



RASHTRASANT TUKADOJI MAHARAJ NAGPUR UNIVERSITY
(Established by Government of Central Provinces Education Department by Notification No. 513 dated the 1st of August, 1923 & presently a State University governed by Maharashtra Universities Act, 1994)

DIRECTION NO. 1 OF 2012

(Under Section 8 (1) & (4) of Maharashtra Universities Act, 1994)

Direction governing the conversion of 10% of the sanctioned posts of Associate Professors to that of Professors in the affiliated Colleges of the University

(Issued under Section 14(8) of the Maharashtra Universities Act, 1994)

Whereas, the Maharashtra Universities Act N o. XXXV has come into force with effect from 22nd July, 1994 and further amended by the Maharashtra Universities (Amendment and Continuance) Act, 2003, hereinafter referred as 'Act' has come into force from 8th August, 2003,

AND

Whereas, the Ministry of Human Resources Development of the Government of India has issued orders on 31 December 2008 for revising the pay scales of Central University teachers and equivalent posts in terms of the 6th Pay Commission recommendations,

AND

Whereas, accordingly, revised pay scales in terms of the 6th Pay Commission recommendations have been made applicable to the teachers and equivalent posts in the State non-agricultural universities and affiliated colleges vide the State Govt. Resolution No. NGC-2009/(243/09)UNI-1, dated 12 August 2009.

AND

Whereas, in terms of the guidelines in para 2(b)(xviii) of the Government of India Order dated 31 December 2008 and para 2(2)(b)(i) of the State Government Resolution dated 12 August, 2009, it has been decided that 10% of the total sanctioned posts of Associate Professors in an affiliated Degree College shall be of the level of Professors.

AND

Whereas, the Higher & Technical Education Department, Government Resolution No. NGC-2010/(415/10)UNI-1, dated 30th July, 2010 & Government Circular dated 26th October, 2010, issued the orders to convert 10% of the sanctioned posts of Associated Professors to that of Professors in the Degree Colleges affiliated to non-agricultural Universities.

AND

Whereas, the Higher & Technical Education Department, Government Circular No. NGC-2010/(415/10)विशि-1, dated 7th September, 2011, issued the explanation to convert 10% of the sanctioned posts of Associated Professors to that of Professors in the Degree Colleges affiliated to non-agricultural Universities.

AND

Whereas, in terms of the guidelines in para (2)(b)(xviii) of the Government of India Order dated 31 December 2008 and para 2(2)(b)(i) of the State Government Resolution dated 12 August 2009, it has been decided that 10% of the total sanctioned posts of Associate Professors in an affiliated Degree College shall be of the level of Professors in an affiliated Degree College shall be of the level of Professors:

“(i) Ten percent of the number of sanctioned posts of Associate Professor in an Under Graduate College shall be that of Professors and shall be subject to the same criterion for selection/appointment as that of Professors in Universities, provided that there shall not be more than one post of Professor in each Department; and provided further that One-fourth (25%) of the posts of Professor in UG Colleges shall be directly recruited or filled on deputation by eligible teachers and the remaining three-fourths (75%) of posts of Professors shall be filled by merit promotion from among eligible Associate Professors of the relevant department of the Under Graduate college, identification of posts of Professor in an Under Graduate College for being filled through direct recruitment/deputation shall be within the competence of the University acting in consultation with the College. Where the number of posts of Professor worked out as a percentage of the number of posts of Associate Professor for merit promotion or direct recruitment/deputation is not an integer, the same shall be rounded off to the next higher integer.”

AND

Whereas, the posts of Professors shall be filled up at the rate of not more than one per department from among the seniormost Associate Professors who hold Ph.D. degree in the relevant subject and have completed 3 years of service in the rank of Associate Professor with AGP of Rs. 9000, subject to the eligibility criteria and other terms and conditions prescribed by the University Grants Commission and the concerned University (if any). Teachers who do not fulfill these academic criteria shall not be eligible to be appointed or promoted as Professor. The Pay Band for the post of Professor shall be Rs. 37400-67000 with AGP of Rs. 10000.

