

PANJAB UNIVERSITY, CHANDIGARH

Minutes of meeting of the Special **SENATE** held on Saturday, 27th April 2013 at 10.30 a.m. in the Senate Hall, Panjab University, Chandigarh.

PRESENT:

1. Professor Arun Kumar Grover Vice-Chancellor ... (in the chair)
2. Dr. Ajay Ranga
3. Dr. Akhtar Mahmood
4. Professor Anil Monga
5. Dr. Balbir Chand Josan
6. Dr. Charanjeet Kaur Sohi
7. Dr. D.V.S. Jain
8. Dr. Dalip Kumar
9. Shri Deepak Kaushik
10. Shri Dinesh Kumar
11. Dr. Dinesh Talwar
12. Dr. Dalbir Singh Dhillon
13. Dr. Emanuel Nahar
14. Shri Gopal Krishan Chatrath
15. Dr. Gurdip Kumar Sharma
16. Ms. Gurpreet Kaur Sapra
17. Dr. Hardiljit Singh Gosal
18. Shri Harpreet Singh Dua
19. Shri Harmohinder Singh Lucky
20. Dr. I.S. Sandhu
21. Shri Jagpal Singh alias Jaswant Singh
22. Dr. Jagwant Singh
23. Shri Jasbir Singh
24. Dr. Jaspal Kaur Kaang
25. Shri K.K. Dhiman
26. Shri K.K. Sharma
27. Dr. Kailash Nath Kaul alias Kailash Nath
28. Dr. Karamjeet Singh
29. Dr. Keshav Malhotra
30. Dr. Krishan Gauba
31. Dr. Kuldip Singh
32. Sardar Kuljit Singh Nagra
33. Shri Lilu Ram
34. Dr. Malkiat Chand Sidhu
35. Dr. Mohammed Khalid
36. Dr. Mukesh Arora
37. Professor Madhu Raka
38. Shri Munish Pal Singh alias Munish Verma
39. Dr. Nandita Singh
40. Shri Naresh Gaur
41. Professor Naval Kishore
42. Dr. Parveen Kaur Chawla
43. Dr. Preet Mohinder Pal Singh
44. Dr. Puneet Bedi
45. Professor R.P. Bambah
46. Dr. R.P.S. Josh

47. Dr. R.S. Jhanji
48. Shri Raghbir Dyal
49. Dr.(Mrs.) Rajesh Gill
50. Dr. S.K. Sharma
51. Dr. Shelley Walia
52. Dr. Sanjeev Kumar Arora
53. Shri Satya Pal Jain
54. Dr. Satish Kumar
55. Dr. Surinder Singh Sangha
56. Dr. Surjit Singh Randhawa alias Surjit Singh
57. Dr. Vipul Kumar Narang
58. Shri V.K. Sibal
59. Shri Tarlochan Singh
60. Dr. Tarlok Bandhu
61. Dr. Yog Raj Angrish
62. Professor A.K. Bhandari ... (Secretary)
Registrar

The following members could not attend the meeting:

1. Justice A.K. Sikri
2. Ms. Anu Chatrath
3. Professor A.S. Ahluwalia
4. Dr. (Mrs.) Aruna Goel
5. Shri Ashok Goyal
6. Ms. Gurpreet Kaur
7. Ambassador I.S. Chaddha
8. Dr. Bhupinder Singh Bhoop
9. Dr. Dayal Partap Singh Randhawa
10. Professor Gurdial Singh
11. Shri Jarnail Singh
12. Shri Krishna Goyal
13. Dr. K.K. Talwar
14. Shri Naresh Gujral
15. Dr. N.R. Sharma
16. Dr. (Mrs.) Preeti Mahajan
17. S. Parkash Singh Badal
18. Dr. Parmod Kumar
19. Shri Pawan Kumar Bansal
20. Shri Punam Suri
21. Smt. Preneet Kaur
22. Professor Ronki Ram
23. Professor R.K. Kohli
24. Shri Rashpal Malhotra
25. Professor Rupinder Tewari
26. Shri Sikandar Singh Maluka
27. Shri Sandeep Kumar
28. Shri S.S. Johl
29. Dr. Tarsem Dhariwal
30. Shri Varinder Singh

I. The Senate addressed the core issues related to the affiliated Colleges of the Panjab University. The following documents (**Appendix-I**) were also taken into consideration to facilitate the discussion:

1. Minutes of the meeting dated 30.11.2012 of the Principals of the Colleges affiliated to Panjab University.
2. Minutes of the meeting dated 28.1.2013 of the Principals of the Education Colleges affiliated to Panjab University.
3. Minutes of the meeting dated 6.2.2013 of the Committee constituted by the Vice-Chancellor to devise means and ways as would help in streamlining the Education process in the Colleges of Education affiliated to Panjab University.
4. Some suggestions made by Dr. Jagwant Singh dated 4.4.2013.
5. Minutes of the meeting dated 4.4.2013 of the Committee constituted by the Vice-Chancellor in terms of the decision of the Syndicate dated 24.3.2012 to consider the Resolution moved by Dr. Dinesh Talwar regarding introduction of the 5-day week in the affiliated Colleges of the Panjab University.
6. Some suggestions made by Dr. S.S. Sangha, Fellow and Dr. Tarlok Bandhu, Fellow and Syndic for discussion.
7. Some suggestions made by Dr. S.S. Randhawa, Fellow and Principal, SGGGS Khalsa College, Mahilpur (Hoshiarpur) vide letter No. 262 dated 17.4.2013 for discussion.
8. Some suggestions made by Dr. Dalip Kumar, Fellow dated 19.4.2013.

At the outset, Shri Munish Verma joined by Dr. Dalip Kumar thanked the Vice-Chancellor for convening Special Meeting of the Senate to discuss/address issues relating to the problems being confronted by the affiliated Colleges.

Welcoming the members, the Vice-Chancellor stated that this Special meeting of the Senate was being held to discuss the issues, which confronted the College education. A couple of months ago, they had resolved that there would be a Special meeting of the Senate for exclusively discussing the issues relating to the affiliated Colleges. This indeed is the fourth meeting of the newly constituted Senate which came into existence on 1st November 2012, i.e., about 5 months before. This meeting was being held at a time when they were facing serious challenges in the field of higher/college education and they need to take cognizance of all the issues. He further stated that less than a month ago, the Advisor, Planning Commission (Shri Pawan Aggarwal), Government of India, who coincidentally happened to be an alumnus of Panjab University, visited the University and answered several of their queries. He also presented to them a copy of a document relating to 12th Five Year Plan proposals on Higher Education, i.e., a write-up approved by the National Development Council. He read out an excerpt from page 1 of the document, as under:

“The higher education system in India has been critical to India’s emergence in the global knowledge economy and has contributed significantly to the large pool of qualified manpower required to support economic growth. However, the higher education system seems to be plagued by several problems – inadequate

number of institutions to educate eligible students, poor employability of the graduates produced by the Universities, low and declining standards of academic research, an unwieldy affiliating system, an inflexible academic structure, an archaic regulatory environment, eroding autonomy and low levels of public funding, to name a few.

The Indian higher education system also lags significantly in comparison to global standards as illustrated below:

- India has a low Gross Enrolment Ratio (GER) of 20% compared with 84% in the US, 59% in the UK, 55% in Japan, and 28% in China.
- Higher education spending in India is 1.1% of GDP. The US spends 3.1% of its GDP on higher education while South Korea spends 2.4% of its GDP on the same.
- No Indian college or University ranks among the top 300 of the prestigious Times Higher Education Supplement (THES) which is based on peer evaluations. Only one Indian University forms part of the 2011 rankings of the Shanghai Jiao Tong University's Top 500 (based on research output and impact) whereas China has 23 institutions in the Top 500.
- As pointed out by the National Knowledge Commission, during the period 1991-2001, growth in the number of doctorates has been 20% in India compared to 85% in China. Less than 1% of those completing undergraduate degrees currently opt for doctoral studies in India and a substantial number of students prefer to go abroad.

For India to sustain its growth momentum and to strengthen its competitiveness, a world-class higher education system is an important prerequisite. Global experiences indicate a positive correlation between GER and economic growth in a country and point to the need for a minimum of 30% GER to sustain economic growth. To meet this minimum requirement there has to be a sharp improvement in the quality and quantity of institutions of higher education to match standards in a globalized modern higher education system. This will require significant investment and focus on faculty and research.

The Working Group on higher and technical education for the 12th Five Year Plan has projected a resource requirement of Rs.4,13,368 crores. This large amount is unlikely to be made available. Given the limited volume of public resources available, the Government has to find innovative and newer avenues for funding, promoting research and upgrading quality while focusing on scale to meet the requirements.”

Continuing, the Vice-Chancellor stated that this normally sets out the national agenda for which they had to think of ways to overcome or address the challenges that they faced in this University, which is one of the oldest and largest in the country comprising over 75 Departments and Chairs at the Campus as well as nearing 190 affiliated Colleges having various shades, including traditional Colleges which *prima facie* can claim to have a right to become deemed University. Hence, they had a huge variety of institutions in their fold. All of them present here today are very experienced persons and it is hoped that they could evolve something concrete on the basis of which one could move forward. It is a day-long meeting. The agenda papers of the meeting included the minutes of several meetings, including those of Principals of the Colleges affiliated to Panjab University, Principals of the Education Colleges

affiliated to Panjab University, etc. He urged the members to take 2-3 minutes' time each to elaborate on one or two problems faced by the affiliated Colleges.

Professor Naval Kishore, Dean, College Development Council, while addressing the special meeting of the Senate, observed –

“Today we interact to resolve the hamletian riddle, “to be or not to be” because the Panjab University, as an affiliating body, is regulated by the regulatory bodies such as NCTE, UGC, BCI, CCH & CCIM. The regulatory bodies are pervasive and demanding, the affiliating body i.e. Panjab University being conscious of the factum of its being a conduit both for the giver and seekers, has to strive very hard to ensure that the cause of education does not suffer a set-back. But the uncertainties galore and continue to prevail as of the resultant stand of between the mandate of the regulatory bodies and the deficiencies pointed out by the inspection teams on the part of affiliated colleges, whereupon the affiliating university has to bear the brunt of both the givers and the seekers.

The present meeting, therefore, is an opportunity to think and devise means and ways so that the mandate of the regulatory bodies is followed, if not in toto, but to a great extent. The Panjab University has been trying to work out a via media in this regard and has been pestering the managements of the affiliated colleges to give space and acceptance to the mandate of the regulatory bodies, so that education gets a fillip in the affiliated colleges.

Let me make it crystal clear that the only term which the State Govt./Regulatory Bodies/ or the Panjab University recognize in the sphere of higher education is affiliated colleges and nothing such as Government/Private/Aided/Unaided, etc., since the founding of any college is regulated by an N.O.C. from the Punjab Govt., which in itself entails all the qualifying conditions necessary for setting up of the college infrastructure, buildings, finances and payment of salary, etc. The financial position of the Management/Society, at the time of setting up of the College, is of utmost and vital importance and the consequential financial statements is a pre-requisite for determining the viability of running a college. The reasons are obvious; State Governments are not in a position to fund the colleges any more. Therefore, it is the absolute responsibility of the Management to ensure that it is inundated with the finances before-hand so that quality education is imparted through qualified teaching staff.

The fact that the State Government does not issue N.O.Cs. immediately; rather, keeps these pending for a long time, itself reveals the concern of the State Government whether the College shall, or is in a position to function as per mandate of the regulatory bodies. This concern must be appreciated and be put on record that N.O.Cs. have been withdrawn by the State Government pursuant to the violations committed by the seeker colleges so that education does not suffer a set-back.

My dear friends, it is in this spirit that the Panjab University has been striving hard to make the affiliated colleges see the stark realities in toto wherefore long rope has always been allowed by the University in all issues; be it the affiliation process, starting new courses, appointment of teachers, giving panels, compliance required to remove deficiencies and so on and so forth. Each and every course that is sought by any College, be it regular or Add On

Course or Innovative Course , has always been accorded temporary affiliation at the incipient stage and the same is extended over the years. No course has been refused and none shall be refused, but, I am pained to point out that even the bare optimum conditions required for running such courses are not fulfilled over the years on grounds which become difficult to reconcile and the required regular appointments of teachers are vitiated for no valid reasons such as; qualified teachers are not available, with teachers being appointed on *ad hoc*/temporary basis as they are unqualified much in violation of the mandate of the regulatory bodies. This is done only to ensure paltry salary to the teachers, its effects are obvious against the UGC mandate of 9:1 concerning the appointment of *ad hoc*/guest faculty. It has been observed from the records of the Colleges that the actual ratio is 1:12 or more.

