

PANJAB UNIVERSITY, CHANDIGARH

Minutes of the meeting of the SYNDICATE held on Saturday, 24th August 2013 at 10.30 a.m., in the Syndicate Room, Panjab University, Chandigarh.

PRESENT

1. Professor A.K. Grover ... (in the Chair)
Vice-Chancellor
2. Shri Ashok Goyal
3. Dr. Dinesh Talwar
4. Dr. Dalbir Singh Dhillon
5. Shri Harpreet Singh Dua
6. Dr. I.S. Sandhu
7. Dr. Jagwant Singh
8. Professor Keshav Malhotra
9. Professor Naval Kishore
10. Dr. Nandita Singh
11. Dr. R.P.S. Josh
12. Principal R.S. Jhanji
13. Professor Shelley Walia
14. Shri Satish Kumar
15. Dr. Tarlok Bandhu
16. Professor A.K. Bhandari ... (Secretary)
Registrar

Smt. Gurpreet Kaur Sapra, Director Higher Education, U.T. Chandigarh, S. Gurdev Singh Ghuman, Director Higher Education, Punjab, and Shri Satya Pal Jain, could not attend the meeting.

Condolence Resolution

The Vice-Chancellor said, "I am pained to inform the House about the sad demise in the recent past, of revered father and mother of Principal (Dr.) Hardiljit Singh Gosal, Fellow, Panjab University. We pray to the Almighty to give peace to the departed souls in Heaven and strength & courage to the members of the bereaved family to bear this irreparable loss".

The Syndicate expressed its sorrow and grief over the passing away of father and mother of Principal Hardiljit Singh Gosal, Fellow, Panjab University, and observed two minutes silence, all standing, to pay homage to the departed souls.

RESOLVED: That a copy of the above Resolution be sent to the members of the bereaved family.

Vice-Chancellor's Statement

1. The Vice-Chancellor said, "I feel immense pleasure in informing the distinguished members of the House that –
 - (i) Dr. Tarlok Bandhu, Fellow and Syndicate Member, Panjab University, has joined as Principal of Khasla College of Education, Muktsar, on 19.08.2013.
 - (ii) Professor S.K. Soni of the Department of Microbiology and Honorary Director, Centre for Industry Institute Partnership Programme (CIIPP), Panjab University, has been sanctioned a financial assistance of Rs.1,05,42,01/- (Rupees one crore five

lac forty two thousand and one) only by the Government of India, Ministry of Science and Technology, Department of Biotechnology, New Delhi, for implementation of a project entitled “Biorefinery for Cost Effective Bioethanol Production from Biodegradable Municipal Solid Waste: Technology Development and its Validation at Pilot Scale” for a period of 3 years. A major portion of the grant will be utilized for setting-up a pilot scale fermentation facility in the University.

- (iii) Principal Madhu Prashar, Dev Samaj College, Abohar, has been Honoured with State Award by Punjab Government.”

RESOLVED: That felicitation of the Syndicate be conveyed to –

- (i) Dr. Tarlok Bandhu, Fellow and Syndicate Member, Panjab University, on his joining as Principal, Khasla College of Education, Muktsar;
- (ii) Professor S.K. Soni of the Department of Microbiology and Honorary Director, Centre for Industry Institute Partnership Programme (CIIPP), Panjab University, on his having been sanctioned a financial assistance of Rs.1,05,42,01/- (Rupees one crore five lac forty two thousand and one) only by the Government of India, Ministry of Science and Technology, Department of Biotechnology, New Delhi, for implementation of a project entitled “Biorefinery for Cost Effective Bioethanol Production from Biodegradable Municipal Solid Waste: Technology Development and its Validation at Pilot Scale” for a period of 3 years. A major portion of the grant will be utilized for setting-up a pilot scale fermentation facility in the University.
- (iii) Principal Madhu Prashar, Dev Samaj College, Abohar, on her having been conferred the State Award by Punjab Government.

RESOLVED FURTHER: That the Action Taken Report on the decisions of the Syndicate meetings dated 15.04.2013 and 25.04.2013, as per **Appendix-I**, be noted.

Recommendations of the Committee dated 30.07.2013 regarding template for Assistant Professor

2. Considered minutes dated 30.7.2013 (**Appendix-II**) of the Committee constituted by the Vice-Chancellor to discuss the template for Assistant Professor (P.U.) approved by the Syndicate in view of 2nd amendment of UGC Regulation – June 2013 (Minimum qualification for appointment of teachers and measures for maintenance of standards in higher education).

The Vice-Chancellor said that some changes have been incorporated in the Template for appointment of Assistant Professors in the Teaching Departments of the University and the same is before them for consideration.

Dr. R.P.S. Josh said that though it was assured that after making the changes as suggested by the members in the Template for appointment of Assistant Professors in the affiliated Colleges, the same would be placed before the Syndicate for consideration, it has not been placed before the Syndicate along with this item. He pleaded that the said template should be brought now so that both the templates could be considered together.

Dr. Jagwant Singh said that as suggested by the members, the changes have been made in the template. The only change which needed to be made is in the experience certificate. However, two templates should not be totally different from each other, i.e., Template for appointment of Assistant Professors in the Teaching Departments of the University and Template for appointment of Assistant Professors in the affiliated Colleges.

Dr. Tarlok Bandhu stated that it has been mentioned in the Annexure that marks for M.Phil. are to be counted only if it is awarded by a University, which is recognized by the UGC or the course is approved by the Distance Education Council. No credit for M.Phil. is to be given to a Ph.D. degree holder. According to him, there seems to be some problem in the template. It is not clear whether 1 mark allocated for Bachelor degree is to be given for B.A., B.Sc., B.Com., etc. or for B.Ed. He, therefore, pleaded that it should be made clear here whether 1 mark allocated for Bachelor degree is to be given for B.A., B.Sc., B.Com., etc. or for B.Ed. He, however, suggested that for appointment of Assistant Professors in the Colleges of Education, this 1 mark should be given for B.Ed.

Professor Nandita Singh suggested that marks of graduation as well as post-graduation degrees in education should be counted in the Template.

Dr. Dinesh Talwar said that how could they award marks for B.Ed. as it is one year course, whereas the graduate courses are of three year duration?

Dr. Jagwant Singh suggested that both B.A. & B.Ed. and M.A. & M.Ed. should be taken into consideration and thereafter average marks should be given as these are academic qualifications.

This was agreed to.

Continuing, Dr. Jagwant Singh also suggested that a separate Template should be devised for appointment of Assistant Professors in the Colleges of Education affiliated to this University.

Endorsing the viewpoints expressed by Dr. Jagwant Singh, Professor Keshav Malhotra suggested that there should be different Template for appointment of Assistant Professors in the Colleges of Education.

This was agreed to.

Dr. Dinesh Talwar enquired whether the marks allocated for Inter-University, Inter-Zonal and Zonal competitions are for participation or for winning the competitions.

It was agreed upon that the marks be awarded for participation.

Shri Ashok Goyal said that though there are no specific norms, but certain activities are being conducted by the Department of Youth Welfare. The candidates who participate in the competitions conducted by the Universities should be given marks. As such, other cultural activities should also be included in it.

Endorsing the viewpoints expressed by Shri Ashok Goyal, Dr. I.S. Sandhu suggested that the marks should be allocated as mentioned below:

Youth and other cultural activities conducted by the University:

| | | |
|--------------------------------|---|---------|
| Zonal participation | : | 1 Mark |
| Inter-Zonal participation | : | 2 Marks |
| Inter-University participation | : | 3 Marks |

Dr. Satish Sharma suggested that certain functions/events are organized by the Ministry of Cultural Affairs, Government of India, those should also be taken care of while finalizing the Template.

Shri Ashok Goyal stated that some very important events, e.g., K.K. Grover and A.C. Bali Memorial Declamation Contests are organized by the University itself. He, therefore, suggested that the winners and runners up in these events should also be given 2 marks and 1 mark, respectively. Similarly, if any such competition is organized by the University or for that matter by the State Government or the Central Government, they could make 4th category. Citing an example, he said that one such competition is All India Drama Festival, Shimla.

On a point of information, Dr. Dinesh Talwar enquired from which date the newly devised Templates would be implemented.

It was clarified that both the templates for appointment of Assistant Professors would be implemented in anticipation of approval of the Senate. The template for appointment of Assistant Professors in the affiliated Colleges would be implemented from the date the circular is issued by the Dean, College Development Council, to the affiliated Colleges and for appointment in the University Teaching Departments,

the template would be implemented from the date the decision is communicated to the Establishment Branch.

It was said that the modifications in the templates would be made on the basis of the discussion taken place in the meeting.

Professor Shelley Walia suggested that the candidates having done M. Phil. should also be given some marks for M.Phil. as they have been spending a year for the same. If they do not allocate any marks for M.Phil. the students would be discouraged to join M. Phil. course.

Dr. Jagwant Singh suggested that in the template meant for appointment of Assistant Professor in the affiliated Colleges, some weightage should be given to those students who got Gold Medal at graduate level or have other academic achievements.

Professor Keshav Malhotra suggested that a provision already existed in the template for grant of 6 marks for the candidates who have got 60% marks in M.A. If such candidates have got gold medal, he/she should be given 1 additional mark. Similarly, there is a provision of 3 marks for the candidates who have got 60% marks in graduation level. If he/she got Gold Medal, 1 additional mark should be given to him/her.

The Vice-Chancellor said that maximum marks allocation would remain the same.

Professor Keshav Malhotra said that for academic/extra-curricular activities, maximum 5 marks have been granted and these should not be disturbed.

It was agreed upon that in the template for selection for College teachers, in the column for marks for achievements in the extra-curricular activities, “and marks for achievements in academic activities” should be included (the details would remain same as for template for University teachers). The total marks for the column would, however, remain same as 5.

Shri Harpreet Singh Dua pleaded that experience certificate should be issued to the teachers as per the new format. He suggested the total service put in by the *ad hoc* teachers in an academic year should be counted towards experience. Meaning thereby, the notional break/s should not be considered.

It was clarified that the notional break/s would not be taken into consideration while calculating the experience. If the total period in an academic year is six months or more, it would be taken into consideration.

Shri Ashok Goyal stated that if somebody has taught for six months in an academic year, he/she has to be given the benefit of experience. Similarly, if somebody served in a College for four months and joined another College after a break of 5-7 days, but in the same academic year, his/her total experience should be taken into consideration for granting the benefit of experience.

RESOLVED: That –

1. the recommendations of the Committee dated 30.07.2013, as per **Appendix-II**, be approved;
2. the teaching experience to be counted in an academic year should consist of the total period for which a candidate has worked, irrespective of break/s;
3. the template for appointment of Assistant Professors in the affiliated Colleges, amended as per discussion, be approved (as per **Appendix-II**);
4. separate templates for appointment of Assistant Professors in the affiliated Colleges of Education be prepared in the light of above discussion and be approved (as per **Appendix-II**); and
5. the template for appointment of Assistant Professor in the University Teaching Departments, and both the templates for appointment of Assistant Professor in Colleges, be implemented in anticipation of the approval of the Senate.

Appointment of Assistant Professors in Computer Science on temporary basis

3(i). Considered minutes dated 08.08.2013 (**Appendix-III**) of the Selection Committee (walk-in-interview) for appointment of Assistant Professors in Computer Science at the following constituent Colleges/P.U. Regional Centres purely on temporary basis for the academic session 2013-14 or till the regular posts are filled in through proper selection, whichever is earlier, in the pay-scale of ₹15600-39100+AGP ₹6000/- plus other allowances admissible as per University rules:

- (i) Baba Balraj P.U. Constituent College, Balachaur, Distt. Nawanshahr-1 post.
- (ii) P.U. Constituent College Guru Har Sahai, Distt. Ferozepur-1 post (*subject to the approval of the Punjab Govt./U.G.C.).
- (iii) P.U. Rural Centre, Kauni, Sri Muktsar Sahib-2 posts; and
- (iv) Panjab University Swami Sarvanand Giri Regional Centre, Hoshiarpur (Computer Science & Engineering)-1 post.

Professor Keshav Malhotra said that though they had raised their concern about the Constituent Colleges time and again, the appointments have been recommended for the Constituent Colleges. Recently, the Punjab Government has taken a loan of Rs.1,000/- crore from Punjab Urban Development Authority (PUDA). He, therefore, pleaded that the issue of running Constituent Colleges as well as making appointments there should be revisited in the absence of non-release of grant by the Punjab Government.

The Vice-Chancellor said that since they are not making regular appointments, if the Punjab Government does not fulfil its commitment, these persons would not get confirmed.

Dr. I.S. Sandhu stated that, earlier also, he had said that the persons, who were already working on contract/ temporary basis, should be relieved and every year the posts should be re-advertised and appointments made. He apprehended that if the same persons are allowed to continue time and again, they may claim for regularization of their services. Therefore, even if these appointments are made on contract/temporary basis, the posts should be re-advertised every year and appointments made.

Professor Keshav Malhotra said that since they did not relieve the persons working on contract/temporary basis working in these Constituent Colleges after 31st March, the University had to shell out an extra amount of Rs.56 lacs for making payment of salaries to them from April to June when there was no work for them.

The Vice-Chancellor said that since they have to serve a purpose and have to stabilize these Constituent Colleges, the persons, who are already working in these Colleges, were allowed to continue.

Dr. I.S. Sandhu stated that certain persons, who were earlier appointed, either do not fulfil the minimum qualifications or have just minimum qualifications only. Now, since several qualified and meritorious persons are available, these posts should be re-advertised and appointments made.

Professor Keshav Malhotra suggested that these appointments should be made only up to 31st March 2014.

Dr. Jagwant Singh, referring to the statement of Professor Keshav Malhotra that the University had to shell out an extra amount of Rs.56 lacs for making payment of salaries to the teachers appointed in the Constituent Colleges for the period April 2013 to June 2013, stated that, in fact, it is in accordance with the Panjab University Calendar. If they themselves started making appointments up to 31st March, how would they ask the affiliated Colleges, especially private Colleges, not to relieve the teachers after 31st March? In accordance with the rules, if a teacher worked for 9 months, he/she has to be given salary for the full year. Since these are young persons, entering into a new profession, they should take care of their interests.

Professor Keshav Malhotra said that they are getting loans from their own funds to make payment of salary to them.

The Vice-Chancellor stated that the University has a huge deficit and in that deficit there is enhancement also. Since the University is an Institution, it has to accept the responsibility of running the Constituent Colleges, in a manner that faculty is recruited with the same norms as they are inducting faculty in the University Teaching Departments and its Regional Centres. This procedure or norm of temporary appointments by Walk-in-Interviews, they are following simply because they do not have assurance from the Punjab Government that they would be paying grants *ad infinitum*. Because of that uncertainty, they are not appointing the faculty on regular basis, but are appointing on year to year basis. Since there is an urgent need to appoint faculty in the Constituent Colleges, they had

resorted to the walk-in-interviews. Once they inducted this faculty, they would to be treated as faculty members of this University. Since they have entered into 3rd year of the cycle, more and more number of students are coming to these Colleges. Resultantly, the teaching workload has also increased. To respond to this, they have to make some appointments. He respected the viewpoint of the members that they should keep the quality teachers. They would re-assess the teaching workload at the end of the year and re-advertise the posts next year accordingly.

Dr. Jagwant Singh said that the persons working on contract/temporary basis could continue till the regular appointments are made.

The Vice-Chancellor said that he would have to get it legally examined.

Dr. Dinesh Talwar said that, last year, it was decided by the Syndicate that these persons should be allowed to continue as they had to conduct the examinations, evaluation and admissions as well and the work in the Colleges should not suffer for want of teachers.

Shri Satish Sharma stated that if they really want to run these Constituent Colleges, they must induct good faculty there without bothering about the expenses/ finances involved. As far as deficit of the University is concerned, deficit is everywhere and it should not be reflected in their day to day activities. If they really wanted to establish these Colleges as Centres of Excellence/repute, they have to recruit good faculty and pay them full salary. They should not adopt different yardsticks for the Constituent Colleges because when it comes to affiliated Colleges, they adopt different road maps or academic/administrative guidelines. If any relaxation is to be given to the Constituent Colleges, the same should be extended to the other affiliated Colleges. The Vice-Chancellor must impress upon the Punjab Government to release financial grants to the University as well as its affiliated Colleges. If they will not knock the doors of the Punjab Government time and again, the Government will not take any action as far as finances are concerned.

Dr. I.S. Sandhu stated that P.U. Constituent College Guru Har Sahai, District Ferozepur, is running in the Government College building. He pleaded that even the Principals in Constituent Colleges should also not be appointed on regular basis until a surety, instead of assurances, is received from Punjab Government in writing. Otherwise, these Colleges would be a burden on the University exchequer as apprehended by Professor Keshav Malhotra.

The Vice-Chancellor said that this meant that he needed to go back to the Punjab Government. Secondly, after visiting first Constituent College, they would fix a meeting with the Chief Secretary, Punjab, in which he would be requested to give written assurance that the Punjab Government would give the recurring grant for these Constituent Colleges and the same be reflected in the next year's Budget.

Professor Naval Kishore informed that a Memorandum of Understanding (MoU) would be executed between the Punjab Government (through Secretary, Higher Education, Punjab) and the Panjab University in which everything would be made crystal clear.

He added that they have received a draft MoU, in which they have suggested some changes.

Principal R.S. Jhanji stated that they adopted different yardsticks for the affiliated Colleges. Almost 60% of the teachers in the affiliated Colleges had already retired and due to ban on recruitment imposed by the Government they have no alternative but to run the Colleges with only 40% staff. Secondly, the appointment of teachers has been linked with releasing of grant by the Government. How could they appoint regular faculty in the absence of release of regular grants by the Government. Almost 77% grant has been cut by the Government. He apprehended that ultimately the Constituent Colleges would be the liability of the University. On the one hand, the University is making appointments on contract basis and on the other hand, it is not allowing contractual appointments in the aided Colleges. He pleaded that they should not adopt different yardsticks.

The Vice-Chancellor proposed that the matter should be referred to a small Committee of the Syndicate for bringing out a Resolution for adoption.

Shri Ashok Goyal stated that Shri Satish Sharma and Principal R.S. Jhanji have raised very important questions that why they are adopting two yardsticks. He would go a step further whether the University has discretion to have two different yardsticks? The answer to this is no. Whether they are Constituent Colleges or Government Colleges or aided Colleges or unaided Colleges affiliated to this University, they could not go beyond what the U.G.C. had prescribed. If they violated the provisions of the U.G.C. in the case of Constituent Colleges and Government Colleges, probably they had no authority to ask other Colleges affiliated with the University to meet the requirements of the U.G.C. As far as legal position is concerned, the appointments have been suggested to be made for the academic session 2013-14 or till the posts are filled in on regular basis, whichever is earlier. Usually, they approve the appointments in good faith. If they approve these appointments as proposed, i.e., up to 30th April 2014, but as per law prevailing as on date, they would be approving these appointments till the posts are filled in on regular basis. It started with the Government College, Chandigarh, wherein the appointment/s was/ were made for one year, but the person/s concerned went to the Court for regularization of their services. Till today, they did not know the difference between temporary and contractual appointments because they themselves are not clear about it. Here also it is mentioned temporary/ contract, which would create confusion later on. To avoid this confusion, earlier in one of the meetings of the Syndicate, a conscious decision was taken that appointments would be made on temporary or regular basis and not on contract basis because the persons appointed on contract basis are not eligible for allowances, including H.R.A., whereas the persons appointed on temporary basis are eligible for allowances. Still items are coming for approving appointments on temporary/contract basis and sometimes conditional. Another thing, which has been raised by Dr. I.S. Sandhu is that if the Principals in Constituent Colleges could be appointed on regular basis, why not the Assistant Professors. Therefore, they have to take a conscious decision that they would run the Constituent Colleges whether they get funds from the Punjab Government or not. That is something, to which to his mind, they could not escape because they could not run these Constituent Colleges without having grant from the Government. Till date, neither

the Syndicate nor the Senate has taken any decision whether the Punjab Government has got four Constituent Colleges or three from the U.G.C. for Panjab University. Hence, they are in uncertainty even about the number of Constituent Colleges. In fact, Guru Har Sahai Constituent College, District Ferozepur, is not covered under the U.G.C. scheme; rather the Punjab Government had requested and given an undertaking that they would bear the recurring liability of this College regularly. In the first year, they had said that if they did not receive grant by the end of the year, they would not make admission to the 2nd year. They had been doing this for the last three years. He did not know how much amount is due from the Punjab Government in respect of these Constituent Colleges, which is multiplying every year. They are fully aware of the financial health of the Punjab Government, Union Government and the global scenario as well. Knowing fully well, they still think that maybe some miracle will take place, hoping against hope. Earlier, they took decision to appoint Principal/s in these Constituent Colleges on regular basis. Making appointments of Lecturers on temporary basis is affecting the imparting of quality education to the students because if there is still uncertainty in the minds of the teachers, they could well imagine what kind of education, he/she would impart. If the Vice-Chancellor and the Dean, College Development Council are convinced and committed to run these Constituent Colleges and are sure of getting finances from the Punjab Government or the Central Government, only then they should take a decision to appoint teachers in all the Constituent Colleges on regular basis. Secondly, they have to keep in mind that they are appointing these persons not for one year period, but till the posts are filled in on regular basis. Authoritatively, the Vice-Chancellor and the Dean, College Development Council, is saying that they would take commitment from the Punjab Government and also a MoU would be signed between the Punjab Government and the University for the purpose. The amount to be given to the University, which is to be mentioned in the MoU, should also be reflected in the Budget for the next year. He, however, wondered if the MoU is not signed between the Punjab Government and the University, whether these Constituent Colleges would be closed. Three Colleges are part of the scheme of the U.G.C., which has been accepted by the Punjab Government and the Punjab Government is getting money from them. In fact, the Punjab Government is not only releasing money to the Panjab University for these Constituent Colleges, but also to the other Universities of the State. In this way, the Punjab Government is passing its responsibility to the Universities to run the Constituent Colleges. In spite of the discrimination between the Principals and appointment of Lecturers in the Constituent Colleges, the non-teaching staff working/ appointed in the Constituent Colleges is also being given step-motherly treatment vis-à-vis non-teaching staff of the University. He did not know under what circumstances the staff of these Constituent Colleges is treated as aliens in the University. There is a need to change the mindset of the employees in the University. In fact, the non-teaching employees working in the Constituent Colleges deserve all kind of facilities at par with University staff. So much so the employees of the Constituent Colleges have not been extended certain benefits given by the Punjab Government w.e.f. November 2011 though the same had already been extended to the employees working in the University. He did not know why these were not implemented in the case of employees of the Constituent Colleges. He thought that now the problem has been sorted out, he wanted to emphasize that they should change their mindset and convince each other that these Constituent Colleges are part and parcel of the

University and the staff working there is entitled for all kind of facilities which are available to the University staff though it is a different matter that the finances for these Colleges are to come from the Punjab Government.

Professor Shelley Walia said that one thing is clear that they need permanent faculty so that they could impart quality education to the students. If they appoint teachers through walk-in-interviews, how would they run these Colleges? Therefore, there is no other way except to appoint regular faculty. While giving approval to these appointments, they should take a decision that, in future, they should ensure that the posts are filled in on regular basis.

Dr. I.S. Sandhu reiterated that if the Lecturers in these Constituent Colleges are not to be appointed on regular basis, the Principals should also not be appointed on regular basis.

Dr. Jagwant Singh said that ultimately these Institutions are of the Society. Hence, their concern should be to take a policy decision.

