

VACANCY

It is hereby notified for the information of all concerned that applications are invited for the teaching posts for B. Com (*Permanently Non-Aided*) course in Maharashtra Mandal's Maharashtra Mandal Commerce College Pune

DETAILS OF APPLICATION

The original certificate/documents would be required at the time of interview.

NOTES: Important points to be borne in mind before filling in Application form.

1. Candidates should submit their application to the Principal, M.M.'s Maharashtra Mandal Commerce College, Gultekadi, Pune – 411037 **on or before Monday 09-09-2024.** You can send your resume on email also. Email: mmcospune@gmail.com
2. Qualification & Experience will be as per norms as laid down by the State Government of Maharashtra, University Grants Commission from time to time.
3. Applicant should enclose attested copies of the following documents with their applications:
 - (a) Degree/Diploma certificate, Statement of Marks and other certificates of the educational qualifications.
 - (b) Approval letters if necessary
 - (c) Certificate/s of teaching experience and/or postdoctoral research if necessary
 - (d) Caste certificate, Caste validity & Non- Creamy Layer certificate for reserved category
 - (e) Testimonials
 - (f) In case of change in name of the candidate a copy of Government Gazette or any other appropriate certificate.
4. Relevant experience will be counted as on the last date of receipt of applications
5. Candidates already employed, should submit their applications through proper channel. The envelope containing application forms should be super scribed by "*Application for the post of Principal/ Librarian/ Director of Physical Education & Sports/ Asst. Professor in MM's Maharashtra Mandal Commerce College, Pune 37.*"
6. The College will not entertain any inquiry regarding eligibility criteria.
7. Candidates belonging to the reserved categories as recognized in the State of Maharashtra shall only be considered under reserved categories. The candidate belonging to the reserved categories from outside the state of Maharashtra will be treated as Open.
8. All entries in the application form should be typewritten.
9. Applications incomplete in any respect and those received after the last date will not be considered.
10. It may be noted that no traveling or other allowances will be paid to you by the college for attending the interview.
11. The College reserves the right to fill in or not to fill in any or all posts advertised.

Date: Tuesday, 20-08-2024

Rohan Dhananjay Damle
General Secretary

I.Principal :

SN	Post	No. of Posts	Category
1	Principal	01	Open (Open to all)

General /Minimum Qualification:

A.Eligibility:

- (i)Ph.D. degree
- (ii)Professor/Associate Professor with a total service/ experience of at least fifteen years of teaching/research in Universities, Colleges and other institutions of higher education.
- (iii)A minimum of 10 research publications in peer-reviewed or UGC-listed journals.
- (iv)A minimum of 110 Research Score as per Appendix II,Table 2

B.Tenure :

- i)A College Principal shall be appointed for a period of five years, extendable for another term of five years on the basis of performance assessment by a Committee appointed by the University, constituted as per these regulations.
- ii)After the completion of his/her term as Principal, the incumbent shall join back his/her parent organization with the designation as Professor and in the grade of the Professor.

II. : Librarian

SN	Post	No. of Posts	Category
1	Librarian	01	Open (Open to all)

General /Minimum Qualification:

A.Eligibility:

- i) A Master's Degree in Library Science, Information Science or Documentation Science or an equivalent professional degree, with at least 55% marks (or an equivalent grade in a point –scale, wherever the grading system is followed)
- ii) A consistently good academic record, with knowledge of computerization of a library.
- iii)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 or who are or have been awarded a Ph.D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be:

Provided that the, candidates registered for the Ph.D. degree prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances / Bye-laws / Regulations of the Institution awarding the degree, and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges / Institutions subject to the fulfillment of the following conditions:-

- a)The Ph.D. degree of the candidate has been awarded in the regular mode

- b)The Ph.D. thesis has been evaluated by at least two external examiners;
- c)Open Ph.D. viva voce of the candidate has been conducted;
- d)The candidate has published two research papers from his/her Ph.D. work out of which at least one is in a refereed journal;
- e)The candidate has presented at least two papers based on his/her Ph.D work in conferences/seminars sponsored /funded/supported by the UGC/ICSSR/CSIR or any similar agency.

