

राज्यातील सार्वजनिक विद्यापीठामधील
(अकृषि) अध्यापकांच्या भरती प्रक्रीयेमध्ये
अधिक पारदर्शकता आणण्यासाठी
कार्यपध्दती विहित करण्याबाबत.

महाराष्ट्र शासन
उच्च व तंत्र शिक्षण विभाग
शासन निर्णय क्रमांक : संकीर्ण - २०२५/ ई-८६०४२१/विशि-१
मंत्रालय विस्तार भवन, मादाम कामा मार्ग,
हुतात्मा राजगुरु चौक,
मंत्रालय, मुंबई ४०० ०३२,
दिनांक:- ६ ऑक्टोबर, २०२५

वाचा:-

१. भारताचे राजपत्र: असाधारण, भाग III-विभाग ४, युजीसी नोटिफिकेशन दिनांक १८ जुलै २०१८.
२. उच्च व तंत्र शिक्षण विभाग, शासन निर्णय, क्रमांक संकीर्ण-२०१८/प्र.क्र.५६/१८/विशि-१, दिनांक ८ मार्च २०१९.
३. उच्च व तंत्र शिक्षण विभाग, शुद्धीपत्र क्रमांक संकीर्ण-२०१८/प्र.क्र.५६/१८/विशि-१, दिनांक १० मे २०१९.
४. उच्च आणि तंत्र शिक्षण विभाग, शासन निर्णय क्र.संकीर्ण-२३०९/प्र.क्र.१२८/विशि-१, दिनांक ५ मार्च, २०२४.
५. मा. राज्यपाल यांचे अवर सचिव (शिक्षण), राजभवन यांचे पत्र क्रमांक आरबी/जीइएन-२०२४/सीआर-९२८/इडीएन.५/१८२, दिनांक २५ फेब्रुवारी, २०२५.
६. उच्च आणि तंत्र शिक्षण विभाग, शासन निर्णय क्र. संकीर्ण २०२५/प्र.क्र.ई-८६०४२१/विशि-१, दि. २८ फेब्रुवारी, २०२५.
७. शासन पत्र दि. ०७ जुलै, २०२५ व दि. ३१ जुलै, २०२५.
८. उप सचिव, राजभवन यांचे पत्र क्र. आरबी/जीइएन-२०२४/सीआर ९२८/इडीएन-५/७९५, दि. १८ सप्टेंबर, २०२५

प्रस्तावना:-

उच्च शिक्षण देणाऱ्या संस्थामधील अध्यापकांकरीता विद्यापीठ अनुदान आयोगाकडून शैक्षणिक अर्हता आणि अनुषंगिक बाबी विहित करण्यात येतात. विद्यापीठ अनुदान आयोगाकडून दि. १८ जुलै, २०१८ च्या अधिसूचनेद्वारे उच्च शिक्षण देणाऱ्या संस्थांकरिता “Minimum qualifications for appointment of teachers and other academic staff in Universities and Colleges and

Measures for the maintenance of standards in Higher Education” निश्चित करण्यात आली आहेत. सदर अधिसूचनेतील तरतूदी उच्च व तंत्र शिक्षण विभागाच्या दि. ८ मार्च, २०१९ च्या शासन निर्णयान्वये राज्यात लागू करण्यात आल्या आहेत. दि. २८.०२.२०२५ च्या शासन निर्णयान्वये अध्यापकांची निवड प्रक्रिया राबविण्याबाबत कार्यपद्धती विहित करण्यात आली आहे. सदर निवड प्रक्रिया अधिक पारदर्शक, निष्पक्ष आणि संतुलित व्हावी यासाठी मा.कुलपती तथा राज्यपाल महोदयांच्या कार्यालयाकडून प्राप्त झालेले निर्देश विचारात घेऊन सुधारीत कार्यपद्धती विहित करण्याची बाब शासनाच्या विचाराधीन होती.

शासन निर्णय:-

राज्यातील सार्वजनिक विद्यापीठांमधील (अकृषि) अध्यापकांच्या निवड प्रक्रियेसाठी शासन निर्णय दि. २८.०२.२०२५ अन्वये विहित केलेल्या कार्यपद्धतीत सुधारणा करून सोबतच्या **परिशिष्ट-अ** मध्ये नमूद केलेली सुधारीत कार्यपद्धती विहित करण्यात येत आहे.

२. वरील कार्यपद्धतीनुसार राज्यातील सार्वजनिक विद्यापीठांमधील (अकृषि) सध्या सुरू असलेली अध्यापकांची निवडप्रक्रिया पूर्ण करण्यास याद्वारे मान्यता देण्यात येत आहे. तसेच भविष्यात होणा-या राज्यातील सार्वजनिक विद्यापीठांमधील अध्यापकांच्या निवड प्रक्रियेकरता या कार्यपद्धतीचा अवलंब करण्यात यावा.

