

**UNIVERSITY OF MUMBAI**

**No. CONCOL/TAU/ 40 / of 2012-2013**

**CIRCULAR :**

Ref : No. CONCOL/119 of 2011, dated 7<sup>th</sup> June, 2011.

In supersession of the Circular mentioned above the attention of Directors / Head of various University Departments and the Principals of the Aided and Unaided Colleges of Arts, Humanities, Science, Social Sciences, Commerce, Education, Languages, Law, Journalism and Mass Communication, Music, Dance, Drama, Visual (Fine) Arts is hereby invited to the UGC Notification No. F.3-1/2009, dated 30<sup>th</sup> June, 2010 framing the Regulations for appointment of teachers & other Academic Staff and Career Advancement Scheme of teachers in University and Colleges and measures for the maintenance of standards in Higher Education 2010, which has been accepted by the Government of Maharashtra, Department of Higher and Technical Education, vide its G. R. No. Sankirna – 2011/(25/11) vishi-1, dated 15<sup>th</sup> February, 2011, and then accepted by the Academic Council at its meeting held on 25<sup>th</sup> May, 2011 vide item No. 3.1 and subsequently approved by the Management Council at its meeting held on 30<sup>th</sup> May, 2011 vide item No. 17. The UGC Regulation and Government Resolution is available on Government of Maharashtra web site [www.maharashtra.govt.in](http://www.maharashtra.govt.in) unique code No. 20110215142730001.

As per the University Grants Commission guidelines, the University has designed the Performance Based Appraisal System (PBAS) Proforma based on Academic Performance Indicator (API) for the CAS and the same has been accepted by the Academic Council at its meeting held on 25<sup>th</sup> July, 2012 vide item No. 7.1 and subsequently approved by the Management Council at its meeting held on 22<sup>nd</sup> October, 2012 vide item No. 7.

The Directors / Head of various University Departments and the Principals of the Aided and Unaided affiliated colleges in Arts, Humanities, Science, Social Sciences, Commerce, Education, Languages, Law, Journalism and Mass Communication, Music, Dance, Drama, Visual (Fine) Arts are hereby requested to download the copy of above Circular along with its enclosures from the University web site [www.mu.ac.in](http://www.mu.ac.in) for their reference & necessary action.

Mumbai – 400 032.

Date : 19<sup>th</sup> March, 2013.

  
REGISTRAR  
UNIVERSITY OF MUMBAI



To,

The Director / Head of various University Departments /the Principals of the aided and unaided affiliated colleges in Arts, Humanities, Science, Social Sciences, Commerce, Education, Languages, Law, Journalism and Mass Communication, Music, Dance, Drama, Visual (Fine) Arts for information and necessary action.

No. CONCOL/TAU/ 40 / of 2012-2013

19<sup>th</sup> March, 2013

Copy forwarded with compliments for information to :-

1. The Secretary of the Management / Societies of aforesaid Colleges.
2. The Secretaries to the Government of Maharashtra Education and Employment Department, MantralayaAnnexe, Madame Cama Road, Mumbai – 400 032.
3. The Joint Director of Education (Higher Education Grants), Mumbai Region and other than Mumbai (Panvel).
4. The Presiding Officer, College Tribunal for Mumbai and S.N.D.T. Women's Universities, University Building East Wing, Second Floor, Fort, Mumbai – 400 032.
5. University of Mumbai Colleges Principals Association 1, Dnyansadhana College of Arts, Science & Commerce, Sathewadi, Thane – 400 604.
6. The Secretary, Association of Principals of non-Government College, University of Mumbai, C/o. RamnarainRuia College, Matunga, Mumbai – 400 019 (Two Copies).
7. The General Secretary, Mumbai University and College Teachers Union, Mumbai University Club House, "B" Road, Churchgate, Mumbai – 400 020. (Two Colleges)
8. The Deans of Faculties of Arts, Science, Commerce and Law.
9. The Director, Department of Technical Education, Maharashtra State, MahapalikaMarg, Mumbai – 400 001.
10. The Director of Education (Higher Education) Maharashtra State, Central Building, Pune – 411 001.

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REGISTRAR  
UNIVERSITY OF MUMBAI

Copy to :-

1. Director, Board of College and University Development.
2. Director, Students Welfare.
3. Director, Institute of Distance and Open Learning.
4. Finance and Accounts Officer.
5. Controller of Examinations, Examination House.
6. All Deputy Registrar, Assistant Registrar and Personal Assistant to the Vice-Chancellor.
7. P.A. to Pro. Vice-Chancellor.
8. P.A. to Registrar.
9. Record Section (10 copies).



RELEVANT EXTRACTS from THE UGC REGULATIONS, 2010, Government Resolution of Department of Higher & Technical Education, Government of Maharashtra no. Sankrina-2011/ (25/11) Vi.Shi.-1 dated 15/02/11 and the University of Mumbai CIRCULAR NO. CONCOL/TAU/ 40 of 2012-2013 dated 19<sup>th</sup> March, 2013, in regards to APPOINTMENTS AND CAREER ADVANCEMENT SCHEME OF TEACHERS AND OTHER ACADEMIC STAFF IN UNIVERSITY / COLLEGES AND MEASURES FOR THE MAINTENANCE OF STANDARDS IN HIGHER EDUCATION 2010 IN UNIVERSITY DEPARTMENT & CONSTITUENT COLLEGES (hereafter referred to as University) and all Affiliated Colleges / Recognized Institutes (hereafter referred as Colleges) of the University of Mumbai.

