

PANJAB UNIVERSITY, CHANDIGARH

Minutes of the meeting of the Syndicate held on **25th November, 2023** at **11.00 a.m.** in the Syndicate Room, Panjab University, Chandigarh.

PRESENT:

1. Professor Renu Vig ... (in the Chair)
Vice Chancellor
2. Dr. Dinesh Kumar
3. Professor Gurmeet Singh
4. Dr. Harpreet Singh Dua
5. Dr. Jagtar Singh
6. Professor Jatinder Grover
7. Principal Kirandeep Kaur
8. Shri Lajwant Singh Virk
9. Dr. Mukesh Arora
10. Shri Paramjit Singh
Director, Higher Education, Punjab
11. Dr. Parveen Goyal
12. Principal R.S. Jhanji
13. Shri Sandeep Singh
14. Dr. Shaminder Singh Sandhu
15. Professor Shiv Kumar Dogra
16. Shri Varinder Singh
17. Professor Yajvender Pal Verma ... (Secretary)
Registrar

Professor Devinder Singh and Director, Higher Education, U.T., Chandigarh, could not attend the meeting.

The Vice Chancellor said, "I welcome all the Members of Syndicate and wish a very Good Morning to all".

Condolence Resolution

The Vice Chancellor said, "With a deep sense of sorrow, I may inform the honorable members about the sad demise of –

- i) Dr. Nand Lal, (Retd.), Reader, Department of Evening Studies, on 31.10.2023.
- ii) Professor Gopal Krishan, Professor Emeritus, Department of Geography, on 07.11.2023;
- iii) Dr. Surinder Jathaul, Professor (Retd.), Department of French & Francophone Studies, on 15.11.2023.
- iv) Dr. B.N. Goswamy Former DUI and Professor Emeritus, Department of Art History and Visual Arts (Fine Arts), on 17.11.2023.
- v) Dr. Inder Prabha Sharma, Professor (Retd.), Department of Education, 17.11.2023.

- vi) Dr. Naval Kishore, Professor (Retd.), Department of Geology, on 22.11.2023.”

The Syndicate expressed its sorrow and grief over the passing away of Dr. Nand Lal, Dr. Surinder Jathaul, Dr. Inder Prabha Sharma, Dr. Naval Kishore, Professor Gopal Krishan and Professor B.N. Goswamy, 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 families.

Vice-Chancellor's Statement

1. The Vice Chancellor said, “I am pleased to inform the Hon'ble members of the Syndicate that:

- i) Professor Sakshi Kaushal has been selected for **TiHAN Faculty Fellowship** for 2 years. The TiHAN (Technology Innovation Hub on Autonomous Navigation and Data Acquisition Systems (UAVs, ROVs, etc.) at IIT Hyderabad), sanctioned by DST, Govt. of India, program offers a Contingency Grant of up to Rs.10 lakhs, along with a monthly fellowship of Rs.25,000 for a duration of 24 months.
- ii) University Institute of Pharmaceutical Sciences, Panjab University, has been allotted **Rs.118.0 lakh under Level B category by the DST**, based on the recommendation of the FIST Advisory Board (FISTAB) for 5 years.
- iii) Panjab University organized the **Institution's Innovation Council (IIC) Regional Meet** on November 21, 2023 in collaboration with Ministry of Education, Innovation Cell and the Chairman, AICTE, was the Chief Guest of the inaugural session and he also addressed the participants.
- iv) Panjab University organized the **Northern Zone Vice Chancellor's Conference on Implementation of NEP-2020** on November 22 – 23, 2023 and Chairman, University Grants Commission, along with the Deputy Secretary was on the Campus on both these days. Dr. Archana Thakur, In-charge of Bhartya Siksha Mission of UGC just called her in the morning to inform that Panjab University will be the Nodal Centre for Translation of Books into Punjabi and Baroda University will be the Nodal Centre for Translation into Gujarati and Pune University will be the Nodal Centre for Translation into Marathi. They have a meeting tomorrow at 11.00 a.m. with Vice-Chairperson of UGC.
- v) An **International Workshop under Global Initiative of Academic Networks (GiAN)** has been organized from November 20–24, 2023 by Department of Chemistry, Panjab University, Chandigarh.
- vi) Prof. Ganga Ram Chaudhary has been sanctioned a DST Project **“Technology development and reuse of HCI from industrial waste water”** of Rs.51,12,546/- for duration of 2 years.
- vii) Panjab University organized a two-day **Chandigarh Social Science Congress (CHASSCONG-2023)** on the theme **“Sustainable**

Development: Dimensions and Discourse” on November 23-24, 2023.

- viii) DST-Centre for Policy Research (CPR), Panjab University organized a 3-day online training program on **“Disaster Risk Management and Technological Innovations”** from November, 22-24, 2023. The program was organized with the support of Punjab State Council for Science & Technology (PSCST), Govt. of Punjab and Ministry of Environment and Forests (MoEF).
- ix) Leadership Development program was organized on Universal Human Values on November 24, 2023 by ICSSR.

Professor Gurmeet Singh said that during the past couple of weeks certain eminent persons, who were connected with the University, had left for their heavenly abodes and they include Professor Gopal Krishan, Dr. B.N. Goswamy (Professor Emeritus) and Professor Naval Kishore. Since the Antim Ardaas of Professor Naval Kishore is scheduled today between 1.00 p.m. and 2.00 p.m. at Radha Krishan Mandir and majority of the members wanted to pay their last respect to him, the meeting should be discontinued at 01.30 p.m.

Continuing, Professor Gurmeet Singh stated that they all knew as to how much contribution Professor B.N. Goswamy had made to the University. He still remembered that Professor B.N. Goswamy had without invitation attended the whole function organised by the Department of Hindi, which showed how much commitment he had towards the University. Moreover, the Museum, which the Department of Art History and Visual Arts, was established by Professor B.N. Goswamy. He suggested that if the Vice Chancellor and House agreed, the Museum of Department of Art History and Visual Arts should be dedicated to him and named as B.N. Goswamy Museum of Department of Art History and Visual Arts, which would be a big tribute to him from the University and it would always refresh his memories.

Continuing further, Professor Gurmeet Singh said that the Vice Chancellor had got conducted several conferences during the last week and the Chairman of UGC had participated himself in one of the conferences. As told by the Vice Chancellor about the issue of translation, he had also attended the said meeting. He would like to bring to their kind notice that Punjabi University, Patiala, had already done a lot of work in this direction. In spite of this, if still Panjab University has been selected for this project, it is a matter of pride for all of them. What needed to be done is that they should meet the expectations of the Government on this issue.

Dr. Parveen Goyal said that if the decisions of the Syndicate are violated while implementing them, should they cognizance of such violations? Citing an example, he pointed out that a decision was circulated on 29th May 2023 regarding registration fees of students for admission to Engineering Courses and the same was circulated. He handed over the relevant papers to the Registrar on the floor of the House. In fact, the decision was that the amount collected from the students as registration fees should be spent with the permission of the Syndicate as per University rules. He is sorry to point out that this decision of the Syndicate has not been implemented. In spite of issuance of circular about this decision, the office of the Dean of University Instruction had also issued two letters to the Director, University Institute of Engineering & Technology, but no response has yet been received.

It was informed that only once a reply was received.

Dr. Parveen Goyal said that reply to the first letter was received by the office of the Dean of University Instruction, but when enquired that this only related to registration fee as per the brochure and thereafter, no reply had been received. Then the decision of the Syndicate was also conveyed to the Director, University Institute of Engineering & Technology, but no action had been taken on the same. If action is not to be taken by the concerned Departments/Institutes, what is the purpose of taking the decision by the Syndicate?

The Vice Chancellor said that it is true that the Syndicate had taken the decision, but she would like to bring to their kind notice that the Joint Admission Committee was constituted in 2004 with the permission of the Chandigarh Administration and the Vice Chancellor. The Vice Chancellor was asked by the Chandigarh Administration to conduct the admission counselling of all the Engineering Colleges/Institutes situated in Chandigarh together. Chandigarh College of Engineering and Technology, Director, PEC, Principal, Chandigarh College of Architecture are part of the JAAC. Initially, the Director, PEC, used to be the Chairman of JAAC and everything is done with the permission of the Chandigarh Administration. Subsequently, it was decided that the Chairpersonship should be rotated. So now Chairpersonship is rotated amongst all Engineering Institutes and the account is maintained/supervised by the JAAC, even though the authorised signatories get changed every year. The previous Chairperson gets the accounts audited and handover the same to the new Chairperson. Hence, it is not that the Director, University Institute of Engineering & Technology, is always the Chairperson of the JAAC, because the Chairpersonship gets rotated amongst the Heads of the Engineering Institutes every year. Whatever is being done, is in the knowledge of Chandigarh Administration. Initially, the Secretary, Technical Education, also used to be the member of the JAAC. When she was the Chairperson of the JAAC, they used to get approval of JAAC from the Chandigarh Administration before starting the process of counselling. Now, she did not know how could they bring it under the umbrella as suggested by Dr. Parveen Goyal? The JAAC of Engineering Institutes situated in Chandigarh has given such a successful model that Delhi has started constituting the JAAC for making admission in Netaji Subhas University of Technology, Delhi Technological University, Ambedkar Institute of Technology, Indira Gandhi Delhi Technical University for Women, etc. The counselling for admission to Engineering Institutes is being done through the JAAC, which is for the benefit of the students. When 5-6 institutions are collaborating for the benefits of the students, how could they bring it under the jurisdiction of Governing Body of one Institute?

Dr. Parveen Goyal said that his question is that the expenditure, which is incurred from the amount collected from the students as a registration fees, should be spent with the permission of the Syndicate.

The Vice Chancellor said that the expenses from the registration fee of the students are incurred with the permission of the JAAC.

Dr. Parveen Goyal said that he is suggesting that the expenditure from registration fee of the students decided by the JAAC should be incurred with the permission of the Syndicate. Should the faculty members of Dr. S.S. Bhatnagar Institute of Chemical Engineering & Technology, University Institute of

Engineering & Technology, University Institute of Engineering & Technology, Hoshiarpur, who are involved in the counselling process for Engineering Courses, not entitled to get remuneration/honorarium as per Panjab University Rules? He added that counselling for admission is also done in other disciplines, e.g., Arts, Social Sciences, Science, Languages, Education, etc.

The Vice Chancellor asked Dr. Parveen Goyal to inform as to what registration they received from the students for the counselling for admission to the courses under the above quoted disciplines.

Dr. Parveen Goyal said that the difference between the registration fees and the expenditure of both, is much. Earlier, when he had raised this issue, he was requested to give in writing and then he gave in writing.

The Vice Chancellor said that when the issue was raised in the meeting of the Syndicate, a Committee was formed.

Dr. Parveen Goyal said that he did not know as to what recommendations the Committee has made.

The Vice Chancellor said that so far the Committee has not made any recommendations. After getting the decision of the Syndicate, the Director, University Institute of Engineering & Technology, has referred the said decision to the JAAC.

Dr. Parveen Goyal said that the issue was raised in January 2022 and now November 2023 has come.

The Vice Chancellor said that as per the paper provided to her, the issue is of 29.05.2023.

Dr. Parveen Goyal said that the decision was taken by the Syndicate on 25th March 2023 and the same was circulated on 29th May 2023. His only submission in this regard is that faculty members of all the Departments/Institutes should be given equal treatment.

The Vice Chancellor said that then the fee should also be charged equal.

Dr. Parveen Goyal said that equal fee should be charged from the students for counselling, but the same should be as per the requirement.