३. सदर शासन निर्णय महाराष्ट्र शासनाच्या www.maharashtra.gov.in या वेबसाईटवर उपलब्ध करण्यात आला असून त्याचा संकेतांक २०२५१००६१८३२२६८४०८ असा आहे. हा आदेश डिजिटल स्वाक्षरीने साक्षांकित करून काढण्यात येत आहे.

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने,

(प्रताप पां. लुबाळ)

उप सचिव, महाराष्ट्र शासन

प्रति,

१. मा. राज्यपाल तथा कुलपती यांचे सचिव, राजभवन, मलबार हिल, मुंबई.
२. मा. मुख्यमंत्री यांचे अपर मुख्य सचिव, मंत्रालय, मुंबई.
३. मा. उप मुख्यमंत्री (नगर विकास) यांचे सचिव, मंत्रालय, मुंबई
४. मा. उप मुख्यमंत्री (वित्त व नियोजन) यांचे सचिव, मंत्रालय, मुंबई
५. मा. विरोधी पक्ष नेता, विधानसभा / विधानपरिषद.
६. मा. मंत्री, उच्च व तंत्रशिक्षण यांचे खाजगी सचिव, मंत्रालय, मुंबई.

७. मा. राज्यमंत्री, उच्च व तंत्र शिक्षण यांचे खाजगी सचिव, मंत्रालय, मुंबई.
८. अपर मुख्य सचिव, उच्च व तंत्र शिक्षण, मंत्रालय, मुंबई.
९. सर्व सह सचिव / उप सचिव, उच्च व तंत्र शिक्षण विभाग, मंत्रालय, मुंबई.
१०. संचालक, उच्च शिक्षण, महाराष्ट्र राज्य, पुणे.
११. सर्व विभागीय सहसंचालक, उच्चशिक्षण,
१२. सर्व कुलसचिव, सार्वजनिक विद्यापीठे.
१३. कुलसचिव, यशवंतराव चव्हाण महाराष्ट्र मुक्त विद्यापीठ नाशिक.
१४. कुलसचिव, कवि कुलगुरु कालिदास संस्कृत विद्यापीठ, रामटेक.
१५. सर्व कुलसचिव, राज्य अभिमत विद्यापीठे.
१६. सर्व कुलसचिव, महाराष्ट्र राष्ट्रीय विधी विद्यापीठे,
१७. कुलसचिव, राज्य समुह विद्यापीठे.
१८. निवड नस्ती (विशि-१)

परिशिष्ट-अ

(शासन निर्णय क्र. संकिर्ण - २०२५/ ई-८६०४२९/विशि-९, दि.०६ ऑक्टोबर २०२५ सोबतचे सहपत्र)

Revised procedure for the Recruitment of Teachers in State Public Universities (Non-Agricultural)

The following procedure is prepared to make the selection process more transparent, objective and effective:

1. The weightage for the Academic, Teaching and Research Credentials (ATR) as 75% Weightage and for the Interview Performance as 25% Weightage for preparing the Merit List of Candidates.
2. The candidates scoring above 50 marks in the number ATR will be held as eligible for interview. The universities will decide the ratio of the candidates to be called for interview per vacant seat to be filled in for different cadres viz. Assistant Professors/ Associate Professors/ Professors.

3. Assistant Professor :-

Quantification of Academic, Teaching and Research Credentials of Candidates (75% Weightage) will be as follows:-

A. Academic Records (Max. Marks 55)

The score and weightage for Academic Records of UG, PG, M. Phil. and Ph.D. will be based on the type of Degree Awarding University. If the candidate has been awarded the Degree by the Institutes of National Importance (IITs, NITs, IISER, IIM etc) or Foreign Universities having Quacquarelli Symonds (QS)/ Times Higher Education (THE) / ARWU of the Shanghai World University Rankings within 200, then highest marks shall be given. In case of Central/State Public Universities (including State/ Central Deemed to be Universities) or equivalent holding NIRF Rank within 100 or Foreign Universities having QS/ THE/ARWU of the Shanghai World University Rankings between 200-500, the score shall be given as 90% of the Maximum. For other Central/State Public Universities (including State/ Central Deemed to be Universities) or equivalent, the score shall be given 80% of maximum. For rest of the UGC approved Universities, the score to be given will be 60% of the maximum marks.

a. Score for Marks obtained at UG and PG Degree Examinations

i. Graduation (Max. Marks 11):

