

**Appointment of Vice-Chancellor**  
**(Procedure, Age Limit, Essential Qualification and Experience,**  
**Desirable Experience, Expected Skills and Competencies)**

- 1) **Procedure for the appointment of Vice-Chancellor** (As per Notification No. Rusayo-2019/CR-186/UE-3, dated 30<sup>th</sup> October 2019 and Maharashtra Public Universities Act, 2016 Section-11, Sub-Section-3)
- A) The Vice-Chancellor shall be appointed by the Chancellor in the manner stated here:
- B) There shall be a committee consisting of the following members to recommend suitable names for appointment of Vice-Chancellor, namely: —
- (a) an eminent academician and/or an administrator of high calibre nominated by the Chancellor-Chairperson;
  - (b) a nominee of Provost;
  - (c) an eminent academician and/or an administrator of high calibre nominated by the Parent Body;
  - (d) a member nominated by the State Government, not below the rank of Secretary/ Principal Secretary of Higher and Technical education or an officer not below the rank of Secretary of the Government of Maharashtra;
  - (e) the Director or Head of an institute or organization of national repute nominated by the Sponsoring Body;
- C) The Committee shall recommend a panel of not less than 3 suitable persons for the consideration of the Chancellor for being appointed as a Vice-Chancellor. The names of the persons recommended shall be in alphabetical order without any preference being indicated. The report shall be accompanied by a detailed write-up on the suitability of each person included in the panel.
- D) A person recommended by the committee for an appointment as Vice-Chancellor shall, -
- (a) be an eminent academician and an administrator of high calibre;
  - (b) be able to provide leadership by his example;
  - (c) be able to provide vision, and have the ability to translate the same into reality in the interest of students and society; and
  - (d) possess such educational qualifications and experience as may be specified by the State Government, by an Order published in the *Official Gazette*, in consultation with the Chancellor.
- E) The Chancellor may appoint one of the persons included in the panel to be the Vice-Chancellor.
- F) The Chancellor may appoint one of the persons included in the panel to be the Vice-Chancellor:  
Provided, that, if the Chancellor does not approve any of the persons so recommended, he may call for a fresh panel either from the same committee or after the constitution of a new committee for the purpose, of such a new committee.

G) In any of the following circumstances, the exigency whereof shall solely be judged by the Chancellor, namely: -

- (i) where the committee appointed under clause (a) of sub-section (3) is unable to recommend any name within the time limit specified by the Chancellor;
- (ii) where the vacancy occurs in the office of the Vice-Chancellor because of death, resignation or otherwise, and it cannot be conveniently and expeditiously filled in, following the provisions of sub-sections (3) and (4);
- (iii) where the vacancy in the office of the Vice-Chancellor occurs temporarily because of leave, illness or other causes; or
- (iv) where there is any other emergency;

The Chancellor may appoint any suitable person, to act as the Vice-Chancellor for a term not exceeding twelve months, in the aggregate as may be specified in his order:

2) **Age Limit:** - (As per Maharashtra Public Universities Act, 2016 Section-11, Sub-Section-3)

The person appointed as the Vice-Chancellor shall, subject to the terms and conditions of the contract of service, hold office for five years from the date on which he takes charge of his office or till he attains the age of sixty-five years, whichever is earlier and he shall not be eligible for re-appointment.

3) **Essential Qualification and Experience** (As per the official Gazette of the State of Maharashtra dated 27<sup>th</sup> May 2009)

1. Earned Doctorate in any discipline and good academic record.
2. Experience in the field of Higher Education of at least 15 years in teaching and research in a university/well-established institution of repute and/or at the undergraduate and post-graduate level.
3. Minimum of five research publications in peer-reviewed/ refereed international research journals after PhD and/or published quality books in a recognized discipline, referenced for study in higher education at the National/International level.
4. At least 5 years of administrative experience in the field of Higher Education not below the rank of Professor and Head of the Department in a university/Principal (in Professor's Grade) of a Senior College/Head of a national/international institution of Advanced Learning.
5. Execution of at least one major research project.
6. Experience in working with international bodies or international exposure through participation in workshops, seminars or conferences held outside the country.
7. Experience in organizing events such as workshops, seminars, and conferences at an international level within the country in the field of higher education.
8. Demonstrated experience in leadership.

4) **Desirable Experience** (As per the official Gazette of the State of Maharashtra dated 27<sup>th</sup> May 2009)

1. Experience in working on the Statutory Authorities of a university such as Board of Studies, Academic Council, Management Council or Executive Council of Board of Management, Senate, etc;
2. Demonstrable experience in handling Quality issues, assessment and accreditation procedures, etc.;

3. Experience to guide PhD students;
  4. Experience at the State or national or international level in handling youth development work such as organizing student-centric activities for their all-around development and for providing them rich campus life as envisaged in the Maharashtra Universities Act.
- 5) **Expected Skills and Competencies** (As per the official Gazette of the State of Maharashtra dated 27<sup>th</sup> May 2009)
- 1. Technical Skills –**
    - i) Openness towards technology and a deep conviction regarding its potential applications in a knowledge-based setting;
    - ii) Reasonably high level of comfort in the use of technology;
  - 2. Managerial Skills –**
    - i) Ability to anticipate issues and problems and prepare advanced strategic plans;
    - ii) Ability to generate resources and allocate the same appropriately;
    - iii) Capacity to work effectively under pressure and manage work and resources with tight deadlines;
    - iv) Good understanding of financial management including revenue generation, planning and fiscal control;
  - 3. Alignment with corporate objectives and State as well as National level priorities –**
    - i) Ability to identify the needs of the communities in key sectors;
    - ii) Deep understanding of the challenges before the National and how Higher Education can respond to developmental needs;
    - iii) Demonstrable understanding of curriculum development issues, especially those relating to widening participation and social inclusion;
  - 4. Leadership Skills –**
    - i) Exceptional ability to motivate a diverse group of stakeholders;
    - ii) Keen desire to further the mission and goals of the organization;
    - iii) Ability to think strategically and innovatively and maintain a broad perspective;
    - iv) Ability to lead by personal example with openness to new ideas and a consultative approach in the implementation of the same;
  - 5. Interpersonal communication and collaborative skills –**
    - i) Demonstrable success in developing and executing national and international collaborative arrangements;
    - ii) Ability to interact effectively and persuasively with a strong knowledge basis at senior levels and in large forums as well as on a one-to-one basis;
    - iii) Evidence of being an active member of professional bodies and associations in pertinent fields.

Provided that, the person so appointed shall cease to hold such office on the date on which the person appointed as the Vice-Chancellor following the provisions of sub-sections (3) and (4) assumes office or the Vice-Chancellor resumes office.

The Vice-Chancellor shall be a whole-time salaried officer of the University and shall receive pay and allowances, and other facilities as determined by the State Government from time to time. In addition, he shall be entitled to free furnished residence, a motor car including its maintenance, repairs and fuel required, therefore, with the service of a chauffeur, free of charge.

**10) Procedure for the Search Committee for considering prospective candidates –**

1. The Search Committee may identify on its own or recommendations of eminent academicians the prospective candidates.
2. Apart from this, the Search Committee may also consider applications received by it.
3. The prospective candidates/applicants must provide a detailed 'chronological Resume' that reflects their qualifications, experience and achievements. Additionally, they should provide a summary description of fulfilling the essential requirements and justifying their competency for the position of Vice-Chancellor in the context of the specific skills and competencies listed herein to facilitate the search committee to judge the competency/suitability of the candidate.
4. The Search Committee may relax and condition in case of the deserving candidate.