**1.0. RECRUITMENT AND QUALIFICATIONS:**

- 1.1. The **direct recruitment** to the posts of Assistant Professors, Associate Professors and Professors in the University and Colleges shall be on the basis of merit through all India advertisement (As per University of Mumbai Circular No. CONCOL/75 of 1988, dated 3<sup>rd</sup> March, 1988) and selections by the duly constituted Selection Committees as per the provisions made in this Circular to be incorporated under the Statutes/Ordinances of the University. The composition of such committees as prescribed in this Circular.
- 1.2. The minimum qualifications required for the post of Assistant Professors, Associate Professors, Professors, Principals, Assistant Directors of Physical Education and Sports, Deputy Director of Physical Education and Sports, Directors of Physical Education and Sports, Assistant Librarians, Deputy Librarians, Librarians as prescribed in this Circular.
- 1.3. The minimum requirements of a good academic record, 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the master's level and qualifying in the National Eligibility Test (NET), or an accredited test (State Level Eligibility Test - SLET/SET), shall remain for the appointment of Assistant Professors.
- 1.4. NET/SLET/SET shall remain the minimum eligibility condition for recruitment and appointment of Assistant Professors in University / Colleges / Institutions.  
*Provided* however, that candidates, who are or have been awarded Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in University / Colleges / Institutions.
- 1.5. NET/SLET/SET shall not be required for such Masters Degree Programmes in disciplines for which NET/SLET/SET accredited test is not conducted.
- 1.6. A minimum of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) will be required at the Master's level for those recruited as teachers at any level from industries and research institutions and at the entry level of Assistant Professors, Assistant Librarians, Assistant Directors of Physical Education and Sports.
- 1.7. A relaxation of 5% may be provided at the graduate and master's level for the Scheduled Caste/Scheduled Tribe/Differently-abled (Physically and visually differently-abled) categories for the purpose of eligibility and for assessing good academic record during direct recruitment to teaching positions. The eligibility marks of 55% marks (or an equivalent grade in a point scale wherever grading system is followed) and the relaxation of 5% to the categories mentioned above are permissible, based on only the qualifying marks without including any grace mark procedures.



- 1.8. A relaxation of 5% may 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<sup>th</sup> September, 1991.
- 1.9. Relevant grade which is regarded as equivalent of 55% wherever the grading system is followed shall also be considered eligible.
- 1.10. The Ph.D. Degree shall be a mandatory qualification for the appointment of Professors and for promotion as Professors.
- 1.11. The Ph.D. Degree shall be a mandatory qualification for all candidates to be appointed as Associate Professor through direct recruitment.
- 1.12. The period of 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.
- 2.0. QUALIFICATIONS FOR DIRECT RECRUITMENT FOR TEACHERS IN ARTS, HUMANITIES, SCIENCES, SOCIAL SCIENCES, COMMERCE, EDUCATION, LANGUAGES, LAW, JOURNALISM AND MASS COMMUNICATION.**

**1 PROFESSOR:**

- A. (i) An eminent scholar with Ph.D. qualification(s) 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 publications as books and/or research/policy papers.
- (ii) A minimum of ten years of teaching experience in Universities/colleges, and/or experience in research at the Universities/National level institutions/industries, including experience of guiding candidates for research at doctoral level.
- (iii) Contribution to educational innovation, design of new curricula and courses, and technology – mediated teaching learning process.
- (iv) A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), set out in Appendix-I of this Circular.

**OR**

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

**2. PRINCIPAL**

- i. A Master's Degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed).
- ii. Ph.D. Degree in concerned/allied/relevant discipline(s) in the institution concerned with evidence of published work and research guidance.
- iii. Associate Professor/Professor with a total experience of fifteen years of teaching/research/administration in Universities, Colleges and other institutions of higher education.
- iv. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), as set out in Appendix-I of this Circular.



### 3. ASSOCIATE PROFESSOR

- i. A Master's Degree with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed).
- ii. Good academic record with Ph.D. Degree in the concerned/allied/relevant disciplines.
- 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 Universities, Colleges or Accredited Research Institutions/Industries excluding the period of Ph.D. Research with evidence of published work and a minimum of 5 publications as books and/or research/policy papers.
- iv. Contribution to educational innovation, design of new curricula and courses, and technology – mediated teaching learning process with evidence of having guided doctoral candidates and research students.
- v. A minimum score as stipulated in the Academic Performance Indicator (API) based Performance Based Appraisal System (PBAS), as set out in Appendix-I of this Circular.

### 4. ASSISTANT PROFESSOR:

- i. Good academic record as defined by the concerned University with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level in a relevant subject from an Indian University, or an equivalent degree from an accredited foreign University.
- ii. Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET) conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.
- iii. Notwithstanding anything contained in sub-clauses (i) and (ii) to this Clause, candidates, who are, or have been awarded Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in University/ Colleges / Institutions.
- iv. NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted.

### 3.0. QUALIFICATIONS FOR DIRECT RECRUITMENT FOR TEACHERS IN MUSIC, PERFORMING ARTS, VISUAL ARTS AND OTHER TRADITIONAL INDIAN ART FORMS LIKE SCULPTURE, ETC.

#### 3.1. MUSIC & DANCE DISCIPLINE:

##### 1. ASSISTANT PROFESSOR:

- i. Good academic record with at least 55% marks (or an equivalent grade in a point scale wherever grading system is followed) at the Master's Degree level, in the relevant subject or an equivalent degree from an Indian/Foreign University.
- ii. Besides fulfilling the above qualifications, candidates must have cleared the National Eligibility Test (NET) for lecturers conducted by the UGC, CSIR, or similar test accredited by the UGC.

Notwithstanding anything contained in the sub-clauses (i) and (ii) to this Clause, candidates, who are, or have been awarded Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of Ph.D. Degree) Regulations, 2009, shall be exempted from the requirement of the minimum eligibility condition of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in University/Colleges.



*Grudaw*  
I/C Principal  
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Uran Education Society's College of  
Management and Technology