AND

Whereas, the proposal regarding giving detailed instructions and directions to the Universities and affiliated Colleges in terms of the provisions of Section 8(1) and (4) of the Maharashtra Universities Act, 1994 to make the necessary and appropriate amendments in their Statutes and ordinance in connection with the appointment of Professors and Heads of Departments was under the consideration of the Government,

AND

Whereas, the required Statute to that effect is not in force and the process to prescribe the same is time consuming.

Now, therefore, I, V.S. Sapkal, the Vice-Chancellor of the Rashtrasant Tukadoji Maharaj Nagpur University, Nagpur in exercise of the powers vested in me under Section 14(8) of the Act, do hereby issue the following Direction :

1. This Direction may be called, “**Direction governing conversion of 10% of the sanctioned posts of Associate Professors to that of Professors in the Degree Colleges affiliated to University**”
2. This Direction shall come into force from the date on which it is issued.

3. There shall be only one post of Professor in any department of an affiliated college. The number of such posts of Professor shall be 10% of the sanctioned strength of Associate Professors in the concerned College. 25% of the posts of Professor in each college shall be filled up through direct recruitment or by deputation (including internal deputation) and the remaining 75% of the posts shall be filled up by merit promotion from among the eligible Associate Professors of the relevant departments of the College. While fixing up the number of posts of Professor in a college for filling up by merit promotion or by direct recruitment/deputation, if the respective number is not an integer, the same shall be rounded off to the next higher integer.
4. Identification of the posts for filling up by direct recruitment/deputation shall be done by the University in consultation with the concerned College.
5. Government hereby gives sanction to the conversion of 10% of the sanctioned posts of Associate Professors (previously Reader/Selection Grade Lecturer) in the aided non-government Degree Colleges to that of Professors, subject to the provisions of rounding off referred to in para 3 above.
6. All the Regional Joint Directors of Higher Education are hereby directed to determine the number of posts of Professor in each such aided non-government College on the basis of the sanctioned strength of Associate Professors and in terms of the provisions of para 2(2)(b)(i) of the GR dated 12th August, 2009. The same should be intimated to the concerned Colleges and intimation to the University, within one month.
7.
 - (a) After the Regional Joint Director determines the number of posts of Professor in each College to be filled up by merit promotion and by direct recruitment/deputation respectively, the concerned College should take immediate necessary action to fill up the posts of Professor by promotion. Since these posts are to be filled up by *in situ* promotion of the concerned eligible Associate Professors, immediate action for such promotion is possible and expected.
 - (b) Similarly, the College should initiate action to get the posts of Professor earmarked for direct recruitment/deputation indentified from the concerned University along with the method as to whether they are proposed to be filled up by deputation (external or internal) or direct recruitment. While indentifying such posts, it should be ensured that for external deputation or direct recruitment, the relevant post of Associate Professor is vacant. For direct recruitment, reservation for SC/ST/DTNT/ OBC as per Government Policy as may be applicable should also be ensured. It may be noted that if the posts are proposed to be filled up through internal deputation, there is no such need for vacant post.
 - (c) Since Professors so appointed will be in a post higher than that of an Associate Professor, they will be treated as seniormost in the concerned department and accordingly, they will be treated as Head of the Department (H.O.D.)

8. The Regional Joint Directors of Higher Education must ensure that there will be no net increase in the total number of sanctioned posts of teachers in the concerned College.

9. **Professor in the University**

(a) The Selection Committee for the post of Associate Professor in the University shall have the following composition:

1. The Vice-Chancellor to be the Chairperson of the Selection Committee.
2. An academician who is the nominee of the Visitor/Chancellor, wherever applicable.
3. Three experts in the concerned subject/field nominated by the Vice Chancellor out of the panel of names approved by the relevant statutory body of the university concerned.
4. Dean of the faculty, wherever applicable.
5. Head/Chairperson of the Department/School.
6. An academician representing SC/ST/OBC/Minority/ Women/ Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee do not belong to that category.

