

# INDIRA MAHAVIDYALAYA

KALAMB, DIST. YAVATMAL 445401

[www.indiramahavidyalaya.com](http://www.indiramahavidyalaya.com)

AISHE ID: C-42925

Institution Track ID: MHCOGN15368

## Criterion 2

# Teaching-Learning and Evaluation



KEY INDICATOR 2.4



## Teacher Profile and Quality

Metric No. 2.4.1 (QnM)

Percentage of full-time teachers against sanctioned posts during the last five year  
**Sanction letters indicating number of posts sanctioned by the competent authority and Additional Supporting Documents**

Dr. Yashwant Moreshwar Dondé Sarwajanik Shaikshanik Trust's

## INDIRA MAHAVIDYALAYA, KALAMB



DIST. YAVATMAL, MAHARASHTRA 445401

Tele. (07201) 226147/226129 NAAC Accredited B+ Grade

Mob. No. Principal- 9422867658, Vice-Principal -9420199479

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Website - [www.indiramahavidyalaya.com](http://www.indiramahavidyalaya.com)



### DECLARATION

This is to certify that the policy document, information, reports, true copies of the supporting documents, numerical data, etc. furnished in this file is verified by IQAC and was found correct.

  
Co-ordinator  
IQAC  
Indira Mahavidyalaya  
Kalamb



  
PRINCIPAL  
Indira Mahavidyalaya  
Kalamb Dist. Yavatmal

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|----|--|
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| 63 | Appointment order copy of Prof R.R Atram           |
| 64 | Appointment order copy of Prof R.A Sinha           |
| 65 | Appointment order copy of Dr S.S. Bonde            |



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### TO WHOMSOEVER IT MAY CONCERN

This is to certify that the average percentage of full time teachers for all the assessment period 2022-23,2021-22,2020-21,2019-20 and 2018-19 are given below.

Number of sanctioned posts / Required position for teaching staff /Full time teachers year wise during the last five years.

| Year                                       | 2022-23 | 2021-22 | 2020-21 | 2019-20 | 2018-19 |
|--|---------|---------|---------|---------|---------|
| Number of Sanctionaed Posts                | 37      | 37      | 37      | 37      | 37      |
| Number of Full time Teachers               | 25      | 18      | 19      | 20      | 20      |
| Percentage of Full Time Teachers Year Wise | 67.56   | 48.64   | 51.35   | 54.05   | 54.05   |

Average Percentage of full-time teacher s against sanctioned post: **55.13%**

**Note: As per SOP of NAAC, Librarian and Physical Director of Education not included.**

  
**Co-ordinator**  
**IQAC**  
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Kalamb



  
**PRINCIPAL**  
Indira Mahavidyalaya  
Kalamb Dist.Yavatmal

**Staff Justification letter issued by Joint Director Higher education, Amravati Division**

महाराष्ट्र शासन  
कार्यालय, सहसंचालक, उच्च शिक्षण, अमरावती विभाग, अमरावती  
Joint Director, Higher Education, Amravati Division, Amravati.

दूरधनी क्र. ०७२१-२५३१२३५

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फॅक्स ०७२१-२५३१४५७

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क्रमांक- ससं/उशि/अनि-१/पदनिश्चिती-२०१७/२०१९/ 156

दिनांक २१/१/२०१९

प्रति,

प्राचार्य

इंदिरा महाविद्यालय,

कळंब, गिरगा-यवतमाळ

विषय :- दि.०१.१०.२०१७ च्या विद्यार्थी संख्येच्या आधारावर शिक्षक व शिक्षकेतर पदांची अनुज्ञेयता

- संदर्भ :- १. शासन निर्णय क्र. युएससी/११७८/२५२५/रोमन-३२ सेल, दिनांक १९.६.१९७८  
२. शासन निर्णय क्रमांक- एनजीसी/२०८०/१६०२८४/५९८७/युजीएफ-२ दि.१.६.१९८१  
३. शासन निर्णय क्रमांक- एनजीसी/१२८६/१२२४/युजीएफ-४ दि.२७.२.१९८९  
४. शासन निर्णय क्र. योजीटी-१०९७/प्र.क्र.२४/अ/अर्थसंकल्प-१९/दि.१५.१२.१९९८  
५. शासन निर्णय क्र. असक-१००१/प्र.क्र.२९/२००१/वितीय सुधारणा दि.१०.९.२००१  
६. शासन निर्णय क्र. युनजी-१५१३/(२६)/मशि-२ दि.१७.५.१९९४  
७. शासन निर्णय क्र. एनजीसी/२२९७/(४७९५)/विशि-४ दि.१७.५.१९९४  
८. शासन निर्णय क्र. असक-१००१/प्र.क्र.२९/(भाग-३)/२००२/वितीय सुधारणा, दिनांक १.१.२००३  
९. शासन निर्णय क्र. असक-१००१/प्र.क्र.२९/(भाग-६)/२००४/वितीय सुधारणा-१, दिनांक १.७.२००४  
१०. शासन निर्णय क्र. एसआरव्ही-२००७/प्र.क्र.१२९/०७/१२, दि.२७.८.२००७  
११. शासन परिपत्रक क्र. एनजीसी-२०१०/(४१५/१०)/विशि-१, दि.७.९.२०११  
१२. शासन निर्णय क्र. सीकजं-२०११/(४०४/११)/विशि-१, दि.१९.१०.२०११  
१३. शासन निर्णय क्र. अडावा-१५१३/प्र.क्र.१२५/मशि-५, दि.३.११.२०१८  
१४. आपले पत्र क्र. ५४६ दिनांक ०३.०१.२०१८

च्या विद्यार्थी संख्येच्या आधारावर विषय निहाय विद्याशाखा निहाय कार्यभार तपासण्यात आला.

शासनाने विहित वेतनेच्या मानकानुसार कार्यभाराची परिगणना करून खालील अटीच्या अधिन राहून मराठविद्यालयामार्फत शिक्षकांचा व

शासन मान्यता पात्र विद्याशाखानिहाय अनुदानित तुकडी व त्यातील विद्यार्थी संख्या

| अ.क्र. | विद्याशाखा   | कला     |                   | वाणिज्य |                   | विज्ञान |                   | पदव्युत्तर |                   | एकूण    |                   |
|--------|--------------|---------|-------------------|---------|-------------------|---------|-------------------|------------|-------------------|---------|-------------------|
|        |              | तुकड्या | विद्यार्थी संख्या | तुकड्या | विद्यार्थी संख्या | तुकड्या | विद्यार्थी संख्या | तुकड्या    | विद्यार्थी संख्या | तुकड्या | विद्यार्थी संख्या |
| १      | ११ वी        | १       | ६६                | १       | ६८                | ०       | ०                 | ०          | ०                 | २       | १३४               |
| २      | १२ वी        | १       | १००               | १       | १०२               | ०       | ०                 | ०          | ०                 | २       | २०२               |
| ३      | प्रथम वर्ष   | २       | २२०               | १       | ५८                | १       | १२०               | ०          | ०                 | ४       | ३९८               |
| ४      | द्वितीय वर्ष | २       | १७०               | १       | ५२                | १       | १२०               | ०          | ०                 | ४       | ३४२               |
| ५      | तृतीय वर्ष   | १       | ७४                | १       | ३८                | १       | ५९                | ०          | ०                 | ३       | १७१               |
|        | एकूण         | ७       | ६३०               | ५       | ३९८               | ३       | २९९               | ०          | ०                 | १५      | १२४७              |
|        | प्रथम वर्ष   | ०       | ०                 | ०       | ०                 | ०       | ०                 | ०          | ०                 | ०       | ०                 |
|        | द्वितीय वर्ष | ०       | ०                 | ०       | ०                 | ०       | ०                 | ०          | ०                 | ०       | ०                 |
|        |              | ०       | ०                 | ०       | ०                 | ०       | ०                 | ०          | ०                 | ०       | ०                 |
|        | एकूण         | ७       | ६३०               | ५       | ३९८               | ३       | २९९               | ०          | ०                 | १५      | १२४७              |

प्रत्य-अ शिक्षणीय पदे

| अ.क्र. | विषय व पद    | २०१७-१८ चा एकूण कार्यभार | २०१७-१८ ची अनुज्ञेय पदे | २०१७-१८ ची भारलेली पदे | २०१७-१८ ची रिक्त पदे | शेरा              |
|--------|--------------|--------------------------|-------------------------|------------------------|----------------------|-------------------|
| १      | प्राचार्य    | ५                        | १                       | १                      | ०                    | मराठी             |
| २      | प्रबंधपाल    | ०                        | १                       | १                      | ०                    |                   |
| ३      | शा.शि.संचालक | ०                        | १                       | १                      | ०                    |                   |
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| ५      | मराठी        | ५१                       | ०                       | ०                      | ०                    | ०७ घडयाळी तासोव्य |

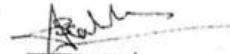
|    |                   |     |    |    |    |                  |
|----|-------------------|-----|----|----|----|------------------|
| ६  | इतिहास            | १५  | १  | १  | ०  |                  |
| ७  | अर्थशास्त्र       | १५  | १  | १  | ०  |                  |
| ८  | राज्यशास्त्र      | १५  | १  | १  | ०  |                  |
| ९  | समाजशास्त्र       | १५  | १  | १  | ०  |                  |
| १० | मानसशास्त्र       | ३९  | २  | २  | ०  |                  |
| ११ | गृहअर्थशास्त्र    | ३०  | २  | १  | १  | १ नवीन पद        |
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| १३ | धाणिज्य           | ६८  | ४  | ३  | १  |                  |
| १४ | रसायनशास्त्र      | १०८ | ५  | २  | ३  | ३ नवीन पद        |
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|    | एकूण              | ७२७ | ३९ | २४ | १५ |                  |

प्रपत्र-ब शिक्षकेतर पदे

| अ.क्र | पदांचे नांव             | अनुभवे पदे | भरलेली पदे | रिक्त पदे | अतिरिक्त पदे | शेरा      |
|-------|-------------------------|------------|------------|-----------|--------------|-----------|
| १     | प्रबंधक                 | ०          | ०          | ०         | ०            |           |
| २     | अधीक्षक                 | १          | ०          | १         | ०            |           |
| ३     | कनिष्ठ / वरिष्ठ लघुलेखक | ०          | ०          | ०         | ०            |           |
| ४     | मुख्य लिपिक             | १          | ०          | १         | ०            |           |
| ५     | वरिष्ठ लिपिक            | २          | १          | १         | ०            | १ नवीन पद |
| ६     | कनिष्ठ लिपिक            | ३          | २          | १         | ०            | १ नवीन पद |
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| ११    | ग्रंथालय परिचर          | ३          | १          | २         | ०            | १ नवीन पद |
| १२    | शिपाई                   | ४          | ३          | १         | ०            |           |
|       | एकूण                    | २४         | १३         | ११        | ०            |           |

टिप:- नामाने निर्वाच दि. ३.११.२०१८ नुसार पदांची अनुक्रमेण ठरविताना, पदांचा आढावा अंतिम झाला नसल्याने सदर अनुभवे पदे अंतिम नाहीत हे आपणाना कार्येभारत अनुभवे करण्यात आलेला आहे.

- महाविद्यालयाने पदेनिश्चितीसाठी सादर केलेल्या प्रस्तावात नमुद केलेल्या विद्याशाळा / तुकड्या / विषय व विद्यापीठाने प्रमाणित केलेल्या विद्यापीठसंस्थेचे
- अनुदानासाठी अनिवार्य असलेली विद्यापीठ संस्था व कार्यभार परोचरानेसाठी कमाल विद्यापीठ संस्था विचारात घेण्यात यावी.
- प्राचार्यांससाठी शासन नियमानुसार विहित केलेल्या विद्यापीठ संस्थेची बंध (पट) अनिवार्य राहिल.
- व्यापाने / प्राचक्षिके / टयुटोरियल ( पाठनिर्देशन), प्रोजेक्ट वर्क (प्रकल्प कार्य) या करीता नमुद असणाऱ्या तासिका शासनाने विहित केलेल्या नियमानुसार
- महाविद्यालयात अनुभवे करण्यात आलेल्या पदानुसार शासनाच्या प्रचलित आरक्षण धोरणानुसार विहित प्राधिकरणाभाषित आरक्षण विदु नामाधराने प्रस्ताव
- पुढील शैक्षणिक वर्षापर्यंत विद्यापीठ संस्थेत पट प्राल्यास कित्या अन्य कारणातलच अनुदानित विभागातील कार्यभार कमी प्राल्यास अनुभवे पदसंभरत मां
- अतिरिक्तता आढळून आल्यास अनुदान निर्धारणात सदर बाब अगम्य करण्यात येईल, अनियमित नियुक्तीची जबाबदारी संबंधीत व्यक्तीच्यापुन व महाविद्यालय
- महाविद्यालयाच्या अनुदान पात्र कार्यभारवर आधारित पदे अनुभवे करण्यात आलेली आहे. अनुभवे पदांवरील पदभारोसाठी स्वतंत्र पणे शासनाच्या प्रचलित

  
सहसंचालक, उच्च शिक्षण  
अमरावती विभाग, अमरावती.

प्रतिलिपी :-

- कुलसचिव, सत गाडगे बाबा अमरावती विद्यापीठ, अमरावती
- लेखाधिकारी, उच्च शिक्षण अनुदान, अमरावती विभाग अमरावती.

  
Co-ordinator  
IQAG  
Indira Mahavidyalaya  
Kalamb



  
PRINCIPAL  
Indira Mahavidyalaya  
Kalamb Dist. Yavatmal

# Translation of Staff Justification letter

## Translated Copy

Government of Maharashtra

Office, Joint Director, Higher Education, Amravati Division, Amravati

Joint Director, Higher Education, Amravati Division, Amravati.

Telephone no. 0721-2531235

Fax: 0721-2539457

Email-jdheamt@yahoo.com

Web: jdheamravati.org.in

Sr. No.- SaSan/USHi/ANi-1/Staff Justification-2017/2019/ 156

Date 7/1/2019

To  
Principal  
Indira Mahavidyalaya,  
Kalamb, District-Yavatmal

Subject: - Permissibility of teaching and non-teaching posts on the basis of student population as on 01.10.2017

- Reference:
1. Government Decision No. USC/1178/25251/Roman-32 Cell, dated 19.6.1978
  2. Government Decision No- NGC/2080/160284/5987/UGF-2 dated 1.6.1981
  3. Government Decision No. NGC/1286/1224/UGF-4 dated 27.2.1989
  4. Government Decision No. BGT-1097/P.No. 24/A/Budget-19/Dt.15.12.1998
  5. Government Decision No. ASK-1001/Pr. 21/2001/Financial Reforms dated 10.9.2001
  6. Government Decision No. UNG-1413/ (26)/Mashi-2 dated 17.5.1994
  - 7.. Government Decision No. NGC/2299/ (4795)/ Vishi-4 dated 17.5.1994
  8. Government Decision No. ASAK-1001/P.No.29/ (Part-3)/2002/Financial Reforms, dated 9.1.2003
  9. Government Decision No. ASAK -1001/P.No. 29/ (Part-6)/2004/Financial Reforms-1, dated 1.7.2004
  10. Government Decision No. SRV-2007/P.No.129/07/12, dated 27.8.2007
  11. Government Circular No. NGC-2010/ (415/10)/ Vishi-1, dt. 7.9.2019
  12. Government Decision No. Sankirna-2011/ (404/11)/ Vishi-1, dated 19.10.2011
  13. Government Decision No. Adhawa-1513/Pro.No.125/Mashi-5 dated 3.11.2018
  14. Your letter no. 546 dated 03.01.2018

Subject wise, faculty wise workload was checked on the basis of student strength. According to the standards prescribed by the government, after calculating the work load, subject to the following conditions, the teaching staff of the college and subsidized batch and number of students in the eligible faculty recognized by the Government.

| Sr. No | Faculty          | Art   |                | Commerce |                | Science |                | Post Graduate |                | Total |                |
|--------|------------------|-------|----------------|----------|----------------|---------|----------------|---------------|----------------|-------|----------------|
|        |                  | Class | Student Number | Class    | Student Number | Class   | Student Number | Class         | Student Number | Class | Student Number |
| 1      | 11 <sup>th</sup> | 1     | 66             | 1        | 68             | 0       | 0              | 0             | 0              | 2     | 134            |
| 2      | 12 <sup>th</sup> | 1     | 100            | 1        | 102            | 0       | 0              | 0             | 0              | 2     | 202            |
| 3      | First year       | 2     | 220            | 1        | 58             | 1       | 120            | 0             | 0              | 4     | 398            |
| 4      | Second year      | 2     | 170            | 1        | 52             | 1       | 120            | 0             | 0              | 4     | 342            |
| 5      | Third year       | 1     | 74             | 1        | 38             | 1       | 38             | 0             | 0              | 3     | 171            |
|        | Total            | 7     | 630            | 5        | 318            | 3       | 299            | 0             | 0              | 15    | 1247           |
|        | First Year       | 0     | 0              | 0        | 0              | 0       | 0              | 0             | 0              | 0     | 0              |
|        | Second Year      | 0     | 0              | 0        | 0              | 0       | 0              | 0             | 0              | 0     | 0              |
|        | Total            | 7     | 630            | 5        | 318            | 3       | 299            | 0             | 0              | 15    | 1247           |



### **Form A: Teaching Posts**

| Sr. No | Subject and posts              | Total workload for 2017-18 | Sanctioned post for 2017-18 | Filled post for 2017-18 | Vacant post for 2017-18 | Remark              |
|--------|--------------------------------|----------------------------|-----------------------------|-------------------------|-------------------------|---------------------|
| 1      | Principal                      | 5                          | 1                           | 1                       | 0                       | Marathi             |
| 2      | Librarian                      | 0                          | 1                           | 1                       | 0                       |                     |
| 3      | Director of Physical Education | 0                          | 1                           | 1                       | 0                       |                     |
| 4      | English                        | 67                         | 3                           | 2                       | 1                       |                     |
| 5      | Marathi                        | 51                         | 2                           | 2                       | 0                       |                     |
| 6      | History                        | 15                         | 1                           | 1                       | 0                       |                     |
| 7      | Economics                      | 15                         | 1                           | 1                       | 0                       |                     |
| 8      | Political Science              | 15                         | 1                           | 1                       | 0                       |                     |
| 9      | Sociology                      | 15                         | 1                           | 1                       | 0                       |                     |
| 10     | Psychology                     | 39                         | 2                           | 2                       | 0                       |                     |
| 11     | Home Economics                 | 37                         | 2                           | 1                       | 1                       | 1 New post          |
| 12     | Geography                      | 29                         | 1                           | 1                       | 0                       | 09 Clock hour basis |
| 13     | Commerce                       | 68                         | 4                           | 3                       | 1                       |                     |
| 14     | Chemistry                      | 108                        | 5                           | 2                       | 3                       | 3 New post          |
| 15     | Physics                        | 64                         | 3                           | 1                       | 2                       | 2 New Post          |
| 16     | Botany                         | 84                         | 4                           | 2                       | 2                       | 2 New Post          |
| 17     | Zoology                        | 84                         | 4                           | 1                       | 3                       | 2 New Post          |
| 18     | Microbiology                   | 0                          | 0                           | 0                       | 0                       |                     |
| 19     | Mathematics                    | 31                         | 2                           | 0                       | 2                       | 1 New Post          |
| 20     | Computer Science               | 0                          | 0                           | 0                       | 0                       | 0                   |
|        | <b>Total</b>                   | <b>727</b>                 | <b>39</b>                   | <b>24</b>               | <b>15</b>               |                     |

### **Form B: Non-Teaching Posts**

| Sr. No | Subject and posts           | Total workload for 2017-18 | Sanctioned post for 2017-18 | Filled post for 2017-18 | Vacant post for 2017-18 | Remark     |
|--------|-----------------------------|----------------------------|-----------------------------|-------------------------|-------------------------|------------|
| 1      | Manager                     | 0                          | 0                           | 0                       | 0                       |            |
| 2      | Superintendent              | 1                          | 0                           | 1                       | 0                       |            |
| 3      | Junior/ Senior stenographer | 0                          | 0                           | 0                       | 0                       |            |
| 4      | Chief Clerk                 | 1                          | 0                           | 1                       | 0                       |            |
| 5      | Senior Clerk                | 2                          | 1                           | 1                       | 0                       | 1 New post |
| 6      | Junior Clerk                | 3                          | 2                           | 1                       | 0                       | 1 New post |
| 7      | Assistant Librarian         | 0                          | 0                           | 0                       | 0                       |            |
| 8      | Library Clerk               | 1                          | 1                           | 0                       | 0                       |            |
| 9      | Laboratory Assistant        | 2                          | 1                           | 1                       | 0                       | 1 New post |
| 10     | Laboratory Attendant        | 7                          | 4                           | 3                       | 0                       | 3 New post |
| 11     | Library Attendant           | 3                          | 1                           | 2                       | 0                       | 1 New post |
| 12     | Peon                        | 4                          | 3                           | 1                       | 0                       |            |
|        | <b>Total</b>                | <b>24</b>                  | <b>13</b>                   | <b>11</b>               | <b>0</b>                |            |

**Note:** - Government decision dt. While determining the permissibility of posts as on 3.11.2018, as the review of posts has not been finalized, it has been brought to your notice that the said permissive posts are not final.

2. Faculties / Departments/Subjects mentioned in the proposal submitted by the College for designation and the number of students certified by the University

3. Mandatory number of students for grant and maximum number of students for workload calculation should be taken into consideration.

4. A bench (group) of the number of students prescribed as per government rules will be mandatory for the demonstration.

5. The prescribed hours for training/demonstration/tutorial, project works are as per the rules prescribed by the government.
6. As per the posts sanctioned to the college as per the prevailing reservation policy of the government through the prescribed authority the reservation point list standard
7. In case of reduction in the number of students in the next academic year or in case of reduction in the workload of the aided department due to other reasons, the sanctioned number of posts shall be increased. If irregularity is found, the said matter will be invalidated in the determination of grant. Management and College regarding Liability for Irregular Appointments
9. The posts are sanctioned based on grant-eligible workload of the college. For recruitment to admissible posts independently of Government.