Shri Ashok Goyal suggested that the Punjab Government should be written to in clear terms that if the Punjab Government does not release entire outstanding amount due to the Panjab University by 31st March 2014, the Panjab University would not run these Constituent Colleges from the next academic session, i.e., 2014-15.

Dr. I.S. Sandhu said that in one of the Colleges affiliated to Guru Nanak Dev University, Amritsar, salary is not being given to the teachers.

Professor Keshav Malhotra stated that if they have to mortgage their buildings for meeting the expenses of these Constituent Colleges, why should they run these Colleges?

Dr. R.P.S. Josh said that from next year onwards both the Principals and Lecturers in these Constituent Colleges should be appointed on regular basis.

Professor Naval Kishore stated that the University has received a grant of Rs.3 crore from the Punjab Government for the year 2012-13.

Shri Ashok Goyal enquired if the Principal/s appointed on regular basis could be shifted to University Teaching Departments in case of closure of these Constituent Colleges. If yes, Lecturers could also be adjusted/accommodated in the University Teaching Departments.

The Vice-Chancellor said that they have to take a conscious decision that from next year they would recruit teachers also on regular basis. Let all the persons, who are working in the Constituent Colleges on temporary/contract basis, compete with the best persons.

Shri Ashok Goyal said that they should prepare the next year's budget by including the expenses of Constituent Colleges because the budget of the Constituent Colleges is a part of the Punjab Government Scheme. He agreed with Professor Keshav Malhotra that if the University is facing difficulties in paying salary to the existing staff, do they have any wisdom in adding more liability on the University.

Professor Keshav Malhotra stated that they should take a decision once for all whether they have to run these Constituent Colleges or not. To run these Constituent Colleges is the responsibility of the Punjab Government because they are taking money from the Central Government. While obliging, they are suffering themselves because the University has no money to pay salary to the existing staff. As far as receipt of Rs.3 crore from the Punjab Government for these Colleges for the financial year 2012-13 is concerned, he said that Rs.3 crore is not enough money because with this meagre amount they could not run even one Constituent College. He, therefore, suggested that the Punjab Government should be written to that it is the decision of the Syndicate of Panjab University that in case Punjab Government is not able to release the amount of entire outstanding expenditure incurred in running of these Constituent Colleges to the University by 31st March 2014, the University would not be able to run these Colleges.

Dr. Jagwant Singh said that even if these Colleges are not run by the Panjab University, these would not be closed down as these would be run by the Punjab Government.

Professor Shelley Walia suggested that the University should go to the Government for release of funds in respect of these Constituent Colleges.

The Vice-Chancellor said that the purpose of signing MoU with the Punjab Government is for serving the society. However, they could ink the MoU keeping in view the discussion taken place in the Syndicate meeting.

Dr. Tarlok Bandhu pointed out that Principal/s of the Constituent Colleges have not been appointed as member of the Selection Committee for the post of Assistant Professor. He suggested that in future whenever any appointment is to be made in the Constituent Colleges, the Principal of the concerned Colleges should be appointed as member of the Selection Committee.

Shri Satish Sharma suggested that a Committee should be constituted to look into the problems of the affiliated Colleges which are on the ventilator.

Shri Harpreet Singh Dua said that though no teachers are being appointed by certain Colleges, more seats/units are being demanded by them. Could the Colleges be allowed to admit more students in the absence of Principal or of the requisite number of teachers?

RESOLVED: That –

- (1) the Punjab Government be written to that the Syndicate of the Panjab University has decided that in case Punjab Government failed to release the entire outstanding amount pertaining to the expenditure incurred in running of the Constituent Colleges to the University by 31st March 2014, the University would not run the Constituent Colleges from the next academic session, i.e. 2014-15;

- (2) the Principals in the Constituent Colleges be also appointed on temporary/contract basis as is being done in the case of Assistant Professors and not on regular basis; and
- (3) a Committee comprising Principal R.S. Jhanji, Dr. Jagwant Singh, Dr. R.P.S. Josh and Dr. Tarlok Bandhu be constituted to draft a Resolution, on behalf of the Syndicate of the University, to get the grants released to the University as well its affiliated Colleges by the Punjab Government.

RESOLVED FURTHER: That –

- 1.(i) Mr. Deepak be appointed Assistant Professor in Computer Science at Baba Balraj P.U. Constituent College, Balachaur, District Nawanshahr, purely on temporary basis for the academic session 2013-14 or till the posts are filled in on regular basis through proper selection, whichever is earlier, in the pay-scale of Rs.15600-39100 + AGP Rs.6000/- plus allowances admissible as per University rules, under Regulation 5 at page 111 of P.U. Calendar, Volume I, 2007.

The competent authority could assign him teaching duties in the same subject in other teaching Departments of the University in order to utilize his subject expertise/specialization and to meet the needs of the allied Department/s at a given point of time, within the limits of workload as prescribed in the U.G.C. norms.

- (ii) Ms. Supreet Kaur Mann be placed on the Waiting List.
- 2.(i) Mr. Karan Sukhija be appointed Assistant Professor in Computer Science at P.U. Constituent College Guru Har Sahai, District Ferozepur (*subject to the approval of the Punjab Govt./UGC), purely on temporary basis for the academic session 2013-14 or till the posts are filled in on regular basis through proper selection, whichever is earlier, in the pay-scale of Rs.15600-39100 + AGP Rs.6000/- plus allowances admissible as per University rules, under Regulation 5 at page 111 of P.U. Calendar, Volume I, 2007.

The competent authority could assign him teaching duties in the same subject in other teaching Departments of the University in order to utilize his subject expertise/specialization

and to meet the needs of the allied Department/s at a given point of time, within the limits of workload as prescribed in the U.G.C. norms.

- (ii) The following persons, in order of merit, be placed on the waiting list:

- (i) Mr. Deepak
- (ii) Ms. Supreet Kaur Mann

- 3.(i) the following persons, in order of merit, be appointed Assistant Professor in Computer Science at P.U. Rural Centre, Kauni, Sri Muktsar Sahib, purely on temporary basis for the academic session 2013-14 or till the posts are filled in on regular basis through proper selection, whichever is earlier, in the pay-scale of Rs.15600-39100 + AGP Rs.6000/- plus allowances admissible as per University rules, under Regulation 5 at page 111 of P.U. Calendar, Volume I, 2007:

- (i) Mr. Munish Kumar
- (ii) Ms. Supreet Kaur Mann

The competent authority could assign them teaching duties in the same subject in other teaching Departments of the University in order to utilize their subject expertise/specialization and to meet the needs of the allied Department/s at a given point of time, within the limits of workload as prescribed in the U.G.C. norms.

- (ii) The following persons, in order of merit, be placed on the Waiting List:

- (i) Mr. Varinder Singh
- (ii) Mr. Pradeep Kumar

- 4.(i) Ms. Shama Pathania be appointed Assistant Professor in Computer Science & Engineering at P.U. Swami Sarvanand Giri Regional Centre, Hoshiarpur, purely on temporary basis for the academic session 2013-14 or till the posts are filled in on regular basis through proper selection, whichever is earlier, in the pay-scale of Rs.15600-39100 + AGP Rs.6000/- plus allowances admissible as per University rules, under Regulation 5 at page 111 of P.U. Calendar, Volume I, 2007.

The competent authority could assign her teaching duties in the same subject in other teaching Departments of the University in order to utilize her subject expertise/specialization and to meet the needs of the allied Department/s at a given point of time, within

the limits of workload as prescribed in the U.G.C. norms.

(ii) The following persons, in order of merit, be placed on the Waiting List:

- (i) Ms. Ramneek Kaur
- (ii) Ms. Ravneet Kaur.

- NOTE:**
1. The score chart of all the candidates, who appeared in the interview, would form a part of the proceedings.
 2. A summary bio-data of the selected and wait-listed candidates are enclosed (**Appendix-III**) and it is certified that the selected and wait-listed candidates fulfilled the qualifications laid down for the post.

Appointment of Assistant Professors in English on temporary basis

3(ii). Considered minutes dated 10.08.2013 (**Appendix-IV**) of the Selection Committee (Walk-in-interview) for appointment of Assistant Professors in English at the following constituent Colleges purely on temporary basis for the Academic session 2013-14 or till the regular posts are filled in through proper selection, whichever is earlier, in the pay-scale of ₹15600-39100+AGP ₹6000/- plus other allowances admissible as per University rules:

- (i) Baba Balraj P.U. Constituent College, Balachaur, District Nawanshahr-2 posts.
- (ii) P.U. Constituent College Guru Har Sahai, Distt. Ferozepur-2 posts (*subject to the approval of the Punjab Govt./U.G.C.).
- (iii) P.U. Constituent College Nihalsinghwala, Distt. Moga-2 posts.
- (iv) P.U. Constituent College Sikhwala, Distt. Sri Muktsar Sahib-1 post.

RESOLVED: That –

1. Dr. Poonam Dwivedi be appointed Assistant Professor in English at Baba Balraj P.U. Constituent College, Balachaur, District Nawanshahr, purely on temporary basis for the academic session 2013-14 or till the posts are filled in on regular basis through proper selection, whichever is earlier, in the pay-scale of Rs.15600-39100 + AGP Rs.6000/- plus allowances admissible as per University rules,

under Regulation 5 at page 111 of P.U. Calendar, Volume I, 2007.

The competent authority could assign her teaching duties in the same subject in other teaching Departments of the University in order to utilize her subject expertise/specialization and to meet the needs of the allied Department/s at a given point of time, within the limits of workload as prescribed in the U.G.C. norms.

2. Mr. Kapil Dev be appointed Assistant Professor in English at P.U. Constituent College Guru Har Sahai, District Ferozepur (*subject to the approval of the Punjab Govt./UGC), purely on temporary basis for the academic session 2013-14 or till the posts are filled in on regular basis through proper selection, whichever is earlier, in the pay-scale of Rs.15600-39100 + AGP Rs.6000/- plus allowances admissible as per University rules, under Regulation 5 at page 111 of P.U. Calendar, Volume I, 2007.

The competent authority could assign him teaching duties in the same subject in other teaching Departments of the University in order to utilize his subject expertise/specialization and to meet the needs of the allied Department/s at a given point of time, within the limits of workload as prescribed in the U.G.C. norms.

3. Dr. Harjeet Singh be appointed Assistant Professor in English at P.U. Constituent College Nihalsinghwala, District Moga, purely on temporary basis for the academic session 2013-14 or till the posts are filled in on regular basis through proper selection, whichever is earlier, in the pay-scale of Rs.15600-39100 + AGP Rs.6000/- plus allowances admissible as per University rules, under Regulation 5 at page 111 of P.U. Calendar, Volume I, 2007.

The competent authority could assign him teaching duties in the same subject in other teaching Departments of the University in order to utilize his subject expertise/specialization and to meet the needs of the allied Department/s at a given point of time, within the limits of workload as prescribed in the U.G.C. norms.

NOTE: 1. The score chart of all the candidates, who appeared in the interview, would

form a part of the proceedings.

2. A summary bio-data of the selected and wait-listed candidates, if any, are enclosed **(Appendix-IV)** and it is certified that the selected and wait-listed candidates fulfilled the qualifications laid down for the post.

Appointment of Assistant Professors in Punjabi on temporary basis

3(iii). Considered minutes dated 12.08.2013 **(Appendix-V)** of the Selection Committee (Walk-in-interview) for appointment of Assistant Professors in Punjabi at the following constituent Colleges/P.U. Rural Centre purely on temporary basis for the Academic session 2013-14 or till the regular posts are filled in through proper selection, whichever is earlier, in the pay-scale of ₹15600-39100+AGP ₹6000/- plus other allowances admissible as per University rules:

- (i) Baba Balraj P.U. Constituent College, Balachaur, Distt. Nawanshahr-1 post.
- (ii) P.U. Constituent College Guru Har Sahai, Distt. Ferozepur-1 post (*subject to the approval of the Punjab Govt./U.G.C.).
- (iii) P.U. Constituent College Nihalsinghwal, Distt. Moga-1 post.
- (iv) P.U. Rural Centre, Kauni, Sri Muktsar Sahib-1 post.

RESOLVED: That –

1. (i) Dr. Naresh Kumar be appointed Assistant Professor in Punjabi at Baba Balraj P.U. Constituent College, Balachaur, District Nawanshahr, purely on temporary basis for the academic session 2013-14 or till the posts are filled in on regular basis through proper selection, whichever is earlier, in the pay-scale of Rs.15600-39100 + AGP Rs.6000/- plus allowances admissible as per University rules, under Regulation 5 at page 111 of P.U. Calendar, Volume I, 2007.

The competent authority could assign him teaching duties in the same subject in other teaching Departments of the University in order to utilize his subject expertise/specialization and to meet the needs of the allied Department/s at a given point of time, within the limits of workload as prescribed in the U.G.C. norms.

- (ii) Dr. Ramanjeet Kaur be placed on the waiting list.

- 2.(i) Dr. Resham Singh be appointed Assistant Professor in Punjabi at P.U. Constituent College Guru Har Sahai, District Ferozepur (*subject to the approval of the Punjab Govt./UGC), purely on temporary basis for the academic session 2013-14 or till the posts are filled in on regular basis through proper selection, whichever is earlier, in the pay-scale of Rs.15600-39100 + AGP Rs.6000/- plus allowances admissible as per University rules, under Regulation 5 at page 111 of P.U. Calendar, Volume I, 2007.

The competent authority could assign him teaching duties in the same subject in other teaching Departments of the University in order to utilize his subject expertise/specialization and to meet the needs of the allied Department/s at a given point of time, within the limits of workload as prescribed in the U.G.C. norms.

- (ii) Dr. Jasbir Singh be placed on the Waiting List.
- 3.(i) Dr. Gurjit Singh be appointed Assistant Professor in Punjabi at P.U. Constituent College Nihalsinghwala, District Moga, purely on temporary basis for the academic session 2013-14 or till the posts are filled in on regular basis through proper selection, whichever is earlier, in the pay-scale of Rs.15600-39100 + AGP Rs.6000/- plus allowances admissible as per University rules, under Regulation 5 at page 111 of P.U. Calendar, Volume I, 2007.

The competent authority could assign him teaching duties in the same subject in other teaching Departments of the University in order to utilize his subject expertise/specialization and to meet the needs of the allied Department/s at a given point of time, within the limits of workload as prescribed in the U.G.C. norms.

- (ii) The following persons, in order of merit, be placed on the Waiting List:
- (i) Dr. Resham Singh
(ii) Dr. Jasbir Singh
- 4.(i) Dr. Gurjit Singh be appointed Assistant Professor in Punjabi at P.U. Rural Centre, Kauni, Sri Muktsar Sahib, purely on temporary basis for the academic session 2013-14 or till the posts are filled in on regular basis through proper selection, whichever is earlier, in the pay-scale of Rs.15600-39100+AGP Rs.6000/- plus allowances

admissible as per University rules, under Regulation 5 at page 111 of P.U. Calendar, Volume I, 2007.

The competent authority could assign him teaching duties in the same subject in other teaching Departments of the University in order to utilize his subject expertise/specialization and to meet the needs of the allied Department/s at a given point of time, within the limits of workload as prescribed in the U.G.C. norms.

- (ii) The following persons, in order of merit, be placed on the Waiting List:
- (i) Dr. Resham Singh
 - (ii) Dr. Jasbir Singh

NOTE: 1. The score chart of all the candidates, who appeared in the interview, would form a part of the proceedings.

2. A summary bio-data of the selected and wait-listed candidates, if any, are enclosed **(Appendix-V)** and it is certified that the selected and wait-listed candidates fulfilled the qualifications laid down for the post.

Appointment of Assistant Professors in Political Science on temporary basis

3(iv). Considered minutes dated 13.08.2013 **(Appendix-VI)** of the Selection Committee (Walk-in-interview) for appointment of Assistant Professors in Political Science at the following constituent Colleges/P.U. Rural Centre purely on temporary basis for the Academic session 2013-14 or till the regular posts are filled in through proper selection, whichever is earlier, in the pay-scale of ₹15600-39100+AGP ₹6000/- plus other allowances admissible as per University rules:

- (i) P.U. Constituent College Nihalsinghwala, Distt. Moga-1 post.
- (ii) P.U. Rural Centre, Kauni, Sri Muktsar Sahib-1 post.

RESOLVED: That –

- 1.(i) Mr. Surinder Singh be appointed Assistant Professor in Political Science at P.U. Constituent College Nihalsinghwala, District Moga, purely on temporary basis for the academic session 2013-14 or till the posts are filled in on regular basis through proper selection, whichever is earlier, in the pay-scale of Rs.15600-39100 + AGP Rs.6000/- plus allowances admissible as per University rules,

under Regulation 5 at page 111 of P.U. Calendar, Volume I, 2007.

The competent authority could assign him teaching duties in the same subject in other teaching Departments of the University in order to utilize his subject expertise/specialization and to meet the needs of the allied Department/s at a given point of time, within the limits of workload as prescribed in the U.G.C. norms.

- (ii) Mr. Rajiv Kumar be placed on the Waiting List.
- 2.(i) Mr. Surinder Singh be appointed Assistant Professor in Political Science at P.U. Rural Centre Kauni, Sri Muktsar Sahib, purely on temporary basis for the academic session 2013-14 or till the posts are filled in on regular basis through proper selection, whichever is earlier, in the pay-scale of Rs.15600-39100+ AGP Rs.6000/- plus allowances admissible as per University rules, under Regulation 5 at page 111 of P.U. Calendar, Volume I, 2007.

The competent authority could assign him teaching duties in the same subject in other teaching Departments of the University in order to utilize his subject expertise/specialization and to meet the needs of the allied Department/s at a given point of time, within the limits of workload as prescribed in the U.G.C. norms.

- (ii) Mr. Rajiv Kumar be placed on the Waiting List.

- NOTE:**
1. The score chart of all the candidates, who appeared in the interview, would form a part of the proceedings.
 2. A summary bio-data of the selected and wait-listed candidates, if any, are enclosed **(Appendix-VI)** and it is certified that the selected and wait-listed candidates fulfilled the qualifications laid down for the post.

Policy on Sexual Harassment of Women

4. Considered if the Policy of Panjab University against Sexual Harassment (**Appendix-VII**), drafted by the Committee against Sexual Harassment, in compliance with the 'THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013, be adopted.

Initiating discussion, Professor Shelley Walia pointed out that, at Page 23 of the Appendix, it has been mentioned that the complaint may be lodged within a period of three months from the date of incident. He suggested that this period of three months should be reduced to 2/3 weeks.

Professor Nandita Singh said that the three months period is the maximum period and the complainant could lodge the complaint at any time before 3 months.

Shri Ashok Goyal enquired whether this period of three months is the provision of the Act.

Dr. Jagwant Singh said that the Policy of the University against Sexual Harassment should be in the light of the provisions contained in the Act. He pointed out that at Page 26 of the appendix, it has been mentioned that "(ii) if found guilty, the Committee should indicate whether it considers the offence to be:

- A major offence; or
- A serious offence; or
- A minor offence.

An intermediate category, i.e. 'serious offence' has been introduced since there may be cases which are more serious than minor ones but not of such a character as to be called major sexual offences which would include aberrations leading to murder, rape, physical assault/injury or grave breach of trust, etc.". In view of this they need to define serious offence and see whether major punishment is to be given for serious offence or minor punishment. They should approve this policy subject to incorporation of changes suggested by the members, if not contrary to the Act.

Shri Ashok Goyal, referring to Rule 26 at Page 32, stated that it is beyond disciplinary action in terms of service rules. As far as the disciplinary procedure of the University is concerned, they have to categorize it accordingly. They needed to define as for which offences minor punishment is to be awarded and for which offences major punishment is to be awarded. The Committee has made a very good recommendation that where the Committee arrives at a conclusion that the allegation against the respondent is malicious or the aggrieved woman or any other person making the complaint has made the complaint knowing it to be false or the aggrieved woman or any other person has produced any forged or misleading document, it may recommend to the University to take action against the woman or the person who has made the complaint in accordance with the provisions of the service rules applicable to her or him. He enquired whether this provision has been incorporated here only or in the disciplinary procedure of the University also. Generally, the report is very good and a lot of efforts have been put in by the Committee.

Dr. Jagwant Singh stated that some members from outside the University, particularly from the affiliated Colleges should have been included in the Committee which prepared the Policy Against Sexual Harassment (Rules & Procedures) for Panjab University so that the same could also have been made applicable in the case of affiliated Colleges of the University.

Shri Ashok Goyal said that probably they have to prepare a separate document for the affiliated Colleges.

Dr. Jagwant Singh, referring to page 20 of the Appendix, said that there is a provision for one eminent woman academician from outside the University. He, therefore, suggested that by preparing the policy for the affiliated Colleges, an eminent woman academician from outside the University, maybe from the affiliated Colleges should be included in the Committee.

The Vice-Chancellor said that before circulating the Policy Against Sexual Harassment to various quarters, including affiliated Colleges, a meeting of the Committee should be held for preparing the Policy for the affiliated Colleges.

After some further discussion, it was –

RESOLVED: That the Policy of Panjab University against Sexual Harassment, as per **Appendix-VII**, be adopted. Further, a separate Policy against Sexual Harassment against Women be drafted for the affiliated Colleges and an eminent woman academician from outside the University, maybe from the affiliated Colleges, be invited in the meeting of the Committee.

RESOLVED FURTHER: That the Policies (both for the University as well as its affiliated Colleges) framed by the Committee, be placed before the Syndicate in its next meeting as an Information item.

At this stage, Dr. Jagwant Singh said that despite his raising the issue in the previous two meetings of the Syndicate, Action Taken Report in the case of G.T.B. Khalsa College, Dasuya, has not been placed before the Syndicate. He pleaded that the Action Taken Report must be placed before the Syndicate as it needed to be discussed.

Dr. Dinesh Talwar stated that though the University has not taken any action on the report of the Committee, the College had already taken action against all the complainant teachers in the form of terminating their services. He apprehended that after today nobody would make a complaint against his/her College.

Dr. Jagwant Singh said that they did not know what reply has been given by the College to the Show Cause Notice served by the University. But as far as action is concerned, neither the Government has taken any action, nor the University. As far as he knew, the University has not received any reply from the College to the Show Cause Notice. **He, therefore, pleaded that a specific item as to what action the University has taken in the case of G.T.B. Khasla College, Dasuya from day one.**

This was agreed to.

**Recommendations of
Board of Finance
dated 19.07.2013**

5. Considered the following recommendations of the Board of Finance dated 19.07.2013:

Item 1

That the existing rates of 10 Stipends/Scholarships be enhanced from Rs.500/- to Rs.2000/-p.m. for the students of M.A. I & M.A. II Classes (Five each) of the Department of Indian Theatre.

Additional Financial Liabilities: Rs.1,80,000/- p.a.
(approx.)

- NOTE**
- (i) A provision of Rs.60,000/- in the Budget estimates of 2013-2014, already exist in the Department of Indian Theatre for 10 Scholarships to the M.A. I & M.A. II Classes (five each) @ Rs.500/- per student.
 - (ii) The Academic Committee of the Department has recommended enhancement in the rate of Stipends/Scholarships from Rs.500/- to Rs.2000/- p.m.
 - (iii) The existing rate of Rs.500/- p.m. was revised in the year 1998.