The Vice Chancellor said that then from where the payment to NIC would be made. Had Dr. Goyal any idea as to how much expenditure is incurred on the counselling? However, whatever amount is saved, the same is spent for enhancing the infrastructure. Proper accounts are being maintained and got audited from time to time.

RESOLVED: That –

1. felicitation of the Syndicate be conveyed to –
 - (i) Professor Sakshi Kaushal on having been selected for **TiHAN Faculty Fellowship** for 2 years; and

- (ii) Professor Ganga Ram Chaudhary on having been sanctioned a DST Project **“Technology development and reuse of HCI from industrial waste water”** of Rs.51,12,546/- for duration of 2 years.

2. the information contained in Vice-Chancellor’s Statement at Sr. No. (ii), (iii), (iv), (v), (vii), (viii) and (ix), be noted.

2. Considered minutes of the Committee dated 29.09.2023 (**Appendix-I**), constituted by the Vice-Chancellor, to frame templates and application forms for direct recruitment of Professors and Principals (Constituent Colleges), as per UGC Regulations 18.07.2018. Information contained in office note (**Appendix-I**) was also taken into consideration.

Dr. Shaminder Singh Sandhu said that earlier, they had framed the templates for appointment of teachers and Principals in the affiliated Colleges, but they forgot to frame the template for Librarian. He suggested that the template for the post of Librarian in the Colleges should be got framed.

Dr. Harpreet Singh Dua said that so far as Constituent Colleges are concerned, they are facing 2-3 problems. Firstly, the problem is that which is the final authority in the case of Constituent Colleges – whether these Colleges belonged to Punjab Government or Panjab University, Chandigarh? Committees were appointed at different point of times and they had decided that in the Constituent Colleges, the Regulations and Rules of Panjab University would prevail. The main problem is that the Punjab Government has reduced the age of superannuation of teachers from 60 years to 58 years, whereas they had kept the age of superannuation at 60 years. When the notification of Punjab Government relating to age of superannuation was placed before the Syndicate, the decision was not got recorded in accordance with the discussion taken place and he had given in writing to the Registrar to record the correct decision, but the corrected decision “that the Syndicate had not adopted the said notification” has not yet been circulated to the members. Secondly, certain additions (by hand) have been made in the minutes of the Committee (page 4 of the Appendix). Wherever the word Professor existed, the words Associate Professors have been added. What they had done is that they had reproduced the UGC Regulations, because neither they could amend them nor make any additions/deletions therein. At the same time, it has been mentioned in (ii) After the completion of his/her term as Principal, the incumbent shall join back his/her parent organization with the designation as Professor. In fact, this is the UGC Regulation and they had amended it and added the words ‘Associate Professor’. If someone is appointed as Principal of a Constituent College, he/she could not be demoted as the post of Principal is equivalent of the post of Professor. As such, he/she would join back as Professor in his parent institution. Thirdly, whenever the Vice Chancellor would have a meeting with the Punjab Government, she should impress upon the Government that the grant to the University for Constituent Colleges should be given keeping in view the retirement age of teachers at 60 years. Otherwise, the deficit for two years (from 58 years to 60 years) and five years more, if the Principals are given extension in service for five year, i.e., up to the age of 65 years, would be a huge financial burden for the University. 60 years as the age of superannuation has already been mentioned in the Calendar, he is only requesting the Vice Chancellor to get grant for two years (58 years to 60 years) from the Punjab Government.

Dr. Parveen Goyal pointed out that it has been mentioned under B(i) at page 4 of the Appendix that “A College Principal shall be appointed for a period of five years **or till the age of 60 years, whichever is earlier**, extendable for another term of five years on the basis of performance assessment by a Committee appointed by the University, constituted as per these Regulations”. He suggested that the words ‘till the age of 60 years’ should be substituted with ‘till the age of superannuation’, so that they should not face any problem even if the age of superannuation is enhanced to 65 years in future by the Government.

Dr. Harpreet Singh Dua said that if the age of superannuation is enhanced by the UGC/Government, it would automatically be implemented in the University. Citing an example, he said that the teachers, who had been granted stay in continuation of service by the Court, had been allowed in view of the Regulations of the University mentioned in the Calendar.

Dr. Dinesh Kumar enquired whether the additions made by hand are to be retained or deleted. In fact, it has no relevance here because the age of retirement/superannuation always contained in the service conditions and it is never a part of the qualifications. Hence, the age of superannuation, which they had added here, is wrong. Even if these are tenure posts, the age of retirement/superannuation is mentioned in the appointment letters to be issued to the appointees. They could not temper with it. Moreover, if it is not right to write ‘Associate Professor’ after Professor, how could they insert the words ‘till the age of 60 years’?

The Vice Chancellor said that they must have this clarity.

Dr. Dinesh Kumar said that when the advertisement for these positions would be issued, the detailed terms and conditions including the age of superannuation may be mentioned therein.

Dr. Parveen Goyal said that the advertisement, which they had made recently, has been made in accordance with the UGC Regulations. After the meeting of the Senate dated 3rd June 2023, the DACP has been implemented at Dr. Harvansh Singh Judge Institute of Dental Sciences, but in the advertisement it has not been mentioned that the appointments would be made in accordance with DACP; rather, it has been mentioned that the appointment would be made in accordance with the UGC.

It was informed that in this regard, a corrigendum is being issued.

Dr. Mukesh Arora, referring to the point raised by Dr. Harpreet Singh Dua relating to deletion of words ‘Associate Professor’, said that when a person is appointed as Principal, he/she is given the grade/pay-scale of Professor, but not the designation.

Dr. Dinesh Kumar said that his biggest concern is that these are tenure posts and whosoever would go to work on these tenure posts, he/she would join back his/her parent Institute on the same post, on which he/she was working earlier. If they decided that the persons appointed on these posts would join back in their parent Institutes as Principal/Professor, perhaps, their parent Institutes might not relieve them.

Professor Shiv Kumar Dogra said that there is a technical issue involved in it and the issue is that, if someone is appointed on these posts and decided to go, but when he/she would come back, he/she to join on the same post, on which he/she was working earlier.

Principal R.S. Jhanji said that the person concerned would join back on his/her previous post, only if the said post is vacant.

Dr. Harpreet Singh Dua said that before issuing NOC and relieving the teacher (Associate Professor), the institute concern is supposed to see how much tenure, including extension, the teacher concerned would get at the institute, where he is appointed now. Earlier, as per UGC Regulations 2016, the Punjab Government was not making Professors in the Aided Colleges. Now, in the UGC Regulations 2018, the provision of Professors in the Aided Colleges existed. As such, the teachers would be made Professors in the Aided Colleges in accordance with the template, which they had recently approved. Before relieving, the parent institute would think that the person is going on a higher post and whenever he/she returned, he/she would join on the higher post, i.e., Professor.

The Vice Chancellor said that the University did not follow this. Citing an example, she said that Dr. Rakesh Malik, Deputy Director Sports, had joined another Institute as Director Sports, but when he returned to the University, he joined Deputy Director Sports.

Dr. Harpreet Singh Dua said that the persons so appointed have to keep their lien in their parent institute, so that they could join back after completion of their term on the tenure post. Certain institutes did not allow the teachers to join back on higher posts and this is the reason regular Principals are not available in the Aided Colleges.

The Vice Chancellor said that if they approved the item as such, it would mean that only those teachers would apply for the posts of Principals in the Constituent Colleges, who have already become Professor.

Dr. Harpreet Singh Dua said that the Associate Professors, who are eligible for the post of Professor, would also apply for the post of the Principal in the Constituent Colleges and when they return to their parent institute after completion of their term, they would join back as Professors.

Dr. Dinesh Kumar said that one of the solutions to this problem could be that the person appointed as Principal in the Constituent Colleges should fulfil the conditions for professorship, so that after the completion of his/her term, he/she could join back the parent institute as Professor.

Dr. Harpreet Singh Dua said that this is what he is pleading.

Dr. Dinesh Kumar said that this could not be added in the minutes of the Committee; rather, the Syndicate could take this decision and mention the same in the resolved part that the person would return to the parent institution as Professor only if he/she fulfilled the conditions of Professor.

At this stage, several members started speaking together and a din got prevailed.

Principal R.S. Jhanji said that 2-3 issues needed to be cleared in the presence of Director, Higher Education, Punjab, and one of the issues is that if the Constituent Colleges fell under the Government of Punjab, whether the Regulations and Rules of the Punjab Government are to be followed or of Panjab University. The problem is that the Regulatory Bodies are not at the same platform. If the Constituent Colleges are liability of the University, the Regulations and the Rules of the University would be implemented there. However, if the Constituent Colleges are liability of the Punjab Government, the Regulations and Rules of the Punjab Government would have to be implemented there. If Punjab Government is giving grant for the Constituent Colleges, the Regulations and Rules of Punjab Government are to be definitely followed. Moreover, the new notification issued by the Punjab Government is yet to be withdrawn. Further, the Regulations relating to appointment/promotion of teachers as Professor in the Colleges is still disputed as the Punjab Government has not yet adopted the said provision of the UGC. Secondly, so far as the issue of Professors is concerned, Professors would not be made in the Aided Colleges as the Punjab Government has not yet adopted the relevant UGC Regulations. Though Professors are there in the Government Colleges, but not in the private Aided Colleges. Whenever someone would join as Principal in the Constituent Colleges, he/she would definitely come in the cadre of Professor, but when he/she would come back after completion of his/her term as Principal, substantive post must be there in the parent organization and only then he/she could join as such.

The Vice Chancellor clarified that after completion of the term as Principal, the person concerned would join back on the post, on which he/she had been working earlier. When Principal R.S. Jhanji enquired whether the constituent Colleges are under the Punjab Government or the University, the Vice Chancellor said that since the appointments are to be made and salaries are to be paid by the University, the Constituent Colleges are under the University.

Shri Paramjit Singh, Director, Higher Education, Punjab, said that under PM Usha Scheme, the Constituent Colleges have not been considered the part of Government. The Punjab Government had also written to the Central Government in this regard, but the Central Government said that first the State Government should take up the Constituent Colleges, only then they would consider them as part of the Government.

Principal R.S. Jhanji said that then it is clear that the Constituent Colleges are part of the University.

Dr. Harpreet Singh Dua said that several Committees had been appointed to consider this issue at different point of time and the recommendations of the Committees are that the Constituent Colleges would function under the University and the service conditions of the employees working there would also be of the University. The University had already circulated to its various departments/institutes that the UGC Regulations, 2018 (dated 18.07.2018) for promotions have been adopted by the University vide Syndicate dated 16.03.2019 (Para 6) and Senate 26.05.2019 (Para XVII). Principal R.S. Jhanji has pointed out that the UGC Regulations, 2018 have not yet been adopted by the Punjab Government, even though the year 2023 is going to elapse. The Syndicate and Senate of the University had adopted the UGC Regulations, 2018 in the year 2019, the only problem was that they did not have the templates. Now, they had framed the templates and the same had also been approved by the Syndicate and had also been sent to the affiliated Colleges. As per the UGC Regulations, 2018, the posts

of Professors existed in all the affiliated Colleges, included aided and unaided Colleges. That was why, he is pleaded that the advertisement, which they are going to issue, should be issued in accordance with the UGC Regulations, 2018, because the advertisement for the posts of Principals in the affiliated Colleges is also being issued on the same format and all the Principals would be appointed according to the advertisement. The tenure of Principals in the affiliated Colleges would also be for five years, whereas as per the previous Regulations, which had been accepted by the Punjab Government, the term of Principals could be extended for another five years, but there was an amendment that the interviews are to be conducted only for the posts of Assistant Professor or Professor, but not at the level of Associate Professor. So far as the Item under consideration is concerned, the additions, which have been made by hand, should be treated as deleted and the advertisement should be issued in accordance with the UGC Regulations/mandate and appointments be made accordingly. When the Vice Chancellor directed the Registrar to mention the date of retirement in the advertisement, Dr. Harpreet Singh Dua said that it is already there and also existed in the University Calendar. He pointed out that the age of superannuation of University teachers is also 60 years and not 65 years. They are approaching the Court in view of the amendments in the Regulations relating to age of superannuation approved by the Senate in the year 2011. In fact, the Senate had approved the amendments in Regulations and sent the same to Government of India for approval. The teachers of the University are taking the plea that the Senate had approved the age of superannuation as 65 years and they should be allowed to continue till attaining the age of 65 years.

