

DUTA DELHI UNIVERSITY TEACHERS' ASSOCIATION

DAY CENTRE BUILDING, CHHATRA MARG, UNIVERSITY OF DELHI, DELHI-110007

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Date: 15.04.2026

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Prof. Yogesh Singh,

Vice Chancellor,
University of Delhi,
Delhi- 110007.

Sub: DUTA's representation of demands addressing long-standing issues faced by the teaching fraternity for consideration by the University of Delhi

Dear Prof Singh,

DUTA expresses its grave concern to the University Administration that the ongoing distortion in appointment and promotion screening criteria within the University of Delhi has reached a critical stage and requires immediate rectification. The inordinate delays in promotions on untenable grounds, coupled with deviations from the prescribed norms of the UGC Screening Criteria for Promotion and Appointment, have severely compromised transparency, objectivity, and procedural fairness. The indiscriminate and increasing use of the "None Found Suitable" (NFS) criterion across all categories has resulted in large-scale non-filling of sanctioned positions, undermining both academic functioning and institutional accountability. These practices not only erode merit-based selection by excluding duly qualified candidates but also generate widespread uncertainty, demoralisation, and distrust among teachers. DUTA demands that the University immediately restore UGC-prescribed screening criteria, ensure recognition of all valid research publications, and enforce time-bound, rule-based promotion and recruitment processes. Failure to address these systemic distortions will have serious and lasting consequences for academic standards, equity, and the credibility of the institution.

Through this representation, DUTA submits its charter of long-pending and fundamental demands concerning the teaching fraternity for consideration and necessary action by the University of Delhi.

- 1. Distortion of Promotion and Appointment Criteria:** DUTA would like to apprise the University Administration of a matter of serious concern regarding the undue delay in processing promotion cases in several colleges. Such delays, often on untenable and arbitrary grounds, are resulting in avoidable harassment and significant mental distress to the teacher. DUTA demands that the University administration issue clear and binding directions to all colleges to ensure that promotion cases are processed in a time-bound manner, strictly within two months of submission of applications. Further, all peer-reviewed publications must be duly recognised for promotion in university departments in accordance with the University Grants Commission Regulations, 2018.

DUTA also demands that the University strictly adhere to the screening criteria prescribed by the UGC for faculty appointments to ensure transparency, objectivity, and merit-based selection. All valid research contributions—including publications indexed in SCOPUS, UGC-CARE listed journals, and other peer-reviewed outlets—must be considered both for shortlisting candidates

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for Assistant Professor, Associate Professor, and Professor positions, as well as for promotions. The University must further ensure that all eligible candidates are called for interviews.

DUTA further demands that the University immediately direct all colleges to mandatorily adhere to the screening criteria for recruitment and promotion as notified vide **Notification No. Estab.IV/017/2018-2020/9** dated 27.08.2020, and ensure its strict and uniform implementation across all colleges without any deviation.

2. **No to NFS:** DUTA opposes the None Found Suitable decision by selection panels and emphasises filling of all vacant positions at the earliest on a permanent basis. The decision of NFS mostly hits the reserve positions, which goes against the policy of social justice. Recently, it has been found that against many advertised positions, due to the stringent screening criteria adopted by the University, on most of these positions, sufficient candidates could not be shortlisted.
3. **Filling of Vacant Posts in 12 Delhi-funded colleges-** The 12 Delhi-funded colleges are grappling with a severe shortage of teaching and non-teaching staff. This has led to an increased workload on existing employees and compromised academic standards. DUTA demands that the process of sanctioning teaching and non-teaching positions be expedited and initiate regularisation and filling of vacant teaching positions at the earliest to address staff shortages.
4. **Counting of Past Service for Promotions and Pay Protection of Temporary Teachers:** DUTA demands that the full length of the past ad hoc service and other equivalent services must be included for the consideration of promotions. Unfortunately, their full past services have not been counted by the University of Delhi. As a result, they are being deprived and discriminated against in the services rendered by these teachers, equivalent to other permanent staff of the university. This has caused massive hardship and losses to the concerned teachers. DUTA further demands that the University ensure full pay protection for teachers who were appointed to temporary positions before their regularisation. As those teachers had been receiving annual increments and were drawing higher salaries before regularisation. DUTA urges the Administration to rectify these discrepancies and guarantee that no teacher suffers financial loss due to the transition from temporary to permanent service.
5. **Continuation of Ph.D./M.Phil. Increment-** DUTA strongly advocates for the continuation of the Ph.D./M.Phil. increment as mandated by the UGC Regulations. These increments play a pivotal role in attracting highly qualified individuals to the teaching profession, retaining talent within academia, and motivating faculty members to pursue advanced research. Discontinuing these incentives would not only undermine the value of academic qualifications but also adversely affect the quality of higher education and research. DUTA demands that the University ensure that these increments remain in force to uphold academic excellence and support the professional growth of its teaching staff. DUTA further demands that the University administration formally

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communicate with the UGC to ensure the continuation and uniform implementation of these provisions.