Note:

(i)The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.

(ii)NET/SLET/SET shall also not be required for candidates in such Master's Programmes for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC like SLET/SET.

III. : Director of Physical Education and Sports

SN	Post	No. of Posts	Category
1	Director of Physical Education & Sports	01	Open (Open to all)

General /Minimum Qualification:

Eligibility (A or B):

A.

- i)A Master's Degree in Physical Education and Sports or Physical Education or Sports Science with 55% marks (or an equivalent grade in a point-scale, wherever the grading system is followed)
 - ii)Record of having represented the university / college at the inter-university /inter-collegiate competitions or the State and/ or national championships.
 - iii)Besides fulfilling the above qualifications, the candidate must have cleared the National Eligibility Test (NET), conducted by the UGC or CSIR, or a similar test accredited by the UGC, like SLET/SET, or who are or have been awarded a Ph.D. Degree in Physical Education or Physical Education and Sports or Sports Science, in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time, as the case may be:
- Provided that, candidates registered for the Ph.D. degree prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances/ Bye-laws/Regulations of the Institutions awarding the degree and such Ph.D. degree holders shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges / Institutions, subject to the fulfillment of the following conditions:-
- a)The Ph.D. degree of the candidate has been awarded in regular mode;
 - b)The Ph.D. thesis has been evaluated by at least two external examiners;
 - c)Open Ph.D. viva voce of the candidate has been conducted;
 - d)The candidate has published two research papers from his/her Ph.D. work out of which at least one is in a refereed journal;
 - e)The candidate has presented at least two research papers in conference/seminar, based on his/her Ph.D

work. Note: The fulfilment of these conditions (a) to (e) is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.

- iv) Passed the physical fitness test conducted in accordance with these Regulations.

IV. Assistant Professor:

SN	Post	No. of Posts	Category
1	Assistant Professor- Economics	01	Open (Open to all)
2	Assistant Professor- Accountancy	01	Open (Open to all)
3	Assistant Professor- Commence	02	SC -1, Open - 1

General /Minimum Qualification:

Eligibility (A or B):

A.

i) A Master's degree with 55% marks (*or an equivalent grade in a point-scale wherever the grading system is followed*) in a concerned/relevant/allied 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 or the CSIR, or a similar test accredited by the UGC, like SLET/SET or who are or have been awarded a Ph. D. Degree in accordance with the University Grants Commission (Minimum Standards and Procedure for Award of M.Phil./Ph.D. Degree) Regulations, 2009 or 2016 and their amendments from time to time as the case may be exempted from NET/SLET/SET :

Provided, the candidates registered for the Ph.D. programme prior to July 11, 2009, shall be governed by the provisions of the then existing Ordinances/Bye-laws/Regulations of the Institution awarding the degree and such Ph.D. candidates shall be exempted from the requirement of NET/SLET/SET for recruitment and appointment of Assistant Professor or equivalent positions in Universities/Colleges/Institutions subject to the fulfilment of the following conditions:-

- a) The Ph.D. degree of the candidate has been awarded in a regular mode;
- b) The Ph.D. thesis has been evaluated by at least two external examiners;
- c) An open Ph.D. viva voce of the candidate has been conducted;
- d) The Candidate has published two research papers from his/her Ph.D. work, out of which at least one is in a refereed journal;
- e) The candidate has presented at least two papers based on his/her Ph.D work in Conferences/seminars sponsored/funded/supported by the UGC / ICSSR/ CSIR or any similar agency.

The fulfilment of these conditions is to be certified by the Registrar or the Dean (Academic Affairs) of the University concerned.