The Vice Chancellor said that other issues are also involved in it – (i) annual increments, administrative positions, etc. are not being given, but he is saying that the Principals of Constituent Colleges should be allowed to continue till the age of 65 years.

Dr. Harpreet Singh Dua said that he is not saying this; rather, the Principals of the Constituent Colleges are continuing in service till the age of 65 years.

Dr. Dinesh Kumar said that the administrative posts are not being given to the teachers beyond the age 60 years because there is a mutual consent amongst the teachers.

The Vice Chancellor said that, in fact, the administrative posts are not being given to the teachers beyond the age of 60 years on the basis of UGC norms for re-employment. The norms of the UGC say that the teachers could continue up to the age of 65 years for academic work and the University had adopted those norms.

Dr. Dinesh Kumar said that now he would like to talk about the posts, which the University had already advertised. They could see that the majority of the Universities after screening displayed on their webpage as to who are the shortlisted candidates and who are not shortlisted along with the reasons thereof. Screenings in the University is already underway and his request is that it should be resolved and instructions should be issued to all the Departments/Institutes that they should prepare two lists – (i) list of shortlisted candidates; and (ii) list of not shortlisted candidates along with the reasons for not getting shortlisted. The purpose of these instructions is that they would avoid litigation; otherwise, the recruitments are being made after so many years and if any case is filed, all the

recruitments would get delayed. Earlier, a case was filed in the year 2012 by a ST candidate, but the same is yet to be got settled.

The Vice Chancellor said that the screening is done at two levels – (i) pre-screening is got done at the Department level; and (ii) screening is done at the central level.

Dr. Dinesh Kumar said that this is to be done before the interviews. After screening, almost every Central University displayed on their web page the list of shortlisted as well as non-shortlisted candidates with the reasons for not getting short-listed. If Panjab University also follow this practice, it would be better.

The Vice Chancellor said that according to her, all the Universities/Institutes displayed only the list of shortlisted candidates on their webpage and gave a specific time to point out discrepancy, if any.

Professor Shiv Kumar Dogra said that they had fixed the criteria that maximum 25 candidates would be called for a post. Similarly, the criteria for award of scores are also evolved. Sometimes, the candidate is not awarded due scores, which he/she deserved. Some time should be given to such type of candidates to get their scores corrected.

The Vice Chancellor said that, that is what she was saying that they would display the list of shortlisted candidates on the webpage asking them to point out discrepancies with in the stipulated time, if any.

Dr. Dinesh Kumar said that if one does not know about the problem in experience, qualifications, publications, scale, etc., how would he point out the same?

Professor Shiv Kumar Dogra said that it is not necessary that every candidate would get the score, which he/she had claimed.

Dr. Mukesh Arora said that some persons had become Principal in the year 2011 after fulfilling the eligibility conditions, including experience of 15 years, which were prevalent at that time. When they apply for the posts of Principal in Government Colleges, their candidature is being rejected. All these Principals did not have the approval from the concerned University. Certain persons having the designation of Associate Professor had applied for the post of Principal in the Government Colleges and the candidature of all these persons has been rejected.

Dr. Harpreet Singh Dua said that since after becoming Principals they are equal to Professors, they are eligible for the posts of Principals.

To this, Professor Jatinder Grover said that this should be got resolved.

Dr. Harpreet Singh Dua said that the teachers of Government Colleges had certain privileges due to some reasons. Whenever new UGC Regulations came, the same are immediately implemented in the aided and un-aided Colleges, whereas in the Government Colleges the same are not implemented and Principals in Government Colleges are appointed on the basis of seniority, which the Government had maintained. The Government did not follow the system of API Score. The problem arose only when the post of Principal is advertised for open selection. The teachers became Associate Professors and Principals in

Government Colleges on the basis of Seniority, but when they tried to become Principals in aided and un-aided Colleges to avail the benefit of two years' service, they did not fulfil the requisite qualifications/criteria determined by the UGC.

Dr. Mukesh Arora requested that the persons who had become the Principals in the year 2011, they should be treated at least equivalent to Associate Professors.

Dr. Harpreet Singh Dua said that they are already equivalent to Professors.

Professor Jatinder Grover said that certain persons have been got promoted/appointed as Principals in the colleges after following the due procedure, but these persons had never become Associate Professors. However, when they had become Principals, they had automatically become Professors as their grade is equivalent to Professor.

Principal R.S. Jhanji said that it had already been approved by the University that once approved is always approved, i.e., the person, whose appointment is approved, is approved for all times to come.

Shri Varinder Singh said that it is correct that after becoming Principal, the person concerned is equivalent to Professor, but they should not twist the issue because the duties/functions of both are different as Principals perform administrative duties, whereas Professors teaching.

Dr. Harpreet Singh Dua pointed out that Principals also take classes.

Professor Jatinder Grover said that the Principal, who fulfilled all the basic qualifications according to the advertisement, should be eligible for Professorship.

Principal Kirandeep Kaur endorsed the viewpoint expressed by Professor Jatinder Grover.

Shri Lajwant Singh Virk said that an anomaly would get created if an Assistant Professor is appointed Principal without becoming Associate Professor and the person concerned might approach the Court for getting the relief. Secondly, as suggested by Dr. Dinesh Kumar, the list of candidates, who are not shortlisted, should also be displayed on the webpage along with the reasons for not getting shortlisted, so that the candidates concerned could remove the discrepancy, if any. The promotions under CAS of a University of Haryana were challenged in the High Court and the Court had issued notice of motion because of this reason only.

Shri Paramjit Singh, Director, Higher Education, Punjab, said that they are facing a problem in the fixation of pay of Principals, who have become Principal from Associate Professor and Professor.

Dr. Harpreet Singh Dua said that they are facing similar problem at the University level. The Colleges did not face much problem on this issue, because the University adopted the UGC Regulations as and when they are notified. The Government faced this problem only because it promoted certain persons as Principals just on the basis of seniority, but they did not fulfil the requisite UGC qualifications. In such cases, the University only noted their promotions, but never granted approval. However, so far as aided and un-aided Colleges are

concerned, the teachers are only promoted, if they fulfilled all the requisite conditions.

The Vice Chancellor said that Director, Higher Education, Punjab, has said that the pay of persons, who became Principal from Associate Professor, is fixed easily, whereas who became Principal from Professor could not be fixed.

Dr. Harpreet Singh Dua said that in their system also, if someone had not done Ph.D., he/she would not get increment(s) for Ph.D.

Shri Lajwant Singh Virk said that the provision of protection of pay already existed in the service rules.

Dr. Dinesh Kumar said that they had advertised the posts of Dr. Harvansh Singh Judge Institute of Dental Sciences. Earlier, they had adopted the DACP Scheme for the faculty of Dental Institute. He pointed out that under the DACP Scheme, the posts of Associate Professors could not be filled through direct recruitment and only the posts of Assistant Professors are filled through direct recruitment. He did not know how the University had advertised the posts of Associate Professors, that too, under the Punjab Government Rules. It is astonishing that they are making the promotions under the DACP Scheme, whereas the selections are being made under the Punjab Government Rules!

Dr. Harpreet Singh Dua said that they had approved the adoption of DACP Scheme for the faculty of Dental Institute in the Senate in the year 2022. What happened is, when a good scheme is introduced, they turned the same to another side. There are three cadres for the University faculty, whereas there are four cadres for the faculty of Dental Institute. It is true that the posts of Associate Professor could not be filled up through direct recruitment and in addition to this, the pay bands of faculty of Dental Institute are also wrong.

Shri Varinder Singh pointed out that the faculty of Dental Institute is taking different pay-scales, i.e., UGC and DCI.

Dr. Harpreet Singh Dua said that the faculty of Dental Institute could not be granted double benefits, i.e., one under the UGC and another under DACP Scheme. Now, the problem could not be resolved through issuance of a corrigendum. Instead, the said advertisement should be withdrawn and a fresh advertisement should be issued in accordance with the decision taken by the Senate.

Dr. Dinesh Kumar suggested that the advertisement relating to posts of Dr. Harvansh Singh Judge Institute of Dental Sciences should be withdrawn.

It was clarified that that since the issue of Dr. Deepak had cropped up, they had advertised the posts in accordance with the UGC, now there DACP is to be mentioned. The things are being worked out and the corrigendum would be issued by Monday or Tuesday.

Dr. Harpreet Singh Dua said that when such a large number of posts are advertised after a long time, and that too, with cleverness, the issue should not be left in such a manner, and it should be enquired as to who has done this. Hence, the issue should not be taken so lightly. They knew where the mistake occurred inadvertently, but here the mistake has not taken place.

The Vice Chancellor said that the system of advertising the posts is very transparent. In fact, the JAAC of the Departments recommended and there is a Central Committee, which approved the advertisement of the posts and then the posts are actually advertised.

Professor Shiv Kumar Dogra enquired, then why the posts for only selective Departments had been advertised? Five-six posts of certain Departments had been advertised, whereas none of the posts of certain other Departments had been advertised.

The Vice Chancellor clarified that the posts of only those Departments had been advertised, the JAAC which had been recommended.

Dr. Harpreet Singh Dua said that if it is the job of the JAAC of the Department to reverse the decision of the Senate, then there is need to look into the JAACs?

Professor Shiv Kumar Dogra said that there could be possibility that certain Departments might not have been asked to give recommendation for advertisement of vacant posts.

Shri Varinder Singh said that when they had implemented the DACP Scheme for the faculty of Dental Institute, how could they advertise the posts in accordance with the UGC?

Dr. Harpreet Singh Dua suggested that instead of issuing the corrigendum, the previous advertisement should be got withdrawn and a fresh advertisement should be issued. Secondly, the Departments/Institutes must be requested to send their requirements relating to advertisement of vacant posts.

Professor Shiv Kumar Dogra suggested that every Department/Institute should be asked to send their requirement; otherwise, how could they know that the University is issuing a new advertisement?

It was clarified that they had taken requirement from the Dental Institute. When a normal advertisement is given, the pay-scales of UGC are mentioned.

Dr. Harpreet Singh Dua intervened to say that everybody knew how much prestigious, Panjab University is and what level of people would apply? When such a gross level violations took place at the entry level, which are contrary to the decision(s) of the Governing Body, then such types of justifications should not be given.

It was clarified that Dr. Harpreet Singh Dua is right, but it is getting neglected that even Professor(s) and Associate Professor(s) at Dr. Harvansh Singh Judge Institute of Dental Sciences are also working on temporary basis. It meant, they are being shown the doors. When enquired, it was informed that if the recruitments are to be made only at the entry level, the temporary faculty, which is working at Dr. Harvansh Singh Judge Institute of Dental Sciences, where would they go?

At this stage, several members started speaking together and a pandemonium got prevailed.