Even the admissions are not made in accordance with the sanctioned strength, arbitrary admissions in gross violation of the University rules are made and later on these admissions are pleaded for being regularized on no genuine ground especially sans faculty, sans infrastructure and that too in the interest of the career of the students. It is nerve rattling and any forbiddings by the University in the next academic session, in this regard, even with the required undertakings to this effect are seriously violated.

Therefore, it is time to take stock of the situation and to reinvent and rediscover the ground realities in the face of the aforesaid facts. Why not ideate and innovate courses such as Five Year Integrated Hons. courses, so that the available faculty is optimally used in teaching. The cost of teaching could be brought down and quality of education will improve, as these courses will be run by the qualified faculty who can be appropriately paid the full scale including D.A. The strength of the students will not decrease as there will be no failures as the students will be promoted to the next semester with carryover of re-appears and the system will get put in place. Inter-disciplinarity is the call of the moment, and the UGC for that matter provides immense funding for the same.

I say so because the Colleges, which run traditional pass courses and then seek Honours in particular subjects only, add to their burden because the enrolment in Honours Courses are very low but it entails appointment of additional faculty, which means additional financial burden”.

Shri Satya Pal Jain said that the House was thankful to the Vice-Chancellor for convening this Special meeting. He requested the Vice-Chancellor that such type of meetings should continue to be held and not become the last meeting. As per the University Act, the Chief Minister, Punjab; Education Minister, D.P.I. (Colleges), Punjab; Director Higher Education, U.T. Chandigarh; Adviser to the Administrator, U.T. Chandigarh are the Ex-officio members of the Senate. They should be requested, on behalf of this House, to come to attend the meetings of the Syndicate and Senate, particularly the D.P.I. Colleges (Punjab) and Director Higher Education, U.T. Chandigarh, so that many issues relating to the Colleges could be solved in their presence. The Panjab University has to deal with the affiliated Colleges situated in Punjab as well as in U.T. Chandigarh. The first problem of the affiliated Colleges is relating to the service conditions of the Private Colleges, which are separate from the service conditions of the Government Colleges as the Employees of Government Colleges situated in Punjab came under the Employees Security of Services Act. If this Act is well enforced, the role of the University would become less. Steps might be taken by the D.P.I. (Colleges), Punjab, Education Secretary, Punjab and lastly with the intervention of the Hon'ble Punjab & Haryana High Court to get this Act amended. The deliberations, to amend the Act, taking place in this House could be forwarded to the Punjab Government for consideration and approval. The second major issue was of affiliation of the Colleges, which include invariably the issue of payment of less salary to the teachers, unqualified staff/faculty, Managements Problems,

excess admissions, etc. According to him, the University Regulations are clear and there is no ambiguity, the problem is only of their enforcement. When the regulations are enforced strictly, then the practical problems take place and notices are issued to certain Colleges to explain why excess students were admitted than the sanctioned strength and also for not appointing the faculty as per the strength of the students. Then, there were so many pulls and pressures on the plea that they had already admitted the students and keeping in view the interests of the students, extension of affiliation should be granted by the University. He pleaded that solid suggestions from the House should come as to what extent the University could go to curtail such problems in the Colleges. The University has to be strict while giving affiliations. The third major issue of the affiliated Colleges is the financial problems. There have been Governments of different political parties at different times in the State of Punjab, but the financial problems of the affiliated Colleges have remained there. The Punjab Government is liable for 100% finances in respect of Government Colleges and 95% in respect of privately managed Aided Colleges. The Central Government and the State Governments have been saying they have no money. With the implementation of the 6th Pay Commission, the affiliated Colleges find it more difficult to pay salaries to their staff/faculty as per the U.G.C./Punjab Government/Panjab University norms. The affiliated Colleges, which are running Self-Financing Courses, are charging double fee from the students than the prescribed one, but, on the other hand they were not paying salary to the teachers as per the UGC/Punjab Government/Panjab University norms. He was of the view that salary to the teachers should be given as per norms so that quality education could be provided without increasing the fee; otherwise, it would adversely affect the society in general and the students taking higher education in particular. The Inspection Committees visiting various Colleges should also see the service conditions of the non-teaching employees working there. Fourthly, there are so many members present in this House who have good influence in the Punjab Government, Chandigarh Administration and Central Government. They all should work together and use their influence for the welfare of the University. He suggested that frequent and informal meetings of the Regulatory Bodies, Managing Committees of the affiliated Colleges, teachers and Government nominees should be held with the Vice-Chancellor to resolve such issues. He further suggested that MHRD Minister should be approached to release proper finances to the Colleges so that higher education would not suffer.

Principal Praveen Kaur Chawla, while thanking the Vice-Chancellor for holding this Special meeting, said that she had already gone through the agenda papers. She was of the view that with the implementation of the 6th Pay Commission, the gratuity of the teachers has increased manifold and the Colleges were not in a position to pay retiral benefits to the teachers. She further suggested that all of us should request Punjab Government to lift the Ban on the post lying vacant covered under 95% grant-in-Aid scheme of Punjab Government. This will prove quite helpful for colleges to cope up with financial burden. Regarding introduction of five-days week, she said that if this is implemented the daily working hours of colleges will increase. It would be difficult for the students from rural areas to attend colleges located in urban areas for such time period. Some parents may not allow them to continue education after +2. As a result they would not be able to get higher education. She was of the view that with the conversion of six-days week to five-days week, the society would suffer at large.

Principal Puneet Bedi raised two issues: (i) Self Financing Courses; and (ii) Hike/increase in Fees of the affiliated Colleges. She said that in respect of self-financing courses, her College is charging fee from the students as per norms of the Panjab University. This year, at the time of admitting students, little hike in the fees had to be made; otherwise, it would become difficult to pay salary to the teachers and create hindrances in the way of academic excellence. As far as hike in fee is concerned, she agreed with all her colleagues of the affiliated Colleges. However, whenever there would be any proposal to hike fee of the affiliated Colleges, the socio-economic and geographical conditions of the Colleges situated in the State of Punjab should be kept in mind. She suggested that for this purpose, the affiliated Colleges should be divided into different zones and fee should be fixed accordingly. This

information could be explored through Inspection Committees and this way they could run the affiliated Colleges in a better way.

Dr. Dalip Kumar stated that he had proposed to select model/excellence by the Panjab University both at the level of Urban and Rural. According to him, excellence in higher education is a major aim of the XII Plan. The quality of our current education system leaves much space for improvement. The State Governments like Haryana Government has already taken academic stride in this direction by selecting 28 Colleges of Excellence in the State of Haryana. This would help the other Colleges to ensure both quantity (increased access) and quality (relevance and excellence of academic programmes offered) of higher education. This would further facilitate the Colleges in participation in “potential for Excellence” scheme of UGC and Assessment and Accreditation process of NAAC. There should also be way of Academic Audit for sustenance of quality. The second issue was of Faculty Exchange Programme. Accordingly, devise a mechanism for exchange of Faculty members between University and College system. This way of academic exchange resource was being practiced in the University of Delhi. This would provide new academic dimensions to our students and complete in a more academic fashion both at the national and global level. The University could think this faculty exchange programme between University Regional Centres, and Panjab University Campus. The third issue is to review Inspection work in Colleges for the purpose of affiliation. The inspection work for the grant of affiliation needed to be further strengthened. In this regard, a feedback report in the form of Self Study Report (SSR) should be submitted by the College concerned before the visit of the team and may be given to the concerned Inspection Committee. This would give background about the college concerned. The Expert in the Inspection Committee may also be from the affiliated Colleges. He appreciated the office of the Dean, College Development Council for completing all the inspections before 31st March 2013 and that had perhaps happened for the first time in the history of the Panjab University. He suggested that for strengthening the inspection process of the affiliated Colleges, the office of the Dean, College Development Council should adopt the feedback device. The inspection report of the last year should be provided to the Inspection Committee. As far as five-day week in the affiliated Colleges is concerned, Under Regulation 14 of the Act, the timing of the Colleges is not required from 9.00 a.m. to 5.00 p.m. There are three things required (i) 14 hours workload (ii) 5 hours stay and (iii) 16-40 hours direct teaching. In the State of Tamil Nadu and Gujarat, this system was working well. The teachers have to stay in the Colleges daily for 5 hours, 3 hours for teaching and 2 hours for administrative work. There should not be any deviation. They all were talking of skill development. It is high time to give stress on research innovation. The O-CET being conducted by the University for admission to the postgraduate classes is available on the Website of the University. 11 programmes in Science and 12 in Arts Stream are running in the affiliated Colleges. He pleaded that five-day week should be implemented in the affiliated Colleges, so that teachers could consolidate on learning resources on the 6th day of the week and also able to conduct Seminars/Workshop on this day. The Chandigarh Administration on the direction of the mandate of MHRD has decided to start five courses of National Competence Certificate Courses under the Community Colleges. These are the courses which will have to be started on pilot basis all over the country. They have to run these courses as per the guidelines of the MHRD. Of course, these courses would not only help in increasing gross educational ratio but also to provide skill development employment on the national level. They should initiate process for adopting the Community Colleges.

Professor Madhu Raka stressed on the quality of education in the Colleges of Education. She got an opportunity to visit some Colleges of Education being a member of some of the Inspection Committees as well as Selection Committees. As per the requirement of the NCTE/University, they have to select only NET qualified as teachers in the Colleges of Education but sometimes non NET qualified candidates were appointed keeping in view the interest of the students. Such Colleges were organizing Conferences/Seminars and the papers

are presented by the non-NET qualified and the same were being mentioned by the teachers in their A.P.I. scores, etc. What is the quality of such research?

Dr. Mohammad Khalid congratulated the Vice-Chancellor for convening a Special meeting of the Senate to address issues relating to the affiliated Colleges. They could not think of the University without the affiliated Colleges being important component of the University system. Today, they were discussing about the Colleges, which is something unique. He was of the view that the Dean, College Development Council should take care of the problems of the affiliated Colleges, particularly Colleges of Education. There was a lack of coordination between the University and the affiliated Colleges. No doubt, this year the process of inspections of all the affiliated Colleges have been completed up to 31st March 2013 and it will help in streamlining the affiliation as well as extension of affiliation cases. But still there is delay in sending panels for Selection Committees to some Colleges. He suggested that repetition of members in the Inspection as well as Selection Committees should be avoided in future. To streamline this process, the senior faculty members from the affiliated Colleges should be put on such Committees. The Colleges must be encouraged to apply for permanent affiliation after fulfilling all the required conditions. Visiting the Inspection Committees time-and-again to the Colleges for temporary affiliation is burden on the Colleges, as in the previous Senate meeting it was said that the Colleges have to incur expenditure of Rs.5000 to Rs.6000 per person. He was of the view that if the members were going from one station to a particular College for Inspection/Selection, they should go by one car. He was of the view that there was a need to strengthen the office of the Dean, College Development Council for better coordination with the affiliated Colleges.

Dr. Satish Sharma said that Shri Satya Pal Jain has already explained most of the things in respect of the problems faced by the affiliated Colleges in detail. For taking income and expenditure statement from the affiliated Colleges, the services of the Management Federation of the Non-Government Colleges, which is in existence, should be utilized. He observed that the monthly tuition fee should not be less than Rs.2500/- per month per student as the Colleges had to incur a lot of expenditure on the salary part of the teachers as well as non-teaching staff, and other charges of Rs.1000/- per month for the maintenance of the College building, giving gratuity and other retiral benefits to the teachers. He said that the Federation of the Colleges of Education had met the Vice-Chancellor and apprised him of the problems confronted by them. He was of the view that Placement Cells should be opened in all the Colleges as it would help in creating job opportunities to the youth of the State. Wherever Placement Cells were already in existence, they should be strengthened. The Dean, College Development Council should monitor that these placement cells are functioning effectively.

Shri Tarlochan Singh suggested that a Committee comprising the Vice-Chancellors of three Universities, i.e., Punjabi University, Patiala; Guru Nanak Dev University, Amritsar and Panjab University, Chandigarh should work collectively. Thereafter, they should approach the Chief Minister, Punjab, so that the issue of introduction of five-day week in the Colleges, problem of finances and lifting ban on recruitments in all the Colleges situated in the State of Punjab could be sorted out.

Dr. Mukesh Arora expressed his gratitude to the Vice-Chancellor for taking up the issues concerning the Government Colleges with the Punjab Government, particularly with the Education Secretary, Punjab as the Government have started giving a sum of Rs.21,600/- instead of Rs.8000/- to the teachers under Self-Financing courses. The Government is going to fill up vacant posts in the Government Colleges situated at Zira, Fazilka, etc. because of the efforts of the Vice-Chancellor. He suggested that affiliation to the Colleges should be granted strictly as per the norms laid down by U.G.C./N.C.T.E./University, so that nobody could raise fingers on them.