Note: NET/SLET/SET shall also not be required for such Masters Programmes in disciplines for which NET/SLET/SET is not conducted by the UGC, CSIR or similar test accredited by the UGC, like SLET/SET.

OR

B. the Ph.D. degree has been obtained from a foreign university/institution with a ranking among top 500 in the World University Ranking (at any time) by any one of the following:

- (i) Quacquarelli Symonds (QS)
- (ii) the Times Higher Education (THE) or

(iii) the Academic Ranking of World Universities (ARWU) of the Shanghai Jiao Tong University (Shanghai).

*Note: The Academic score as specified in Appendix II (Table 3B) of **UNIVERSITY GRANTS COMMISSION NOTIFICATION New Delhi, the 18th July, 2018** for Colleges shall be considered for short-listing of the candidates for interview only, and the selections shall be based only on the performance in the interview.*

**Appendix II, Table 2 of UNIVERSITY GRANTS COMMISSION NOTIFICATION
New Delhi, the 18th July, 2018**

Table 2

Methodology for University and College Teachers for calculating Academic/Research Score
(Assessment must be based on evidence produced by the teacher such as: copy of publications, project sanction letter, utilization and completion certificates issued by the University and acknowledgements for patent filing and approval letters, students' Ph.D. award letter, etc.,)

SN	Academic/Research Activity	Faculty of Commerce
1.	Research Papers in Peer-Reviewed or UGC listed Journals	10 per paper
2.	Publications (other than Research papers)	
	(a) Books authored which are published by	
	International publishers	12
	National Publishers	10
	Chapter in Edited Book	5
	Editor of Book by International Publisher	10
	Editor of Book by National Publisher	8
	(b) Translation works in Indian and Foreign Languages by qualified faculties	
	Chapter or Research paper	3
	Book	8
3.	Creation of ICT mediated Teaching Learning pedagogy and content and development of new and innovative courses and curricula	
	(a) Development of Innovative pedagogy	5
	(b) Design of new curricula and courses	02 per curricula/course
	(c) MOOCs	
	Development of complete MOOCs in 4 quadrants (4 credit course)(In case of MOOCs of lesser credits 05 marks/credit)	20
	MOOCs (developed in 4 quadrant) per module/lecture	5
	Content writer/subject matter expert for each module of MOOCs (at least one quadrant)	2
	Course Coordinator for MOOCs (4 credit course)(In case of MOOCs of lesser credits 02 marks/credit)	8
	(d) E-Content	
	Development of e-Content in 4 quadrants for a complete course/e-book	12
	e-Content (developed in 4 quadrants) per module	5
	Contribution to development of e-content module in complete course/paper/e-book (at least one quadrant)	2
	Editor of e-content for complete course/ paper /e-book	10
4.	(a) Research guidance	
	Ph.D.	10 per degree awarded 05 per thesis submitted
	M.Phil./P.G dissertation	02 per degree awarded
	(b) Research Projects Completed	
	More than 10 lakhs	10
	Less than 10 lakhs	5
	(c) Research Projects Ongoing :	
	More than 10 lakhs	5
	Less than 10 lakhs	2
	(d) Consultancy	3
5.	(a) Patents	

SN	Academic/Research Activity	Faculty of Commerce
	International	10
	National	7
	(b) *Policy Document (Submitted to an International body/organization like UNO/UNESCO/World Bank/International Monetary Fund etc. or Central Government or State Government)	
	International	10
	National	7
	State	4
	(c) Awards/Fellowship	
	International	7
	National	5
6.	*Invited lectures / Resource Person/ paper presentation in Seminars/ Conferences/full paper in Conference Proceedings (Paper presented in Seminars/Conferences and also published as full paper in Conference Proceedings will be counted only once)	
	International (Abroad)	7
	International (within country)	5
	National	3
	State/University	2

The Research score for research papers would be augmented as follows:

Peer-Reviewed or UGC-listed Journals (Impact factor to be determined as per Thomson Reuters list):

- i) Paper in refereed journals without impact factor - 5 Points
- ii) Paper with impact factor less than 1 - 10 Points
- iii) Paper with impact factor between 1 and 2 - 15 Points
- iv) Paper with impact factor between 2 and 5 - 20 Points
- v) Paper with impact factor between 5 and 10 - 25 Points
- vi) Paper with impact factor >10 - 30 Points

(a) Two authors: 70% of total value of publication for each author.

