates.
(this list contains applicants applied through advertisement, Names received from other agencies like Employment Exchange, Social Welfare, Reservation Cell etc.) : Attached Separately
- C. Information about action taken with regard to advertisement.


Co-ordinator
 Internal Quality Assurance Cell (IQAC)
 M. S. Kakade College, Someshwarnagar


PRINCIPAL
 MUGUTRAO SAHEBRAO KAKADE COLLEGE,
 SOMESHWARNAGAR, TAL. BARAMATI, DIST. PUNE: 412306

ACTION TAKEN REGARDING ADVERTISEMENT

1. (a) Advertisement issued on (Date) : Friday, 5 August 2022
(b) Name of the News Papers : Pudhari
2. No. of vacancies for the Assistant Professor in English : 01
3. Nature of the post advertised : (a) Reserved / Open
(b) Vacant/Newly Created
4. Last date to submit application : 15 Days after the advertisement
5. (a) Interview calls issued on (Date) :
(b) Interview calls issued to B.C. Candidates by : Register A/D
6. Date of the interview : 27th August 2022
7. No of Reserved category : -
8. Whether names were called from other agencies (If, yes mention Letter No) YES, Letters Attached
a. Reservation Cell -
b. University Employment Bureau -
c. Social Welfare Officer, -
d. Tribal Development Directorate, Nashik Rd -
e. Tribal Development Officer, Pune -
f. Project Officer, Sal -
M.S. Co-op. Tribal Development Corporation, Nashik. -
9. If qualified person is not selected the reason for the same may be furnished : ---
10. Any Other Information (If Committee wants to specify)



	NAME	SIGNATURE
1. Chairman	Shri Priyraj Kakade Deshmukh	
2. Nominee of the Vice Chancellor	Dr. Dhanaji Nagane	
3. Vice Chancellors Nominee (Belonging to Reserved Category)	Dr. Nandkumar Jadhav	
4. Subject Expert	Dr. Sanjay Khillare	
5. Subject Expert	Dr. Pratibha Jadhav	
6. Principal	Dr. Devidas Waydande	
7. Head Department Concerned Dept.	Dr. Sanju Jadhav	

Co-ordinator

Internal Quality Assurance Cell (IQAC)
M. S. Kakade College, Someshwarnagar

PRINCIPAL

MUGUTRAO SAHEBRAO KAKADE COLLEGE,
SOMESHWARNAGAR, TAL. BARAMATI, DIST. PUNE: 412306

FORM FOR APPOINTMENT OF A TEACHER

Ref.No.: MSK/21-22/

Date: 27.08.2022

To,
Prof. Bhosale Sachin Balasaheb
A/P Wanewadi
Tal Baramati Dist Pune

Sub: Appointment to the post of Assistant Professor in English

Sir,

In response to our advertisement dated 05.08.2022 you had applied for the post of Lecturer. You were interviewed for the above post by the Selection Committee appointed by the Management under Statute No.415 of the University of Pune.

I am pleased to inform you that the Management has appointed you on the said post in Mugutrao Sahebrao Kakade College, Someshwarnagar with effect from 27.08.2022. Your appointment is subject to the following terms and conditions:

17. Your service will be governed by the Maharashtra University Act, 1994, Statute, Code of Conduct, Ordinance and rules and regulations laid down by the University of Pune and State Government from time to time.

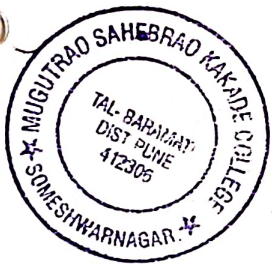
18.(a) You are appointed in clear vacancy on Ad-hoc basis for a period of Nine month(s) from the date of joining.


(b) Your appointment is purely temporary for a period of Nine Months. i.e. from 27.08.2022

(h) Your appointment is on leave vacancy for the period from to

(i) The post is reserved for Since you belong to the said category, you are appointed on ad-hoc basis for a period of Nine Month(s) from the date of joining.

(j) The post is reserved for Since you do not belong to the said category, you are appointed full-time on temporary basis against the reserved post for a period of You shall not have any claim on the said post in future.




Co-ordinator
Internal Quality Assurance Cell (IQAC)
M. S. Kakade College, Someshwarnagar


(P.T.O.)
PRINCIPAL
MUGUTRAO SAHEBRAO KAKADE COLLEGE,
SOMESHWARNAGAR, TAL. BARAHATI, DIST. PUNE: 412306

(k) This is temporary vacancy caused by
Hence you are appointed full-time on purely temporary basis for a
period of

(l) Your appointment is on part-time/clock hour basis only .

19.(i) You will be paid basic pay of Rs..... per month on the
scale indicated above You will also be entitled to Dearness Allowance,
House Rent Allowance and C.L.A. at the rates prescribed by the State
Government from time to time. In case you are appointment for a period
of more than one year you shall earn annual increment.