Item 2

That an additional provision of 8 new merit Scholarships for students of B.Com. LL.B. (Hons.) Five Years Integrated Course in Commerce Stream @ Rs.1000/- p.m. for the toppers of 1st, 2nd, 3rd and 4th years *one each for General and Scheduled Caste category* be created under the budget head "Scholarships" (Recurring) of the University Institute of Legal Studies on the pattern of B.A. LL.B. (Hons.) Five years Integrated Course students.

Additional Financial Liabilities: Rs.96,000/-p.a.
(approx.)

- NOTE:**
- (i) The Academic Committee of the UILS at its meeting held on 18.2.2013 has recommended for creation of two merit scholarships one each for General Category and Scheduled Caste category for toppers of 1st, 2nd, 3rd and 4th years students of B.Com. LL.B. (Hons.) Five years integrated course amounting to Rs.12000/- p.a. @ Rs.1000/- per month. *However, no extra Scholarship has been recommended for the toppers of Entrance Test of B.Com. LL.B. (Hons.) Five years Integrated Course as the same is common for Entrance Test of B.A./B.Com. LL.B. (Hons.) Five years Integrated Course in UILS.*

- (ii) A budget provision of Rs.1,20,000/- for 10 merit Scholarships @ Rs.1000/- p.m. already exists in the Budget Estimates of 2013-14 of the University Institute of Legal Studies for the toppers of 1st,2nd,3rd and 4th years students as well as for the toppers of Entrance Test of B.A.LL.B. (Hons) Five year Integrated Course. Such scholarships already existed for B.A. LL.B Students. Now B.Com. LL.B. course has also been started and, therefore, provision needs to be created.

Item 3

That the stipend on account of Rotatory Internship to the students who have passed the B.D.S.(IV years course) be increased from Rs.6000/- p.m. to Rs.9000/- p.m. of Dr. H.S. Judge Institute of Dental Sciences & Hospital as per Punjab Govt. Notification No. 9/10/2012-3SS-3/6394 dated 26.10.2012 issued by Medical Education and Research Department (Health Deptt. -3) for the internship batch commencing from 28th June, 2013 onwards.

Additional Financial Liabilities: Rs.36,00,000/- p.a.

NOTE: The BOF dated 18.03.2010, Item No.3 has already sanctioned Rotatory Internship @ 6000/- p.m. to the students who have passed B.D.S. (IV years course).

Item 4

That:

- (i) The Financial Assistance/Grant/Subsidy to University teachers for attending Conferences/ Workshop/Seminars/ Symposium within the country as per their entitlement by way of Rail/Bus/Air be enhanced from Rs.15,000/- to Rs.20,000/- in a financial year out of the budget head "Improvement of Education – sub head – Attending Educational Conferences i.e. University teachers".
- (ii) for the University employees, the entitlement for the purpose of mode of travel may be determined on the basis of Punjab Govt. T.A. rules as notified vide Circular No. 18/10/09-4FP2/440 dated 31.08.2009 and the Rule No. 38(I) at Page 152 of P.U. Cal. Volume III, 2009, shall stand amended to that extent.

Additional Financial Liabilities : Rs.5,00,000/- p.a.
Existing provision (Imp. of Edu.): Rs.16,00,000/-p.a.

Item 5

That the recommendations of the Committee dated 05.02.2013 with regard to the grant of benefit of Maternity Leave (with pay) to the female contractual employees working in Panjab University, be approved, as per **Appendix - II.**

NOTE: According to Punjab Civil Service Rules notified vide 4285-SII (3)-73/27201 dated 31.08.1973, the Panjab University, Chandigarh already provides the benefit to a female temporary employee who has been recruited on temporary/Ad-hoc basis for a limited period and they can avail the benefit of Maternity Leave (with pay) provided that no leave shall be granted to such female employee who has three or more living children.

Item 6

That the minutes of the Committee dated 17.04.2013 **Appendix-III** be approved and accordingly the Secretariat Allowance now converted to Secretariat Pay be given to all categories of Ministerial Staff to whom it was not paid earlier, from the date of decision of Board of Finance.

Additional Financial Liability: Rs.2.37 lac p.a.
(approx.)

- NOTE:** (i) The Ministerial Staff of the University has been granted pay-scales at par with the employees of the Punjab Civil Secretariat and treated at par with the Secretariat staff as per the decision of the Board of Finance dated 06.03.1980 (Item No.9). The revision of pay-scales of the Ministerial Staff of the University has been affected as per the pay-scales attached to various posts with nomenclatures available in the Punjab Civil Secretariat in the Ministerial Establishment since 01.01.1978.
- (ii) The Punjab Government has granted Secretariat Allowance to certain categories of employees working in the Punjab Civil Secretariat in the year 1994 and the Panjab University also extended this benefit to its employees. The Secretariat Allowance **has now been converted to Secretariat Pay** by the Notification No.3/10/10-SFP2/786-91, dated 15.12.2011 of the Punjab Govt.
- (iii) The Resident Audit Officer of the University vide Audit Memo No. RAO/2012/51 dated 27.01.2012 has observed that Punjab Government employees working in the offices of the Directorate as well as in field offices are not entitled for the Secretariat Allowance which has now been converted to Secretariat pay. **Hence, it may be got decided from the competent authority as to which offices of the Panjab University be treated as Secretariat for**

the purpose of grant of Special Allowance now converted to Secretariat Pay.

- (iv) Ever since the revision of these pay-scales, the Ministerial employees working in different establishments of the University have been getting the pay and allowances as have been sanctioned to the employees working at Punjab Civil Secretariat, Chandigarh as notified by the Punjab Government from time to time. **At no point of time any issue arose as to which office in the University is to be considered as Secretariat.**
- (v) The University is having its own specific organizational structure comprising of various Teaching Departments, Non-Teaching Departments, Administrative Block, various Centres including the Regional Centres at Muktsar, Ludhiana and Hoshiarpur, Constituent Colleges, Institutes established by the governing bodies of the University to carry on its academic, research and administrative activities and no particular office in the University has been declared as Secretariat.

Hence all the Ministerial Staff deputed in various Departments, Regional Centres, Administrative Block, Constituent Colleges etc. are also entitled to the same pay band and other entitlements as are available to the employees of the Civil Secretariat in terms of the decision of the Board of Finance.

Item 7

That the recommendation of the Committee dated 09.05.2013 constituted to resolve the issue regarding fixation of pay of Readers/Lecturers (Selection Grade) selected/promoted after 01.01.1996, be approved, as per **Appendix IV**.

- NOTE:** (i) As per UGC Notifications for revision of pay-scales of University Teachers effective from 01.01.1996 and notified by the Government of Punjab vide Notification dated 10.03.1999 which was adopted by the University for implementation, Annexure- I (set of conditions), Para vi (b) provides that:

“The fixation of pay of Lecturers (Selection Grade)/Readers in the pre-revised scale of Rs.3700-125-4950-150-5700/- who were selected strictly

in accordance with the Rules and Regulations framed by the UGC and who were in position as Lecturers (Selection Grade)/Readers as on 01.01.1996 will be made in a manner that they get their pay fixed at the minimum of Rs.14,940/- in the revised scale of Rs.12000-420-18300 as and when they complete five years in the grade.”

- (ii) The University has allowed the benefit of pay of Rs.14940/- to Readers/ Lecturers (SG) in the revised pay-scale of Rs.12000-420-18300 as and when they complete 5 years of service with effect from 01.01.1996. Such fixation of pay in the revised pay scale was duly admitted by the Audit at that time.
- (iii) Now, the Resident Audit Officer of the University vide Memo dated 04.01.2012 has observed that only those who were in position as such as on 01.01.1996 were entitled for the stage of Rs.14,940/- as and when they completed 5 years of service. But those who were placed in this position after 01.01.1996 are not eligible for the stage of Rs.14,940/- in the revised scale on completion of 5 years of service.
- (iv) The Hon'ble High Court of Himachal Pradesh on the same issue in the case of Sh. Ashok Kumar Gupta Versus Union of India and others in a bunch of petition (the first Petition No.4667 of 2009) on 31.05.2012 has decided as under:

“Accordingly, in view of the observations and analysis made hereinabove, all the petitions are allowed. The cut-off date, i.e. 01.01.1996 mentioned in Para 1 (v)(b) of Appendix – I to Annexure P-2, Para –I (ii) of Annexure-III to Annexure P-2 dated 06.11.1998 and Para 4(b) of Annexure P-4 dated 07.05.1999 is struck down, after applying the principle of severability. Annexure P-6 dated 18.08.2009 is also quashed and set aside. Petitioner are entitled to get their pay fixed at the minimum of Rs.14,940/- after completion of five years as Lecturers (Selection Grade). Pending application(s), if any, also stands disposed of. There shall, however, be no order as to costs.”

- (v) The above decision of the Hon'ble High Court of Himachal Pradesh supports the view of the University as the cut off date i.e. 01.01.1996 on the basis of which R.A.O. has raised the objection, has been struck down by the Hon'ble High Court. Hence the cause of action of the R.A.O. has vanished.
- (vi) Accordingly, the benefit of grant of stage of Rs.14,940/- to all the Readers/Lecturers (SG) in the scale of Rs.12000-420-18300 effective from 01.01.1996 as and when they complete 5 years is in order and in cases where the Audit has reduced the salary of such incumbents by withdrawing the stage of Rs.14,940/-, the said benefit needs to be restored immediately.

Item 8

That in view of Punjab Govt. Notification No. 38/11/80-FR (9) dated 22.2.1980 & 30.4.1980 **Appendix - V**, the posts of Store-Keepers held by the employees in the Construction Office, Deptt. of U.I.E.T., Dental College and U.I.H.M.T. Panjab University, Chandigarh be converted/merged in the strength of Clerks and accordingly their pay band may be changed to Rs.10300-34800+ GP 3200 from Rs.5910-20200+ GP 1900 on following conditions:-

- (i) They will continue to perform the duty as Store-Keepers.
- (ii) They will not claim for seniority from back dates.
- (iii) They will be given seniority in the Clerical cadre after the last confirmed Clerk.
- (iv) Their inter-se-seniority will remain the same as Store-Keepers.
- (v) They will be given pay-scale & all other benefits as are applicable to Clerks from the date on which their cadre is merged.
- (vi) The implementation of merger into Clerical cadre will be effective w.e.f the date of decision of BOF.

NOTE: The qualification for the post of Store-Keepers & Clerks is as under:

| Store-Keeper | Clerk |
|---|--|
| (i) Graduate with G.D.M.M. (Graduate Diploma in Material Management)/Diploma in Store Keeping & Management duly recognized. | Graduation or equivalent, by way of academic qualifications, Computer literacy (as distinct from computer specialization). |

Age: 18 to 37

OR

Relaxation in upper age limit:-

- (ii) Any other qualifications as equivalent to (i) above. Upper age limit is relaxable-
1. To the extent of 5 years for SC/ST (of all India).
 2. To the extent of 10 years for Physical Handicapped persons on production of Medical certificate from the competent authority.

Item 9

That

- (i) out of the four vacant posts of Tutor/Clinical Instructors in the pay scale of Rs.10300-34800 + GP 5000 existing in the Budget estimates of Panjab University, Rural Centre, Kauni, Muktsar, one post be converted and upgraded to that of Manager (Hospitality) in the pay-scale of Rs.15600-39100+GP 5700 to make administrative control and regulate the duties of staff working in the P.U. Guest House, Faculty House, Golden Jubilee Guest House, Teachers Holiday Home, Shimla and Students Holiday Home, Dalhousie. The converted Post of Manager (Hospitality) will be reflected in Part-II of Budget Estimates under General Administration (Staff Strength) – Guest House.
- (ii) the qualifications for the post shall be fixed in consultation with C.I.H.M. and A.I.H.M., Chandigarh.

Additional Financial : Rs.1.12 lac p.a.
Liability (approx.)

NOTE: Four posts of Tutor/Clinical Instructors in the pay-scale of Rs.10300-34800+GP 5000 are lying vacant at the Rural Centre Kauni, Muktsar. The course for which these posts were sanctioned has not started yet and one post from the existing posts may be converted and upgraded to that of Manager (Hospitality) for smooth, effective functioning and maintenance of Panjab University Guest Houses and Holiday Homes.

Item 10

That:

- (i) Rs.1400/- as Secretariat pay be granted to all the Drivers falling under the common pool with the condition that they shall not be entitled to claim over-time for performing duties after office hours and the decision shall be applicable from the date of its approval by the Board of Finance.
- (ii) a small Committee be constituted and in the background of above discussions, if any Driver, do not wish to be a part of Common Pool of Drivers and wishes to work in the department of his posting, he should not be paid Rs.1400/- as Secretariat Pay.

Additional Financial Liabilities : Rs.2,13,000/- p.a.
(approx.)

NOTE: (i) The Committee as per its minutes dated 18.2.2013 **Appendix-IV** (under issue at Sr.No7) has recommended that a sum of Rs.1400/- p.m. as Secretariat Pay instead of Rs.600/- p.m. may also be provided to all the remaining Drivers in the University keeping in mind the duration of their working hours since they are also posted with the senior officers in the University and are frequently deputed to work in odd hours to pick and drop the dignitaries in the University.

(ii) The Punjab Govt. vide Notification No..3/10/10-5FP2/459-464, dated 13.10.2010 has enhanced Secretariat allowance of Car Drivers from Rs.600/- to Rs.1400/- and that of Drivers (PPSC) from Rs.300 to Rs.600/-p.m. which was approved by the BOF dated 03.12.2010 vide Agenda Item No.1. Further, the

Punjab Govt. vide Notification No.3/10/10-5FP2/786-91 dated 15.12.2011 has converted the Secretariat Allowance into Secretariat Pay which was also approved by the BOF dated 17.02.2012 vide Agenda Item No.5.

- (iii) As per Budget Estimates 2013-14, Part-II, there exist 31 posts of Drivers in the University out of which 6 posts are that of Car Drivers and the remaining 25 posts are that of Drivers. Presently 4 Car Drivers and 12 Drivers are working on regular basis who are getting Secretariat Pay @Rs.1400/-p.m. and Rs.600/-p.m.respectively.

Item 11

That benefit of Assured Financial Upgradation Scheme on completion of 10/20/30 years to the University Employees, be granted, as per **Appendix - VII** in pursuance of the policy already approved by the Board of Finance/Syndicate/Senate in this regard as per **Appendix - VIII**.

Item 12

That the recommendation of the Committee regarding revision of estimates of various ongoing works of building projects and allocation of funds, be approved, as per **Appendix-IX & X**.

Item 13

That the existing 53 positions of University Research Scholarships/Fellowships @ Rs.10,000/12,000 p.m. allocated to 39 different Teaching Departments of the University as per list **Appendix-XI**, under the budget head Salary, be merged under the Budget head 'Miscellaneous Teaching' sub-head "Research Grant – 9 Scholarships" as a common provision for making a total provision of Rs.107.14 lac for 62 nos. Fellowships in order to streamline the system of payment to the Research Scholars on qualifying the University Ph.D. test.

- NOTE:** (i) There is a provision of 62 sanctioned Research Scholarships/Fellowships in the Non-Plan budget i.e. 53 have been allocated/distributed to 39 different Teaching Departments and reflected in Part-II of budget estimates; whereas 9 such positions as a common provision have been reflected in Part-I of the budget estimates under the budget head 'Miscellaneous Teaching' (Page 37, Part-I).

However, the provisions for 'Contingencies' as permissible for Social Sciences @ Rs.15,000/- p.a. and for Science Departments @ Rs.20,000/- p.a. have been reflected under the said budget head 'Miscellaneous Teaching'.

- (ii) As per the criteria approved by the University, the said Scholarship/Fellowship is awarded on the basis of ranking in the University Ph.D. entrance test to the applicants applying from different departments of the University.
- (iii) There is a need to integrate these Scholarships/Fellowships as a common pool irrespective of specific allocation to any department out of which a candidate belonging to whatever discipline/subject can be awarded the fellowship in order to streamline the system of payment to Research Scholars.

Item 14

That the post of Director, Youth Welfare, Panjab University, Chandigarh be upgraded in the pay-scale of Rs.37400-67000 + GP 9000 as personal to the present incumbent (Dr. Nirmal Singh Jaura) on the basis of LPC in the said pay-band given by the previous employer and to revise the existing pay-band of Rs.15600-39100 + GP 7600 to Rs.15600-39100 + GP 8000 for future entrants.

Additional Financial Liability: Rs. 5,34,500/- p.a. (approx.)

- NOTE:** (i) The post of Director, Youth Welfare was advertised vide Advt. No.10/2010 dt.16.7.2010 and the Selection Committee recommended the name of Dr. Nirmal Singh Jaura as Director for the above said post in the pay scale of Rs.15600-39100 + GP 7600 as existing in the University Budget.
- (ii) Since he had been working as Deputy Director, Public Relations at Punjab Agricultural University, Ludhiana, the Panjab University has already protected his pay in the pay band of Rs.37400-67000 + AGP 9000 as a personal measure to him on the basis of his LPC in accordance with the rules for protection of pay.
 - (iii) However, the pay-scale of the Director, Youth Welfare in the Punjabi University, Patiala & Guru Nanak Dev University, Amritsar, is in the pay band of Rs.15600-39100 + GP 8000.

- (iv) The qualifications for the post of Director, Youth Welfare in Punjabi University, Patiala, Guru Nanak Dev University, Amritsar and Panjab University, Chandigarh are almost similar i.e. Second Class Master Degree with sufficient Teaching/ Administrative experience.
- (v) An office note is enclosed as per **Appendix - XII.**

Item 15

That budget provision under the Dr. H.S. Judge Institute of Dental Sciences and Hospital, Panjab University be enhanced as below:

| Existing Budget Heads | | | Proposed Budget Heads | |
|-----------------------|--|---------------|---|----------------|
| (i) | Maintenance and Repair of Furniture and Equipments | Rs.50,000/- | (i) Purchase/Repair of Furniture & Equipments | Rs.50,000/- |
| | | | (ii) Maintenance of Equipments | Rs.17,50,000/- |
| (ii) | Insurance | Rs.50,000/- | Insurance | Rs.50,000/- |
| (iii) | Laboratory Consumables | Rs.7,00,000/- | Laboratory Consumables | Rs. 7,00,000/- |

Additional Financial Liabilities: Rs.17,50,000/- p.a. (approx.)

NOTE: The additional provision of Rs.17.50 lacs under 'Maintenance of Equipments' has been proposed to have regular AMC of the existing equipments in the Institute worth Rs.3.50 crore approx. as per requirements.

Item 16

That:

- (i) a post of Security Officer (female) in the pay-scale of Rs.10300-34800 + GP 4400/5000 (***As per Appendix No.XIX attached to Item No.21***), be created.
- (ii) one post of Security Officer (male), on contract basis, be created, for South Campus, Sector-25, Panjab University, Chandigarh.
- (iii) one post of Assistant Security Officer (female) against the vacant post of Assistant Security Officer be allowed to be filled up.

Additional Financial Liabilities: Rs.7.25 lac p.a. approx.)

Item 17

That the pay of Library Assistants (on contract) appointed on or after 01.01.2007 on whole time basis against the sanctioned posts be enhanced from Rs.12000/-p.m. to Rs.20900/- p.m. (fixed) on the basis of Circular letter No.28/54-IH (7)-2011/5226 dated 22.03.2011 issued by the U.T. Administration, Chandigarh **Appendix - XIV** w.e.f. date of issue of the Circular i.e. 22.03.2011 instead of the date of decision of the Senate i.e. 24.03.2013.

Additional Financial Liability: Rs.83,30,400/- p.a.
(approx.)

NOTE: (i) There are total 45 Library Assistants (on contract) working in various libraries in the Panjab University Campus & its outside stations. Out of which 19 have been appointed prior to 2007 & getting Basic + GP + D.A. of the post & remaining 26 have been appointed on or after 2007 who getting fixed emoluments of Rs.12000/- p.m. on contract basis.

(ii) Earlier, the Board of Finance dated 11.02.2013, Item No.5, resolved to revise their salary in terms of the said circular of the Chandigarh Administration w.e.f. the date of approval of the BOF/Syndicate/Senate.

Item 18

(A) That the action taken by the Vice- Chancellor in approving the following, be noted and ratified:

I.(i) That the fixed emoluments for the post of Visiting Consultant, BGJ Institute of Health, Panjab University be enhanced from Rs.12,000/- p.m. to Rs.20,000/- p.m. (fixed).

Additional Financial: Rs.96,000/- p.a.
Liabilities (approx.)

NOTE: Earlier the fixed emoluments for the post of Visiting Consultant from Rs.8,000/- to Rs.12,000/- by Board of Finance dated 03.12.2010 vide Item No.31.

(ii) That one female Medical Officer with specialization in Gynecologist be filled out of the post of Medical Officers lying vacant.

II. That the action taken by the Vice-Chancellor in enhancing the budget provision for salary of part-time Assistant Professors in Laws in the following four Institutes/Centres and the payment to the appointed persons be made accordingly in pursuance of the

Syndicate and Senate decisions regarding enhancement in the salary of part-time Assistant Professor in Laws from Rs.15600/- p.m. (fixed) to Rs.22800/- p.m. **(for teaching 12 hours a week)**, vide Para No.14 dated 29.02.2012 and No.XIV dated 31.03.2012, respectively, be noted and ratified:

| Sr. No. | Name of Institute/Centre | No. of Budgeted posts part-time Assistant Professors |
|----------------|---|---|
| 1. | P.U. Regional Centre, Muktsar | 1 |
| 2. | S.S. Giri, P.U. Regional Centre, Hoshiarpur | 2 |
| 3. | P.U. Regional Centre, Ludhiana | 5 |
| 4. | University Institute of Legal Studies | 8 |

NOTE: The Syndicate and Senate have already approved the appointments of part-time Assistant Professors in Laws in the *Department of Laws, University Institute of Legal Studies and the Regional Centres of the University at Ludhiana, Hoshiarpur and Muktsar* for the **academic session 2012-13 @ Rs.22,800/- p.m.** against the budgeted posts in terms of its decisions vide Para No.71 (xviii) dated 08.07.2012 & 06.10.2012 and No.XCVII (R-40) dated 20.01.2013 respectively.

