

**DR. BABASAHEB AMBEDKAR MARATHWADA UNIVERSITY  
AURANGABAD**



**CIRCULAR NO. LO/LAWOFFICE/2020-21/1/2020**

It is hereby inform to all concerned that, as per provisions of Sub-section 8 of section 12 of the Maharashtra Public Universities Act 2016 the Hon'ble Vice Chancellor has pleased to issue the Direction No. 1 of 2020 "APPOINTMENT OF FULL TIME TEACHERS ON CONTRACTUAL BASIS IN THE UNIVERSITY (DIRECTION) 2020 " on dated 03/10/2020. The Management Council of this University has given approval to the present direction in its meeting held on 10<sup>th</sup> and 11<sup>th</sup> September 2020. The copy of this Direction is enclosed herewith.

The copy of this circular and above direction is also made available on official website of University – [www.bamu.ac.in](http://www.bamu.ac.in)

All concerned are requested to note the contents of present circular.

University Campus,  
Aurangabad -431004

Ref. No. LO/LAWOFFICE/ 2020-21/ 206-11

Date: 06/10/2020

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Law Officer

**Copy forwarded with compliments to : -**

1. The office of P.A. to the Hon'ble Vice Chancellor
2. The office of P.A. to the Pro-Vice Chancellor
3. The office of P.A. to the Registrar
4. The Director, Sub-center-Osmanabad
5. The Finance and Accounts officer
6. The Director, University Network & Information Centre, UNIC, with a request to upload the Circular and the Direction No. 1 of 2020, annexed herewith on University website.



**DR. BABASAHEB AMBEDKAR MARATHWADA  
UNIVERSITY, AURANGABAD.**



'Established by Government of Central Provinces Education Department by Notification dated on 23<sup>rd</sup> August 1958 & Presently a State University governed by Maharashtra Public Universities Act, 2016 (Mah. Act. No. VI of 2017)

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**DIRECTION NO. 1 OF 2020**

**APPOINTMENT OF FULL TIME TEACHERS ON CONTRACTUAL BASIS  
IN THE UNIVERTSITY (DIRECTION) 2020**

Whereas, the Maharashtra Public Universities Act, 2016 (VI of 2017), (hereinafter called the Act) Act has come into force with effect from 1<sup>st</sup> March 2017:

AND

Whereas the commencement of the Act from 1<sup>st</sup> March 2017, the Maharashtra Universities Act, 1994 (Act XXXV of 1994) has been repealed:

AND

Whereas by virtue of entry No. 4 in Column (1) of part I of the Schedule, read with sub-section (1) of section of 3 of the Act, Dr.

Babasaheb Ambedkar Marathwada University, Aurangabad

(hereinafter called the University), earlier governed by the Maharashtra Act No. XXXV of 1994, will now be governed by the Maharashtra Act VI of 2017 from the date of its enforcement;

AND

Whereas to fulfill the mandates of section 5 of the Act, the University is duty bound to appoint adequate and quality human resource of teachers;

AND

Whereas, section 5 (11) of the Act empowers the University to create various posts, including posts of University teachers, from its funds and from the funds received from other funding agencies, prescribe their qualifications, experience and pay scales, and make appointments thereto;

AND

Whereas, Section 13(13)(i) of the Act, empowers the Pro Vice-Chancellor to consider and recommend proposals to the Management Council of the University for creation of different posts, including the posts of university teachers required by the university, from the funds of the university and from the funds received from other funding agencies, and qualifications, experience and pay scales for such posts.

AND

Whereas, section 33(1)(k) of the Act casts duty on the Academic Council of the University to consider and recommend to the Management council of the University for creation of posts of University teachers and non-vacation academic staff, required by the University from the funds of the University and from the funds received from other funding agencies and prescribe their qualifications, experience and pay scales. Thus as far as the proposal for creation of the posts of University teachers and non-vacation academic staff of the University is concerned, there is overlap between the powers of the Pro Vice-Chancellor and Academic Council and taking this fact in to consideration the procedure ensuring compliance with provisions of sections 13(13)(I) and Section 33(1)(k) of the Act for creation of posts of teachers in the university and for their appointment is required to be specified.