(ii) You will be paid remuneration at the rate of Rs:..... per lecture/per
hour.

(iii) Your appointment and salary shall be subject to approval by the
University of Pune and Director of Technical Education/Director of
Medical Education & Research/Director of Higher Education as the case
may be.

20. (a) You shall have to qualify the NET or the SET or similar test(as the
case may be) laid down by the University or State Government/UGC or
the Central Council pertaining to your faculty within the stipulated
period.

(b) You shall have to acquire the qualifications
(M.Phil./Ph.D., M.D./M.S., M.D.S., M.E. etc.) as prescribed by the
University/State Govt. or the Central Councils concerned within the
..... period.

21. Your appointment is subject to the minimum number of students and
workload prescribed for the post.

22. You shall submit the originals as well as certified copies of relevant
testimonials such as birth date certificate, marksheet, experience
certificate, discharge/relieving certificate, last Pay Certificate, Caste
certificate, change of name certificate (if any) etc. before joining your
duties.

23. In case you accept the appointment you shall have to execute Deed of
Contract of Service as prescribed in the Statute at the time of joining the
duties.

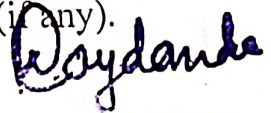
24. You will be allowed to join the duties on producing of-

(i) Two Passport size photographs,

(ii) Character Certificate from two eminent persons, one of them should
be a Govt. Gazetted officer.

(iii) Discharge Certificate from previous employer (if any).


Co-ordinator
Internal Quality Assurance Cell (IQAC)
M. S. Kakade College, Someshwarnagar


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MUGUTRAO SAHEBRAO KAKADE COLLEGE,
SOMESHWARNAGAR, TAL. BARAMATI, DIST. PUNE: 412306



25. You shall undergo medical examination by the approved Medical Officer or by the Civil Surgeon at the place of your duty, within three months from the date of joining the duties. The appointment shall be provisional and conditional pending submission of Medical Certificate stating that you are free from any contagious disease and that you are physically fit for the college/institute.
26. You are required to give the correct mailing address as soon as you join the duties and any change in the address given earlier should be communicated to the Principal. It will be presumed that any letter send by Registered Post Acknowledgement Due (RPAD) on the address given, shall be deemed to have been acknowledged duly signed by you.
27. You will not conduct or engage yourself in any private tuitions or private coaching classes.
28. You will not engage yourself in any other job paid full-time, part-time or otherwise during the continuance of your service, without the permission of the competent authority/Management.
29. Your services are transferable to any other college/institutions run by the Management.
30. Your appointment may be terminated, at any time, by either side/party. By giving one month's notice or one month's pay in lieu of notice period in case the period spent in service is more than six months.
31. If you are found absent continuously for more than thirty days without permission, your service will stand terminated automatically. If you are found guilty of violation of any terms and conditions mentioned above you will be liable for disciplinary action and punishment decided by the management as provided for in the Statute. During the period of your service you shall not directly or indirectly do such things which are subversive to the interests of the Society/University/ Institute/ College/ Students.
32. You have to communicate your acceptance to the Management/College/Institution within seven days from the date of this order of Appointment, failing which your appointment is liable to be cancelled.



Secretary/Principal


Co-ordinator

Internal Quality Assurance Cell (IQAC)
M. S. Kakade College, Someshwarnagar


PRINCIPAL

MUGUTRAO SAHEBRAO KAKADE COLLEGE,
SOMESHWARNAGAR, TAL. BARAMATI, DIST. PUNE. 412306



M. S. KAKADE COLLEGE

ARTS, COMMERCE AND SCIENCE
SOMESHWARNAGAR - WAGHALWADI, Dist : Pune
Pin. - 412 306



Principal
DR. Devidas Bhimrao Waydande
M.A., Ph.D., Net, Set
Mob. No.: 9860164612, 9823079216

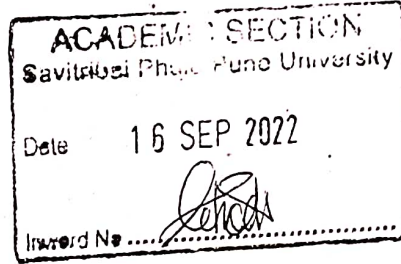
Affiliated to Savitribai Phule Pune University
(Id No. PU/PN/AC/034-(1972))

'NAAC' REACCREDITED 'B++ GRADE'
ISO 9001 : 2015 Standard

College Code No. :
☎ : (Principal) (02112) 2833
(Office) (02112) 2621
Email : principalmsk@puneuniv.ac.in

Date : 16/09/2022

Ref. No. : MSK/2022/23/177



To
The Deputy Registrar (Academic)
Savitribai Phule Pune University
Ganeshkhind, Pune 7

Subject : Approval of Teachers Prof Kale G S Prof Shelke S S Prof Bhosale S B Prof Bhosale A K
on C.H.B basis For English Subject.....