Dr. Harpreet Singh Dua said that it is being said that if the recruitments are to be made only at the entry level, what would be the fate of those Professors and Associate Professors, who are working there on temporary basis? But he would like to point out that when the DACP Scheme was introduced and adopted, the same was done on their request. In fact, they had done the lobbying that they are deprived of promotions. The members of the Syndicate and Senate were in favour of bringing in parity, but the faculty preferred DACP Scheme. The Syndicate and Senate took the u-turn and left the UGC, and went towards DACP Scheme. Ultimately, all faculty members of Dental Institute got promotions.

Shri Varinder Singh suggested that a Committee should be formed to look into this issue as well as other issues, which are there.

The Vice Chancellor said that the Committee, comprising the Dean, Faculty of Medical Sciences and Dean of University Instruction as Chairperson, is already there to decide and recommend the posts to be advertised.

Shri Varinder Singh said that he had different issue. Different pay-scales/pay bands existed at Dr. Harvansh Singh Judge Institute of Dental Sciences. Meaning thereby, there are several problems. Therefore, a separate Committee should be formed to look into all those issues. At the same time, these three posts should also be got reviewed.

At this stage, some of the members started speaking together and a bedlam prevailed.

Dr. Harpreet Singh Dua suggested that there must be some rationality for advertising the vacant posts.

The Vice Chancellor clarified that the vacant posts are being advertised on the basis of recommendation(s) made by the JAAC of the Departments/Institute, which comprised faculty members of the concerned Department/Institute. The JAACs of the Departments/ Institutes are taking a conscious decisions as to which posts are to be advertised. If they had no faith on the recommendations of JAACs, a Committee of Syndics could be appointed to see and recommend as to which posts are to be advertised. In fact, next month, the Syndicate would also get changed. In fact, the members are challenging the system of Panjab University, which is a well established system.

Dr. Harpreet Singh Dua said that suppose there are 100 vacant posts and the Departments/Institutes are only 50. Keeping in view the strength, they have to see how many posts are to be advertised of which Department/Institute.

The Vice Chancellor remarked that there is so much democracy in the Syndicate and Senate, but the Departments/ Institutes did not have any. Who would decide as to which posts are to be advertised – Departments/Institutes or the Syndicate?

Dr. Harpreet Singh Dua said that if they see this from this angle, why they are issuing a fresh advertisement for the posts of Dr. Harvansh Singh Judge Institute of Dental Sciences?

The Vice Chancellor said that only the members of the Syndicate are suggesting for issuing the corrigendum.

Dr. Harpreet Singh Dua said that the entire advertisement relating to Dental Institutes needed to be changed and the corrigendum would not serve the purpose.

The Vice Chancellor said that if the DACP Scheme had been adopted, could they not advertise the posts in accordance with the UGC qualifications and the posts of Associate Professor are not to be advertised?

Dr. Harpreet Singh Dua said that if somebody is to be asked to apply, whether should he/she not be told, in accordance to what he/she should come? The conditions should be crystal clear, so that the persons could make their minds.

It was pointed out that everything has been specified in the detailed instructions.

Dr. Harpreet Singh Dua said that the DACP Scheme was adopted by the Syndicate and Senate on the request of Dental faculty. In fact, the DACP Scheme did not suit to the Syndicate and Senate, but to the Dental faculty. Hence, the DACP Scheme was adopted on the request of faculty of Dental Institute. Now, the advertisement should be issued in accordance with DACP Scheme and the faculty of Dental Institute should stand on it.

Shri Varinder Singh remarked that though the University is an autonomous body, in reality they are not, because they followed the Government due to which they are facing several problems relating to affiliated Colleges as well as Departments of the University. What he meant to say is that the Vice Chancellor should hold a meeting with the representatives of the Colleges and get the issues resolved through a Committee to be constituted by the Vice Chancellor. So far as Dental Institute is concerned, in addition to this, there are several other issues, including temporary Professors and Associate Professors. Faculty members are working at Dr. Harvansh Singh Judge Institute of Dental Sciences on temporary basis for the last 17 years. He alleged that the posts of Dental Institute are advertised keeping in views certain vested interests.

The Vice Chancellor said that then the posts of Dr. Harvansh Singh Judge Institute of Dental Sciences should be got withdrawn from the advertisement.

Dr. Harpreet Singh Dua said that they are already saying that the advertisement relating to faculty of Dental Institute should be withdrawn and a fresh advertisement should be issued.

Dr. Dinesh Kumar said that nobody is challenging the authority of JAAC.

Shri Varinder Singh intervened to say that several persons had been appointed under Regulation 5 and they are continuing for the last several years. That is why, he is suggesting that a Committee should be formed to look into this issue.

Dr. Dinesh Kumar said that nobody is challenging the authority of JAAC. The concern of the members is that since the posts are being advertised after so

many years, the posts should be advertised with equal distribution, because every Department is without faculty.

Shri Varinder Singh said that they should make sincere efforts to bring in uniformity and take decision for the betterment of University as well as its stakeholders, and if something wrong is done, the same should be rectified. Secondly, since the Vice Chancellor is doing a wonderful job, she should be given a freehand to take the decisions independently. These are the three issues, but these would only be got resolved if good Committees are formed.

Dr. Harpreet Singh Dua said that when the advertisement was published in the newspapers, people pointed out the discrepancies to them. Their major concern is that the UGC Regulations should not be bypassed. It has been made crystal clear by the UGC in its Regulations that for the post of Assistant Professors, the Ph.D. should be either in concerned subject/relevant subject/allied subject. What happened is that the post is advertised by the department keeping in view the eligibility of a particular person. Now, what the Central Committee should do is that they should ensure that the eligibility conditions laid down by the concerned regulatory body (UGC, AICTE, NCTE, DCI, etc.) should not be violated under any circumstances. If it is done, the Syndicate would fully support her.

Dr. Parveen Goyal said that earlier, when the issue relating to advertisement of posts of Registrar, Controller of Examinations, and Dean, College Development Council was discussed in April/May, that these posts would be re-advertised, but those, who had already applied are not required to apply again; however, they could update their CVs, if desired. But this fact has not been mentioned anywhere in the advertisement.

It was informed that it has been made clear in the detailed instructions.

Dr. Dinesh Kumar suggested that the remaining balance fee should be charged from those candidates, who had already applied for the posts of Registrar, Controller of Examinations, and Dean, College Development Council.

The Vice Chancellor said that as suggested by Dr. Dinesh Kumar, balance fee of the enhanced fee should be charged from those candidates, who had already applied.

Professor Shiv Kumar Dogra said that they did not have any doubt on the integrity of the University, but whenever any Department/Institute recommend advertisement of any post/s, the Central Committee should ensure that rationality is there in the advertisement of each and every post and should not fully depend on the recommendations of JAAC.

Dr. Dinesh Kumar said that if they look carefully, they would find that out of 70, the vacant posts of 45 departments had been advertised in the recent advertisement.

It was informed that that more posts of Science Departments are likely to be advertised shortly.

At this stage, some of the members started speaking together and a din got prevailed.

Dr. Dinesh Kumar suggested that today, it should be resolved that the screening of applications, which is underway, should be expedited by the Departments, so that the posts are filled up as early as possible. After decision by the Syndicate, a communication in this regard be sent by the office of the Dean of University Instruction.

Shri Sandeep Singh enquired how the roster would be implemented while filling up the posts, which have been advertised/are yet to be advertised.

It was informed that the posts have been advertised in accordance with the roster.

RESOLVED: That the recommendations of the Committee dated 29.09.2023, be approved as per **Appendix**, with the stipulation that the recommendations **(II)B** (i) and (ii) be read as follows:-

1. A College Principal shall be appointed for a period of five years or till the age of superannuation, whichever is earlier, extendable for another term of 5 years on the basis of performance assessment by a Committee appointed by the University, constituted as per these Regulations.
2. After the completion of his/her term as Principal, the incumbent shall join back his/her parent organization with the same designation with which he/she was working earlier.

RESOLVED FURTHER: That –

1. the advertisement relating to faculty positions of Dr. H.S. Judge Institute of Dental Sciences & Hospital, be withdrawn and the positions be advertised afresh after review by JAAC of the Institute;
2. the posts of Registrar, Controller of Examinations and Dean College Development Council, have been re-advertised and the candidates, who had already applied, have been asked to update their CVs, if desired. The balance application fee be charged from the candidates, who had already applied for these posts; and
3. the screening of the applications of the candidates, who have applied for various teaching posts in different departments of the University, be expedited.

- 3.** Considered minutes of the Committee dated 10.10.2023 (**Appendix-II**), constituted by the Vice-Chancellor, with regard to frame a policy for current and future sessions for those PMS candidates who pay the examination fees.

Dr. Mukesh Arora said that Syndicate had never been against the benefits of PMS students; rather, they had always said that the benefits, which are due to them, should be given.

The Vice Chancellor said that the Committee has made favourable recommendations.

Dr. Harpreet Singh Dua said that Shri Sandeep Singh had maintained a consistent approach towards these students. It was a difficult task to get the result of each and every PMS student, but Shri Sandeep Singh personally approached the Controller of Examinations and got their results declared. If the recommendation of the Committee that the result "RL (Fee)" would not be mentioned is approved, most of the problem of the students would get resolved. He requested the Director, Higher Education, Punjab, to personally intervene and get the amount of PMS Scholarship released to the students.

Shri Sandeep Singh thanked the Vice Chancellor for getting majority of problems of PMS students resolved. Referring to the issue relating to charging of fees from students covered under PMS Scheme as usual, he said that they might face problem, if fee is charged from the students at the time of admission/examination. He has also discussed this issue with certain Ministers and MLAs and had tried to convince them that the amount of scholarship (PMS) should be got released from the Social Welfare Department, Government of Punjab, to the students; otherwise, the villagers would stage demonstrations against the Government. If they started taking fees from the students admitted under PMS Scheme, they might stage dharnas, which might force the University to reverse its decision. He, therefore, suggested that fee from the students admitted under PMS Scheme should not be charged.

The Vice Chancellor said that they did not charge fee from such students because the Government used to reimburse the amount to the University, but now the Government had started paying the amount of scholarship to the students directly.

It was informed that the Vice Chancellor is correct that now the Government has started paying the amount of scholarship to the students directly.

Shri Sandeep Singh said that he himself had talked to certain students, who informed him that the amount of scholarship had come to their accounts, but they had spent the amount. He had asked them to pay the fee to the University/College concerned. He suggested that they had to find a solution to this problem and maybe the Government is to be requested to pay the amount of scholarship to the University/College concerned instead of students. A meeting in this regard could be fixed with the Social Welfare Department of the Government of Punjab.

The Vice Chancellor said that at the moment, the University had not given any direction to the students; rather, they had requested the Punjab Government to allow the University to charge fee including examination fees from the students covered under PMS Scheme because the Government pay the amount of scholarship to the students directly. No reply from the Government has so far been received. Recently, a meeting had taken place with Director, Higher Education, Punjab, wherein Mrs. Talwar was present and she (Vice Chancellor) had raised this issue that now the Government has started paying scholarship to the students directly, the University should be allowed to charge fees from the students covered under the PMS Scheme.

Professor Gurmeet Singh said that since the amount of scholarship is being paid by the Government to the students directly, the University should charge fees from the students.

Dr. Harpreet Singh Dua said that since the matter relating to scholarship is between the Government and the students, it is better to charge fees from the students.

Shri Lajwant Singh Virk drew attention of the House towards the Guidelines "Post Matric Scholarships to the students belonging to Scheduled Castes for studies in India (2020-21 to 2025-26)". It has been mentioned under Clause 8.1 "Freeship Card and Process for Issue, All eligible students shall be entitled to take admission in the institutions without pre-payment of tuition fees and hostel fees as per the Scheme Guidelines. To enable this, a Freeship Card will be issued by the State Government to the eligible students as per the procedure detailed below". Now, as per the scheme, they are not in a position to ask the students to pay the fees.