ITEM 20

That amendment in the recording of the minutes of Board of Finance as follows, be approved:

| <u>(I) Agenda Item No.23, BOF dated 21.02.2012</u> | <u>Proposed Amendment</u> |
|---|--|
| <p>“To make a Budget provision by creating a new Budget head with nomenclature “Re-imbusement of Service Connection Charges of electricity to employees for increase in load” with a provision of Rs.2.00 lacs to reimburse the service connection charges being paid by the employee/occupants of the University House out of their own pocket due to increase in load as the benefit of increased in load goes to further inhabitants be approved as per Appendix- XXXV *</p> | <p>(i) A Budget provision by creating a new Budget head with nomenclature “Re-imbusement of Service Charges of electricity connection to employees for increase in load” with a provision of Rs.2.00 lacs to reimburse the service connection charges being paid by them for the University accommodation out of their own pocket due to increase in load as the benefit of increase in load goes to subsequent further inhabitants be approved.</p> |
| <p><u>(II) Agenda Item No.21, BOF dated 17.10.2012**</u></p> | <p>(i) The following existing posts in the various departments in the pay-scale of Rs.10300-34800 + GP 5000/5400 + Rs.2000/- p.m. as S.A. (Revised pay scale of Rs.7880-11660 w.e.f. 1.1.1996 would be held as personal to the incumbent in position on 31.12.1985) be allowed to be placed in the pay-scale of Rs.15600-39100 + GP 5700.</p> |
| <ol style="list-style-type: none"> 1. Chemist (Geochemistry)-1, Deptt. of Physics. 2. Foreman-2, Deptt. of Physics 3. Mechanical Engineer-1, Deptt. of Physics. 4. Electrical/Electronics Engineer -1, Deptt. of Physics. 5. Electronic Engineers-2, Deptt. of Physics. 6. Foreman-1, Deptt. of Chemical Engineering & Technology. 7. Foreman-1, Deptt. of Chemistry 8. Engineers/Workshop Superintendents-3, Central Instrumentation Laboratory. | <ol style="list-style-type: none"> 1. Chemist (Geochemistry)-1, Deptt. of Physics. 2. Foreman-2, Deptt. of Physics 3. Mechanical Engineer-1, Deptt. of Physics. 4. Electrical/Electronics Engineer -1, Deptt. of Physics. 5. Electronic Engineers-2, Deptt. of Physics. 6. Foreman-1, Dr. S.S. Bhatnagar University Institute of Chemical Engineering & Technology. 7. Foreman-1, Deptt. of Chemistry 8. Engineers/Workshop Superintendents-3, Central Instrumentation Laboratory 9. Foreman-1, Deptt. of Biophysics |
| <p>(ii)The following officials who are already working against these posts be allowed the pay-scale of Rs.15600-39100 + GP 5700 + Rs.2000/- p.m. as Secretariat pay only at par with the pay-scale of Assistant Registrar as personal to them. On vacation these posts shall be filled in the pay-scale of Rs.15600-39100 + GP 5700.</p> | <p>(ii) The following officials who are already working against these posts be allowed in the pay-scale of Rs.15600-39100 + GP 5700 + Rs.2000/- p.m. as Secretariat pay only at par with the pay-scale of Assistant Registrar’s as personal to them, w.e.f. 4.11.2012. On</p> |

| | |
|---|---|
| <p>1. Sh. Ratnesh Kumar, Foreman, Deptt. of Physics.</p> <p>2. Sh. Surinder Kumar Saini, Deptt. of Chemistry.</p> <p>3. Sh.Dinesh Kumar Sharma, Workshop, Superintendent, CIL.</p> <p>(III) <u>Agenda Item No. 11, BOF dated 11.2.2013</u></p> <p>(iii) “Non Practicing Allowance (NPA) @ 25% of pay be sanctioned to the Demonstrators of Dr.H.S. Judge Institute of Dental Sciences & Hospital, Panjab University, possessing Medical/Dental qualifications i.e. M.B.B.S./B.D.S. subject to the condition that the basic pay + NPA shall not exceed Rs.85,000/- p.m. from the date of their joining”.</p> | <p>vacation these posts shall be filled in the pay-scale of Rs.15600-39100 + GP 5400.</p> <p>1. Sh. Ratnesh Kumar, Foreman, Deptt. of Physics.</p> <p>2. Sh. Surinder Kumar Saini, Deptt. of Chemistry.</p> <p>3. Sh. Dinesh Kumar Sharma, Workshop, Superintendent, CIL.</p> <p>4. Sh.V.K. Bhandari, Electronic Engineer, Deptt. of Physics.</p> <p>(iii) “Non Practicing Allowance (NPA) @ 25% of the revised basic pay be sanctioned to the Demonstrators of Dr.H.S. Judge Institute of Dental Sciences & Hospital, Panjab University, possessing Medical/Dental qualifications i.e. M.B.B.S./ B.D.S. subject to the condition that the basic pay + NPA shall not exceed Rs.85,000/- p.m. from the date of their joining.</p> <p><i>The NPA shall also continue to be treated as pay for the purpose of grant of Dearness Allowance, entitlement of Travelling Allowance/Daily Allowance as well as for calculation of Retirement benefits”.</i></p> |
|---|---|

Item 21

That:

- (i) the recommendations of the Committee dated 15.07.2013 with regard to revision of pay-band/grade pay and merger of these posts in the respective cadres as well as review of qualifications of certain existing posts of certain categories of University employees, be approved, as per **Appendix XIX.**
- (ii) the Vice-Chancellor be authorized to take decision, on behalf of the Board of Finance, with regard to revision of pay-band/grade pay of other left out category which could not be considered by the Committee on the same principle as adopted in the present case.

NOTE: 1. The Board of Finance vide Agenda Item No.25, dated 11.2.2013 considered the recommendations of the

Committee dated 30.1.2013, constituted by the Vice-Chancellor to revise the pay-scale of University employees to remove the pay anomalies due to enhancement of pay-scale and Grade pay of certain categories of employees by the Punjab Govt. in the following cases:

- i) where corresponding posts/scales are not available in the Punjab Govt.
- ii) where corresponding posts/scales are available in the Punjab Govt.

It was resolved that the Vice-Chancellor be authorized to constitute a Committee having members from the Punjab Government and U.T. Administration Chandigarh to make suitable recommendations.

2. The Committee so constituted by the Vice-Chancellor in terms of the said decision of the Board of Finance dated 11.02.2013 in its meeting held on 30.5.2013 consisting of the nominee of the Punjab Government, Department of Finance and U.T. Admn., Chandigarh, Department of Finance resolved that:

- i) the revision of pay-scale of the posts which are available in the Punjab Govt. can only be made as per Notifications of the Punjab Govt.
- ii) the posts enlisted by the University for revision of pay-scales/Grade Pay may be reviewed with the Punjab Govt. scales and accordingly, afresh list of left out categories may be drawn and decision for revision of scales of such posts may be taken keeping in view the job responsibilities and

essential education
qualifications.

- iii) on the basis of above observations, a specific proposal may be put up before the Board of Finance for considerations.

Referring to Sub-Item-2, Dr. Jagwant Singh enquired whether the decision with regard to 8 new merit Scholarships for students of B.Com. LL.B. (Hons.) Five years integrated course in Commerce stream @ Rs.1000/- p.m. for the toppers of 1st, 2nd, 3rd and 4th years, one each, for General and Scheduled Caste category created under the budget head "Scholarships" (Recurring) of the University Institute of Legal Studies on the pattern of B.A. LL.B. (Hons.) Five years Integrated Course students, would be implemented with retrospective effect? Secondly, whether any administrative message has been given to University Institute of Legal Studies for the lapses on their part for not getting the approval of B.Com.LL.B. course by the Bar Council of India (BCI)?

The Vice-Chancellor said that the administrative message would be sent after getting the approval from the BCI.

To this, Shri Ashok Goyal stated that if the message is to be sent after getting the approval from the BCI, then probably the University Institute of Legal Studies would like that the recognition from the BCI should never come. According to him, the appropriate message should be sent now. Because, earlier the Vice-Chancellor had told them that once the admission process is over, an appropriate message would be sent. It seemed as if they are not taking it seriously. He further stated that the item has been approved by the Board of Finance and the same has now been placed before the Syndicate for which the Vice-Chancellor is giving a statement that they are hopeful of getting positive result. Meaning thereby, the course (B.Com.LL.B.) is yet to be approved. The Board of Finance has sanctioned a scholarship amounting to approximately Rs.96,000/- per annum. Their concern is that some message should be sent to those who are responsible for the lapse which made the University to reach this embarrassing stage. He, therefore, pleaded that the message should be sent right now.

Endorsing the viewpoint expressed by Shri Ashok Goyal, Dr. Jagwant Singh said that their main concern is that they should not put the career of the students at stake by doing such things.

Continuing, Shri Ashok Goyal stated that they are approving this scholarship for a course which is yet to be approved. Secondly, the regulations pertaining to B.Com.LL.B. course have already been sent to the Government of India for approval and one of the regulations (Regulation 6 – that if a student of 5-Year B.Com.LL.B. (Honours) Integrated Course wishes to discontinue his/her studies, he/she be awarded the degree of B.Com. after successful completion of first three years of the course.....) is in violation of the BCI regulations. He, therefore, suggested that this regulation should not be implemented, it being illegal. He did not know why they are doing all these things in haste and that too, illegally. He also suggested that

before the said regulations are approved by the Government of India, the regulation, which is illegal, should be got withdrawn from the Government of India. If the regulation is sought to be withdrawn after approval by the Government of India, it would give a signal/impression that earlier the Syndicate and Senate had wrongly approved the regulations and then what would be the position of the University in the eyes of the Government of India. Earlier also, he had pointed out that they have to go by the general policy and not by what an individual says. If they have to give the degree of B.Com., could it be given to the students by imparting education for a syllabi which is not approved by the Faculty of Business Management & Commerce. As far as his memory goes, till date not even a single line relating to B.Com.LL.B. course has been got approved from the Faculty of Business Management & Commerce. He enquired what subjects relating to Commerce are being taught in the B.Com.LL.B. course. As far as he knew, only one subject relating to Commerce is being taught in the entire course of B.Com.LL.B. However, as per proposed regulations, B.Com. degree is going to be given to the students, who wanted to leave the course after three years, from the next year onwards.

The Vice-Chancellor said that obviously the BCI would not be happy with the provisions of regulations which are not inconsistent with the guidelines of the Regulatory Body. However, they have to initiate steps to withdraw those regulations.

Shri Ashok Goyal suggested that the Government of India should be written that Regulation 6 be repealed before it is approved.

Dr. Jagwant Singh said that they should recall that Regulation. Continuing, he enquired is it true that despite the orders of the Vice-Chancellor that admissions to B.Com.LL.B. course for the session 2011-12 be not made, the admissions were made by University Institute of Legal Studies later on with the permission of the Dean of University Instruction. He pleaded that some minimum administrative message should be sent to the University Institute of Legal Studies for doing wrongs.

Shri Ashok Goyal stated that he remembered that when there was a lot of debate about the starting of B.Com.LL.B. course and majority of the members were in favour of starting of this course, it was specifically said that alright they could start the course, but no additional faculty/staff/infrastructure would be provided. These orders were passed by the then Vice-Chancellor. However, he did not know how those orders of the Vice-Chancellor are missing from the relevant file. To avoid such a situation, in future, he asked the Registrar to direct his staff to start doing pagination of the files. He urged that this should be taken seriously.

Professor Naval Kishore informed that Rayat and Bahra College of Law, Railmajra, District Nawansharhr, has been given affiliation for B.A.LL.B. and B.Com.LL.B. courses.

Shri Ashok Goyal stated that in that case they had committed double mistake. They had given affiliation to Rayat and Bahra College of Law for B.Com.LL.B. course in spite of the fact that they did not have approval from the BCI. It has come to their knowledge that Rayat and Bahra College has taken a stand that though they have not

applied for the B.Com.LL.B. course, it has been given to them by the University for which the University was not authorized to.

Dr. Jagwant Singh stated that if that is the case, even if the Bar Council of India gives recognition to B.Com.LL.B. course to the University, the students of Rayat and Bahra College would not be covered. He suggested that a Sub-Committee should be constituted to look into the whole issue and make recommendation before the next meeting of the Syndicate.

Shri Ashok Goyal said that though the admissions of the students of the University Institute of Legal Studies were approved by the Dean of University Instruction/Vice-Chancellor later on, under what circumstances the returns of the students of Rayat and Bahra College were accepted?

It was clarified that since Rayat and Bahra College was granted affiliation for B.Com.LL.B. course, the returns of the students had to be accepted.

Dr. Jagwant Singh suggested that Rayat and Bahra College of Law, Railmajra should be asked to get the inspection done by the BCI Committee.

Referring to Sub-Item 5, Dr. Jagwant Singh pointed out that since provision regarding grant of benefit of Maternity Leave (with pay) to female employees has been revised by the Punjab Government itself, the last two lines of the Note to Item 5 should be amended as under:

“provided that no leave shall be granted to such female employee who has two or more living children.”

Referring to Sub-Item 9, Shri Ashok Goyal enquired about the need for having a Manager, Guest House, on regular basis?

The Vice-Chancellor said that though right now the Guest House is being looked after well, they need somebody who understands what hospitality means. In the present context, the incumbent is not performing that part.

Shri Ashok Goyal stated that in none of the Universities such a post existed. Secondly, they had a bitter experience of a person earlier appointed to manage the affairs of Guest House on contract basis. Thirdly, if still they appoint a person as Manager, Guest House, on regular basis and if the man does not come up to their expectations, they would be left with no alternative but to continue with him and he would be a permanent liability on the University exchequer. Therefore, this permanent liability should not be created only to take care of the Guest House; otherwise, it would set a wrong precedent. On the one side, it is not possible to give salary to the existing staff with the kind of finance they had and they are taking loans from different departments for payment of salaries and on the other side, they are proposing for appointment of a Manager, Guest House, on regular basis. In the late 90s, they had a person in the Guest House, who used to be available in the Guest House from morning till evening and the things went bad to worse. The man appointed for the specific purpose did not look after the functions of the Guest Houses. Besides sitting in his room, he did not do anything and everything was taken

care of by the other officials. However, in the case of *ad hoc* arrangement, if they are not satisfied with the person concerned, they could change him at any time. But if they appoint a person on regular basis, they would be left with no option but to bear with him. He had discussed with the Vice-Chancellor in the last meeting also and apprised him that at present the situation has worsened because of interference by the Committee, which has been constituted to take care of the up-keep of University Guest House, e.g., purchasing of material, etc. But the Committee instead of doing the job/task allotted to it, the Committee has started interfering in the day-to-day functioning of the Guest House in parallel to the Manager. So much so, the Committee is assigning jobs/duties to the staff, including change in duties, duty hours, etc. He, therefore, suggested that free hand should be given to the person at least for a month and then see the result. If the result is not positive, he should be replaced with another person.

The Vice-Chancellor stated that in the present scenario, they needed a Hospitality Manager for the Guest House, Golden Jubilee Guest House and Faculty House, on regular basis, who should be professional and could provide leadership to all these things, as they have serious shortage of accommodation in the Guest House for the academic needs of the University. The members of the regulatory bodies of the University and important functionaries connected with the University from time immemorial, needed to be provided accommodation in the University Guest House. In fact, keeping in view the large number of visitors coming to the Campus more often, the existing Guest House is inadequate. As such, they needed an additional Guest House to cater to numerous academic activities undertaken at the Campus. This year, a variety of visitors had come to the campus to conduct more than 350 viva-voce and for delivering lectures in several Conferences/Seminars. Therefore, they are woefully short of accommodation. Hence, they need to have more Guest House accommodation. They also need to bring old accommodation at par with new one in terms of quality, up-keep of rooms, catering facilities and other services. Therefore, they needed somebody, who could provide leadership in all these areas and look after the whole gamut. Further, there is fair degree of consensus amongst the University faculty that they should have a full-time Manager, Guest Houses.

Dr. I.S. Sandhu said that the regular employees worked from 9.00 a.m. to 5.00 p.m. only, whereas most of the visitors came to the Campus in the evening or at night. Therefore, here the person is required to perform 24 hours duty. Since they came from far off places and reached here sometimes late at night, they faced problem due to non-availability of any person to attend to their calls. On the one hand, they had no money to pay salaries to the existing staff and on the other hand, they are proposing to appoint another person on regular basis. He suggested that the person, who is presently looking after this work, should be given full-fledged charge at least for a month and during that period; the Committee should not interfere in the functioning of the Guest House. If found wanting, he should be shifted.

Referring to the statement of the Vice-Chancellor that there is fair degree of consensus amongst the faculty of the University that there is a need of full-time Manager, Shri Ashok Goyal stated that they also interact with the faculty of the University from time to time, but

they were never told about such a consensus. They should be told at what platform this issue was discussed and where is that faculty, which gave different opinion than what they were told. He stated that he would like to inform that earlier the charge of Guest House was given to a Professor, Reader, and also to the permanent employees of the University, but everybody failed to deliver the goods. The person who is looking after the Guest House now was found to be the best till date. By appointing a Manager, Guest House, on regular basis, the accommodation in the Guest House is not going to increase. Rather they have to create additional accommodation first and should evolve ways and means to improve the existing facilities and after achieving this, they have to increase accommodation by constructing 10-15 rooms, so that accommodation could be allotted on demand. Once that work is completed, they need additional catering staff and not a regular Manager to sort out the problems. As far as performance of the Manager is concerned, by the present thinking, they would only add another bureaucrat, who would not be answerable to the members of the Syndicate and Senate. Even if by appointing a Manager on regular basis, the experiment failed, who would be responsible. In fact, the Committee has been appointed to look after the functioning of the University Guest House and not for interfering in the day-to-day functioning of the Guest Houses. They are also trying to humiliate the members of the Syndicate and Senate by passing remarks while sitting in the Guest House. Instead of addressing that problem, they are moving in another direction, i.e., appointing Manager, Guest House, on regular basis. The advertisement for filling up the post of Manager, Guest House, if already had been given, was not appreciable.

The Vice-Chancellor said that they had a meeting and except one person, all others approved the proposal.

Dr. Dinesh Talwar enquired whether their Director, Institute of Hotel Management & Tourism, is a professional? At least, the faculty of the Institute of Hotel Management & Tourism is professional. The additional charge of this Institute has been given to a Professor of the University. The professional persons working there should be associated with the Committee constituted for the University Guest Houses. Whatever Sh. Ashok Goyal, has said, is correct. They should learn from their bitter experiences. He added that 2-3 rooms of the Guest House are always kept vacant because Fellows can come at any time. From 6th to 8th December 2013 all the Guest Houses/Faculty House has been booked as there is series of lectures by Alok Srivastva.

The Vice-Chancellor said that they need to re-visit and ensure that not more than 40% of the accommodation is reserved for a particular event, as the members of the regulatory bodies are to be provided quality accommodation at the Campus.

Shri Ashok Goyal stated that certain faculty members in the University think that the members of the Syndicate and Senate have no business to occupy even a single room in the University Guest House. Unfortunately, those very persons have been made members of the Committee constituted to look into affairs of University Guest Houses. Earlier, a Committee was constituted under the Chairmanship of Prof. S.S. Bari, the then Registrar, comprising members of Syndicate and Senate, to take care of the University Guest Houses and there was no problem at all, because they were taking necessary steps in respect of University Guest House, Golden Jubilee

Guest House, Faculty House, Teacher Holiday Home, Shimla and Students Holiday Home, Dalhousie. Now, that chapter is closed as only this Committee is taking care of duties of Cooks, Attendants, Utensil Cleaners, etc. He pleaded that a new Committee, comprising the members, who were included in the Committee headed by Professor S.S. Bari, should be constituted to take care of the problems of the University Guest Houses. He enquired as to what was the term of reference of the present Committee.

The Vice-Chancellor said the Committee has been constituted to see the working of the University Guest Houses and suggest ways and means for their smooth functioning.

Shri Ashok Goyal said that Committee proved to be one of the worst things which have happened recently because it was doing everything beyond its term of reference.

Dr. Jagwant Singh stated that he took feedback from Professor Preeti Mahajan and Professor Shelly Walia – whether professional Hospitality Manager would be able to deliver the goods and their reply was in negative. If the person did not perform up to the mark, what would they do? At one point of time, the University conducted three Seminars and everybody wanted accommodation in the University Guest House. The persons, who could not be accommodated in it, got annoyed. The Vice-Chancellor feels that an independent Hospitality Manager is required to be appointed, but if the person concerned failed to deliver the desired things, what would happen?

The Vice-Chancellor stated that the 6th Pay Commission allowed appointing professionals on contract basis. But they would revisit these things. The present incumbent, i.e., Mr. Rakesh Gupta, would be given 90 days, after that his work would be evaluated (but not harshly, rather by a reasonable criteria according to which a person can deliver within the system) and if, he failed to come up to their expectations, he would be shifted. But it should be ensured that during these 90 days nobody interfered in the day-to-day affairs of the Guest House. A Committee consisting of Professor Shelley Walia, Shri Ashok Goyal and Professor Keshav Malhotra would advise him on the affairs of the Guest House. He would hold a meeting of all the stakeholders, where all these things would be clearly stated.

Professor Naval Kishore suggested that a representative from Colleges, i.e., Dr. Dinesh Talwar, should be included in the Committee.

Professor Shelley Walia said that, according to him, appointing a Hospitality Manager on regular basis would be a liability on them. Even if a professional is required, they could out source it.

Shri Harpreet Singh Dua stated that, in fact, they need best hospitality and it hardly matters who provides it. Mr. Rakesh Gupta was assigned this job again because the other persons badly failed to perform the job. The Vice-Chancellor had said that only 40% of the accommodation of the Guest House should be booked, but he knew that whenever Selection Committee meetings are held, 100% accommodation of the Guest House is booked. Similar is the condition of other Guest House at the Campus. He suggested that to check this, the Heads of the Departments should be asked to get the accommodation of the University Guest House booked through the

Dean of University Instruction or the office of the Vice-Chancellor and a circular to this effect should be issued immediately.

Shri Ashok Goyal stated that, in fact, the purpose of the Committee was to bring something positive and concrete for the smooth passage of work for the person, who has been given the charge. Instead of this, the Committee started creating hurdles in the day-to-day affairs of the Guest House, which was never thought of.

The Vice-Chancellor said that when he held a meeting of all the stakeholders, including Mr. Rakesh Gupta and other members, he got the feeling that everything is okay. He appreciated the apprehension of the members. Maybe, they did not want to spoil the congenial atmosphere.

Shri Ashok Goyal said that from the resignation of one of the members of the Committee, they could well imagine how serious the matter is.

Referring to Sub-Item 10, Professor Keshav Malhotra stated that some of the Drivers are getting salary without any work; therefore the pooling of Drivers is a must. He added that some of the Drivers are over-burdened and some sit idle. He further stated that the Delhi University, does not purchase any new car. Instead, they hire taxi @ Rs. 35,000/- per month, which could be used 5 days a week with the maximum limit of 100 kilometers per day. In this way, they save salary of the Drivers, insurance, petrol and expenses to be incurred on wear and tear. They should also come out with the similar idea of pooling the Drivers to utilize their resources to the optimum.

Shri Ashok Goyal stated that he thinks that there is a confusion regarding creation of common pool of Drivers and the concept of over-time allowances. Pooling of Drivers has nothing to do with the over-time allowances. Those who wanted to have Secretariat Allowance of Rs.1400/- will not be entitled for over-time allowances. Therefore, an option is to be given to the Drivers whether they wanted to get Secretariat Allowance of Rs.1400/- or the over-time allowances on the basis of actual work done by them after working hours. That can be done irrespective of the fact whether one is part of the Common Pool or not. With the pooling of Drivers, they could take some works from the Drivers who often sit idle. Though earlier also some of the Drivers were over-burdened, they did not bother to look into this problem. He, therefore, pleaded that a common Pool of Drivers should be created and an option should be given to them whether they wanted to get Secretariat Allowances or over-time allowances on the basis of actual work done after duty hours. Those who would opt for Secretariat Allowance will not be entitle for over-time allowance and the other would be, but all the Drivers would be a part of the Pool. Keeping in view the requirement, they could stagger the duty timings of the Drivers, so that the payment of minimum over-time allowances is made. If all the Drivers opted for Secretariat Allowance of Rs.1400/-, the problem of over-time allowances would be automatically solved. As informed by Professor Keshav Malhotra, the reason for hiring of taxis by the Delhi University and others is that those who travelled in their official cars are not covered under insurance because of third party insurance. But in the taxi, the person sitting in the Car/taxi except the Drivers is covered under the Insurance. In the case of official car, if unfortunately there is some mishappening, the person concerned would not get any claim from the

Insurance Company. Of course, they would also save some money. Secondly, there are some cars, which are not being used for the purpose they were purchased. He urged that this should also be taken care of.

Referring to Sub-Item 11, Dr. Jagwant Singh enquired when the University had already adopted 4, 9 and 14 years Assured Career Progression Scheme of the Punjab Government, why and for whom this 10, 20 and 30 years Assured Financial Upgradation Scheme has been framed.