Shri Jagpal Singh stated that U.G.C. had changed eligibility conditions for appointment of teachers from 50% to 55%. The Panjab University/Punjab Government should conduct its own State Level Eligibility Test for appointment of Lecturers/Assistant Professors on the pattern of the Uttaranchal Government. In this way, they would be able to solve 90% of the problems relating to appointment of teachers in the affiliated Colleges. He was of the view that fee in the Colleges situated in the rural, border and cancer affected belt of the Punjab should be minimum as the people from these areas could not pay more than Rs.10,000/- per annum. He further suggested that the Colleges should be allowed to take examination of B.A. Part-I students at their own level. It would reduce the burden of the University.

Professor R.P. Bambah, former Vice-Chancellor, said that society needs a good higher education system. He was of the view that the Colleges should be regarded as the sources of higher education and not burden on the University. The problem arose due to the heavy increase in deficit because of inflation in the salary structure and stoppage of 95% grant-in-aid to the Colleges by the Government. The colleges should be allowed to enhance 10% fee every year, so that fee structure goes on increasing as that of salaries. At the time of admissions in the Colleges, fees to be charged should be mentioned in the College prospectus. The Colleges should also be allowed to use their buildings in evenings to raise the revenue. In the interest of the weaker-sections of the Society, the Colleges should made the students aware of the loans facility available from the banks for education purpose and they should encourage the students to avail this facility to enable them to pay their fee.

Shri Gopal Krishan Chatrath said that already Shri Satya Pal Jain and Shri Tarlochan Singh had thrown light on the problems being faced by affiliated Colleges due to shortage of finances. The Government of India had However, he further said that the Government should issue NOC within three months if the NOC is not received within three months then it should be presumed that the Government had no objection for starting the course/s etc. He added that Government had issued a letter in 2003 mentioning that all the vacant posts should not be filled. In 2005, Punjab Government issued another letter that these Clauses were also applicable to aided Colleges. It is a material fact on record that the Governments in respect of Government schools and Colleges are to pay 100% finances and Privately Managed Colleges are to get 95% grant from the Government. According to him, this is the biggest fraud being done on the earth that the Government had issued a notification to the Colleges that no aided post be filled up and the Colleges ought to pay salary to the teachers appointed by the Colleges at their own level. This notification of the Government is creating problem for the Colleges. They have to see the role of the Government, the role of the regulatory body and the role of the affiliating authority. The University is concerned only with the NOC issued by the Government, which is appended with the application when the Colleges apply for affiliation. For verification of the NOC, the Regulatory Body should send the NOC to the Government concerned. However, he further said that the Government should issue NOC within three months if the NOC is not received within three months, then it should be presumed that the Government had no objection for starting the course/s, etc. He was of the view that the University must be cautious while granting affiliation to the Colleges. Dr. Mukesh Arora had rightly pointed out that when the Inspection Committee visited any College for affiliation they adopted different standards, because the members of the Inspection Committees had not been given clear-cut instructions by the office of the Dean, College Development Council. Most of the members even did not know the difference between the permanent affiliation and extension of affiliation. Some of the Inspection Committees put the condition of appointment of permanent teachers by the college concerned. Now as per the U.G.C. guidelines, the Management of each College was ought to send list of 5-6 names of permanent faculty members of their College to the Vice-Chancellor and the Vice-Chancellor would appoint some persons out of this list on the Selection Committee to encourage representation of Colleges in the selection process. Since 1988 the qualifications for appointment of Lecturers/Assistant Professors in the Colleges were being revised by the U.G.C. from time to time. As per the judgement of the Supreme Court of

India in the case of T.M.A. Pai V/s State of Karnataka in the year 2002, the non-vacational institutions could not run if they were not paid grant-in-aid. On the other hand, Punjab Government is not giving grant-in-aid to the Aided Colleges. The approach of the University towards the existing affiliated Colleges should be constructive and helpful. Some of the Colleges of Education, which could not fulfil the required conditions, were issued notices by the University and the information received from them was forwarded to the N.C.T.E. mentioning therein that these Colleges were not following the regulations. He was of the view that the University should be helpful in strengthening the Colleges.

Principal B.C. Josan suggested that the affiliated Colleges should be allowed to appoint contractual staff as per U.G.C. guidelines and salary as per University/U.G.C. norms. He pleaded that D.A.V. College, Chandigarh had applied for one more Section in BBA, B.Com. etc., it should be allowed to appoint contractual faculty.

Shri Sanjeev Arora stated that the Action Taken Report on the decisions/suggestions given by the members in the meeting/s, should be circulated. According to him, 90% problems of the affiliated Colleges were due to non-appointment of regular faculty. He suggested that the Inspection Committees visiting different Colleges for affiliation/extension of affiliation must be supplied the latest guidelines. While granting affiliation, the paying capacity of rural/ border area must be kept in mind. The affiliation process in Guru Nanak Dev University, Amritsar has been streamlined. In Guru Nanak Dev University, the Inspection Committees for inspecting Undergraduate courses and postgraduate courses comprise 2-3 members, whereas in Panjab University, the Inspection Committees are consisting of 6-7 persons, which increases the financial burden on the Colleges. Therefore, he was of the view that this University should also streamline the affiliation process as per G.N.D.U. He further suggested that there should be fee exemption for physically handicapped students on the pattern of Punjabi University, Patiala. He also suggested that there should be 5 additional seats in each course for the students of the economically weaker sections of the society. The Colleges would not charge any fee from the students admitted under this category. They have to keep in mind the welfare of every segment of the society. He said that for the conduct of Environment Studies Paper, the University by just collecting Rs.200/- per student. This paper is only a qualifying examination. He pleaded that affiliated College should be allowed to conduct examination in Environment Studies Paper, as it would reduce the burden on the University. He suggested that the University could charge Rs.200/- per student and out of this money a sum of Rs.100/- per student should be given to the Colleges for conducting this examination.

Professor Nandita Singh stated that the University had already allowed the teachers of the affiliated Colleges, particularly, from the Colleges of Education, to act as Supervisors for Ph.D. research scholars. She further stated that the Nodal Agency for Ph.D. Research Work was Teaching Department of the University. There was a problem of qualified faculty in the Colleges of Education as laid down in the N.C.T.E. norms. She informed that there were 48 J.R.F. in the Department of Education. These Research Fellows were interested to join the Colleges of Education provided that were paid salary as per the N.C.T.E./U.G.C./Punjab Government norms, but the Colleges were not prepared to pay them accordingly.

Dr. Dalbir Singh Dhillon said that the payment of salary to the teachers should be earmarked while dividing the affiliated Colleges into two categories: (i) for established Colleges running by big organizations and (ii) newly established Colleges. According to him, the newly established Colleges should be given some relaxations in giving salary to the teachers. As far as introduction of five-day week in the affiliated Colleges is concerned, there was no five-day week in the universities in the neighboring States, such as Rajasthan, Himachal Pradesh, Haryana, Punjab, etc. While agreeing with the viewpoints expressed by Shri Tarlochan Singh, he suggested that the Vice-Chancellors or their representatives from G.N.D.U., Amritsar;

Punjabi University, Patiala and Panjab University, Chandigarh should sit together and decide the issue in question.

Principal S.S. Randhawa said that problems of the Colleges had already been discussed in the Principals' Conference but no concrete solution was found. Why the University was putting embargo on them to pay full salary to the teachers when the Colleges were not in a position to pay the same? He was of the view that the Inspection Committees should be provided clear-cut guidelines on the requirement of teaching staff in the Colleges for affiliation. Continuing he said that the Inspection Committees were implementing guidelines differently and partiality was being done with the Colleges. All the Colleges should follow the guidelines of the U.G.C./University Calendar in letter and spirit as it would solve 90% problems of the Colleges. The members of the Syndicate/Senate were interfering in the working of the affiliated Colleges unnecessarily. The Colleges managements had their own limits and they were supposed to function within their own jurisdiction. The interference by the members of the Syndicate/Senate in the affairs of the Colleges should not be there. He was of the view that as the U.G.C.-NET is compulsory for appointment of Lecturer/Assistant Professor, earmarking of 10 marks for the same in the A.P.I. *Pro forma* should be excluded.

Principal K.K. Dhiman was of the view that if the University Calendar was followed sincerely it would certainly minimize the problems of the affiliated Colleges. The inspection of the Professional Colleges should be done in accordance with the *pro forma* provided by the Regulatory Bodies. He appreciated the office of the Dean, College Development Council for streamlining the process of the inspections of various affiliated Colleges this year.

Dr. Emanuel Nahar said that most of the students were not aware of the welfare schemes of the Government. He suggested that a Student Welfare Cell should be created in the Colleges to apprise them of the various schemes. He suggested that the senior members/Fellows should also be given ample opportunity to be on the Inspection/Selection Committees and repetition of members should be avoided. As far as five-day week is concerned, it was good from the point of view of encouraging research in the Colleges but it should be done in consultation with the Vice-Chancellors' of all the Universities in the State of Punjab.

At this stage, Shri Raghbir Dayal pointed out that question paper of B.A. III Punjabi for the examinations April 2012 had been repeated in April 2013 also.

Principal S.S. Sangha stated that since they had already large number of Colleges of Education in the State of Punjab, therefore, the University should not grant affiliation to more Colleges of Education. The University should follow the uniform policy for affiliation to the Colleges. Citing example, he said that in all the Government Colleges in Chandigarh, there is no regular Principal for the last seven years. Similarly, there is no Professor in M.Ed. Course in University School of Open Learning. Fifty per cent posts of the faculty are lying vacant in the University teaching departments. He was of the view that same action should be taken in the University as was being proposed in the case of affiliated Colleges. Periodical Inspections of all the University teaching departments should also be conducted. There should be clear-cut norms for affiliation to the Degree as well as Colleges of Education. In some of the Colleges, D.P.E. appointed on part time. As per N.C.T.E. guidelines, the Librarian in the Colleges of Education should be M. Lib. & Information Science degree holder but in some of the Colleges the persons having B. Lib. & Information Science degree were appointed as Librarians. In some Colleges, the persons having requisite qualifications were being appointed as Instructors. He pleaded that the posts of instructors should be treated at par with teachers. In some of the Colleges, teachers were working for the last 8 years and their appointments were not approved by the University till date. He suggested that a Committee should be constituted to solve this problem at the earliest. The teachers working in the affiliated Colleges and having the requisite

qualifications have not been given representation in the Pre-Research Degree Committees and Research Degree Committees of the University. Referring to Pages 333-334 of the Annual Report, Dr. Sangha stated that 21 Ph.D. were awarded in Education. The contribution of the Colleges of Education in research is more than 60% as out of 21 Ph.D. degrees, 14 students were from the affiliated Colleges, six from the Department of Education and one from the University School of Open Learning.

Dr. Tarlok Bandhu stated that in the meeting of the Syndicate held on 27.1.2013, he had pointed out that approval was pending for selections of Lecturers/Assistant Professors made in 2011. He enquired why the approval was not being given even after a lapse of two years. Secondly, some departments of the University refuse to participate in the Entrance Test for Ph.D. on the plea that no Supervisor is available in their Department to guide the Ph.D. scholars. For example, last year, the Department of Education could not participate in the Entrance Test for Ph.D. in Education. He pleaded that Ph.D. Entrance Test should be held in all the subjects every year as now the University has allowed College teachers to guide Ph.D. research. Uniformity should be maintained in conducting the Ph.D. Entrance Test. Some Colleges were not allowed to run M.A. Education. He advocated that the Colleges should be allowed to run M.A. Education. The Colleges should also be allowed to run Bachelor of Library Science and Master of Library Science qualifications while making appointments of Librarians in the affiliated Colleges. He further suggested that the API template should be rectified as the UGC-NET was essential qualification for the appointment of Assistant Professors. 10 marks allocated for NET should be done away with. He pointed out that extension of affiliation to certain Colleges for the sessions 2011-12, 2012-13 are still pending. He enquired how the Colleges are running these courses without getting affiliation and what steps had been taken by the University in this regard? He suggested that in the Professional and Technical Colleges, the post of Librarian should be treated as a teaching post. Similarly, in the Physical Education Colleges, the D.P.Es should be treated as faculty members.

