



गोंडवाना विद्यापीठ, गडचिरोली

(महाराष्ट्र शासन अधिसूचना क्रमांक २००७/(३२२/०७) विशि-४ महाराष्ट्र अधिनियम १९९४ (१९९४ चा महा. ३५) च्या कलम ३ च्या पोटकलम (२) अन्वये दिनांक २७ सप्टेंबर, २०११ रोजी स्थापित व महाराष्ट्र सार्वजनिक विद्यापीठ अधिनियम, २०१६(सन २०१७ चा महाराष्ट्र विद्यापीठ अधिनियम क्रमांक ६) द्वारा संचालित राज्य विद्यापीठ)

(आस्थापना विभाग)

एम.आय.डी.सी.रोड कॉम्प्लेक्स, गडचिरोली जि. गडचिरोली - ४४२६०५

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जा.क्र. गों.वि/आस्था/१४४४/२०२२

दिनांक: २२.०४.२०२२

परिपत्रक


विषय : शासन निर्णय दिनांक ०८ मार्च २०१९ नुसार प्राध्यापकांच्या कॅस अंतर्गत स्थाननिश्चितीचा प्रस्ताव सादर करतांना कार्यपध्दतीबाबत.

संदर्भ : १) शासन निर्णय क्र. Misc-2018/C.R. 56/18/UNI-1, दिनांक ०८.०३.२०१९.

२) मा. सहसंचालक उच्च शिक्षण, नागपूर विभाग, नागपूर यांचे पत्र क्र. उशिनाग/न्या.प्र.भं. गो/२०८४/२१ दि. १२/०४/२०२२.

उपरोक्त विषयाचे अनुषंगाने या परिपत्रान्वये विद्यापीठाशी संलग्नीत सर्व महाविद्यालयांना व विद्यापीठाच्या पदव्युत्तर शैक्षणिक विभागास कळविण्यात येते की, अकृषी विद्यापीठे व विद्यापीठाशी संलग्नीत महाविद्यालयातील शिक्षक संवर्गास सातव्या वेतन आयोगाची सुधारीत वेतन निश्चिती लागू करण्यात आलेली आहे. त्याचप्रमाणे स्थाननिश्चिती करिता कार्यपध्दतीसुध्दा निश्चित करण्यात आलेली आहे. तरी या पुढे प्राध्यापकांच्या कॅस अंतर्गत स्थाननिश्चितीचे प्रस्ताव सादर करतांना संदर्भ १ व २ नुसार कार्यवाही घ्यावी.

करीता माहिती व कार्यवाहीसाठी अग्रेषीत.


22.4.2022

(डॉ. अनिल चिताडे)

कुलसचिव (प्र.)

गोंडवाना विद्यापीठ, गडचिरोली

प्रतिलिपी माहितीकरीता:

१. मा. कुलगुरू महोदयांचे स्विय सहाय्यक, गोंडवाना विद्यापीठ, गडचिरोली.

२. मा. प्र-कुलगुरू, गोंडवाना विद्यापीठ, गडचिरोली.

महाराष्ट्र शासन
कार्यालय सहसंचालक, उच्च शिक्षण नागपूर विभाग नागपूर.
जुने मॉरीस कॉलेज ईमारत परीसर सितावडी, नागपूर.
(दुरध्वनी क्र.०७१२-२५६१७१३ फॅक्स क्र.०७१२-२५५४२१०)

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परिपत्रक/अतितात्काळ/आजच

क्र:- उशिनाग/न्या.प्र-भ-गो/२०८४/२१

दिनांक-१२/०४/२०२२

प्रति,

१. कुलसचिव, रा.तु.म.नागपूर विद्यापीठ नागपूर.
२. कुलसचिव, गोंडवाना विद्यापीठ, गडचिरोली.
३. कुलसचिव, कवि कुलगुरु कालीदास संस्कृत विद्यापीठ, रामटेक.
४. सर्व प्राचार्य, अशासकीय अनुदानित महाविद्यालय नागपूर विभाग नागपूर.

