

**Section 11 of Maharashtra Public Universities Act, 2016,  
for appointment of Vice-Chancellor of Traditional Universities**

11. (1) There shall be a Vice-Chancellor who shall be the principal academic and executive officer of the university and *ex-officio* Chairperson of the Management Council, Academic Council, Board of Examinations and Evaluation, Board of Lifelong Learning and Extension, Finance and Accounts Committee, Board of National and International Linkages and the Board for Innovation, Incubation and Enterprise, Board of Information Technology, Board of Students' Development, Board of Sports and Physical Education and Board of Research and shall preside in the absence of the Chancellor at any convocation for conferring degrees and also at any meeting of Senate. His powers and duties shall be as provided in section 12.

(2) Save as otherwise provided, pay and allowances, terms and conditions of service of the Vice-Chancellor shall be such as may be determined by the State Government, from time to time.

(3) The Vice-Chancellor shall be appointed by the Chancellor in the manner stated hereunder :—

(a) There shall be a committee consisting of the following members to recommend suitable names to the Chancellor for appointment of Vice-Chancellor, namely:—

(i) a member nominated by the Chancellor, who shall be the retired Judge of the Supreme Court or retired Chief Justice of a High Court or an eminent scholar of national repute or a recipient of Padma Award in the field of education;

(ii) the Principal Secretary of Higher and Technical Education Department or any officer not below the rank of Principal Secretary to Government nominated by the State Government;

(iii) the Director or Head of an institute or organization of national repute established by an Act of Parliament, nominated by the Management Council and the Academic Council, jointly, in the manner specified by the State Government by an order published in the *Official Gazette*.

(b) The member nominated by the Chancellor shall be the Chairman of the committee.

(c) The members nominated on the committee shall be persons who are not connected with the university or any college or any recognized institution of the university.

(d) No meeting of the committee shall be held unless all the three members of the committee are present.

(e) The committee shall recommend a panel of not less than 5 suitable persons for the consideration of the Chancellor for being appointed as the Vice-Chancellor. The names of the persons so recommended shall be in alphabetical order without any preference being indicated. The report shall be accompanied by a detailed write-up on suitability of each person included in the panel.

(f) A person recommended by the committee for appointment as Vice-Chancellor shall,-

(i) be an eminent academician and an administrator of high caliber; (ii) be able to provide leadership by his own example;

(iii) be able to provide vision; and have ability to translate the same into reality in the interest of students and society; and

(iv) possess such educational qualifications and experience as may be specified by the State Government, by an Order published in the *Official Gazette*, in consultation with the Chancellor.

(g) The eligibility conditions and the process for recommendation of names for appointment as Vice-Chancellor shall be given wide publicity to ensure the recommendation of most suitable candidates.

(4) The Chancellor may appoint one of the persons included in the panel to be the Vice-Chancellor:

Provided, that, if the Chancellor does not approve any of the persons so recommended, he may call for a fresh panel either from the same committee or after constitution of a new committee for the purpose, from such new committee.

(5) The process of preparing the panel of the suitable persons for being appointed as the Vice-Chancellor, shall begin at least six months before the probable date of occurrence of the vacancy of the Vice-Chancellor, and the process of appointment of the Vice-Chancellor shall be completed at least one month before the probable date of occurrence of the vacancy of the Vice-Chancellor.

(6) The person appointed as the Vice-Chancellor shall, subject to the terms and conditions of contract of service, hold office for a period of five years from the date on which he takes charge of his office or till he attains the age of sixty-five years, whichever is earlier and he shall not be eligible for re-appointment.

(7) The person appointed as the Vice-Chancellor shall hold a lien, if any, on the substantive post held by him prior to the appointment.

(8) In any of the following circumstances, the exigency whereof shall solely be judged by the Chancellor, namely :-

(i) where the committee appointed under clause (a) of sub-section (3) is unable to recommend any name within the time limit specified by the Chancellor;

(ii) where the vacancy occurs in the office of the Vice-Chancellor because of death, resignation or otherwise, and it cannot be conveniently and expeditiously filled in, in accordance with the provisions of sub-sections (3) and (4);

(iii) where the vacancy in the office of the Vice-Chancellor occurs temporarily because of leave, illness or other causes; or

(iv) where there is any other emergency;

the Chancellor may appoint any suitable person, to act as the Vice-Chancellor for a term not exceeding twelve months, in the aggregate as may be specified in his order :

Provided that, the person so appointed shall cease to hold such office on the date on which the person appointed as the Vice-Chancellor in accordance with the provisions of sub-sections (3) and (4) assumes office or the Vice-Chancellor resumes office.

(9) The Vice-Chancellor shall be a whole-time salaried officer of the university and shall receive pay and allowances, and other facilities as determined by the State Government. In addition, he shall be entitled to free furnished residence, a motor car including its maintenance, repairs and fuel required therefore, with the service of a chauffeur, free of charge.

(10) Such sumptuary allowance shall be placed at the disposal of the Vice-Chancellor, as the State Government may approve.

(11) If a person receiving an honorarium from the consolidated fund of the State, or if a principal of an affiliated college or a recognized institution or a university teacher is appointed as Vice-Chancellor, his terms and conditions of service shall not be altered to his disadvantage during his tenure as Vice-Chancellor.

(12) Notwithstanding anything contained in the foregoing sub-sections, the person referred to in sub-section (7) shall stand retired from his original post in accordance with the terms and conditions of service of that post.

(13) The Vice-Chancellor may, by writing under his signature addressed to the Chancellor, after giving one month's notice resign from his office and shall cease to hold his office on the acceptance of his resignation by the Chancellor or from the date of expiry of the said notice period, whichever is earlier.

