

**R E P O R T**

**1.1** In terms of the notification dated 10.07.2024, 11.07.2024 & 15.07.2024, the Competent Authority of the University has constituted the following Committee to decide about the issue of seniority of the teachers (Assistant Professor/Lecturer)- Level 10 of Colleges/Institutions within the department of the College and across the departments of the respective College/Institution:

- |  |                           |
|--|---------------------------|
| <b>1. Dean of Colleges</b>   | <b>- Chairperson</b>      |
| 2. Director, South Delhi Campus  |                           |
| 3. Professor Rama Sharma, Principal, Hans Raj College                        |                           |
| 4. Professor Arun Kumar Attree, Principal, Shaheed Bhagat Singh College      |                           |
| 5. Professor Ajay Arora, Principal, Ramjas College                           |                           |
| 6. Mr. Sunil Kumar Sharma, Member, Executive Council                         |                           |
| 7. Ms. Seema Das, Member, Executive Council                                  |                           |
| 8. Mr. Harendra Nath Tiwari, Member, Academic Council                        |                           |
| 9. Dr. Alok Ranjan Pandey, Member, Academic Council                          |                           |
| 10. Dr. Maya John, Member, Academic Council                                  |                           |
| 11. Professor P.R. Mondal, Department of Anthropology - SC/ST Representative |                           |
| 12. Professor Dhani Ram, Joint DSW   | - SC/ST Representative    |
| 13. Professor Laxmi Narain, AND College                                      | - OBC Representative      |
| <b>14. Deputy Registrar (Colleges)</b>                                       | <b>- Member Secretary</b> |

**1.2** Subsequently, the names of following persons were included to be associated with the above Committee vide notification dated 01.04.2025:

1. Dr. Ram Kishore Yadav, Member, Academic Council in place of Dr. Seema Das.
2. Dr. Ankit Agrawal, Member, Academic Council in place of Dr. Alok Ranjan Pandey

**1.3** The above Committee, before arriving at to rationale, had five meetings on the following dates:

1. 18.07.2024
2. 23.07.2024
3. 06.09.2024
4. 10.12.2024
5. 03.04.2025

**1.4** A copy of the relevant provision in relation to determining the seniority of teachers in a particular discipline for membership of the Committee of Courses, of Departmental Committees, and such similar Committees envisaged under Ordinance XI (11) was circulated amongst members of the Committee for their perusal and further deliberations by the Committee.

**1.5** During the course, the Committee was apprised that in the absence of any uniform policy/rules for determining the seniority of College teachers within the department of the College and seniority across departments of any respective College, most of the Colleges/Institutions are facing difficulties in nominating/appointing the senior most teacher to be associated with various

Committees including that of various Committee(s) formed by the Staff Council for purposes of (i) Formulation of recommendations on introduction of new teaching posts in the departments and expansion of the existing departments; (ii) Formulation of admission policy within the framework of the policy laid down by the University; (iii) Formulation of guidelines regarding arrangements for the residence and welfare of students in consultation with appropriate students' organisations; (iv) Formulation of guide-lines regarding discipline of the students; (v) Formulation of policies for recommending names of teachers for participation in seminars and conferences and financial assistance to teachers within the parameters of provisions of the Act, Statutes and Ordinances of the University.

**1.6** Also, quite a times, the Delhi University Teachers Association (DUTA) and academic fraternity of the Colleges has been raising issues for laying down uniform mechanism to be followed by the Colleges/Institutions in determining the seniority of teachers of the Colleges/Institutions to avoid any discontentment amongst Colleges of the University.

**1.7** It was also apprised to the Committee that there has been ambiguity amongst Colleges/Institutions as to whether the seniority is to be determined in the same cadre/pay scale, on the basis of date of joining the duties in the College, criteria of API score is to be followed, total length of service or if in all cases, the relative merit stands equal on the basis of age in case of teachers joining on the same date.

