

DUTA DELHI UNIVERSITY TEACHERS' ASSOCIATION

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Prof. Shyama Rath
The Secretary
University Grants Commission
Bahadur Shah Zafar Marg
New Delhi - 110002

Sub: Counting of Past Service for Promotions

Dear Madam,

Counting of Past Service for Promotions: The past service rendered in ad hoc, temporary, post-doctoral, pool officer positions, research assignments, part-time teaching, and other equivalent academic engagements ought to be duly recognised and counted for the purposes of direct recruitment and promotion (including pending cases) up to the level of Associate Professor. In this regard, it is proposed that the relevant clauses be amended as follows:

- The expression "Assistant Professors who have completed four years..." may be substituted with:
"Teachers having a total teaching/research experience of four years, including service rendered in ad hoc, temporary, post-doctoral, or equivalent positions."
- The expression "Senior Assistant Professor who has completed five years..." may be substituted with:
"Teachers who have completed five years in the previous Academic Level or have a total experience of nine years, including service rendered in ad hoc, temporary, post-doctoral, or equivalent positions."

The proposed amendment is necessitated by inconsistencies in the interpretation and implementation of the UGC provisions. While prior teaching and research experience is recognised for eligibility for direct recruitment, it is disregarded for the purposes of promotion, leading to an anomalous and inequitable situation.

It is submitted that such exclusion is discriminatory in nature. Teachers appointed on an ad hoc or temporary basis discharge duties and responsibilities identical to those of regularly appointed teachers, including teaching, evaluation, research, and administrative functions. However, despite rendering equivalent service, their experience is not accorded due recognition for career advancement. This results in a disparity wherein one set of teachers secures promotion and corresponding financial benefits, while another, similarly placed in terms of work and contribution, is denied the same.

Such differential treatment is contrary to the principles of equity and equal opportunity in public employment. It also places ad hoc and temporary teachers at a systemic disadvantage for reasons beyond their control, particularly delays in regular appointments.

In view of the above, DUTA demands that prior service in ad hoc and equivalent capacities be duly recognised for promotion. This would ensure fairness, remove existing anomalies, and uphold the principles of equality and justice within the higher education system.

Regards,

(Prof V.S. Negi)
President, DUTA

(Prof. Bimlendu Tirthunker)
Secretary, DUTA