



**D. Y. PATIL
EDUCATION SOCIETY
DEEMED TO BE UNIVERSITY**

KOLHAPUR

NAAC with 'A⁺⁺' Grade in 3rd Cycle

Diamond: QS I-GAUGE Indian University Ratings

Faculty Recruitment Policy



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**D. Y. PATIL EDUCATION SOCIETY (DEEMED TO BE UNIVERSITY),
KOLHAPUR**

FACULTY RECRUITMENT POLICY

Effective Date: 25/05/2023

Approved By: University Council

Review Date: Not later than 3 years

1. Purpose

The Faculty Recruitment Policy establishes a transparent, merit-based, and inclusive process for the recruitment of faculty members at D. Y. Patil Education Society (Deemed to be University), Kolhapur. It aligns with the University Grants Commission (UGC) Regulations and supports the University's mission to foster academic excellence and innovation.

2. Scope

This policy applies to all teaching positions including Assistant Professors, Associate Professors, and Professors, across all faculties and departments of the University. It also includes visiting, adjunct, and contractual faculty appointments.

3. Guiding Principles

- **Merit-Based Selection:** Faculty recruitment shall be based on academic merit, research aptitude, teaching capability, and institutional fit.
 - **Transparency and Fairness:** All recruitment processes shall be open, competitive, and free from bias.
 - **Compliance:** All appointments shall adhere to UGC, AICTE, NMC, INC, PCI, and other applicable regulatory norms.
 - **Equal Opportunity:** The University is committed to promoting equal opportunity and diversity in recruitment.
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4. Recruitment Process

4.1 Manpower Planning

- Annual faculty requirements are determined based on student intake, faculty-student ratio, new program launches, and workload analysis.

- Planning is to ensure alignment with requirements as per regulatory authorities such as NMC, INC, AICTE, etc.
- Departments submit staffing needs to the Registrar, reviewed and approved by the Vice Chancellor.

4.2 Advertisement

- Vacant positions are advertised on the University website and in national/regional newspapers as per current UGC norms.
- Advertisements include essential qualifications, experience, specialization, number of posts, and reservation details (if applicable).

4.3 Eligibility and Qualifications

- Minimum qualifications and experience for each position shall be as per current UGC and relevant council guidelines.
- Post Graduate/ PhD qualification is mandatory for Faculty as prescribed by Regulatory Statutory Bodies, and UGC.

4.4 Application and Screening

- Candidates apply through an online/offline application portal.
- The Screening Committee shortlists candidates based on eligibility, academic record, teaching experience, publications, and other credentials.

4.5 Selection Process

- Shortlisted candidates may be invited for an online/ face-to-face presentation and/or interview before the Selection Committee, which includes:
 - Vice Chancellor (Chairperson)
 - Subject Experts (external)
 - Dean of Faculty
 - Principal/Dean/Director of college
 - Head of Department (if required)
 - Registrar (Secretary)
- The selection process evaluates teaching demonstration, domain knowledge, communication skills, and research contributions in addition to professional attributes.

4.6 Appointment

- Selected candidates are issued formal appointment letters after approval by the Vice Chancellor and the Executive Council, as applicable.
 - Appointments are subject to verification of documents and background checks.
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5. Types of Appointments

Type	Description
Regular	Permanent positions with probation of up to 2 years
Contractual	Appointments for a fixed term based on project/academic need
Visiting/Adjunct	Experts from industry/academia invited for specific courses or periods
Emeritus/Retired Faculty	Senior academicians appointed in advisory or teaching roles post-retirement

6. Reservation Policy

The University follows the reservation policy of the Government of India/UGC where applicable and ensures fair representation across categories in the spirit of inclusivity.

7. Record Keeping and Confidentiality

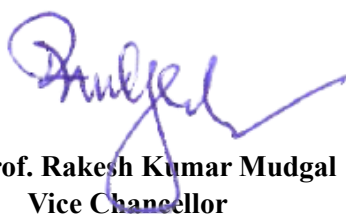
All recruitment records shall be maintained by the Registrar's Office for audit and regulatory review. Candidate data and committee proceedings will be kept confidential.

8. Policy Review

This policy shall be reviewed every three years or earlier if required, based on regulatory updates or institutional needs.

Registrar

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Prof. Rakesh Kumar Mudgal
Vice Chancellor

Vice - Chancellor
D. Y. Patil Education Society
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KOLHAPUR - 416 006




Dr. V. V. Bhosale
Registrar

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