It was clarified that this Scheme is for the ex-cadre posts and under this Scheme not only an increment is given but the next pay-scale is also given. If the person concerned has already got benefit of 4 years under the 4, 9 and 14 years scheme, he would get only next two upgradation, i.e., 20 and 30 years. Similarly, if one has already got two upgradations, i.e., 4 and 9 years, under 4, 9 and 14 years Scheme, he would get only one upgradation under 10, 20 and 30 years Scheme. Under this Scheme only three upgradations are allowed during the whole of the service.

Referring to Sub-Item 14, Dr. I.S. Sandhu stated that since the post of Director, Youth Welfare, is a lower grade post, the pay of Dr. Nirmal Singh Jaura on the basis of LPC should not be protected. He added that pay is only protected if the person concerned came from the same pay-scale/pay-band. In this case, Dr. Jaura knew from the advertisement that the post is of lower grade and he willingly joined as such. He, therefore, pleaded that his pay should not be protected.

Principal R.S. Jhanji said that if the person concerned was getting higher pay in his previous organization, there is no harm in protecting his/her pay.

The Vice-Chancellor said that the pay of Dr. Nirmal Singh Jaura has already been protected. Now, the post of Director, Youth Welfare, is being sought to be upgraded in the pay-scale of Rs.37400-67000 + GP 9000.

Referring to Sub-Item 16, Dr. Jagwant Singh enquired is there any possibility of getting Security Officer/s from the Police Force?

To this, the other members said that hardly anybody would like to join the University after leaving Police Force.

At this stage, Shri Ashok Goyal said that since the outer walls of the residential buildings of both Sector 14 and 25 gave a very shabby look, all the outer walls of the residential buildings, including Teachers' Flats and New Teachers' Flats, should be got done *snosum*.

The Vice-Chancellor said that the concerns of the members are well appreciated.

After some further discussion, it was –

RESOLVED: That –

- (1) the recommendations of the Board of Finance contained in the minutes of its meeting dated

19.07.2013 (Items 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 20 and 21), be endorsed to the Senate for approval, with the modification that –

(i) Note to Item 5, be amended as under:

“NOTE: According to Punjab Civil Service Rules notified vide 4285-SII (3)-73/27201 dated 31.08.1973, the Panjab University, Chandigarh already provides the benefit to a female temporary employee who has been recruited on temporary/*ad hoc* basis for a limited period and they can avail the benefit of Maternity Leave (with pay) provided that no leave shall be granted to such female employee who has two or more living children.”

(ii) Under Item 9, Shri Rakesh Gupta, Manager Booking, be given independent charge of University Guest House for 3 months and it be ensured that nobody interferes in the day-to-day functioning of the Guest Houses. After 3 months, his work be got evaluated. Thereafter, if need be, steps for filling up of the post of Manager (Hospitality) on regular basis be initiated. A Committee comprising Shri Ashok Goyal, Professor Keshav Malhotra, Professor Shelley Walia and Dr. Dinesh Talwar, be constituted to advise and to oversee the work of Shri Rakesh Gupta.

(2) Regulation/s for B.Com. LL.B. course, which are violative of Bar Council of India, if framed and sent to Government of India for approval, be immediately withdrawn.

(3) A Committee comprising Professor Naval Kishore, Shri Ashok Goyal and Dr. Jagwant Singh be constituted to look into the issue of B.Com.LL.B. course being run by Rayat and Bahra College of Law, Railmajra, and make recommendation before the next meeting of the Syndicate.

At this stage, Dr. Dinesh Talwar stated that one of the candidates had applied for admission at Dr. S.S. Bhatnagar University Institute of Chemical Engineering & Technology under the defence quota as her father is an ex-serviceman. When she came for seeking admission in the evening, she was told that she could not be given admission under this quota as her father had not completed the specific number of years of service. In fact, her father after completing

the specific period of service in the Army, had been granted all service benefits, including gratuity. She has been denied admission on the basis of less number of years of service by his father in the army. Unfortunately, the persons, who were sitting in the Admission Committee, did not see all the papers. In fact, the candidate has letter of Government of India dated 27th March 1987, in which it has been mentioned that at his own request, the person concerned has been allowed to retire voluntarily after completion of 5 years' service of the armed forces of the country. It has again been clarified through a circular dated 21st August 1997 by the Government of India that during that specific period every person was allowed to retire voluntarily. Those who opted for voluntary retirement during that period were given all service benefits. The elder daughter of the same very person had got admission at Dr. S.S. Bhatnagar University Institute of Chemical Engineering & Technology in 2009 under the defence (ex-serviceman) quota. Why the same Certificate, which was produced in 2009, is not being entertained now. The candidate is also getting Prime Minister Scholarship. When the DUI referred back her case to the Board of Control, the Board of Control gave vague reply. According to him, this is a clear case of admission to the wards of ex-servicemen. He handed over the papers related to this case to the Vice-Chancellor on the floor of the House.

It was told that the matter is sub-judice.

To this, Dr. Dinesh Talwar said that, in fact, somebody else has been adjusted against her seat. They knew that she had approached the Court and she would get relief from there. He enquired why did they force the people to approach the Court and get strictures passed against the University. At least one seat should have been kept vacant for her. In fact, Dr. S.S. Bhatnagar University Institute of Chemical Engineering & Technology deliberately filled in the seat knowing fully well that she would get admission on the direction of the Court.

Shri Harpreet Singh Dua said that they had discussed the case of Guru Nanak Girls College, Ludhiana, in the previous meeting of the Syndicate. Now, the College has placed one person under suspension and has issued a show cause notice, reply to which has been sought within a week. In fact, what he had apprehended, came true. The College is saying that it has not received a copy of the report. How are they going to deal with the College and handle the situation now?

Dr. I.S. Sandhu apprehended that more teachers would be placed under suspension by the College tomorrow. They were fully aware of the behaviour of the College Management. They should take steps to stop this College from taking such steps.

Dr. Jagwant Singh stated that certain teachers have been forced to sign some affidavit saying that whatever has been told to the Committee is wrong or they had not told anything to the Committee. The show-cause notices have been issued and reply is sought from them. The previous day, he received a phone call informing that 6-7 teachers are being forced to sign some affidavits supporting the College Management and maybe against the University Committee. They need to take note of this. It had also been learnt that the College had written letters to the members of the Senate, in which they had questioned the entire process followed by the University and had also said that why the copy of the report has not been provided to them.

The motive of the University is to nominate certain persons on the Governing Body of the College and they have questioned as to how Professor Nandita Singh could be nominated on the Governing Body of the College when she was a member of the Enquiry Committee appointed by the University. He felt that the said letter had been addressed to the Vice-Chancellor.

Dr. I.S. Sandhu said that the teacher/s has/have been placed under suspension. Though they were in the College on 14th August 2013, the suspension order dated 14th August 2013 has been got received from them on 17th August 2013.

The Vice-Chancellor said that the report of the Committee should be provided to the College officially and the College should be asked to place the matter regarding placement of certain teachers under suspension before the Governing Body of the College in which the representatives of the University are there. He added that after receipt of suspension orders and charge sheet/s, the University would act as per regulations.

Shri Harpreet Singh said that if the College could write such a letter to the Vice-Chancellor, they could well imagine what they could do to an ordinary teacher.

The Vice-Chancellor said that to start with they would send a copy of the Enquiry Committee Report to Guru Nanak Girls College, Ludhiana. They would also ask the College to hold a meeting of the Governing Body, wherein the representatives of the University would tell them whatever the College Management is doing is absolutely wrong. The representatives of the University should come to the Syndicate with a feedback and tell them as to what the opinion of other members of the Governing Body. Are they being misled by the President and the Principal of the College or the overwhelming majority is party to it.

Dr. Dinesh Talwar enquired why do they not ask the College to appoint senior-most teacher as Officiating Principal of the College?

Professor Nandita Singh said that if the objection of the College Management is valid, her name should be withdrawn from the list of the nominees to be appointed on the Governing Body of the College.

Dr. Jagwant Singh said that he agreed with Professor Nandita Singh. Since she was a member of the Enquiry Committee, her name should be withdrawn from the list of University representatives nominated on the Governing Body of the College.

Shri Harpreet Singh Dua said that since Professor Nandita Singh was a member of the Enquiry Committee, she knew the facts very well. In fact, the Management of the College had objection to each and every representative nominated by the University on the Governing Body of the College.

The Vice-Chancellor stated that, in fact, the report of the Enquiry Committee is very exhaustive. The members of the Syndicate nominated on the Governing Body of the College should defend the action/s taken by the University. They should go to the meeting well prepared and along with documentation and apprise them about the views of the Syndicate. The letter addressed to him by the College

could be got legally examined. In fact, this letter had been addressed to all of them. If they wish to frame a reply, they could do so on behalf of the Syndicate.

Dr. Tarlok Bandhu said that since they had their representatives on the Governing Body of the College, it is ideal situation for them. However, in the meeting of the Governing Body, the College concerned brought their own agenda and did not bring such items which could harm them.

The Vice-Chancellor said that they would ask the College to place the report of the Enquiry Committee in the meeting of their Governing Body and allow discussion on it in the presence of University representatives. Therefore, the feedback should be provided to the University. They would take action against the College after exhausting all possibilities; otherwise, perhaps they might not be able to justify their action/s. If the members wanted, a small Committee could be constituted.

RESOLVED: That a small Committee comprising Shri Ashok Goyal, Dr. Dinesh Talwar and Dr. I.S. Sandhu, be constituted to suggest step-wise action against Guru Nanak Girls College, Model Town, Ludhiana.

Recommendations of Leave Cases Committee dated 07.08.2013

6. Considered minutes dated 7.8.2013 (**Appendix-VIII**) of the Committee constituted by the Vice-Chancellor in terms of the Syndicate decision dated 16.5.1981 (Para 18) to look into the leave cases of teaching staff.

RESOLVED: That the recommendations of the Committee dated 07.08.2013, as per **Appendix-VIII**, be approved.

Appointment of Technical Officers in Electrical & Communication Engg. and Mechanical Engineering

- 7.** Considered—
- (i) minutes dated 30.7.2013 (**Appendix-IX**) of the Selection Committee for appointment of Technical Officer (Electrical & Communication Engineering)-1 at University Institute of Engineering & Technology in the pay-scale of ₹10300-34800+GP ₹5000/- plus allowances admissible under the University rules.
 - (ii) minutes dated 31.7.2013 (**Appendix-X**) of the Selection Committee for appointment of Technical Officer (Mechanical Engineering)-1 at University Institute of Engineering & Technology in the pay-scale of ₹10300-34800+GP ₹5000/- plus allowance admissible under the University rules.

Referring to Item 7(i), Principal R.S. Jhanji said that it looked as if this is a precarious case. In fact, the candidate, who had done Diploma, has been recommended for appointment ignoring the better qualified candidate/s, who had done M.Tech., etc. He also wanted to know the criteria adopted for the selection. The bio-data of all the candidates who had appeared in the interview have also not been attached. He, therefore, pleaded that the matter should be examined.

Dr. Tarlok Bandhu said that no template has been adopted in the case of this selection.

Dr. Jagwant Singh said that the candidates having done B.E., B.Tech., M.Tech., etc. have been ignored and a Diploma holder has been recommended for appointment. As per established law, the persons with higher qualifications have to be given weightage. He did not know whether the higher qualified candidates were given weightage or not. The C.Vs. of all the candidates needed to be checked.

Dr. R.P.S. Josh said that this case should be got examined.

The Vice-Chancellor said that the Selection Committee comprised Dean, Faculty of Engineering & Technology, Chairperson, Department of Computer Science & Applications and Director, Computer Centre. *Prima facie*, it is a Committee of very senior persons of the University and he would not question their judgement, but in view of the queries of the members, he would definitely ask them for clarification.

Dr. Jagwant Singh suggested that they should devise some template for these posts also and the same should be approved in advance and not at the time of interview.

RESOLVED: That as far as Item 7(i) on the agenda is concerned, the matter be got examined keeping in view the observations made by the members and, in the meanwhile, the consideration of the item be deferred.

RESOLVED FURTHER: That Mr. Ravneet Kumar S/o Shri Ram Nath Kakria be appointed Technical Officer (Mechanical Engineering) at University Institute of Engineering & Technology, Panjab University, Chandigarh, on one year's probation, in the pay-scale of Rs.10300-34800 + G.P. Rs.5000 plus allowances as per rules, on a pay to be fixed as per University rules.

RESOLVED FURTHER: That Mr. Sandeep Singh Sangwan be placed on the Waiting List.

Assignment of Fellow to the Faculties

8. Considered and

RESOLVED: That the following Fellow be assigned to the Faculties mentioned against his name, in anticipation of the approval of the Senate:-

| | |
|--|---|
| Professor Lalit Kumar Bansal Dean Research Chairperson University School of Open Learning P.U., Chandigarh | 1. Arts 2. Science 3. Dairying, Animal Husbandry & Agriculture 4. Design & Fine Arts |
|--|---|

Issue regarding payment of interest on P.F. to the teachers who continued after attaining the age of superannuation, i.e., 60 years due to pendency of court cases

9. Considered minutes dated 22.7.2013 (**Appendix-XI**) of the Standing Committee constituted by the Vice-Chancellor to discuss/consider the audit objection on the decision of the Senate meeting dated 24.3.2013 vide Paragraph XXIII for allowing the simple interest @ 8.5% p.a. to the teachers who continued after attaining the age of 60 years due to pendency of court cases.

- NOTE:**
1. The Senate at its meeting held on 24.3.2013 (Para XXIII) has resolved that the teachers who retired on attaining the age of 60 years but continued in service due to pendency of Court case for enhancement in age of retirement, be allowed to be paid a simple interest @ 8.5% p.a. on the amount already paid in terms of decision of the Syndicate vide Para 9 dated 26.7.2009 w.e.f. the date up to which interest has already been paid, i.e., one year after the date of leaving service to the month of actual payment, subject to the condition that they would give an undertaking that they have received full and final payment and their claim regarding interest on PF/GPF has been settled finally.
 2. The audit has pointed out that the decision of the Syndicate/Senate is not in consonance with the Regulation 14.15 of P.U. Calendar Volume I, 2007 at page 131. Therefore, the Committee unanimously recommended that the case be resubmitted before the Syndicate along with the observations of the audit for reconsideration.
 3. The Regulation 14.15 of Panjab University Calendar Volume I, 2007 at page 131 reads as under:

“Every employee, on leaving University service or on retirement shall claim payment of Provident Fund standing at his credit within one year of his leaving University service or his retirement.”

Shri Ashok Goyal stated that the item before the Syndicate is to consider minutes dated 22.7.2013 of the Standing Committee constituted by the Vice-Chancellor to discuss/consider the audit objection on the decision of the Senate meeting dated 24.3.2013 vide Paragraph XXIII for allowing the simple interest @ 8.5% p.a. to the teachers who continued after attaining the age of 60 years due to pendency of court cases, whereas the Committee has not made any recommendation. In fact, the item before the Syndicate should have been to reconsider the Syndicate decision dated 05.03.2013 (Para 19) in view of the objections raised by the audit. In principle, they should reiterate earlier decision of the Syndicate, but in view of the latest orders of the Hon'ble Supreme Court of India, there are some people who had continued in University service under the orders of the court and now the Hon'ble Supreme Court has ordered that they would be given all service benefits. In view of the orders of the Supreme Court of India, they were treated at par with regular employees and whatever is applicable to regular employees, the same should be applied to them so that they did not face any problem.

It was clarified that this is the case relating to the teachers who continued in 2006-07 at their own risk and responsibility.

Shri Ashok Goyal stated that in 1999, the teachers were allowed to continue at their own risk and responsibility and amendment of regulations pertaining to enhancement in age of superannuation from 60 to 62 years was sent to Government of India for approval and the Government of India turned it down in 2000. As such, approval for amendment of regulation was not granted by the Government of India. In the meanwhile, these people were paid salary. People went to the High Court and got stay for continuing in service. The High Court used to order payment of salaries to these people from time to time. But they could not entirely find fault with the objection of the Audit Department. The solution to the problem is, they do not need to amend the regulations, but keeping in view the peculiar circumstances, they only have to seek approval from the Government of India for payment of interest to these people.

RESOLVED: That, as per earlier decision of the Syndicate, simple interest @ 8.5% p.a. be paid to the teachers, who continued after attaining the age of 60 years due to pendency of their cases in the court. However, in view of the Audit objection, the matter be taken up with the Government of India for seeking permission to pay interest @ 8.5 % per annum to all these teachers in view the peculiar circumstances.

At this stage, Principal R.S. Jhanji said that the issue of fee structure should be allowed to be discussed as it is a serious matter.

Professor Keshav Malhotra said that the decision to enhance fee structure for the courses being offered in different Degree Colleges was recommended by a Committee which included more than 6-7 Principals from the affiliated Colleges and also included Dr. I.S. Sandhu. The fee structure was revised justifiably. However, if the issue is to be discussed, the item should be placed before the Syndicate in its next meeting in which he would bring all relevant papers to justify the increase.

The Vice-Chancellor said that, earlier, the item relating to fee structure of Degree Colleges was placed before the Syndicate in its July meeting as Ratification Item, but its consideration was deferred.

Dr. Jagwant Singh suggested that an item relating to the fee structure of the Degree College should be included in the agenda of the next Syndicate meeting as Item 1 or 2.

Principal R.S. Jhanji said that he appreciates the work done by the Committee but some rationalization is needed to be done.

The Vice-Chancellor said that he would seek a comprehensive note in this regard from Principals R.S. Jhanji and Praveen Chawla.

Dr. I.S. Sandhu stated that in the previous meeting of the Syndicate, he had pointed out that certain Colleges were charging double the fee which has been recommended by the Committee. What action had been taken by the University against such Colleges?

Payment of interest on contributory PF and GPF to the employees

10. Considered the recommendations of the Committee dated 22.7.2013 (**Appendix-XII**) constituted by the Vice-Chancellor to examine the rate of interest on contributory Provident Fund and General Provident Fund to be paid to the employees for the period 1.4.2013 to 31.3.2014.

RESOLVED: That –

1. the employees be paid interest on Provident Fund and General Provident Fund @ 9.25% p.a. compoundable quarterly for the period 1.4.2013 to 31.3.2014; and
2. observations made by the Director General of Audit Central, Chandigarh (AX-I) and reply submitted by University (AX-III) be noted and University may continue with the existing policy for determination of interest rates as per existing rules and regulations framed, under Panjab University Act 1947.

Revised Accounts Manual

11. Considered minutes dated 9.4.2013 and 11.7.2013 (**Appendix-XIII**) of the Committee constituted by the Vice-Chancellor to review the draft of revised Accounts Manual 2012.

NOTE: Revised Account Manual enclosed (**Separate volume Appendix-XIII**).

Dr. R.P.S. Josh stated that they should appreciate the work done by the Finance & Development Officer and his team in preparing a good Accounts Manual.

Professor Keshav Malhthora stated that they should appreciate the work done by the Finance & Development Officer and his team in preparing a very good Accounts Manual, especially Shri Bishan Singh, Senior Assistant, T.A. Section, who has made a lot of contribution in preparing the Accounts Manual. He suggested that Shri Bishan Singh should be honoured on the occasion of Republic Day in January 2014.

The Vice-Chancellor said that an appreciation letter would be sent to each and every member who had helped in the preparation of the Accounts Manual.

Shri Ashok Goyal said that he would give some minor suggestions later on, which should be incorporated in the Accounts Manual.

RESOLVED: That the revised Accounts Manual (**Appendix-XIII**), be approved, subject to incorporation of suggestions to be given by Shri Ashok Goyal.

Issue regarding designating Assistant Public Information Officers

12. Considered the proposal of the Vice-Chancellor that the person next in hierarchy of the designated Public Information Officer be automatically designated Assistant Public Information Officer, who will act as Public Information Officer in the absence of the concerned Public Information Officer, with his/her consent, subject to the condition that he/she must be Class 'A' officer of the Panjab

University. Information contained in the office note (**Appendix-XIV**) was also taken into consideration.

NOTE: To meet the practical difficulties of the branches/departments/institutions and to overcome the burdens of the existing Public Information Officers for effectively supplying the information, it would be in the interest of the University to designate all the Heads including existing Public Information Officers of the Branches/ Departments/Institutes, Directors and Honorary Directors/DPRO, XEN-I, XEN-II, Architect, SDE (Horticulture), of XEN Office, S.O. to Vice-Chancellor, Hostel Wardens, D.U.I. present Public Information also for various Joint Admission Committees of Panjab University Departments/Centres/ Institutes, Deputy Registrar (Colleges) presently Public Information Officer also for the various Joint Admission Committees of the Colleges affiliated to Panjab University being the Convener to organize the Admissions & CCASH, D.S.W.(Men) existing PIO & D.S.W. (Women), Chairperson/Convener of Sexual Harassment Committees of Panjab University by virtue of their designations as head/in-charge be ex-officio P.I.O. The decision of the appropriate authority would automatically be applicable on the dismental Branches/Departments/ Institutions or which will come into existence with the passage of time (here in called in future) as the case may be.

It was clarified that as and when the Public Information Officer (PIO) is on leave, nobody attends to RTI applications/queries. In the absence of PIO, the next person in hierarchy would act as Assistant Public Information Officer (APIO) so that the work relating to Right to Information in different Branches/Departments does not suffer.

To this, Shri Ashok Goyal stated that when the post of Deputy Registrar (RTI) was created, they were told that the person to be appointed as such would take care of the cases of RTI. Now, though they had appointed Deputy Registrar (RTI), simultaneously they also appointed Heads of the Departments/Branches as PIOs and those PIOs are not getting assistance from any quarter. What is happening is that if any Department/Branch receives an application under the RTI, neither have they any expertise to reply nor know how to deal with the application. Instead of giving replies to the RTI queries by the Deputy Registrar (RTI), he/she started passing on the applications to different Departments/Branches. Thus, the Deputy Registrar (RTI) started acting like a Postmaster General, due to which they were facing a lot of difficulties. Even if they appointed next senior-most person of the Department/Branch concerned as APIO in the absence of PIO, the APIO might also proceed on leave on/after 29th day of the receipt of the application. Therefore, the problem would not be solved even with the appointing of APIOs. In fact, they needed to look into as to how it is possible to prepare the suitable reply keeping in view the present strength of non-teaching employees.

Professor Keshav Malhotra said that the last increase in the salary of both non-teaching and teaching staff had been made keeping in view the workload of RTI cases. He suggested that one person in each and every Department/Branch should be deputed to deal with RTI cases only and, if need be, training should be given to him/her.

Principal R.S. Jhanji said that the Colleges are also facing similar problem.

It was said that the Deputy Registrar (RTI) is acting like a CPIO. He/She only pass on the RTI applications to the relevant PIOs. The University is holding a Seminar on RTI on 19th September 2013.