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

10. **Professor in the Affiliated Colleges :-**

(a) The Selection Committee for the post of Associate Professor in Colleges including Private Colleges shall have the following composition:

1. The Chairperson of the Governing Body or his or her nominee, from among the members of the Governing body to be the Chairperson of the Selection Committee.
2. The Principal of the College.
3. The Head of the Department of the concerned subject from the college.
4. Two University representatives nominated by the Vice-Chancellor, one of whom will be the Dean of College Development Council or equivalent position in the University, and the other must be expert in the concerned subject in case of Colleges notified/declared as minority

educational institutions, two nominees of the Chairperson of the College from out of a panel of five names, preferably from minority communities, recommended by the Vice-Chancellor of the affiliating university from the list of experts suggested by the relevant statutory body of the college of whom one should be a subject expert.

5. Two subject-experts not connected with the college to be nominated by the Chairperson of the governing body of the college out of a panel of five names recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the university concerned. In case of colleges notified/declared as minority educational institutions, two subject experts not connected with the University to be nominated by the Chairperson of the Governing Body of the College out of the panel of five names, preferably from minority communities, recommended by the Vice Chancellor from the list of subject experts approved by the relevant statutory body of the College.
 6. An academician representing SC/ ST/ OBC/ Minority/ Women/ Differently-abled categories, if any of candidates representing these categories is the applicant, to be nominated by the Vice-Chancellor, if any of the above members of the selection committee do not belong to that category.
 - (b) The quorum for the meeting should be five of which at least two must be from out of the three subject-experts.
11. While converting the post of Associate Professor into Professor the integer shall be rounded off to the next higher integer as explained below:
- Step 1: Fix the no. of sanctioned posts of Associate Professor of concerned college (A)
 - Step 2: Fix 10% of (A), which is in integer or not. (B)
 - Step 3: Draw the quota of promotion on merit.
 $B \times 0.75 = (C)$
 If (C) is not in integer then it shall be rounded off to the next higher integer, which will be based the quota of promotion on merit (C-1)
 - Step 4: Quota for direct recruitment/deputation shall be drawn as under:

 If (D) is not in integer, then it shall be rounded off to the next higher integer, which will be the quota for direct recruitment/deputation. (D-1)

 The posts, to be filled by promotion on merit (C-1) and by direct recruitment/deputation in the concerned colleges, shall be as explained above. (D-1)

12. The above explanation is explicitly cleared in the following chart:-

Example	No. of sanction posts of Associate Professors	10% of the sanctioned post of Associate Professors	Quota to be filled up by merit promotion (75%)		Quota to be filled up through direct recruitment/by deputation (25%)	
			Quota (75%)	Integer	Quota (25%)	Integer
I	08	0.80	0.60	1	0.20	1
II	12	1.20	0.90	1	0.30	1
III	16	1.60	1.20	2	0.40	1
IV	20	2.00	1.50	2	0.50	1
V	24	2.40	1.80	2	0.60	1
VI	26	2.60	1.95	2	0.65	1
VII	27	2.70	2.025	3	0.675	1
VIII	30	3.00	2.25	3	0.75	1
IX	36	3.60	2.70	3	0.90	1
X	40	4.00	3.00	3	1.00	1
XI	41	4.10	3.075	4	1.025	2
XII	48	4.80	3.60	4	1.20	2
XIII	56	5.60	4.20	5	1.40	2
XIV	60	6.00	4.50	5	1.50	2

The Regional Joint Director shall form the number of posts of professors to be filled in by direct recruitment/deputation of each degree college, under his control and inform the concerned college with relevant suggestions for necessary action alongwith a copy to the university.

Self Assessment Proformas cum Score Sheets for Academic Performance Indicators (API) based Performance Based Appraisal System(PBAS), for Appointments and Promotions under Career Advancement Scheme of Teachers, will be as prescribed by the UGC, vide UGC Regulation, 2010, dated 28th June, 2010 and UGC's 'WEBSITE NOTIFICATION' and Direction No. 2 of 2012.

Nagpur,
Dated :

(Dr. V.S. Sapkal)
Vice-Chancellor