The Vice Chancellor said that in the last line of Clause 8.1 is that "as and when the amount is released to the student's account, the Government will inform the institution to charge the fees from the student".

Shri Lajwant Singh Virk said that, this is the second part of the Clause, but the first part is that they have not to charge the fees from the students.

Dr. Dinesh Kumar said that they should take a policy decision that, in future, if any student submit documentary proof that he/she has received the amount of scholarship from the Government on such and such date (after the stipulated date), late fee should not be charged from him/her.

The Vice Chancellor said that the University did not charge any late fee from the students covered under the PMS Scheme.

It was informed that there is another procedural aspect – It is not that the freeship card is made in all cases and the amount would be deposited in the accounts of the students. In fact, there is a separate portal of Social Welfare Department, where the student has to make an application. Once the application of the student is approved, only then he/she is eligible for the scholarship under the Scheme. There are hundreds and hundreds of cases where the requests of the students are rejected, and the University/College did not take fees from the students covered under the PMS Scheme, but these students continued to study and completed the course.

Shri Lajwant Singh Virk said that how could they expect that the students belonging to poor families pay their fees at the time of admission and procure the same from the Government later on. It would not be possible for them. He had brought in new information to their notice and similarly some new information has been provided by the office. Hence, a Committee needed to be formed, where information could be collected and discussed; otherwise, they are getting the information in pieces.

The Vice Chancellor said that as suggested by Shri Lajwant Singh Virk, a Committee would be formed.

RESOLVED: That the recommendations of the Committee dated 10.10.2023, as per **Appendix**, be approved.

RESOLVED FURTHER: That a Committee be constituted by the Vice Chancellor to evolve a mechanism for getting fees from such students covered under Post-Matric Scheme, whose applications are rejected by the Department of Social Welfare on the portal itself, but they continued and complete their courses.

4. Considered the recommendation of the Committee dated 28.08.2023 (Item No.2) (**Appendix-III**), constituted by the Vice-Chancellor, with regard to creation of one additional seat for Transgender students from the session 2024-25 onwards in each course in the Panjab University Teaching Departments, Regional Centres.

Professor Gurmeet Singh said that it is a good concept. However, he wanted to draw the kind attention of the House to the recommendation, “the candidate seeking admission is otherwise eligible from all angles as per Panjab University Rules”. He did not know what the Committee meant “from all angles”. The Committee should have simply written that the candidate seeking admission is otherwise eligible as per Panjab University Rules.

Dr. Mukesh Arora enquired, would the additional seat for transgender students be also created in the courses where the regulatory bodies are BCI, DCI, etc?

Dr. Dinesh Kumar said that it has been recommended that one additional seat be created for transgender students from the session 2024-25 onwards in each course. Since each course has consequences, exemption needed to be inserted provided the regulatory bodies permitted.

Dr. Harpreet Singh Dua suggested that on the pattern of this, an additional seat for transgender students should also be created in the Constituent and affiliated Colleges.

Dr. Parveen Goyal suggested that instead of establishing a new permanent Anti Discrimination Cell for Transgender Students, it should be created either in the Centre for Human Rights and Duties or Centre for Social Work; otherwise, they have to create a lot of infrastructure, manpower, etc.

It was informed that a recommendation 1 of the Committee is not for consideration of the Syndicate.

The Vice Chancellor said that let the Centre for Human Rights and Duties create this Cell as per the Rules for transgender students.

Professor Jatinder Grover said that as per rules, a separate cell needed to be created. He added that Dr. Upneet Kaur Mangat has already been appointed as Nodal Officer.

RESOLVED: That since Transgenders are vulnerable group, one additional seat be created for transgender students from the session 2024-25 onwards in each course in the Panjab University Teaching Departments, Panjab University Regional Centres, Panjab University Constituent Colleges and the Colleges affiliated to the University, subject to the following eligibility conditions, provided the concerned Regulatory Body permits –

1. the candidate seeking admission is otherwise eligible as per Panjab University Rules.

2. the claimant candidate will have to submit a validated Transgender Certificate from the Ministry of Social Justice and Empowerment or Certificate of Identity as well as Identity Card issued by the District Magistrate as per the prescribed format given under The Transgender Persons (Protection of Rights) Rules, 2020 read with the Transgender Persons (Protection of Rights) Act, 2019.

5. Considered the following recommendations of the Committee dated 31.05.2023 (**Appendix-IV**), constituted by the Vice-Chancellor, to formulate the guidelines for Ph.D. students according to U.G.C. Guidelines that:-

1. eligibility conditions for registration to Ph.D. programme in interdisciplinary Centre for Swami Vivekananda Studies, be same as already notified in Handbook of Information.
2. keeping in view NEP-2020, the process to create a separate Faculty of Interdisciplinary Studies to promote interdisciplinary research, be initiated.

Initiating discussion, Professor Gurmeet Singh said that the Syndicate in its meeting held on 4.02.2023 referred back the recommendations to the Committee for reconsideration because the candidates from the diverse disciplines like Yoga, Medicine, Ayurveda, Languages, Fine Arts, etc., had requested that they should also be considered eligible for doing Ph.D. in Swami Vivekananda. Incidentally, at the moment, the Coordinator of Swami Vivekananda Studies belonged to Faculty of Business Management & Commerce. The recommendation of the Committee is not clear because it has not been mentioned whether the Committee has rejected their request or not.

Dr. Parveen Goyal said that at the moment, 11 Faculties are there, and if they started creating new Faculties, it would be very difficult to remember.

The Vice Chancellor said that the Committee has recommended that the process for creating a new Faculty of Interdisciplinary Studies to promote interdisciplinary research, be initiated.

At this stage, several members started speaking together and a bedlam prevailed.

Dr. Harpreet Singh Dua said that the item has not been properly drafted. As pointed out by Professor Gurmeet Singh, the Committee has not done anything about the requests of the scholars, who wish to do Ph.D. in Swami Vivekananda Studies. Are they approving recommendation 2 of the Committee "That keeping in view NEP-2020, the process to create a separate Faculty of Interdisciplinary Studies to promote interdisciplinary research, be initiated?"

Dr. Dinesh Kumar said that they are not approving this recommendation of the Committee.

Dr. Harpreet Singh Dua said that now-a-days, the research is automatically of interdisciplinary nature irrespective of whether the research is being carried out in languages or any other Faculty. All Departments have kept

the allied subjects for carrying out research. He, therefore, suggested that recommendation 2 of the Committee should not be approved, as they could always carried out research in interdisciplinary subjects under the NEP and there is no need of separate Faculty. Only recommendation 1 of the Committee should be approved.

Professor Shiv Kumar Dogra pointed out that in the Centre for Life Long Learning and Community Education also, they carry out research in multi-disciplinary subjects. If they created a separate Faculty for these subjects, requests for creating separate Faculties from other departments might start pouring.

Dr. Dinesh Kumar said that they had certain similar Centres, i.e., Centre for Swami Vivekananda Studies, Centre for Social Inclusion and Exclusion, Centre for Dr. Ambedkar Studies. What they had noticed is that certain students wanted to escape from the strict criteria, i.e., defend their synopsis in the Pre-RDC & RDC and other scrutiny. That is why, they preferred to register for Ph.D. in these Centres. If they see the topics of the thesis of the students, they would be surprised to know that the topics have nothing to do with the subject of these Centres. Hence, his submission is that only those students should be allowed to do research in these Centres, whose topics are related to the subject taught in these Centres.

Professor Gurmeet Singh pointed out that if they go through the Ph.D. topics of the students, who are carrying out research in these Centres, they would not find interdisciplinary nature in their topics.

Dr. Dinesh Kumar suggested that a letter should be issued by the office of the Dean of University Instruction to all these Centres that they should ensure that the topics of the Ph.D. thesis of the Ph.D. students, who are doing research, should be related to the Centre concerned.

The Vice Chancellor said that they are contemplating to merge these Centres.

Dr. Dinesh Kumar said that he has no objection to the merging of these Centres, but they must ensure that the supervisors of the students should also be from the concerned discipline. At the moment, the supervisors, who are guiding the students towards Ph.D., are from other disciplines, including Engineering.

Professor Gurmeet Singh remarked that teachers are guiding Ph.D. students in these Centres because they felt that they would fulfil the condition of guiding Ph.D. students in these Centres easily.

Dr. Dinesh Kumar said that he did not know when these Centres were approved as Research Centres and permitted to register students for Ph.D. First condition for approving an Institution/Department/Centre is that PG Course/s must be taught there. Only Certificate Courses/Diplomas are being offered in these Centres. Earlier, the Centre for Social Inclusion and Exclusion Studies used to get grant from the Central Government. It could be understood that since grant is received from the Government, research could be carried out there. So far as Centre for Life Long Learning and Community Education is concerned, the faculty members were accommodated. If they see carefully, they would find that Life Long Learning works at International Level. Everywhere, Life Long Learning is a full-

fledged Department. Hence, it would be better if recruitments are made there according to the discipline. When it was pointed out by Professor Shiv Kumar Dogra that research in science is also being carried out at Centre for Life Long Learning and Community Education, Dr. Dinesh Kumar said that it is because earlier it used to be a project and Project Officers were used to work there. However, when the University converted it into a full-fledged Centre, the Project Officers were re-designated.

Dr. Parveen Goyal suggested that a Committee should be formed to consider the issue about the people from industry, who wanted to do Ph.D. in Engineering. If people from industry are allowed to do Ph.D. by the University, it would generate revenue for the University.

The Vice Chancellor said that the matter is under consideration of the Faculty of Engineering and Technology.

Dr. Parveen Goyal requested the Vice Chancellor to approve the recommendations of the Faculty of Engineering and Technology on the issue.

RESOLVED: That eligibility conditions for registration to Ph.D. Programme in interdisciplinary Centre for Swami Vivekananda Studies, be same as already notified in the Handbook of Information.

RESOLVED FURTHER: That recommendation 2 of the Committee that the process to create a separate Faculty of Interdisciplinary Studies to promote interdisciplinary research be initiated, be rejected.

6. Considered minutes of the Committee dated 27.09.2023 (**Appendix-V**), constituted by the Vice-Chancellor:-

- (i) to examine the cases for appointment on compassionate grounds; and
- (ii) for amendment in existing *pro forma* relating to appointment on compassionate grounds at Sr. No. IV (e) i.e. "Post applied for" in terms of the Syndicate decision dated 27.05.2023 (Para 21 revised).

Dr. Dinesh Kumar said that it is good that the column for 'Post Applied for' has been deleted from the *pro forma*, but it has been indirectly allowed, because it has been written at page 56 at serial no. 3 under '**For use in the office where the deceased employee was working**'. His only concern is that it should be placed before the Competent Authority as to how many vacancies of the particular posts are there and to which post the particular candidate is eligible. If as a Chairperson, he recommends that Mr. X s/o Mr. Y may be appointed as _____, it would be one and the same thing, i.e., either the concerned person should write with his/her own hand in the column applied for or get the same written from the Head of the Department/Branch. In nutshell, he said that the Establishment should scrutinize the application of the candidate and bring before the Competent Authority as to which post the candidate concerned is eligible.

The Vice Chancellor said that Sr. No. 3 under '**For use in the office where the deceased employee was working**', would be deleted.