Shri Ashok Goyal stated that one of the Law Officers to be appointed by the University should be exclusively deputed for the RTI cases. The major weakness in their University is that they did not have individual interests, which is the reason for not following the cases in the Courts. Even if the fees of the Advocates engaged by the University are increased, it would not help much. If they go through the discussion, in one of the meetings, it was decided that usually reply of court cases are not given. As far as court cases are concerned, there is no improvement in it even with the appointment of the present Law Officer. Earlier also, replies were not filed in the Courts for years and the situation has not changed because ex-party decisions are being given. Unless and until they appoint somebody, who specializes in RTI Act as Deputy Registrar (RTI), the situation is not going to change. As Professor Keshav Malhotra has said, the increase in salary include that everyone has to deal with the RTI workload. This increase has not only been effected in the case of non-teaching employees, but in the case of everybody, including teachers and bureaucrats. They have to go by the law of the land and have to accept it with positive spirit. It had been mentioned in the Calendar that such and such information is available at such and such places, e.g., the Attendance Register is supposed to be with the Accounts Branch. Technically speaking, if some applications came for supplying copies of attendance register these should immediately be marked to the Accounts Branch. But the Accounts Branch would say that is not with them. In fact, students' attendance register does not mean classes attended by the students, rather it meant as to how many students took admission in the courses being offered by the University at the Campus. Therefore, unless and until they knew about the actual information, they would not be in a position to give proper reply. In the end, he said that the proposal of automatically designated the next person in the hierarchy as APIO should only be approved, if it is going to solve the problem; otherwise, not.

RESOLVED: That the proposal of automatically designating next person in hierarchy of the designated Public Information Officer, as Assistant Public Information Officer, who will act as Public Information Officer in the absence of the concerned Public Information Officer, with his/her consent, subject to the condition that he/she must be Class 'A' officer of the Panjab University, be rejected.

Recommendations of the Academic Council dated 20.6.2012

13. Considered the following recommendations of the Committee dated 30.5.2013 (**Appendix-XV**) duly approved by the Vice-Chancellor, to re-consider the recommendations of the Academic Council dated 20.6.2012 referred back by the Syndicate dated 15.12.2012 (Para 10):

1. Item No. 1 must be treated as a part of Choice Based Credit System. The Departments under Faculty of Arts may consider the introduction of Choice Based Credit System w.e.f. the session 2014-15. However, during the current session, a one day workshop involving large number of members of Faculty of Arts may be conducted in order to finalize the procedure and modalities for the introduction of Choice Based Credit System. This workshop may be funded by DCDC/University authorities. Further, all Conveners of Postgraduate Board of Studies may ensure that syllabi in each subject has courses of an interdisciplinary nature.
2. The syllabi of Postgraduate and Undergraduate courses of each discipline must be revised/updated every three years. Further, it is recommended that every Department may hold a one day workshop involving various stake holders and teachers in that particular discipline after the completion of two years. Further, the funding for such one day workshop may be procured from the Panjab University for which provision may be made in the University Budget from the next financial year. The number of participants may not exceed 30 and the funds allocated to each Department must not exceed ₹50,000/- which may be revised from time to time.
3. The nature of assignment for internal assessment in Undergraduate and Postgraduate Courses may be decided by the concerned Department in view of the nature of the discipline/paper.
4. Whether applicable, case studies may be incorporated in the papers by the Board of Studies.
5. The course on Communication Skills has been conceived within the framework of Choice Based Credit System and therefore, this course may be introduced alongwith introduction of Choice Based Credit System. Till the time, the Choice Based Credit System is introduced, the Committee recommends that a Certificate Course in Communication Skills of three months i.e. writing skills, soft skills and other professional skills may be formulated and introduced at the IAS Coaching Centre, Panjab University, at nominal charges. This course may run throughout the year. The City Colleges having infrastructure facilities i.e. languages Lab etc. may be approached for this course.

NOTE: The Syndicate in its meeting dated 15.12.2012 (Para 10) has decided that the recommendations of Academic Council be referred back to the Faculty of Arts/Academic Council for reconsideration as the members of the Syndicate had observed that the language of the recommendations is not properly worded.

Initiating discussion, Professor Shelley Walia stated that every Department has to do planning for the next academic session 2014-15 and design their new courses well in advance so that the same could be ratified by the Faculties concerned. So he would suggest that if they are interested in introducing this right away, the Departments should be asked to start this exercise of designing the new syllabi. Secondly, two papers are to be introduced on credit basis in the allied disciplines, whereas there are six allied disciplines in the case of English Literature. Therefore, it would be very difficult to co-ordinate as it is an exhaustive exercise and each Department has to earmark the allied disciplines. As such, he could see a huge problem in this. As far as communication skill is concerned, the students should be encouraged to go for communication skill because the Science students are not up to the mark in the communication skill. Simultaneously, they are talking about the credit system. The Committee has recommended that a Certificate course in Communication Skills of three months duration, i.e., writing skills, soft skills and other professional skills may be formulated and introduced at the IAS Coaching Centre. From next year, it should be given to Department of English and Cultural Studies because it is to be taught by the teachers of Department of English and Cultural Studies, who knew the right communication skills better and from next year it is going to be an integral part of the curriculum of each Department. When each Department would have this Communication Skill subject, how do they have teachers needed to cater those students, who would opt for this Communication Skill course. As regards Certificate Course in Communication Skill is concerned, earlier the Department of English was offering an English Proficiency course to the students, including for the foreign students because they are not up to the mark in communication skills. The English Proficiency course ran there for 3 years successfully. The broad outlines of the course, modalities, etc. are already available. He, therefore, suggested that first of all, they should revive the English Proficiency course within the Department of English and ask this Committee or any other Committee to see whether this Communication Skill paper under Open Credit System/Choice Based Credit System is to be introduced in all the 54 Departments of the University.

Professor Keshav Malhotra enquired that how many teachers are required to teach this subject and how much fee is to be charged?

Shri Ashok Goyal observed that the Communication Skill course is not limited to only the students of Faculty of Arts. Ultimately, it has to be made applicable to all the Departments.

The Vice-Chancellor said that they have to see how many students subscribe to this course. Maybe, initially the students might not opt for this course.

Dr. Jagwant Singh enquired whether this course is to be counted for Postgraduate course or not? Rather, if they have to introduce the Communication Skill course, it has to be implemented in all the Faculties. Therefore, all the Faculties are required to be involved in it.

After some further discussion, it was –

RESOLVED: That a Committee, including Professor Rajesh Gill, Professor Shelley Walia and few other persons, be constituted to look into the whole matter.

Recommendations of the Regulations Committee dated 7.5.2012 and 28.6.2012 regarding restoration of 5% reservation to BCs

14. Re-considered recommendations of the Regulations Committee dated 7.5.2012 and 28.6.2012 that 5% reservation to Backward Classes be restored w.e.f. the session 2010-2011 as approved by the Senate dated 10.10.2010 (Para XXV) and in view of the legal opinion of Legal Retainer.

NOTE: The Syndicate at its meeting held on 8.9.2012 & 6.10.2012 (Para 3) has resolved that the recommendation of the Regulations Committee contained in Item 2, be legally examined.

The Legal Retainer has opined that:

“I do not think there can be any legal impediment to the restoration of reservation for backward classes, especially when the Regulation concerned still stands legally in the University calendar and any amendment/ deletion thereof has to be approved by the Government of India and notified in the Gazette of India in order to be legally operative.”

It was informed that at one point of time the Syndicate decided to implement the Reservation Policy for OBCs in the University by replacing the reservation for BCs. Later on, this decision was reverted back. In the meantime, the University amended the Regulation/s pertaining to reservation for BCs and sent the same to Government of India for approval of the same. Now, the provision for reservation to the BCs is being sought to be restored.

Shri Ashok Goyal stated that the OBCs have not replaced the BCs as both are two different categories. Hence, the Regulation/s pertaining to reservation for BCs was not repealed and only its implementation was stopped pending approval from the Government of India. At that time, there was debate over the reservation which was meant for Scheduled Tribes (ST). Though, the reservation for STs and BCs was the policy of the Central Government, the STs neither existed in Chandigarh nor in the State of Punjab and Haryana. In fact, the STs existed only in few parts of Himachal Pradesh and Jammu & Kashmir. Further, the issue of reservation for STs in appointments in the Panjab University is pending in the court as the court had granted stay. However, the University had not bothered to examine whether reservation to STs is to be given or not. Some people are of the opinion that reservation for the STs cannot be implemented in the areas where there are no STs, even if it is the policy of the Government of India. Whereas some people are saying that they have to implement the reservation policy for STs irrespective of the fact whether the STs are there or not, which they are implementing in admissions. There are some STs in Himachal Pradesh who are not given reservation even in the State of Himachal Pradesh itself. He, therefore, suggested that the reservation policy for STs and BCs/OBCs should be got legally examined. Otherwise, on what basis the Hon'ble

Punjab & Haryana High Court had stayed the appointment of Scheduled Tribe candidates for appointment because the reservation policy for appointment is also the same, i.e., Central Government. People of this area whether they are SCs/STs or others are not getting admissions in this University whereas people belonging to Himachal and Rajasthan are getting admissions under ST categories quota. He, therefore, once again reiterated that the whole matter should be got legally examined.

RESOLVED: That the amendment of Regulation/s pertaining to deletion of provision for providing reservation to Backward Classes sent to the Government of India for approval, be immediately withdrawn from the Government of India.

RESOLVED FURTHER: That the reservation policy for STs and BCs/OBCs, be got legally examined.

Proposal of S.B.I. dated 4.7.2013 for online fee deposit facility

15. Considered the proposal dated 4.7.2013 (**Appendix-XVI**) received from Chief Manager, State Bank of India (SBI), Sector 14, Panjab University, Chandigarh pertaining to on-line fee deposit facility for the students without being an account holder with SBI Bank/Branch who can avail facility with home branch (SBI) as well as its associate banks, any bank, any branch as per proposed agreement.

NOTE: An Application Form, Agreement Form and Terms & Conditions for on line fee deposit facility enclosed (**Appendix-XVI**).

Dr. Jagwant Singh stated that 2% charges for the transaction amount, excluding service tax, for online debit/credit cards of any other bank than the Associate Banks of State Bank of India (State Bank of Patiala, State Bank of Mysore, State Bank of Hyderabad, State Bank of Bikaner & Jaipur and State Bank of Travancore) are on the higher side. It should be the same as are for the ATM charges. He, therefore, suggested that these charges should be negotiated with the State Bank of India.

It was said that the University would negotiate with the State Bank of India.

RESOLVED: That the proposal dated 4.7.2013 (**Appendix-XVI**) received from Chief Manager, State Bank of India (SBI), Sector 14, Panjab University, Chandigarh pertaining to on-line fee deposit facility for the students without being an account holder with SBI Bank/Branch who can avail facility with home branch (SBI) as well as its associate banks, any bank, any branch as per proposed agreement, be approved. As far as 2% charges for the transaction amount, excluding service tax, for online debit/credit cards of any other bank than the Associate Banks of State Bank of India are concerned, the matter be negotiated with the State Bank of India.

Amendment in Rule

16. Considered the following amendment in Rule 4 at page 74 of P.U. Calendar, Volume-III, 2009 relating to Procedure of appointment and qualifications for the recruitment of Class A posts:

| Existing Rule 4 at page 74 of P.U. Cal. Vol.III-2009 | Proposed Rule for amendment |
|--|---|
| (i) Registrar/Controller of Examinations and Finance & Development Officer | (i) Registrar/Controller of Examinations and Finance & Development Officer |
| <p>These posts shall be treated as selection posts and filled in by direct appointment through advertisement after inviting applications from within the office and from outside. The *Vice-Chancellor shall constitute the Selection Committees for considering applications received in response to advertisement and for making recommendations to the Syndicate. The minimum qualifications for these posts shall be Master's or LL.B or equivalent degree.</p> | <p>These posts shall be treated as selection posts and filled in by direct appointment through advertisement after inviting applications from within the office and from outside. The *Vice-Chancellor shall constitute the selection committees for considering applications received in response to advertisement and for making recommendations to the Syndicate. <u>The qualifications for these posts shall be as prescribed by the Syndicate from time to time.</u></p> |
| (ii) Deputy Registrars | (ii) Deputy Registrars |
| <p>(a) 75% of the posts of Deputy Registrar in the University office shall be filled in on the basis of selection after advertising the posts. The minimum qualifications for these posts to be filled by selection shall be Master's of LL.B or equivalent degree.</p> <p>(b)The other 25% of the posts of Deputy Registrars shall be filled in by promotion on the basis of Seniority-cum-merit from amongst Assistant Registrars (in service) with a minimum of three year's service (as Assistant Registrars).</p> <p>Provided that a University employee with not less than 25 years of service in the University and who has worked as Assistant Registrar for a period of not less than 4 years shall be eligible to apply for the post of Deputy Registrar irrespective of qualification prescribed.</p> <p><u>Essentials</u></p> <p>Master's or LL.B degree of a recognized University or an equivalent degree.</p> <p><u>Desirable</u></p> <p>At least 10 years experience of administration out of which at least 5 years experience as Assistant Registrar or above or its equivalent post preferably in a University or educational institution with experience of organizing</p> | <p>(a) 75% of the posts of Deputy Registrar in the University office shall be filled in on the basis of selection after advertising the posts. <u>The minimum qualifications for these posts shall be as prescribed by the Syndicate from time to time.</u></p> <p>(b) The other 25% of the posts of Deputy Registrar shall be filled in by promotion on the basis of Seniority-cum-merit from amongst Assistant Registrars (in service) with a minimum of three year's service (as Assistant Registrars).</p> |

| Existing Rule 4 at page 74 of P.U. Cal. Vol.III-2009 | Proposed Rule for amendment |
|---|--|
| <p>examinations on a large scale. OR At least 15 years experience as Professor/Reader/Lecturer/Principal taken together, of which at least 5 years should be as Professor/ Reader/Lecturer in Readers Scale/ Principal, with experience in educational administration, with reference to conduct of examinations. OR Comparable qualifications and experience in research establishments and other institutions of higher learning.</p> | |
| (iii) Assistant Registrars: | (iii) Assistant Registrars: |
| <p>(a) 25% of the posts of Assistant Registrars in the University office shall be filled in on the basis of selection after advertisement. The following qualifications for these posts to be filled in by selection shall be-</p> <p><u>Essential:-</u> Master's of LL.B. degree of a recognized University or its equivalent qualification.</p> <p>Superintendents/P.A.'s or person holding equivalent posts in the administrative (ministerial) staff of the Panjab University with the following qualifications/Experience:-</p> <p>(i) 10 years service in the existing post (irrespective of the qualifications prescribed) OR (ii) 3 years service in the existing post with B.A. being the minimum qualification provided the total service as Assistant /Stenographer or equivalent or higher post is not less than 15 years. (iii) 5 years service in the existing post in the case of Matriculates provided the total service as Assistant Stenographer or equivalent and higher post is not less than 17 years.</p> <p><u>Desirable:</u> At least 2 year's experience of Educational administration and sufficient knowledge of organization and working of a University/ affiliated college/ or two year's experience in managing and developing computer based system.</p> | <p>(a) 25% of the posts of Assistant Registrars in the University shall be filled in on the basis of selection after advertisement. <u>The qualifications for the post shall be as prescribed by the Syndicate from time to time.</u></p> |
| (b) xxx xxx xxx | (b) xxx xxx xxx |

NOTE: The above quoted Rules containing two parts, the one part is procedure of appointment and second part consists of qualification. The qualification to a post changes with the passage of time. Whereas the qualifications to these posts of Registrars/Controller of Examinations/Finance & Development Officer/Deputy Registrar/Assistant Registrar as available in Calendars are quite old one which are not in vogue at present. The latest qualifications applicable for recruitment to these posts are different one, and are placed opposite side.

The Rule 2 at page 74 of P.U. Cal. Vol.III-2009 relating to qualifications for appointment specifically provides that the age educational and other qualifications for appointment to a post and the methods of recruitment shall be as prescribed by the Syndicate from time to time.

In view of above it is submitted that the qualifications part from the quoted above rules may be deleted and the rules may be amended suitably as under so that there may not be any confusion, complication/Legal problem at any stage.

Shri Ashok Goyal stated that in the proposed amendment it has simply been written that the qualifications for these posts shall be as prescribed by the Syndicate from time to time. Whenever the Calendar is printed, laid down qualifications are always mentioned. But sometimes, the Syndicate does change the qualifications and it is not possible to get the changed qualifications incorporated in the Calendar at that point of time. Somebody might go to the Court against the qualifications. Perhaps, this is the reason for mentioning in the Calendar that 'the qualifications for these posts shall be as prescribed by the Syndicate from time to time'. It was in the year 1993 or 1994, this University tried to equate LL.B. degree with the Postgraduate degree by giving reason that LL.B. is done after graduation. At that time, he had said that if a person had not passed 10th examination but had done graduation, could it be said that the person concerned has passed 10th examination? A lower qualification acquired by spending a number of years during which one can acquire higher qualification, could not be equated with higher qualification. Then a conscious decision was taken by the Senate that they should seek a clarification from the University Grants Commission whether LL.B. is a postgraduate degree or not. Astonishingly, a letter was produced in the next meeting clarifying that LL.B. is a postgraduate degree for the purpose of appointments and that was only to ensure that somebody is appointed as Registrar of this University, who was having LL.B. degree. However, before that the University had never faced such a difficulty. Thereafter, they changed the qualification not once but more than once. That meant, they keep on changing the qualifications from time to time keeping in view the suitability of the person/s in mind.

After some further discussion, it was –

RESOLVED: That the matter be referred to a Committee to be constituted by the Vice-Chancellor for consideration and recommendations.

Inspection Report

17. Considered if provisional extension of affiliation be granted to Dev Samaj College for Women, Ferozepur City, for Certificate Add-On course Yoga & Mental Health as per UGC guidelines under UGC/Self-Financing Scheme for the session 2013-2014.

- NOTE:**
1. The request received from the Principal vide letter No. 521/13-14 dated 19.7.2013 enclosed (**Appendix-XVII**).
 2. Inspection Report and office note enclosed (**Appendix-XVII**).

RESOLVED: That provisional extension of affiliation be granted to Dev Samaj College for Women, Ferozepur City, for Certificate Add-On course Yoga & Mental Health, as per UGC guidelines, under UGC/Self-Financing Scheme, for the session 2013-2014.

Inspection Report

18.

Considered if the provisional extension of affiliation be granted to GGN Khalsa College, Ludhiana, for Diploma Add-On course in Journalism, as per UGC guidelines, under UGC/Self-Financing Scheme, for the session 2012-13.

NOTE: Inspection Report and office note enclosed (**Appendix-XVIII**).

Professor Shelley Walia pointed out that the remark of the Inspection Committee in its report (page 119) that 'dedicated class rooms' was not appropriate.

After some further discussion, it was-

RESOLVED: That provisional extension of affiliation be granted to GGN Khalsa College, Ludhiana, for Diploma Add-On course in Journalism, as per UGC guidelines, under UGC/Self-Financing Scheme, for the session 2012-13.

Regulations/Rules, number of seats, fee structure, etc. for M.Com. (Accounting and Finance)

19. Considered following recommendations of the Sub-Committee dated 2.7.2013 (**Appendix-XIX**) constituted by the Vice-Chancellor for framing of Regulations/Rules, number of seats, and fee structure etc. for Master of Commerce (Accounting and Finance) in R.S.D. College, Ferozepur City, under Innovative Programme-Teaching & Research in Interdisciplinary and Emerging Areas:

1. Regulations/rules for Master of Commerce (Accounting and Finance), an Innovative Course will be same as for the M.Com. (Semester System) in Panjab University as mentioned in Panjab University Calendar Volume II, 2007 pages 345-348 and as amended from time to time by the Syndicate and Senate.

2. The eligibility criteria for admission in this course will be the same as for the M.Com. (Semester System).
3. Number of seats would be 40.
4. The examination would be for four semesters spread over a period of two years.
5. The proposed fee structure would be same as approved by the U.G.C. and as per Panjab University Norms applicable to be M.Com. (Semester System).
6. The Admission to this course will be purely on merit basis to be conducted by the College.
7. xxx xxx xxx xxx xxx xxx. Total marks per semester and the Pattern of Workshop and viva will remain the same as per the M.Com. (General) of the Panjab University.

RESOLVED: That –

1. Regulations/rules for Master of Commerce (Accounting and Finance), an Innovative Course be the same as for the M.Com. (Semester System) in Panjab University as mentioned in Panjab University Calendar Volume II, 2007 pages 345-348 and as amended from time to time by the Syndicate and Senate.
2. The eligibility criteria for admission in this course will be the same as for the M.Com. (Semester System).
3. Number of seats would be 40.
4. The examination would be for four semesters spread over a period of two years.
5. The proposed fee structure would be same as approved by the U.G.C. and as per Panjab University Norms applicable to be M.Com. (Semester System).
6. The Admission to this course will be purely on merit basis to be conducted by the College.
7. Total marks per semester and the Pattern of Workshop and viva will remain the same as per the M.Com. (General) of the Panjab University.

Withdrawn Item

20. Item 20 on the agenda was withdrawn, viz. –

20. To consider if –

- (i) Ex-post-facto sanction be granted for ignoring the benefit of one increment after completion of ten years service on designation as A.S.O./A.S.O. Stenography for the grant of benefit of ACP of 14 years service on the substantive post of Senior Assistant/ Stenographer.
- (ii) Ex-post-facto sanction be granted for ignoring the benefit of one increment after completion of ten years service on designation as A.T.O. (Grade-II) for grant of benefit of ACP of 14 years service on the substantive post of Senior Technician/ Senior Mechanic/ Assistant Foreman (Grade-II) of laboratory and technical cadre.

NOTE: An office note enclosed.

Award of degree of Doctor of Philosophy

21. Considered reports of examiners of certain candidates on the theses, including viva-voce reports, for the award of degree of Doctor of Philosophy (Ph.D.).

RESOLVED: That the degree of Doctor of Philosophy be awarded to the following candidates in the Faculty and subject noted against each:

| Sr. No. | Name of the Candidate | Faculty/ Subject | Title of Thesis |
|---------|--|--------------------|---|
| 1. | Mr. Amanpreet Singh C/o Sukhdarshan Singh H.No. 2323/1 Sector-45 C Chandigarh | Arts/Sociology | ADOLESCENT SEXUALITY AND SEX EDUCATION: A STUDY OF ADOLESCENTS, THEIR PARENTS AND TEACHERS IN SCHOOLS OF SANGRUR DISTRICT (PUNJAB) |
| 2. | Mr. Sudhyan Singh Negi H.No. 144 Housing Board Colony Saproon, Solan (H.P.) | Arts/Sociology | CHANGING SOCIAL STRUCTURE OF KINNAURA TRIBE IN HIMACHAL PRADESH |
| 3. | Ms. Chandreshwari Minhas V.P.O. Rajehar Tehsil-Palampur District-Kangra-176061 | Law/Law | AN ANALYTICAL STUDY OF CLIMATE CHANGE AND ITS CONTROL IN INTERNATIONAL AND NATIONAL LEGAL REGIME WITH SPECIAL REFERENCE TO SHIMLA AND KANGRA DISTRICT OF HIMACHAL PRADESH |
| 4. | Ms. Payal D/o Sh. S.C. Gupta Garden Colony(Bank Wale) Misson Road Pathankot-145001 | Arts/ Economics | EXCHANGE RATE REGIME IN INDIA: AN ANALYSIS OF THE IMPACT OF THE EXCHANGE RATE ON THE MACRO-ECONOMIC INDICATORS OF INDIAN ECONOMY (1991-2008) |
| 5. | Mr. Virender Kumar H.No.126, Sector-4 Mansa Devi Complex Panchkula | Law/Law | A MERGER STRATEGY AND CORPORATE ACQUISITION: AN ANALYTICAL STUDY |

Agenda Items 22 and 23 being Ratification and Information Items, these be read under Items 29 and 30.