**1.8** During the course of deliberations, the members informed the Committee that for purposes of determination of seniority of teachers in various Colleges/Institutions, there have been inconsistent interpretation of the statutory provisions envisaged under Statutes, Ordinances and guidelines laid down by the Executive Council in this behalf. Hence, there is a desperate need to formulate a concrete mechanism to be implemented across Colleges/Institution to ensure that no injustice is done to any of the teachers.

**1.9** The Chairperson asked the Member Secretary to elaborate on the *modus operandi* envisaged under the Act, Statutes and Ordinances of the University. The Member Secretary informed the Committee that the seniority of teachers in the Colleges is determined as per the Ordinance XI (11) of Ordinances of the University which states that:

**I. Clause 11 of ORDINANCE XI:**

*The Seniority of a teacher in a particular discipline, for membership of the Committee of Courses, of Departmental Committees, and such similar Committees shall be determined in, accordance with the following principles:*

- (i) *Where two or more teachers are selected at the same time for the appointment, then according to the ranking given by the Selection Committee provided that the date of joining in case of the teacher who has been ranked higher is not later than 3 months from the date of issue of the appointment letter to him.*
- (ii) *Where no ranking has been indicated by the Selection Committee and two or more teachers join on one and the same date;*
  - a) *in case such teachers are appointed from a lower post to a higher post, then according to their seniority interest in the immediate lower cadre, and*



- b) in any other case, according to the age of the person's joining, the old person being deemed senior.
- (iii) Save in the cases covered by sub-clauses (i) and (ii) according to the date of joining of the teacher concerned.

**1.10** On the question that as to how, the recommendation of the Selection Committee, constituted under clause 7(4-a) of Ordinance XVIII of the University is made and under which methodology the seniority of teachers is determined by the Colleges/Institutions.

The Member Secretary apprised the Committee that:

i) The Selection Committee so constituted under Ordinances of the University gives its recommendation for appointment of teaching staff in colleges in order of merit of candidates in the following categorized manner:

UR	SC	ST	OBC	EWS	PWD
1	1	1	1	1	1
2	2	2	2	2	2
3	3	3	3	3	3
4	4	4	4	4	4
5	5	5	5	5	5
6	6	6	6	6	6

ii) In so far as, the issue of determination of seniority of teachers in the Colleges/Institutions is concerned, the seniority of teachers in Colleges is determined as per the provisions of Ordinance XI (11) of Ordinances of the University referred above and the principles envisaged in Ordinance is followed.

**1.11** On the question of entitlement of seniority of persons belonging to SC/ST categories promoted by virtue of rule of reservation, it was informed that a person belonging to SC/ST promoted by virtue of rule of reservation roster shall be entitled for consequential seniority in letter and spirit of OM No.22011/1/2001-Estt. (D) dated 21.01.2022 of DoPT. Also, the DoPT OM states that - there is no co-relation between the seniority in a grade and the reservation roster for the said grade. Seniority of an Officer is determined as per order of merit given by UPSC or selecting authority or panel of promotion given by DPC. A reservation roster/points are meant only for identifying the vacancy that goes to a particular category of officer.

**1.12** Arising out of the discussion, few of the members suggested the following:

- i) To amend the existing antiquated Ordinance XI (11) which provides the criteria of the date of joining and the age of the candidate, in case the date of joining being the same.
- ii) In future, the Selection Committee should prepare a roster wise consolidated merit list of selected candidates irrespective of their categories.
- iii) To adopt the roster as the criterion for deciding the inter-se seniority of teachers in various Colleges at the time of selection since it is equitable, transparent and inclusive criteria catering to the needs of all categories of teachers.

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**Analysis of the concerns of the stakeholders on the issue and recommendation of the Committee**

**2.1** The Committee noted that there has been lot of concerns/accusations and ambiguity amongst colleges as to which methodology are to be adopted while determining the seniority of teachers within the department and seniority across departments of any respective College. Hence, Colleges/Institutions are in a state of dilemma since lot of accusation's/concerns are received on one or the other pretexts more specially when in all cases, the relative merit and others things stands equal.