विषय :- शासन निर्णय दिनांक-०८.०३.२०१९ नुसार स्थाननिश्चिती प्रस्ताव सादर करतांना कार्यपध्दती बाबत...

संदर्भ :- १. शासन निर्णय क्र-Misc-२०१८/C.R.५६/१८/UNI-१, दिनांक-०८.०३.२०१९.

उपरोक्त विषयान्वये कळविण्यात येते की, शासन निर्णय दिनांक-०८.०३.२०१९ नुसार अकृषी विद्यापीठे व विद्यापीठांशी संलग्नित महाविद्यालयातील शिक्षक संवर्गास सातव्या वेतन आयोगाची सुधारित वेतन निश्चिती लागू करण्यात आलेली आहे. त्याचप्रमाणे स्थाननिश्चिती करीता कार्यपध्दतीसुद्धा निश्चित करण्यात आलेली आहे. तरी या पुढे शासन निर्णय दिनांक-०८.०३.२०१९ मधील तरतुद क्र-७.०, ७.१, ७.२, ७.३ मध्ये नमुद केल्याप्रमाणे कार्यपध्दतीचे अलंब करुनच संबंधित लाभार्थी अध्यापकांचे स्थाननिश्चितीचा प्रस्ताव विभागीय कार्यालयास सादर करण्यात यावा.

(डॉ.सजय ठाकरे)

सहसंचालक, उच्च शिक्षण,
नागपूर विभाग नागपूर.

ति

- प्रत-** १. मा.शिक्षण संचालक, उच्च शिक्षण, महाराष्ट्र राज्य पुणे-१ यांना माहितीस्तव सविनय सादर.
२. संबंधित कार्यासन (जिल्हा-नागपूर/भंडारा/गडचिरोली/गोंदिया/चंद्रपूर/वर्धा/नागपूर विद्यापीठ/गोंडवाना विद्यापीठ/क.कु.का.सं.विद्यापीठ रामटेक) प्रस्तुत कार्यालय यांना माहितीस्तव अग्रेषित.

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

7.0. 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.

II. The universities shall adopt these Rules 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 /Conducted 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.

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 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 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 5.1 (III.B), 5.2 (I.B, II.B, III.B), 5.3 (I.B, II.B, III.B) and 5.4 (III.B) of these Rules, 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 Rules 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 Rules. 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, counseling 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, organizing 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 fulfillment 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 7.4 of these Rules.

7.1. Assessment Criteria and Methodology:

- a) Tables 1 to 3 of Appendix II are applicable to the selection of Assistant Professors/ Associate Professors/Professors/Senior Professor in Universities and Colleges;

- b) Table 4 of Appendix II is applicable to Assistant Librarians/ College Librarians and Deputy Librarians for promotion under Career Advancement Scheme; and
- c) Table 5 of Appendix II is applicable to Assistant Directors/ College Director of Physical Education sports and Deputy Directors/Directors of Physical Education and Sports for promotions under Career Advancement Scheme.

7.2. The constitution of the Selection Committees and Selection Procedure as well as the Assessment Criteria and Methodology for the above cadres, either through direct recruitment or through Career Advancement Scheme, shall be in accordance with these Rules. The constitution of the Selection Committee for Associate Professors and Professors in Colleges under Career Advancement Scheme shall be as specified in University Grants Commission Regulations dated 18.7.2018.

7.3. The criteria for promotions under Career Advancement Scheme laid down under these Rules shall be effective from the date of notification of these Rules. However, to avoid hardship to those faculty members who have already qualified or are likely to qualify shortly under the existing Rules, a choice may be given to them, for being considered for promotions under the existing Rules. This option can be exercised only within three years from the date of notification of these Rules.