Issue of appointment of Assistant Professors in the Deptt. of Public Administration

24. Considered –

- (i). minutes dated 19.12.2012 (**Appendix-XX**) of the Selection Committee for appointment of Assistant Professor in the Department of Public Administration, Panjab University, Chandigarh; and
- (ii) minutes dated 20.12.2012 (**Appendix-XXI**) of the Selection Committee for appointment of Assistant Professors-2 (General-1 and SC-1) in the Department of Public Administration at University School of Open Learning, Panjab University, Chandigarh.

Initiating discussion, Shri Ashok Goyal said that without having gone through the writ petition, how could they decide what should be done.

Principal R.S. Jhanji said that when the appointment is not approved, how one could know the outcome of the Selection Committee and presumed that one is selected.

Dr. Dinesh Talwar suggested that without going through the Writ Petition, they should not consider the item.

Shri Ashok Goyal, referring to note (2), said that it has been mentioned in it that 'the grouse made in the present petition is that even though the petitioner was shown to have been selected, he was not issued an appointment letter and thereafter in response to an inquiry under the Right to Information Act he was informed that the matter is still under consideration'. Who has given this reply that the matter is still under consideration? It being a serious matter, needed to be looked into.

After some further discussion, it was –

RESOLVED: That the Item be placed before the Syndicate along with the Writ Petition.

Appointment of Assistant Professors in Mechanical Engineering on temporary basis

25 (i). Considered minutes dated 18.8.2013 (**Appendix-XXII**) of the Selection Committee (walk-in-interview) for appointment of Assistant Professors in Mechanical Engineering-2 posts at Panjab University Swami Sarvanand Giri Regional Centre, Hoshiarpur, purely on temporary basis for the Academic session 2013-14 or till the regular posts are filled in through proper selection, whichever is earlier, in the pay-scale of ₹15600-39100+AGP ₹6000/- plus other allowances admissible as per University rules.

RESOLVED: That the following persons be appointed Assistant Professor in Mechanical Engineering at P.U. Swami Sarvanand Giri Regional Centre, Hoshiarpur, purely on temporary basis for the academic session 2013-14 or till the posts are filled in on regular basis through proper selection, whichever is earlier, in the pay-scale of ₹15600-39100 + AGP ₹6000/- plus allowances admissible as per University rules, under Regulation 5 at page 111 of P.U. Calendar, Volume I, 2007:

- (i) Mr. Ramandeep Singh
- (ii) Mr. Gurwinder Singh.

The competent authority could assign them teaching duties in the same subject in other teaching Departments of the University in order to utilize their subject expertise/specialization and to meet the needs of the allied Department/s at a given point of time, within the limits of workload as prescribed in the U.G.C. norms.

- NOTE:**
1. The score chart of all the candidates, who appeared in the interview, would form a part of the proceedings.
 2. A summary bio-data of the selected and wait-listed candidates are enclosed and it is certified that the selected and wait-listed candidates fulfilled the qualifications laid down for the post.

Appointment of Assistant Professors in History on temporary basis

25(ii). Considered minutes dated 19.8.2013 (**Appendix-XXIII**) of the Selection Committee (walk-in-interview) for appointment of Assistant Professors in History at the following Panjab University Constituent Colleges, purely on temporary basis for the academic session 2013-14 or till the regular posts are filled in through proper selection, whichever is earlier, in the pay-scale of ₹15600-39100+AGP ₹6000/- plus other allowances admissible as per University rules:

- (i) Panjab University Constituent College, Nihalsinghwal, District Moga-1 post; and
- (ii) Panjab University Constituent College, Sikhwal, District Sri Muktsar Sahib-1 post.

Initiating discussion, Dr. R.P.S. Josh stated that the candidature of one of the candidates, namely Mr. Rajinder Kumar, who had qualified UGC-NET in the subject of Ancient History, has been rejected for the post of Assistant Professor in History, which was not appropriate. In the affiliated Colleges, they appoint Assistant Professors in the subject of History irrespective of the fact whether the candidate concerned is UGC –NET in the subject of History or Ancient History. He, therefore, pleaded that the recommendation of the Selection Committee contained in this item should not be approved.

Dr. Jagwant Singh stated that there is no difference between History or Ancient History as far as teaching of History in the affiliated Colleges is concerned, but in the University there are two different Departments, i.e., Department of History and Department of Ancient Indian History, Culture & Archaeology. For appointments as Assistant Professor in the College, both are eligible.

Endorsing the viewpoints expressed by Dr. Jagwant Singh, Dr. Dalbir Singh Dhillon said that there is neither any difference nor demarcation between Modern History and Ancient History as far as appointments in Colleges are concerned.

Dr. I.S. Sandhu said that the person, whose candidature is rejected for appointment as Assistant Professor, has been working as an approved teacher in one of the Colleges for the last 7-8 years. He, therefore, suggested that the matter should be got examined. He was supported by Principal R.S. Jhanji.

The Vice-Chancellor said that, perhaps, the person in the office from whom the clarification was sought could not give appropriate feedback and that was why it has happened.

Continuing, Dr. I.S. Sandhu said that whenever posts were advertised in the affiliated College, it was mentioned only History and not Ancient History.

Principal R.S. Jhanji stated that there is no need for advertising the posts of teachers for teaching History in the Colleges by mentioning Modern History or Ancient History as the persons having UGC-NET in History as well as Ancient History, both are eligible for the post of Assistant Professor in History.

Shri Ashok Goyal stated that if the post is advertised in Physics or Applied Physics, both the candidates, who have qualified the UGC-NET either in the subject of Physics or Applied Physics, are eligible for the post of Assistant Professor in Physics or Applied Physics. As far as History is concerned, he did not know who has given him (the Vice-Chancellor) the feedback. If the person is in the field of History, it is very bad. In fact, the persons, who have done M.A. in Ancient History and qualified U.G.C. – NET in Ancient History are eligible even in the Department of History. Therefore, the feedback given by the office in this context is wrong. How could they deny appointment of a person, who had done M.A. in Ancient History and qualified UGC-NET in the subject of Ancient History? He also enquired as to how Professor M.M. Aggarwal, Department of Physics, and Dr. Raj Kumar, Librarian, A.C. Joshi Library are there on the Selection Committee.

The Vice-Chancellor said that since candidate/s belong to Physically Handicapped category and Scheduled Caste Categories was/were appearing in the interview, Professor M.M. Aggarwal represented Physically Handicapped candidates and Dr. Raj Kumar Scheduled Caste candidates.

Shri Ashok Goyal said that since so many Fellows and teachers represented Scheduled Caste category, in future, instead of only Dr. Raj Kumar, one of the Fellows or teachers should be appointed as member of the Selection Committee.

The Vice-Chancellor said that he had talked to one of the faculty members a few minutes before and the person concerned has clarified that the U.G.C. conducts two separate NET, i.e., one in the subject of History and the other in the subject of Ancient History. Therefore, in this case, they did not allow the candidate/s who had done M.A. Ancient History and qualified U.G.C. – NET in the subject of Ancient History. However, before advertising the post in History or Ancient History next time, it would be taken care of. The members then agreed to.

RESOLVED: That–

- 1.(i) Mr. Karanbir Singh be appointed Assistant Professor in History at P.U. Constituent College, Nihalsinghwala, District Moga, purely on temporary basis for the academic session 2013-14 or till the posts are filled in on

regular basis through proper selection, whichever is earlier, in the pay-scale of Rs.15600-39100+ AGP Rs.6000/- plus allowances admissible as per University rules, under Regulation 5 at page 111 of P.U. Calendar, Volume I, 2007.

The competent authority could assign him teaching duties in the same subject in other teaching Departments of the University in order to utilize his subject expertise/specialization and to meet the needs of the allied Department/s at a given point of time, within the limits of workload as prescribed in the U.G.C. norms.

- (ii) The following persons, in order of merit, be placed on the Waiting List:

- (i) Mr. Rajesh Chander
- (ii) Ms. Manveet Sharma

- 2.(i) Mr. Karanbir Singh be appointed Assistant Professor in History at P.U. Constituent College Sikhwala, District Sri Muktsar Sahib, purely on temporary basis for the academic session 2013-14 or till the posts are filled in on regular basis through proper selection, whichever is earlier, in the pay-scale of Rs.15600-39100+ AGP Rs.6000/- plus allowances admissible as per University rules, under Regulation 5 at page 111 of P.U. Calendar, Volume I, 2007.

The competent authority could assign him teaching duties in the same subject in other teaching Departments of the University in order to utilize his subject expertise/specialization and to meet the needs of the allied Department/s at a given point of time, within the limits of workload as prescribed in the U.G.C. norms.

- (ii) The following persons, in order of merit, be placed on the Waiting List:

- (i) Mr. Rajesh Chander
- (ii) Mr. Gurpreet Singh Preet

NOTE: 1. The score chart of all the candidates, who appeared in the interview, would form a part of the proceedings.

2. A summary bio-data of the selected and wait-listed candidates are enclosed **(Appendix-XXIII)** and it is

certified that the selected and wait-listed candidates fulfilled the qualifications laid down for the post.

Appointment of Director-Professor at Panjab University Swami Sarvanand Giri Regional Centre, Hoshiarpur

25(iii). Considered minutes dated 21.8.2013 (**Appendix-XXIV**) of the Selection Committee for appointment of Director-Professor at Panjab University Swami Sarvanand Giri Regional Centre, Hoshiarpur in the pay scale of ₹37400-67000+AGP ₹10,000/- plus other allowances admissible as per University rules.

RESOLVED: That Dr. Anand K. Tyagi be appointed Director-Professor at P.U. Swami Sarvanand Giri Regional Centre, Hoshiarpur, on one year's probation, in the pay-scale of ₹37400-67000+AGP ₹10,000/- plus other allowances and after protecting his last pay drawn, he be granted three additional increments.

RESOLVED FURTHER: That Dr. Harminder Singh Bains be placed on the Waiting List.

NOTE: A summary bio-data of the selected and wait-listed candidates are enclosed. It is certified that the selected and wait-listed candidates fulfilled the qualifications laid down for the post.

Appointment of Assistant Professor in Tourism Management on temporary basis

25(iv). Considered minutes dated 22.8.2013 (**Appendix-XXV**) of the Selection Committee (walk-in-interview) for appointment of Assistant Professor in Tourism Management-1 (General) at University Institute of Hotel Management & Tourism, Panjab University, Chandigarh purely on temporary basis for the academic session 2013-14 or till the regular post is filled in through proper selection, whichever is earlier, in the pay-scale of ₹15600-39100+AGP ₹6000/- plus other allowances admissible as per University rules.

RESOLVED: That Dr. S.A. Rizwan be appointed Assistant Professor in Tourism Management at University Institute of Hotel Management & Tourism, Panjab University, Chandigarh, purely on temporary basis for the academic session 2013-14 or till the post is filled in on regular basis through proper selection, whichever is earlier, in the pay-scale of ₹15600-39100+AGP ₹6000/- plus allowances admissible as per University rules, under Regulation 5 at page 111 of P.U. Calendar, Volume I, 2007.

The competent authority could assign him teaching duties in the same subject in other teaching Departments of the University in order to utilize his subject expertise/ specialization and to meet the needs of the allied Department/s at a given point of time, within the limits of workload as prescribed in the U.G.C. norms.

RESOLVED FURTHER: That the following persons, in order of merit, be placed on the Waiting List:

- (i) Ms. Pallavi Thakur
- (ii) Ms. Renu Choudhary.

- NOTE:** 1. The score chart of all the candidates, who appeared in the interview, would form a part of the proceedings.
2. A summary bio-data of the selected and wait-listed candidates are enclosed **(Appendix-XXV)** and it is certified that the selected and wait-listed candidates fulfilled the qualifications laid down for the post.

Appointment of Assistant Professors in Physics/ Applied Physics on temporary basis

25(v). Considered minutes dated 22.8.2013 **(Appendix-XXVI)** of the Selection Committee (walk-in-interview) for appointment of Assistant Professors in Physics/ Applied Physics-2 at University Institute of Engineering & Technology, Panjab University, Chandigarh purely on temporary basis for the Academic session 2013-14 or till the regular posts are filled in through proper selection, whichever is earlier, in the pay-scale of ₹15600-39100+AGP ₹6000/- plus other allowances admissible as per University rules.

RESOLVED: That the following persons be appointed Assistant Professor in Physics/Applied Physics at University Institute of Engineering & Technology, Panjab University, Chandigarh, purely on temporary basis for the academic session 2013-14 or till the posts are filled in on regular basis through proper selection, whichever is earlier, in the pay-scale of ₹15600-39100+AGP ₹6000/- plus allowances admissible as per University rules, under Regulation 5 at page 111 of P.U. Calendar, Volume I, 2007:

- (i) Dr. Prabhdeep Kaur
- (ii) Dr. Mamta Sharma.

The competent authority could assign them teaching duties in the same subject in other teaching Departments of the University in order to utilize their subject expertise/specialization and to meet the needs of the allied Department/s at a given point of time, within the limits of workload as prescribed in the U.G.C. norms.

RESOLVED FURTHER: That Dr. Archana Sharma be placed on the Waiting List.

- NOTE:** 1. The score chart of all the candidates, who appeared in the interview, would form a part of the proceedings.
2. A summary bio-data of the selected and wait-listed candidates are enclosed **(Appendix-XXVI)** and it is certified that the selected and wait-listed candidates fulfilled the qualifications laid down for the post.

RESOLVED FURTHER: That letter of appointment to the persons appointed under Item 3(i), 3(ii), 3(iii), 3(iv), 25(i), 25(ii), 25(iii), 25(iv) and 25(v), be issued in anticipation of approval of the Senate.

Issue regarding pay protection/fixation

26. Considered if –

- (i) the pay of Dr.(Ms.) Simrit Kahlon, Assistant Professor, Department of Geography be fixed at ₹26010/- + ₹7000 AGP in the pay band of ₹15600-39100 + AGP of ₹7000/- w.e.f. 22.03.2013 i.e. the date of her joining at Department with next date of increment 01.07.2013; and.

Ms. Kusum, Assistant Professor in English, Department of Evening Studies be fixed at ₹19780/- + ₹6000/- w.e.f. the date of her joining in the Department i.e.9.11.2012 (A.N.) in the pay-scale of ₹15600-39100 + AGP ₹6000/- with next date of increment on 01.07.2013.

- (ii) The Syndicate decision dated 26.5.2007 (Para-15), regarding rules for protection/ fixation of pay of Class (A&B) employees of the University, be reviewed by making addition that the persons who joined Panjab University from Colleges (either Govt. or non-Govt.) affiliated to any of the Universities, their pay be also protected in order to avoid audit objections.

Information contained in office note **(Appendix-XXVII)** was also taken into consideration.

Initiating discussion, Dr. Dinesh Talwar said that as per decision of the Syndicate if a teacher from private College joins the University, his/her pay is also required to be protected.

Shri Ashok Goyal stated that they had already taken a decision that if a teacher from Government/Government aided/private College joins the University, his/her pay would be protected. However, in the case of private Colleges, Form -16 must be obtained while protecting the pay. He did not know why this case has been placed before the Syndicate. Though the Syndicate in its meeting held on 26.05.2007 (Para 15) decided to protect/fix the pay of Class (A&B) employees of the University, the same needed to be reviewed by making additions that the persons who joined Panjab University from Colleges (either Government or Government aided) affiliated to any of the Universities and drawing U.G.C. pay-scales, their pay be also protected in order to avoid audit objection. If they approved Item 26 (ii), it would take care of pay protection of the persons who joined Panjab University from Colleges (either Government or Government aided) affiliated to any of the Universities.

Professor Keshav Malhotra said that pay of Dr. (Ms.) Simrit Kahlon, Assistant Professor, Department of Geography and Ms. Kusum, Assistant Professor in English, Department of Evening Studies, should be protected as proposed.

After some further discussion, it was –

RESOLVED: That –

- (i) the pay of Dr. (Ms.) Simrit Kahlon, Assistant Professor, Department of Geography be fixed at ₹26010/- + ₹7000 AGP in the pay band of

₹15600-39100 + AGP of ₹7000/- w.e.f. 22.03.2013 i.e. the date of her joining at Department with next date of increment 01.07.2013; and

- (ii) the pay of Ms. Kusum, Assistant Professor in English, Department of Evening Studies, be fixed at ₹19780/-+ ₹6000/- w.e.f. the date of her joining in the Department, i.e., 09.11.2012 (A.N.) in the pay-scale of ₹15600-39100 + AGP ₹6000/- with next date of increment on 01.07.2013.

RESOLVED FURTHER: That the following addition be made in the Syndicate decision dated 26.5.2007 (Para 15), regarding rules for protection/fixation of pay of Class (A&B) employees of the University:

“That the persons who joins Panjab University from either Government or Government aided Colleges affiliated to any of the Universities or from an affiliated College of Panjab University and are drawing U.G.C. pay-scales, their pay be also protected in order to avoid audit objections.”

Deferred Item

27. Considered the request dated 13.8.2013 of Dean Students Welfare (Men) and Dean Students Welfare (Women) to decide the suitable date for implementation of new fee structure (Hostel Fee) for admission in the Hostels of the Panjab University as approved by the Syndicate meeting dated 27.7.2013 (Para 37).

NOTE: The admissions in Hostels are already in progress since the beginning of July, 2013. **More than 70% students have already taken hostel admission in the Hostels and have paid their charges as per old rates.** Now, implementing the revised rates at this stage will be considered discrimination between the students who have already taken admission and those who are seeking admission in the same session. It may cause resentment among the students.

Professor Keshav Malhotra stated that the balance of revised hostel charges (new fee structure) should be taken from the students while taking the 2nd instalment. He suggested that the hostels should be converted into self-financing hostels.

Professor Nandita Singh stated that students should be informed beforehand about the revised fee structure about the hostels. As such, she suggested that they should inform the students that they would charge the revised fees and funds for the hostels from the next semester.

The Vice-Chancellor said that they could implement this revised fee structure of the hostels from the next semester.

RESOLVED: That the consideration of the Item be deferred.

Inspections Reports**28.** Considered and**RESOLVED:** That –

- (i) provisional extension of affiliation be granted to National College for Women, Machhiwara, for Certificate Add-on-Courses: (i) Computer Based Accounting and (ii) Advance Diploma in Fashion Designing, as per UGC guidelines under, UGC/Self-financing Scheme, for the session 2013-2014.

NOTE: Inspection Report and office note enclosed (**Appendix-XXVIII**).

- (ii) the request dated 6.4.2013 received from the Principal, National College for Women, Machhiwara, for discontinuation of Add-On courses, i.e., (i) Nursery Teacher Training; (ii) Information Technology; and (iii) Dress Designing, with effect from session 2013-2014, be acceded to.

NOTE: The request received from the Principal dated 6.4.2013 enclosed (**Appendix-XXVIII**).

Routine and formal matters**29.** The information contained in Items **R-(i)** to **R-(xxiii)** on the agenda was read out, viz. –

- (i) The Vice-Chancellor, in anticipation of approval of the Syndicate, has approved re-employment of Dr. R.K. Chhabra, Professor Dr. S.S. Bhatnagar University Institute of Chemical Engineering & Technology, P.U. on contract basis w.e.f. 2.8.2013 up to attaining the age of 65 years i.e. 25.7.2018 with one day break on 1.8.2013, as per rules/regulation of P.U. & Syndicate decision dated 28.6.2008 and 29.2.2012 and Senate decision dated 22.12.2012 on fixed emoluments equivalent to the last pay drawn minus pension to be worked out on the full service of 33 years both in case of teachers opting for pension or CPF. Salary for this purpose means pay plus allowances excluding House Rent Allowance.

NOTE: (i) Academically active report should be submitted after completion of every year of re-employment by the concerned faculty member through the HOD with the advance copy to DUI. Thus, usual one-day break will be there at the completion of every year during the period of re-employment.

- (ii) The re-employed teacher will not be entitled to any residential accommodation on the Campus. If a teacher was already living on the

Campus, he/ she shall not be allowed to retain the same for more than 2 months after the date of superannuation. The failure to vacate the University residential accommodation after the stipulated period shall entail automatic termination of re-employment under Rule 4.1, at page 130 of P.U. Calendar, Volume III, 2009.

- (ii)** The Vice-Chancellor, in anticipation of approval of the Syndicate, has granted extension in term of appointment of the following Assistant Professors, Department of Biotechnology, Panjab University, for the session 2013-14 w.e.f. the date they starts/started to work but not before 11.07.2013 (as summer vacation ends on 10.07.2013) purely on temporary basis, or till the regular post/s is/are filled in through proper selection, whichever is earlier, in the pay-scale of Rs.15600-39100+AGP Rs.6000/- plus other allowances as admissible, as per University rules under Regulation 5 at pages 111-112 of P.U. Calendar, Volume I, 2007:

1. Dr. Monika Sharma
2. Dr. Pooja Makkar
3. Dr. Baljinder Singh Gill.

- (iii)** The Vice-Chancellor, in anticipation of the approval of the Syndicate, has granted extension in term of appointment of the following Assistant Professors at Centre for Microbial Biotechnology for the next session 2013-14 w.e.f the date they starts/started to work but not before 11.07.2013 (as summer vacation ends on 10.7.2013) purely on temporary basis, or till the regular post/s is/are filled in through proper selection, whichever is earlier in the pay-scale of ₹15600-39100 +AGP ₹6000/- plus other allowances as admissible as per University rules under Regulation 5 at pages 111-112 of P.U. Calendar Volume I, 2007:

1. Dr. Vishal Agrawal
2. Dr. Swapana Thomas.

- (iv)** The Vice-Chancellor, in anticipation of approval of the Syndicate, has extended the term of the following Assistant Professors (appointed on temporary basis), at Dr. S.S. Bhatnagar University Institute of Chemical Engineering & Technology, Panjab University till 30.06.2013 on the same terms and conditions on which they are working earlier, under Regulation 5 at page 111 of P.U. Cal. Vol.-I, 2007:

1. Ms. Twinkle Bedi, Assistant Professor in Computer Engineering.
2. Ms. Harpreet Kaur, Assistant Professor in Maths.
3. Ms. Ruby Gupta, Assistant Professor in Food Technology.