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6. **Review the Implementation of UGCF Structure under NEP 2020 and Sanction Teaching Posts for EWS and UGCF Expansion:** The National Education Policy (NEP) 2020 aims to promote inclusive, multidisciplinary, and research-oriented higher education. However, inadequate infrastructure and insufficient academic support have hindered its effective implementation in Delhi University. Students are struggling to manage a complex academic structure—comprising Core Courses, SEC, VAC, GE, and AEC—along with an increased number of papers per semester and reduced credits in core and DSE courses. Faculty members face significantly higher teaching and administrative burdens without corresponding support in staffing or facilities. Limited classrooms, laboratories, and learning infrastructure have further strained academic functioning. Moreover, the uniform implementation model disregards the distinct pedagogical needs of science, commerce, and humanities, resulting in mismatched workloads, impractical timetables, reduced practical hours, and compromised disciplinary depth. DUTA demands that the University conduct a comprehensive review of the UGCF framework. This review must incorporate feedback from all stakeholders to address ground realities within colleges and departments.

DUTA also highlights that neither the Ministry of Education nor the UGC has sanctioned additional posts or funds to support the increased workload associated with the fourth year. This comes in addition to the strain caused by the 25% seat enhancement under EWS reservation since 2019, which has not been matched by increased grants or faculty positions. DUTA cautions that these shortcomings jeopardise the objectives of NEP 2020 and, therefore, demands restoration of credits for Core and discipline-specific courses to ensure academic integrity and a meaningful teaching-learning environment.

7. **Reservation of SC/ST/OBC/PwBD in Teaching Posts and Kale Committee Report:** DUTA would like to bring to your notice that teacher representatives raised various issues related to reservation in teaching positions to the Parliamentary Committee on the Welfare of SC/ST on 20.10.2020, the Commission for the SC/ST/OBC, MoE and UGC. DUTA and teachers' representatives demanded implementation of the reservation policy of the Government of India on the post of principals in colleges, adoption of the positive recommendations of the Kale Committee on reservation for teaching in Colleges and University Departments. DUTA time and again raised issues related to filling the shortfall and backlog vacancies by a special drive, the establishment of the Ambedkar Chair, etc.
8. **Reservation in post of Principals in DU colleges:** So far there is no proper reservation of SC/ST/OBC/PwD category in the post of principals in Colleges DUTA demands that all post of principals in DU Colleges needs to be clubbed/ treated as a single unit for applying the reservation policy of Government of India.

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9. **Restore WUS Facilities for College Teachers-** WUS Health Centre has historically provided accessible, affordable, and quality healthcare services to university employees. DUTA demands that the University form a committee to decide how the full facilities of the WUS Health Centre will be extended to college teachers.
10. **Physical Education Teachers Issue:** DUTA draws attention to the long-standing issue concerning Physical Education teachers in Delhi University whose initial appointments before 1991 were as Directors of Physical Education but were redesignated as Lecturers in 1991 through due approval of the Academic Council and Executive Council. Since then, they have been discharging full teaching duties and have been promoted through regular academic channels to Reader/Associate Professor positions, with a retirement age of 65 years at par with other teachers. Despite this, the University, in 2018, unilaterally reversed its own 1991 decision and began treating them as Directors of Physical Education for retirement age, reducing it to 62 years. DUTA considers this arbitrary and requests UGC to direct the University to provide a one-time exemption ensuring that this category of teachers retires at 65 years, consistent with their academic roles.
11. **Promotion Scheme for OMSP Instructors and other academic Staff:** The OMSP instructors, Computer Programmers, etc, who are given the status of other Academic Staff are being discriminated against and not granted any promotions in the absence of a promotion scheme. They perform similar duties to those of teachers. DUTA demands that the university should intervene and approach the MoE for approval of the promotion scheme for this category of teachers. DUTA also demands that this category of teacher's retirement age be the same as that of teachers of other disciplines.
12. **Librarians** should be given parity with teachers because the educational qualification for appointment and promotion is the same as that of teachers. Their retirement age should also be the same as that of teachers.
13. **DUTA demands the establishment of the Ambedkar and Deen Dayal Upadhyay chairs in the University of Delhi.**
14. **Appointment of teacher on Ad-hoc:** According to the letter dated 27th January 2022, the University administration has categorically directed all DU Colleges to make Ad-hoc appointments as per the rules of the University, observing roster against sanctioned post(s). In light of that, stopping Ad-hoc appointments in the Colleges is entirely contradictory and causes hardship in ensuring the proper and timely teaching-learning activities when casual vacancies appear in colleges. DUTA strongly demands that the Ad-hoc appointments should continue as earlier, whenever and wherever the need arises.
15. **Amendment to Ordinance VI:** The University has amended Ordinance VI (Procedure for Award of Doctor of Philosophy (Ph.D.) Degree) via Executive Council meeting held on 15.12.2023 (EC Resolution 39-9/Annexure 22). This

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amendment violates UGC Regulation 2022 for the award of a Ph.D. degree. This also denies the supervision-ship to many teachers who earlier supervised the Ph.D students. DUTA demands that Ordinance VI be amended in tune of UGC Regulation 2022 in letter and spirit. DUTA also demands that Ordinance VI be followed uniformly across all the faculties of the University.

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Regards,

**(Prof V.S. Negi)
President, DUTA**

**(Prof Bimlendu Tirthunker)
Secretary, DUTA**

Copy to-

- 1. Registrar, University of Delhi**
- 2. Dean of Colleges, University of Delhi**