- I. A teacher who wishes to be considered for promotion under the CAS may submit in writing to the university/college, within three months in advance of the due date, that he/she fulfils all the requirements under the CAS and submit to the university/college the Assessment Criteria and Methodology Proforma as evolved by the university concerned supported by all credentials as per the Assessment Criteria and Methodology guidelines set out in these Regulations. In order to avoid any delay in holding the Selection Committee meetings for various positions under the CAS, the University/College may initiate the process of screening/selection, and complete the process within six months from the receipt of application. Further, in order to avoid any hardship, the candidates who fulfill all other criteria mentioned in these Rules, as on and till the date on which these Rules are notified, can be considered for promotion from the date, on or after the date, on which they fulfill these eligibility conditions.
- II. The Selection Committee specifications as contained in Clauses 6.1 to 6.4 shall be applicable to all direct recruitments of faculty positions and equivalent cadres and Career Advancement promotions from Assistant Professor to Associate Professor, from Associate Professor to Professor, Professor to Senior Professor (in University) and for equivalent cadres.
- III. The CAS promotion from a lower stage to a higher stage of Assistant Professor shall be conducted through a "Screening-cum-Evaluation Committee", following the criteria laid

down in Table I of Appendix II.

- IV. The promotion under the CAS being a personal promotion to a teacher holding a substantive sanctioned post, on his/her superannuation, the said post shall revert back to its original cadre.
- V. For the promotion under the CAS, the applicant teacher must be on the role and in active service of the University/College on the date of consideration by the Selection Committee.
- VI. The candidate shall offer himself/herself for assessment for promotion, if he/she fulfils the minimum grading specified in the relevant Assessment Criteria and Methodology Tables, by submitting an application and the required Assessment Criteria and Methodology Proforma. He/she can do so three months before the due date. The university shall send a general circular twice a year, inviting applications for the CAS promotions from the eligible candidates.
- i. If a candidate applies for promotion on completion of the minimum eligibility period and is successful, the date of promotion shall be from that of minimum period of eligibility.
 - ii. If, however, the candidate finds that he/she would fulfil the CAS promotion criteria, as defined in Tables 1, 2, 4, and 5 of Appendix II at a later date and applies on that date and is successful, his/her promotion shall be effected from that date of the candidate fulfilling the eligibility criteria.
 - iii. The candidate who does not succeed in the first assessment, he/she shall have to be re-assessed only after one year. When such a candidate succeeds in the eventual assessment, his/her promotion shall be deemed to be one year from the date of rejection.
- VII. Regarding the cases pending for promotions from one Academic Level/Grade Pay to another Academic Level/Grade Pay under the Career Advancement Scheme provided under 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 and its subsequent amendments, the teachers shall be given the option to be considered for the promotion from one Academic Level/Grade Pay to another Academic Level/Grade Pay as per the following:
- a) The teachers shall be considered for promotion from one Academic Level/Grade Pay to another as per the CAS under UGC these Rules
- OR**
- b) The faculty members shall be considered for the promotion from one Academic Level/Grade Pay to another as per the CAS provided under 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 and its amendments with relaxation in the requirements of Academic Performance Indicators (API) based Performance Based Appraisal System (PBAS) up to the date of notification of these Rules.

- c) The relaxation in the requirements of Academic Performance Indicators (API) based Performance Based Appraisal System (PBAS) up to the date of notification of these Rules, for the promotion from one Academic Level/Grade Pay to another under CAS as provided in 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 and its amendments, is defined as under :

- i) Exemption from scoring under Category I, as defined in Appendix III of said above mentioned 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 and its amendments including University Grants Commission (Minimum Qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education) (4th Amendment), Regulations, 2016, for faculty and other equivalent cadre positions.
- ii) Scoring in Category II and Category III for faculty and other equivalent cadre positions shall be as provided for in 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 with the following combined minimum API score requirement for Category II and Category III taken together, as mentioned in Appendix III, Table-A to Table-F.

Note: There shall be no minimum API score requirement for Category II and Category III individually.

- VIII.** The requirement for Orientation course and Refresher course for promotions due under the CAS shall not be mandatory up to 31st December, 2018.

7.4. STAGES OF PROMOTION UNDER THE CAREER ADVANCEMENT SCHEME OF INCUMBENT AND NEWLY-APPOINTED ASSISTANT PROFESSORS/ASSOCIATE PROFESSORS/PROFESSORS