(b) More than two authors: 70% of total value of publication for the First/Principal/Corresponding author and 30% of total value of publication for each of the joint authors. Joint Projects: Principal Investigator and Co-investigator would get 50% each.

Note:

- Paper presented if part of edited book or proceeding then it can be claimed only once.
- For joint supervision of research students, the formula shall be 70% of the total score for Supervisor and Co-supervisor. Supervisor and Co-supervisor, both shall get 7 marks each.
- *For the purpose of calculating research score of the teacher, the combined research score from the categories of 5(b). Policy Document and 6. Invited lectures/Resource Person/Paper presentation shall have an upper capping of thirty percent of the total research score of the teacher concerned.
- The research score shall be from the minimum of three categories out of six categories.

**Appendix II (Table 4 and Table 5, Table 3B) of UNIVERSITY GRANTS
COMMISSION NOTIFICATION New Delhi, the 18th July, 2018**

Table: 3 B

Criteria for Short-listing of candidates for Interview for the Post of **Assistant Professors** in Colleges

S.N.	Academic Record	Score			
1	Graduation	80% & Above = 21	60% to less than 80% = 19	55% to less than 60% = 16	45% to less than 55% =10
2	Post-Graduation	80% & Above = 25	60% to less than 80% = 23	55% (50% in case of SC/ST/OBC (no creamy layer)/PWD) to less than 60% = 20	
3	M.Phil.	60% & above = 07	55% to less than 60% = 05		
4	Ph.D.	25			
5	NET with JRF	10			
6	NET	8			
7	SLET/SET	5			
8	Research Publications (2 marks for each research publications published in Peer-Reviewed or UGC-listed Journals)	6			
9	Teaching / Post-Doctoral Experience (2 marks for one year each)#	10			
10	Awards				
	International / National Level (Awards given by International Organisations/ Government of India / Government of India recognized National Level Bodies)	3			
	State-Level (Awards given by State Government)	2			

However, if the period of teaching/post-doctoral experience is less than one year then the marks shall be reduced proportionately.

Note:

(A)

- (i) M.Phil. + Ph.D. Maximum - 25 Marks
- (ii) JRF/NET/SET Maximum - 10 Marks
- (iii) In awards category Maximum - 03 Marks

(B) Number of candidates to be called for interview shall be decided by the college.

(C) Academic Score - 84

Research Publications - 06

Teaching Experience - 10

TOTAL - 100

(D) SLET/SET score shall be valid for appointment in respective State Universities/Colleges/ institutions only.

Table 4
Assessment Criteria and Methodology for Librarians

S.No	Activity	Grading Criteria
1	Regularity of attending library (calculated in terms of percentage of days attended to the total number of days he/she is expected to attend)While attending in the library, the individual is expected to undertake, inter alia, following items of work:•Library Resource and Organization and maintenance of books, journals and reports. •Provision of Library reader services such as literature retrieval services to researchers and analysis of report. •Assistance towards updating institutional website	90% and above - Good Below 90% but 80% and above - Satisfactory Less than 80% - Not satisfactory
2	Conduct of seminars/workshops related to library activity or on specific books or genre of books.	Good – 1 National level seminar/ workshop + 1 State/institution level workshop/Seminar Satisfactory - 1 National level seminar/ workshop or 1 state level seminar/ workshop + 1 institution level seminar/ workshop or 4 institution seminar / workshop Unsatisfactory – Not falling in above two categories
3	If library has a computerized database then ORIf library does not have a computerized database	Good – 100% of physical books and journals in computerized database. Satisfactory – At least 99% of physical books and journals in computerized database. Unsatisfactory – Not falling under good or satisfactory. OR Good – 100% Catalogue database made up to date Satisfactory- 90% catalogue database made up to date Unsatisfactory - Catalogue database not upto mark. (To be verified in random by the CAS Promotion Committee)
4	Checking inventory and extent of missing books	Good : Checked inventory and missing book less than 0.5% Satisfactory - Checked inventory and missing book less than 1% Unsatisfactory - Did not check inventory Or Checked inventory and missing books 1% or more.