- (v) The Vice-Chancellor, in anticipation of approval of the Syndicate/Senate, has re-appointed afresh the following persons at Dr. S.S. Bhatnagar University Institute of Chemical Engineering & Technology purely on temporary basis w.e.f. the date of start of classes for the academic session 2013-14 or till the regular posts are filled in through regular selection whichever is earlier, in the pay-scale of ₹15600-39100+AGP ₹6000/- plus other allowances as admissible as per University rules under Regulation 5 at pages 111-112 of P.U. Calendar Volume I, 2007, on the same terms and conditions on which they were working earlier for the academic session 2012-13:

| Sr. No. | Name of the Faculty members | Designation |
|---------|-----------------------------|---|
| 1. | Ms. Twinkle Bedi | Assistant Professor in Computer Engineering |
| 2. | Ms. Harpreet Kaur | Assistant Professor in Mathematics |
| 3. | Ms. Ruby Gupta | Assistant Professor in Food Technology |

- (vi) The Vice-Chancellor, in anticipation of the approval of the Syndicate, has approved the appointment of following as Assistant Professors (purely on temporary basis) at UIHMT w.e.f. the date they start work in the Institute, for the academic session 2013-14 against the vacant posts or till the posts are filled in on regular basis, whichever is earlier, under Regulation 5 at pages 111-112 of P.U. Calendar Volume I, 2007, on the same terms and conditions according to which they have worked previously during the session 2012-13:

| Sr. No. | Name | Branch/Subject |
|---------|---------------------|------------------------------------|
| 1. | Ms. Tanvi | Hospitality & Hotel Administration |
| 2. | Mr. Jaswinder Singh | Hospitality & Hotel Administration |
| 3. | Mr. Gaurav Kashyap | Hospitality & Hotel Administration |
| 4. | Mr. Abhishek Ghai | Hospitality & Hotel Administration |
| 5. | Mr. Arun Singh | Tourism Management |

- (vii) The Vice-Chancellor, in anticipation of approval of the Syndicate, has approved the appointment of the following Doctors (on contract) at BGJ Institute of Health, PU, initially for a period of six months & further extendable up to two years by giving one day break after every six months on satisfactory

services with the terms & conditions as notified by the CMO
(Appendix-XXIX):

| Sr. No. | Name of Doctors | Designation | Salary to be paid (p.m.) | Previous extension up to | Date of Break | Further appointment (initially for 6 months) |
|---------|-----------------|--|-----------------------------------|--------------------------|---------------|--|
| 1. | Dr. R.V. Suri | Medical Officer (Full time) | ₹ 25800+5000 for emergency duties | 3.7.2013 | 4.7.2013 | 5.7.2013 to 4.1.2014 |
| 2. | Dr. R.K. Jindal | -do- | -do- | -do- | -do- | -do- |
| 3. | Dr. Madhu Tuli | Part Time Medical Specialist (For performing duties for 15 days each month by sharing the shift equally with her colleague Gynaecologist (Dr. Virpal Kaur) | ₹ 12000 | 4.7.2013 | 5.7.2013 | 6.7.2013 to 4.1.2014 |

(viii) The Vice-Chancellor, in anticipation of the approval of the Syndicate/Senate, has re-appointed afresh the following as Assistant Professors in the Department of Zoology w.e.f. the date of start of the classes purely on temporary basis for the academic session 2013-14 or till the regular posts are filled in through regular selection whichever is earlier, in the pay-scale of ₹15600-39100+AGP ₹6000/- plus allowances as per University rules, under Regulation 5 at pages 111-112 of P.U. Calendar Volume I, 2007, on the same terms and conditions on which they were working earlier for the session 2012-13:

| Sr. No. | Name of the Faculty member |
|---------|----------------------------|
| 1. | Dr. Ravneet Kaur |
| 2. | Ms. Mani Chopra |
| 3. | Mr. Puneet Raina |
| 4. | Mr. Vijay Kumar |

(ix) The Vice-Chancellor, in anticipation of the approval of the Syndicate, has –

- (i) granted extension in term of appointment of the following persons as Assistant Professors at Centre for Stem Cell & Tissue Engineering, Institute of Emerging Area in Science & Technology up to 30.6.2013 with one day break on 1.5.2013 purely on temporary basis, in the pay-scale of ₹15600-39100+AGP ₹6000/- plus other allowances as admissible as per University rules under Regulation 5 at pages 111-112 of P.U. Calendar Volume I, 2007; and

1. Dr. (Ms.) Neha Singh
2. Dr. Anuj Gupta

(ii) also granted extension in term of appointment of the persons as mentioned above for the next session 2013-14 w.e.f. the date they starts/started to work but not before 11.07.2013 (as summer vacations ends on 10.07.2013) purely on temporary basis, or till the regular post/s is/are filled in through proper selection, whichever is earlier, in the pay-scale ₹15600-39100+AGP ₹6000/- plus other allowances as admissible as per University rules Regulation 5 at pages 111-112 of P.U., Calendar Volume I, 2007.

(x) The Vice-Chancellor, in anticipation of the approval of the Syndicate, has granted extension in term of appointment of Mrs. Daljeet Kaur as Assistant Professor at University Institute of Engineering & Technology, w.e.f. 21.5.2013 to 30.6.2013 purely on temporary basis, in the pay-scale of ₹15600-39100 +AGP ₹6000/- plus other allowances as admissible as per University rules under Regulation 5 at pages 111-112 of P.U. Calendar Volume I, 2007.

(xi) The Vice-Chancellor, in anticipation of the approval of the Syndicate has re-appointed afresh Dr. Manoj Kumar, Assistant Professor, at Centre for Public Health, IEAST, on temporary basis in the pay-scale of ₹15600-39100+AGP ₹6000/- plus allowances as per University rules, w.e.f. the start of classes for the academic session 2013-14 or till the regular posts are filled in through regular selection, whichever is earlier, under Regulation 5 at pages 111-112 of P.U. Calendar Volume I, 2007 on the same terms and conditions on which he was working earlier for the session 2012-13.

(xii) The Vice-Chancellor, in anticipation of the approval of the Syndicate, has approved the appointment of following as Assistant Professors, at S.S. Giri P.U. Regional Centre, Una Road, Bajwara, Hoshiarpur (Pb.) w.e.f. the date they start work in the Centre, for the academic session 2013-14 against the vacant posts or till the posts are filled in on regular basis, whichever is earlier, under Regulation 5 at pages 111-112 of P.U. Calendar Volume I, 2007 on the same terms and conditions according to which they have worked previously during the session 2012-2013, with the condition that no one is above 60 years:

| Sr. No. | Name | Branch/ Subject | Nature of appointment |
|---------|------------------------|-----------------|---------------------------|
| 1. | Shri Kanwalpreet Singh | CSE | Purely on temporary basis |
| 2. | Dr. B.S. Attwal | App. Chemistry | Purely on temporary basis |
| 3. | Ms. Ritika Arora | IT | Purely on temporary basis |
| 4. | Ms. Sukhpreet Kaur | CSE | Purely on temporary basis |
| 5. | Ms. Harpreet Kaur | CSE | Purely on |

| | | | |
|-----|-----------------------|---------|---------------------------|
| | | | temporary basis |
| 6. | Shri Anish Sharma | ECE | Purely on temporary basis |
| 7. | Shri Gurpinder Singh | IT | Purely on temporary basis |
| 8. | Ms. Monika | ECE | Purely on temporary basis |
| 9. | Shri Somesh Kumar | ECE | Purely on temporary basis |
| 10. | Ms. Harman Preet Kaur | ECE | Purely on temporary basis |
| 11. | Ms. Divya Sharma | IT | Purely on temporary basis |
| 12. | Shri Ajay Kumar Saini | Mech. | Purely on temporary basis |
| 13. | Shri Gurjit Singh | MCA | Contract basis |
| 14. | Shri Sunil Kumar | Law | Purely on temporary basis |
| 15. | Ms. Rajni Nanda | Law | Purely on temporary basis |
| 16. | Shri Sandeep Saini | English | Contract basis |

(xiii) The Vice-Chancellor, in anticipation of approval of the Syndicate, has extended the contractual term of appointment of Shri Gurpreet Singh, Programmer, at Computer Centre, Panjab University for a period of one month more w.e.f. 29.06.2013 to 29.07.2013 with one day break on 28.06.2013, on the previous terms and conditions.

(xiv) The Vice-Chancellor, in anticipation of the approval of the Syndicate, has extended the term of the following faculty appointed at Dr. Harvansh Singh Judge Institute of Dental Sciences & Hospital, P.U., as mentioned below:

- (i) the term of Dr. Shally Gupta, Professor in Oral Pathology, be extended on contract basis w.e.f. 5.6.2013 for 11 months i.e. upto 4.5.2014 with break on 4.6.2013 (break day) or till the posts are filled up through regular selection, whichever is earlier, under Regulation 5 at pages 111-112 of P.U. Cal. Vol. I, 2007; and
- (ii) the term of Dr. Manpreet Singh Walia, Professor in Prosthodontics, be extended purely on temporary basis w.e.f. 6.5.2013 for 11 months i.e. upto 5.4.2014 with break on 4.5.2013 (break day) and 5.5.2013 (Sunday) or till the posts are filled up through regular selection or subject to the decision of CWP No. 19449 of 2012 (Dr. Manpreet Singh Walia v/s P.U. and another), whichever is earlier, under Regulation 5 at pages 111-112, of P.U. Calendar, Volume I, 2007; and
- (iii) the term of the following faculty persons be extended on purely on temporary/ contract basis mentioned against each w.e.f. 6.5.2013 for 11 months i.e. up to 5.4.2014 with break on 4.5.2013 (break day) and 5.5.2013 (Sunday) or till the posts are filled up through regular selection,

whichever is earlier, under Regulation 5 at pages 111-112, of P.U. Calendar, Volume I, 2007:

| Sr. No. | Name | Designation and nature of appointment |
|----------------|----------------------------|---|
| 1. | Dr Maninder Pal Singh Gill | Associate Professor in General Surgery (Tem.) |
| 2. | Dr. Satya Narian | Associate Professor in Oral/Maxillofacial Surgery (Tem.) |
| 3. | Dr. Shipra Gupta | Associate Professor in Periodontics (Contract) |
| 4. | Dr. Prabhjot Cheema | Sr. Lecturer in Anatomy (contract) |
| 5. | Dr. Rajdeep Brar | Assistant Professor in Oral Medicine & Radiology (contract) |

- (iv) the term of Dr. Rahul Sharma, Associate Professor in Oral/Maxillofacial Surgery, be extended on contract basis w.e.f. 22.5.2013 for 11 months i.e. up to 21.4.2014 with one day's break on 21.5.2013(break day) or till the posts are filled up through regular selection, whichever is earlier, under Regulation 5 at page 111, of P.U. Calendar, Volume I, 2007; and
- (v) the term of Dr. Rishi Chaturvedi, Associate Professor in Periodontics, be extended on contract basis w.e.f. 4.6.2013 for 11 months i.e. up to 3.5.2014 with one day break on 2.6.2013(Sunday) and 3.6.2013 (break day) or till the posts are filled up through regular selection, whichever is earlier, under Regulation 5 at page 111, of P.U. Calendar, Volume I, 2007.
- (xv)** The Vice-Chancellor, in anticipation of the approval of the Syndicate, has approved/sanctioned the amount of ₹11,42,000/- for purchase of furniture and other items out of Development Fund for construction of Girls Hostel at P.U.R.C. Ludhiana.
- (xvi)** The Vice-Chancellor, in anticipation of approval of the Syndicate/ Senate, has granted temporary extension of affiliation to MBBS course for 100 seats (increased from 50) to Government Medical College Hospital, Sector 32, Chandigarh for the session 2013-14 subject to the condition that College shall obtain the mandatory approval from MCI prior to making admission to the course and shall follow the other norms/guidelines of the Panjab University/UT/MCI.
- (xvii)** The Vice-Chancellor, in anticipation of approval of the Syndicate/ Senate, has allowed to implement the decision of the Senate dated 24.3.2013 (Para X) w.e.f. 1.1.2010 regarding the words 'Enrolment and Registration' existed in the Regulations, Rules, Guidelines etc. for Ph.D. be replaced with 'Registration' and 'Approval of Candidacy' to avoid hardship to the Research Scholars.

NOTE: Regulation 25 at page 33 of P.U. Calendar Volume I, 2007 reads as under:

“A Regulation shall take effect from the date of its publication in the Gazette unless any other date is named therein as the date upon which it is to come into force.”

(xviii) The Vice-Chancellor, in anticipation of approval of the Syndicate, has approved the following recommendation of the Faculty of Engineering & Technology dated 23.3.2013 (Item 18):

“Keeping in view the disadvantage being suffered because of absolute grading system to the students who are lying in upper half of the slab while CCPA is converted to percentage, it was unanimously resolved that multiplication factor of 10 is most appropriate i.e. % age=10xCGPA.”

(xix) The Vice-Chancellor, in anticipation of the approval of the Syndicate, has extended the term of contractual appointment of Shri Rishi Kaushal (A.R. Retired on 31.1.2012), for another six months i.e. from 2.8.2013 (with one day break on 1.8.2013) as O.S.D. (Exams.) @ half of the salary last paid (excluding HRA, CCA and other special allowance) rounded off to nearest lower 100 irrespective of the fact whether he has opted for pension or not, out of the Budget Head “General Administration–Sub Head-hiring Services/Outsourcing Contractual/ Casual or Seasonal Worker”.

(xx) The Vice-Chancellor, in anticipation of the approval of the Syndicate, has extended the term of contractual appointment of Shri Som Nath (Supdt., Retd.), as Special Officer (Confidential Unit), for another six months i.e., from 3.9.2013 (with one day break on 2.9.2013 and 1.9.2013 being Sunday) @ fixed emoluments of ₹22500/- per month, out of the Budget Head “General Administration – Sub Head-Hiring Services/ Outsourcing Contractual/ Casual or Seasonal Worker”.

(xxi) The Vice-Chancellor, in anticipation of the approval of the Syndicate, has extended the term of contractual appointment of Shri Madan Mohan (Supdt., Retd.), for another six months i.e., from 2.7.2013 after giving one day break on 1.7.2013 as OSD in the UIAMS @ half of the salary last paid (excluding HRA, CCA and other special allowances) rounded off to nearest lower 100 irrespective of the fact whether he has opted for pension or not, out of the Budget Head “General Administration – Sub Head-Hiring Services/Outsourcing Contractual/ Casual or Seasonal Worker”.

(xxii) The Vice-Chancellor, in anticipation of approval of the Syndicate, has approved the following qualifications for the post of Trainee Operators in the Computer Centre, as recommended by the Technical Committee of the Department in its meeting held on 9.1.2013 (**Appendix-XXX**).

Qualification: Diploma in Computer, IT/ Electronics/ Electrical and other equivalent discipline or B.E./B.Tech. (CS & E/ECE/IT) or BCA or MCA.

(xxiii) The Vice-Chancellor, as per authorization given by the Syndicate at its meeting held on 27.7.2013, has allowed to

continue the extension of affiliation to Dev Samaj College of Education, Sector 36-B, Chandigarh, for M.Ed. course (35 seats) for the session 2013-2014.

Referring to Sub-Item R-(iv), Shri Ashok Goyal pointed out that few seats in Food Technology course being offered at Dr. S.S. Bhatnagar University Institute of Chemical Engineering & Technology are still vacant, which might be due to non-availability of faculty. He, therefore, pleaded that faculty positions in the subject of Food Technology should be filled up at the earliest.

The Vice-Chancellor said that the post of Assistant Professor in Food Technology at Dr. S.S. Bhatnagar University Institute of Chemical Engineering & Technology would be filled up soon. He added that one post of Assistant Professor in Food Technology was filled up last year.

Shri Ashok Goyal said that it is for the first time that he had been given to understand that the seats in Food Technology course being offered at Dr. S.S. Bhatnagar University Institute of Chemical Engineering & Technology have remained vacant. Therefore, the vacant position/s of faculty in Food Technology should be filled up at the earliest and information about this should be given wide publicity so that people should know that the University has filled up the vacant position/s.

It was clarified that there is a judgement of Hon'ble Supreme Court of India that vacant seats in Engineering should not be filled in after 15th August 2013.

RESOLVED: That the information contained in **Item 29 – R-(i) to R-(xxiii)** on the agenda, be ratified.

Routine and formal matters

30. The information contained in Items **I-(i) to I-(v)** on the agenda was read out and noted, i.e. –

(i) The Vice-Chancellor has:

- i. designated Dr. U.S. Shivhare, as Chairperson/Head of Dr. S.S. Bhatnagar University Institute of Chemical Engineering & Technology, P.U., Chandigarh w.e.f. 1.8.2013 till his retirement i.e. 30.04.2015 under Rule 2.1 (i) (a) at page 613 of P.U. Calendar, Volume-III, 2009.
- ii. appointed Dr. U.S. Shivhare, Chairperson/Head of Dr. S.S. Bhatnagar University Institute of Chemical Engineering & Technology, P.U., as Honorary Director of the Energy Research Centre, P.U, w.e.f. 1.8.2013 till further orders.

(ii) The Vice-Chancellor has ordered that Dr. Dalwinder Singh, Associate Professor & Chairperson of the Department of Physical Education, P.U., be given the temporary charge of the Directorate of Sports, P.U., till further orders.

(iii) The Vice-Chancellor, as authorized by the Syndicate (Para 5, dated 31.10.1984), has sanctioned retirement benefits to the following University employees:

| Sr. No. | Name of the employee and post held | Date of Appointment | Date of Retirement | Benefits |
|---------|---|---------------------|--------------------|---|
| 1. | Shri Pardeep Kumar Deputy Registrar Dr. Harvansh Singh Judge Institute of Dental Sciences & Hospital | 22.08.1972 | 31.08.2013 | Gratuity and Furlough as admissible under the University Regulations with permission to do business or serve elsewhere during the period of Furlough. |
| 2. | Shri Anil Kumar Sharma Senior Technician (G-II) UIET | 11.12.1981 | 31.08.2013 | Gratuity as admissible under the University Regulations |
| 3. | Shri Birbal Singh Semi Professional Assistant Department of Political Science | 09.07.1971 | 31.08.2013 | |
| 4. | Shri Sukh Lal Peon Department of Mathematics | 06.12.1972 | 31.08.2013 | |
| 5. | Smt. Shanti Devi Cleaner Girls Hostel No.2 | 18.12.1990 | 30.06.2013 | |

NOTE: The above is being reported to the Syndicate in terms of its decision dated 16.3.1991 (Para 16).

After decisions on the agenda items were taken, the members started general discussion.

(1) Shri Ashok Goyal stated that in the previous meeting of the Syndicate, the Vice-Chancellor had assured that by 24th August 2013, he would consider taking some action regarding appointing another person as Honorary Director, P.U. Regional Centre, Ludhiana. Since no action has been taken so far, they must take a decision today at least to divest Dr. Deepak Kapur of the charge of Honorary Director, P.U. Regional Centre, Ludhiana. Several other members supported him.

After some discussion, it was unanimously –

RESOLVED: That the Vice-Chancellor would talk to Principal (Dr.) Hardiljit Singh Gosal, who is based in Ludhiana, and if he gives his consent, he be appointed Honorary Director, P.U. Regional Centre, Ludhiana, in place of Dr. Deepak Kapur, till further orders. If Principal Hardiljit Singh Gosal did not agree, Principal R.S. Jhanji be appointed Honorary Director, P.U. Regional Centre, Ludhiana.

- (2) Principal R.S. Jhanji said that the issue regarding enhancement of fees for various courses offered in the affiliated Colleges needed to be discussed.

Professor Keshav Malhotra urged that the issue should be discussed in the next meeting and he would bring all the relevant papers with him for appropriate discussion.

RESOLVED: That the item pertaining to fee-structure (recommended by the Committee dated 21.6.2013 constituted by the Vice-Chancellor) to be followed by the Degree Colleges affiliated to Panjab University for the session 2013-14, be placed before the Syndicate in its next meeting.

- (3) Principal R.S. Jhanji stated that certain mal-practices were reported at Government College, Fazilka and an Observer was appointed to enquire into the matter. Now, the Observer has submitted a 70 pages report to the Dean, College Development Council. In the report, the Observer has given certain proofs of the mal-practices. The College has also made admissions this year and would send the students' returns. He pleaded that action must be taken on the report of the Observer at the earliest.

- (4) Principal R.S. Jhanji suggested that the last date for removing the discrepancies by the Colleges, which was earlier 15th August 2013, should be extended to 15th September 2013 and the inspections of the Colleges should be got done after 15th September 2013.

Dr. I.S. Sandhu stated that firstly they fixed 15th June 2013 as the last date for removing the deficiencies and thereafter extended it to 15th July 2013 and later on extended it to 15th August 2013. Now, on 24th August 2013, when the Committees had already been appointed and the letters for inspection would be issued in a couple of days, they wanted to extend the last date for removing the deficiencies again. He pleaded that no extension should be given; rather the inspections should be got done by 15th September 2013.

Professor Naval Kishore said that they would get the inspections done by 15th September 2013.

- (5) Principal R.S. Jhanji stated that the Syndicate in its previous meeting held on 13th August 2013, had sanctioned additional seats to the affiliated Colleges for various courses. Since the information in this regard reached in certain Colleges late, they could not fill up these seats. He, therefore, suggested that the last date for admission with late fee with the permission of the Vice-Chancellor should be extended to 31st August 2013.

Shri Ashok Goyal stated that for the last so many years, the last date for admission with late fee with the permission of the Vice-Chancellor was always 31st August. This year, it was preponed to 21st August. There is a College which changed the last date for admission with late fee with the permission of the Vice-Chancellor to 21st August in its prospectus, but at other places the dates remained the same. They used to give 2-3

days to the Colleges for sending the reports/cases of students seeking admission with late fee with the permission of the Vice-Chancellor to the University. Most of the teachers of that College were under the impression that the last date with late fee with the permission of the Vice-Chancellor is 31st August. A student, who has to come from Maharashtra, was told by that College that she could come and take admission any day before 31st August. She reached the College on 22nd August and was told that they are sorry because the last date for admission with late fee with the permission of the Vice-Chancellor was 21st August. Moreover, in certain Colleges the information about sanctioning of additional seats by the University also reached late. He, therefore, pleaded that the last date with late fee with the permission of the Vice-Chancellor should be extended to 31st August 2013.

Shri Harpreet Singh Dua said that in certain Colleges information about the sanctioning of additional seats reached late, due to which they could not fill up the seats. If the last date with late fee with the permission of the Vice-Chancellor is extended to 31st August 2013, they would be able to fill up the vacant seats.

RESOLVED: That the last date with late fee with the permission of the Vice-Chancellor, be extended from 21st August 2013 to **31st August 2013**.

- (6) Dr. Tarlok Bandhu stated that the National Council for Teachers Education (NCTE) is issuing show cause notices to certain Colleges of Education affiliated to the University on the basis of the reports of the Periodical Inspections conducted by the University for the year 2011-12. The North Regional Committee of the NCTE is saying that this situation has arisen because the Panjab University has filed a complaint with the NCTE. The Core Committee of 2013 has taken a decision that if response/s is/are not received by them by 7th September 2013, the Colleges would be disaffiliated under Clause 17. He, therefore, pleaded that the University should take up the matter with the NCTE.

Dr. Jagwant Singh said that since they had become strict, a lot of improvements have been made by the Colleges during the last 1½ years. However, if still there are certain deficiencies in the Colleges, inspections should be got done. The Colleges, which had made improvements, should be protected.

Professor Naval Kishore said that updated information about the Colleges of Education has already been supplied to the NCTE.

Dr. Dinesh Talwar said that, in fact, the University has not filed any complaint with the NCTE; rather there was a Syndicate decision and on the basis of that decision, the reports of the Inspection Committees about the Colleges, which had deficiencies, were sent to the NCTE for information and necessary action.

Professor Naval Kishore stated that the Association of Self-financing Colleges had made a complaint that the Dean, College Development Council is shielding the Government and Government Aided Colleges.

Shri Ashok Goyal stated that the Government Colleges and Government Aided Colleges are taking everything as a matter of right and thinking as if nobody has any right to touch them. Similarly, the self-financing Colleges are taking as a matter of right that since they are self-financing, they would not have to fulfill any condition laid down by their regulatory bodies/Government/University. Both are targeting the Dean, College Development Council, which means the Panjab University.

Professor Naval Kishore stated that in one of the grant-in-aid Colleges there were 12 sanctioned posts excluding one post of Principal. The College is getting the number of units increased year after year, but the number of posts remained the same, whereas as per sanctioned units, now the College required 18 posts of teachers. Further, the College is running M.Ed. course without an Associate Professor.

Dr. Jagwant Singh suggested that the Colleges which had made improvement/s, latest information about them should be provided to the NCTE.

A.K. Bhandari
Registrar

Confirmed

Arun Kumar Grover
VICE-CHANCELLOR