(14) The Vice-Chancellor may be removed from his office if the Chancellor is satisfied that the incumbent,—

(a) has become insane and stands so declared by a competent court; or

(b) has been convicted by a court for any offence involving moral turpitude; or

(c) has become an undischarged insolvent and stands so declared by a competent court; or

(d) has been physically unfit and incapable of discharging functions due to protracted illness or physical disability; or

(e) has willfully omitted or refused to carry out the provisions of this Act or has committed breach of any of the terms and conditions of the service or any other conditions, prescribed by the State Government under sub-section (2), or has abused the powers vested in him or if the continuance of the Vice-Chancellor in the office is detrimental to the interests of the university ; or

(f) is a member of, or is otherwise associated with, any political party any organization which takes part in politics, or is taking part in, or subscribing in aid of, any political movement or activity.

*Explanation.*- For the purposes of this sub-clause, whether any party is a political party, or whether any organization takes part in politics or whether any movement or activity falls within the scope of this sub-clause, the decision of the Chancellor thereon shall be final :

Provided that, the Vice-Chancellor shall be given a reasonable opportunity to show cause by the Chancellor before taking recourse for his removal under sub-clauses (d), (e) and (f).

THE REQUIRED QUALIFICATIONS AND EXPERIENCE OF  
THE VICE-CHANCELLOR AS PER MAHARASHTRA  
GOVERNMENT GAZETTE 27<sup>TH</sup> MAY, 2009

- (1) specifies that the person being recommended by the Committee shall possess the essential qualifications and experience as set out in part 'A' of the Scheduled appended hereto; and may possess desirable experience, expected skill and competencies as set out in Part B and Part C, respectively of the said Schedule;
- (2) directs that the manner in which the application shall be submitted shall be such as set out in Part D of the said Schedule.

**Schedule**

**PART 'A'**

**Essential Qualification and Experience**

- (1) Earned Doctorate in any discipline and good academic record.
- (2) Experience in the field of Higher Education of a least 15 years in teaching and research in a university well-established institution of repute and/or at the undergraduate and post-graduate level.
- (3) Minimum of five research publications in peer-reviewed / referred international research journals after Ph-D and/or published quality books in a recognized discipline, referenced for study in higher education at the National/International level.
- (4) At least 5 years of administrative experience in the field of Higher Education not below the rank of Professor and Head of the Department in a university/Principal (in Professor's Grade) of a Senior College/Head of a national/International institution of Advanced Learning.
- (5) Execution of at least one major research project.
- (6) Experience of working with international bodies or international exposure through participation in workshop, seminars or conferences held outside the country.
- (7) Experience of organizing events such as workshops, seminars, conference at an international level within the country in the field of higher education.
- (8) Demonstrated experience in leadership.

## PART 'B'

### Desirable Experiences –

- (1) Experience of working on the Statutory Authorities of a university such as Board of Studies, Academic Council, Management Council or Executive Council of Board of Management, Senate, etc.,
- (2) Demonstrable experience of handling Quality issues, assessment and accreditation procedures, etc.;
- (3) Experience to guide Ph.D. students;
- (4) Experience at the State or national or international level in handling out development work such as organizing student-centric activities for their all-round development and for providing them rich campus life as envisaged in the Maharashtra Universities Act.

## PART 'C'

### Expected Skills and Competencies –

#### **(1) Technical Skills –**

- (i) Openness towards technology and a deep conviction regarding its potential applications in a knowledge-based settings;
- (ii) Reasonably high level of comfort in the use of technology;

#### **(2) Managerial Skills –**

- (i) Ability to anticipate issues and problems and prepare advance strategic plans ;
- (ii) Ability to generate resources and allocate the same appropriately ;
- (iii) Capacity to work effectively under pressure and manage work and resources within tight deadlines;
- (iv) Good understanding of financial management including revenue generation, planning and fiscal control;

**(3) Alignment with corporate objectives and State as well as National level priorities-**

- (i) Ability to identify the needs of the communities in key sectors;
- (ii) Deep understanding of the challenges before the National and how Higher Education can respond to developmental needs ;
- (iii) Demonstrable understanding of curriculum development issues, especially those relating to widening participation and social inclusion;

**(4) Leadership skills –**

- (i) Exceptional ability to motivate a diverse group of stakeholders;
- (ii) Keen desire to further the mission and goals of the organization
- (iii) Ability to think strategically and innovatively and maintain broad perspective;
- (iv) Ability to lead by personal example with openness to new ideas and consultative approach in implementation of the same;

**(5) Interpersonal communication and collaborative skills –**

- (i) Demonstrable success in developing and executing National and International collaborative arrangements ;
- (ii) Ability to interact effectively and persuasively with a strong knowledge-base at senior levels and in large forums as well as on a one-to-one basis ;
- (iii) Evidence of being an active member of professional bodies and associations in pertinent fields.

**PART 'D'**

**Procedure for the Search Committee for considering prospective candidates**

- (1) The Search Committee may identify on its own or on recommendations of eminent academicians the prospective candidates.
- (2) Apart from this, the Search Committee may also consider applications received by it.
- (3) The prospective candidates/applicants must provide a detailed chronological Resume that reflects their qualifications, experience and achievements. Additionally, they should provide a summary description of fulfilling the essential requirements and justifying their competency for the position of Vice-Chancellor in the context of the specific skills and competencies listed herein to facilitate the search Committee to judge competency/suitability of the candidate.
- (4) The Search Committee may relax any condition in case of a deserving candidate.