Sir,

Enclosed here please find herewith Teachers Approval Prof Kale G S Prof Shelke S S
Prof Bhosale S B Prof Bhosale A K on CHB basis For English Subject.
Documents required below are enclosed herewith

1. Teacher Approval form Performs-B
2. Appointment order
3. Copy of the Advertisement.
4. Selection Committee Report.

5. Joining Report Prof Kale G S, Prof Shelke S S, Prof Bhosale S B, Prof Bhosale A K.
6. List of student attended for Interview
7. Copy of Advertisement checked by Dy. Registrar Reservation Cell.
8. Copy of B.A/M.A/SET-NET

Please send the Approval

Thanking You

Co-ordinator

Internal Quality Assurance Cell (IQAC)
M. S. Kakade College, Someshwarnagar

PRINCIPAL
MUGUTRAO SAHEBRAO KAKADE COLLEGE,
SOMESHWARNAGAR, TAL. BARAMATI, DIST. PUNE-412306

PRINCIPAL
MUGUTRAO SAHEBRAO KAKADE COLLEGE,
SOMESHWARNAGAR, TAL. BARAMATI, DIST. PUNE-412306

22005656



सावित्रीबाई फुले पुणे विद्यापीठ
गणेशखिंड, पुणे - ४११ ००७.
Savitribai Phule Pune University
Ganeshkhind, Pune - 411007.



स्वातंत्र्याचा अमृत महोत्सव

दूरध्वनी क्रमांक : ०२०-२५६२११५६/५७/५९

Telephone : 020-25621156/57/59

ईमेल / Email : approval@unipune.ac.in

शैक्षणिक विभाग (मान्यता कक्ष)

Academic Section (Approval Cell)

वेबसाइट / Website: www.unipune.ac.in

Ref.No.- CCO/4138

Date:- 13/10/2022





To,

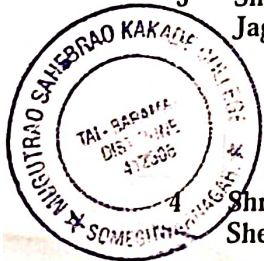
The Principal/Director ,
Mugutrao Sahebrao Kakde College
Mugutrao Sahebrao Kakade College
Addr: Someshwarnagar
Ta: Baramati Dist: Pune - 412306

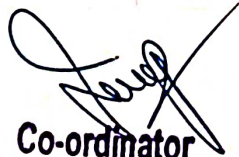
Subject : Approval to the Appointment of Teachers...

Sir/Madam

With reference to the Selection Committee report of teacher submitted by the college authorities to the Academic Section of the University and your subsequent letter No. msk/2022-23/146, Dated : 29/08/2022 regarding the proposal for seeking teacher approval, I am directed to inform you that the appointment of following teachers are hereby approved with following particular:-

Sr.No	Name of the teacher	Post	Subject	Date and period of approval
1	Shri. Kuldeep Chokhaji Waghmare  220900239	Assistant Professor	Geography	W.e.f.27.08.2022 (Maximum nine months or end of the Academic year 2022-23 whichever is earlier. Only on CHB basis.)
2	Shri. Namdeo Shankar Jadhav  220900240	Assistant Professor	Geography	W.e.f.27.08.2022 (Maximum nine months or end of the Academic year 2022-23 whichever is earlier. Only on CHB basis.)
3	Smt. Kalyani Dattaraj Jagtap  220900243	Assistant Professor	Defence and Strategic Studies	W.e.f.27.08.2022 (Maximum nine months or end of the Academic year 2022-23 whichever is earlier. Only on CHB basis.)
4	Shri. Santosh Shivaji Shelke  220900244	Assistant Professor	English	W.e.f.27.08.2022 (Maximum nine months or end of the Academic year 2022-23 whichever is earlier. Only on CHB basis.)




Co-ordinator

1 of 2

Internal Quality Assurance Cell (IQAC)
M. S. Kakade College, Someshwarnagar


PRINCIPAL

[P.T.O]

MUGUTRAO SAHEBRAO KAKADE COLLEGE,
SOMESHWARNAGAR, TAL. BARAHATI, DIST. PUNE:412306

5	22005656 Shri. Gorakh Sakharam Kale 220900245	Assistant Professor	English	W.e.f.27.08.2022 (Maximum nine months or end of the Academic year 2022-23 whichever is earlier. Only on CHB basis.)
6	Shri. Sameer Bhagwan Gaikwad 220900337	Assistant Professor	Commerce	W.e.f.27.08.2022 (Maximum nine months or end of the Academic year 2022-23 whichever is earlier. Only on CHB basis.)
7	Shri. Sachin Balasaheb Bhosale 220900345	Assistant Professor	English	W.e.f.27.08.2022 (Maximum nine months or end of the Academic year 2022-23 whichever is earlier. Only on CHB basis.)
8	Shri. Ranjeet Balaso Kumbhar 220900456	Assistant Professor	Commerce	W.e.f.27.08.2022 (Maximum nine months or end of the Academic year 2022-23 whichever is earlier. Only on CHB basis.)