**Joint Director,  
Higher Education, Amravati Division, Amravati**

**Copy to**

1. Registrar Sant Gadge Baba Amravati University
2. Account Officer, Higher Education Grants, Amravati Division Amravati

**Note: As per SOP of NAAC, Librarian and Physical Director of Education not included in calculation.**

## List of Full-Time Teachers Working in the Year-2022-23

| Sr.No. | Name of Teachers         | Designation | Name of the Department | Qualification |
|--------|--------------------------|-------------|------------------------|---------------|
| 1      | DR. P.B. MANDAVKAR       | Principal   | Marathi                | Ph.D.         |
| 2      | PROF. R.M. WATH          | Asso.Prof.  | Commerce               | M.Phil.       |
| 3      | PROF. S.Y. LAKHDIVE      | Asso.Prof.  | Home-Economics         | M.A.          |
| 4      | PROF. N.V. NARULE        | Asst. Prof  | Geography              | M.A.          |
| 5      | PROF. M.P. RAKHUNDE      | Professor   | Economics              | Ph.D.         |
| 6      | PROF. A.V. TAGALPALLEWAR | Asso.Prof.  | Economics              | SET           |
| 7      | PROF. P.S. JAWADE        | Asso.Prof.  | English                | NET           |
| 8      | DR. D.R. JARONDE         | Asst. Prof  | Psychology             | Ph.D.         |
| 9      | DR. V.P. MANDAVKAR       | Asst. Prof  | Marathi                | Ph.D.         |
| 10     | PROF. D.D. GHODEKAR      | Asst. Prof  | English                | SET           |
| 11     | DR. P.B. INGALE          | Asst. Prof  | Psychology             | Ph.D.         |
| 12     | PROF. S.R. KHANDEKAR     | Asst. Prof  | Chemistry              | NET           |
| 13     | DR. K.P. SURADKAR        | Asst. Prof  | Botany                 | Ph.D.         |
| 14     | DR. K.R. NEMADE          | Asst. Prof  | Physics                | Ph.D.         |
| 15     | DR. D.M. CHAVHAN         | Asst. Prof  | Chemistry              | Ph.D.         |
| 16     | DR. V.R. PATKI           | Asst. Prof  | Zoology                | Ph.D.         |
| 17     | DR. C.V. UGALE           | Asst. Prof  | Botany                 | Ph.D.         |
| 18     | DR. S.S. BONDE           | Asst. Prof  | Commerce               | Ph.D.         |
| 19     | DR. P.R. BONDE           | Asst. Prof  | Chemistry              | Ph.D.         |
| 20     | DR. S.A. DESHMUKH        | Asst. Prof  | Chemistry              | Ph.D.         |
| 21     | DR. V.B. WATKAR          | Asst. Prof  | Mathematics            | Ph.D.         |
| 22     | PROF. J.M. BODULWAR      | Asst. Prof  | Physics                | SET           |
| 23     | PROF. R.R. ATRAM         | Asst. Prof  | Mathematics            | SET           |
| 24     | PROF. R.A. SINHA         | Asst. Prof  | Zoology                | NET           |
| 25     | PROF. S.B. SANGLE        | Asst. Prof  | Physics                | NET           |

*Bhaskarale*  
**Co-ordinator**  
**IQAC**  
**Indira Mahavidyalaya**  
**Kalamb**



*P. B. Mandavkar*  
**PRINCIPAL**  
**Indira Mahavidyalaya**  
**Kalamb Dist. Yavatmal**

## List of Full-Time Teachers Working in the Year-2021-22

| Sr.No | Name of Teachers         | Designation | Name of the Department | Qualification |
|-------|--------------------------|-------------|------------------------|---------------|
| 1     | DR. P.B. MANDAVKAR       | Principal   | Marathi                | Ph.D.         |
| 2     | PROF. R.M. WATH          | Asso.Prof   | Commerce               | M.Phil.       |
| 3     | PROF. R.T.ADE            | Asso.Prof   | Marathi                | M.Phil.       |
| 4     | PROF. S.Y. LAKHDIVE      | Asso.Prof   | Home-Economics         | M.A.          |
| 5     | PROF. N.V. NARULE        | Asst. Prof  | Geography              | M.A.          |
| 6     | PROF. M.P. RAKHUNDE      | Professor   | Economics              | Ph.D.         |
| 7     | PROF. A.V. TAGALPALLEWAR | Asso.Prof   | Economics              | SET           |
| 8     | PROF. P.S. JAWADE        | Asso.Prof   | English                | NET           |
| 9     | DR. D .R. JARONDE        | Asst. Prof  | Psychology             | Ph.D.         |
| 10    | DR .V.P. MANDAVKAR       | Asst. Prof  | Marathi                | Ph.D.         |
| 11    | PROF. D.D. GHODEKAR      | Asst. Prof  | English                | SET           |
| 12    | DR. P.B. INGALE          | Asst. Prof  | Psychology             | Ph.D.         |
| 13    | PROF. S.R. KHANDEKAR     | Asst. Prof  | Chemistry              | NET           |
| 14    | DR. K.P. SURADKAR        | Asst. Prof  | Botany                 | Ph.D.         |
| 15    | DR. K.R. NEMADE          | Asst. Prof  | Physics                | Ph.D.         |
| 16    | DR. D.M. CHAVHAN         | Asst. Prof  | Chemistry              | Ph.D.         |
| 17    | DR. V.R. PATKI           | Asst. Prof  | Zoology                | Ph.D.         |
| 18    | DR. C.V. UGALE           | Asst. Prof  | Botany                 | Ph.D.         |

*Shirale*  
**Co-ordinator**  
**IQAC**  
**Indira Mahavidyalaya**  
**Kalamb**



*P. B. Mandavkar*  
**PRINCIPAL**  
**Indira Mahavidyalaya**  
**Kalamb Dist. Yavatmal**

## List of Full-Time Teachers Working in the Year 2020-21

| Sr. No | Name of Teachers         | Designation | Name of the Department | Qualification |
|--------|--------------------------|-------------|------------------------|---------------|
| 1      | DR. P.B. MANDAVKAR       | Principal   | Marathi                | Ph.D.         |
| 2      | PROF D.S. PATIL          | Asso.Prof   | Political Science      | M.A.          |
| 3      | PROF. R.M. WATH          | Asso.Prof   | Commerce               | M.Phil.       |
| 4      | PROF. R.T.ADE            | Asso.Prof   | Marathi                | M.Phil.       |
| 5      | PROF. S.Y. LAKHDIVE      | Asso.Prof   | Home-Economics         | M.A.          |
| 6      | PROF. N.V. NARULE        | Asst. Prof  | Geography              | M.A.          |
| 7      | PROF. M.P. RAKHUNDE      | Asso.Prof.  | Economics              | Ph.D.         |
| 8      | PROF. A.V. TAGALPALLEWAR | Asso.Prof   | Economics              | SET           |
| 9      | PROF. P.S. JAWADE        | Asso.Prof   | English                | NET           |
| 10     | DR. D.R. JARONDE         | Asst. Prof  | Psychology             | Ph.D.         |
| 11     | DR .V.P. MANDAVKAR       | Asst. Prof  | Marathi                | Ph.D.         |
| 12     | PROF. D.D. GHODEKAR      | Asst. Prof  | English                | SET           |
| 13     | DR. P.B. INGALE          | Asst. Prof  | Psychology             | Ph.D.         |
| 14     | PROF. S.R. KHANDEKAR     | Asst. Prof  | Chemistry              | NET           |
| 15     | DR. K.P. SURADKAR        | Asst. Prof  | Botany                 | Ph.D.         |
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*Bhavad*  
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**Kalamb**



*P. B. Mandavkar*  
**PRINCIPAL**  
**Indira Mahavidyalaya**  
**Kalamb Dist. Yavatmal**

## List of Full-Time Teachers Working in the Year-2019-20

| Sr. No | Name of Teachers         | Designation | Name of the Department | Qualification |
|--------|--------------------------|-------------|------------------------|---------------|
| 1      | DR. P.B. MANDAVKAR       | Principal   | Marathi                | Ph.D.         |
| 2      | PROF N.R.THAWALE         | Asso.Prof   | History                | M.A           |
| 3      | PROF, D.S. PATIL         | Asso.Prof   | Political Science      | M.A           |
| 4      | PROF. R.M. WATH          | Asso.Prof   | Commerce               | M.Phil.       |
| 5      | PROF. R.T.ADE            | Asso.Prof   | Marathi                | M.Phil.       |
| 6      | PROF. S.Y. LAKHDIVE      | Asso.Prof   | Home-Economics         | M.A.          |
| 7      | PROF. N.V. NARULE        | Asst. Prof  | Geography              | M.A.          |
| 8      | PROF. M.P. RAKHUNDE      | Asso.Prof   | Economics              | Ph.D.         |
| 9      | PROF. A.V. TAGALPALLEWAR | Asso.Prof   | Economics              | SET           |
| 10     | PROF. P.S. JAWADE        | Asso.Prof   | English                | NET           |
| 11     | DR. D .R. JARONDE        | Asst. Prof  | Psychology             | Ph.D.         |
| 12     | DR .V.P. MANDAVKAR       | Asst. Prof  | Marathi                | Ph.D.         |
| 13     | PROF. D.D. GHODEKAR      | Asst. Prof  | English                | SET           |
| 14     | DR. P.B. INGALE          | Asst. Prof  | Psychology             | Ph.D.         |
| 15     | PROF. S.R. KHANDEKAR     | Asst. Prof  | Chemistry              | NET           |
| 16     | DR. K.P. SURADKAR        | Asst. Prof  | Botany                 | Ph.D.         |
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**Kalamb Dist. Yavatmal**

## List of Full-Time Teachers Working in the Year-2018-19

| Sr. No | Name of Teachers         | Designation | Name of the Department | Qualification |
|--------|--------------------------|-------------|------------------------|---------------|
| 1      | DR. P.B. MANDAVKAR       | Principal   | Marathi                | Ph.D.         |
| 2      | PROF N.R. THAWALE        | Asso.Prof.  | History                | M.A           |
| 3      | PROF, D.S. PATIL         | Asso.Prof.  | Political Science      | M.A           |
| 4      | PROF. R.M. WATH          | Asso.Prof.  | Commerce               | M.Phil.       |
| 5      | PROF. R.T.ADE            | Asso.Prof.  | Marathi                | M.Phil.       |
| 6      | PROF. S.Y. LAKHDIVE      | Asso.Prof.  | Home-Economics         | M.A.          |
| 7      | PROF. N.V. NARULE        | Asst. Prof  | Geography              | M.A.          |
| 8      | PROF. M.P. RAKHUNDE      | Asso.Prof.  | Economics              | Ph.D.         |
| 9      | PROF. A.V. TAGALPALLEWAR | Asso.Prof.  | Economics              | SET           |
| 10     | PROF. P.S. JAWADE        | Asso.Prof.  | English                | NET           |
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*Bhagale*  
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**Kalamb**



*P. B. Mandavkar*  
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**Indira Mahavidyalaya**  
**Kalamb Dist. Yavatmal**

# **7<sup>th</sup> Pay Government Resolution Highlighted with Recruitment Procedure**

**Revision of Pay Scales of Teachers in Non-Agricultural Universities, National Law University, Affiliated Colleges, Government Colleges/Institutes as per 7<sup>th</sup> Central Pay Commission and UGC Regulations on minimum qualifications for appointment of teachers and other academic staff in universities and colleges and measure for the maintenance of standards in Higher Education, 2018.**

**GOVERNMENT OF MAHARASHTRA**

**Higher & Technical Education Department**

**Government Resolution No. Misc-2018/C.R.56/18/UNI-1**

Mantralaya Annex, Mumbai – 400 032

Date: 08 March, 2019

**Read:-**

1. Government Resolution, Higher and Technical Education Department No. NGC-2009/(243/09)-Uni.1, dated 12<sup>th</sup> August, 2009.
2. Government of India MHRD letter No. 1-7/2015-U.II (1), dated 2<sup>nd</sup> November, 2017.
3. Government of India MHRD letter No. Corrigendum F.No.1-7/2015-U.II (1), dated 8<sup>th</sup> November, 2017.
4. Government of India MHRD letter No. 1-4/2017-U.II, dated 28<sup>th</sup> January, 2019.
5. UGC letter No. F.No.23-4/2017 (PS), dated 31<sup>st</sup> January, 2018.
6. The Gazette of India: Extraordinary, Part III-Section 4, dated 18<sup>th</sup> July, 2018.
7. The Maharashtra Public University Act, 2016

**Preamble:-**

University Grants Commission vide its letter dated 31<sup>st</sup> January, 2018 mentioned that the Government of India MHRD, Department of Higher Education, New Delhi vide its letter dated 2<sup>nd</sup> November 2017 regarding revision of 7<sup>th</sup> Pay of teachers and equivalent orders in universities and colleges following the revision of pay scales of Central Government employees on the recommendations of the 7<sup>th</sup> Central Pay Commission and to say that the State Government may take action to adopt the Government of India's scheme for State Universities and colleges.

The revision of Pay Scales of teachers and equivalent academic staff shall be subject to provisions of the scheme of revision of Pay scales as contained in letter dated 2<sup>nd</sup> November, 2017 and regulation issued by UGC dated 18<sup>th</sup> July, 2018 and amendments thereof from time to time in this behalf.



**Resolution:**

The question of implementing scheme of revisions of pay scales of universities and college teachers as per letter No. 1-7/2015-U.II (1), Government of India, Ministry of Human Resource Development, Department of Higher Education, dated 2.11.2017, and other relevant guidelines and notifications issued by University Grants Commission (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), dated 18.7.2018 (in short “UGC Regulations, 2018”) was under considerations of State Government. After considering all the aspects, the state government has decided to implement and revise pay scales and terms and conditions of services as detailed below:

**1.0. Coverage**

The revised pay scales and other measures to the improvement of standards in Higher Education are applicable to all categories of full-time teachers/librarians/Director of Physical Education employed by the non-Agricultural Universities, National Law Universities, Deemed to be Universities, non-Government aided/unaided Colleges, in the faculties of Arts, Science, Commerce, Humanities, Law, Education, Social Sciences, Languages, Library Science, Physical Education, Journalism & Mass Communications, Music, Performing Arts, Visual Arts, Other traditional Indian Art forms like Sculpture, etc., Drama and Yoga, etc., in the State, Government Institutes and Colleges.

However, unaided colleges/unaided institutes/unaided deemed to be Universities/Private Universities/Open Universities will not be entitled for any financial assistance from the State Government and similarly in case of aided institutes the Government assistance will only be limited to the posts approved by the Government from time to time.

The revised scales are not applicable to teachers who retired on or before 31<sup>st</sup> December 2015 and who worked on re-employment on that date, including those whose period of re-employment was extended after that date.

The revised scales are not applicable to the Accompanists, Coaches, Tutors and Demonstrators.

**2.0. Date of Implementation**

The date of implementation of the revised pay shall be 1<sup>st</sup> January, 2016, and the date of implementation of terms and conditions shall be the date of issue of these Rules.

**3.0. Designation**

There shall be only three designations in respect of teachers in colleges, namely, Assistant Professors, Associate Professors and Professors. Also, there shall be no change in the present designations in respect of Library and Physical Education Personnel.

There shall be only four designations in respect of teachers in Universities, namely, Assistant

Professors, Associate Professors, Professors and Senior Professors. Also, there shall be no change in the present designations in respect of Library and Physical Education Personnel up to Deputy Librarian/ Assistant Librarian (Selection Grade) and Deputy Director of Physical Education & Sports/ Assistant Director of Physical Education & Sports (Selection Grade) respectively. However, University Librarian is re-designated as Director, Knowledge Resource Center and University Director of Physical Education & Sports is re-designated as Director of Sports & Physical Education.

#### **4.0. Recruitment and Qualifications**

**4.1.** The direct recruitment to the posts of Assistant Professor in Colleges and Assistant Professor, Associate Professor, Professor 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 Rules. 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 Rules.

**4.2.** The minimum qualifications required for the post of Assistant Professor, Associate Professor, Professor, Senior Professor, Principal, Assistant Librarian, Deputy Librarian, Librarian, Director, Knowledge Resource Center, Assistant Director of Physical Education and Sports, Deputy Director of Physical Education and Sports, Director of Physical Education and Sports, and Director of Sports & Physical Education shall be as specified by the UGC in its regulations and accepted by State Government time to time.

**4.3. I.** The National Eligibility Test (NET) or State Eligibility Test (SET) shall remain the minimum eligibility for appointment of Assistant Professor and equivalent positions wherever provided in UGC Regulations, 2018.

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

*The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic affairs) of the University concerned.*

- II.** The clearing of NET/SET shall not be required for candidates in such disciplines for which NET/SET has not been conducted. However, Ph.D. degree shall remain the minimum eligibility for appointment of Assistant Professor and equivalent positions in such disciplines wherever provided in UGC Regulations, 2018.

**4.4.** 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.

**4.5.** 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.

**4.6.** 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.

- 4.7. The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Professor.
- 4.8. The Ph.D. Degree shall be a mandatory qualification for appointment and promotion to the post of Associate Professor.
- 4.9. The Ph.D. Degree shall be a mandatory qualification for promotion to the post of Assistant Professor (Selection Grade/Academic Level 12) in Universities.
- 4.10. 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.
- 4.11. 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. Regular faculty members up to 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.

**4.12. Qualifications**

No person shall be appointed to the post of University and College teacher, Librarian, Director, Knowledge Resource Center, Director of Physical Education and Sports or Director of Sports & Physical Education, in any university or in any of institutions including constituent or affiliated colleges recognized 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 fulfill the requirements as to the qualifications for the appropriate post as provided in the Schedule 1 of UGC Regulations, 2018.

**5.0. Direct Recruitment**

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

**I. Assistant Professor in Colleges and Universities**

**Eligibility (A or B):**

**A.**

- 1) 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.

- 2) Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC or the CSIR, or a similar test accredited by the UGC, like SET or who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be exempted from NET/SET :

*Provided* the candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institution awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/ SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions subject to the 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 evaluated by at least two examiners;
- c) An open Ph.D. viva voce of the candidate has been conducted;
- d) The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal; and
- e) The candidate has presented at least two papers, based on his/her Ph.D. work in conferences/seminars, sponsored/funded/supported by the UGC/ICSSR/CSIR or any similar agency.

**Note:**

- 1) *The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic affairs) of the University concerned.*
- 2) NET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SET is not conducted. However, Ph.D. degree shall remain the minimum eligibility for appointment of Assistant Professor in such disciplines.

**OR**

**B.**

The Ph.D. degree has been obtained from a foreign university/institution with a ranking among top 500 in the World University Ranking (at any time) by any one of the following:

- (i) Quacquarelli Symonds (QS) ;
- (ii) the Times Higher Education (THE) or
- (iii) the Academic Ranking of World Universities (ARWU) of the Shanghai

Jiao Tong University (Shanghai).

*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 in Universities**

### **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); and
- 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 in Universities**

### **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. The scheme shall be applicable to directly recruited professors only.

**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 these Rules.

**V. College Principal**

**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; and
- iv. A minimum of 110 Research Score as per Appendix II, Table 2

**B. Tenure:**

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 Rules.

**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 in Universities**

**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; and
- 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 specialization;
- 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 in Universities**

**Eligibility (A or B):**

**A.**

- 1) An eminent scholar having a doctoral degree;
- 2) 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;
- 3) Minimum of 6 research publications in the peer-reviewed or UGC-listed journals; and
- 4) 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,

1. Having Master's degree, in the relevant subject;
2. Has been 'A'-grade artist of AIR/Doordarshan;
3. Has Ten years of outstanding performing achievements in the field of specialization;
4. Has made significant contributions in the field of specializations and ability to guide research;
5. Has participated in National/International Seminars/Conferences/Workshops/Concerts and/ or recipient of National/International Awards/Fellowships;
6. Has the ability to explain with logical reasoning the subject concerned; and
7. Has adequate knowledge to teach theory with illustrations in the said discipline.

**5.3. Drama Discipline**

**I. Assistant Professor in Universities and Colleges**

**Eligibility (A or B):**

**A.**

- 1) A Master's degree with 55% marks (or an equivalent grade in a point-scale wherever the grading system is followed) in the relevant subject or an equivalent degree from an Indian/foreign University.
- 2) 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 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/ 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 evaluated by at least two examiners;
- c) An open Ph.D. viva voce of the candidate has been conducted;
- d) The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal; and
- e) The candidate has presented at least two papers, based on his/her Ph.D. work in conferences/seminars, sponsored/funded/supported by the UGC/CSIR/ICSSR or any similar agency.

**Note:**

- 1) *The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic affairs) of the University concerned.*
- 2) NET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SET is not conducted. However, Ph.D. degree shall remain the minimum eligibility for appointment of Assistant Professor in such disciplines.

**OR**

**B.**

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

**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 specialization;
- iii. Made significant contribution in the field of specialization;
- 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; and
- vii. Adequate knowledge to teach theory, with illustrations in the said discipline.

**5.4. Yoga Discipline**

**I. Assistant Professor in Universities and Colleges**

**Eligibility (A or B):**

**A.**

- 1) 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.
- 2) 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 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.

**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 Rules.

**II. Associate Professor in Universities**

- 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); and
- 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 in Universities**

**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.

**5.5. MINIMUM QUALIFICATIONS FOR DIRECT RECRUITMENT TO THE POSTS OF UNIVERSITY ASSISTANT LIBRARIAN/ COLLEGE LIBRARIAN, UNIVERSITY DEPUTY LIBRARIAN AND UNIVERSITY LIBRARIAN (DIRECTOR, KNOWLEDGE RESOURCE CENTER)**

**I. University Assistant Librarian/ College Librarian**

- 1) A Master's degree in Library Science, Information Science or Documentation Science or an equivalent professional degree, with at least 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed).
- 2) A consistently good academic record, with knowledge of computerization of a library.
- 3) 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 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. 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/ 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 evaluated by at least two examiners;
- c) An open Ph.D. viva voce of the candidate has been conducted;
- d) The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal; and
- e) The candidate has presented at least two papers, based on his/her Ph.D. work in conferences/seminars, sponsored/funded/supported by the UGC/CSIR/ICSSR or any similar agency.

**Note:**

- 1) *The fulfillment of these conditions is to be certified by the Registrar or the Dean (Academic affairs) of the University concerned.*
- 2) NET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SET is not conducted. However, Ph.D. degree shall remain the minimum eligibility for the appointment in such disciplines.

**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; and
- iv. A Ph.D. Degree in Library Science/ Information Science / Documentation Science/Archives and manuscript keeping/computerization of library.

**III. University Librarian (Director, Knowledge Resource Center)**

- 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. 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; and
- iv. A Ph.D. Degree in Library Science/Information Science/Documentation Science /Archives and manuscript-keeping.

**5.6. MINIMUM QUALIFICATIONS FOR THE POSTS OF ASSISTANT DIRECTOR 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.**

- 1) 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).
- 2) Record having represented the University/ College at the inter-university/inter collegiate competitions or the State and /or National championships.
- 3) 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 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 Institutions awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/ SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions subject to the 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 evaluated by at least two examiners;
- c) An open Ph.D. viva voce of the candidate has been conducted;
- d) The candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal; and
- e) The candidate has presented at least two papers, based on his/her Ph.D. work in conferences/seminars, sponsored/funded/supported by the UGC/CSIR/ICSSR or any similar agency.

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

- 1) NET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SET is not conducted. However, Ph.D. degree shall remain the minimum eligibility for the appointment in such disciplines.
- 2) Passed the physical fitness test conducted in accordance with these Rules.

**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.**

- i. 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

**6. Constitution of Selection Committees and Guidelines on Selection Procedure**

**6.1. 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 :
- i. The Vice-Chancellor or the Pro-Vice-Chancellor upon the directions of the Vice-Chancellor shall be the Chairperson of the Committee;
  - ii. One person, not below the rank of professor, nominated by the Chancellor;
  - iii. The Dean of the Faculty concerned as a member secretary;
  - iv. The Head of the university department or a head of the concerned School of multidisciplinary institution, nominated by the Vice-Chancellor;
  - v. Not less than three experts nominated by the Management Council out of a panel of not less than six names of experts not connected with the university recommended by the Academic Council, who have special knowledge of the subject for which the teacher is to be selected;
  - vi. One person not below the rank of Professor or Principal belonging to Scheduled Castes or Scheduled Tribes or De-notified Tribes (Vimukta Jatis) or Nomadic Tribes or other Backward Classes, nominated by the Chancellor;
  - vii. One principal who is a member of management council to be nominated by the Management Council;
  - viii. Director, Higher Education or his nominee not below the rank of Joint Director.  
Provided that, a head referred to in clause (iv) above, who is an Associate Professor shall be a member of the Selection Committee for the selection to the post of Assistant Professor.
- 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 consist of the following persons :



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;

- ii. Eight years experience as University Assistant DPES/College DPES;
- iii. Evidence of organizing competitions and conducting coaching camps of at least two weeks duration;
- iv. Evidence of having produced good performance of teams/athletes for competitions like state/national/inter-university/combined university, etc; and
- v. Passed the physical fitness test in accordance with these Rules.