Principal Jasbir Singh stated that when the University asked the colleges of Education (self-financing) to make payment of salary to the teachers, including basic pay + DA + allowances, the High Court ordered that the University could not enforce payment of DA and allowances as the same had not been mentioned in the P.U. Regulation 2.2 at page 171 of P.U. Calendar, Vol. I, 2007. He, however, pointed out that some colleges were paying salary between Rs.6000 and Rs.8000 to its teachers. If the Colleges started paying a salary of Rs.21,600/- to the regular teachers and Rs.15,600/- to the *ad hoc* teachers, many of the problems would be solved and the people would not tell lie. But due to financial crunch, majority of the Colleges were not ready even to pay the basic pay. Presently, the colleges were being run with less than 50% faculty. He pleaded that the ratio of regular and *ad hoc* teachers in the Colleges should be increased to 50:50 from 90:10. The cases for approval of appointments, which were pending with the University for the last two years, should be cleared as the selections had been made through properly constituted selection committees and were being paid a salary of Rs.21,600/- p.m. Moreover, the incumbents were not at fault. If the University did not give approval, the colleges had to relieve them. Referring to the observance of five- day week in the colleges, he said that as per the UGC/Punjab Govt. norms, 40 hours teaching per week is required. In case, five-day week is observed, the colleges were required to undertake teaching from 9.00 a.m. to 5.00 p.m. (8 hours), which is not possible, as the students, especially the girls, had to go to their residences at far off places. In winters, the sun sets around 5.00 p.m. and the girl students could not be asked to go to their residences in the dark.

Principal Preet Mohinder Pal Singh said that the Colleges might pay a salary of Rs.15,600/- or Rs.21,600/- to the teachers during the probation period. But after probation period is over, the teachers should be given prescribed pay scales. He suggested that the Colleges, which had students intake from 500 to 1000, 50% regular and 50% *ad hoc* teachers;

students intake from 1000 to 1500, 60% regular and 40% *ad hoc* teachers; students intake from 1500 to 2000, 70% regular and 30% *ad hoc* teachers; and students intake above 2000, 80% regular and 20% *ad hoc* teachers should be allowed to be appointed by the concerned Colleges and given full salary as per the norms of the Punjab Government/Panjab University. As far as five-day week is concerned, the office of the D.P.I. (Colleges), Punjab issued a letter stating that 40 hours stay is compulsory in the Colleges. It meant 8 hours daily and it would create problem to the rural as well as remote area Colleges. He was of the view that they should approach the Punjab Government to provide 95% grant-in-aid to the aided Colleges for the betterment of higher education in the State and persuade the Punjab Government to lift ban on recruitments.

Principal Gurdip Sharma stated that Government of India had launched a Capacity Enhancement Scheme. Under this scheme, efforts should be made to raise gross involvement ratio in higher education from 2016-2020. Under this scheme, Guru Nanak Dev University, Amritsar has started capacity enhancement in Colleges. They started evening shifts in some of the Colleges for the optimum utilization of existing infrastructure, and not stressing on regular faculty. According to him, the Panjab University for its affiliated Colleges to enhance revenue could consider this scheme. He pleaded that on the pattern of Punjabi University, Patiala, five additional free seats in each of the affiliated Colleges should be sanctioned for the students belonging to the economically weaker sections of society. It would also help in providing higher education to the minorities, SC/BC and even rural students. Even on all India basis, there is not more than 50% regular faculty. He was of the view, that 100% regular faculty is not possible. There should be a provision for 50% regular and 50% *ad hoc* /temporary faculty, so that the Colleges could run. He said that Guru Nanak Dev University, Amritsar and Punjabi University, Patiala have allowed their Colleges to start new courses with temporary faculty for 3-4 years on experimental basis. They did not force their Colleges to have infrastructure until the course run successfully. On the similar lines, the Panjab University should also allow its Colleges to run new courses with temporary faculty. Agreeing with the viewpoints expressed by Principal Puneet Bedi, he said that there should be differential fee structure for city, rural and border area Colleges.

Shri Harpreet Singh Dua said that Principals' Committee was constituted at the time of starting self-financing courses in the Colleges to finalize fee as per the feasibility of the course. The Committee had taken decision keeping in view the students' strength, requirement of staff, etc. Now, the Colleges are saying that they could not run the self-financing courses. The Colleges were asked to submit audited income & expenditure statement to the University but very few Colleges have sent the required document. The Inspection Committees visiting various Colleges for inspection purposes should see their Balance Sheets as to how the funds were used or misused there. The Colleges are running the self-financing courses which are viable but paying salary to the teachers between Rs.15,600 and 21,600/-. He also supported the Resolution proposed by Dr. Dinesh Talwar for introduction of five-day week in the Colleges.

Dr. Dinesh Talwar stated that the teachers in the affiliated Colleges were teaching 229 days whereas the mandate of the U.G.C. is 180 days in a year. He had already cleared this fact in one of the meetings of the Syndicate. There is already five-day week in the University teaching departments. There was no need to see other Universities like G.N.D.U., Amritsar and Punjabi University, Patiala for this purpose. He stressed that five-day week should be introduced in the affiliated Colleges also, so that the College teachers could also make some contribution in the field of research and guide the students for Ph. D. He pleaded that the College teachers should be treated at par with University teachers. 100% posts were not even filled up in the University teaching departments. It is wrong to say that the Colleges have to work for 8-9 hours. But as per the new Guidelines of the U.G.C. of 2010, the total stay requirement of the teachers in the Colleges is for 30 hours per week and that can be easily worked out. Agreeing with the viewpoints expressed by Dr. S.S. Randhawa and Dr. Tarlok

Bandhu, he said that the A.P.I. *pro forma* needed to be amended. He further said that whenever the College teachers were assigned the duties of evaluation/invigilation by the University, the College Principals were not ready to relieve them to perform these duties. He pleaded that a letter should be written to all the Principals from the University to treat them on duty leave to perform these duties.

Professor Shelley Walia stated that at the moment they need to rethink and re-visit their efforts in order to bring in some kind of changes and incentivize in a manner that could bring in improvements. Therefore, this particular gathering would be focusing on a few changes. They had to keep in mind that the Panjab University is one of the few Universities, which wanted to go ahead. Though the Faculty meetings were held twice a year, in most of the Faculties curriculum is brought as current item in the agenda and they could not apply their minds to the proposal. It is to keep in view that the central component of the many of the world class Universities is their curriculum. It is very important to have a right kind of curriculum. both at postgraduate and undergraduate levels, where the Boards along with the Faculties had to think about it. Secondly, it is also very important that they should not have any *ad hocism* in the University and the Colleges. He did not believe in *ad hocism* and provisional affiliation of Colleges. The quality seemed to be missing and quality is only possible if they make sure that they give quality teachers to the Colleges. They need good teachers, good students and good pedagogic innovations, which is must. Let us see the quality of education and academic excellence in the University, which they are not thinking about. He did not want the Syndicate and Senate just to be the regulatory bodies. Rather they are here to suggest academic changes. He, therefore, suggested that they should get rid of *ad hocism* and appoint good teachers, for which the Departments should be consulted. He had seen that sometimes the good candidates did not turn up for the interviews. As a reservoir, the various departments in the University, especially the Social Sciences Departments, could suggest good candidates at the M.Phil. and Ph.D. levels, who could be suggested for appointment in the affiliated Colleges. Apart from the teachers and students, they need a very strong radical centre, which is the Senate to impose strong new radical ideas. Unless and until they did not think of strong radical changes, this debate would only remain a debate without any kind of policy decision.

Professor Keshav Malhotra said that five-day week for Colleges should be implemented at the earliest so that research opportunities to the teachers could be provided in the Colleges. He was of the view that fee in the Colleges should not be increased on the plea for giving retiral benefits to the teachers. The Colleges were already charging Rs.1500/- per student, per annum towards payment of gratuity/retiral benefits to the teachers. Income and Expenditure Statement should be sought from each and every College as the Colleges were not providing the same. He stated that the Inspection Committees should be provided proper guidelines, so that the Committees on their visit to various Colleges could know which conditions were to be imposed. He said that affiliation fee for starting new course is Rs. 2000/- and due to less affiliation fee every College applied for new course/s. He was of the view that affiliation fee for new courses should be increased from Rs.2000/- to Rs.50,000/- so that the Colleges might think 100 times while applying for new courses. He further said that as suggested by Dr. S.S. Sangha, no new College of Education should be allowed to open. He also said that funds have been increased in comparison to fees. The funds being charged are Rs. 15,000/-, whereas the tuition fee is Rs. 2300/-. He said that Colleges are having sufficient funds and good infrastructure, but even then they did not pay the salary to the teachers as per prescribed norms. He was of the view that the share of the Government in the fees should increase, so that the Govt. may think of giving grants to the Colleges. He said that with a view to encouraging more NRI admissions in the Colleges, some additional seats for NRI students might be sanctioned, so that the Colleges could earn more money.

Shri Dinesh Kumar suggested that in the University, that the process for appointment of teachers should be started keeping in view the retirement of the teachers, so that the students are benefitted. The Legal & Literary subject should be introduced as one of elective subject for the students who have this course at 10+2 level and the curriculum should be finalized in State Legal Services Authority. He requested the Principals of the Colleges to take the help of local advocates for delivering lectures in the relevant aspects of Legal Literacy.

Dr. Lilu Ram suggested that the process of opening the Research Centres in the affiliated Colleges should be expedited. He also supported the Resolution of 5-day week in the Colleges.

Shri Munish Verma said that nowadays, the education has become a business. He wanted to know, how many Colleges are fulfilling the P.U. conditions. He said that 75 Colleges out of 100 do not have their own land. People have opened shops. He said that in the University, there is Legal Committee but in spite of that the legal system in the University is very weak. The University gave the cases to the private advocates, but the Colleges tie up with those advocates by giving them money. He said that the Principals took full salary but do not give salary to the teachers as per norms. He also said that some Colleges are making excess admissions. He suggested that physically handicapped students should be exempted from payment of fee. He also supported the Resolution of five-day week in the Colleges. He suggested that every College should have movement register or biometric system to check the presence of teachers in the Colleges. He suggested that the Librarian in B.Ed. Colleges and Degree Colleges should be given the designation of Assistant Professor. He also suggested that O-C.E.T. should be scrapped for admission to post-graduate courses in the affiliated Colleges. He suggested that Ph.D. Course should be allowed to the teachers at the P.U. Regional Centres as well as at Constituent Colleges.

The Vice-Chancellor said that they had requested the Education Minister, Punjab; D.P.I. (Colleges), Punjab; Director, Higher Education, U.T., Chandigarh; two Members of Legislative Assembly, Punjab, who were the members of the Senate and Shri K.K. Sharma, Adviser to the Administrator, U.T. Chandigarh, to attend the Senate meeting. Some of them being busy in their other meetings showed reluctance to come to the meeting. He thanked Smt. Gurpreet Kaur Sapra, Director, Higher Education, Chandigarh Administration, U.T. Chandigarh, for attending the meeting.

Smt. Gurpreet Kaur Sapra, Director, Higher Education, Chandigarh Administration, U.T. Chandigarh informed the House that two-three days back, a meeting of Education Secretary and herself was held with the Adviser to the Administrator, U.T. Chandigarh on the proposal of five-day week in the Colleges situated in Chandigarh. She observed that they had no objection in its implementation if the academic calendar is not disturbed. As per the U.G.C. mandate, there should be 180 days teaching during the year. As far as Community Colleges are concerned, it is the directive of the MHRD, the courses ought to be started in all the Polytechnic, Colleges, I.T.Is. According to her, they have no option but to follow the guidelines of the MHRD.

The Vice-Chancellor said that in the absence of regular faculty in Government Colleges, how long-term faculty could be provided for the courses to be offered in the Community Colleges. As such these courses are going to be started on *ad hoc* basis. As per the observation of the Chandigarh Administration, that Community courses are to be started on experimental basis. However, if Community courses started on experimental basis, it would create problems at the end/completion of these courses after three years. As far as appointment of permanent Principals in the Government Colleges in Chandigarh is concerned, the problem still existed.

To this, Smt. Gurpreet Kaur Sapra said that she is fully aware of these problems. She assured that she would try to cut down the bureaucratic hurdles to solve the issue.

On a point of order, Shri Satya Pal Jain said that as far as starting of professional courses in the College as per the guidelines of the MHRD is concerned, before starting such courses; the feasibility of these courses should be assessed thoroughly. He welcomed the presence of ex-officio members of the Senate in today's meeting. In future, as and when the meetings of the Syndicate/Senate get fixed, a request from the University should go to the ex-officio members to attend the meetings frequently so that some solution to the problems relating to the affiliated Colleges could be found out in their presence.

The Vice-Chancellor informed that he had received telephonic calls from two ex-officio members in the morning that they would try to come to attend the meeting.

Professor Shelley Walia said that these people are the part of the State Machinery and are policy makers. It is not possible to go ahead without the presence of these people.