5	(i) Digitisation of books database in institution having no computerized database. (ii) Promotion of library network. (iii) Systems in place for dissemination of information relating to books and other resources. (iv) Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular activities. (v) Design and offer short-term courses for users. (vi) Publications of at least one research paper in UGC approved journals.	Good : Involved in any two activities Satisfactory : At least one activity Not Satisfactory : Not involved/ undertaken any of the activities.
Overall Grading	Good : Good in Item 1 and satisfactory/good in any two other items including Item 4. Satisfactory : Satisfactory in Item 1 and satisfactory /good in any other two items including Item 4. Not satisfactory : If neither good nor satisfactory in overall grading	
<p>Note :(1)It is recommended to use ICT technology to monitor the attendance of library staff and compute the criteria of assessment.</p> <p>(2)The Librarian must submit evidence of published paper, participation certificate for refresher or methodology course, successful research guidance from Head of Department of the concerned department, project completion.</p> <p>(3)The system of tracking user grievances and the extent of grievances redressal details may also be made available to the CAS promotion committee.</p>		

Table 5

Assessment Criteria and Methodology for Directors of Physical Education and Sports

S.No.	Activity	Grading Criteria
<u>1</u>	Attendance calculated in terms of percentage of days attended to the total number of days he is expected to attend.	90 and above - Good Above 80 but below 90- Satisfactory. Less than 80 - Not satisfactory.
<u>2</u>	Organizing intra college competition	Good - Intra college competition in more than 5 disciplines. Satisfactory - Intra college competition in 3-5 disciplines. Unsatisfactory - Neither good nor satisfactory.
<u>3</u>	Institution participating in external competitions	Good - National level competition in at least one discipline plus State/District level competition in at least 3 disciplines. Satisfactory- State level competition in at least one discipline plus district level competition in at least 3 disciplines. Or District level competition in at least 5 disciplines. Unsatisfactory - Neither good nor satisfactory.
<u>4</u>	Up-gradation of sports and physical training infrastructure with scientific and technological inputs. Development and maintenance of playfields and sports and physical Education facilities.	Good/Satisfactory/Not-Satisfactory to be assessed by the Promotion committee.
<u>5</u>	(i)At least one student of the institution participating in national/ state/ university (for college levels	Good: Involved in any two activities. Satisfactory: 1 activity Not Satisfactory : Not involved/ undertaken any of the activities.

	<p>only) teams. Organizing state/national/inter university/inter college level competition. (ii)Being invited for coaching at state/national level. (iii)Organizing at least three workshops in a year. (iv)Publications of at least one research paper in UGC approved journal. Assistance in college administration and governance related work including work done during admissions, examinations and extracurricular college activities.</p>	
Overall Grading	<p>Good: Good in Item 1 and satisfactory/good in any two other items. Satisfactory: Satisfactory in Item 1 and satisfactory/good in any other two items. Not Satisfactory: If neither good nor satisfactory in overall grading.</p>	
<p>Note:</p> <p>i)It is recommended to use ICT technology to monitor the attendance of sports and physical education and compute the criteria of assessment.</p> <p>ii)The institution must obtain student feedback. The feed-backs must be shared with the concerned Director of Physical and Education and Sports and also the CAS Promotion committee.</p> <p>iii)The system of tracking user grievances and the extent of grievance redressal details may also be made available to the CAS Promotion Committee</p>		