**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 Sports and Physical Education**

- i. A Ph.D. in Physical Education or Physical Education and Sports or Sports Science;
- ii. 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;
- iii. Evidence of organizing competitions and coaching camps of at least two weeks' duration; and
- iv. 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 Rules, 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    | Run/ Walk Test            | Upto 30 Years | Upto 40 Years | Upto 45 Years | Upto 50 Years |
|--------------|---------------------------|---------------|---------------|---------------|---------------|
| <b>Men</b>   | 12 Minutes Run/ Walk Test | 1800 metres   | 1500 metres   | 1200 metres   | 800 metres    |
| <b>Women</b> | 8 Minutes Run/ Walk Test  | 1000 metres   | 800 metres    | 600 metres    | 400 metres    |

**6. Constitution of Selection Committees and Guidelines on Selection Procedure**

**6.1. 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 :
- i. The Vice-Chancellor or the Pro-Vice-Chancellor upon the directions of the Vice-Chancellor shall be the Chairperson of the Committee;
  - ii. One person, not below the rank of professor, nominated by the Chancellor;
  - iii. The Dean of the Faculty concerned as a member secretary;
  - iv. The Head of the university department or a head of the concerned School of multidisciplinary institution, nominated by the Vice-Chancellor;
  - v. Not less than three experts nominated by the Management Council out of a panel of not less than six names of experts not connected with the university recommended by the Academic Council, who have special knowledge of the subject for which the teacher is to be selected;
  - vi. One person not below the rank of Professor or Principal belonging to Scheduled Castes or Scheduled Tribes or De-notified Tribes (Vimukta Jatis) or Nomadic Tribes or other Backward Classes, nominated by the Chancellor;
  - vii. One principal who is a member of management council to be nominated by the Management Council;
  - viii. Director, Higher Education or his nominee not below the rank of Joint Director.
- Provided that, a head referred to in clause (iv) above, who is an Associate Professor shall be a member of the Selection Committee for the selection to the post of Assistant Professor.
- 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 consist of the following persons :

- i. The Vice-Chancellor or the Pro-Vice-Chancellor upon the directions of the Vice-Chancellor shall be the Chairperson of the Committee;
  - ii. One person, not below the rank of professor, nominated by the Chancellor;
  - iii. The Dean of the Faculty concerned as a member secretary;
  - iv. The Head of the university department or a head of the concerned School of multidisciplinary institution, nominated by the Vice-Chancellor;
  - v. Not less than three experts nominated by the Management Council out of a panel of not less than six names of experts not connected with the university recommended by the Academic Council, who have special knowledge of the subject for which the teacher is to be selected;
  - vi. One person not below the rank of Professor or Principal belonging to Scheduled Castes or Scheduled Tribes or De-notified Tribes (Vimukta Jatis) or Nomadic Tribes or other Backward Classes, nominated by the Chancellor;
  - vii. One principal who is a member of management council to be nominated by the Management Council;
  - viii. Director, Higher Education or his nominee not below the rank of Joint Director.
- b) 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. The Vice-Chancellor or the Pro-Vice-Chancellor upon the directions of the Vice-Chancellor shall be the Chairperson of the Committee;
  - ii. One person, not below the rank of professor, nominated by the Chancellor;
  - iii. The Dean of the Faculty concerned as a member secretary;
  - iv. The Head of the university department or a head of the concerned School of multidisciplinary institution, nominated by the Vice-Chancellor;
  - v. Not less than three experts nominated by the Management Council out of a panel of not less than six names of experts not connected with the university recommended by the Academic Council, who have special knowledge of the subject for which the teacher is to be selected;

- vi. One person not below the rank of Professor or Principal belonging to Scheduled Castes or Scheduled Tribes or De-notified Tribes (Vimukta Jatis) or Nomadic Tribes or other Backward Classes, nominated by the Chancellor;
- vii. One principal who is a member of management council to be nominated by the Management Council;
- viii. Director, Higher Education or his nominee not below the rank of Joint Director.

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

**IV. Senior Professor in the University**

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

- i. The Vice-Chancellor or the Pro-Vice-Chancellor upon the directions of the Vice-Chancellor shall be the Chairperson of the Committee;
- ii. One person, not below the rank of professor, nominated by the Chancellor;
- iii. The Dean of the Faculty concerned as a member secretary;
- iv. The Head of the university department or a head of the concerned School of multidisciplinary institution, nominated by the Vice-Chancellor;
- v. Not less than three experts nominated by the Management Council out of a panel of not less than six names of experts not connected with the university recommended by the Academic Council, who have special knowledge of the subject for which the teacher is to be selected;
- vi. One person not below the rank of Professor or Principal belonging to Scheduled Castes or Scheduled Tribes or De-notified Tribes (Vimukta Jatis) or Nomadic Tribes or other Backward Classes, nominated by the Chancellor;
- vii. One principal who is a member of management council to be nominated by the Management Council;
- viii. Director, Higher Education or his nominee not below the rank of Joint Director.

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

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

There shall be a selection committee for recommending the names of suitable candidates for appointment for the substantive/permanent post of Assistant Professor in the

College/Institution. The selection committee shall be as per the guidelines prescribed by the State Government in the *Official Gazette*.

**VI. College Principal**

There shall be a selection committee for recommending names of the suitable candidates for appointment for the post of college Principal. The selection committee shall be as per the guidelines prescribed by the State Government in the *Official Gazette*.

- a) The term of appointment of the Principal, shall be five years with eligibility for reappointment for one more term. If the Management intends to re-appoint the existing Principal, the Management shall initiate the process of external peer review at least six months before.
- b) The external peer review committee prescribed in clause (c) above, shall consist of the following members, namely:-
  - i. Nominee of the Vice-Chancellor, Chairperson;
  - ii. Nominee of the Chairperson of the Management of the College/Institution;The nominees shall be from the Principals of the Colleges with Excellence/Colleges with Potential for Excellence/Autonomous Colleges/ NAAC A or A+ accredited Colleges/Director or Head of the University Department.
- c) The report of the external peer review committee shall be the main basis for re-appointment of the Principal.
- d) If the external peer review committee recommends for re-appointment of the existing Principal, the Management shall re-appoint such existing Principal for one more term.

**VII. Selection Committees for the posts of Directors of Sports and Physical Education, Deputy Directors, Assistant Directors of Physical Education and Sports, Director, Knowledge Resource Center, 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.

**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;
- iv. One expert in Physical Education and Sports Administration from University System nominated by the Vice-Chancellor from the University panel of experts; and
- v. Director Higher Education or his/her nominee not below the rank of Joint Director.

**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;
- iii. Two experts in Physical Education and Sports Administration from University System nominated by the Vice-Chancellor from the University panel of experts; and
- iv. Joint Director Higher Education or his/her nominee not below the rank of Associate Professor.

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

**6.2.** 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 Rules 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.

**6.3.** 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.

- 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 31<sup>st</sup> December, 2018.

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

- A. The entry-level Assistant Professors (Level 10) shall be eligible for promotion under the Career Advancement Scheme (CAS) through two successive levels (Level 11 and Level 12), provided they are assessed to fulfill the eligibility and performance criteria as laid down in Clause 7.3 of this resolution.

**B. Career Advancement Scheme (CAS) for College teachers**

**I. Assistant Professor (Academic Level 10) to Assistant Professor (Senior Scale/ Academic Level 11)**

**Eligibility:**

- 1) Assistant Professors who have completed four years of service and having a Ph.D. degree or five years of service and having a M.Phil/ PG Degree in Professional Courses, such as L.L.M, M.Tech., M.V.Sc., M.D., or six years of service for those without Ph.D./M.Phil./PG degree in Professional Courses.

2)

- i. Attended one Orientation Course of 21 days' duration on teaching methodology; and

ii. **Any one of the following:**

Completed one Refresher / Research Methodology Course

OR

**Any two of the following:**

Workshop, Syllabus Up-gradation Workshop, Training Teaching-Learning-Evaluation, Technology Programmes and Faculty Development Programmes of at least one week (5 days) duration.

OR

Completed one MOOCs course (with e-certification) or development of e-contents in four-quadrant/ MOOCs course during the assessment period.

**CAS Promotion Criteria:**

A teacher shall be promoted if;

- i. He/she gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five of the last four/five/six years of the assessment period as the case may be, as specified in Appendix II, Table 1, and;

- ii. The promotion is recommended by the screening-cum-evaluation committee.

**II. Assistant Professor (Senior Scale/ Academic Level 11) to Assistant Professor (Selection Grade/ Academic Level 12)**

**Eligibility:**

- 1) Assistant Professors who have completed five years of service in Academic Level 11/Senior Scale.
- 2) Any two of the following in the last five years of Academic Level-11/ Senior Scale:

Completed courses/programmes from among the categories of Refresher Courses/Research Methodology course/Workshops/Syllabus Up Gradation Workshop/ Teaching-Learning-Evaluation/ Technology Programmes/ Faculty Development Programme/ Syllabus Up-gradation Workshop/ Teaching-Learning-Evaluation/ Technology Programmes/ Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration); or completed MOOCs course in the relevant subject (with e-certification); or Contribution towards development of e-content in 4-quadrant (at least one quadrant) minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOCs course/ contribution towards conducting of a MOOCs course during the period of assessment.

**CAS Promotion Criteria:**

A teacher shall be promoted if;

- i. He/she gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four of the last five years of the assessment period, as prescribed in Appendix II, Table 1, and;
- ii. The promotion is recommended by the screening-cum-evaluation committee.

**III. Assistant Professor (Selection Grade/Academic Level 12) to Associate Professor (Academic Level 13A)**

**Eligibility:**

- 1) Assistant Professor who has completed three years of service in Academic Level 12/Selection-Grade.
- 2) A Ph.D. degree in subject concerned /allied/relevant discipline.

- 3) Any one of the following during the last three years: completed one course / programme from amongst the categories of Refresher Courses/ Methodology Workshop/Syllabus Up-gradation Workshop/ Teaching- Learning-Evaluation Technology Programme/ Faculty Development Programme of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration); or completed one MOOCs course (with e-certification); or contribution towards development of e-contents in 4-quadrant(at least one quadrant) minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOCs course/contribution towards conduct of a MOOCs course during the period of assessment.

**CAS Promotion Criteria:**

A teacher may be promoted if;

- i. He/she gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period, as prescribed in Appendix II, Table 1, and;
- ii. The promotion to the post of Associate Professor is recommended by the selection committee in accordance with these Rules.

**IV. Associate Professor (Academic Level 13A) to Professor (Academic Level 14)**

- 1) Associate Professors who have completed three years of service in Academic Level 13A.
- 2) A Ph.D. degree in subject concerned/allied/relevant discipline.
- 3) A minimum of 10 research publications in peer-reviewed or UGC-listed journals out of which three research papers shall be published during the assessment period.
- 4) A minimum of 110 Research Score as per Appendix II, Table 2

**CAS Promotion Criteria:**

A teacher shall be promoted if;

- i) The teacher gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period, as per Appendix II, Table 1 and at least 110 research score as per Appendix II, Table 2.
- ii) The promotion to the post of Professor is recommended by selection committee constituted in accordance with these Rules.

iii) The date of Promotion shall be the date of selection as Professor by CAS.

**C. Career Advancement Scheme (CAS) for University teachers**

**I. Assistant Professor (Academic Level 10) to Assistant Professor (Senior Scale/ Academic Level 11)**

**Eligibility:**

- 1) An Assistant Professor who has completed four years of service with a Ph.D. degree or five years of service with a M.Phil. or six years of service in case of those without a Ph.D./M.Phil and satisfies the following conditions:
- 2) Attended one Orientation course of 21 days duration on teaching methodology;
- 3) Any one of the following: Completed Refresher/ Research Methodology Course/ Workshop/ Syllabus Up-gradation Workshop/ Training Teaching-Learning-Evaluation, Technology Programmes/ Faculty Development Programmes of at least one week (5 days) duration, or taken one MOOCs course (with e-certification) or development of e-contents in four-quadrants / MOOC's course during the assessment period; and
- 4) Published one research publication in the peer-reviewed journals or UGC-listed journals during assessment period.

**CAS promotion Criteria:**

A teacher shall be promoted if;

- i. He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five of the last four/five/six years of the assessment period as the case may be (as provided in Appendix II, Table 1), and;
- ii. The promotion is recommended by the screening-cum evaluation committee.

**II. Assistant Professor (Senior Scale/ Academic Level 11) to Assistant Professor (Selection Grade/ Academic Level 12)**

**Eligibility:**

- 1) Assistant Professors who has completed five years of service in Academic Level 11/ Senior Scale.
- 2) A Ph.D. Degree in the subject concerned/allied/relevant discipline.
- 3) Has done any two of the following in the last five years of Academic Level 11/Senior Scale: Completed a course / programme from amongst the categories of Refresher Courses/Research Methodology/Workshops/ Syllabus Up-



gradation Workshop/ Teaching-Learning-Evaluation/ Technology Programmes / Faculty Development Programme of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), or, completed one MOOCs course in the relevant subject (with e-certification); or contribution towards the development of e-content in 4-quadrant (at least one quadrant) minimum of 10 modules of a course/contribution towards the development of at least 10 modules of MOOCs course/contribution towards conduct of a MOOCs course during the period of assessment.

- 4) Published three research papers in the peer-reviewed journals or UGC-listed journals during assessment period.

**CAS promotion Criteria:**

A teacher shall be promoted if;

- i. The teacher gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four of the last five years of the assessment period, (as prescribed in Appendix II, Table 1) and;
- ii. The promotion is recommended by the Screening-cum-evaluation committee.

**II Assistant Professor (Selection Grade/Academic Level 12) to Associate Professor I. (Academic Level 13A)**

**Eligibility:**

- 1) Assistant Professor who has completed three years of service in Academic Level 12/ Selection grade.
- 2) A Ph.D. Degree in the subject concerned/allied/relevant discipline.
- 3) Any one of the following during last three years: completed one course / programme from amongst the categories of Refresher Courses/ Research Methodology Workshops/Syllabus Up-gradation Workshop/ Teaching-Learning-Evaluation Technology Programme/ Faculty Development Programme of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration); or completed one MOOCs course (with e-certification); or contribution towards the development of e-content in 4-quadrant (at least one quadrant) minimum of 10 modules of a course/contribution towards development of at least 10 modules of MOOCs

course/ contribution towards conduct of a MOOCs course during the period of assessment.

- 4) A minimum of seven publications in the peer-reviewed or UGC-listed journals out of which three research papers should have been published during the assessment period.
- 5) Evidence of having guided at least one Ph.D. candidate.

**CAS Promotion Criteria:**

A teacher shall be promoted if;

- i. He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period as specified in Appendix II, Table 1, and has a research score of at least 70 as per Appendix II, Table 2
- ii. The promotion is recommended by a selection committee constituted in accordance with these Rules.

**IV. Associate Professor (Academic Level 13A) to Professor (Academic Level 14)**

**Eligibility:**

- 1) An Associate Professor who has completed three years of service in Academic Level 13 A
- 2) A Ph.D degree in the subject concerned/allied/relevant discipline.
- 3) A minimum of ten research publications in the peer- reviewed or UGC-listed journals out of which three research papers should have been published during the assessment period.
- 4) Evidence of having successfully guided doctoral candidate.
- 5) A minimum of 110 Research Score as per Appendix II, Table 2.

**CAS Promotion Criteria:**

A teacher shall be promoted if;

- i. He/she gets 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two of the last three years of the assessment period, as per Appendix II, Table 1, and at least 110 research score, as per Appendix II, Table 2.
- ii. The promotion is recommended by a selection committee constituted in accordance with these Rules.

**V. Professor (Academic Level 14) to Senior Professor (Academic Level 15)**

A Professor can be promoted to the post of Senior Professor under the CAS. The promotion shall be based on academic achievement, favourable review from three

eminent subject experts who are not of the rank lower than the rank of a Senior Professor or a Professor having at least ten years' of experience. The selection shall be based on 10 best publications during the last 10 years and interaction with a Selection Committee constituted in accordance with these Rules.

**Eligibility:**

- 1) Ten years' experience as a Professor.
- 2) A minimum of ten publications in the peer-reviewed or UGC-listed journals and Ph.D. degree has been successfully awarded to two candidates under his/her supervision during the assessment period.

**D. Career Advancement Scheme (CAS) for Librarians**

**Note:**

- i. **The following provisions apply only to those persons who are not involved in the teaching of Library Science. Teachers in institutions where Library Science is a teaching department shall be covered by the provisions given under sections 7.4 (B) and 7.4 (C), of these Rules for Colleges/Institutions and for Universities, respectively.**
- ii. **The Deputy Librarian in Universities shall have two levels i.e. Academic Level 13A and Academic Level 14 while College Librarians shall have five levels i.e. Academic Level 10, Academic Level 11, Academic Level 12, Academic Level 13A and Academic Level 14.**

**I. From University Assistant Librarian (Academic level 10)/College Librarian (Academic level 10) to University Assistant Librarian (Senior Scale/Academic level 11)/ College Librarian (Senior Scale/Academic level 11)**

**Eligibility:**

- 1) An Assistant Librarian/ College Librarian who is in Academic Level 10 and has completed four years of service having a Ph.D. degree in Library Science/ Information Science/ Documentation Science or an equivalent degree or five years' of experience, having at least a M.Phil. Degree, or six years of service for those without a M. Phil or a Ph.D. degree.
- 2) He/she has attended at least one Orientation course of 21 days' duration; and
- 3) Training, Seminar or Workshop on automation and digitalization, maintenance and related activities, of at least 5 days, as per Appendix II, Table 4.

**CAS Promotion Criteria:**

An Assistant Librarian/College Librarian may be promoted if:

- i. He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five out of the last four/five/six years of the assessment period as the case may be as specified in Appendix II, Table 4, and
- ii. The promotion is recommended by a screening-cum-evaluation committee.

**II. From University Assistant Librarian (Senior Scale/Academic level 11)/College Librarian (Senior Scale/Academic level 11) to University Assistant Librarian (Selection Grade/ Academic level 12/ College Librarian (Selection Grade/Academic level 12)**

**Eligibility:**

- 1) He/she has completed five years of service in Academic Level 11/Senior Scale.
- 2) He / she has done any two of the following in the last five years:
  - i. Training/Seminar/Workshop/Course on automation and digitalization,
  - ii. Maintenance and other activities as per Appendix II, Table 4 of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration),
  - iii. Taken/developed one MOOCs course in the relevant subject (with e-certification), or
  - iv. Library up-gradation course.

**CAS Promotion Criteria:**

An individual shall be promoted if:

- i. He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four out of the last five years of the assessment period, as specified in Appendix II, Table 4, and;
- ii. The promotion is recommended by a screening-cum-evaluation committee.

**III. From University Assistant Librarian (Selection Grade/Academic level 12)/College Librarian (Selection Grade/Academic level 12) to University Deputy Librarian (Academic Level 13A)/College Librarian (Academic Level 13A)**

**Eligibility:**

- 1) He/she has completed three years of service in Selection Grade/Academic Level 12
- 2) He/she has done any one of the following in the last three years:

- i. Training/Seminar/Workshop/Course on automation and digitalization,
- ii. Maintenance and related activities as per Appendix II, Table 4 of at least two weeks' (ten days) duration,
- iii. Completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration),
- iv. Taken/developed one MOOCs course in the relevant subject (with e-certification), and
- v. Library up-gradation course.

**CAS Promotion Criteria:**

An individual shall be promoted if:

- i. He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two out of the last three years of the assessment period, as specified in Appendix II, Table 4; and
- ii. The promotion is recommended by a Selection Committee constituted as per these Rules on the basis of the interview performance.

**IV. From University Deputy Librarian/College Librarians (Academic Level 13A) to University Deputy Librarian /College Librarians (Academic Level 14)**

**Eligibility:**

- 1) He/she has completed three years of service in Academic Level 13A.
- 2) He/she has done any one of the following in the last three years:
  - (i) Training/Seminar/Workshop/Course on automation and digitalization,
  - (ii) Maintenance and related activities as per Appendix II, Table 4 of at least two weeks' (ten days) duration, (iii) Completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iv) Taken/developed one MOOCs course in the relevant subject (with e-certification), and (v) Library up-gradation course.
- 3) Evidence of innovative library services, including the integration of ICT in a library.
- 4) A Ph.D. Degree in Library Science/Information Science/Documentation /archives and Manuscript Keeping

**CAS Promotion Criteria:**

- i. He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least two out of the last three years of the assessment period, as specified in Appendix II, Table 4; and

- ii. The promotion is recommended by a Selection Committee constituted as per these Rules on the basis of the interview performance.

**E. Career Advancement Scheme (CAS) for Directors of Physical Education and Sports**

**Note:**

- i) The following provisions apply only to those personnel who are not involved in teaching physical education and sports. Teachers in institutions where Physical Education and Sports is a teaching department shall be covered by the provisions given under sections 7.4 (B) and 7.4 (C), of these Rules for Colleges/Institutions and for Universities, respectively.
  - ii) The Deputy Director Physical Education and Sports in Universities shall have two levels i.e. Academic Level 13A and Academic Level 14 while College Director Physical Education and Sports shall have five levels i.e. Academic Level 10, Academic Level 11, Academic Level 12, Academic Level 13A and Academic Level 14.
- I. From Assistant Director of Physical Education and Sports (Academic Level 10)/College Director of Physical Education and Sports (Academic Level 10) to Assistant Director of Physical Education and Sports (Senior Scale/Academic Level 11) / College Director of Physical Education and Sports (Senior Scale/Academic Level 11)**

**Eligibility:**

- 1) He/she has completed four years of service with a Ph.D. degree in Physical Education or Physical Education & Sports or Sports Science or five years of service with an M.Phil. Degree or six years of service for those without an M.Phil or Ph.D. degree.
- 2) He/she has attended one Orientation course of 21 days' duration; and
- 3) He/she has done any one of the following: (a) Completed Refresher / Research Methodology Course/ workshop, (b) Training Teaching-Learning-Evaluation Technology Programme/ Faculty Development Programme of at least 5 days duration and (c) Taken/developed one MOOCs course (with e-certification).

**CAS Promotion Criteria:**

An individual may be promoted if:

- i. He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least three/four/five of the last four/five/six years of

the assessment period as the case may be, as specified in Appendix II, Table 5;  
and

- ii. The promotion is recommended by a screening-cum-evaluation committee.

**II. From Assistant Director of Physical Education and Sports (Senior Scale/Academic Level 11)/ College Director of Physical Education And Sports (Senior Scale/Academic Level 11) to University Assistant Director of Physical Education and Sports (Selection Grade/Academic Level 12) / College Director of Physical Education and Sports (Selection Grade/Academic Level 12)**

**Eligibility:**

- 1) He/she has completed five years of service in Senior Scale/ Academic Level 11.
- 2) He/she has done any two of the following in the last five years: (i) Completed one course / programme from among the categories of refresher courses, research methodology workshops, (ii) Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration, (iii) Completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration, and (iv) Taken/developed one MOOCs course in the relevant subject (with e-certification).