Dr. H.S. Gosal said that firstly the University should recruit teachers in the University Teaching Departments and in the Constituent Colleges and pay full salary, only then the direction ought to be issued to the Colleges for having full regular faculty. He further said that as per provision of University Calendar, the representative of the University should be there in every Management of the College but during the last 10-12 years, the University has not nominated its representatives on the Management of the Colleges. As per University calendar, there was no provision for surprise visit by the Inspection Committees for extension of affiliation. He also stated that the persons with red entry in their service, should not be sent in the Colleges. Regarding five-day week in the Colleges, he said that when the University can meet the requirement of 180 days by observing five-day week then the Colleges could also meet the requirement of 180 days. He said that the University is writing to the Colleges to send salary statements of the teachers but when the Colleges are not paying prescribed salary to the teachers then how they can submit the proof of it. He added that since the issue regarding payment of salary to the teachers of Rs. 21,600/- is pending in the Court, the Advocate of the University should be asked to fight the case in a right spirit. He further said that the cases of approval of appointment of teachers are pending in the University since long. Earlier, a Committee headed by Shri Gopal Krishan Chatrath had recommended that whenever a College started a new Course, the Inspection Committee should visit the College during 1st year of that Course. In the 2nd year, the Inspection Committee visiting the College for 2nd year would also verify the fulfilment of requirements of 1st year. Similarly, in the 3rd year, the Inspection Committee visiting the College for 3rd year would verify the requirements of 1st & 2nd year and once the 3-year course run successfully, the College will have to apply for permanent affiliation and after every four years, Periodical Inspection should be got done.

Shri Deepak Kaushik said that the salary of non-teaching staff in the Colleges appointed on *ad hoc* basis should also be fixed at par with the University employees. The Inspection Committee visiting the Colleges should also determine the minimum number of non-teaching employees to be appointed in accordance with ratio of the students as was being done in the case of teachers. He further said that Allopathic and Ayurvedic Doctors are desperately required to be appointed on regular basis in the P.U. Health Centre as early as possible and Doctor on emergency duty for 24 hours should be available. He pleaded that a special meeting of the Senate should be held to discuss the problems of non-teaching staff of the University and Colleges.

Dr. Jaspal Kaur Kaang said that the aim of education should be social relevance and moral values but nowadays the education has become a business. She appreciated the Vice-Chancellor for holding a seminar on "Gender –Sensitization". It gave a good message to the

society. She pleaded that a lecture series on this issue should be organized in the University. She said that Sexual Harassment Committee should also be constituted in all the affiliated Colleges. She also appreciated Prof. Rajesh Gill for submitting a good report in one of the cases of sexual harassment in one of the affiliated Colleges. Regarding five-day week in the affiliated Colleges, she said that the Vice-Chancellors of 3 Universities i.e. Guru Nanak Dev University, Amritsar, Punjabi University, Patiala and Panjab University, Chandigarh should take up this matter with the Punjab Govt. The Panjab University should take lead in this direction. She said that the norms for attending refresher courses should be fixed as the Principals of the Colleges refused to give leave to the teachers.

Dr. R.P.S. Josh, while welcoming the Vice-Chancellor and Smt Gurpreet Kaur Sapra, said that in Punjab no post has been filled up since 1982. In U.T. Chandigarh, no new recruitment was made after 2003-04. But still they are in a better position in comparison to Punjab. He said that Colleges are running with the help of contractual appointments. He requested the Director, Higher Education, U.T. Chandigarh, to extend the date for attending the refresher courses up to 31.12.2013. He further said that 200 teachers working in U.T. Colleges are not being given promotions under CAS. Some of the teachers working in the Government Colleges in Chandigarh were selected in Panjab University but they have not been permitted to keep the lien. The matter should be looked into.

Shri Kuljeet Singh Nagra thanked the members of the House for inviting him to the meeting. Earlier, he was a member of this House from 1996-2000. He was feeling happy to be present in this House again. He stated that he has been using the benefit of the experience that he gained from this House, in the proceedings of the Punjab Vidhan Sabha. Nowadays, the scenario of higher education in the State of Punjab has been changed and it became commercialized. Continuing his statement he said that earlier the education was the responsibility of the Central Government/State Governments but today it had been commercialized. The Governments are pulling their hands from higher education, as no proper grants were being paid to the affiliated Colleges. Even the Government had put ban on recruitment of teachers. In the past few years, no Government College, particularly in the field of Arts had been opened whereas several Engineering/Management'/Medical/Law Colleges/Institutions had been opened by the businessmen from a business point of view. The Government Colleges as well as Aided Colleges should pay salary to the teachers as per the Punjab Government/U.G.C./University norms. The Colleges of Education, particularly the Colleges in private sector are doing business as they were charging hefty fee from the students. According to him, this problem started from the School level. The fees in the University is too less in comparison to private schools and Colleges. Nowadays, the fees are levied by the privately managed schools and colleges was much on the higher side and only the rich persons could afford to send their wards to privately managed institutions whereas the poor men send their wards to Government institutions. He was of the view that Punjab Government should discharge its responsibility towards higher education and strengthen the Government institutions and provide grant-in-aid to the Colleges. The ban on recruitment of teachers should be lifted. The Punjab Government had made a provision of Rs.4 crore only for higher education in its budget for the year 2013-14, which is very surprising. They were totally against privately managed Colleges as they are creating problems for the downtrodden people. As far as education in Government Schools and Colleges is concerned, most of the poor people did not get admission there. He pleaded that fees in the private Colleges should be at par with Government Colleges. The fees in schools are more than the fees of the Colleges and the University. He would raise the issue of release of full grants to the University and Colleges in the Punjab Legislative Assembly. Simultaneously, the Vice-Chancellors of the Universities of the State of Punjab, Principal Association and the Teachers Association should also talk to the Punjab Government on the issue of payment of grant-in-aid.

Dr. Yograj Angrish stated that 5 additional seats in each course should be created for the students of the economically weaker sections of the society in all the affiliated Colleges as well as in the Panjab University Teaching Departments including Regional Centres. As far as observance of five-day week in the affiliated Colleges is concerned, it should be implemented in the Colleges from the next academic session as it would definitely benefit academics and research in the Colleges. A copy of the academic calendar approved by the University should be sent to the Directors, Higher Education, Punjab and Chandigarh. In accordance with new U.G.C. pay-scales effective from 1.1.2006, the Career Advancement Scheme of the U.G.C. was also applicable to the teachers of the affiliated Colleges and to be eligible for that scheme, the teachers were required to carry out research. There should be clear-cut instructions to the members of the Inspection Committees concerning grant of affiliation/extension of affiliation to the Colleges. In the courses like Computer Science, B.C.A., Fashion Designing, etc., wherein the NET qualified teachers were not available, should be given some relaxation in the prescribed qualifications, so that teachers could be appointed on contract basis, especially in the colleges situated in rural and border areas. However, the relaxation should be for a limited time only and not permanently. They should force the Colleges to comply with the conditions of the N.C.T.E./Punjab Government/University instead of disaffiliating them. Continuing with his statement, he said that ban from recruitments should be lifted. He requested Dr. Jagwant Singh, Dr. I.S. Sandhu and Dr. Kuldip Singh to take up this matter with the Secretary, Higher Education at the Union level.

Dr. M.C. Sidhu, agreeing with a couple of his fellow colleagues, stated that the A.P.I. Template being used by the Colleges for appointment of teachers should be reviewed. He would also like to draw the attention of the House towards the meeting of the Senate held in December 2012, wherein he had suggested that the A.P.I. Template needed to be revisited. Though four months had already elapsed, nothing had been done so far in this regard. Resultantly, they did not stand anywhere. Further, they gave 10 marks for U.G.C.-NET and 15 marks for Ph.D. but since NET/Ph.D. is the essential qualification, no marks for it should be awarded. When they take them parallel to each other, there was problem and they could not choose best possible candidate. He, therefore, suggested that proper criteria should be evolved for the purpose. The API score was for the first time implemented in June 2010 and the posts of six Lecturers in the subject of Zoology were advertised in July 2010. Though the candidates came for interview, in view of the revised U.G.C. Regulations, the candidates were asked to go back. Almost three years had passed but the screening of the applications for those posts had not yet done. The University should have found ways and means as to how the A.P.I. score is to be awarded, especially for research publications, e.g., national publishers and international publishers. In the case of a paper published by many authors, they had no mechanism whom the marks should be awarded or how the marks to be distributed. Similarly, if three persons had guided a Ph.D. student, they had no mechanism as to how the marks are to be distributed amongst them. Presently, the applications of the candidates, who had applied for promotions under the Career Advancement Scheme, are being sent to the department for screening but no clear-cut instructions are given. Hence, there might be mistake/s in the screening of applications due to which they might face a problem. The previous system for screening of applications was better as the experts were screening the applications before the D.U.I., Dean of the Faculty concerned and Deputy Registrar (Establishment).

Professor Karamjeet Singh stated that P.U. Calendar, Volume -III was made in 1947 and there were six chapters for Colleges relating to different aspects, e.g., affiliation, inspection, service and conduct rules, leave rules, Provident Fund rules, etc. It is the accountability of the Government to govern the issues according to the rules, regulations, resolutions, etc. How well they were managing it? Till they did not present the action taken report, the desired results would not be achieved. They were amending rules contained in Calendar Volume III from time to time and the Syndicate was empowered to do it. Dr. Jagwant Singh had raised several points in the shape of Resolution and majority of them had already been attended to by the

Punjab Government. It meant that they were on the right track. If they follow the provisions of the Panjab University Calendar in right spirit, 90% problems of the affiliated Colleges would be solved. Citing an example, he said that suppose there were 70 seats in a particular self-financing course and fee per student on an average was Rs.35000/-, the College would earn a sum of Rs.24,50,000 per annum for B.Com. one unit. Similarly, if 120 students took admission, the College could earn a sum of Rs.27 lac even if it paid full salary to four teachers. According to him, quality education could be provided only if qualified teachers were available/appointed. He appreciated the office of the Dean, College Development Council for streamlining the process of the inspections of various affiliated Colleges. When the Inspection Committees go to the Colleges for grant of affiliation/extension of affiliation, generally they see three parameters, i.e., infrastructure, library and staff. Normally, they found problem of staff. He agreed with Dr. Mukesh Arora that subject-wise *pro forma* containing minimum number of teachers required to be appointed for a particular unit should be evolved for recommendation of affiliation/extension of affiliation by the Inspection Committees. As per new U.G.C. Regulation 2010, 50% marks had been allocated for academics, 30% for teaching skills and 20% for interview. The 50 marks (30 for teaching skill and 20 for interview) could be awarded by the Selection Committee at the time of interview. According to him, no marks should be awarded for essential qualification, i.e., either U.G.C.-NET or Ph.D. Hence, the template needed to be revised at the earliest. As far as five-day week in the affiliated Colleges is concerned, it should be allowed.

Dr. Vipul Kumar Narang said that approval to the Lecturers/Assistant Professors whose appointments were made through duly constituted Selection Committees in the affiliated Colleges should be given at the earliest by the University, so that they could get their salary as per the N.C.T.E./ U.G.C./University norms. In the absence of approval, the Colleges were not paying salary to such teachers as per the approved norms. In this way, such teachers were at loss of approximately Rs.1,44,000/- per annum. He suggested that a *pro forma* should be provided to the Selection Committee for giving approval to the appointment of teacher at the time of selection on behalf of the University, as the Selection Committee comprised nominee of the Vice-Chancellor. Even if the teacher/s was/were not fulfilling the requisite qualifications, they could be paid minimum salary of Rs.15,600/- as decided by the University. Discrepancies pointed by the Inspection Committees were being reported to the N.C.T.E./Regulatory Body by the University for action against the Colleges instead of forcing the College to fulfill the conditions/meet the deficiencies.