**2.2** The Committee, after taking all aspects into consideration opined that if in case all the relative merit stands equal, the seniority of teachers for all purposes may be determined on the basis of age/date of birth. A teacher who is older in age be treated senior to a teacher who is younger in age and in case, the age is also the same, the seniority be determined on the basis of API Score. However, in no case, the provisions envisaged under Ordinance XI (11) shall be compromised.

**2.3** Accordingly, the Colleges/Institutions while determining the seniority of teachers may draw seniority list of teachers based on the recommendation of the Selection Committee in each category by taking into consideration the date of birth/age of the person concerned and list may be prepared in each category in descending order:

The methodology under which the seniority can be determined in the spirit of Ordinance XI (11) of the Ordinances of the University is categorized hereunder:

**Case: I**

**In cases, where, ranking/merit has been given in the respective category by the regularly constituted Selection Committee under clause 7(4-a) of Ordinance XVIII**

UNRESERVED CATEGORY - 1		
Ranking	Name(s) of the Teacher	Date of Birth
01	UR-1	01.01.1976
02	UR-2	01.01.1977
03	UR-3	01.01.1974
04	UR-4	01.01.1973

SCHEDULED CASTE CATEGORY - 2		
Ranking	Name(s) of the Teacher	Date of Birth
01	SC-1	01.01.1975
02	SC-2	01.01.1978
03	SC-3	01.01.1972
04	SC-4	01.01.1979

SCHEDULED TRIBE CATEGORY - 3		
Ranking	Name(s) of the Teacher	Date of Birth
01	ST-1	01.01.1973
02	ST-2	01.01.1979
03	ST-3	01.01.1978
04	ST-4	01.01.1980



OBC CATEGORY - 4		
Ranking	Name(s) of the Teacher	Date of Birth
01	OBC-1	01.01.1974
02	OBC-2	01.01.1976
03	OBC-3	01.01.1975
04	OBC-4	01.01.1980

Persons with Disability (PWD) CATEGORY - 5		
Ranking	Name(s) of the Teacher	Date of Birth
01	PH-1	01.01.1972
02	PH-2	01.01.1976

Overall seniority would be determined on the basis of rank wise age across the panels (in case the date of Joining falls within three months of all the candidates):

Order of Seniority	Category	Rank in the respective category	Name of the Teacher	Date of Birth	Remarks if any
1	PH	1	PH-1	01.01.1972	
2	ST	1	ST-1	01.01.1973	
3	OBC	1	OBC-1	01.01.1974	
4	SC	1	SC-1	01.01.1975	
5	UR	1	UR-1	01.01.1976	
6	OBC	2	OBC-2	01.01.1976	Based on the API Score
7	PH	2	PH-2	01.01.1976	
8	UR	2	UR-2	01.01.1977	
9	SC	2	SC-2	01.01.1978	
10	ST	2	ST-2	01.01.1979	
11	SC	3	SC-3	01.01.1972	
12	UR	3	UR-3	01.01.1974	
13	OBC	3	OBC-3	01.01.1975	
14	ST	3	ST-3	01.01.1978	
15	UR	4	UR-4	01.01.1973	
16	SC	4	SC-4	01.01.1979	
17	ST	4	ST-4	01.01.1980	Based on the API Score
18	OBC	4	OBC-4	01.01.1980	

#### Case: II

In cases, where, no ranking/merit has been given in the respective category by the regularly constituted Selection Committee under clause 7(4-a) of Ordinance XVIII and only recommendation for appointment of Assistant Professor has been made

UNRESERVED CATEGORY - 1		
S.No.	Name(s) of the Teacher	Date of Birth
01	UR-1	01.01.1976
02	UR-2	01.01.1977
03	UR-3	01.01.1974
04	UR-4	01.01.1973