AND

Whereas, the Management Council of the University has been empowered and is entrusted with the duty under section 31(v) of the Act to create the posts of University teachers and non –vacation academic staff from the funds of the University and from the funds received from other funding agencies. On the recommendation of



the Academic Council, as and when required and prescribe their qualifications, experience and pay scales;

AND

Being aware about the paucity of teaching and non-teaching staff in the university, especially the teaching staff because of which students-teacher ratio in the departments and conducted colleges / institution of the university is significantly low than the ratio prescribed by the regulatory bodies.

AND

Whereas, large number of sanctioned posts of teachers in various teaching departments, conducted colleges and institution of the university are lying vacant because of administrative difficulties;

AND

Recognizing that there is urgency of bridging the deficiency in the prescribed students – teacher ratio in the teaching departments/ conducted colleges/ institution of the university.

AND

Whereas, the Management Council of the University vide its resolution of item No. 4 in its meeting dated 10<sup>th</sup> & 11th Sept. 2020 has given approval to this present Directions;

AND

Whereas, as per the provisions of section 71(20) of the Act a Statute is required to be made for the purpose of establishing the mechanism for identifying the total number of teachers required to bridge the gap in the students to teacher ratio in the University teaching departments, conducted colleges and the institution prescribing the minimum qualifications the procedure of section the tenure of appointment payment of salary and other terms and conditions of appointment of such teachers and reservation of the posts.

AND

Whereas, the making of the Statute is a time consuming process and there is urgency in making the appointments of the full time teachers in the University to sub-serve and best serve the interest of the students of the university who have the fundamental right to receive quality and national standard education in the University.

Now, therefore, I, Dr. Pramod Govindrao Yeole, in discharge of my constitutional and statutory obligation under the provisions of the Act as the principal academic and executive officer to the University, bearing in mind the absolute necessity of making

contractual appointments of full time teachers in the University and its conducted colleges/ institution so as to fulfill the mandate of students-teacher ratio, and being convinced about the pressing necessity to exercise my extra ordinary powers, do hereby exercise my powers under section 12(8) of the Act and issue the following Directions :-

1. This Direction may be called the "APPOINTMENT OF FULL TIME TEACHERS ON CONTRACTUAL BASIS IN THE UNIVERSITY (DIRECTION) 2020"

2. The provisions of this Direction shall be in addition but not in derogation of any other Direction, Statute or an Ordinance of the University in existence.

3. This Direction shall come into force from the date of its issuance.

4. In this Direction, unless the context otherwise requires, the words or phrases shall have the following meaning-

- i) 'Academic Council' means the Academic Council of the University.



ii) 'Conducted College' means and includes the Dr. Babasaheb Ambedkar Marathwada University's Model College, Ghansawangi and College of Social Work.

iii) 'Contractual appointment' means an appointment of teacher in the University/ conducted college (s)/ institution made for a period of ten (10) months in an academic session (year) under the provisions of this Direction.

Explanation: - The appointment being contractual in nature, it shall create no enforceable right on an appointee for continuation in the succeeding academic session. Every appointment under this Direction being based on comparative merit and being strictly for limited period, the University shall be under no obligation to reappoint the same person in the next academic session. However, the person appointed in the last academic session may apply and compete with others for being selected on the basis of comparative merit in the next academic session, whenever teaching

posts are advertised by the University. The appointment in the next session of an appointee of the earlier session shall be deemed to be a fresh appointment and it shall not be considered as continuation in service of whatsoever manner.

iv) 'Department' means the academic teaching department of the University;

v) 'Institute' means Gopinathrao Munde National Institute of Rural Development.

vi) 'Pro Vice-Chancellor' means the Pro Vice-Chancellor of the University;

vii) 'Selection Committee' means the selection committee constituted by the University for making appointments under this direction

viii) 'Teacher' means an Assistant Professor

ix) 'University' means the Dr. Babasaheb Ambedkar Marathwada University, Aurangabad including its Departments, Sub-Center, Study Center, Research Center, University Institution and conducted colleges

5. At the end of each academic year the establishment section of the University shall call from each teaching department, conducted colleges and institution of University the information regarding the total teaching workload, the number of full time teachers and their workload and the requirement of full time teachers, to be appointed on contractual basis for the next academic session keeping in mind the prescription regarding students-teacher ratio from the relevant regulatory bodies, wherever applicable.

6. On the basis of the information received from various teaching departments, conducted colleges and institution of the University the establishment section shall prepare the proposal for appointment of contractual full time teachers in the university and submit the same to the Pro Vice-Chancellor. The Pro Vice-Chancellor shall cause the meeting of the Board of Deans to be convened, immediately to consider the proposal submitted by the establishment section for contractual appointments of the teachers in the university.