**CAS Promotion Criteria:**

An individual may be promoted if;

- i. He/she gets a 'satisfactory' or 'good' grade in the annual performance assessment reports of at least four out of the last five years' of the assessment period as specified in Appendix II, Table 5, and;
- ii. The promotion is recommended by a screening-cum-evaluation committee.

**III. From University Assistant Director of Physical Education and Sports (Selection Grade/Academic Level 12)/College Director of Physical Education and Sports (Selection Grade/Academic Level 12) to University Deputy Director of Physical Education and Sports (Academic Level 13 A)/ College Director of Physical Education and Sports (Academic Level 13A).**

**Eligibility:**

- 1) He/she has completed three years of service in Selection Grade/ Academic Level 12.
- 2) He/she has done any one of the following during last three years: (i) Completed one course / programme from among the categories of Refresher

Courses, Research Methodology Workshop, (ii) Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iii) Taken / developed one MOOCs course in relevant subject (with e-certification).

**CAS Promotion Criteria:**

An individual may be promoted if;

- i. He/she gets a 'satisfactory' or 'good' grade performance assessment reports of at least two out of the last three years of the assessment period as specified in Appendix II, Table 5, and;
- ii. The promotion is recommended by a selection committee constituted as per these Rules on the basis of the interview performance.

**IV. From University Deputy Director Physical Education and Sports/College Director Physical Education and Sports (Academic Level 13A) to University Deputy Director Physical Education and Sports/College Director Physical Education and Sports (Academic Level 14)**

**Eligibility:**

- 1) He/she has completed three years of service in Academic Level 13A.
- 2) He/she has done any one of the following during last three years: (i) Completed one course / programme from among the categories of Refresher Courses, Research Methodology Workshop, (ii) Teaching-Learning-Evaluation Technology Programmes / Faculty Development Programmes of at least two weeks (ten days) duration (or completed two courses of at least one week (five days) duration in lieu of every single course/programme of at least two weeks (ten days) duration), (iii) Taken / developed one MOOCs course in relevant subject (with e-certification).
- 3) Evidence of organizing competitions and coaching camps of at least two weeks' duration.
- 4) Evidence of having produced good performance of teams/athletes for competitions like state/national/inter-university/combined university, etc.
- 5) A Ph.D. in Physical Education or Physical Education and Sports or Sports Science.



**CAS Promotion Criteria:**

An individual may be promoted if;

- i. He/she gets a 'satisfactory' or 'good' grade performance assessment reports of at least two out of the last three years of the assessment period as specified in Appendix II, Table 5, and;
- ii. The promotion is recommended by a selection committee constituted as per these Rules on the basis of the interview performance.

**8.0. SELECTION OF PRO-VICE-CHANCELLOR / VICE -CHANCELLOR OF UNIVERSITIES:**

The Selection of Pro-Vice Chancellor/ Vice Chancellor shall be as per the procedure prescribed in The Maharashtra Public University Act, 2016.

**9.0. Revised Pay for teachers and equivalent positions:**

**(i) Pay Fixation Method**

The revised pay structure for different categories of teachers and equivalent positions is based on the following:

- a) The formula followed by the 7<sup>th</sup> CPC is followed in the academic pay structure, moving from the concept of Pay Band and Academic Grade Pay to that of Academic Levels and Cells.
- b) The First academic level (corresponding to AGP of Rs.6000) is numbered as academic level 10. Similarly, the other academic levels are 11, 12, 13A, 14 and 15.
- c) Each cell in an academic level is at 3% higher than the previous cell in that level.
- d) The Index of Rationalization (IOR) is 2.67 for present AGP less than Rs.10, 000 and 2.72 for the AGP of Rs.10, 000 and above.
- e) The entry pay for each level is as follows:

| Level | Academic Grade Pay (Rs.) | Entry Pay (Rs.) |
|-------|--------------------------|-----------------|
| 10    | 6,000                    | 21,600          |
| 11    | 7,000                    | 25,790          |
| 12    | 8,000                    | 29,900          |
| 13A   | 9,000                    | 49,200          |
| 14    | 10,000                   | 53,000          |
| 15    | --                       | 67,000          |

- f) The Pay matrix based on the above propositions on Academic Levels, Cells and Entry Pay is at Appendix -I

g) For fixation of pay of an employee in the Pay Matrix as on 1<sup>st</sup> January, 2016, the existing pay (Pay in Pay Band plus Academic Grade Pay) in the pre-revised structure as on 31<sup>st</sup> December, 2015 shall be multiplied by a factor of 2.57. The figure so arrived at is to be located in the Academic Level corresponding to employee's Pay Band and Academic Grade Pay in the new Pay Matrix. If a Cell identical with the figure so arrived at is available in the appropriate Academic Level, that Cell shall be the revised pay, otherwise the next higher cell in that Academic Level shall be the revised pay of the employee. If the figure arrived at in this manner is less than the first cell in that Academic Level, then the pay shall be fixed at the first cell of that Academic Level.

If a situation arises whenever more than two stages are bunched together, one additional increment equal to 3 percent may be given for every two stages bunched, and pay fixed in the subsequent cell in the pay matrix.

(ii) **Revised Pay for Teachers in Universities and Colleges**

| Existing pay  | Revised pay   |
|---|---|
| Assistant Professor<br>(at Rs. 6,000 AGP in PB Rs. 15,600-39,100) | Assistant Professor<br>(at Academic Level 10 with rationalized entry pay of Rs.57,700/-)    |
| Assistant Professor<br>(at Rs. 7,000 AGP in PB Rs. 15,600-39,100) | Assistant Professor<br>(at Academic Level 11 with rationalized entry pay of Rs.68,900/-)    |
| Assistant Professor<br>(at Rs. 8,000 AGP in PB Rs. 15,600-39,100) | Assistant Professor<br>(at Academic Level 12 with rationalized entry pay of Rs.79,800/-)    |
| Associate Professor<br>(at Rs. 9,000 AGP in PB Rs. 37,400-67,000) | Associate Professor<br>(at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-) |
| Professor<br>(at Rs.10,000 AGP in PB Rs. 37,400-67,000)           | Professor<br>(at Academic Level 14 with rationalized entry pay of Rs.1,44,200/-)            |
| Professor<br>(HAG Scale/PB of Rs. 67,000-79,000)                  | Professor<br>(at Academic Level 15 with rationalized entry pay of Rs.1,82,200/-)            |

## (iii) Revised Pay for Librarians in Universities and Colleges

| Existing pay   | Revised pay  |
|--|--|
| Assistant Librarian/College Librarian<br>(at Rs. 6,000 AGP in PB Rs. 15,600-39,100)  | Assistant Librarian/College Librarian<br>(at Academic Level 10 with rationalized entry pay of Rs.57,700/-)   |
| Assistant Librarian (Senior Scale)/College Librarian (Senior Scale)<br>(at Rs. 7,000 AGP in PB Rs. 15,600-39,100)                        | Assistant Librarian (Senior Scale)/College Librarian (Senior Scale)<br>(at Academic Level 11 with rationalized entry pay of Rs.68,900/-)                           |
| Deputy Librarian/Assistant Librarian (Selection Grade)/College Librarian (Selection Grade)<br>(at Rs. 8,000 AGP in PB Rs. 15,600-39,100) | Deputy Librarian/Assistant Librarian (Selection Grade)/College Librarian (Selection Grade)<br>(at Academic Level 12 with rationalized entry pay of Rs.79,800/-)    |
| Deputy Librarian/Assistant Librarian (Selection Grade)/College Librarian (Selection Grade)<br>(at Rs. 9,000 AGP in PB Rs. 37,400-67,000) | Deputy Librarian/Assistant Librarian (Selection Grade)/College Librarian (Selection Grade)<br>(at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-) |
| University Librarian<br>(at Rs. 10,000 AGP in PB Rs. 37,400-67,000)  | Director, Knowledge Resource Center<br>(at Academic Level 14 with rationalized entry pay of Rs.1,44,200/-)   |

## (iv) Revised pay for Directors of Physical Education &amp; Sports in Universities and Colleges

| Existing pay  | Revised pay  |
|---|--|
| Assistant Director of Physical Education & Sports/College Director of Physical Education & Sports<br>(at Rs. 6,000 AGP in PB Rs. 15,600-39,100)   | Assistant Director of Physical Education & Sports/College Director of Physical Education & Sports<br>(at Academic Level 10 with rationalized entry pay of Rs.57,700/-)   |
| Assistant Director of Physical Education & Sports (Senior Scale)/ College Director of Physical Education & Sports (Senior Scale)<br>(at Rs. 7,000 AGP in PB Rs. 15,600-39,100)  | Assistant Director of Physical Education & Sports (Senior Scale)/ College Director of Physical Education & Sports (Senior Scale)<br>(at Academic Level 11 with rationalized entry pay of Rs.68,900/-)  |
| Deputy Director of Physical Education & Sports/Assistant Director of Physical Education & Sports (Selection Grade)/ College Director of Physical Education & Sports (Selection Grade)<br>(at Rs. 8,000 AGP in PB Rs. 15,600-39,100) | Deputy Director of Physical Education & Sports/Assistant Director of Physical Education & Sports (Selection Grade)/ College Director of Physical Education & Sports (Selection Grade)<br>(at Academic Level 12 with rationalized entry pay of Rs.79,800/-) |

salary due in such respective academic posts and would not continue to have the Principal's pay.

- iii. If a person appointed as Principal joins his earlier position in the parent organization without completing his five year term, he shall draw salary of his respective academic post and would not continue to have Principal's pay.

**12.0. Incentives for Ph.D./M.Phil. and other Higher Qualification**

The incentive structure is built-in in the pay structure itself, wherein those having Ph.D/M.Phil/ PG Degree in Professional Courses will progress faster under CAS. Therefore, there shall be no incentives in form of advance increments for obtaining these degrees.

**13.0. Increment**

- i. The annual increment is given in the Pay Matrix at 3%, with each cell being higher by 3% over the previous cell in the same level, rounded off to nearest 100. The annual increments to each employee would move up in the same academic level, with an employee moving from the existing cell in the academic level to the immediate next cell in the same academic level.
- ii. There shall be two dates for grant of increment namely, 1<sup>st</sup> January and 1<sup>st</sup> July of every year, instead of existing date of 1<sup>st</sup> July, provided that an employee shall be entitled to only one annual increment on either one of these two dates depending on the date of appointment, promotion or grant of financial up-gradation.

**14.0. Promotion**

When an individual gets a promotion his new pay on promotion would be fixed in the pay Matrix as follows:

On promotion, he would be given a notional increment in his existing Academic Level of Pay by moving him to the next higher cell at that level. The pay shown in this cell would now be located in the new Academic level corresponding to the post to which he has been promoted. If a cell identical with that pay is available in the new level, that cell shall be the new pay otherwise the next higher cell in that level shall be the new pay of the employee. If the pay arrived at in this manner is less than the first cell in the new level then the pay shall be fixed at the first cell of that level.

**15.0. Allowances and Benefits**

The rate of allowances to the teachers shall be at par with the state government employees.

|   |   |
|---|---|
| Deputy Director of Physical Education & Sports/Assistant Director of Physical Education & Sports (Selection Grade)/ College Director of Physical Education & Sports (Selection Grade)<br>(at Rs. 9,000 AGP in PB Rs. 37,400-67,000) | Deputy Director of Physical Education & Sports/Assistant Director of Physical Education & Sports (Selection Grade)/ College Director of Physical Education & Sports (Selection Grade)<br>(at Academic Level 13A with rationalized entry pay of Rs.1,31,400/-) |
| University Director of Physical Education & Sports<br>(at Rs. 10,000 AGP in PB Rs. 37,400-67,000)   | University Director of Sports & Physical Education<br>(at Academic Level 14 with rationalized entry pay of Rs.1,44,200/-)   |

**10.0. Revised pay of Pro-Vice Chancellor and Vice-Chancellor of universities****I. Pro-Vice Chancellor:**

The Pay of the Pro-Vice Chancellor of a University, presently at existing AGP of Rs. 10,000 in PB Rs. 37,400-67,000/ HAG scale, shall be fixed at Academic Level 14/ Academic Level 15, as the case may be, with the existing special allowance of Rs.9,000/- per month.

**II. Vice-Chancellor:**

The pay of the Vice Chancellor shall be fixed at Rs. 2, 10,000/-(fixed) (Figures obtained by using the IOR of 2.81 on 75,000/- and rounding off the figures to nearest five thousand) with the existing special allowance of Rs.11, 250/- per month.

**11.0. Revised Pay of Principals in Colleges**

The Pay of Principals in Under Graduate and Post Graduate Colleges shall be:

**(i) Under Graduate Colleges:**

The Pay of Principals shall be equivalent to the pay of Associate Professor i.e. at Academic Level 13A with rationalized entry pay of Rs. 1, 31,400/- with the existing special allowance of Rs. 4,500/- per month.

**(ii) Post Graduate Colleges:**

The Pay of Principals shall be equivalent to the pay of Professor i.e. at Academic Level 14 with rationalized entry pay of Rs. 1, 44,200/- with the existing special allowance of Rs. 6,750/- per month.

**Note:**

- i. The existing academic pay scale of a person shall be protected on appointment as principal provided that the person was drawing salary on Government aided post.
- ii. Principals would continue to have lien in their main academic post where they would continue to get notional promotions while they are functioning as Principals. After completion of their tenure as Principal, they would go back to their academic post and draw

**16.0 Leaves**

Study leave, maternity leave, casual leave, medical leave shall be admissible to the teachers at par with the state government employees.

**17.0 Superannuation and Reemployment**

The existing provisions on superannuation and reemployment of teachers shall continue

**18.0 Consultancy Assignments**

The consultancy Rules, terms conditions and the model of revenue sharing between institutions and consultant teachers shall be as per the State Government Rules.

**19.0. Period of Probation and Confirmation**

- a. The minimum period of probation of a teacher shall be one year, extendable by maximum period of one more year in case of unsatisfactory performance.
- b. The teacher on probation shall be confirmed at the end of one year, unless extended by another year through a specific order, before expiry of the first year.
- c. Subject to this Clause, it is obligatory on the part of the university/the concerned institution to issue an order of confirmation to the incumbents within 45 days of completion of the probation period after following the due process of verification of satisfactory performance.
- d. The probation and confirmation Rules shall be applicable only at the initial stage of recruitment, issued from time to time by the State Government.
- e. All other State Government Rules on probation and confirmation shall be applicable *mutatis mutandis*.

**20.0. Creation and Filling-up of Teaching Posts**

Teaching posts in universities, as far as feasible, may be created in a pyramidal order, for instance, for one post Professor, of there shall be two posts of Associate Professors and four posts of Assistant Professor, per department.

**21.0. Service Agreement and Fixing of Seniority**

- a) At the time of recruitment in Universities and Colleges, a service agreement should be executed between the University/College and the teacher concerned and a copy thereof shall be deposited with the Registrar/Principal. Such service agreement shall be duly stamped as per the government rates applicable.
- b) The self-appraisal methodology, as per Tables 1 to 5 of Appendix II, as per eligibility, shall form part of the service agreement/record.

**e) Inter-se seniority between the direct recruited and teachers promoted under CAS**

The inter-se seniority of a direct recruit shall be determined with reference to the date of joining and for the teachers promoted under the CAS with reference to the date of eligibility as indicated in the recommendations of the selection committee of the respective candidates. The Rules and regulations of the State Government shall apply, for all other matters of seniority.

**22.0. Code of Professional Ethics**

**I. Teachers and their Responsibilities:**

Whoever adopts teaching as a profession assumes the obligation to conduct himself / herself in accordance with the ideal of the profession. A teacher is constantly under the scrutiny of his students and the society at large. Therefore, every teacher should see that there is no incompatibility between his precepts and practice. The national ideals of education which have already been set forth and which he/she should seek to inculcate among students must be his/her own ideals. The profession further requires that the teacher should be calm, patient and communicative by temperament and amiable in disposition.

**Teacher should:**

- i. Adhere to a responsible pattern of conduct and demeanor expected of them by the community;
- ii. Manage their private affairs in a manner consistent with the dignity of the profession;
- iii. Seek to make professional growth continuous through study and research;
- iv. Express free and frank opinion by participation at professional meetings, seminars, conferences etc., towards the contribution of knowledge;
- v. Maintain active membership of professional organizations and strive to improve education and profession through them;
- vi. Perform their duties in the form of teaching, tutorials, practicals, seminars and research work, conscientiously and with dedication;
- vii. Discourage and not indulge in plagiarism and other non ethical behaviour in teaching and research;
- viii. Abide by the Act, Statute and Ordinance of the University and to respect its ideals, vision, mission, cultural practices and tradition;
- ix. Co-operate and assist in carrying out the functions relating to the educational responsibilities of the college and the university, such as: assisting in appraising applications for admission, advising and counselling students as well as assisting the

conduct of university and college examinations, including supervision, invigilation and evaluation; and

- x. Participate in extension, co-curricular and extra-curricular activities, including the community service.

## **II. Teachers and Students**

### **Teachers should:**

- i. Respect the rights and dignity of the student in expressing his/her opinion;
- ii. Deal justly and impartially with students regardless of their religion, cast gender, political, economic, social and physical characteristics;
- iii. Recognise the difference in aptitude and capabilities among students and strive to meet their individual needs;
- iv. Encourage students to improve their attainments, develop their personalities and at the same time contribute to community welfare;
- v. Inculcate among students scientific temper, spirit of inquiry and ideals of democracy, patriotism, social justice, environmental protection and peace;
- vi. Treat the students with dignity and not behave in a vindictive manner towards any of them for any reason;
- vii. Pay attention to only the attainment of the student in the assessment of merit;
- viii. Make themselves available to the students even beyond their class hours and help and guide students without any remuneration or reward;
- ix. Aid students to develop an understanding of our national heritage and national goals; and
- x. Refrain from inciting students against other students, colleagues or administration.

## **III. Teachers and Colleagues**

### **Teachers should:**

- i. Treat other members of the profession in the same manner as they themselves wish to be treated;
- ii. Speak respectfully of other teachers and render assistance for professional betterment;
- iii. Refrain from making unsubstantiated allegations against colleagues to higher authorities; and
- iv. Refrain from allowing considerations of caste, creed, religion, race or sex in their professional endeavour.



**IV. Teachers and Authorities**

**Teachers should:**

- i. Discharge their professional responsibilities according to the existing Rules and adhere to procedures and methods consistent with their profession in initiating steps through their own institutional bodies and / or professional organizations for change of any such Rule detrimental to the professional interest;
- ii. Refrain from undertaking any other employment and commitment, including private tuitions and coaching classes which are likely to interfere with their professional responsibilities;
- iii. Co-operate in the formulation of policies of the institution by accepting various offices and discharge responsibilities which such offices may demand;
- iv. Co-operate through their organizations in the formulation of policies of the other institutions and accept offices;
- v. Co-operate with the authorities for the betterment of the institutions keeping in view the interest and in conformity with the dignity of the profession;
- vi. Adhere to the terms of contract;
- vii. Give and expect due notice before a change of position takes place; and
- viii. Refrain from availing themselves of leave except on unavoidable grounds and as far as practicable with prior intimation, keeping in view their particular responsibility for completion of academic schedule.

**V. Teachers and Non-Teaching Staff**

**Teachers should :**

- i. Treat the non-teaching staff as colleagues and equal partners in a cooperative undertaking, within every educational institution;
- ii. Help in the functioning of joint-staff councils covering both the teachers and the non-teaching staff.

**VI. Teachers and Guardians**

**Teachers should:**

Try to see through teachers' bodies and organizations, that institutions maintain contact with the guardians, their students, send reports of their performance to the guardians whenever necessary and meet the guardians in meetings convened for the purpose for mutual exchange of ideas and for the benefit of the institution.

**VII. Teachers and Society**

**Teachers should:**

- i. Recognize that education is a public service and strive to keep the public informed of the educational programmes which are being provided;
- ii. Work to improve education in the community and strengthen the community's moral and intellectual life ;
- iii. Be aware of social problems and take part in such activities as would be conducive to the progress of society and hence the country as a whole;
- iv. Perform the duties of citizenship, participate in community activities and shoulder responsibilities of public offices;
- v. Refrain from taking part in or subscribing to or assisting in any way activities, which tend to promote feeling of hatred or enmity among different communities, religions or linguistic groups but actively work for national integration.

**VIII. The Vice-Chancellor/Pro-Vice-chancellor/Rector**

**The Vice-Chancellor/Pro-Vice-chancellor/Rector should:**

- a) Provide inspirational and motivational value-based academic and executive leadership to the university through policy formation, operational management, organization of human resources and concern for environment and sustainability;
- b) Conduct himself/herself with transparency, fairness, honesty, highest degree of ethics and decision making that is in the best interest of the university;
- c) Act as steward of the university's assets in managing the resources responsibility, optimally, effectively and efficiently for providing a conducive working and learning environment;
- d) Promote the collaborative, shared and consultative work culture in the university, paving way for innovative thinking and ideas;
- e) Endeavour to promote a work culture and ethics that brings about quality, professionalism, satisfaction and service to the nation and society;
- f) Refrain from allowing consideration of caste, creed, religion, race, gender or sex in their professional Endeavour.

**IX. College Principal**

**College Principal should:**

- a) Provide inspirational and motivational value-based academic and executive leadership to the college through policy formation, operational management, organization of human resources and concern for environment and sustainability;
- b) Conduct himself/herself with transparency, fairness, honesty, highest degree of ethics and decision making that is in the best interest of the college;
- c) Act as steward of the college's assets in managing the resources responsibility, optimally, effectively and efficiently for providing a conducive working and learning environment;
- d) Promote the collaborative, shared and consultative work culture in the college, paving way for innovative thinking and ideas;
- e) Endeavour to promote a work culture and ethics that brings about quality, professionalism, satisfaction and service to the nation and society;
- f) Adhere to a responsible pattern of conduct and demeanor expected of them by the community;
- g) Manage their private affairs in a manner consistent with the dignity of the profession;
- h) Discourage and not indulge in plagiarism and other non ethical behavior in teaching and research;
- i) Participate in extension, co-curricular and extra-curricular activities, including the community service;
- j) Refrain from allowing consideration of caste, creed, religion, race, gender or sex in their professional Endeavour.

**X. Director Physical Education and Sports (University/ College)/ Librarian (University/College)**

**Director Physical Education and Sports (University/ College)/ Librarian (University/College) should:**

- a) Adhere to a responsible pattern of conduct and demeanor expected of them by the community;
- b) Manage their private affairs in a manner consistent with the dignity of the profession;
- c) Discourage and not indulge in plagiarism and other non ethical behavior in teaching and research;

- d) Participate in extension, co-curricular and extra-curricular activities, including the community service;
- e) Refrain from allowing consideration of caste, creed, religion, race, gender or sex in their professional Endeavour.