Continuing, Dr. Dinesh Kumar, referring to Clause II “Particular of all the dependents of the deceased employee, said that parents and wife/husband of the deceased employee are not covered under it. What is happening is that they had deviated from the rules/established principles in the name of appointments on compassionate ground. Citing an example, he said that if father and mother both are employees and one of them died, still they give appointment to one of the dependents on compassionate ground. In fact, the purpose of Policy of appointments on compassionate ground is that none of the family members of the deceased employee should be in service. If none of the dependent of the deceased employee is a bread earner, it would be difficult for the family to survive in the absence of any income. Earlier, when the mother of the dependents was already in service, appointment on compassionate ground was recommended and a precedent was made. Now, they are quoting it as precedent and recommending appointments in such cases. Day is not far away when the entire policy for appointments on compassionate ground would collapse. Resultantly, even the deserving dependents of the deceased employees would not be able to get appointment on compassionate ground. He, therefore, suggested that an undertaking should be taken that now none of the surviving parents is in service, and if need be, a column in this regard should be inserted in the form.

Professor Gurmeet Singh said that if one of the surviving parents is in service, appointment on compassionate ground should not be given.

Dr. Harpreet Singh Dua said that the University must have adopted a Policy of the Government.

To this, Dr. Dinesh Kumar said that the University had not adopted any such Policy; rather, they are giving appointment on compassionate ground in such cases by just quoting the precedent.

Shri Parmjit Singh, Director, Higher Education, Punjab, said that in the policy of Punjab Government, it has nowhere been mentioned that none of the surviving parents of the dependent should be in service; rather, the appointment on compassionate ground in each case is decided by the Competent Authority.

The Vice Chancellor said that while recommending appointment on compassionate ground, it is always seen as to how much financial liability, including loan, etc., the dependent has. Moreover, appointment on compassionate ground is always recommended on case to case basis.

RESOLVED: That –

- (i) the appointment on compassionate grounds at (Sr. No. 1, 2, 3, 4, 5, and 6) of the Committee dated 27.09.2023 as per **Appendix**, be approved; and
- (ii) the *pro forma* for appointment on compassionate grounds amended in accordance with the decision of the Syndicate (Para 21), as per **Appendix**, be approved with the modification that Clause 3 ‘Post for which employment is proposed _____’ of “for use in the office where the deceased employee was working”, be deleted from Part-II.

7. Considered if, the admission of Shaikh Soyab Khalil Pasha, a student of B.A. 1st Semester, Sri Guru Gobind Singh College, Sector 26, Chandigarh, be confirmed as requested by the Principal, GGSK College, Sector-26, Chandigarh. Information contained in office note **(Appendix-VI)** was also taken into consideration.

Initiating discussion, Dr. Jagtar Singh said that Mr. Shaikh Soyab Khalil Pasha is an international student and he had come from Aurangabad University after passing 1st two semesters. He has six deficient subjects. In fact, this student wanted to do B.A. (First Year) again. Had he been admitted earlier, the University would have obtained first position in Volleyball instead of 3rd position, which they had obtained.

Dr. Mukesh Arora said that the admission of this student should be confirmed.

Dr. Harpreet Singh Dua pointed out that what had happened is that the College did not identify the deficient subjects at the time of admission. The form was supposed to be submitted in the University after filling up the deficient subjects and the deficient subjects are to be checked by the Branch, which determined the eligibility. After checking, the Branch concerned would have told whether the candidate is eligible or not.

Shri Varinder Singh said that he had discussed a similar case with the Registrar. In fact, the student had taken admission to B.Sc. (Biotechnology) in Sri Guru Gobind Singh College, Sector 26, Chandigarh. As per University Regulations/Rules, the candidates placed under compartment in +2 are eligible to take admission in B.A./B.Sc. courses, but not in B.Sc. Biotechnology. The College thought that since the candidates placed under compartment are eligible to take admission in B.A./B.Sc. courses, they admitted the candidate and the student attended the classes during the semester. Now, it has come to the notice of the College that as per the University Regulations, the student is ineligible to take admission to B.Sc. (Biotechnology). Keeping in view the career/future of the students, his admission should also be confirmed.

Dr. Jagtar Singh pointed out that the candidate having 20% or more marks in the subject, in which he/she has been placed under compartment, are eligible to take admission to B.A./B.Sc. courses, except B.Sc. (Biotechnology).

The Vice Chancellor said that Board of Studies in Biotechnology must have maintained some standard. Citing an example, she said that in Engineering no candidate could join the third semester unless and until he/she cleared all the papers of first and second semesters and third year until he/she cleared all the papers up to fourth semester.

Dr. Jagtar Singh pleaded that the admission of both these students should be approved especially keeping in view the fact that there is a great down fall in admissions in Science Courses in the Colleges, including DAV College, Chandigarh, G.G.D.S.D. College, Chandigarh, and Sri Guru Gobind Singh College, Chandigarh. He further said that the self-finance courses, which had been started in the Colleges, are to be run.

The Vice Chancellor said that the students are going to the private Universities because they had a good infrastructure and revised their courses from

time to time, but they (University and the affiliated Colleges) neither revised the Courses nor create requisite infrastructure. Moreover, they also do not allow the University to enhance fees.

Shri Varinder Singh said that since the student had attended the classes during the whole semester, his admission should be approved. If his admission was not to be approved, he should have been informed about his ineligibility immediately after the admission.

Dr. Dinesh Kumar suggested that they should authorize the Vice Chancellor to take appropriate decision in the matter.

This was agreed to.

Dr. Mukesh Arora pointed out that sometime when a student got 3-4 reappears, he/she thinks that he/she had taken admission in a wrong course, then he/she wanted to take admission in other course, but he/she is not allowed saying that the University Regulations do not permit. He suggested that, if need be, the relevant Regulations should be got amended, so that such students could take admission in other courses. They authorize the Vice Chancellor to take appropriate decision in the matter.

Dr. Dinesh Kumar suggested that since all these issues related to Regulations, these should be given in writing for consideration by the Regulations Committee.

RESOLVED: That the admission of Shaikh Soyab Khalil Pasha, a student of B.A. 1st Semester, Sri Guru Gobind Singh College, Sector 26, Chandigarh, be confirmed.

8. Considered –

- (i) minutes of the Affiliation Committee dated 26.09.2023 (**Appendix-VII**), constituted by the Syndicate dated 04.02.2023.
- (ii) minutes of the Affiliation Committee dated 10.10.2023 (**Appendix-VII**), constituted by the Syndicate dated 04.02.2023.

Initiating discussion, Dr. Harpreet Singh Dua said that in certain Colleges as pointed out in the conditions, where there is requirement of 20 teachers, out of 20, there is deficiency of 18 teachers. At least, for these Colleges, required steps should be taken before granting temporary affiliation. He would like to enquire about a College listed at Sr.No. 13 of the Appendix, i.e., S.C.D. Government College, Ludhiana for B.Com and B.C.A. Evening courses regarding number of teachers. Even in Private College for running evening course in B.Com. and B.C.A., requirement of 5 teachers is mandatory. Earlier, there were three Colleges for Evening courses in B.Com and B.C.A. in Ludhiana, i.e., S.C.D. Government College, Arya College and Khalsa College. Two Colleges were wound up due to the reason that no professional course was to be made operational as they usually started at 5:00 p.m. after the working hours of organizations and banks. Now, the basic eligibility for getting a job has become as Graduate, due to which the

strength of the students has declined. Earlier, in Government College, the strength of teachers was of 120, whereas presently, this strength has reached to only 20. As per the provisions of the P.U. Calendar, faculty is required to be recruited for running the professional courses. It was conveyed by the representative of the Government that the process of recruitment of teachers is going on. Almost 1½ years had elapsed, but the process has not yet been initiated.

Shri Paramjit Singh, Director, Higher Education, Punjab replied that their Department has already sent the requirement of 612 teachers and 16 Principals on 6th November to Punjab Public Service Commission (PPSC). The reason for delay is that, the Chairman of PPSC has not been posted there.

Dr. Harpreet Singh Dua said that that is the reason which he is pointing out that with this, the process would not even be completed by more 2.5 years. In Private Colleges, where teachers are not recruited, their affiliation has to be cancelled, but in Government Colleges, the temporary affiliations have to be allowed even without meeting the requirement of appointment of requisite teachers.

Shri Paramjit Singh, Director, Higher Education,(Punjab), said that as earlier told that requisition of teachers have already been sent to the PPSC, but the problem is that the Chairman of the Commission has not yet been appointed.

Dr. Harpreet Singh Dua said that if it is so, the extension in affiliation should only be granted after the appointment of teachers. Presently, the Government Colleges have been termed as Degree Distributing Agencies.

Shri Paramjit Singh, Director, Higher Education, Punjab, replied that out of 1158 posts of teachers, which had been quashed, CM has been filed for 612 posts.

Dr. Harpreet Singh Dua said that when the 1158 posts were quashed, it was pointed out that at that time, the process, which was being followed, was not according to the norms of the U.G.C. It was conveyed by the Syndicate several times. The publication of advertisement for the teachers has become an eye wash amongst the public, when the advertisement would be published, it would be contradicted and it would be cancelled and posts would not be filled up. They did not know the reason, why the posts have not been filled up during the last 10 years. Similar is the situation with the Government Colleges, the affiliation should also be extended only after fulfilling the required conditions. He would like to bring it to the knowledge of the House that strength of the students is declining day by day. This decision should be taken today that extension in affiliation should only be granted to the Government Colleges after fulfilling the condition of recruitment of teachers.

Dr. Mukesh Arora said that they all are aware that the requisite number of teachers had not been appointed in the Government Colleges, the reason for the same is that they did not provide panels for the last 10 months. Since the advertisements had been given without obtaining the panels, they could not make the appointments.

The Vice Chancellor enquired, why the panels have not been given?

To this, Principal Kirandeep Kaur replied that a gap of 1½ years is there, as the *pro formas* for CAS promotions were not prepared.

Dr. Mukesh Arora said that in S.C.D. Government College, Ludhiana, the teachers for B.C.A. courses were being paid minimum of Rs.35,000/- and the teachers are earning Rs.45,000/- after completion of 15 years, whereas in private Colleges, the teachers are being paid only between Rs.15000/- and Rs.16,000/-. The condition of requisite number of teachers in S.C.D Government College was fulfilled, on the basis of which, Inspection Committees were sent and later on, the report was sent to the Affiliation Committees. The condition of recruitment of teachers has been imposed by the Affiliation Committee, which the Government had assured to fulfil. In fact, the Government had already published the advertisement for filling up the vacant posts of teachers. The Affiliation Committee has no power with them to discontinue affiliation to the College.

The Vice Chancellor said that there is a huge difference between the salaries being paid to the teachers by the University and affiliated Colleges, and they have to accept the difference. In fact, the teachers posted in private Colleges are not getting even as much salary as the guest faculty in the University is getting.

Dr. Harpreet Singh Dua pointed out that the University should not compete with private Colleges of District Ludhiana, where Computer and Management courses are being offered. The Colleges are surviving they charged the fees determined by the University and teachers are being paid salaries in accordance with U.G.C. The private aided Colleges are moving in the direction of private aided Schools. A conscious decision is to taken in the matter. It should be decided that the posts of teachers in Private Colleges would only be filled after filling up the posts of teachers in Government Colleges. He further said that as per the report of the Affiliation Committee in 2016, when Principal R.S. Jhanji was also the member, at that time, it was decided that P.G. Diplomas in Government Colleges be discontinued. He further said that the process of recruitments would not be completed for several more years.

To this, the Vice Chancellor said that the University would discontinue the courses if the teachers were not recruited next year.