Shri Raghbir Dyal stated that he would like to bring to the notice of the House the terrible state of affairs in the Examination Branch of the University. The question papers of the last year's examinations are being repeated this year also. Citing an example, he said that the question papers of B.A.III Punjabi and B.A./B.Sc.II Mathematics found to have been repeated. Further, required number of question papers were not being sent to the examination centres and sometimes the packet contained xeroxed copies of the question papers. A circular had been sent by the C.O.E. stating that those candidates, who did not get their roll numbers due to technical objections, could appear in the examination, but the Centre Superintendent must verify their identification. If the roll number was not issued to the candidate due to certain deficiencies, he/she should be allowed to appear in the first paper by paying prescribed fee. He further said that only the faculty members working in the Colleges should be appointed as Centre Superintendents instead of appointing retired teachers and the teachers who are not even on the roll of the Colleges. Secondly, since these retired persons did not have any accountability, they did not behave properly with the students, which should not be allowed. He was sorry to point out that out of the 30 members of the College Development Council (C.D.C.), 12 are from the University, 10 from the affiliated Colleges, but no member from the Registered Graduate Constituency as well as teachers from Govt. Colleges situated in Moga, Muktsar and Faridkot had been put on the Committee. There should be some sort of uniformity while constituting the C.D.C. as it is very important Committee, which looked into

the affairs of the affiliated Colleges. Referring to Self-financing Colleges of Education, he said that though they were discussing the issues relating to reducing the number of required regular teachers, they could not do so as they did not have mandate to dilute the norms prescribed by the Regulatory Body, i.e., N.C.T.E. They should enforce only those conditions, which were in their domain. N.C.T.E. Regulations clearly say that the Colleges of Education could start only B.Ed. & M.Ed. Courses and no other Course could be started there, whereas certain Colleges are running other courses with the same infrastructure and in the same building. As far as payment of basic pay + D.A. + allowances is concerned, they could not do anything in the matter, as it is sub-judice. There is not even a single Self-financed College of Education, which is giving the salary as per mandate of the regulatory body. Meaning thereby that the Managements of the Colleges were exploiting the teachers. He could quote numerous examples of the Colleges wherein not even a single teacher is approved and no record of attendance is maintained. He suggested that the biometric system of marking attendance should be enforced in the affiliated Colleges. Despite there being numerous complaints received by the University against certain Colleges, no action has been taken by the University. As far as the inspection of Colleges are concerned, he had inspected a College along with Dr. Tarlok Bandhu and submitted Inspection Report stating that the College had not shown them the service books, leave account, attendance register, etc., but no action has been taken by the University so far. He suggested that the inspection of the Colleges should be done twice in a year and that too without informing the date of visit to the College. Further, the Inspection Committee should consist of 2-3 members, preferably from the nearby areas to reduce the financial burden on this account.

Principal R.S. Jhanji stated that they are all well aware of the fact that the Government had imposed ban on recruitments since 2005 and the Government had not been giving due grants to the Colleges. On the one hand, University has been pressing the affiliated Colleges time and again to appoint staff on permanent basis and pay salary as per U.G.C./Punjab Government/University norms and on the other hand, the fee to be charged from the students is being regulated by the University, which was last revised three years ago. It would not be out of place to mention here that the salary budget of the University and Colleges had increased manifold after the implementation of recommendations of the 6th Pay Commission. The situation of the Colleges, which have been serving the cause of education which otherwise is the responsibility of the Government, had become bad to worse after the implementations of 6th Pay Commission. It was being stated that certain Colleges did not submit their balance sheets/income and expenditure statements even after repeated reminders from the University and no College is putting its balance sheet on its website, he presented Balance Sheet of three years, i.e., 2011, 2012 and 2013 of his College on the floor of the House. His College has been providing education in the fields of Arts, Science, Computer Applications at the undergraduate along with seven postgraduate courses for the last 67 years and catering to the needs of the people of that region. The fee is being charged by the College strictly as per the guidelines of the University as well as Punjab Government. At present, the College had 70 staff members on its roll. There are 46 sanctioned teaching posts and out of these 24 were lying vacant. The situation would further deteriorate in the next 2-3 years when more than 5 teachers would retire. What to talk of paying full salary, they were finding it extremely difficult even to pay basic pay. The income of the College was Rs. 2,30,96,792/- for the financial year 2010-11, Rs. 2,73,84,269 for the financial year 2011-12 and Rs.3,08,64,766/- for the financial year 2012-13 along with the University charges, which were paid for the year 2010-11 : Rs. 14,01,656/-, for the year 2011-12 : Rs.15,75,780/- and for the year 2012-13 : Rs.18,16,046/-. Similarly, the amount sent to D.P.I.(C) during the financial years 2010-11, 2011-12 and 2012-13 was Rs.20,71,279, Rs. 23,83,741 and 26,48,819, respectively. Thus, the funds available with the College during these financial years were 2,10,25,513, Rs. 2,50,20,528 and Rs.2,82,00,000/, respectively. Total expenditure on N.C.C., Insurance Policies, Youth Festivals, etc. was to the tune of Rs.58 lac in the year 2013. Also, they had to incur day-to-day expenses. In that

eventuality, how the College could survive, he enquired. However, he informed that they had developed their own mechanism, which is as under:

- (i) If a unqualified teacher is appointed, he is being given a salary of Rs.12,000/- per month with the increase of 5% with every repeated year with one day break.
- (ii) If a qualified teacher is appointed, he is being given a salary of Rs.15,600/- per month with the increase of 5% with every repeated year with one day break.
- (iii) The Lecturers/Associate Professors who are appointed on regular basis against self-financing courses, they are being paid a salary of Rs.25,800/- per month with 3% increase every year.

This is being done in the absence of any mechanism provided by the Regulatory Bodies, i.e., Panjab University and Punjab Government.

Continuing, Principal Jhanji suggested that (i) the Colleges should be allowed to increase fee structure reasonably every year, (ii) request should be made through this House to the respective Governments to lift ban on recruitment of teachers, (iii) to waive off the University funds imposed on the Colleges, such as Sports Fund, Bhavan Fund, Development Fund, Projects Fund in lacs of rupees, (iv) Endowment Fund, which is lying in the shape of FDRs of crores of rupees – Since the same is neither used by the University nor by the Colleges, the Colleges should be allowed to use these FDRs for development and salary purposes, (v) approval of the appointment of teachers should be done expeditiously by the University; Colleges should not be asked for appointment of regular teacher for any new course for first two years, periodical inspection should be conducted after four years.

Shri Naresh Gaur enquired when it is so difficult to run the Colleges with the existing fee, then why there was mushroom growth of Colleges in the State of Punjab? The Colleges are charging too much from the students on account of various funds but the tuition fee being charged from the students is very meager. The Colleges give certificate only of Rs.985/- for income tax purpose, whereas the Colleges are charging a fee of Rs.18,000/- approximately. The fee structure varied from College to College. If the Colleges are running short of funds, as to how these Colleges are opening more and more units/sections of courses. He was of the view that if the Colleges strictly follow Regulations of the University, most of the problems of Colleges would be solved. The teachers were not being paid full salary as per the norms of the U.G.C./ University/Punjab Government norms and due to that the quality of education is decreasing. Referring to a question paper of Cost Accounting of B.Com. II, which was not set by the paper setter as per the prescribed format, he requested that they should watch the interest of the students. He pointed out that the Senate was forum for discussing the problems of the teachers only, he suggested that they should leave the self-interest and think about the University and the students. He also pointed out that no Fellow from the Registered Graduate Constituency is appointed on the Inspection Committees.

Shri Ajay Ranga stated that the Inspection *pro forma* included a provision for checking the teaching staff and not for the non-teaching/supporting staff in the Colleges. He pleaded that in future the service conditions of the supporting staff should also be checked in terms of salary, etc. There is no fee concession to the students in the self-financing courses running in the Colleges. He demanded that there should be a fee concession for the students of the economically weaker sections of the society in the self-financing courses. The self-financing courses has been started to deprive the poor people from the higher education. The teachers in these Colleges are getting salaries less than even a daily-wager, what would be the situation of the lower staff? If the Principals in the Colleges are getting full salary, then why it was not

being given adequately to the teachers as well as to the subordinate staff. According to him, 99% Colleges are running in profit. The University is demanding balance sheets/ income and expenditure statements from the Colleges but the Colleges are not sending the same to the University. He demanded that appointment of teachers in the University as well as in the affiliated Colleges should be strictly in accordance with the Roster Policy.

Professor Akhtar Mahmood said that if they really follow the University Calendar, most of the problems of the affiliated Colleges would be solved. The problems started cropping up as and when they deviate from the original path. In the interest of the quality education, qualified teachers should be appointed in the Colleges.

Professor Anil Monga said that the cause of various problems was non-receipt of adequate grants from the Punjab Government. The Punjab Government had to change its attitude towards higher education. He felt that a strong message from this House should be sent to the Punjab Government to lift ban on the recruitment of posts, release of proper grants to the University and the affiliated Colleges. The teachers were being paid between Rs.7000/- and Rs.10000/-, that too, from the PTA funds, which was not appropriate. He was of the view that qualified teachers should be appointed to impart quality education in the Colleges for which they should be given full salary. He appreciated the office of the Dean, College Development Council for streamlining the process of inspections of the Colleges this year. He supported the proposal of implementation of five-day week in the affiliated Colleges.

Dr. I.S. Sandhu appreciated the office of the Dean, College Development Council for streamlining the process of inspections of the Colleges by 31st March 2013. Agreeing with the viewpoints expressed by Dr. S.S. Sangha, he said that on the pattern of Colleges, the periodical inspections of the University Teaching Departments should also be conducted. As per the University Calendar, the provision for appointment of teachers is 90:10 (Regular: *Ad hoc*) but it was being made 33:67 in most of the affiliated Colleges. If they are to allow the Colleges to make appointments on *ad hoc* basis, then first of all they should amend/change the University Calendar. He demanded that whenever Principals' Conference is held in future, the representatives of the teachers from the Colleges should also be invited. Most of the colleges were not even paying a salary of Rs.25,800/- or Rs.30,400/- in the State of Punjab but only the Colleges situated in Chandigarh were paying this salary to the teachers appointed on contractual/*ad hoc* basis. The minimum amount of Rs.15,600/- or Rs.21,800/- must be given to the teachers appointed on *ad hoc* basis in the Colleges situated in Punjab. Even the arrears of revised pay scales to the teachers appointed against uncovered post had not been paid so far. He suggested that this issue should be taken up with the Punjab Government, so that the recommendations of the Johar Committee could be implemented. He was of the view that the share of fee, which goes to the Punjab Government, should be enhanced to 25-30% of the total fees being charged from the students and in lieu of that the Government might be requested to convert the uncovered posts into covered posts. On the one hand, the self-financed Colleges are not paying the salary to the teachers as per the norms of the U.G.C./Punjab Government/University norms; on the other hand, they are submitting affidavits to the Punjab Government for NOC stating that they fulfill all the required conditions including payment of salary to the teachers. He was of the view that U.G.C. guidelines should not be diluted. The Colleges of Education are charging a fee of Rs.49000/- per student and the Colleges of Commerce are charging a fee of Rs.32,000/- per student, but not paying a minimum salary of Rs.15,600/- to the teachers. The Course Work for Ph.D. should be finalized expeditiously, so that the College teachers could do the course work during the ensuing summer vacations. As far as implementation of five-day week in the affiliated Colleges is concerned, it should be done at the earliest by discussing the matter by the Vice-Chancellors of all the three Universities in the State of Punjab.