### **23.0. Maintenance of Standards in Higher Education Institutions**

In order to maintain the academic standards in higher education, the following recommendations shall be adopted by the respective Universities/Colleges/Institutions:

- i. The process of evaluation for Ph.D. shall be uniform in all the universities in accordance with the respective UGC Regulations and their amendments from time to time, in this regard. The Universities shall adopt these Rules within six months of their notification.
- ii. There shall be special provision of supernumerary Ph.D. seats not exceeding 10% of the total seats available in the department, if there is no vacant seat available with the eligible Supervisors in that department, to the in-service teachers for encouraging the faculty members of colleges and universities for getting a Ph.D. degree.
- iii. In order to encourage research and increase country's research output, Universities shall accord permission and provide need-based facility for college teachers to supervise Ph.D./M.Phil. Scholars. Universities shall amend their Statutes and Ordinances accordingly.
- iv. All newly-recruited faculty members shall be provided one-time seed money/start up grant/research grant for establishing a basic research/computational facility as per the provisions laid down in these Rules.
- v. The Ph.D. degree shall be made a mandatory requirement for recruitment and promotions in accordance with the provisions laid down in these Rules.
- vi. Research clusters shall be created amongst the universities/colleges/research institutions within the state for sharing research facilities, human resources, skills and infrastructure to ensure optimal utilization of resources and to create synergies among higher education institutions.
- vii. An induction programme of one month shall be introduced for all newly-recruited Assistant Professors in the universities /colleges/institutions ideally before the starting of their teaching work, but definitely within one year of the recruitment of the new faculty member. In addition to the Human Resource Development Centers of the UGC, Universities/Institutions with the Pandit Madan Mohan Malviya National Mission on Teachers and Teaching (PMMMNTT) scheme shall also organize such induction programmes as per their mandate.

- viii. These induction programmes shall be treated at par with the Orientation Programmes already being run by the Human Resource Development Centres of the UGC for the purpose of the CAS requirements. Universities/Colleges/Institutions shall send the faculty members to such programmes in a phased manner so that the teaching work does not suffer.
- ix. All short-term and long-duration capacity-building programmes for teachers/faculty ranging from one week to one month as well as seminars, workshops in different pedagogic and discipline-specific areas being conducted by centers such as Schools of Education (SoEs), Teaching Learning Centers (TLCs), Faculty Development Centers (FDCs), Centers for Excellence in Science and Mathematics (CESMEs), Centers for Academic Leadership and Education Management (CALEMs) under the PMMMNMTT scheme shall be taken into consideration for fulfillment of the requirements as laid down in Career Advancement Scheme of these Regulations.

**24.0. Option for the Revised Scales of Pay**

1. Within a period of one month from the date of issue of this Government Resolution, the teachers /Librarians /Physical Education Staff and other personnel will have to opt in the prescribed form for the revised pay scales.
2. The teachers opting for the new pay scales will have to enter into an agreement as mentioned with the University/College Managements about their acceptance of terms and conditions mentioned in this Government Resolution. The option once exercised shall be final. Those who do not exercise the option within a period of one month from the date of issue of this Government Resolution shall be deemed to have opted for revised pay scales.
3. The teachers /Librarians /Directors of Physical Education/ other personnel who were in service on 1<sup>st</sup> January 2016 and those who were not in service after 1<sup>st</sup> January 2016 on account of termination, death, discharge on the expiry of the sanction posts, resignation, dismissal or discharge on disciplinary ground and could not exercise the option within the time limit will be deemed to have opted for revised scale of pay with effect from 1<sup>st</sup> January 2016 and should be held entitled to the benefit of these Rules.
4. An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Level or grant of inappropriate Pay Level and Pay Cells or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary, in the same manner as provided in Ministry of Finance (Department of Expenditure) OM No. 1-5/2016-IC, dated 29<sup>th</sup> July, 2016. (Appendix IV)

**25.0. Procedure to be adopted by the universities and Director of Higher Education**

- i. As per the provisions of the Maharashtra University Act 2016, Universities are primarily responsible for ensuring equitable and quality education in their jurisdiction by adopting all possible measures especially proper selection and appointment of lecturers etc. In view of above, **Universities shall fix the revised pay of all the teachers and equivalent cadres under their jurisdiction as per this scheme and further certify that.**  
“ All the teachers have been lawfully appointed,  
“ The pay of each teacher has been properly fixed as per this scheme and  
“In case it is found that any excess payment has been made on account of incorrect fixation and unlawful appointees the same shall be recovered by the Government from the grants (including salary grants) payable to the Universities and Colleges”.
- ii. The university shall submit these certificates along with the fixation forms etc., to the concerned Regional Joint Director, Higher Education who shall thereafter release the necessary grants after broadly satisfying themselves.
- iii. The Director of Higher Education, Maharashtra State, Pune should send a quarterly statement to the Accountant General, Maharashtra-1, Mumbai, and the Accountant General, Maharashtra II, Nagpur, and claim the grant from the Government of India before the close of every financial year. The Accountant General, Maharashtra –1, Mumbai should be requested to credit the Government of India’s share under receipt head “1601-Grant-in-aid from Central Government –Education.
- iv. The additional expenditure on pay proper, on account of revision of scales of pay of teachers in University, Government and Non Government collages as on 1<sup>st</sup> January, 2016 shall be shared for the period from 1<sup>st</sup> January, 2016 to 31<sup>st</sup> March, 2019 between the Government of India and the State Government in the ratio of 50:50. Thereafter, the entire liability on account of this additional expenditure will be borne by the State Government. Posts which were not lying vacant from more than six months as on 1<sup>st</sup> January 2016 will be treated as post existing as on 1<sup>st</sup> January 2016 shall be borne entirely by the State Government. The Universities and Non-Government colleges should be informed that any additional expenditure on new posts of teachers created hereafter shall be disallowed. If proper sanction of the Director of Education (Higher Education), Maharashtra State, Pune, has not been obtained by them.

**Budget Heads:**

The expenditure on this account should be debited to the following sub-heads and detailed heads of accounts under the budget head Demand No.W02-2202, General Education as under:

**1) 02 Secondary Education**

**105 Teacher's Training (01) Teacher's Training**

A) (01) (01) Government Colleges of Education (Committed) 01 Salary (2202 0291)

B) (02) Assistance to Non-Government Colleges of Education (02) (01) Ordinary Maintenance Grants (committed) 36, Grant in aid (Salary) (2202 0306)

**2) 03 University & Higher Education**

**102 Assistance to Universities**

A) (00) (01) Grants to Universities for General Education (Committed) 36 Grant in aid (Salary) (2202 0683)

B) (00) (02) Grants for Improvement of Salary Scales (Committed) 36 Grant in aid (Salary) (2202 0692)

C) (00) (05) Assistance to Tilak Maharashtra Vidyapeeth, Pune (Committed) 36, Grant in aid (Salary) (2202 0727)

D) (00) (12) Development of Amravati University (Committed), 36, Grant in aid (Salary) (2202 3477)

E) (00) (13) Development of North Maharashtra University, Talgaon (Committed), 36, Grant in aid (Salary) (2202 3486)

F) (00) (17) Development of New University at Solapur (Committed), 36, Grant in aid (Salary) (2202 3521)

G) Development of Dr. Babashaeb Ambedkar Marathwada University, Aurangabad (Committed), 36, Grant in aid (Salary) (2202 3539)

H) (00) (21) Development of Law University (Scheme), 36, Grant in aid (Salary) (2202 G959)

I) (00) (22) Establishment of Gondwana University, (Committed), 36, Grant in aid (Salary) (2202 H581)

J) (00) (26) Development of Shivaji University, Kolhapur (Committed), 36, Grant in aid (Salary) (2202 H812)

**103 Government Colleges & Institutes**

A) (01) Government Arts Colleges (01) (01) Government Arts Colleges (Committed), 01 Salaries (2202 0772)

B) (02) Government Science Colleges (02) (01) Government Science Colleges (Committed), 01 Salaries (2202 0792)

C) (02) Government Science Colleges (02) (03) Open of New Colleges of Forensic Science / Institute of Forensic Science in the State (Committed), 01 Salaries (2202 H082)

D) (03) Government Law Colleges (03) (01) Government Law Colleges (Committed), 01 Salaries (2202 0816)

E) ) (03) Government Commerce Colleges (04) (01) Government Commerce Colleges (Committed), 01 Salaries (2202 0834)

**104 Assistance to Non Government Colleges and Institute,**

**1) (01) Assistance To Non Government Colleges**

A) (01) (01) Grants to Non Government Arts, Science, commerce & Law Colleges (Committed) 36 Grant in aid (Salary) (2202 0872)

B) (01) (02) Grants for Introduction of U G C Scales (Committed) 36 Grant in aid (Salary) 2202 0881)

C) (01) (03) Grants for Expansion of Deccan College, Pune (Committed) 36 Grant in aid (Salary) (2202 0899)

C) (01) (05) Assistance to Non Government Colleges of Physical Education (Committed) 36 Grant in aid (Salary) (2202 1011)

**2) (02) Assistance To Non Government Colleges and Institutes**

A) (02) (06) Development of Non Government Aided Colleges for Increasing Gross Enrolment Ratio in District having less Gross Enrolment Ratio (Scheme) 36 Grant in aid (Salary) (2202 H055)

B) (02) (07) Opening of New Science Colleges attached to Sainik Schools in the State (Committed) 36 Grant in aid (Salary) (2202 H055)

**3) 80 General**

**1. 001 Direction & Administration**

(00) (03) Constitution of Committee for Fixation of fees chargeable by unaided and permanent unaided education colleges (Scheme) 01 Salary (2202 I022)

**2. 003 Training (02) Training**

A)(02) (01) State Institute of Administrative Careers (Committed) 01 Salaries (2202 1133)

B) (02) (03) Opening of Pre-Indian Administrative Services Training Centers in Government Colleges (Committed) 01 Salaries (2202 H108)

**26.0.** Government orders in respect of the measures required for enhancing and improving the quality of education shall be issued separately.

**27.0.** This Government Resolution is subject to the decision taken by the state Government on the scheme forwarded by Government of India by its letter dated 31.1.2018. Therefore, anomalies, if



any may be brought to the notice of the Department of Higher and Technical Education, Government of Maharashtra through proper channel.

These order issue with the concurrence of the Finance Department vide their unofficial reference No. 67/19/Seva – 9, dated 01 March, 2019.

This Government resolution of Maharashtra Government is available at the website [www.maharashtra.gov.in](http://www.maharashtra.gov.in). Reference no. for this is 201903081456273308. This order has been signed digitally.

By order and in the name of the Governor of Maharashtra.

(Vijay E. Sable)

Under Secretary to Government.

To,

The Secretary to the Government Raj Bhavan, Malabar Hill, Mumbai.(By letter  
The Principal Secretary to the Chief Minister.  
The Secretary to the Government of India, MHRD(Department of Education ,New Delhi.  
The Secretary, University Grant Commission, New Delhi.  
The Private Secretary to the Minister, Higher & Technical Education.  
The Director of Higher Education , Maharashtra State, Pune. .  
The Regional Joint Directors of Higher Education Mumbai, Pune, Kolhapur, Nagpur, Aurangabad,  
Amravati, Nanded, Jalgaun.  
The Registrar of all non-Agriculture Universities.  
The Account General (accounts), Maharashtra- I and II Mumbai and Nagpur.  
The Account General (aaudit), Maharashtra- I and II Mumbai and Nagpur  
The Pay and Account Officer, Mumbai  
All District Treasury Officer.  
The Planning Department.  
The Finance Department.  
The Personal Assistant to Chief Secretary.  
All Desk to Higher & Technical Education Department.  
The Director General of Information & Publicity, Mumbai . (with request to issue a suitable press note  
and send 25 copies to the Department.  
Select File UNI-1.

*B. Sable*  
**Co-ordinator**  
**IQAG**  
**Indira Mahavidyalaya**  
**Kalamb**



*P. B. Mandake*  
**PRINCIPAL**  
**Indira Mahavidyalaya**  
**Kalamb Dist. Yavatmal**

**University Approval copy of Dr. P.B. Mandavkar (Principal)**

**SANT GADGE BABA AMRAVATI UNIVERSITY.**

No. SGBAU/8/C-252-/2007.

Date :- 6.12.2007

To,

The President,  
Dr. Yashwant Moreshwar Donde  
Sarwajanik Shaikshank Trust,  
**Kalamb,**  
Distt.-Yavatmal.

**Subject :- Approval to the recommendations of Selection Committee  
for the post of Principal.**

Reference:- Your letter No. 56, Dated 29.10.2007.

Sir,

The proposal submitted by you vide above referred letter alongwith the report of the Selection Committee for the post of Principal was considered by the Hon'ble Vice-Chancellor in accordance with the provisions of the Statute No.2/2001, Direction No. 9/2000 and Rule No. 3/2000.

In this connection, it is to inform you that, the Hon'ble Vice-Chancellor is pleased to approve the recommendations of the selection committee recommending the name of **Dr. P.B.Mandavkar** for the post of **Principal** at **Indira Mahavidyalaya, Kalamb, Dist.-Yavatmal** from the date of his joining.

Yours faithfully,



( Dr. A.D. Chavan )  
Dy. Registrar (Colle.),

Sant Gadge Baba Amravati University

**Copy to :-**

01. Dr. P.B.Mandavkar, Indira Mahavidyalaya, Kalamb, Distt.-Yavatmal.
02. Controller of Examination, Sant Gadge Baba Amravati University.
03. Finance & Accounts Officer, Sant Gadge Baba Amravati University.
04. Dy. Registrar (Acad.), Sant Gadge Baba Amravati University.
05. Dy. Registrar (Admn.), Sant Gadge Baba Amravati University.
06. Dy. Registrar (B.C. Cell), Sant Gadge Baba Amravati University.
07. Dy. Registrar ( Conf.), Sant Gadge Baba Amravati University.
08. Director (N.S.S.), Sant Gadge Baba Amravati University.
09. Director (Physical Education), Sant Gadge Baba Amravati University.


regpin:14

*Bhaskar*  
**Co-ordinator**  
**IQAC**  
**Indira Mahavidyalaya**  
**Kalamb**



*P. B. Mandavkar*  
**PRINCIPAL**  
**Indira Mahavidyalaya**  
**Kalamb Dist. Yavatmal**

University Approval copy of Prof. N.R. Thawale


 AMRAVATI UNIVERSITY, AMRAVATI.

Tele : 3279  
 Gram : AMUNI

No. AU/6-B/3425 F/361 /1986  
 Dated, the ~~30~~ <sup>27</sup> October, 1986  
**27 MAY 1986**

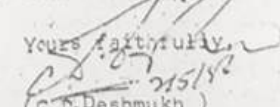
To:  
 The Principal,  
 Indira Mahavidyalaya,  
 KALAMB, Distt. Yavatmal.

Subject :- Approval of teacher/s  
 Reference: Your No. 2157/85-86 dated 19-2-86.

Sir,  
 With reference to your letter No. referred to at above, I am directed to inform you that the Vice-Chancellor is pleased to approve the appointment of the following teachers in your College, subject to the conditions that the teacher who do not possess M.Phil./Ph.D. should obtain the same within a period of 8 years.

| Sr. No. | Name of the teachers. | Subject | Remarks.                         |
|---------|-----------------------|---------|----------------------------------|
| 1.      | Shri N.R.Thawale      | History | Full-time for 85-86 and onwards, |

A copy of the appointment order may be sent to the University for information and record.

Yours faithfully,  
  
 (C.P. Deshmukh)  
 Deputy Registrar (Acad.)  
 Amravati University,  
 Amravati.

Copy forwarded with compliments to:

  
**Co-ordinator**  
**IQAC**  
 Indira Mahavidyalaya  
 Kalamb



  
**PRINCIPAL**  
 Indira Mahavidyalaya  
 Kalamb Dist. Yavatmal

**University Approval copy of Prof. D.S. Patil**

AMRAVATI UNIVERSITY, AMRAVATI

Telex 3279  
Grami AMUNI

No. AU/a-4/ 414/414-1/1.07.  
Dated, the 21<sup>st</sup> March, 1987.  
20 MAR 1987

To,  
The Principal,  
Indira Mahavidyalaya,  
Kalamb Distt: Yavatmal.

Subject: Approval of teachers.

Ref. : Your No.1152,1151 dt. 15-12-86,

Sir,

With reference to your letter No. referred to at above,  
I am directed to inform you that the Vice-Chancellor is pleased  
to approve the appointment of the following teachers in your  
College, as mentioned below:-

| Sr. No. | Name of the teachers. | Subject        | Remarks                               |
|---------|-----------------------|----------------|---------------------------------------|
| 1)      | Shri D. S. Patil      | Political Sci. | Full Time for the Session 86-87 only. |

- 1) A copy of the appointment order may be sent to the University for information and record.
- 2) The teachers may not be continued beyond the period of their approval.
- 3) The posts be filled in during next session by following proper procedure of advertisement and selection.

Yours faithfully,

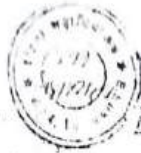
*C. D. Doshmukh*  
(C. D. Doshmukh)  
Deputy Registrar(Acad.)  
Amravati University,  
Amravati.

*Subcard*  
Co-ordinator  
IQAC  
Indira Mahavidyalaya  
Kalamb



*P. B. Mandake*  
**PRINCIPAL**  
Indira Mahavidyalaya  
Kalamb Dist. Yavatmal

**University Approval copy of Prof. R.T Ade**



C-546B

AMRAVATI UNIVERSITY, AMRAVATI.

No. 6235B  
AMRMT.

No. AU/6-W/A-2089/93.  
Dt. 6/12/93

The Principal,  
Indira Mahavidyalaya,  
KALAMB, Distt-Yavatmal.

Subject:- Approval of Teachers.  
Reference:- Your letter No. 758 dt. 18/9/93.

Sir,  
With reference to your letter No. referred to at above,  
I am directed to inform you that, the Hon'ble Vice-Chancellor  
is pleased to approve the appointment of the following teachers  
in your college as mentioned below:

| Sr. No. | Name of the teachers. | Subject  | Nature of approval granted.                  |
|---------|-----------------------|----------|--|
| 1.      | Shri R.T. Ade.        | Marathi. | Full-Time for the Session 1993-94 & Onwards. |

A copy of the appointment order may be sent to the University for information and record. Teachers who are approved only for the session should not be continued during the next session. The post if required, may be advertised again with prior approval of the University.

Yours faithfully,

*[Signature]*  
Principal  
Indira Mahavidyalaya  
Kalamb, Distt. Yavatmal

*[Signature]*  
Vice-Chancellor  
Amravati University  
Amravati

*[Signature]*  
**Co-ordinator**  
**IQAC**  
**Indira Mahavidyalaya**  
**Kalamb**



*[Signature]*  
**PRINCIPAL**  
**Indira Mahavidyalaya**  
**Kalamb Dist. Yavatmal**

**University Approval copy of Prof. R.M. Wath**

AMRAVATI UNIVERSITY, AMRAVATI.

Tele : 3279  
Gram : AMUNI

No: AU/6-B/ 414/181/1986  
Dated, the 26th March, 1987.

26 MAR 1987

To,  
The Principal,  
Indira Mahavidyalaya,  
Kalamb Distt: Yavatmal.

Subject : Approval of teachers.

Ref: Your No. 1152, 1151 dt: 15-12-86.

Sir,

With reference to your letter No. referred to at above, I am directed to inform you that the Vice-Chancellor is pleased to approve the appointment of the following teachers in your College, subject to the conditions that the teacher who do not possess M.Phil./Ph.D. should obtain the same within a period of 8 years.

| Sr. No. | Name of the teachers. | Subject  | Remarks.                                   |
|---------|-----------------------|----------|--|
| 1)      | Ku. R. M. Wath        | Commerce | Full Time for the Session 86-87 & Onwards. |

A copy of the appointment order may be sent to the University for information and record.

Yours Faithfully,

(C.D. Deshmukh)  
Deputy Registrar (Acad.)  
Amravati University,  
Amravati.

*B. S. Gole*  
Co-ordinator  
IQAC  
Indira Mahavidyalaya  
Kalamb



*P. B. Mandake*  
PRINCIPAL  
Indira Mahavidyalaya  
Kalamb Dist. Yavatmal

**University Approval copy of Prof S.Y Lakhdive**

**AMRAVATI UNIVERSITY, AMRAVATI.**

No. AU/8/5/C-2056/2003,  
Dated, 18/12/2003

To,  
The Principal,  
Indira Mahavidyalaya,  
**KALAMB;**  
Distt. - Yavatmal.

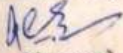
**Subject :** Approval to the appointment for the post of lecturer in Home-Economics.

**Ref'nce :** 1. Your letter No. 355/03, dated 3.11.2003.  
2. Nagpur Uni. (B.C.Cell) letter No. SCT/R/B/1289/433, dated 28.7.2003.

Sir,

With reference to above, I am directed to inform you that, the approval given to Ku. S.Y. Lakhdive, Lecturer in Home-Economics vide University letter No. AU/8/C-5/126/99, dated 22.1.1999 as, 'Full-time for the session 1998-99 only, against reserve post' be substituted by, 'Full-time for the session 1998-99 and onwards.'

By order of the Hon'ble Vice-Chancellor.

Yours faithfully,  
  
(A.D. Chavan).  
Asstt. Registrar (Colle.),  
Amravati University, Amravati.

Copy to : Ku. S.Y. Lakhdive, Indira Mahavidyalaya, Kalamb; Distt. Yavatmal.

  
**Co-ordinator**  
**IQAS**  
Indira Mahavidyalaya  
Kalamb



  
**PRINCIPAL**  
Indira Mahavidyalaya  
Kalamb Dist. Yavatmal

# University Approval copy of Prof. N.V. Narule

2-1991

AMRAVATI UNIVERSITY, AMRAVATI.

Tele: 222222

Gram: NARULI

No. U.S.O-5/176/99

Date: 21/1/1999



To,

The Director  
Indira Mahavidyalaya,  
KALAMB  
Distt:- Yavatmal.

Subject :- Approval of Teacher...

Reference :- Your letter No. 1855/98,  
Dt. 16/12/98.

Sir,

With reference to your letter No. referred to at above, it is to inform you that, the Hon'ble Vice-Chancellor is pleased to approve the appointment of the following teachers in your college as mentioned below.

| Sr. No. | Name of the teacher | subject         | Nature of approval granted.                                   |
|---------|---------------------|-----------------|---|
| 1.      | Shri N.V.Narule.    | Geography.      | Full-time for the Session 1998-99 & onwards.                  |
| 2.      | Ku. S.Y.Lakhadive.  | Home-Economics. | Full-time for the Session 1998-99, Only against reserve post. |

A copy of the appointment order may be sent to the University for information and record. Teachers who are approved only for the session should not be continued during the next session. The post if required may be advertised again with prior approval of the University.

Yours faithfully,

Assistant Registrar (College)  
Amravati University, Amravati.  
Amravati.

Scanned with CamScanner

Co-ordinator  
IQAC  
Indira Mahavidyalaya  
Kalamb



PRINCIPAL  
Indira Mahavidyalaya  
Kalamb Dist. Yavatmal



**University Approval copy of Prof. M.P. Rakhunde**

**AMRAVATI UNIVERSITY, AMRAVATI.**

Tele : 662358  
Gram : AMUNI.

No. AU/8/5/C-746/2003  
Date : 16.04.2003.

To,  
The Principal,  
Indira Mahavidyalaya,  
KALAMB,  
Distt. Yavatmal.

**Subject :** Approval to the appointment as full-time teacher after increase in workload.....

- Ref'nce :** (1) Government Resolution No. USG-1196/V-526/(4152)/VC-4, dated 8th August, 1996.  
(2) Appeal of Ku.M.P.Rakhunde, dated 9.9.2002.  
(3) University letter No. AU/8/C-567/2003, dated 21.3.2003.  
(4) Your letter No. 620, dated 27.3.2003.

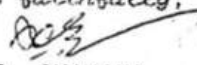
R. Sir,

With reference to above, I am directed to inform you that, the appointment of Ku. M.P. Rakhunde as part-time lecturer in Economics was approved by the Hon'ble Vice-Chancellor for the session 1999-2000 and onwards and was informed to you vide University letter No. AU/8/5/C-194/2000, dated 15.2.2000.

