

*(As Approved by the Coordination Committee in its meeting held on 25/10/2017 and Adopted by Devi Ahilya Vishwavidyalaya in its EC meeting held on 04/12/2017).*

## **STATUTE NO. 16**

### **SENIORITY OF TEACHERS OF THE UNIVERSITY**

[Refer Section 35 (O)]

1 (i) For the purpose of the Adhiniyam, the Statutes and the Ordinances the seniority of teachers in:

- (a) The teaching Departments. Schools of Studies and colleges maintained by the University, and
- (b) The colleges affiliated to the University shall be respectively in order of cadres in Groups A and B below

#### **GROUP 'A'**

- (a) Professor
- (b) Reader / Associate Professor
- (c) Lecturer/ Assistant Professor

#### **GROUP 'B'**

- (a) College Professor
- (b) Full time and salaried Principal other than college Professor.
- (c) Reader / Associate Professor
- (d) Lecturer / Assistant Professor

- (ii) 'Service' shall mean service in a Teaching Department, School of Studies or College maintained by or affiliated to the University and or in a Teaching Department. School of Studies or College maintained by or affiliated to any other University established under any Central or State Act.
- (iii) If a teacher who holds a permanent post in the University or a college is on leave or deputation he shall be deemed to be in continuous service on his post during the period of such leave not exceeding six months on any ground whatsoever and during the period of such leave or deputation not exceeding three years for academic purposes.
- (iv) The inter-se seniority of full time salaried Principals other than College Professors shall be determined in accordance with the provisions of the Statute relating to the seniority of Principals.

2. The seniority of a Professor, College Professor, Reader/ Associate Professor, Reader/ Associate Professor in College, Lecturer/ Assistant Professor shall be determined in accordance with the length of continuous service of such person in the cadre concerned taken together with the length of continuous service in a cadre which is equivalent to or superior to the cadre concerned.

Provided that where a Principal is included in the cadre of College Professor in accordance with the provision of sub-section (4) of section 63 of the Adhiniyam, his seniority as college Professor shall be determined in accordance with:

- (a) The length of continuous services as such Principal if he was not a college Professor prior to his appointment as such Principal.
- (b) The length of total service as a college Professor and as such principal thereafter if the Principal was a College Professor prior to his appointment as such Principal.

**For the purposes of seniority:**

- (i) The post of Professor in college shall be deemed to be lower than the post of University Professor,
  - (ii) The post of Reader/ Associate Professor in the University Teaching Departments/Schools of Studies shall be deemed to be equivalent to the post of Reader /Associate Professor in a College.
  - (iii) The post of Lecturer/ Assistant Professor in a college and Lecturer /Assistant Professor in the University Teaching Departments/Schools of Studies shall be deemed-to be equivalent posts.
3. If the length of service of two or more teachers in any cadre calculated in accordance with paragraph (2) above is equal, their seniority inter-se shall be determined in accordance with the length of continuous service in the cadre immediately below, if any.
  4. If after calculation in accordance with paragraph (3) above, the seniority inter-se shall of two or more teachers in any cadre is equal, their seniority inter-se shall be determined in accordance with the length of continuous service in the cadre, if any immediately below the cadre considered under paragraph (3) above.
  5. If after calculation in accordance with the foregoing provisions to the extent possible, the seniority inter-se of two or more teachers in any cadre is equal; their seniority

inter-se shall be determined by the total period of continuous service as a teacher in any cadre.

6. If after applying the foregoing provisions to the extent possible, the seniority of two or more teachers are equal, their seniority inter-se shall be determined in accordance with seniority in age.

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\*In accordance with sub-section (3) of Section 63 Assistant Professors in Teaching Department/School of Studies/Colleges maintained by the University rank as Lecturers.