The above said approval is issued on the basis of the certificate issued by the college authorities regarding fulfillment of all prescribed eligibility criteria, such as qualifications, experience (if essential), etc. by the candidate's before calling them for interview and the recommendations made by the Selection Committee to the University for according approval to the appointment of candidate's recommended by it.

If any suggestion / correction in the content of this approval letter, then please notify the same in writing within a period of three months from the date of issuance of this letter to the undersigned. No communication will be entertained thereafter.

In the event of any information or document submitted by the college authorities being found false or incorrect at any stage, an appropriate action will be initiated against the college authorities and the candidate concerned.

Teacher Approval awarded by the University shall stand cancelled from the date on which the teacher ceases in service of the affiliated college/recognized institute for any reason, except the transfer of services from one college to other under the same society. It is essential to inform the University about transfer of teacher from one college to another under the same society within a period of fifteen days from the date of joining of the services in new college. It is essential for the appointing authority of the affiliated College/Recognized Institutes to inform the University if the approved teacher resigned/terminated/superannuated from the services of the affiliated College/Recognized Institute.



Rasve

Dr. M. V. Rasve
Deputy Registrar

Copy to:-

1. All Concerned Teachers.
2. The Deputy Registrar, Reservation Cell, Savitribai Phule Pune University, Pune-411007

[Signature]
Co-ordinator of 2

Internal Quality Assurance Cell (IQAC)
M. S. Kakade College, Someshwarnagar

[Signature]

PRINCIPAL
MUGUTRAO SAHEBRAO KAKADE COLLEGE,
SOMESHWARNAGAR, TAL. BARAMATI, DIST. PUNE: 412306

महाराष्ट्र शासन
शिक्षण सहसंचालक (उच्च शिक्षण)

१७ डॉ आंबेडकर रोड, पुणे विभाग, पुणे-१

फोन नं. ०२०-२६१२७८३३ / Web: www.jdhpune.info, E-mail ID: admin@jdhpune.info फॅक्स नं. ०२०-२६०५१६३२

जा.क्र.शिससं/उशि/पुवि/ना.ह.प्र./शिक्षकेतर/काकडे/२०१५-१६ / ४६१ दिनांक १२.०४.२०१६

प्रति,

प्राचार्य,

मुगुटराव साहेबराव काकडे महाविद्यालय,
सोमेश्वरनगर, ता. बारामती, जि. पुणे.

विषय - शिक्षकेतर पदे भरण्यासाठी नाहरकत प्रमाणपत्र मिळणेबाबत...

संदर्भ - १. शासन निर्णय क्र. एसआरव्ही-२०१२/प्र.क्र.१८६/१२, दि.२८.२.२०१३.

२. शासन निर्णय वित्त विभाग क्र.संकीर्ण-२०१५/प्र.क्र.४१/अर्थ-१, दि.२ जून, २०१५, १५.१.२०१६.

३. आपले पत्र ज्ञावक क्रमांक मुसाका/१५-१६/१८७१ दि. १२.८.२०१५.

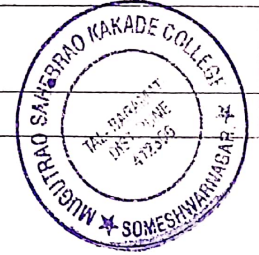
उपरोक्त विषयाचे संदर्भात शासन निर्णय क्र.संकीर्ण-२०१५/प्र.क्र.४१/अर्थ-१, दि. २ जून, २०१५, १५.१.२०१६.

अन्वये वेतनावरील खर्च नियंत्रित करणे व नवीन पदनिर्मिती तसेच पदभरती यावर नियंत्रण आणणे याकरीता शिक्षकेतर संवर्गातील एकूण रिक्त पदांच्या ५० टक्के किंवा एकूण संवर्गाच्या ४ टक्के यापैकी जे कमी असेल त्याप्रमाणे पदे भरण्याबाबत आदेश दिलेले आहेत.

सदर मर्यादा विचारात घेऊन आपल्या संस्थेच्या विभागीय सहसंचालक कार्यालयाच्या अधिपत्याखालील अशासकीय अनुदानित महाविद्यालयातील प्रस्तावित करण्यात आलेल्या रिक्त पदांपैकी खाली नमूद करण्यात आलेली शिक्षकेतर रिक्त पदे भरण्यास परवानगी देण्यात येत आहे.

शिक्षकेतर पदे

अ.क्र.	पदनाम	रिक्त पदे	प्रवर्ग	शेरा
१	प्रयोगशाळा सहाय्यक	०१	विजा(अ)	
	एकुण	०१		



सदर रिक्त पदे भरताना खालील अटीचे अनुपालन करण्यात यावे.