80% & above = 11 marks, 60% to less than 80% = 09 marks, 55% to less than 60% = 7 marks, 45% to less than 55% = 4 marks

ii. Post-graduation (Max. Marks 18):

80% & above = 18 marks, 60% to less than 80%=16 marks, 55% (50% in case of SC/ST/OBC- non-creamy layer)/PWD to less than 60% = 14 marks

b. Score for M.Phil. and Ph.D. (Max. Marks 20)

i. M.Phil.: 60% & above = 5 marks, 55% to less than 60% = 03 marks

ii. Ph.D.: 20 marks

M.Phil.+ Ph. D. = maximum 20 marks

c. Score for JRF/NET/SET (Max. Marks 6)

NET with JRF: 06 marks; NET: 04 marks; SET: 03 marks

JRF/NET/SET = maximum 06 marks

B. Teaching Experience (Max. Marks 5):

Scores for approved teaching experience (as approved by the University /Parent body) / Postdoctoral experience in Institutes of National Importance or from foreign Universities within top 500 QS/ THE/ARWU of the Shanghai World University Rankings shall be 1 mark per year. However, if the period of teaching/Post-doctoral experience is less than one year then the marks shall be reduced proportionately.

C. Assessment of Research Aptitude and Innovation Skills (Max. Marks 15)

a. Research Publications (Max. Marks: 6)

In case of award of Marks under Research Publications, only Indexed Journal lists of SciFinder, Web of Science and Scopus shall be considered. Score for Research Publications enlisted under SciFinder, Web of Science or Scopus databases shall be 1 per Research Paper for single author Publications. In case of Multiple Authors, the principal author (first author or author for correspondence) shall get 50% Marks and for all other authors, rest of the 50% marks shall be distributed proportionally. No score shall be given to other publications.

b. Books Authored/ IPR generated (Max. 6 Marks)

i. Total Number of books and chapters in edited volumes published by Reputed (National/ International) Publisher (with ISBN):

2 marks per authored reference book. 1 Mark per Edited Book/ chapters in edited volume/ Translated Book.

ii. IPR (Patents / Copyright/ Trademarks/ Designs etc.) granted/ awarded

2 marks per IPR granted Books Authored+ IPR generated: Max. 6 Marks

c. Awards (Max. 3 Marks):

International/National Level (Awards given by International Organizations/ Government of India/Government of India recognized National Level Bodies): 03

State Level (Awards given by State Government): 02

International/National/ State Level Awards: Max. 3 Marks

Thus the overall weightage of Academic, Teaching and Research Credentials for the position of Assistant Professor (through 3- A to C) shall be 75%.

4. Associate Professor :-

Quantification of Academic, Teaching and Research Credentials of Candidates for the position of Associate Professor (75% Weightage)

A. Academic Records (Max. Marks 45)

The Max. Score under Academic Records for UG, PG, M. Phil. and Ph.D. should be graded as per the type of Degree Awarding University. If the candidate has been awarded the Degree by the Institutes of National Importance (IITs, NITs, IISER, IIM etc) or Foreign Universities having Quacquarelli Symonds (QS)/ Times Higher Education (THE) / ARWU of the Shanghai World University Rankings within 200, then highest marks shall be given. In case of Central/State Public Universities (including State/ Central Deemed to be Universities) or equivalent holding NIRF Rank within 100 or Foreign Universities having QS/ THE/ARWU of the Shanghai World University Rankings between 200-500, the score shall be given as 90% of the Maximum. For other Central/State Public Universities (including State/ Central Deemed to be Universities) or equivalent, the score shall be given 80% of Maximum. For rest of the UGC approved Universities, the score shall be allotted to 60% of the highest marks.

a. Score for Marks obtained at UG and PG Degree Examinations

i. Graduation (Max. Marks 8):

80% & above = 08 marks, 60% to less than 80% = 06 marks, 55% to less than 60% = 05 marks, 45% to less than 55% = 03 marks

ii. Post-graduation (Max. Marks 15):

80% & above = 15 marks, 60% to less than 80% = 13 marks, 55% (50% in case of SC/ST/OBC- non-creamy layer)/PWD to less than 60% = 11 marks

b. Score for M.Phil. and Ph.D. (Max. Marks 18)

i. M.Phil.: 60% & above = 04 marks, 55% to less than 60% = 03 marks

ii. Ph.D.: 18 marks

M.Phil.+ Ph. D. = maximum 18 marks

c. Score for JRF/NET/SET (Max. Marks 4)

NET with JRF: 04 marks; NET: 03 marks; SET: 02 marks

JRF/NET/SET = maximum 04 marks

B. Teaching Experience (Max. Marks 5):

The additional experience in years over and above the minimum years of approved experience (as approved by the University /Parent body and minimum years specified/ prescribed for the position of Associate Professor) 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, shall be used for the calculation of Score for the Teaching Experience. The Score for additional approved experience shall be 1 mark per year.

