

# Shivaji University, Kolhapur.

## Rules regarding determination of seniority of University teachers.

(Amended as per resolution as per the resolution no. 57 made by Management Council dated 08/07/2022)

The rules regarding determination of seniority of University teachers are applicable to the individual department as well as to the entire University.

1. Teacher means full time approved Senior Professor, Professor, Associate Professor, Assistant Professor, Reader, Lecturer, Librarian, Director of Department/School, Director of Knowledge Resource Centre, Director of Centre of Lifelong Learning and Extension, Deputy or Assistant Librarian in the University, Director of Sports and Physical Education in the University Department.
2. Seniority of the teacher shall be determined on the basis of cadre. A teacher in higher cadre shall be treated senior to a teacher in immediate lower cadre.
- ~~3. Seniority of the teacher in same cadre shall be determined on the basis of the date of joining the University.~~
4. The inter-se-seniority in the same cadre/pay scale shall be determined on the following grounds.
  - a) Seniority of a teacher shall be decided on the basis of date of joining the duties of the University.
  - b) In case of teachers joining on the same date, the seniority of teachers shall be decided on the basis of their immediate lower cadre.
  - c) In case of teacher joining on the same date, and are of same cadre, the seniority of the teacher shall be determined on the basis of educational qualification and merit therein.
  - d) In case of teacher joining on the same date, of the same cadre having same educational qualification and merit, therein seniority of teacher shall be determined on the basis of the total length of fulltime approved service.
  - e) If in case all above relative merit stands equal then, the seniority will be determined on the basis of age. A teacher who is older in age shall be treated senior to a teacher who is younger in age. If the age is also same, the seniority will be determined on the basis of alphabetical order of his/her name beginning with surname.
5. The inter-se seniority of a direct recruit shall be determined with reference to the date of joining and for the teachers promoted under the CAS with reference to the date of eligibility as indicated in the recommendations of the selection committee of the respective candidates. The rules and regulations of the State Government shall apply, for all other matters of seniority.
6. In case of teachers upgraded on the same date, and are of same cadre, the seniority of a teacher shall be determined on the basis of their seniority in the immediate lower cadre.

7. A teacher selected through the duly constituted university selection committee and approved by the university shall be treated senior to a teacher selected through the duly constituted Local Selection Committee and approved by the university.
  8. A teacher joining on the regular post selected through the duly constituted university selection committee and approved by the university shall be treated senior to a teacher who is selected otherwise and approved by the university.
  9. Service rendered by a teacher in the University in the same cadre/pay scale against reserved post for particular category, lien period, contributory & temporary teachers on contract basis, on consolidated pay shall not be considered for seniority.
  10. Service rendered by a teacher in the university in the same cadre/pay scale of who has been selected through Local Selection Committee and approved by the university shall not be considered for seniority.
  11. The lien / Deputation should not affect the seniority of a teacher.
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12. Condonation of break/s in services shall not be considered for seniority.
  13. Basic pay of a teacher shall not be considered for the seniority in the University.