7. The Board of Deans shall determine the total number of required teaching posts, the necessary qualifications and experience,

if any and the salary to be paid for making contractual appointments in the next academic session in this exercise the Board of Deans shall bear in mind the UGC guidelines/ regulations and also the Government Resolutions issued by the State Government from time to time. The Board of Deans shall also decide the allocation of the posts to the various teaching departments/ conducted college/ institution of the University taking into consideration the average number of students admitted in those departments/ conducted college/ institution for the last five academic years the total teaching workload and also the availability of the full time faculties (teachers) in those departments/ conducted colleges/ institution. Due preference be given to the departments/ conducted college/ institution imparting professional courses.

8. Based on the decision of the Board of Deans, the Pro Vice-Chancellor shall prepare the proposal for appointment of teachers spelling out the number of teachers to be appointed in each department/ college/ institution of the University the minimum qualifications and experience required if any for each post the consolidated salary and other benefits if any payable to the appointee the tenure of appointment and reservation of the post in each department/ college/ institution keeping in mind the



reservation policy of the State Government and send the same to the Academic Council for its consideration.

9. The Academic Council shall consider the proposal prepared by the Pro Vice-Chancellor and make recommendation to the Management Council for creation of posts of university teachers and appointment on those posts from the funds of the university or from the funds received from other funding agency the qualifications for those posts experience, if any, the consolidated salary and other benefits, if any, the tenure of the posts and reservation of the post, category wise.

If there is no regular meeting of the Academic Council in near future the university shall convene an emergent meeting of the Academic Council for consideration of the proposal for appointment of contractual full time teachers prepared by the Pro Vice-Chancellor.

10. The Management Council of the university shall decide in its meeting to create posts of teachers from the funds of the university and from the funds received from other funding agencies in terms of the recommendations of the Academic Council in this regard if there is no meeting of the Management Council in the fortnight after the proposal being sent to it then emergent meeting of the Management



Council may be convened by the Vice-Chancellor to approve the proposal sent by the Academic Council.

11. On approval of the proposal for appointment of teachers in the University by the Management Council, the establishment section of the University shall issue the advertisement in three local newspapers having national circulation giving minimum fifteen days' time for applying in the prescribed format.

12. Immediately after receiving the application forms and in no case later than three day after the last date for making the application all the application forms shall be subjected to scrutiny by one or more subject wise scrutiny committees, headed by senior Professor/ Associate Professor/ Assistant Professor constituted by the Vice-Chancellor. The scrutiny committees shall complete the scrutiny, as far as possible within three days from the starting the scrutiny the period to be extended by the Vice-Chancellor for good cause.

13. The Selection Committee for making contractual appointment under this Direction shall be the same as is prescribed for making temporary appointment of teacher under section 103(2) of the Act. The quorum to constitute meeting of selection committee shall be

three members of whom at least one shall be person nominated under clause (d) of sub-section 2 of section 103 of the Act.

14. All the selected candidates shall be made to sign the standard for of contract of appointment as may be prescribed by the University on behalf of the University the contract shall be signed by the Registrar of the university. The original copy of the contract shall be retained by the Registrar and the copy of the same may be provided to the appointee, on demand.

15. The entire process, contemplated in this Direction shall be organized in such a manner that every year the appointee joins the duty as far as possibly on 1<sup>st</sup> July of that year.

16. The Heads of the Departments/college/ institution shall submit the performance appraisal report about the teacher appointed under this Direction in the prescribed format in the sealed envelope to the Pro Vice-Chancellor for his review. The Registrar shall put all these reports along with the observations/ remarks of the Pro Vice-Chancellor before the selection committees appointed for making contractual appointment in the next academic year, if the same candidate appears again for the interview.

17. While preparing the performance appraisal reports of the teacher appointed under this Direction, the Head of the Department / college/ institution shall also take into account the feedbacks from the students in the format prescribed by the university.

18. University shall make adequate provision in its budget for payment of salary to the teachers to be appointed under this Direction. The salary of the teachers shall be paid from the general fund or any other fund received by the University from any funding agency.

Place : Aurangabad

  
(Dr. Pramod Govindrao Yeole)

Dated : 03/10/2020

Vice-Chancellor