Dr. Jagwant Singh thanked the Vice-Chancellor for holding a special Senate to discuss the issues relating to the affiliated Colleges. During this period some of the senior Fellows were telling him that this would be a futile exercise and maybe they were heading towards that as only general discussions were taking place, which had been earlier practice, instead of the agenda papers circulated to them, and not resulting to any conclusion. In fact, the issues, which he had sent to the University, were sent after consulting teachers of various affiliated Colleges situated in the Union Territory of Chandigarh and in the State of Punjab, including Government Colleges, as well as the teachers' union. A small note had also been provided so that it could help them to arrive at a possible solution. Since it is against the body having high profile persons, he wanted to draw the attention of Principals of the Colleges towards higher education which is in crisis, which was due to two reasons: (i) the Government is completely failing in its duty as far as higher education is concerned; and (ii) all the minimum standards which had been laid down under the Panjab University Act and in the U.G.C. Act, and are mandatory, had not been paid attention. Similarly, there is a judgement of the Hon'ble Supreme Court of India in case of Delhi University v/s Raj Singh 1994. Delhi University was established prior to 1956, whereas the Panjab University was established under the P.U. Act 1947. In fact, the Hon'ble Supreme Court of India had said that the standards laid down by the U.G.C. for maintenance of standard are binding and must be observed. Instead they were highly deficient and not even doing 30%. If somebody challenged the kind of education they were imparting and the degrees they were awarding to the students, their degrees would not be recognized because they are not observing minimum standard. Now, he would come to the first issue, i.e., the question of grants and funding of Institution, which is the core issue and they were not able to find any solution. Ultimately suggestions came, lets pay Rs.15,600/- or Rs.21,600 to the teachers. But he drew the attention of the House towards the law of the land and these issues had been examined by the Supreme Court. The only thing was that none of the Regulatory Bodies is posing those questions to the Government that despite there being direction from the Hon'ble Supreme Court of India, why they were not following. He quoted the case of Chandigarh Administration V/s Rajni Bala & others, which had been tested and the case related to a School (Dev Samaj School for Girls, Sector 21, Chandigarh) covered under 95% grant-in-aid. The School was up to Matriculation and got affiliation for Senior Secondary classes, but the Chandigarh Administration said that they will allow starting of these classes, but would not give any grant. The Administration asked them to file an affidavit, only then the grant would be released. The school management filed the affidavit that they would not claim the grants. But later on the teachers, who were denied salary on that basis, challenged it. The Chandigarh Administration lost the case in Punjab & Haryana High Court and appealed in the Supreme Court. The Supreme Court said that if these institutions are in existence and the Administration had allowed these to be opened, they should be paid 95% on all posts, and it covers both schools and colleges. Though it was mentioned, he was not sure whether the Colleges would get the benefit of it. They contested another case – Rakhi Dhawan w/o Jagwant Singh Vs. Dev Samaj College & Chandigarh Administration. After about five years, the judgement came that it is wrong that she was being paid Rs.2,200/- (consolidated pay) and appointed on un-aided post, she needed to be paid the salary as per norms. The Chandigarh Administration again appealed in the Hon'ble Supreme Court, but could not get any relief. Finally, they had to pay the salary for the entire period. Hence, no Government could come with an excuse that they did not have the funds. This is the law of the land and is applicable to the Colleges as well. In case of persons, who are working on un-aided post, there is a 1997 judgement in the case of Engineering College (un-aided institution), wherein it was said that they had to pay as it is the right of the teacher under Article 226. The Government imposed ban on recruitments in 2005 and a part of the consequences was that there is a letter from Mr. Sudhir Banerjee, Education Secretary, Government of India, to Chief Secretaries of the States, realizing that India is getting into difficult position as States are not playing their roles. The letter says, Dear Chief Secretary, you are aware of the problem that in the absence of regular teachers in the Universities and Colleges, they are irreversible sliding back to mediocrity and worse. It is imperative, therefore, that all attempts should be made to fill up

the vacancies on regular basis expeditiously. It would be useful to start this campaign before the next academic session. It further says that in the absence of regular teachers, *ad hoc* teachers and low paid teachers stepped into to perform the role of teachers in the Colleges and the Universities, which further affected the quality of education and the same thing was said in the TMA Pai Judgement by saying that they could not leave the fate of the young generations on such teachers who are appointed on *ad hoc* basis. The Regulation 13.1 of the U.G.C. also says that the teacher/s should be appointed on contract basis only when it is absolutely necessary and the number of such appointments should not exceed 10%. When they look at the Annual Report of the University for the year 2011-2012, there were only 2590 teachers, who had voted in all constituencies other than Engineering and Professional. There was a shortage of 4,450 teachers in the affiliated Colleges of Panjab University only. How could they make their students, the next generation to whom they are so harsh, compete with Chinese graduates, who had already prepared for picking up a job in the Transport System in New York in the year 2021. Hence, they were doing a great injustice to the next generations. When the U.G.C. had made it compulsory, they ought to move in that direction and they could not decide contrary to that. The crisis had deepened in the case of Government Colleges to extreme where the teachers are being paid @ Rs.175/- per lecture and maximum Rs.7,000/- p.m. Before election the payment was increased to Rs.10,000/-, but later on the Government back out. The Supreme Court in the case of Gurpratap Singh Vs. State of Punjab laid down the principle that even if a teacher employed on part-time basis, he/she could not be paid less than the minimum basic of the scale, which is Rs.21,600/-. In fact, a part-time teacher whose workload is half, i.e., 8 hours teaching. In this way, the Punjab Government was compelled to agree to pay Rs.21,600/-. If the Punjab Government wanted to continue to impart education, they had to meet the minimum standards and allow filling up of posts. If they did not do this, the University had no choice, but to disaffiliate the Colleges in those subjects where teachers had not been appointed. If they had to meet the standard and pay minimum salary to the teachers, then they had to charge Rs.2,500/- or Rs.3,000/- fee from a student. They need to tell the Government that if they wanted to pursue their goal of inclusive education, which had been set up at the national level, they need to play their role effectively; otherwise, the fee would be increased. Let it be a political question to be faced by the political parties. Another issue was relating to Provident Fund, why he was raising it here because the Panjab University in the past had said that Panjab University Calendar provided Pension Scheme, and by implementing Employees Provident Fund Act 1952, which was implemented in the case of Colleges in 1982 and after the Supreme Court Judgement, it was finally implemented in 1989 and the Pension Scheme in the University was introduced in 1995. The Regulations say those teachers who had contributed higher are eligible for higher pension, but it is being denied by the Regional Provident Fund Commissioner, which he visited at Bikhaji Cama Place and tried to plead with them. They said that if the Panjab University paid it, supply a letter from the University to them on the issue so that they could help them. Therefore, he posed this issue that since the employees of Panjab University and its Colleges are already paying and were paying in the past right from the beginning without any pension scheme, they need to intimate the Employees Provident Fund office that they should pay accordingly. The case of DAV teachers including retired was different one. When EPF Act 1952 was applied to them, they took exemption from EPFO in 1989, under Section 17. He asked EPFO, New Delhi whether the DAV Managing Committee had taken permission for exemption under EPF Act. They said that they did not allow exemption unless they were fully convinced. Throughout the country, there were three institutions (Coal Authority of India and two are Government Institutions), which are exempted for this purpose. In this case, the Act in exemption says that they are supposed to transfer 8.33 per cent of P.F. to Government, which the DAV Management had not done. Hence, they are not getting pension and retiring without pension and that pension is reasonable even on today's date. If he retires from the service now, on the basis of his Provident Fund deduction, he would be entitled for pension of Rs.28,000/-. Why the Chandigarh Administration did not bring Homoeopathic Medical College & Hospital, Chandigarh and Ayurvedic Medical College & Hospital, Chandigarh, under the 95% grant-in-aid scheme for which the freezing date was

1.11.1979. But both the Dev Samaj Colleges came up in 1981. Since these were new institutions, the Administration and Government of India agreed to cover them under the grant-in-aid scheme though earlier they were not affiliated to Panjab University. He was surprised why nobody takes care of both Homoeopathic Medical College & Hospital, Chandigarh and Ayurvedic Medical College & Hospital, Chandigarh. Even if Government could not own these institutions, they could make partial contribution so that these two institutions could do better. He, therefore, suggested that could they work out a scheme under which more autonomy could be given to the Colleges because one of the ills, which the entire policy is facing, was that they are giving the same prescription to all the Colleges situated in rural, semi-urban and urban areas irrespective of the expectation of the students? This is documented in different instruments of the Government and as part of that could they do that. As far as security of services is concerned, it is provided in the Panjab University Act wherein it has been clearly mentioned that the Panjab University would take care of the security of service of the teachers working in the affiliated Colleges. Somewhere 1974 Act played role and an amendment in 2007 was made on a mistaken plea that TMA Pai Judgement asked them to do so. Though they agreed that it was wrong, they did not rectify the mistake. But if it was so, the Panjab University needed to bring out an alternative mechanism to provide similar security of service which is otherwise available. In a number of provisions of Panjab University Calendar, they had promised similar things. For appointments of teachers in the Colleges, there has to be duly constituted Selection Committees. The issues raised by Dr. Dinesh Talwar and Dr. Tarlok Bandhu, including observance of five-day week in the Colleges needed to be taken care of.

Dr. Kuldeep Singh thanked the Vice-Chancellor for convening this special meeting. He supported the demand of implementation of five-day week in the affiliated Colleges. 30 hours teaching is required per week and not 40 hours as said by Principal Jasbir Singh. According to him, 10 hours are required for preparation of lectures. In this way by implementing five-day week, there will be no loss to the students as well as to the society. There should be 5% additional seats for the students of the weaker sections of the society in all the courses, but the control of the same should remain with the University. Agreeing with the viewpoints expressed by Principal Puneet Bedi, he said that there should be differential fee structure to help the Colleges to run successfully. He suggested that a resolution should go to the U.G.C. for releasing the Development Grant of 10th Plan under 2f and 12b to the degree Colleges. Quality higher education and education for all is only possible, if qualified teachers are appointed in the Colleges as per the norms of the U.G.C./Punjab Government/Panjab University. Whenever any College applies for new course, undertaking should be taken from the College that salary to the teachers would be paid as per the U.G.C. guidelines. He informed that he had inspected eight Colleges of Education and the balance sheet of six Colleges is with him. The Colleges of Education are running in profits ranging from Rs.21 lac to Rs.25 lac.

Shri Kuljit Nagra intervened to say that on the pattern of Delhi University's affiliated Colleges, the budget of the affiliated Colleges of the Panjab University should be online. In the era of R.T.I., this has to be done.

Shri Raghubir Dyal while supporting this viewpoint said that as per the guidelines of the N.C.T.E., the Colleges of Education should upload their budget on the website of the respective College.

Continuing, Shri Kuldeep Singh said that pay-revision benefit has not been given to the unaided staff in the affiliated Colleges. The grant for this purpose is to be received in the ratio of 20:80 from the Punjab Government and Central Government, respectively, but nothing has been received so far. As far as Child Care Leave to the women employees is concerned, it should be implemented in the University as well as in the affiliated Colleges of the University, so that the women employees are benefitted.

Principal Charanjit Kaur Sohi stated that the template for the appointment of Assistant Professors in the affiliated Colleges should be revised. There should not be 10 marks on account of U.G.C.-NET in the template. Admission in the Innovative Courses in the Colleges should be allowed without O-CET. There are two types of examinations in the Colleges, i.e., annual as well as semester system. She was of the view, that semester system in the Colleges should be reviewed. She suggested that for new course, inspection should be held twice or thrice as per the duration of the course and after the completion of the course successfully, permanent affiliation should be given by the University. She further said that for appointing permanent faculty for new course, 2-3 years time should be given to the College. The part time teachers are getting Rs.2200/-. She had raised this point in the meeting of Senate held in December but still nothing had been done. The job-oriented courses should be started in the Colleges on the pattern of Delhi University. She also supported the demand for five-day week in the affiliated Colleges.

Professor Rajesh Gill said that she had gone to certain Colleges in rural areas as a Member of the Selection Committee. In most of the rural area Colleges, nobody applies for the posts of Assistant Professors whereas in the city Colleges there are 72-80 candidates against one post. The reason is that the Colleges in rural areas are not paying salary to the teachers as per norms of the U.G.C./Punjab Government/Panjab University. Secondly, the Colleges in the rural area at the time of Selection Committee meeting showed even not legible type of advertisement. Meaning thereby, it is doubtful that the Colleges concerned gave the advertisement in the newspaper/s. In this way, the Colleges are not deliberately selecting qualified teachers. According to her, something should be done in this direction. When the Colleges are paying salary of Rs.4000/- to a teacher in rural areas, how could they expect quality education? They all are responsible for this as the pass outs of these Colleges are not employable. If they follow the regulations/rules as per P.U. Calendar, the problems in the Colleges would be minimized. If the conditions imposed by the Inspection Committees could not be enforced properly, nobody would like to become a member of such Inspection Committees. She was sorry to point out that she was a part of one of the Inspection Committee. She got a letter from the Office mentioning the names of other members of the Inspection Committee, but without mentioning which teacher is going for which subject. She was of the view that in future the office should be very careful in this regard. As far as the demand of five-day week in affiliated Colleges is concerned, it should be implemented after deliberations in the Committee of all the Vice-Chancellors' of the three universities. In the Colleges, students only did not bunk the classes but the teachers also bunk from the Colleges. Some concrete steps should be taken in this direction so that the work culture in the Colleges could be improved. She thanked Professor Jaspal Kaur Kaang for suggesting holding of a seminar on Gender Sensitization in all the Colleges. She was of the view that a Committee for gender sensitization should be functional in all the affiliated Colleges as well as in the Regional Centres of the University.

Dr. D.V.S. Jain elaborated the statement of the Vice-Chancellor informing interdisciplinary remarks of Planning Commission on Higher Education in India. The highlights of the remarks are that the standards of higher education have to be raised/improved, as at present, this is so low that even none of Indian University came in the first 30 Asian Universities list. Instead of appointing teachers on *ad hoc* or contract basis, the teachers should be appointed on regular basis in the affiliated Colleges, so that the standard of higher education could be improved. The basic problem pointed out by a number of Hon'ble Fellows is with the faculty recruitments done in the Colleges. He said that it is a time now to have some new thought. Why each College has separate Selection Committees? According to him, panel for all the Colleges by including the D.P.I. representatives for all the subjects should be prepared because it would save a lot of money and time. Chandigarh should be made a Central place for making appointments in the affiliated Colleges. It would reduce the financial

burden on the Colleges. As far as finances are concerned, he thought that no State Government would be able to bear all the expenditure on the higher education. There is really an economic problem. The only possible way was of increasing the fee, but when fee is increased in the University as well as in the affiliated College, there is a lot of hue and cry. According to him, full salary/emoluments to the teachers in the Colleges would only be possible if fee structure is streamlined. He stressed that 5% seats in the University as well as in the affiliated Colleges should be sanctioned for the students of the economically weaker sections of the society.