- महाराष्ट्र अकृषी विद्यापीठे आणि संलग्नीत महाविद्यालये प्रमाण संहिता १९८४ मध्ये दिलेल्या तरतुदीनुसार भरती प्रक्रीयेचा (जाहीरात, आरक्षण, शैक्षणिक अर्हता, वयोमर्यादा, निवड समिती इ.) विहित पध्दतीचा अंवलंब करण्यात यावा.
- सदरची रिक्त पदे भरताना शासनाने निर्गमित केलेल्या अधिसूचना व वेळोवेळी निर्गमित केलेल्या दुरुस्त्या यामुळे अनुसरून वेळोवेळी शासनाने निर्गमित केलेल्या शासन निर्णयानुसार विहित शैक्षणिक अर्हता/पात्रता धारक उमेदवारांचीच नियुक्ती सक्षम निवड समितीच्या माध्यमातून केलेल्या शिफारशीनुसार नियुक्त करणे बंधनकारक.

NOC SANDY

M. S. KAKADE COLLEGE, SOMESHWARNAGAR
Senior / Junior / Vocational
INWARD NO. 2016
DATE 27/04/16
REMARKS
Co-ordinator
M. S. Kakade College, Someshwarnagar

मुगुटराव साहेबराव काकडे महाविद्यालय
सोमेश्वरनगर, ता. बारामती, जि. पुणे.
MUGUTRAO SAHEBRAO KAKADE COLLEGE,
SOMESHWARNAGAR, TAL. BARAMATI, DIST. PUNE-412306



आहे. या नियमाप्रमाणे भरती न केल्यास भरलेल्या शिक्षकेतर कर्मचाऱ्यांचे पद रद्द करण्यात आले आहे.

सर्वस्वी जबाबदारी आपल्या व्यवस्थापन/महाविद्यालयाची राहिल याची नोंद घ्यावी.

३. शासन निर्णय दि. १८ ऑक्टो. १९९७ मधील सामाजिक आरक्षणानुसार विहित केलेल्या आरक्षणाच्या

अनुपालन करण्यात यावे. तसेच समांतर आरक्षणाबाबत आवश्यक ते अनुपालन शासन निर्णयातील तर

करण्यात यावे. अपंग या प्रवर्गासाठीचे विहित आरक्षण प्राधान्याने भरण्यात यावे.

४. शासनाच्या परवानगी शिवाय रिक्त पदे परस्पर भरल्यास त्यांचे वेतन अनुदानासाठी मान्य केले जाणारे महाविद्यालयीन स्तरावर ते अनुदानातून दिले गेल्यास संबंधित महाविद्यालय कार्यवाहीस पात्र राहिल याची घ्यावी.

५. शासन परिपत्रक क्र. बीसीसी-२००९/प्र.क्र. २११/०९/१६-व दि. ५.११.२००९ मध्ये दिलेल्या अटीच्या अधीन म विंदुनामावली विहित प्राधिकाराकडून विहित कालावधीत प्रमाणित करून घेण्यात यावी. या अटीवर उपरोक्त हरकत प्रमाणपत्र देण्यात येत आहे.

६. सन १९९७ - ९८ च्या विद्यार्थी संख्येवर मंजूर करण्यात आलेले शिक्षकीय पदे व सन २०००-०१ च्या संख्येवर मंजूर करण्यात आलेल्या शिक्षकेतर पदांवरती आरक्षण निश्चित करून आरक्षणाची रिक्त पदे भरण्यात यावी.

७. आपण सादर केलेल्या प्रस्तावाप्रमाणे वरीलप्रमाणे ना-हरकत प्रमाणपत्रामध्ये नमूद केलेली पदे सन २००० वर्षीच्या मान्य विद्यार्थी संख्येवर शिक्षकेतर पदे मंजूर करण्यात आलेली आहेत. त्यातील रिक्त पदांचा किंवा सादरची मान्यता देण्यात आलेली आहे.

ही पदे २०००-०१ च्या मंजूर विद्यार्थीसंख्येवर आधारित पदांवर नसल्याचे आढळून आल्यास त्याच जबाबदारी संस्थेची/महाविद्यालयाची राहिल व अदा केलेले वेतन एकरकमी वसूल करण्यात येईल; याची नोंद घ्यावी.

९. सदर ना-हरकत प्रमाणपत्र निर्गमित केल्याच्या तारखेपासून ६ महिन्यांकरीता उपरोक्त पदे भरण्यासाठी उपरोक्तनुसार ना-हरकत देण्यात आलेली शिक्षकेतर रिक्त पदे प्रथम प्राधान्याने/ तात्काळ भरण्याबाबत करावी. उपरोक्त तक्त्यातील संबंधित प्रवर्गाशिवाय अन्य प्रवर्गातील उमेदवारांची नियुक्ती केल्यास त्यांच्या कार्यालयाकडून प्रदान करण्यात येणार नाही.

प्रत- १. मा.शिक्षण संचालक, उच्च शिक्षण, महाराष्ट्र राज्य, पुणे-१.