In view of Government Resolution No. USG-1196/V-526/(4152)/VC-4, dated 8th August, 1996, the Hon'ble Vice-Chancellor is pleased to grant the approval to the appointment of Ku. M.P. Rakhunde as full-time lecturer in Economics.

The approval be treated as full-time from the session 2002-2003 and onwards.

Yours faithfully,

  
(A.D. CHAVAN)  
Asstt. Registrar (College),  
Amravati University, Amravati  
Amravati.

Copy to : Ku. M.P. Rakhunde, Indira Mahavidyalaya, Kalamb.

  
**Co-ordinator**  
IQAS  
Indira Mahavidyalaya  
Kalamb



  
**PRINCIPAL**  
Indira Mahavidyalaya  
Kalamb Dist.Yavatmal

**University Approval copy of Prof. A.V Tagalpallwar**

2  
TABLE

| Sr. No. | Name of the Candidate     | Caste Category | Post | Candidate | Subject   | Decision of the Hon'ble Vice-Chancellor                       |
|---------|---------------------------|----------------|------|-----------|-----------|---|
| 1.      | 2.                        | 3.             | 4.   | 5.        | 6.        |   |
| 1.      | Shri. A. V. Tagalpallewar | Open           | Open |           | Economics | Recommendations approved for the session 2004-2005 & onwards. |

Yours faithfully,  
*(Signature)*  
(A.D. Chavan)  
Asstt. Registrar (College)  
Amravati University,  
Amravati University, Amravati.

Copy to :

- ✓ 1. Shri. A.V.Tagalpallewar, Indira Mahavidyalaya, Kalamb, Distt.-Yavatmal.
- 3. DY. Registrar (B.C. Cell), Amravati University, Amravati.

*(Signature)*  
**Co-ordinator**  
**IQAC**  
Indira Mahavidyalaya  
Kalamb



*(Signature)*  
**PRINCIPAL**  
Indira Mahavidyalaya  
Kalamb Dist.Yavatmal

# University Approval copy of Prof. P.S. Jawade

## SANT GADGE BABA AMRAVATI UNIVERSITY, AMRAVATI.

No.SGBAU/8/5/C-405/2006  
Dated :- 14.03.2006.

To,  
The Principal,  
Indira Mahavidyalaya,  
Kalamb,  
Distt.-Yavatmal.

**Subject :-** Approval to the recommendations of Selection Committee for  
the post of Lecturer.

**Ref'nce :-** Your Letter No. 442/05-06, Dated: 25.01.2006.

Sir,

The proposal submitted by you vide above letter alongwith the report of the Selection Committee for the post of Lecturer in the subject mentioned in column No. 5 of the following table was considered by the Hon'ble Vice-Chancellor in accordance with the provisions of the Statute No. 2 of 2001, Direction No. 9/2000 & Rule No. 3/2000.

In this connection, it is to inform you that, the Hon'ble Vice-Chancellor is pleased to approve the recommendations of the Selection Committee as mentioned below in Column No.6.

It is to inform you that, in case the post is reserved for Backward Class Category, the Principal should obtain the Caste Validity Certificate of the competent authority, before issuing the appointment order to the candidate, as prescribed in Govt. Resolution No. (1) एसटीसी-१३९९/प्र.क्र.-२ /का.-१० Dated 9<sup>th</sup> September, 1999 (2) एसटीसी-१०९९/प्र.क्र.-१४ /का.-१०, Dated 16<sup>th</sup> August, 2000 & Govt. Resolution No. एसबीसी-१२-२०००/२५२/प्र.क्र.-१ /इमाव.-५, Dated 25.1.2000.

Further it is to inform you that, in case the candidates are selected in reference to U.G.C. Notification No. 1-1/2002 (PS) Exemp., dated 31.7.2002 & the candidates fail to obtain Ph.D. degree, they shall have to pass the NET/SET examination.

TABLE

| Sr. No | Name of the Candidate | Caste | Category  | Subject | Decision of the Hon'ble Vice-Chancellor                       |
|--------|-----------------------|-------|-----------|---------|---|
|        |                       | Post  | Candidate |         |   |
| 1      | 2                     | 3     | 4         | 5       | 6   |
| 01.    | Shri. P.S.Jawade      | S.C.  | S.C.      | English | Recommendations approved for the session 2005-2006 & onwards. |

Yours faithfully,

(Dr.A.D.Chavan),  
Asstt. Registrar (Coll.)  
Sant Gadge Baba  
Amravati University, Amravati

Copy to :-

1. Shri. P.S.Jawade, Vidarbha Housing Society, Bajoriya Nagar, Yavatmal.
2. Dy.Registrar (B.C.Cell.), Sant Gadge Baba Amravati University, Amravati

*P.S. Jawade*  
**Co-ordinator**  
**IQAC**  
Indira Mahavidyalaya  
Kalamb



*P. B. Mandekar*  
**PRINCIPAL**  
Indira Mahavidyalaya  
Kalamb Dist. Yavatmal

## University Approval copy of Prof. D.R. Jaronde

### SANT GADGE BABA AMRAVATI UNIVERSITY.

No.SGBAU/8/C- 50 /2008  
Date: 01-01-2008

To,

The Principal,  
Indira Mahavidyalaya,  
**Kalamb,**  
Dist.-Yavatmal

**Subject :- Approval to the recommendations of Selection Committee for the post of Lecturer.**

**Reference :-** Your letter No. 269, dated 10.12.2007.

Sir,

The proposal submitted by you vide above letter along with the report of the Selection Committee for the post of Lecturer in the subject mentioned in column No. 5 of the following table was considered by the Hon'ble Vice-Chancellor in accordance with the provisions of the Statute No. 2 of 2001, Direction No. 9/2000, Rule No. 3/2000.

In this connection, it is to inform you that, the Hon'ble Vice-Chancellor is pleased to approve the recommendations of the Selection Committee as mentioned below in Column No.6.

It is to inform you that, in case the post is reserved for Backward Class Category, the Principal should obtain the Caste Validity Certificate of the competent authority, before issuing the appointment order to the candidate, as prescribed in Govt. Resolution No. (1) एस्टीसी-१३९२/प्र.क्र.-२/आ.-२-१० Dated 9<sup>th</sup> September,1999 (2) एस्टीसी-१०९९/प्र.क्र.-१४/आ.-१०, Dated 16<sup>th</sup> August,2000 & Govt. Resolution No. एस्टीसी-१२-२०००/२५२/प्र.क्र.-१/इमाव.-५, Dated 25.1.2000.

Further it is to inform you that, in case the candidates are selected in reference to U.G.C. Notification No. 1-1/2002 (PS) Exemp., dated 31.7.2002 & the candidates fail to obtain Ph.D. degree, they shall have to pass the NET/SET examination.

TABLE

| Sr. No | Name of the Candidate | Category of |           | Subject    | Decision of the Hon'ble Vice-Chancellor                         |
|--------|-----------------------|-------------|-----------|------------|---|
|        |                       | Post        | Candidate |            |   |
| 1      | 2                     | 3           | 4         | 5          | 6   |
| 01.    | Shri D.R.Jaronde      | Open        | S.C.      | Psychology | Recommendations approved for the session 2007-2008 and onwards. |

Yours faithfully,

(Dr.A.D.Chavan)  
Dy. Registrar (Coll.)  
Sant Gadge Baba  
Amravati University,  
Amravati

Copy to :-

1. Shri. D.R.Jaronde, At Post.-Pardi (Sawalapur), Ta.-Kalamb, Distt.-Yavatmal.
2. Dy.Registrar (B.C.Cell), Sant Gadge Baba Amravati University, Amravati.

*Subcarde*  
**Co-ordinator**  
**IQAC**  
Indira Mahavidyalaya  
Kalamb



*P. B. Mandake*  
**PRINCIPAL**  
Indira Mahavidyalaya  
Kalamb Dist.Yavatmal

**University Approval copy of 1 Dr. V.P. Mandavkar 2 Prof. D.D. Ghodekar**

**SANT GADGE BABA AMRAVATI UNIVERSITY,**

No.:- SGBAU/8/C-115 /2015,  
Date:- 27/04/2015.

To,  
The Principal,  
Indira Mahavidyalaya,  
**Kalamb,**  
Distt.-Yavatmal.

**Subject :- Approval to the recommendations of Selection Committee for the post of Asstt. Professor.**

**Reference :-** Your letter No. 29/2015, dt. 07-04-2015.

Sir,

The proposal submitted by you vide above letter along with the report of the Selection Committee for the post of Asstt. Professor in the subject mentioned in column No. 5 of the following table was considered by the Hon'ble Vice-Chancellor in accordance with the provisions of the Rule No. 3/2000, Direction No. 47 /2010 & Direction No. 42/ 2011.

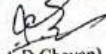
In this connection, it is to inform you that, the Hon'ble Vice-Chancellor is pleased to approve the recommendations of the Selection Committee as mentioned below in Column No.6.

It is to inform you that, in case the post is reserved for Backward Class Category, the Principal should obtain the Caste Validity Certificate of the competent authority, before issuing the appointment order to the candidate, as prescribed in Govt. Resolution No. (1) एसटीसी-१३९९/प्र.क.२/ का.-१० Dated 9<sup>th</sup> September,1999 (2)एसटीसी-१०२९/प्र.क.-१७/का.-१०, Dated 16<sup>th</sup> August ,2000 & Govt. Resolution No. एसटीसी-१२-२०००/२५२/प्र.क.-१ /इमाव-५, Dated 25.1.2000.

**TABLE**

| Sr. No. | Name of the Candidate | Category of |           | Subject | Decision of the Hon'ble Vice-Chancellor                         |
|---------|-----------------------|-------------|-----------|---------|---|
|         |                       | Post        | Candidate |         |   |
| 1.      | 2.                    | 3.          | 4.        | 5.      | 6.  |
| 01.     | Dr.Sau.V.P.Mandavkar  | O.B.C.      | O.B.C.    | Marathi | Recommendations approved for the session 2014-2015 and onwards. |
| 02.     | Shri D.D. Ghodekar    | O.B.C.      | O.B.C.    | English | Recommendations approved for the session 2014-2015 and onwards. |

Yours faithfully,

  
(Dr. A.D.Chavan),  
Dy. Registrar (Coll.)  
Sant Gadge Baba  
Amravati University,  
Amravati

**Copy to :-**

01. Dr.Sau.V.P.Mandavkar, Swamini Apartment, Babbi Pahelwan Chowk, Tilakwadi, Yavatmal.
02. Shri D.D. Ghodekar, At. Post.- Pimpalgaon, Tq.-Kalamb, Distt.-Yavatmal.
03. Dy.Registrar (B.C.Cell.), Sant Gadge Baba Amravati University, Amravati.

  
**Co-ordinator**  
**IQAS**  
Indira Mahavidyalaya  
Kalamb



  
**PRINCIPAL**  
Indira Mahavidyalaya  
Kalamb Dist.Yavatmal

**University Approval copy of 1. Prof. P.B. Ingle, 2. S.R. Khandekar, 3. D.M. Chavan, 4. K.P. Suradkar 5. K.R. Nemade**

**SANT GADGE BABA AMRAVATI UNIVERSITY,**

No.- SGBAU/8/C-301 /2015.  
Date:- 06/06/2015.

To,  
The Principal,  
Indira Mahavidyalaya,  
**Kalamb,**  
Distt.-Yavatmal.

**Subject :- Approval to the recommendations of Selection Committee for the post of Asstt. Professor.**

**Reference :-** 1. Your letter No. 64/2015, dt. 15-04-2015.  
2. Your letter No. 96/2015, dt. 02-05-2015.

Sir,

The proposal submitted by you vide above letter along with the report of the Selection Committee for the post of **Asstt. Professor** in the subject mentioned in column No. 5 of the following table was considered by the Hon'ble Vice-Chancellor in accordance with the provisions of the Rule No. 3/2000, Direction No. 47/2010 & Direction No. 42/2011.

In this connection, it is to inform you that, the Hon'ble Vice-Chancellor is pleased to approve the recommendations of the Selection Committee as mentioned below in Column No.6.

It is to inform you that, in case the post is reserved for Backward Class Category, the Principal should obtain the Caste Validity Certificate of the competent authority, before issuing the appointment order to the candidate, as prescribed in Govt. Resolution No. (1) एमटीसी-१३९९/ए.क. -२/ ए.क.-१० Dated 9<sup>th</sup> September,1999 (2) एमटीसी-१०९९/ए.क.-१३/ए.क.-१०. Dated 16<sup>th</sup> August ,2000 & Govt. Resolution No. एमटीसी-१२-२०००/२५३/ए.क.-१/ए.क.-५. Dated 25.1.2000.

**TABLE**

| Sr. No. | Name of the Candidate | Category of |           | Subject    | Decision of the Hon'ble Vice-Chancellor                         |
|---------|-----------------------|-------------|-----------|------------|---|
|         |                       | Post        | Candidate |            |   |
| 1.      | 2.                    | 3.          | 4.        | 5.         | 6.  |
| 01.     | Shri P.B. Ingle       | N.T.(C)     | N.T.(C)   | Psychology | Recommendations approved for the session 2014-2015 and onwards. |
| 02.     | Ku. S.R. Khandekar    | S.C.        | S.C.      | Chemistry  | Recommendations approved for the session 2014-2015 and onwards. |
| 03.     | Shri D.M. Chavhan     | V.J.(A)     | V.J.      | Chemistry  | Recommendations approved for the session 2014-2015 and onwards. |
| 04.     | Shri K.P. Suradkar    | S.C.        | S.C.      | Botany     | Recommendations approved for the session 2014-2015 and onwards. |
| 05.     | Dr. K.R. Nemade       | O.B.C.      | O.B.C.    | Physics    | Recommendations approved for the session 2014-2015 and onwards. |

Yours faithfully,

  
**Asstt. Registrar (Coll.)  
Sant Gadge Baba  
Amravati University  
Amravati**

**Copy to :-**

1. Shri P.B. Ingle, C/o B.P.Bhagwat, Plot No. DD9, Bhanudas Nagar, Jawahar Colony Road, Aurangabad-431 001.
2. Ku. S.R. Khandekar, 25, Sanket Colony, Arun Colony Road, Behind Vidyut Nagar, V.M.V., Amravati.
3. Shri D.M. Chavan, At.Post-Sakhara, Ta.-Digras, Distt.-Yavatmal.
4. Shri K.P. Suradkar, At.Umari. Post.-Adsul. Ta.-Telhara. Distt.-Akola

  
**Co-ordinator  
IQAC  
Indira Mahavidyalaya  
Kalamb**



  
**PRINCIPAL  
Indira Mahavidyalaya  
Kalamb Dist.Yavatmal**

**University Approval copy of Dr. C.V. Ugle and Dr.V.R. Patki**

इंदिरा महाविद्यालय, कलम्ब  
क्र.598 दि 30-1-2017

SANT GADGE BABA AMRAVATI UNIVERSITY.

No.:- SGBAU/8/C. 224/2017,  
Date:- 25/01/2017.

To,  
The Principal,  
Indira Mahavidyalaya,  
Kalamh,  
Distt.-Yavatmal.

**Subject :-** Approval to the recommendations of Selection Committee for the post of Asstt. Professor.

**Reference :-** Your letter No. 741/2017, dt. 04-01-2017.

Sir,

The proposal submitted by you vide above letter along with the report of the Selection Committee for the post of Asstt. Professor in the subject mentioned in column No. 5 of the following table was considered by the Hon'ble Vice-Chancellor in accordance with the provisions of the Direction No. 47/2010 & Direction No. 42/2011.

In this connection, it is to inform you that, the Hon'ble Vice-Chancellor is pleased to approve the recommendations of the Selection Committee as mentioned below in Column No.6.

It is to inform you that, in case the post is reserved for Backward Class Category, the Principal should obtain the Caste Validity Certificate of the competent authority, before issuing the appointment order to the candidate, as prescribed in Govt. Resolution No. (1) एस्टीसी-१३९९/प्र. क्र.-२/क्र.-१० Dated 9<sup>th</sup> September, 1999, (2) एस्टीसी-१०९९/प्र.क्र.-१४/क्र.-१०. Dated 16<sup>th</sup> August, 2000 & Govt. Resolution No. एस्टीसी-१२-२०००/२५२/प्र.क्र.-१ /इमाच-१, Dated 25.1.2000.

TABLE

| Sr. No. | Name of the Candidate | Category of |           | Subject | Decision of the Hon'ble Vice-Chancellor                         |
|---------|-----------------------|-------------|-----------|---------|---|
|         |                       | Post        | Candidate |         |   |
| 1.      | 2.                    | 3.          | 4.        | 5.      | 6.  |
| 01.     | Dr. Ku.C.V.Ugle       | Open        | O.B.C.    | Botany  | Recommendations approved for the session 2016-2017 and onwards. |
| 02.     | Shri V.R. Patki       | Open        | Open      | Zoology | Recommendations approved for the session 2016-2017 and onwards. |

Yours faithfully,

(Dr.A.D.Chavan)  
Dy. Registrar (Col.)  
Sant Gadge Baba  
Amravati University,  
Amravati

Copy to :-

1. Dr. Ku.C.V.Ugle, At. Po. Sevagram, Near Gandhi Ashram, Distt.-Wardha-442 102.
2. Shri V.R. Patki, C/o Ramesh R. Patki, Tiwari Chowk, Avadhut Wadi, Yavatmal-445 001.
3. Dy.Registrar (B.C.Cell.), Sant Gadge Baba Amravati University, Amravati.

*B. B. B. B.*  
Co-ordinator  
IQAG  
Indira Mahavidyalaya  
Kalamh



*P. B. Mandake*  
PRINCIPAL  
Indira Mahavidyalaya  
Kalamh Dist. Yavatmal

**University Approval copy of Prof. J.M. Bodulwar and Prof. S.B. Sangle Dr P.R. Bonde, Dr S.A. Deshmukh Dr V.B. Watkar Prof R.R. Atram Prof R.A. Sinha Dr S.S. Bonde**

**SANT GADGE BABA AMRAVATI UNIVERSITY.**

No.:- SGBAU/8/C-1708/2023.  
Date:- 25/07/2023.

To,  
The Principal,  
Indira Mahavidyalaya,  
**Kalamb,**  
Distt.-Yavatmal.

**Subject :- Approval to the recommendations of Selection Committee for appointment to the post of Assistant Professor.**

**Reference :-** 1. Your letter No. 141/2023, dt. 18-05-2023.  
2. Uni. letter No. SGBAU/8/C-1267/2023, dt. 05-06-2023.  
3. Your letter No. 159/2023, dt. 05-06-2023.  
4. Your letter No. 190/2023, dt. 21-06-2023.  
5. Uni. letter No. SGBAU/8/C-1481/2023, dt. 01-07-2023.  
6. Your letter No. 204/2023, dt. 01-07-2023.

Sir,

The proposal submitted by you vide above letter along with the report of the Selection Committee for the post of **Assistant Professor** in the subject mentioned in column No. 5 of the following table was considered by the Hon'ble Pro-Vice-Chancellor in accordance with the provisions of the Direction No. 8/2019, Direction No. 14/2019 & Direction No. 17/2019.

In this connection, it is to inform you that, the Hon'ble Pro-Vice-Chancellor is pleased to approve the recommendations of the Selection Committee as mentioned below in Column No.6.

It is to inform you that, in case the post is reserved for Backward Class Category, the Principal should obtain the Caste Validity Certificate of the competent authority, before issuing the appointment order to the candidate, as prescribed in Govt. Resolution No. (1) एसटीसी-१३९९/प्र.क.-२/का.-१०, Dated 9<sup>th</sup> September, 1999, (2) एसटीसी-१०९९/प्र.क.-१४/का.-१०, Dated 16<sup>th</sup> August, 2000 & Govt. Resolution No. एसटीसी-१२-२०००/२५२/प्र.क.-१/इमाव.-५, Dated 25.1.2000.

**TABLE**

| Sr. No. | Name of the Candidate        | Category of |           | Subject   | Decision of the Hon'ble Pro-Vice-Chancellor   |
|---------|------------------------------|-------------|-----------|-----------|---|
|         |                              | Post        | Candidate |           |   |
| 1.      | 2.                           | 3.          | 4.        | 5.        | 6.  |
| 01.     | Shri Jawahar Mahesh Bodulwar | SBC         | SBC       | Physics   | Recommendations approved for the session 2023-2024 and onwards subject to final decision in W. P. No. 12051/2015. |
| 02.     | Shri Sakham Baban Sangale    | NT-D        | NT-D      | Physics   | Recommendations approved for the session 2023-2024 and onwards subject to final decision in W. P. No. 12051/2015. |
| 03.     | Dr. Sau. Prachi Rakesh Bonde | OBC         | OBC       | Chemistry | Recommendations approved for the session 2023-2024 and onwards subject to final decision in W. P. No. 12051/2015. |
| 04.     | Dr. Suraj Ashokrao Deshmukh  | EWS         | EWS       | Chemistry | Recommendations approved for the session 2023-2024 and onwards subject to final decision in W. P. No. 12051/2015. |



| 1.  | 2.                            | 3.   | 4.   | 5.          | 6.  |
|-----|-------------------------------|------|------|-------------|---|
| 05. | Dr. Vicky Bhimrao Watkar      | SC   | SC   | Mathematics | Recommendations approved for the session 2023-2024 and onwards subject to final decision in W. P. No. 12051/2015. |
| 06. | Shri Rupesh Rambhau Atram     | ST   | ST   | Mathematics | Recommendations approved for the session 2023-2024 and onwards subject to final decision in W. P. No. 12051/2015. |
| 07. | Shri Rahul Anil Sinha         | NT-B | NT-B | Zoology     | Recommendations approved for the session 2023-2024 and onwards subject to final decision in W. P. No. 12051/2015. |
| 08. | Dr. Sau. Sharyu Shirish Bonde | OPEN | OPEN | Commerce    | Recommendations approved for the session 2023-2024 and onwards subject to final decision in W. P. No. 12051/2015. |

Yours faithfully,

  
Dy. Registrar (Coll.)  
Sant Gadge Baba  
Amravati University,  
Amravati

**Copy to :-**

01. Shri Jawahar Mahesh Bodulwar, At Post-Durga Mata Ward, Tq.-Ghatanji-445 301, Distt.-Yavatmal.
02. Shri Sakharam Baban Sangale, At. **Bangaon**, Tq.-Ambad, Distt.-Jalna.
03. Dr. Prachi Rakesh Bonde, 10, Arti Apartment, Chakradhan Nagar, Nagpur-440 024.
04. Dr. Suraj Ashokrao Deshmukh, 35, Satyanarayan Layout, Arni Road, Yavatmal-445 001.
05. Dr. Vicky Bhimrao Watkar, Mahajanpura, Near Awdhut Temple, Amravati-444 605.
06. Shri Rupesh Rambhau Atram, Shreekrushna Society, Near Balkrushna Mangal Karyalaya, Arni Road, Yavatmal-445 001.
07. Shri Rahul Anil Sinha, Gopal Nagar, **Paratwada-444 805**, Ta.-Achalpur, Distt.-Amravati.
08. Dr. Sharyu Shirish Bonde, Ekta Chowk, Salve Colony, Tukum, **Chandrapur-442 401**.
09. Dy. Registrar (B.C.Cell.), Sant Gadge Baba Amravati University, Amravati.