SCHEDULED CASTE CATEGORY - 2		
S.No.	Name(s) of the Teacher	Date of Birth
01	SC-1	01.01.1975
02	SC-2	01.01.1978
03	SC-3	01.01.1972
04	SC-4	01.01.1979

SCHEDULED TRIBE CATEGORY - 3		
S.No.	Name(s) of the Teacher	Date of Birth
01	ST-1	01.01.1973
02	ST-2	01.01.1979
03	ST-3	01.01.1978
04	ST-4	01.01.1980

OBC CATEGORY - 4		
S.No.	Name(s) of the Teacher	Date of Birth
01	OBC-1	01.01.1974
02	OBC-2	01.01.1976
03	OBC-3	01.01.1975
04	OBC-4	01.01.1980

Persons with Disability (PWD) CATEGORY - 5		
S.No.	Name(s) of the Teacher	Date of Birth
01	PH-1	01.01.1972
02	PH-2	01.01.1976

Overall seniority would be determined on the basis of serial- wise age across the panels (Overall seniority would be determined on the basis of rank wise age across the panels (in case the date of Joining falls within three months of all the candidates)

Order of Seniority	Category	Name of the Teacher	Date of Birth	Remarks
1	SC	SC-3	01.01.1972	Based on the API Score
2	PH	PH-1	01.01.1972	
3	UR	UR-4	01.01.1973	Based on the API Score
4	ST	ST-1	01.01.1973	
5	UR	UR-3	01.01.1974	Based on the API Score
6	OBC	OBC-1	01.01.1974	
7	SC	SC-1	01.10.1975	Based on the API Score
8	OBC	OBC-3	01.01.1975	
9	UR	UR-1	01.01.1976	Based on the API Score
10	OBC	OBC-2	01.01.1976	
11	PH	PH-2	01.01.1976	



12	UR	UR-2	01.01.1977	<b>Based on the API Score</b>
13	SC	SC-2	01.01.1978	
14	ST	ST-3	01.01.1978	
15	SC	SC-4	01.01.1979	<b>Based on the API Score</b>
16	ST	ST-2	01.01.1979	
17	ST	ST-4	01.01.1980	<b>Based on the API Score</b>
18	OBC	OBC-4	01.01.1980	

**2.4** In case the Selection Committee held on different dates, and the result was announced on a later date, the date of the Selection Committee would be treated for purposes of determining the seniority.

**2.5** If the meeting of the two Selection Committees held in a single day i.e. one in the forenoon session and other in the afternoon session, then the person(s) so appointed in compliance to the recommendation of the first selection Committee held in the forenoon session would be treated senior vis-à-vis. appointed through the second Selection Committee held in the afternoon session.

**2.6** If in case, in any particular department, where two or more teachers are selected at the same time for appointment and date of birth is also the same, then the API Score and experience so attained by the candidate may be taken into consideration for determining the seniority of the teacher.

**2.7** The cut-off date for determining the seniority of teachers shall be 01.04.2022 and under no circumstances the above modalities shall be enforced on the teaching staff appointed before 01.04.2022.

**2.8** Further, the above modalities for determining the seniority of teachers shall be applicable in cases of teachers appointed on substantive capacity through duly constituted Selection Committee or after the cut-off date of 01.04.2022 subject to the following conditions:

- Under no circumstances, the provisions contained under Ordinance XI (11) shall be violated.
- The lien/deputation should not affect the seniority of a teacher.
- The condonation of break/s in services shall not be considered for seniority.
- The notification so issued by the University shall take effect retrospectively w.e.f. 01.04.2022 to decide the seniority of the college appointed Assistant Professors.
- Under no circumstances, the cases of seniority of teachers already determined in accordance with the existing principles/norms and statutory provisions on or before 01.04.2022 shall be reopened. However, in case of any dispute, whatsoever, if arisen, about the interpretation of Ordinance XI (11) of Ordinances of the University or over these modalities, the cases shall be dealt with administratively by the Competent Authority.
- In respect of vacancies against whom the process for recruitment has already been taken on or before 31.03.2022 by way of direct recruitment as per Ordinances of the University in such cases, the seniority will continue to be the same as decided and settled earlier in light of the DoPT OM No. 35014/2/80- Estt.(D) dated 07.02.1986.