२. मा.कुलसचिव, पुणे विद्यापीठ, पुणे ७.

(डॉ. विजय नारखडकर)
सहसंचालक (उच्च शिक्षण)
पुणे विभाग, पुणे
१५/११/२०१०

प्राचार्य

मुंगुटराव साहेबराव काकडे महाविद्यालय
सोमेश्वरनगर, ता. बारामती, जि. पुणे.

NOC SANDY

सत्यप्रत

दिनांक २५/६/२०१६

प्रति,
मा. अध्यक्ष,
मु. सा. काकडे महाविद्यालय,
सोमेश्वरनगर. ता. बारामती. जि. पुणे.

विषय — २५ जून २०१६ रोजी घेण्यात आलेल्या “प्रयोगशाळा सहाय्यक”
पदांच्या मुलाखतीचा अहवाल.

महोदय,

आपण दिनांक १५/६/२०१६ जा.क्र. मुसाका/२०१६-१७/२६९७ प्रमाणे नियुक्त
केलेल्या मुलाखत समितीने उपस्थित उमेदवारांच्या मुलाखती घेतलेल्या आहेत. व त्याप्रमाणे
आम्ही सर्वजण एकमताने पुढील नावाची शिफारस करित आहोत.

मुलाखत समितीच्या शिफारशी प्रमाणे नियुक्ती करण्यात यावी ही विनंती.

अ.क्र.	उमेदवाराचे नांव	प्रवर्ग	प्राधान्यक्रम
१	श्री. रजनीकांत दिलीप गायकवाड	वि.जा.(अ)	१
२	श्री. इशाद सुलेमान शेख	वि.जा.(अ)	२

आपले विश्वास

प्रा. एस. बी. शिंदे.

प्रा. डॉ. जे. एम. साळवे.

प्रा. डॉ. डी. बी. वायदंडे.

प्रा. सौ. एम. सी. पैठणकर.

प्रा. एम. ए. जाधवराव.

श्री. एस. एम. लकडे.



प्राचार्य

मुगुटराव साहेबराव काकडे महाविद्यालय,
सोमेश्वरनगर, ता. बारामती, जि. पुणे

प्रत.

१) मा. सचिव, मु. सा. काकडे महाविद्यालय.

२) मा. प्राचार्य, मु. सा. काकडे महाविद्यालय.

३) मा. कार्यालय अधीक्षक, मु. सा. काकडे महाविद्यालय.

Co-ordinator

Internal Quality Assurance Cell (IQAC)
Kakade College, Someshwarnagar

PRINCIPAL

MUGUTRAO SAHEBRAO KAKADE COLLEGE,
SOMESHWARNAGAR, TAL. BARAMATI, DIST. PUNE-412306

सत्यप्रत

M. S. KAKADE COLLEGE, SOMESHWARNAGAR
Senior | Junior | Vocational
INWARD NO: 3052
DATE 25-6-2016



Scanned with OKEN Scanner



M. S. KAKADE COLLEGE

SOMESHWARNAGAR (Nira), Tal : Baramati, Dist : Pune

Pin : 412 306

Regi. No. : F.716/Pune Date - 29.3.1994

Society Regi. No. : MAH/883/Pune Date - 5.12.1973

ISO 9001 : 2008 Standard

Shri.Satishrao Shivajirao Kakade Deshmukh
CHAIRMAN

☎ : Office (02112) 2

Ref. No. : MSIC/2016-17/2732

Date : 27/6/16

FORM NO.1 (See Rule No. 4 viii)

Form of Appointment order of Non-Teaching Staff

From: Chairman/Secretary
M. S. Kakade College, Someshwarnagar,
Tal- Baramati, Dist- Pune.

- To: Shri. Rajanikant Dilip Gaikwad
A/P- Karanje, Tal- Baramati, Dist- Pune



1. With reference to your application dated 18th May 2016 Management is pleased to inform you that you are hereby appointed to the post of Laboratory Assistant in the college on a starting pay of Rs. 5200/- G.P. Rs. 2000/- per month in the time scale of pay of Rs. 5200-20200 w.e.f. 01.07.2016.
2. Your appointment is on probation/temporary upto 30.06.2018, during the period of probation your services can be discontinued by giving one months notice on either side.
3. After the completion of the probation period of one year normally you will be entitled to annual increment subject to your satisfactory performance & conduct a report thereof from concerned head of section/unit.
4. Your appointment on probation shall not be deemed as confirmed unless you are issued with an order of confirmation at the end of your probation.
5. Your services will be Governed by the appropriate provisions of the University Acts 1994 & the Statutes including Manuals Ordinances Regulations and Rules of the University for the time being in force in Maharashtra Non-Agricultural Universities and affiliated college Standard Code (Terms and Conditions of Service of Non-Teaching Employee) Rule 1985 and/or the Rules of the Governing Body, provided they are not inconsistent with the Act, Statutes, Ordinances, Regulations & Rules of the University.
6. You will be entitled to receive the allowances as per rules prevailing at present & as may be revised from time to time.
7. If your acceptance is not received up to 01.07.2016 your appointment is liable to be cancelled/withdrawn.
8. In case you are accepting of the appointment you shall have to submit the discharge certificate from your present employer if any and will have to give undertaking the duties.