  
Co-ordinator  
IQAC  
Indira Mahavidyalaya  
Kalamb



  
**PRINCIPAL**  
Indira Mahavidyalaya  
Kalamb Dist.Yavatmal

# Appointment order of Dr. P.B. Mandavkar

e mail : imvkalamb@yahoo.co.in (Reg.No. E 33 Yavatmal) (07201) 226147, 226170, 226129 (Telefax)

डॉ. यशवंत मोरेश्वर दोंडे सार्वजनिक शैक्षणिक ट्रस्ट, कळंब, जि. यवतमाळ

ट्रस्ट संचालित/संलग्नित/सहकारी संस्था

(Estd. 1974)

- |  |  |   |
|--|--|---|
| <input checked="" type="checkbox"/> इंदिरा महाविद्यालय, कळंब                                 | <input checked="" type="checkbox"/> इंदिरा कनिष्ठ महाविद्यालय, कळंब    | <input checked="" type="checkbox"/> web: www.indiramahavidyalaya.com                |
| <input checked="" type="checkbox"/> सेवा प्रकाशन, अमरावती                                    | <input checked="" type="checkbox"/> सोनामाता हायस्कूल, चहंद, ता.गळेगाव | <input checked="" type="checkbox"/> डॉ. दोंडे ट्रस्ट कर्मचारी पत्रसंस्था, कळंब      |
| <input checked="" type="checkbox"/> डॉ.य.मो. दोंडे वाचनालय, बोरी (महाल), ता. कळंब            |  | <input checked="" type="checkbox"/> डॉ. भाऊ मांडवकर संशोधन केंद्र, कळंब             |
| <input checked="" type="checkbox"/> इंदिरा महाविद्यालय विद्यार्थी सहकारी ग्राहक भांडार, कळंब |  | <input checked="" type="checkbox"/> इंदिराबाई दोंडे वाचनालय, भूर्तिजापूर, जि. अकोला |
| <input checked="" type="checkbox"/> श्री रमेश रामचंद्र खवणे वाचनालय, कळंब                    |  | <input checked="" type="checkbox"/> जयसेवा वाचनालय, अमरावती                         |

जा.क्र. : 43

दिनांक : 20/10/2000

## नेमणूक आदेश

प्रती,

डॉ. पवन मांडवकर  
इंदिरा महाविद्यालय, कळंब  
जि. यवतमाळ

डॉ. यशवंत मोरेश्वर दोंडे सार्वजनिक शैक्षणिक ट्रस्ट, कळंब द्वारा संचालित इंदिरा महाविद्यालय, कळंब, जि. यवतमाळ येथे नियमित प्राचार्य पदावर दि. २९/१०/२००७ पासून आपणांस नेमणूक देण्यात येत आहे. आपली नियुक्ती संत गाडगे बाबा अमरावती विद्यापीठ व शिक्षण सहसंचालक, अमरावती विभाग, अमरावती यांच्या मान्यतेवर अवलंबून राहिल. हा आदेश मिळाल्यापासून सात दिवसांच्या आत आपण कामावर रुजू व्हावे, अन्यथा हा आदेश रद्द समजण्यात येईल. आपणांस वेतन व भत्ते शासन, यूजीसी व विद्यापीठीय नियमान्वये मिळतील.

Ms. S.B. Mandavkar  
- उरवकर  
डॉ.य.मो.दोंडे सा.शे.ट्रस्ट कळंब  
जि.यवतमाळ

  
Co-ordinator  
IQAG  
Indira Mahavidyalaya  
Kalamb



P. B. Mandavkar  
PRINCIPAL  
Indira Mahavidyalaya  
Kalamb Dist. Yavatmal

# Appointment order of Prof .N.R. Thawale

डॉ. यशवंत मोरेश्वर दोंडे सांख्यिक शिक्षणिक ट्रस्ट द्वारा संचालित  
— इंदिरा महाविद्यालय, कलंब —  
( जि. यवतमाळ ) - ४४५४०९

फोन - ४७  
अध्यक्ष -  
डॉ. सिधु मांडवकर  
एम. ए., पीएच. डी.

कॉलेज कोड नं. - ४१४  
प्राचार्य -  
डॉ. भाऊ मांडवकर  
एम. ए., पीएच. डी.

जा. क्र. २९३८  
दिनांक २७/१/८६

To REGISTERED,  
N.R. Thawale  
S.P. college Chandrapur.

You are hereby appointed  
as a Lecturer in 'History'  
in Indira Mahavidyalaya, KALAMB,  
Dist. Yavatmal. on Probation for  
Two years from 20 Feb. 1986,  
Subject to the approval of  
L.M.C. of the college & Amravati  
University.

*M. Nisgaonkar*  
PRINCIPAL,  
INDIRA MAHAVIDYALAYA,  
KALAMB. (Dist. Yavatmal)

*B. B. B. B.*  
Co-ordinator  
IQAC  
Indira Mahavidyalaya  
Kalamb



*P. B. Mandake*  
PRINCIPAL  
Indira Mahavidyalaya  
Kalamb Dist. Yavatmal

# Appointment order of Prof.D.S.Patil

डा. पद्मवंत मोरेश्वर शेठे सार्वजनिक शैक्षणिक ट्रस्ट द्वारा संचालित  
**इंदिरा महाविद्यालय, कलंब**  
(जि. यवतमाळ) ४४५४०१

क्र. (कार्यालय) : २९ (निवास)  
प्रसंग : डॉ. सिंधू मांडवकर एम. ए., पीएच. डी.

कविचक्र सं. ४१४  
प्राचार्य : डॉ. भाऊ मांडवकर एम. ए., पीएच. डी.

---

To,  
Shri Dilip Sonu Patil  
At, Post - Fekari  
Tq, Bhusawal Dist. Jalgoan

वा.क्र. २३४  
दिनांक १.८.८९

You are here-by appointed as a lecturer in Political Science in Indira Mahavidyalaya, Kalamb, Distt. Yavatmal, from 1-08-1989 to until further orders, Subject to the approval of L. M. C. of the College and Amravati University.

*(Signature)*  
(Dr. Bhau Mandaoker)  
प्राचार्य  
इंदिरा महाविद्यालय, कलंब,  
जि. यवतमाळ.

*(Signature)*  
PRINCIPAL,  
INDIRA MAHAVIDYALAYA  
KALAMB. (Distt. Yavatmal)

*(Signature)*  
Co-ordinator  
IQAG  
Indira Mahavidyalaya  
Kalamb



*(Signature)*  
PRINCIPAL  
Indira Mahavidyalaya  
Kalamb Dist. Yavatmal

# Appointment order of Prof. R.T. Ade

१९६५ कालंब  
१९७९, कालंब

डॉ. यशवंत मोरेकर वॉरि सार्वजनिक शिक्षणक दृष्ट द्वाारा संचालित

## इंदिरा महाविद्यालय, कळंब

(जि. यवतमाळ) ४४५, ४४९  
कालंब कोड नं. ४१४

व्यवस्था :

डॉ. भाऊ गोडवकर  
एम.ए.; पीएच.डी.

प्राचार्य :

ज. बा. धरमकर  
एम.ए.

: नेमणूक आदेश :

ना. नं. : ७०९३०

दिनांक : १६/११/७३.

प्रती,

श्री. राजू तुळशीरामजी आदे  
मु. म-डेगाव  
पो. विमळा  
ता. मूल  
जि. पेंडपूर

आपणास आमच्या महाविद्यालयात मराठी पूर्णवेळ अध्यापकां  
म्हणून दिनांक १८/९/१९९३ पासून दोन वर्षांच्या ~~खे~~ प्रोव्हिजनवर नेमणूक देण्यात  
येत आहे. आपला हा आदेश अमरावती विभागीय व स्थानीय व्यवस्थापन  
समित्यां इंदिरा महाविद्यालय, कळंब यांच्या मान्यतेवर अपलंबून राहिल. हा  
आदेश मिळाल्याच्या तीन दिवसांत आपण कामावर सुरु व्हावे. अन्यथा हा  
आदेश रद्द समजण्यात येईल. आपणात येत व भरते सरकारी व विभागीय  
नियमान्वये मिळतील.

दिनांक १८/९/१९९३

[ ज. बा. धरमकर ]

प्राचार्य

इंदिरा महाविद्यालय, कळंब  
जि. यवतमाळ.

Co-ordinator  
IQAG  
Indira Mahavidyalaya  
Kalamb



P. B. Mandake  
PRINCIPAL  
Indira Mahavidyalaya  
Kalamb Dist. Yavatmal

**Attested English Version of Original Appointment order Prof . R.T. Ade**

Dr. Yashawant Moreshwar Donde SarwajanikShaikshanik Trust's

**INDIRA MAHAVIDYALAYA**

KALAMB, DIST. YAVATMAL, MAHARASHTRA 445401

Tele. (07201) 226147/226129/226170

Mob. Principal – 9422867658, Vice-Principal -9420199479

E mail - [imvkalamb@yahoo.co.in](mailto:imvkalamb@yahoo.co.in), Website – [www.indiramahavidyalaya.com](http://www.indiramahavidyalaya.com)

No: 767

Date: 18/09/1993

**Appointment order**

**To  
Shri Raju Tushliramji Ade  
At Hegaon Post. Chimada  
Tq.Mul  
Dist. Chandrapur**

You are hereby appointed as full time Assistant Professor in the subject **Marathi** From 18/09/1993 on probation period of two years in Indira Mahavidyalaya Kalamb. This appointment is subject to the approval of LMC, Amravati University Amravati. For the said post the salary and allowances is given as per the rule of UGC and State Government.

You are instructed to join the institution within 7 days from the receipt of this appointment order otherwise it shall be treated as cancelled.



*P. B. Mandekar*  
**PRINCIPAL**  
Indira Mahavidyalaya  
Kalamb Dist. Yavatmal

# Appointment order of Prof. R.M. Wath

डॉ. यशवंत मोरेश्वर दोंडे सार्वजनिक शैक्षणिक ट्रस्ट द्वारा संचालित  
**इं दि रा म हा बि द्या ल य** कलेज कोड नं. ४१४  
कोम. ४० कळंब ( जि. यवतमाळ ) ४४५४०१

सदस्य,  
डॉ. सिधू मांडवकर  
एम.ए.पी.एच.डी.  
प्राचार्य  
डॉ. भाऊ मांडवकर  
एम.ए.पी.एच.डी.

जा. क्र. 1128/85-87  
दि. 15/12/86

To,  
Ku. Rekha Manikrao Wath  
C/O. Shri. Manikrao Wath  
17, Navjiwan Colony, Wasaha Road  
Nagpur.

You are hereby appointed as a Lecturer  
in Commerce in Indira Mahavidyalaya, Kalamb,  
Dist. Yavatmal, on Probation for Two years from  
15/12/1986, subject to the Approval of L.M.C.  
of the College and Amravati University.

*B. M. Mandekar*  
(Dr. B. M. Mandekar)

*B. M. Mandekar*  
Co-ordinator  
IQAC  
Indira Mahavidyalaya  
Kalamb



*P. B. Mandekar*  
PRINCIPAL  
Indira Mahavidyalaya  
Kalamb Dist. Yavatmal

# Appointment order of Prof. S.Y. Lakhdive

डॉ. यशवत मोरेश्वर दोंडे सार्वजनिक शैक्षणिक ट्रस्टच्या संवर्धित २२२,२२२, दिवस

**इंदिरा महाविद्यालय, कळंब**  
(जि. यवतमाळ) जिल्हा प्रभाग

अध्यक्ष  
डॉ. पाऊ मांडवकर  
एच.ए. पीएच.डी.

कॉलेज कोड नं. ३१२३

प्रमुख  
डॉ. सी. प्रमोदकर

क्र. ३०६  
दिनांक ३१-१२-२००३

'नेमणूक आदेश'

प्रती,  
✓ कु. सरोज खदबराव लखदिवे  
सदीप टॉकीजजवळ यवतमाळ

संदर्भ— अमरावती विद्यापीठ पत्र क्र.एयू/८/एस/सी/२००६/२००३, दि. १८/१२/२००३.

आपणास आमच्या महाविद्यालयात गृहअर्थशास्त्र अधिकाऱ्याच्या नात म्हणून दि. १६/१२/०६ पासून नेमणूक दिली होती.

अमरावती विद्यापीठाच्या वरील संदर्भित पत्रानुसार आपणास सत्र १९९८-९९ पासून पुढील आदेशानुसार नेमणूक देण्यात येत आहे.

प्रत— मा. अध्यक्ष,  
डॉ.य.मो.दोंडे सा.शै. ट्रस्ट, कळंब  
यांना माहितीस्तव सादर.

*S. Y. Lakhdive*  
३१-१२-२००३  
प्रमुख  
इंदिरा महाविद्यालय कळंब  
जिल्हा यवतमाळ

*S. Y. Lakhdive*  
Co-ordinator  
IQAG  
Indira Mahavidyalaya  
Kalamb



*P. B. Mandake*  
PRINCIPAL  
Indira Mahavidyalaya  
Kalamb Dist. Yavatmal



**Attested English Version of Original Appointment order Prof.S.Y.Lakhdive**

Dr. Yashawant Moreshwar Donde Sarwajanik Shaikshanik Trust's

**INDIRA MAHAVIDYALAYA**

KALAMB, DIST. YAVATMAL, MAHARASHTRA 445401

Tele. (07201) 226147/226129/226170

Mob. Principal – 9422867658, Vice-Principal -9420199479

E mail - [imvkalamb@yahoo.co.in](mailto:imvkalamb@yahoo.co.in), Website – [www.indiramahavidyalaya.com](http://www.indiramahavidyalaya.com)

No : 1852

Date : 14/12/1998

**Appointment order**

**To  
Ku Saroj .Yadavrao Lakhdive  
Near Sandip Talkies, Yavatmal  
Dist-Yavatmal**

You are hereby appointed as full time Assistant Professor in the subject **Home Economics** From 16/12/1998 Indira Mahavidyalaya Kalamb. This appointment is subject to the approval of LMC, Joint Director, Higher Education Amravati and Amravati University Amravati. For the said post the salary and allowances is given as per the rule of UGC and State Government.

You are instructed to join the institution within 7 days from the receipt of this appointment order otherwise it shall be treated as cancelled.



*P. B. M. S. K.*  
**PRINCIPAL**  
Indira Mahavidyalaya  
Kalamb Dist. Yavatmal

# Appointment order of Prof. N.V. Narule

डॉ. यशवंत मोरेश्वर दोंडे सार्वजनिक शैक्षणिक ट्रस्ट द्वारा संचालित २६,५४७ कागदिय  
२६,५२९ गियस

**इंदिरा महाविद्यालय, कळंब**

जि. यवतमाळ - ४४५ ४०१  
कॉलेज कोड नं. ४१४

\* अध्यक्ष \*  
डॉ. भाऊ मांडवकर  
एम.ए., पीएच.डी.

\* प्राचार्य \*  
ज. शा. धरमकर  
एम.ए.

जा.क्र.: १८५३  
दिनांक: १५/१२/२०१८

**नेमफुक आदेश**

प्रती,  
श्री. निळकंठ वसंतराव नळो  
विप्लव मंदीर, वार्ड नं. २  
शंभूरपुर.

आपणात आमच्या महाविद्यालयात भूगोल पुरविले अधिव्याख्याता  
म्हणून दि. १६/१२/१९९८ पासून योन वर्षाच्या प्रोफेसरवर नेमफुक देण्यात  
वेत आहे. आपला हा आदेश अमरावती विद्यापीठ व कलेसंपालक, उच्च शिक्षण  
अमरावती विभाग, अमरावती. यांच्या मान्यतेवर उल्लेखून राहिल. आपणात  
वेतन व भत्ते यू.जी.सी. व शाळाच्या नियमान्वये मिळतील. हा आदेश  
मिळाल्याच्या तीन दिवसात आपण कामावर रुजू व्हावे. अन्यथा हा आदेश  
रद्द समजण्यात येईल.

दि. १६/१२/९८

प्राप्त  
दि. १५/१२/१८  
[ १५/१२/१८ ]  
तेह- सातमाही  
५-२-राजता

[ ज. शा. धरमकर ]  
प्राचार्य,  
इंदिरा महाविद्यालय, कळंब  
जि. यवतमाळ

*Bhaskarale*  
Co-ordinator  
IQAC  
Indira Mahavidyalaya  
Kalamb



*P. B. Mandake*  
PRINCIPAL  
Indira Mahavidyalaya  
Kalamb Dist. Yavatmal

**Attested English Version of Original Appointment order of Prof. N.V. Narule**

Dr. Yashawant Moreshwar Donde SarwajanikShaikshanik Trust's

**INDIRA MAHAVIDYALAYA**

KALAMB, DIST. YAVATMAL, MAHARASHTRA 445401

Tele. (07201) 226147/226129/226170

Mob. Principal – 9422867658, Vice-Principal -9420199479

E mail - [imvkalamb@yahoo.co.in](mailto:imvkalamb@yahoo.co.in), Website – [www.indiramahavidyalaya.com](http://www.indiramahavidyalaya.com)

No : 1853  
Date : 15/12/1998

**Appointment order**

**To**  
**Shri Nilkanth Vasant Rao Narule**  
**Vitthalmandir Ward No.2**  
**Chandrapur Dist Chandrapur**

You are hereby appointed as full time Assistant Professor in the subject **Geography** From 16/12/1998 Indira Mahavidyalaya Kalamb. This appointment is subject to the approval of LMC, Joint Director, Higher Education Amravati and Amravati University Amravati. For the said post the salary and allowances is given as per the rule of UGC and State Government.

You are instructed to join the institution within 7 days from the receipt of this appointment order otherwise it shall be treated as cancelled.



*P. B. Mandake*  
**PRINCIPAL**  
**Indira Mahavidyalaya**  
**Kalamb Dist. Yavatmal**

# Appointment order of Prof. M.P. Rakhunde

Dr. Yashwant Moreshwar Donde Sarwajanik Shaikshanik Trust's  
**INDIRA MAHAVIDYALAYA, KALAMB**

Distt. Yavatmal 445 401 (Maharashtra)

College Code 414 ☐ e mail : imvkalamb@yahoo.co.in ☎ (07201) 226147 (O), 226129 (R)

Dr. Bhanu Mandaokar

M.A., Ph.D.  
President

Dr. Pavan Mandavkar

M.A. (English, Marathi), B.Ed., Ph.D.  
Principal

No. : 278/2008

Date : 19/2/2008

## सुधारित नियुक्ती आदेश

प्रती,

प्रा. कु. माधुरी पं. राखुंडे

अर्थशास्त्र अधिव्याख्याता

इंदिरा महाविद्यालय, कळंब, जि. यवतमाळ

संदर्भ:

- विद्यापीठ तक्रार निवारण समिती प्रकरण १२/२००६ च्या शिफारशीवरील व्यवस्थापन परिषदेचा निर्णय संगबाअवि/८/सी-१२४०/१/२००८ दि. २-८-२००८
- अमरावती विद्यापीठाचे मान्यता पत्र एयू/८/५/सी-७४६/२००३ दि. १६-४-२००३
- सहसंचालक, उच्चशिक्षण, अमरावती विभाग यांचे १-१०-२००२ च्या तिद्यार्थीसंख्येवरील पदनिश्चितीचे पत्र ससं/उ.शि./अनु १/५०३१/२००२ दि. ११-११-२००२
- सहसंचालक, उच्चशिक्षण, अमरावती विभाग यांचे पत्र ससं/उ.शि./अनु २/९८/२००३ दि. १२-१-२००४
- कु.एम.पी. राखुंडे यांना दिलेला नियुक्ती आदेश क्र. ५१२/२००४ दि. १५-१-२००४

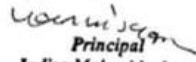
वरील संदर्भांकित पत्रांच्या अनुषंगाने पूर्वाचा नियुक्ती आदेश क्र. ५१२/२००४ दि. १५-१-२००४ रद्दबादल ठरवीत इंदिरा महाविद्यालय, कळंब येथे वाणिज्य शाखेत अर्थशास्त्र विषयाकरिता पूर्णवेळ अधिव्याख्याता म्हणून आपणांस शासन मान्यतेच्या अधीन राहून दि. ३-१२-२००२ पासून सुधारित नियुक्ती आदेश देण्यात येत आहे.

प्रत माहितीकरिता :

- मा. सहा. कुलसचिव (म.वि.)  
संत गाडगेबाबा अमरावती विद्यापीठ, अमरावती
- मा. सहसंचालक,  
उच्च शिक्षण, अमरावती विभाग, अमरावती

  
Co-ordinator  
IQAC  
Indira Mahavidyalaya  
Kalamb



  
Principal  
Indira Mahavidyalaya,  
KALAMB, Distt. Yavatmal

P. B. Mandavkar  
PRINCIPAL  
Indira Mahavidyalaya  
Kalamb Dist. Yavatmal

**Attested English Version of Original Appointment order of Prof. M.P. Rakhunde**

Dr. Yashawant Moreshwar Donde SarwajanikShaikshanik Trust's

**INDIRA MAHAVIDYALAYA**

KALAMB, DIST. YAVATMAL, MAHARASHTRA 445401

Tele. (07201) 226147/226129/226170

Mob. Principal – 9422867658, Vice-Principal -9420199479

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No : 1245/99

Date : 15/12/1999

**Appointment order**

**To  
Ku Madhuri Panditrao Rakhunde  
Sudampuri Ward No 22  
Near Eknath Mandir, Wardha  
Dist Wardha**

You are hereby appointed as full time Assistant Professor in the subject **Economics** From 03/12/2002 Indira Mahavidyalaya Kalamb. This appointment is subject to the approval of LMC, Joint Director, Higher Education Amravati and Amravati University Amravati. For the said post the salary and allowances is given as per the rule of UGC and State Government.

You are instructed to join the institution within 7 days from the receipt of this appointment order otherwise it shall be treated as cancelled.



*P. B. Mandekar*  
**PRINCIPAL**  
Indira Mahavidyalaya  
Kalamb Dist. Yavatmal

# Appointment order of Prof. A.V. Tagalpallewar

डॉ. यशवंत मोरेश्वर दोंडे सार्वजनिक शैक्षणिक ट्रस्ट द्वारा संचालित २२६१४७ : कार्यालय  
२२६१२९ : निवास

**इंदिरा महाविद्यालय, कळंब**  
(जि. यवतमाळ) - ४४५ ४०९

आयुक्त  
डॉ. माऊ मांडवकर  
एम.ए., पीएच.डी.

कॉलेज कोड नं. ४१४

प्राचार्य  
ज.शा. धरमकर  
एम.ए.

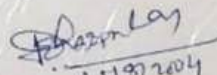
जा.क्र. : २२७/०४  
दिनांक : १५/८/२००४

" नेमवूक आदेश "

प्रती,  
डॉ. अजय किलतराव तगलपल्लेवार  
मु.पो. उमरी [बाजार] ता. किनवट  
जि. बरेली जिल्हा.

अवघात आमच्या महाविद्यालयात अर्थातच पूर्णपणे अधिष्ठात्यात  
म्हणून दि. १६/८/२००४ पासून दोन वर्षांच्या प्रोव्हेशनवर नेमवूक देण्यात  
येत आहे. आपला हा आदेश अमरावती विद्यापीठ व सहसंचालक, उच्च शिक्षण  
अमरावती विभाग, अमरावती यांच्या मान्यतेवर अकलंबून राहिल. आपणास  
वेतन व भत्ते यू.जी.सी. व शासनाच्या नियमान्वये मिळतील. हा आदेश  
मिळाल्याच्या तीन दिवसांच्या आत आपण कामावर लगे व्हावे अन्यथा हा  
आदेश रद्द समजण्यात येईल.