C. Assessment of Research Aptitude and Innovation Skills (Max. Marks 25)

a. Research Publications (Max. Marks: 6)

In case of award of Marks under Research Publications, only Indexed Journal lists of SciFinder, Web of Science and Scopus shall be considered. Score for Research Publications enlisted under SciFinder, Web of Science or Scopus databases shall be 1 per Research Paper for single author Publications. In case of Multiple Authors, the principal author (first author or author for correspondence) shall get 50% Marks and for all other authors, rest of the 50% marks shall be distributed proportionally. No score shall be given to other publications.

The additional number of research publications, over and above minimum research publications specified/ prescribed for Associate Professor, shall be considered for the calculations of Publication Score.

b. Books Authored/MOOCs developed/ IPR generated (Max. 8 Marks)

i. Total Number of books and chapters in edited volumes published by

Reputed (National/ International) Publisher (with ISBN):- 2 marks per authored reference book 1 Mark per Edited Book/ chapters in edited volume/ Translated Book

ii. Development of MOOCs for SWAYAM, SWAYAM plus, NPTEL, महाज्ञानदीप :-2 marks per MOOC developed

iii. IPR (Patents / Copyright/ Trademarks/ Designs etc.) granted/ awarded:-2 marks per IPR granted Books Authored+/MOOCs developed+ IPR generated:
Max. 8 Marks

c. Awards (Max. 3 Marks):

International/National Level (Awards given by International Organizations/

Government of India/Government of India recognized National Level Bodies): 03

State Level (Awards given by State Government): 02

International/National/ State Level Awards: Max. 3 Marks

d. Ph.D. Guidance (No of Ph. D.s awarded under his/ her supervision as Guide)

(Max. 3 Marks):- 1 mark per Ph.D. award

e. Cumulative Funds generated through R & D Projects sanctioned as PI by different Government Funding Agencies and Consultancy through Industrial/ Professional Projects (Max. 5 Mark)

INR upto 2 lakh = 1/2 mark

>INR 2 lakh and <= INR 5 lakhs = 1
mark

>INR 5 lakhs and <=INR 10 lakhs = 2

mark

>INR 10 lakhs and <=INR 25 lakhs = 3 marks

>INR 25 lakhs and <=INR 50 lakhs = 4 marks

>INR 50 lakhs = 5 marks

Thus the overall weightage of Academic, Teaching and Research Credentials (through 4-A to C) for the position of Associate Professor shall be 75%.

5. Professor :-

Quantification of Academic, Teaching and Research Credentials of Candidates for the position of Professor (75% Weightage)

A. Academic Records (Max. Marks 40)

The Max. Score under Academic Records for UG, PG, M. Phil. and Ph.D. should be graded as per the type of Degree Awarding University. If the candidate has been awarded the Degree by the Institutes of National Importance (IITs, NITs, IISER, IIM etc) or Foreign Universities having Quacquarelli Symonds (QS)/ Times Higher Education (THE) / ARWU of the Shanghai World University Rankings within 200, then highest marks shall be given. In case of Central/State Public Universities (including State/ Central Deemed to be Universities) or equivalent holding NIRF Rank within 100 or Foreign Universities having QS/ THE/ARWU of the Shanghai World University Rankings between 200-500, the score shall be given as 90% of the Maximum. For other Central/State Public Universities (including State/ Central Deemed to be Universities) or equivalent, the score shall be given 80% of Maximum. For rest of the UGC approved Universities, the score shall be allotted to 60% of the highest marks.

a. Score for Marks obtained at UG and PG Degree Examinations

i. Graduation (Max. Marks 7):

80% & above = 07 marks, 60% to less than 80% = 05 marks, 55% to less than 60% = 04 marks, 45% to less than 55% = 02 marks

ii. Post-graduation (Max. Marks 13):

80% & above = 13 marks, 60% to less than 80% = 11 marks, 55% (50% in case of SC/ST/OBC- non-creamy layer)/PWD to less than 60% = 9 marks

b. Score for M.Phil. and Ph.D. (Max. Marks 17)

i. M.Phil.: 60% & above = 04 marks, 55% to less than 60% = 03 marks

ii. Ph.D.: 17 marks

M.Phil.+ Ph. D. = maximum 17 marks

c. Score for JRF/NET/SET (Max. Marks 3)

NET with JRF: 03 marks; NET: 02 marks; SET: 01 marks

JRF/NET/SET = maximum 03 marks

B. Teaching Experience (Max. Marks 5):

The additional experience in years over and above the minimum years of approved experience (as approved by the University /Parent body and minimum years specified/ prescribed for the position of Professor) of teaching in university/college as Assistant Professor/Associate Professor/Professor, and / or research experience at equivalent level at the University/National

Level Institutions, shall be used for the calculation of Score for the Teaching Experience. The Score for additional approved experience shall be 1 mark per year.