- The seniority of the teachers of college within the department of the college and across the department of the said college shall be determined in accordance with the following principles –

**I. Seniority of Teachers within the Department of College-**

- i) Where two or more teachers are selected by the Selection Committee to the post of Assistant Professor, then seniority will be decided as follows-
  - a) Where the ranking/merit is given by the Selection Committee provided that the date of joining in case of a teacher who has been ranked/merit higher is not later than 3 months from the date of issue of the appointment letter and will be decided by merit.
  - b) Where no ranking/merit has been indicated by the Selection Committee and two or more teachers join on the same date seniority will be decided according to the age of the person's joining, the old person deemed senior.
- ii) In case, there has been no panel amongst the categories ranking/merit then age shall decide the seniority.

**II. Seniority of Teachers Across the Departments of Colleges (OM No. 20011/1/2008-Estt. (D) dated 11/11/2010):**

- a) The date of joining shall determine the seniority of the college appointed Assistant Professors across the department.
- b) If the joining of teachers of two or more departments is the same, then the seniority of the candidates will be determined by the following procedure –
  - (i) Chronology of recommendation letter
  - (ii) Where the date of recommendation letter is same, seniority will be decided on the chronology of dates of Minutes of Selection Committee report.

**2.9** Taking all aspects into consideration as also to ensure fairness for candidates across all categories (UR, SC, ST, OBC, EWS & PWD), the Committee recommended that a clear directive be issued to colleges/institutions administratively asking them the need for preparation of a panel of selected candidates strictly according to their rank/merit by the respective selection committees. The marks obtained by each candidate should be clearly reflected to avoid any ambiguity whatsoever in determining the seniority in terms of Ordinance XI (11) of the University.

**2.10** The Committee finally opined that the Competent Authority of the University may if consider it appropriate, explore feasibility in incorporating these modalities for determining the seniority of teachers of the Colleges under Ordinance XII meant for College Teachers following due processes and procedures laid down under Ordinances of the University.



**2.11** The Committee also taken on record the representations' received from members of this Committee.

**2.12** The Committee also deliberated on the issue of appointment of Teacher-in-Charge in Satyawati College, consequent upon the judgement of Hon'ble High Court of Delhi at New Delhi in WPC-741/2017 titled Kamla Kaushik Vs. University of Delhi & Ors and after voluble discussion opined that matter, in question, needs to be dealt with taking all legal perspectives in mind. Hence, in all fairness, the matter be referred back to the Legal Cell of the University to examine the matter in letter and spirit of Ordinances of the University.


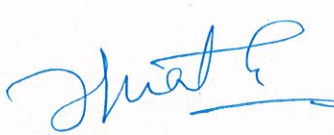
Note:- One member dissented. — Dr. MAYA JOHN


  
Director,  
South Delhi Campus

  
Prof. Rama Sharma

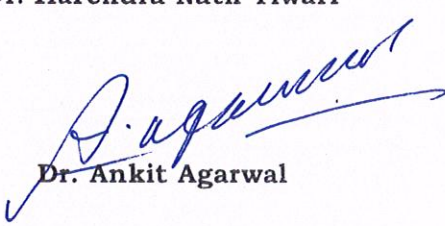
  
Prof. Arun Kumar Attree

  
Prof. Ajay Arora


   
Mr. Sunil Kumar Sharma Dr. Harendra Nath Tiwari

  
Dr. Maya John


  
Dr. Ram Kishore Yadav


  
Dr. Ankit Agarwal

  
Prof. P.R. Mondal

  
Prof. Dhani Ram

  
Prof. Laxmi Narayan

  
Deputy Registrar  
(Colleges)  
Member Secretary

  
Dean of Colleges  
Chairperson