दि. : १५/८/२००४

  
[ ज.शा. धरमकर ]  
प्राचार्य  
इंदिरा महाविद्यालय, कळंब.  
जि. यवतमाळ.

  
Co-ordinator  
IQAC  
Indira Mahavidyalaya  
Kalamb



P. B. Mandake  
PRINCIPAL  
Indira Mahavidyalaya  
Kalamb Dist. Yavatmal

Dr. Yashawant Moreshwar Donde SarwajanikShaikshanik Trust's

**INDIRA MAHAVIDYALAYA**

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**Appointment order**

**To**  
**Shri Ajay.V. Tagalpallewar**  
**At post Umari (Bazar) Taluka Kinwat**  
**Dist Nanded**

You are hereby appointed as full time Assistant Professor in the subject **Economics** From 16/08/2004 Indira Mahavidyalaya Kalamb. This appointment is subject to the approval of LMC, Joint Director, Higher Education Amravati and Amravati University Amravati. For the said post the salary and allowances is given as per the rule of UGC and State Government.

You are instructed to join the institution within 7 days from the receipt of this appointment order otherwise it shall be treated as cancelled.



*P. B. Mandake*  
**PRINCIPAL**  
**Indira Mahavidyalaya**  
**Kalamb Dist. Yavatmal**

# Appointment order of Prof. P.S. Jawade

डॉ. यशवंत मोरेश्वर दोंडे सार्वजनिक शैक्षणिक ट्रस्ट द्वारा संचालित २२६१४७ : कार्यालय  
२२६१२९ : निवास

**इंदिरा महाविद्यालय, कळंब-**  
(जि. यवतमाळ) - ४४५ ४०१

अध्यक्ष  
डॉ. माऊ मांडवकर  
एच.ए., पीएच.डी.

कॉलेज कोड नं. ४१४

प्राचार्य  
ज.शा. घरमकर  
एच.ए.

जा.क्र. : ४४११०५१  
दिनांक : २४/११/२०२१

**नेमणूक आदेश**

प्रती.  
✓ श्री. प्रशांत संतोषराव जवादे  
विदर्भ हाऊसिंग सोसायटी, साई मंदिरजवळ  
वाजोरिया नगर, यवतमाळ.

आपणाला इंदिरा महाविद्यालय, कळंब येथे इंग्रजी पूर्णवेळ अधिवास्याता म्हणून दि. २५/१/२००६ पासून २ वर्षांच्या प्रोवेशनवर नेमणूक देण्यात येत आहे. आपला हा आदेश संत माडनेबाबा अमरावती विद्यापीठ अमरावती व सहसंचालक उच्च शिक्षण अमरावती विभाग अमरावती यांच्या मान्यतेवर अवलंबून राहिल. आपणास वेतन व गतते यु.जी.सी. व शासनाच्या नियमान्वये मिळतील. हा आदेश मिळाल्याच्या तीन दिवसात आपण कामावर रुजू व्हावे. अन्यथा हा आदेश रद्द समजण्यात येईल.

प्रत:-  
मा. अध्यक्ष  
डॉ. य.मो.दोंडे सा.श्री. ट्रस्ट, कळंब

*(ज.शा. घरमकर)*  
प्राचार्य  
इंदिरा महाविद्यालय  
कळंब जि.यवतमाळ

*(B. B. Joshi)*  
Co-ordinator  
IQAC  
Indira Mahavidyalaya  
Kalam



*(P. B. Mandekar)*  
PRINCIPAL  
Indira Mahavidyalaya  
Kalam Dist. Yavatmal



Dr. Yashawant Moreshwar Donde Sarwajanik Shaikshanik Trust's

**INDIRA MAHAVIDYALAYA**

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Tele. (07201) 226147/226129/226170

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No : 441/06

Date : 24/01/2006

**Appointment order**

**To**  
**Shri Prashant S. Jawade**  
**Vidharbha Housing Society**  
**Sai Mandir, Yavatmal**

You are hereby appointed as full time Assistant Professor in the subject **English** From 25/01/2006 Indira Mahavidyalaya Kalamb. This appointment is subject to the approval of LMC, Joint Director, Higher Education Amravati and Amravati University Amravati. For the said post the salary and allowances is given as per the rule of UGC and State Government.

You are instructed to join the institution within 7 days from the receipt of this appointment order otherwise it shall be treated as cancelled.



*P. B. Mandate*  
**PRINCIPAL**  
**Indira Mahavidyalaya**  
**Kalamb Dist. Yavatmal**

## Appointment order of Prof. D.R. Jaronde

Dr. Yashawant Moreshwar Donde Sarwajanik Shaikshanik Trust's

### INDIRA MAHAVIDYALAYA

KALAMB, DIST. YAVATMAL, MAHARASHTRA 445401

Tele. (07201) 226147/226129/226170

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No : 268

Date : 10/12/2007

### Appointment order

To  
Shri Dinesh Ramkrushna Jaronde  
At Post Pardy (Sawalpur)  
Tq. Kalamb  
Dist Yavatmal

You are hereby appointed as full time Assistant Professor in the subject **Psychology** From 10/12/2007 Indira Mahavidyalaya Kalamb. This appointment is subject to the approval of LMC, Joint Director, Higher Education Amravati and Amravati University Amravati. For the said post the salary and allowances is given as per the rule of UGC and State Government.

You are instructed to join the institution within 7 days from the receipt of this appointment order otherwise it shall be treated as cancelled.



*P. B. M. S. J.*  
**PRINCIPAL**  
Indira Mahavidyalaya  
Kalamb Dist. Yavatmal

## Appointment order of Prof. V.P. Mandavkar

Dr. Yashawant Moreshwar Dondre SarwajanikShaikshanik Trust's

### INDIRA MAHAVIDYALAYA

KALAMB, DIST. YAVATMAL, MAHARASHTRA 445401

Tele. (07201) 226147/226129/226170

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No : 18/2015-6

Date : 04/04/2015

## Appointment order

To  
Dr Sau Veera Pavan Mandavkar  
(Ku Veera Pundlik Dhahalkar)  
Swamini Appratment Babbi Pelhwan Chowk  
Tilakwadi Yavtaml  
Dist Yavatmal

You are hereby appointed as full time Assistant Professor in the subject **Marathi** From 06/04/2015 Indira Mahavidylaya Kalamb. This appointment is subject to the approval of LMC, Joint Director, Higher Education Amravati and Amravati University Amravati. For the said post the salary and allowances is given as per the rule of UGC and State Government.

You are instructed to join the institution within 7 days from the receival of this appointment order otherwise it shall be treated as cancelled.



*P. B. Mandavkar*  
**PRINCIPAL**  
Indira Mahavidyalaya  
Kalamb Dist. Yavatmal

## Appointment order of Prof. D.D. Ghodekar

Dr. Yashawant Moreshwar Donde SarwajanikShaikshanik Trust's

### INDIRA MAHAVIDYALAYA

KALAMB, DIST. YAVATMAL, MAHARASHTRA 445401

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No : 31/2015-16

Date : 06/04/2015

### Appointment order

**To**  
**Shri Dipak Devidasji Ghodekar**  
**At Post Pimpalgaon (Ruikar)**  
**Tq. Kalamb**  
**Dist Yavatmal**

You are hereby appointed as full time Assistant Professor in the subject **English** From 07/04/2015 Indira Mahavidyalaya Kalamb. This appointment is subject to the approval of LMC, Joint Director, Higher Education Amravati and Amravati University Amravati. For the said post the salary and allowances is given as per the rule of UGC and State Government.

You are instructed to join the institution within 7 days from the receipt of this appointment order otherwise it shall be treated as cancelled.



*P. B. Mankar*  
**PRINCIPAL**  
**Indira Mahavidyalaya**  
**Kalamb Dist. Yavatmal**

## Appointment order of Prof. P.B. Ingle

Dr. Yashawant Moreshwar Donde SarwajanikShaikshanik Trust's

### INDIRA MAHAVIDYALAYA

KALAMB, DIST. YAVATMAL, MAHARASHTRA 445401

Tele. (07201) 226147/226129/226170

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No : 31/2015-19

Date : 07/04/2015

### Appointment order

**To**  
**Shri Pandurang Bhausahab Ingle**  
**C/o Shri B.P Bhagwat Plat No DD9**  
**Bhanudas Nagar Jawahar Colony Road**  
**Aurangabad**

You are hereby appointed as full time Assistant Professor in the subject **Physiology** From 06/04/2015 Indira Mahavidyalaya Kalamb. This appointment is subject to the approval of LMC, Joint Director, Higher Education Amravati and Amravati University Amravati. For the said post the salary and allowances is given as per the rule of UGC and State Government.

You are instructed to join the institution within 7 days from the receipt of this appointment order otherwise it shall be treated as cancelled.



*P. B. Mandake*  
**PRINCIPAL**  
**Indira Mahavidyalaya**  
**Kalamb Dist. Yavatmal**

## Appointment order of Prof. S.R. Khandekar

Dr. Yashawant Moreshwar Donde SarwajanikShaikshanik Trust's

### INDIRA MAHAVIDYALAYA

KALAMB, DIST. YAVATMAL, MAHARASHTRA 445401

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E mail - [imvkalamb@yahoo.co.in](mailto:imvkalamb@yahoo.co.in), Website – [www.indiramahavidyalaya.com](http://www.indiramahavidyalaya.com)

No : 29-2015-16

Date : 07/04/2015

### Appointment order

To  
Ku Snehal Ramrao Khandekar  
Snaket Colony Arun Colony Road  
Behind Vidyut nagar  
VMV Road Amravati  
Dist Amravti

You are hereby appointed as full time Assistant Professor in the subject **Chemistry** From 09/04/2015 Indira Mahavidyalaya Kalamb. This appointment is subject to the approval of LMC, Joint Director, Higher Education Amravati and Amravati University Amravati. For the said post the salary and allowances is given as per the rule of UGC and State Government.

You are instructed to join the institution within 7 days from the receipt of this appointment order otherwise it shall be treated as cancelled.



*P. B. M. S. K.*  
**PRINCIPAL**  
Indira Mahavidyalaya  
Kalamb Dist. Yavatmal

## Appointment order of Prof. D.M. Chavhan

Dr. Yashawant Moreshwar Donde SarwajanikShaikshanik Trust's

### INDIRA MAHAVIDYALAYA

KALAMB, DIST. YAVATMAL, MAHARASHTRA 445401

Tele. (07201) 226147/226129/226170

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E mail - [imvkalamb@yahoo.co.in](mailto:imvkalamb@yahoo.co.in), Website – [www.indiramahavidyalaya.com](http://www.indiramahavidyalaya.com)

No : 21/2015-16

Date : 06/04/2015

### Appointment order

To  
Shri Dashrath Madhukar Chavhan  
Sharaadchandra Pawar Mahavidyala  
Lonad Tq. Khandala  
Dist Satara

You are hereby appointed as full time Assistant Professor in the subject **Chemistry** From 16/07/2015 Indira Mahavidylaya Kalamb. This appointment is subject to the approval of LMC, Joint Director, Higher Education Amravati and Amravati University Amravati. For the said post the salary and allowances is given as per the rule of UGC and State Government.

You are instructed to join the institution within 7 days from the receipt of this appointment order otherwise it shall be treated as cancelled.



*P. B. Mandekar*  
**PRINCIPAL**  
Indira Mahavidyalaya  
Kalamb Dist. Yavatmal

# Appointment order of Prof. K.P. Suradkar

Dr. Yashawant Moreshwar Donde SarwajanikShaikshanik Trust's

## INDIRA MAHAVIDYALAYA

KALAMB, DIST. YAVATMAL, MAHARASHTRA 445401

Tele. (07201) 226147/226129/226170

Mob. Principal – 9422867658, Vice-Principal -9420199479

E mail - [imvkalamb@yahoo.co.in](mailto:imvkalamb@yahoo.co.in), Website – [www.indiramahavidyalaya.com](http://www.indiramahavidyalaya.com)

No : 48-2015-16

Date : 10/04/2015

## Appointment order

To  
Shri Kishor Punjaji Suradkar  
At Umari Post Adsul  
Tq. Telhara  
Dist Akola

You are hereby appointed as full time Assistant Professor in the subject **Botany** From 11/04/2015 Indira Mahavidyalaya Kalamb. This appointment is subject to the approval of LMC, Joint Director, Higher Education Amravati and Amravati University Amravati. For the said post the salary and allowances is given as per the rule of UGC and State Government.

You are instructed to join the institution within 7 days from the receipt of this appointment order otherwise it shall be treated as cancelled.



*P. B. Manjate*  
**PRINCIPAL**  
Indira Mahavidyalaya  
Kalamb Dist. Yavatmal



## Appointment order of Prof. K.R. Nemade

Dr. Yashawant Moreshwar Donde SarwajanikShaikshanik Trust's

### INDIRA MAHAVIDYALAYA

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No : 48/2015-16

Date : 10/04/2015

### Appointment order

To  
**Shri Kailash Rambhau Nemade**  
At Post Adgaon Bk, Tq. Telhara  
Dist Akola

You are hereby appointed as full time Assistant Professor in the subject **Physics** From 23/04/2015 Indira Mahavidylaya Kalamb. This appointment is subject to the approval of LMC, Joint Director, Higher Education Amravati and Amravati University Amravati. For the said post the salary and allowances is given as per the rule of UGC and State Government.

You are instructed to join the institution within 7 days from the receipt of this appointment order otherwise it shall be treated as cancelled.



*P. B. Mankar*  
**PRINCIPAL**  
Indira Mahavidyalaya  
Kalamb Dist. Yavatmal

## Appointment order of Prof. C.V. Ugale

Dr. Yashawant Moreshwar Donde SarwajanikShaikshanik Trust's

### INDIRA MAHAVIDYALAYA

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Tele. (07201) 226147/226129/226170

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E mail - [imvkalamb@yahoo.co.in](mailto:imvkalamb@yahoo.co.in), Website – [www.indiramahavidyalaya.com](http://www.indiramahavidyalaya.com)

No : 722/2016-17

Date : 31/12/2016

### Appointment order

**To**  
**Dr Chetana Vijayrao Ugale**  
**At Post Sewagram Near Gandhi Ashram**  
**Dist Wardha 442102**

You are hereby appointed as full time Assistant Professor in the subject **Botany** From 03/01/2017 Indira Mahavidyalaya Kalamb. This appointment is subject to the approval of LMC, Joint Director, Higher Education Amravati and Amravati University Amravati. For the said post the salary and allowances is given as per the rule of UGC and State Government. You are instructed to join the institution within 7 days from the receipt of this appointment order otherwise it shall be treated as cancelled.



*P. B. Mandekar*  
**PRINCIPAL**  
**Indira Mahavidyalaya**  
**Kalamb Dist. Yavatmal**

## Appointment order of Prof. V.R. Patki

Dr. Yashawant Moreshwar Donde SarwajanikShaikshanik Trust's

### INDIRA MAHAVIDYALAYA

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No : 720/2016-17

Date : 31/12/2016

### Appointment order

To  
Shri Ved Ramesh Patki  
C/O Ramesh R Patki  
Tiwari Chowk Avdhutwadi  
Yavatmal

You are hereby appointed as full time Assistant Professor in the subject **Zoology** From 02/01/2017 Indira Mahavidyalaya Kalamb. This appointment is subject to the approval of LMC, Joint Director, Higher Education Amravati and Amravati University Amravati. For the said post the salary and allowances is given as per the rule of UGC and State Government.

You are instructed to join the institution within 7 days from the receipt of this appointment order otherwise it shall be treated as cancelled.



*P. B. M. Patki*  
**PRINCIPAL**  
Indira Mahavidyalaya  
Kalamb Dist. Yavatmal

# Appointment order of Prof. Jawahar Mahesh Bodulwar

Dr. Yashawant Moreshwar Donde SarwajanikShaikshanik Trust's

## INDIRA MAHAVIDYALAYA

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No : 136/2023-24

Date : 17/05/2023

## Appointment order

**To**  
**Jawahar Mahesh Bodulwar**  
**At Post –Durga Mata Ward**  
**Tq. Ghatanji-445301**  
**Dist -Yavtmal**

You are hereby appointed as full time Assistant Professor in the subject **Physics** From 19/05/2023 Indira Mahavidylaya Kalamb. This appointment is subject to the approval of CDC, Joint Director, Higher Education Amravati and Amravati University Amravati. For the said post the salary and allowances is given as per the rule of UGC and State Government.

You are instructed to join the institution within 7 days from the receipt of this appointment order otherwise it shall be treated as cancelled.



*P. B. Mandake*  
**PRINCIPAL**  
**Indira Mahavidyalaya**  
**Kalamb Dist. Yavatmal**

# Appointment order of Prof. Sakharam Baban Sangle

Dr. Yashawant Moreshwar Donde SarwajanikShaikshanik Trust's

## INDIRA MAHAVIDYALAYA

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No : 137/2023-24

Date : 17/05/2023

## Appointment order

To  
**Sakharam Baban Sangle**  
At Bangaon  
Tq. Ambad  
Dist Jalna

You are hereby appointed as full time Assistant Professor in the subject **Physics** From 07/06/2023 Indira Mahavidyalaya Kalamb. This appointment is subject to the approval of CDC, Joint Director, Higher Education Amravati and Amravati University Amravati. For the said post the salary and allowances is given as per the rule of UGC and State Government.

You are instructed to join the institution within 7 days from the receipt of this appointment order otherwise it shall be treated as cancelled.



*P. B. Mandekar*  
**PRINCIPAL**  
Indira Mahavidyalaya  
Kalamb Dist. Yavatmal

## Appointment order of Dr. Sau Prachi Rakesh Bonde

Dr. Yashawant Moreshwar Donde SarwajanikShaikshanik Trust's

### INDIRA MAHAVIDYALAYA

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No : 139/2023-24

Date : 17/05/2023

### Appointment order

To  
**Dr. Sau Prachi Rakesh Bonde**  
**10 Arti Apartments**  
**Chakradhan Nagar**  
**Nagpur-440024**

You are hereby appointed as full time Assistant Professor in the subject **Chemistry** From 18/05/2023 Indira Mahavidyalaya Kalamb. This appointment is subject to the approval of CDC, Joint Director, Higher Education Amravati and Amravati University Amravati. For the said post the salary and allowances is given as per the rule of UGC and State Government.

You are instructed to join the institution within 7 days from the receipt of this appointment order otherwise it shall be treated as cancelled.



*P. B. Mandekar*  
**PRINCIPAL**  
**Indira Mahavidyalaya**  
**Kalamb Dist. Yavatmal**

## Appointment order of Dr. Suraj Ashokrao Deshmukh

Dr. Yashawant Moreshwar Donde SarwajanikShaikshanik Trust's

### INDIRA MAHAVIDYALAYA

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No : 138/2023-24

Date : 17/05/2023

### Appointment order

To,  
**Dr. Suraj Ashokrao Deshmukh**  
**35 Satynarayan Lay Out**  
**Arni Road**  
**Yavatmal -445001**

You are hereby appointed as full time Assistant Professor in the subject **Chemistry** From 18/05/2023 in Indira Mahavidyalaya Kalamb. This appointment is subject to the approval of CDC, Joint Director, Higher Education Amravati and Amravati University Amravati. For the said post the salary and allowances is given as per the rule of UGC and State Government.

You are instructed to join the institution within 7 days from the receipt of this appointment order otherwise it shall be treated as cancelled.



*P. B. Mandake*  
**PRINCIPAL**  
**Indira Mahavidyalaya**  
**Kalamb Dist. Yavatmal**

## Appointment order of Dr. Vicky Bhimrao Watkar

Dr. Yashawant Moreshwar Donde SarwajanikShaikshanik Trust's

### INDIRA MAHAVIDYALAYA

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No : 134/2023-24

Date : 17/05/2023

### Appointment order

To,  
**Dr. Vicky Bhimrao Watkar**  
**Mahajanpura New Awdhut Temple**  
**Amravati-444605**

You are hereby appointed as full time Assistant Professor in the subject **Mathematics** 19/05/2023 Indira Mahavidyalaya Kalamb. This appointment is subject to the approval of CDC, Joint Director, Higher Education Amravati and Amravati University Amravati. For the said post the salary and allowances is given as per the rule of UGC and State Government.

You are instructed to join the institution within 7 days from the receipt of this appointment order otherwise it shall be treated as cancelled.



*P. B. M. Watkar*  
**PRINCIPAL**  
**Indira Mahavidyalaya**  
**Kalamb Dist. Yavatmal**



## Appointment order of Prof. Rupesh Rambhau Atram

Dr. Yashawant Moreshwar Donde SarwajanikShaikshanik Trust's

### INDIRA MAHAVIDYALAYA

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No : 133/2023-24

Date : 17/05/2023

### Appointment order

To,  
**Rupesh Rambhau Atram**  
**Shreekrushna Society,**  
**Near Balkrushna Mangal Karyalaya**  
**Arni Road**  
**Yavatmal-445001**

You are hereby appointed as full time Assistant Professor in the subject **Mathematics** From 19/05/2023 Indira Mahavidyalaya Kalamb. This appointment is subject to the approval of CDC, Joint Director, Higher Education Amravati and Amravati University Amravati. For the said post the salary and allowances is given as per the rule of UGC and State Government.

You are instructed to join the institution within 7 days from the receipt of this appointment order otherwise it shall be treated as cancelled.



*P. B. Mandake*  
**PRINCIPAL**  
**Indira Mahavidyalaya**  
**Kalamb Dist. Yavatmal**

## Appointment order of Prof. Rahul Anil Sinha

Dr. Yashawant Moreshwar Donde SarwajanikShaikshanik Trust's

### INDIRA MAHAVIDYALAYA

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No : 135/2023-24

Date : 17/05/2023

## Appointment order

To,  
Rahul Anil Sinha  
Goopal Nagar Paratwada  
Ta Achalpur  
Dist Amravti-445001

You are hereby appointed as full time Assistant Professor in the subject **Zoology** From 18/05/2023 Indira Mahavidylaya Kalamb. This appointment is subject to the approval of CDC, Joint Director, Higher Education Amravati and Amravati University Amravati. For the said post the salary and allowances is given as per the rule of UGC and State Government.

You are instructed to join the institution within 7 days from the receipt of this appointment order otherwise it shall be treated as cancelled.



*P. B. Mankar*  
**PRINCIPAL**  
Indira Mahavidyalaya  
Kalamb Dist. Yavatmal

## Appointment order of Prof. Dr. Sau. Sharayu Shirish Bonde

Dr. Yashawant Moreshwar Donde SarwajanikShaikshanik Trust's

### INDIRA MAHAVIDYALAYA

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No : 140/2023-24

Date : 17/05/2023

### Appointment order

**To**  
**Dr. Sau. Sharayu Shirish Bonde**  
**Ekta Chowk Salve Colony Tukum**  
**Chandrapur-442401**

You are hereby appointed as full time Assistant Professor in the subject **Commerce** From 18/05/2023 in Indira Mahavidyalaya Kalamb. This appointment is subject to the approval of CDC, Joint Director, Higher Education Amravati and Amravati University Amravati. For the said post the salary and allowances is given as per the rule of UGC and State Government.

You are instructed to join the institution within 7 days from the receipt of this appointment order otherwise it shall be treated as cancelled.



*P. B. Mankar*  
**PRINCIPAL**  
**Indira Mahavidyalaya**  
**Kalamb Dist. Yavatmal**