Shri Varinder Singh said that as stated by Dr. Harpreet Singh Dua, the non-aided Colleges should be directed to pay salaries as per U.G.C. norms, but the problem is that these Colleges could not pay salaries to the teachers according to new pay scales, they were bound to initiate process of the shunting of teachers. Due to the reason that Principals are not recruited in these Colleges, these Colleges have not been made Examination Centres. In private Colleges, the Examination Centres are not made in those Colleges where Officiating Principals are appointed, whereas in Government Colleges, the Examination Centres are made even without officiating Principals.

At this stage, several members started speaking together and din got prevailed.

Dr. Jagtar Singh said that the statement made by Shri Varinder Singh Gill is absolutely correct, in one of the College of Abohar, i.e., Adarsh College, the condition has been imposed that Examination Centre would be created when the

College would have permanent Principal on its rolls and only then the Inspection would be conducted.

Shri Varinder Singh said that Inspection of the said College was not conducted as the case was not placed even for constituting the Committee. His main concern is that leaving behind all other things, these matters should be resolved.

Shri Paramjit Singh, Director, Higher Education, Punjab, said that at present, 50 Principals are working in Government Colleges and requisition for 50 posts of Principals has already been sent to Punjab Public Service Commission. The test had also been scheduled on 29.10.2023, but the same could not be conducted in the absence of the Chairman of the Commission. The promotion posts are not vacant in the Government Colleges because every year, the Department Promotion Committees are held for filling up the posts through promotion.

To this, Shri Varinder Singh said that being member of the Affiliation Committee, he observed that the Government Colleges did not fulfill the requisite conditions of the Affiliation Committee. Despite the University being the autonomous body, they have to function in accordance with the Punjab Government and U.G.C. When the Government Colleges did not follow the requisite conditions, how would they expect from the Private Colleges to follow.

Dr. Jagtar Singh said that last year, he visited Government College, Ludhiana (East) for Inspection, he had observed that the same lady teacher was found there, who was also present in Government College, Abohar.

Shri Paramjit Singh, Director, Higher Education, Punjab, said that same situation is also going on in three Private Aided Colleges, they are retrenching the teachers.

It was apprised that the office of Dean College Development Council has to face the problem as the private Colleges usually complains that in Government Colleges, there is shortage of teachers, whereas the University only asked the private Colleges for appointment of teachers. The Director, Higher Education, Punjab, was requested through the House that the matter regarding recruitment of teachers in Government Colleges should be expedited.

Dr. Harpreet Singh Dua said that the Government is having the policy of not to recruit teachers for 15 years, hence, the Private Colleges should wait for the Government Colleges in filling up the vacant posts of teachers but new courses should not be started without the required number of faculty.

Professor Jatinder Grover said that J.M.T. College, Ludhiana, again appointed the teachers whose services were earlier retrenched.

Dr. Mukesh Arora apprised that the said College i.e., J.M.T. College, Ludhiana, had again retrenched the services of the teachers. He further asked the Registrar to send Inspection team in Dev Samaj College of Education, Sector 45, Chandigarh, as the Inspection team had never visited the said College, till date.

Professor Jatinder Grover said that in the first instance, Periodic Inspection teams should be sent to those Colleges, which have permanent affiliation, whereas

the Colleges, which had applied for extension of affiliation, were got inspected by the Inspection Committees on 22nd and the same were inspected by the Periodical Inspection Committees on 23rd. He suggested that periodic inspection should be conducted of only those Colleges, which have permanent affiliation.

The Vice Chancellor said that Periodic Inspection would be done for all the Colleges, but the defaulting Colleges would be inspected on priority basis.

It was apprised that the system of both Inspection and Periodic Inspection is quite different. The inspection of Colleges for extension in affiliation is on the basis of subject/course wise, whereas the Periodic Inspection is for the College. The Periodic Inspection teams have been sent to those Colleges whose names have been raised in the House for one or another reason.

At this stage, several members started speaking together and din got prevailed.

Professor Gurmeet Singh said that since the Antim Ardaas of Professor Naval Kishore is scheduled today between 1:00 p.m. and 2:00 p.m. and majority of the members wanted to pay their homage to the departed soul, the meeting should be discontinued at 1:30 p.m. and after attending the Antim Ardaas, the meeting could be resumed at 2:30 p.m.

Shri Sandeep Singh said that the cases of the Colleges where new courses have been given affiliation, should be placed before the Syndicate for consideration in its next meeting. He further said that students could not apply for the Post Matric Scheme until the affiliation is granted. He requested the Vice Chancellor to expedite the matter of granting affiliation to these new courses to facilitate the students for applying for Post Matric Scheme.

Dr. Harpreet Singh Dua, referring to Page 80 at S.No.10 pertaining to Sri Aurobindo College of Commerce & Management, Ludhiana, said that it is the same College which has been in the defaulters list from the last 5-6 years, which could be observed from the reports of the Affiliation Committee of previous years. Previously, when Principal R.S. Jhanji was the Chairman of the Affiliation Committee, the permanent affiliation of the said College was withdrawn and as per the orders of the High Court, the affiliation had been kept in abeyance, because of the reason that this College is charging fees three times higher than other Colleges affiliated by Panjab University. The said College has devised a separate pro forma for promotion of teachers. The University could verify the same from the last 3 years' reports of the said College that majority of the conditions which have been imposed, have not been complied with. He requested that letter of granting affiliation to the said College without complying with the conditions, should not be sent.

Dr. Mukesh Arora said that the Inspection reports of only one year used to be placed before the Affiliation Committee and not of the last 3-4 years. He requested that comparison should be made for all the Colleges situated at Ludhiana, regarding payment of salaries to the teachers recruited in their Colleges for Commerce courses.

Dr. Harpreet Singh Dua said that the state of the teachers in the Colleges of Ludhiana with regard to payment of salaries, is not in good shape. The teachers are not being paid in accordance with the norms of the U.G.C. In his College and

the College of Principal R.S. Jhanji, teachers are being paid salaries according to the norms of the U.G.C. These conditions, which have been imposed by the University, should be got checked before proceeding further in the matter to allow extension in affiliation.

The Vice Chancellor, while concluding the discussion on the item, said that the recommendations of the Affiliation Committee should be approved.

Dr. Harpreet Singh Dua said that the Vice Chancellor should refer back the recommendations of the Affiliation Committee for re-examination.

Shri Varinder Singh said that surprise visits of the teams should be executed in the Colleges, where problems are arising. The Vice Chancellor should be authorized to send the Surprise Inspection Teams to these Colleges either by constituting a Committee or otherwise.

Professor Gurmeet Singh said that there is no need to form a Committee, rather they should make a Flying Squad where Dr. Dua should be made the member to resolve the issues pertaining to defaulting Colleges.

Dr. Harpreet Singh Dua asked, if the recommendations of the Affiliation are to be approved, his dissent on the same be recorded.

Dr. Parveen Goyal said that referring to page 74, there is some issue pertaining to page 207 of P.U. Calendar, Volume-III, wherein it has been mentioned that fee for affiliation and extension in affiliation is quite different. He would like to enquire as to what is the difference between affiliation and extension in affiliation. To his enquiry, it was informed that affiliation is for allowing affiliation for introduction of new course and new College and extension in affiliation is to grant extension in affiliation to the existing Colleges.

Dr. Parveen Goyal said that as informed by the Registrar that affiliation is for starting new course/College and extension in affiliation is for allowing extension in affiliation to the existing Colleges or courses. For getting affiliation for a new course, a College has to apply till 1st October and for getting extension to already affiliated Colleges, there is need to apply before 1st November. At page 74 of the Agenda pertaining to Gobindgarh Public College, Alour, Ludhiana, where in temporary extension in affiliation is recommended to be allowed in B.A. I and II in the subjects of Psychology and Early Childhood Care Education. In the said College, the Inspection Team visited in June, 2022 and revisited in July, 2022. The said College had applied for new course on 27th October whereas they have to apply before 1st October. The late fine whichever is due should have to be paid by the College, whereas the College had not deposited the due late fine in spite of issuance of letter, rather the College did not bother to reply to the letter. He humbly submitted that if the affiliation is to be granted to the College for a particular course, a letter should be sent to the College to deposit the due late fine.

The Vice Chancellor said that condition had already been imposed on the College, now what they wanted on this issue.

Dr. Parveen Goyal said that if there is no importance of the decision of the Syndicate, what is the value of the Syndicate? The decisions should be taken as per Rules of the Panjab University. Hence, a notice should be issued to the said

College to deposit the due late fine before granting affiliation to the said course of the College; otherwise, his dissent on item 8, be recorded.

When Dr. Parveen Goyal insisted that the reply given by the Registrar should be recorded, the Vice Chancellor said that she is the Chairperson of the Syndicate and knew well as to what is to be recorded and what not.

RESOLVED: That the recommendations of the Affiliation Committee dated 26.09.2023 and 10.10.2023, as per **Appendix**, be approved for further consideration by the Senate.

Dr. Harpreet Singh Dua recorded his dissent.

- 9.** Considered the report of the Committee (**Appendix-VIII**), constituted by the Vice-Chancellor, to look into the grievances of teachers of Guru Nanak National College, Doraha, Ludhiana, regarding irregularities in payment of the salaries to the faculty for more than last two years.

Initiating discussion, Dr. Shaminder Singh Sandhu said that as per report pertaining to Guru Nanak National College, Doraha, wherein it has been mentioned that the teachers of the College have not been paid salaries from the last 2 years, whereas the TDS is being deducted by the Management of the College. He requested that it should be ensured that the teachers are paid salaries as early as possible.

Dr. Harpreet Singh Dua said that it is the Syndicate which has to decide the matter, as this Committee was only a Fact-Finding Committee. When the complaint was received, the members of the Committee visited the College in the month of September, 2023 and at that time, it was brought to their knowledge that the teachers have not been paid the salaries for the last 23 months i.e., from August, 2021 to September, 2023. It has also been mentioned in the report as to why the TDS is being deducted from their salaries. After talking to them, it was found that teachers had the perception in their minds that when the TDS is deducted, they would be paid the due salaries and the College could not refuse. The amount of Rs.1.75 crore relating to PMS Scheme is pending with Government of Punjab, whereas the liability of the Management towards staff is about Rs.1.5 crores. It was made aware that the Management was unable to pay the salaries due to purchase of some land, but the Management could not be able to produce the relevant document in support of it. The Management of the College assured the staff that once the land purchased by them is sold, the salaries, which are due to teachers, would be disbursed to them. As also discussed in the previous meeting of Syndicate regarding Post Matric Scholarship Scheme that the fee be charged from the students and later on the students would get the reimbursement from the Government, similarly, in this case, the College should take help of the University in resolving the issue related to disbursement of salaries to teachers. The Management of the College had also offered the teachers to have plot/land in lieu of pending salaries. In this College, there is no foul play on the part of the Management regarding non-payment of salaries to teachers just like Managements of other Colleges. The facts came to their knowledge seemed to be genuine and the documents provided by the College, have been submitted to the Colleges Branch. The report has been submitted to the University to take the decision as to how the salaries could be paid to the teachers. The letter should be sent to the College by giving them 15 days' time to expedite the matter and submit its report. The

College should be directed to intimate the status of due payment of 23 months' salaries. The Management of the College apprised that the funds available with them in the form of FDRs, have been spent in the procurement of land and additional infrastructure, due to which the strength of the students has increased.

Dr. Shaminder Singh Sandhu said that it seemed that if the teachers knocked the doors of the Court, they would get their due salaries from the years 2017-18 and 2021-2023, but it would take one or two years. All would agree with him that it would be impossible for any employee to survive without salary.