C. Assessment of Research Aptitude and Innovation Skills (Max. Marks 30)

a. Research Publications (Max. Marks: 6)

In case of award of Marks under Research Publications, only Indexed Journal lists of SciFinder, Web of Science and Scopus shall be considered. Score for Research Publications enlisted under SciFinder, Web of Science or Scopus databases shall be 1 per Research Paper for single author Publications. In case of Multiple Authors, the principal author (first author or author for correspondence) shall get 50% Marks and for all other authors, rest of the 50% marks shall be distributed proportionally. No score shall be given to other publications.

The additional number of research publications, over and above minimum research publications specified/ prescribed for Professor, shall be considered for the calculations of Publication Score.

b. Books Authored/MOOCs developed/ IPR generated (Max. 8 Marks)

i. Total Number of books and chapters in edited volumes published by Reputed (National/ International) Publisher (with ISBN):

2 marks per authored reference book. 1 Mark per Edited Book/ chapters in edited volume/ Translated Book

ii. Development of MOOCs for SWAYAM, SWAYAM plus, NPTEL, MahaDNYANDEEP:-

2 marks per MOOC developed

iii. IPR (Patents / Copyright/ Trademarks/ Designs etc.) granted/ awarded:-

2 marks per IPR granted Books Authored+MOOCs developed+ IPR generated:
Max. 8 Marks

c. Awards (Max. 5 Marks):

International/National Level (Awards given by International Organizations/ Government of India/Government of India recognized National Level Bodies): 03
State Level (Awards given by State Government): 02
International/National/ State Level Awards: Max. 3 Marks

d. Ph.D. Guidance (No of Ph. D.s awarded under his/ her supervision as Guide) (Max. 5 Marks)

1 mark per Ph.D. award

e. Cumulative Funds generated through R & D Projects sanctioned as PI by different Government Funding Agencies and Consultancy through Industrial/ Professional Projects (Max. 6 Mark)

INR upto 5 lakh = 1/2 mark

>INR 5 lakhs and <=INR 10 lakhs = 1 mark

>INR 10 lakhs and <=INR 25 lakhs = 2 marks

>INR 25 lakhs and <=INR 50 lakhs = 3 marks

>INR 50 lakhs and <=INR 75 lakhs = 4 marks

> INR 75 lakhs to <=INR 1 Crore : 5

marks

> INR 1 Crore : 6 marks

Thus the overall weightage of Academic, Teaching and Research Credentials for the position of Professor (through 5-A to C) shall be 75%.

6. Interview:-

Assessment of Shortlisted Candidates through Interview (25% weightage) for Assistant Professors/ Associate Professors/ Professors

The Marking Scheme for the distribution of Scores for different heads of Interview Performance may be based on following parameters:-

i. Depth of Domain Subject knowledge and understanding of recent developments in the field (15 marks)

ii. Language Proficiency and ICT Skills for use of modern Teaching-Learning Aids (5 marks)

iii. Logical reasoning and Future Plan (Teaching, Research and Extension) (3 marks)

iv. Assessment of Outreach/ Extension and Co-curricular Activities and Knowledge of NEP Policy of Shortlisted Candidates (2 marks)

Assessment of first two parameters shall be based on the presentation made by the candidate at the time of interview.

The distribution different heads of Interview Performance is illustrative and individual University may decide the distribution of Marking as per their requirements.

The average score awarded by all selection committee members must be used to finalize the interview scores.

Strict confidentiality of the proceedings of the Interview shall be observed. Video Recording of the proceedings of the Selection Committee meeting shall be carried and the same shall be sealed with the signatures of all Committee Members present immediately after the process is complete. Such record shall be treated as confidential and shall be made available only if required by the court of law.

7. Preparation of the Merit List:-

The merit list shall be prepared based on the combined score of Academic, Teaching and Research Credentials (75% Weightage) and Interview (25% weightage) [Thus total out of 100].

The Final Results of the Entire Selection Process shall be announced within a minimum of week after the completion of the entire Cadre-wise Interview Process for Assistant Professors/ Associate Professors/ Professors.