Dr. K. Gauba stated that first of all they have to think about the upliftment of the teaching fraternity, such as job security, job satisfaction, etc., if they wanted to provide quality higher education. He was of the view that *ad hocism* must be minimized. As the University is the custodian of the Colleges, University should take a lead in taking up the matter with the Punjab Government regarding lifting ban on the recruitment of teachers in the Colleges. He further stated that the affiliated Colleges should put everything on the website to maintain the transparency. When the Inspection Committee gave report that such and such college should not be granted affiliation for a particular course then the University should strict on its decision. There should be transparency while giving the affiliation.

Shri K.K. Sharma stated that he is attending the meeting of this august House for the first time and it is a good experience for him to know the views of the members. He could assure on behalf of the Chandigarh Administration that whatever issues are there, most of the times they are trying to have opinions of all the stake holders and take decisions which are in the interest of the education. He appreciated the views of Professor Rajesh Gill on gender sensitization. Now, the police forces in the country comprise several women. Similarly, during the last one-year or so, a lot of discussions were held and it had been decided by the Government that 30% women should be employed in police forces. The Chandigarh Police had made an analysis and decided reservation of certain number of vacancies exclusively for women. It was an administrative decision and nobody challenged it. Now, there are 33% women in the Chandigarh Police, whereas in U.P. and some other States, it is up to 10% only. Similarly, certain posts of Assistant Sub-Inspector (ASI) had also been earmarked for women. The girls should be encouraged to appear in the examination conducted by Chandigarh Administration for the post of Assistant Sub-Inspectors so that they could join the Chandigarh Police Force as ASI. Referring to observance of five-day week in the affiliated Colleges, he stated that in the civilized way, the world is moving towards it, but there are professionals like Doctors who worked from 8.00 a.m. to 10.00 p.m. They continuously wrote papers, attended Conferences, etc. besides performing their routine duties. Similarly, there were IAS Officers, who worked since morning to late in the evening. Earlier, the teachers were not well paid. Now, their salaries had gone high and there is a lot of scope for them to participate and make their contributions in the field of education. A question was posed to him whenever he visited the Colleges that whether there is a scope for improvement, he replied there is always scope for improvement. So for observance of five day week, they would work out the details along with the teaching community. He, however, felt that whether one is teacher or doctor or clerk, it is possible that they have more higher engagement in their jobs; otherwise, there would be no prosperity. After hearing the views of the members, balanced decision could be arrived at together with the University and other wings of Chandigarh Administration.

Shri Satya Pal Jain said that this is a special meeting for discussing the issues relating to affiliated Colleges. All the members have given their suggestions in this House since morning. There are 5 ex-officio members in the Syndicate/Senate. The Directors of Higher Education, Punjab as well as Chandigarh did not attend the meetings of the Syndicate. He requested that whenever the meeting of the Syndicate/Senate is held, the ex-officio members should spare some time to come and attend the meeting, so that the problems of Colleges could be solved in their presence. He informed that in one of the meetings of the Syndicate, the issue

regarding Community Colleges could not be decided due to non-presence of the Director, Higher Education, Chandigarh.

Shri Gopal Krishan Chatrath said that in the past ex-officio members used to attend the meetings of Syndicate/Senate. Dr. Gurdial Singh Dhillon, used to attend this meeting even when he was Speaker of Lok Sabha. He said that he had the longest association with the University. He also requested that the ex-officio members should come to attend the meetings of Syndicate and Senate. He was of the view that Government must spare some money for the development of higher education.

The Vice-Chancellor said that the Colleges situated in Chandigarh have fabulous infrastructure and enjoy huge prestige. They had to think as to how to raise the level of competition between students of the Colleges of Chandigarh. Chandigarh Colleges should be treated as a national resource. The number of students coming from other States for higher studies needed to be enhanced. At the same time, it looked as if there is a quota for Chandigarh people in Chandigarh Colleges. If the competition is enhanced by having some significant section of students coming from outside Chandigarh for joining Colleges of Chandigarh, the level of Chandigarh Colleges would go up.

Referring to the statement of Shri K.K. Sharma regarding increasing competition in Chandigarh Colleges, Dr. Jagwant Singh said that it is policy of Chandigarh Administration that the reservation of seats ratio 85:15 (85% for Chandigarh students and the remaining for other States) applicable for Engineering and Medical Colleges was extended to degree Colleges, which is not done anywhere else. Earlier, they were following the policy of 60:40. The day they decided to opt for the policy of 60:40, the competition would automatically go up. Hence, the decision is with them (Chandigarh Administration) and not with the University.

Principal S.S. Randhawa stated that it had come to his notice through the newspaper that the Syndicate in its meeting held on 25.04.2013 had imposed a fine of Rs.2 lac on his College.

Responding to the discussion held so far, the Vice-Chancellor stated that though he could not, in a short time, comprehend everything that they had heard, a reasonable summary of the discussions would be prepared and circulated to the members. There were certain issues in which Government's participation and intervention is absolutely necessary. They are involved with two Governments – Punjab Government and Union Government/U.T. Administration. As far as issues relating to ban on recruitments in Government Colleges, payment of proper salary to the teachers, etc. are concerned, there is some development during the last 2 months. Some figures are floating around, i.e., Rs.21,600/- and so on. This amount may be larger than what was being paid earlier, but still it is unsatisfactory. Nobody thinks that to a faculty member of the College, which is a seat of higher learning, a salary of Rs.21,600/- is adequate. In the University, this figure had been raised to Rs.30,600/- at present. Whatever is the satisfactory number, that must be enhanced periodically. Keeping in view the 10% inflation, 10% salary should be enhanced every year. Since the temporary teachers are appointed year after year, as said by one of the Principals, there has to be 5% increase in their salary every year. As far as these things are concerned, they need to have a dialogue particularly with the Punjab Government. Therefore, to set up a dialogue with the Punjab Government, as Punjab Government not only deals with the Colleges affiliated with the Panjab University, but also with two other Universities, i.e., Punjabi University, Patiala and Guru Nanak Dev University, Amritsar, he would contact his counterparts namely the Vice-Chancellors of Punjabi and Guru Nanak Dev Universities. He would take the help of Hon'ble members who had come to attend today's meeting and are members of Punjab Legislative Assembly plus the Director, Higher Education (Punjab), and certain other members of this House and fix a meeting with the Punjab Government to see that

they could explore the possibility that the faculty members are paid satisfactory amount. Whatever that satisfactory amount level is, it must be periodically enhanced to the right higher level keeping in view the inflation. The desired level is basic pay + AGP plus full D.A. plus other allowances. If they had to raise the level of quality of education, they need to have quality teachers and for quality teachers they had to respect the U.G.C. Regulations. They had to start exploring seriously towards reaching the actual proper level as early as possible, if they could not reach instantaneously. Hence, he would start moving in that direction as early as possible. At the moment, he could only give them a qualitative assurance on his behalf that he would do it, but it did not actually solve the problem because they are confronting with the issues of granting of affiliation, granting approval to the courses, and adhering to the Calendar of Panjab University and the guidelines of the regulatory Bodies. Legally, they had no freedom to violate it. Therefore, they could not resolve to violate these. At the moment, the situation as it stood today at the end of the discussion is that they are bound to adhere to the regulations of the University and regulatory bodies. If they strictly do it from tomorrow, all the reports which are going to come, there would be situation that teachers would not be appointed on regular basis, number of requisite faculty members would not be there, etc., it would result in not granting approval to many affiliated Colleges. He did not have at the moment any satisfactory solution to pursue, but they need to carry this exercise forward. There had been some data presented by two or three members, but they need to generate more data in a more comprehensive manner. They had to look minutely into salary structure of last 10 years, to see as to how this got evolved. This job could be entrusted to a Committee with some fixed time frame to do it. The Committee would evaluate all these things and the Committee would be comprised of representatives of College teachers, College Principals, Senate members, who are connected with the College Managements plus few independent members. As far as observance of five-day week in affiliated Colleges is concerned, since there is assurance from the Chandigarh Administration, they could follow it up with them. But since five-day week also involves Punjab Colleges, other Universities and as he anticipates that there would be difficulties to have a complete uniformity because there are Colleges in cities, rural areas, remote areas, border areas, etc., therefore looking into all these factors, they are not in a position to propose a concrete resolution and adopt it.

When certain members, including Dr. Dalip Kumar and Dr. Dinesh Talwar, stated that the Senate of the concerned University is the custodian of the academic calendar and not the Government and every University had its own academic Calendar, the Vice-Chancellor said that they had just heard Shri K.K. Sharma and he had said that they are sympathetic and would consider the issue in the Chandigarh Administration. By forcing an issue on him, it could force a confrontation and he personally does not recommend that.

Principal R.S. Jhanji said that, regarding observance of five-day week in the affiliated Colleges, one of the Hon'ble members, Shri Tarlochan Singh had suggested in the very beginning that the matter should be taken up at the level of Coordination Committee of Vice-Chancellors' of all the three Universities of the State and, thereafter, a dialogue should be initiated with the Punjab Government and Chandigarh Administration and, if need be, some of the members of this House might also be involved in it. Otherwise, audit objections would be there as the Governments are the funding agencies.

Dr. Jagwant Singh said that he had not come across any documents from Punjab Government and U.T. Administration, which say that they should follow six-day week. The entire prescription is followed by the Government on the basis of U.G.C. document which says they are being paid for forty teaching hours. Hence, it is left to the University and the Colleges, whether they wanted to observe six days week or five days week.

The Vice-Chancellor summarized that the overwhelming sentiments of the House is that five-day week option must be seriously pursued both with the Chandigarh Administration and the Punjab Government with or without the help of Vice-Chancellors of other Universities.

ZERO HOUR

Principal Surjit Singh Randhawa pointed out that a fine of Rs.2 lac was imposed on his College for making excess admissions for the session 2010-11 in the meeting of the Syndicate held on 25.4.2013, without seeking any comment from the College. He informed that he had already deposited a sum of Rs.1 lac with the University for this mistake and he was surprised to see that how fine could be imposed for the same fault twice? Further, the Syndicate in its meeting held on 28.2.2011 enhanced the intake from 30 to 40 in the class of M.P.Ed. in his College. He pointed out that there is no coordination between the Colleges Branch and the R&S Branch. He requested that all the record should be verified as it is the question of reputation of his College, which is going to become an Autonomous College in near future.

Principal Gurdip Sharma said that there is no provision in the University Calendar for imposing fine on the Colleges. This practice should be dispensed with.

Dr. Jagwant Singh said that in the meeting of the Syndicate on 25.4.2013, it was decided that if the College has made excess admissions only then fine would be imposed. Agreeing with Principal Gurdip Sharma, he said that the Student Return of excess candidates should be cancelled but fine should not be imposed.

Dr. Raghbir Dyal said that all the Colleges should send their sanctioned intake of seats to the University. He pleaded that a form cell should be opened at P.U. Regional Centre, Sri Muktsar Sahib for the convenience of the students of that region.

Dr. Khalid Mohammad enquired that the Inspection Committees recommended to certain Colleges the purchase of books of Rs.20,000/-, but did not mention as to what type of books a given College was supposed to purchase.

Shri Gopal Krishan Chatrath suggested that whenever any College advertises posts of teachers, the College should send the copy of the advertisement through e-mail to the office of the Dean, College Development Council.

The Vice-Chancellor said that all the Colleges should upload the advertisement given by them on the College website and inform DCDC, so that the same could be notified on DCDC webpage as well.

Shri Satya Pal Jain suggested that a panel of newspapers should be made in which advertisement for the vacant teaching posts should be given by the Colleges.

Shri Gopal Krishan Chatrath suggested that a request from this House should go to the Punjab Government to lift ban on recruitment of teachers.

The Vice-Chancellor said that to facilitate the College teachers to do their Ph.D. Course Work, the Colleges should be divided into three zones, i.e. Chandigarh, Hoshiarpur and Ludhiana and such course be conducted by drawing appropriate faculties from different Colleges in a given region.

The meeting ended with a vote of thanks to the Chair.

(A.K. Bhandari)
Registrar

Confirmed

(Arun Kumar Grover)
Vice-Chancellor