

**Maharshi Panini Sanskrit Evam Vedic Vishwavidyalaya, Ujjain**

**REGULATION NO. 5**

**SENIORITY OF TEACHING OF THE UNIVERSITY**

**( Refer Section 7(xxvi) of the Act.)**

(For the purpose of this Regulation, the Act means Maharshi Panini Sanskrit Evam\* Vedic Vishwavidyalaya Adhinyam 2006 (IS of 2008))

**PART – I – ACADEMIC SENIORITY**

1. (i) For the purpose of the Adhinyam the Statutes and the Ordinances the academic seniority list of teachers shall be maintained by the University as follows. –
    - (a) Seniority list – for teachers of University Teaching Department, Colleges, Institution maintained by the university shall be maintained in the following cadres :
      - (a) Professor
      - (b) Reader / Associate Professor
      - (c) Lecturer / Assistant Professor
    - (d) Seniority list – for teachers in colleges affiliated to the University shall be maintained in the following cadres :
      - (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 University Teaching Department or college / institutes maintained by the University and / or in a college affiliated to any 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 in 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 Professor shall be determined in accordance with the provision of the Statute relating to the seniority of Principals.
2. The academic seniority of a teacher shall be determined in accordance with the length of continuous service of such person in the cadre concerned taken together with length of continuous service in a cadre which is equivalent to or superior to the cadre concerned.
  3. Where a Principal is included in the cadre of College Professor his seniority as College Professor shall be determined in accordance with :-
    - (a) the length of continuous service 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.
4. For the purposes of academic seniority :-
- (i) The post of Professor in a college shall be deemed to be lower than the post of Professor in University Teaching Department.
  - (ii) The post of Reader/Associate Professor in the University Teaching Departments shall be deemed to be equivalent to the post of Professor/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 shall be deemed to be equivalent posts.
5. 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.
6. If after calculation in accordance with paragraph (5) above, the seniority inter-se 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 (5) above.
7. 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.
8. If after applying the foregoing provision to the extent possible, the seniority of two or more teachers is equal, their seniority inter-se shall be determined in accordance with seniority in age.

**PART II – ADMINISTRATIVE SENIORITY**

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9. The administrative seniority list of teachers in a University Teaching Department or College/Institution maintained by the University, shall be maintained in the following cadres: -
- (a) Professor
  - (b) Reader/Associate Professor
  - (c) Lecturer/Assistant Professor
10. (a) The administrative seniority of a teacher in a University Teaching Department shall be determined in accordance with the cadre concerned in that University Teaching Department.
- (b) The administrative seniority of a teacher in a college/institution maintained by the University shall be determined in accordance with the cadre concerned in that college/institution maintained by the University

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11. 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
12. If after calculation in accordance with paragraph (5) above, the seniority inter-se 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 (5) above.
13. If after applying the foregoing provision to the extent possible, the seniority of two or more teachers is equal, their seniority inter-se shall be determined in accordance with seniority in age.

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