मुगुटराव साहेबराव काकडे महाविद्यालय
सोमेश्वरनगर, ता. बारामती, जि. पुणे.

प्राचार्य

Chairman/Secretary
Mugutrao Sahebrao Kakade College
Someshwarnagar, Tal- Baramati, Dist- Pune

Copy to:

सत्यप्रत

1. Principal, M. S. Kakade College, Someshwarnagar, Tal- Baramati, Dist- Pune
2. Secretary, M. S. Kakade College, Someshwarnagar, Tal- Baramati, Dist- Pune
3. Office Superintendent, M. S. Kakade College, Someshwarnagar, Tal- Baramati, Dist- Pune
4. Account Department, M. S. Kakade College, Someshwarnagar, Tal- Baramati, Dist- Pune

Co-ordinator

Internal Quality Assurance Cell (IQAC)
M. S. Kakade College, Someshwarnagar

PRINCIPAL

MUGUTRAO SAHEBRAO KAKADE COLLEGE,
SOMESHWARNAGAR, TAL. BARAMATI, DIST. PUNE-412306



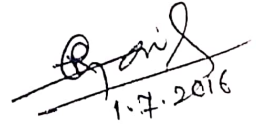
प्रति,
मा. प्राचार्य,
मु. सा. काकडे महाविद्यालय,
सोमेश्वरनगर, ता. बारामती, जि. पुणे.

विषय :- रुजू अहवालबाबत

अर्जदार :- राजनीकाल दिलीप जायकवाड

महोदय,
उपरोक्त विषयान्वये मी अर्जदार आज दि
६ जुलै २०१६ रोजी महाविद्यालयामध्ये 'प्रयोजन
सहायक' या पदावर कामासाठी रुजू होत आहे
तरी कृपया माझा रुजू अहवाल स्विकृत व
ही विनंती.
मा. कळवे.

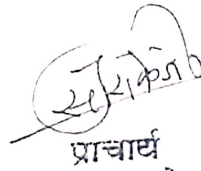
आपला विश्वासू


1.7.2016

(राजनीकाल दिलीप जायकवाड)



श्री. नेरसे
मु. सा. काकडे
१.७.२०१६


प्राचार्य

मुगुटराव साहेबराव काकडे महाविद्यालय
सोमेश्वरनगर, ता. बारामती, जि. पुणे.


Co-ordinator

Internal Quality Assurance Cell (IQAC)
M. S. Kakade College, Someshwarnagar


मुख्यप्रत

PRINCIPAL
MUGUTRAO SAHEBRAO KAKADE COLLEGE,
SOMESHWARNAGAR, TAL. BARAMATI, DIST. PUNE-412306

५
५ कसरी

मु. सा. काकडे महाविद्यालय
सोमेश्वरनगर, ता. बारामती, जि. पुणे - ४१२३०६
पाहिले
आमच्या महाविद्यालयात पुढील पदासाठी पात्र व अनुभवी उमेदवारांकडून
अर्ज मागविण्यात येत आहेत.

अ.क्र.	पदनाम	संख्या	प्रवर्ग	पात्रता
१	प्रयोगशाळा सहाय्यक	१	विजा (अ)	१२ वी शिक्षान विशेष सगणक ज्ञान

सगणक प्रयोगशाळेचा अनुभव असणाऱ्या उमेदवारास प्राधान्य दिले जाईल. इच्छुक उमेदवारांनी १५ दिवसांत योग्य कागदपत्रांच्या प्रतीसह या सचिव, मु. सा. काकडे महाविद्यालय, सोमेश्वरनगर याचे कार्यालय, मा. श्री. सतिशराव काकडे-देशमुख अध्येक्ष, मु. सा. काकडे महाविद्यालय, सोमेश्वरनगर येथे पाठवाव्यात.



दिनांक ६/५/२०१६

सतिशराव काकडे

प्राचार्य

मृगुंतराव साहेबराव काकडे महाविद्यालय
सोमेश्वरनगर, ता. बारामती, जि. पुणे.

Co-ordinator

Internal Quality Assurance Cell (IQAC)
M. S. Kakade College, Someshwarnagar

सत्यप्रत

Prasad

PRINCIPAL

MUGUTRAO SAHEBRAO KAKADE COLLEGE,
SOMESHWARNAGAR, TAL. BARAMATI, DIST. PUNE: 41230



'NAAC' ACCREDITED 'B' GRADE
Affiliated to University of Poona
(Id No. PU/PN/AC/034-(1972))

Office No. 283017
282125

M. S. KAKADE COLLEGE

DEGREE COLLEGE
(ARTS, & COMMERCE)

SOMESHWARNAGAR, Dist. Poona
Pin Code No. 412 306

Principal
RASAD KENJALE
M. B. M. Phil Ph D

College Code No.

Date: / / 2009

26 AUG 2009

MSK/09_10/474

To

Shri Gaikwad Rajanikant D.
At. Po. Karanje, Tal. Baramati
Dist. Pune.

Sub : Appointment order.

Ref : Your application dt. 21st Aug. 09.

With reference to your application dated 21.8.2008, the Management of Muguttrao Sahebrao Kakade College, Someshwarnagar is hereby pleased to inform you that you have been appointed as lecturer in Computer Applications on C.H.B. w.e.f. 27.8.09 to 30th April, 2010.

Your appointment is subject to the approval of Joint Director, Higher Education Grants, Pune and Director of Higher Education, Maharashtra State, Pune.



Chairman
M.S. Kakade College,
Someshwarnagar, Dist. Pune.

Copy to:-
Principal, M.S. Kakade College,
Secretary, M.S. Kakade College
Office Supdt. M.S. Kakade College.

[Signature]
Co-ordinator

Internal Quality Assurance Cell (IQAC)
M. S. Kakade College, Someshwarnagar

[Signature]

PRINCIPAL
MUGUTRAO SAHEBRAO KAKADE COLLEGE,
SOMESHWARNAGAR, TAL. BARAMATI, DIST. PUNE, 412306



Grievance Redressal Cell



M. S. KAKADE COLLEGE

ARTS, COMMERCE AND SCIENCE
SOMESHWARNAGAR - WAGHALWADI, Dist : Pune
Pin : 412 306



Principal
Dr. Devidas Bhimrao Waydande
M.A.Ph.D., Net, Set
Mob. No : 9860164612, 9823079216

Affiliated to Savitribai Phule Pune University
(Id No. PU/PN/AC/034-(1972)
'NAAC' REACCREDITED 'A GRADE'
ISO 9001 : 2015 Standard

College Code No. 111
☎ : (Principal) (02112) 283017
(Office) (02112) 282126
Email : principalmsk@gmail.com

Ref.No.:

Date : 08/07/2023

Notice

All the members of **Grievance Redressal Cell** are hereby informed that the 12th meeting of the committee will be held on **Saturday, 22nd July, 2023 at 12:00 pm** at the **Principal office**. All the members are requested to remain present in the meeting.

Agenda of the meeting:

1. To read & confirm the proceeding and minutes of the previous meeting for approval by the committee.
2. To read the complaints in the complaint box.
3. To discuss the student issues regarding new NEP Curricula.
4. Any other important issues with prior permission of the chairman.

Sr. no.	Name	Designation	Signature
1	Prin. Dr. Devidas B. Waydande	Chairman	
2	Prof. Dr. Rahul S. Kharat	Coordinator	
3	Prof. Dr. J.M. Salve	Member	
4	Prof. Dr. Jaya J. Kadam	Member	
5	Prof. Dr. Pravin Y. Tate-Deshmukh	Member	
6	Mr. Satish M. Lakade	Member	

Co-ordinator
Internal Quality Assurance Cell (IQAC)
M. S. Kakade College, Someshwarnagar

Co-ordinator
Redressal cell

PRINCIPAL
Mugutrao Sahebrao Kakade College
Someshwarnagar, Dist. Pune - 412306



मु. सा. काकडे महाविद्यालय, सोमेश्वरनगर

M. S. KAKADE COLLEGE

Someshwarnagar - 412 306, Tal.: Baramati, Dist.: Pune

**Proceeding
Book**

प्रकार
of Meeting

क्रमांक
of Meeting

स कोणी सन्माननीय गृहस्थ अगर अधिकारी हजर असल्यास त्यांची नावे (हद्दासह) Name & designation of Officials and

able persons.

अध्यक्ष - Chairman of the Meeting

2. सभेची तारीख
Date of Meeting

22nd July 2023

4. सभेची वेळ
Time of Meeting

12:00 pm

9) सभेचे स्थळ
Place of Meeting

Principal Office

12

Principal Dr. Devinder B. Wajidkar

क्रमांक No.	ठराव नंबर Resolution No.	सभेपुढे विचाराकरिता आलेले विषय आणि ठराव Resolution & Subjects placed before the Meeting for discussion
		The 12 th meeting of Grievance Redressal Cell were held at principal office at 12:00 pm under the chairmanship of pr. Dr. Devinder B. Wajidkar.
		Following agenda has been discussed in the meeting.
	1.	To read & confirm the proceedings & minutes of the previous meeting --- Committee Co-ordinator Dr. Rahul S. Khemut loudly read proceedings / minutes of the last meeting. All the members unanimously confirmed the same after thoroughly discussion.
	2.	To Read the complaints in the complaint Box - After reading the complaints of the students regarding colour of the uniform principal of the college informed the uniform committee to discuss with the students and collect streamwise color of uniform and comfortable she required.