Dr. Shiv Kumar Dogra said that it is improper on the part of the College for not paying the salaries to its teachers and to raise their empire by procuring the additional property. The account of the College is for the purpose of disbursement of salaries rather than to upgrade the infrastructure.

Dr. Shaminder Singh Sandhu said that it is their duty to see that quality education is imparted, but without paying salaries to the teachers, quality education could not be provided. He felt that there is mismanagement in certain Colleges and salaries are not paid, he suggested that in those Colleges, wherever issues of mismanagement are raised, provision of Regulation 11.2 should be imposed.

Dr. Jagtar Singh said that the decisions to impose Regulations 11.1 and 11.2 should not be taken on the basis of choice.

Dr. Shaminder Singh Sandhu said that in the College, where there is mismanagement and salaries are not being paid to the teachers, the nominee of the Panjab University should be appointed on the Management, so that in future, the University could have a check on the decisions taken by the Management.

The Vice Chancellor said that how this could be decided where Regulations 11.1 or 11.2 is to be imposed?

Shri Varinder Singh said that these issues are always raised, hence a mechanism should be framed as to on which College Regulation 11.1 or 11.2 is to be imposed. He felt that there is a slight difference between retrenchment and non-payment of salaries.

At this stage, several members started speaking together and din got prevailed.

Dr. Shaminder Singh Sandhu said that the issue pertaining to disposal of relevant paras of the items should be expedited.

Dr. Harpreet Singh Dua said that decisions, which are in favour of the Vice Chancellor, its minutes used to be approved within 2 days of taking the decision. Certain members felt that the proposals made by him or Dr. Jagtar Singh are related to them only.

Continuing, Dr. Harpreet Singh Dua said that, in fact, the Officers are allowed to sit in the meeting of the Syndicate only because they could be aware of the decisions taken during the meeting. As such, these officers should not wait for the relevant paras by the General Branch, and instead they should take appropriate action immediately after the meeting.

Principal R.S. Jhanji said that the meeting of the stakeholders should be called to resolve this issue.

Dr. Jagtar Singh suggested that as stated by Principal R.S. Jhanji, the Management of the Colleges should be called to resolve the issue, failing which action should be initiated against the Colleges concerned.

The Vice Chancellor replied that their problem is only that the strength of the students is reduced.

At this stage, several members started speaking together and din got prevailed.

Several members suggested that a meeting with the stakeholders of the Management should be called to know their problems in the matter.

Dr. Shaminder Singh Sandhu said there are so many issues related to Colleges that there is a need to call a special meeting only for the Colleges. Citing an example, he said that previously a meeting of the Syndicate was called especially for the issues related to Colleges, but in the said meeting, no discussion on the issues related to Colleges took place.

Dr. Harpreet Singh Dua said that for opening a College or starting a new course, the set procedure and guidelines should be followed.

Shri Varinder Singh said that if strict action is started to be taken against the Colleges, the students have to suffer in covering the distance of more than 50 kilometers for getting education.

Dr. Harpreet Singh Dua said that the matter was brought to the Syndicate only when the Colleges had retrenched the services of the teachers. The Colleges were running otherwise; no member of the Syndicate had raised an issue pertaining to it.

The Vice Chancellor said that it had come to knowledge that TDS has also been deducted.

Professor Shiv Kumar Dogra said that common rule should be followed while taking action against the defaulting Colleges.

Shri Varinder Singh suggested that one or two meetings with the representatives of the Management should be conducted to resolve such type of issues.

At this stage, several members started speaking together and din got prevailed.

Shri Varinder Singh said that 90% of the Colleges are facing the problem of financial crunch, due to which they are not able to pay the salaries of teachers on time.

Dr. Harpreet Singh Dua said that Colleges were running smoothly from the last several years. But the problem of financial crunch has emerged, when the FDRs amounting to Rs.16 crores were pre-maturely broken. The problem was noticed when the President of one of the Colleges had got transferred the land from the funds of the College.

Shri Varinder Singh said that when the services of the teachers of Aurobindo College were retrenched, everybody raised their concerns. The teachers moved to Court and other Colleges, where the University is proposing to impose Regulation 11.1, they would also move to Court and in that situation, there would be no need for any type of discussion, under the plea that the matter is *sub-judice*. He suggested that a solution should be evolved.

At this stage, several members started speaking together and din got prevailed.

Dr. Mukesh Arora requested that the Colleges situated in Chandigarh should be asked to implement the recommendations of 7th Pay Commission on the pattern of the reputed Colleges, like D.A.V. College, S.D. College, Chandigarh, which had already implemented the 7th Pay Commission report.

The Vice Chancellor intervened to say that firstly they should consider the issue related to Guru Nanak National College, Doraha, Ludhiana.

Dr. Harpreet Singh Dua said that as recommended by Dr. Shaminder Singh Sandhu that Regulation 11.2 should be imposed, which says that no one is awarded punishment, only it says that in adverse situation, the Administrator or V.C's. Nominee would be appointed to oversee the affairs of the College.

Shri Varinder Singh said that a complete frame work should be made to punish the defaulting Colleges.

At this stage, several members started speaking together and din got prevailed.

Dr. Harpreet Singh Dua, while referring to page 73 said that in the said College the amount of shortfall was recovered only by imposing Regulation 11.2 at that time when Principal R.S. Jhanji was appointed as Vice Chancellor's Nominee.

The Vice Chancellor replied that it has been decided that Regulation 11.2 is needed to be imposed.

Shri Varinder Singh said that Vice Chancellor should be authorized to constitute surprise visits in any of the College.

Dr. Harpreet Singh Dua said that as per P.U. Calendar, there is a provision that Syndicate at any time, on the recommendation of the Vice Chancellor, approve the constitution of Surprise Committees.

Shri Varinder Singh pointed out that if a Committee is constituted in the House itself, the Colleges would get intimation about it immediately.

Dr. Dinesh Kumar clarified that as per the viewpoint expressed by Dr. Harpreet Singh Dua, the Vice Chancellor should recommend/propose the names of members to be appointed on the Committee for surprise visits, then the same would be considered and approved by the Syndicate.

Dr. Harpreet Singh Dua said that the Syndicate and the Vice Chancellor should work collectively. The Vice Chancellor could send any person(s) for visiting any College as members of the Surprise Committee. It is a biggest allegation on the part of the Syndicate that information regarding constitution of Committee

would be leaked. It is a matter of doubting on the integrity of the members of the Syndicate.

RESOLVED: That–

1. the report of the Committee (**Appendix-VIII**), constituted by the Vice Chancellor (comprising Professor Deepak Kapur (Chairperson), Principal Kirandeep Kaur and Dr. Harpreet Singh Dua), to look into the grievances of teachers of Guru Nanak National College, Doraha, Ludhiana regarding irregularities in payment of the salaries to the faculty for more than last two years, be accepted; and
2. the Vice Chancellor be authorized to appoint representative(s) on the Managing body of the College, on behalf of the Syndicate, under Regulation 11.2 at page 162 of Panjab University Calendar, Volume-I, 2022; and

RESOLVED FURTHER: That the Vice Chancellor be authorized to send Surprise Committees to visit the Colleges from where complaint(s) are being received.

- 10.** Considered report of the Committee dated 30.09.2023 (**Appendix-IX**), constituted by the Vice-Chancellor with regard to relieving of Shri Lakhvir Singh, Assistant Professor in Punjabi working at Dashmesh Khalsa College, Sri Muktsar Sahib. Information contained in office note (**Appendix-IX**) was also taken into consideration.

Initiating discussion, Dr. Harpreet Singh Dua said this case is pertaining to the College where services of teachers have been retrenched. The report in respect of the said College has been delayed, it should come before. The matter regarding two Colleges were considered, but these two Colleges Guru Nanak National College, Doraha and Dashmesh Khalsa College, Sri Muktsar Sahib, were not considered at that time.

The Vice Chancellor said that as per the recommendation of the Committee, the provision(s) of Regulation 11.2 is needed to be imposed on the said College.

Dr. Shaminder Singh Sandhu said that in this matter, the services of the teacher have been retrenched without giving him notice and assigning any reason. It has been written in the report, “due to anti activities against the College”, the services of Shri Lakhbir Singh have been retrenched. The Committee asked the College as to what type of anti-activities had taken place, but the College could not prove the same. The Administration had been requested from time to time to the Management to honour the services rendered by the said teacher. As he is associated with that region, where College is located, it has come to his knowledge that he is one of the best teachers. He was working against the grant-in-aid post and was working as Head of the Department. The recommendations of the Committee are very much clear on the issue. The Committee recommended clearly for imposing penalty under Regulation 11.2 and for appointing the Administrator and even from the next session, if the conditions are not fulfilled, the Committee recommended to impose Regulation 11.1. He felt that the report of the Committee should be accepted.

Shri Varinder Singh said that the teacher has filed the petition in the Court and it is observed that decision in this regard would be taken itself in the court. The main problem lies in the Management of the College as several members of the Management are not in a position to look into the affairs of the College due to their ill health, hence the Punjab Government should be recommended to appoint Administrator in that College.

Shri Paramjit Singh, Director, Higher Education, Punjab, said that in this particular case, the members of the Management along with the teacher were called and he is in favour of the teacher as great injustice has been done with him; hence, prompt and early action is needed to be taken under Section 7(c) of Securities & Services Act.

Dr. Harpreet Singh Dua said that action should be taken under Section 7(c) of Securities & Services Act and Regulation 11.1 is to be recommended to be imposed on the College.

Shri Paramjit Singh, Director, Higher Education, Punjab, urged that action under Section 7(c) of Securities & Services Act is immediately required to be taken in matter.

Shri Lajwant Singh Virk said that action under Section 7(c) of Securities & Services Act, was also recommended to be taken against R.S.D. College, Ferozepur.

Dr. Harpreet Singh Dua said that there are certain Colleges like R.S.D. College, Ferozepur, Guru Nanak College, Dashmesh Khalsa College and Guru Nanak Girls College, Ludhiana, where reports of the Committee were sent to the Punjab Government, hence he requested Director, Higher Education, Punjab to expedite the matter and Administrator be appointed under Section 7(c) of Securities & Services Act.

Dr. Dinesh Kumar said that Section 7(c) (i) of Securities & Services Act, 1974 is to be implemented along with Regulation 11.1, but it should be got checked whether Regulation 11.1 would not create any type of hurdle in the working of the Administrator. In the resolved part, it should be recorded that Punjab Government should be sent a letter that in Dashmesh Khalsa College, the Administrator should be appointed immediately without any further delay.

Shri Lajwant Singh Virk said that during discussion in the previous meeting of the Syndicate with regard to Gurusar Sadhar, it was decided at that time in both Colleges i.e., Gurusar Sadhar and R.S.D. College, Ferozepur, the Administrator should be appointed immediately. Later on, it was requested to the Registrar to issue letter in this regard, in spite of that, the students had participated in the Zonal functions.

The Vice Chancellor directed Dean College Development Council to issue such letters at the earliest.

Shri Lajwant Singh Virk said that in R.S.D College, Ferozepur, all the three teachers have been reinstated. The meaning of reinstatement is not to be implied that the process which they had undertaken previously in disobeying the orders of the University and the Punjab Government, is acceptable. The said process has to be continued. The Court has directed that if the College has reinstated the

teachers, the Punjab Government could still take action to appoint Administrator, because the orders passed by the Government were not obeyed by the College. That process is not adjusted as of now; it is still in existence. The Government is in a position to take the action. He recommended that an Administrator has to be appointed in the College. The matter regarding imposition of provisions under Regulations 11.1 and 11.2 is required to be deliberated and discussed, because of the reason that if Administrator is to be appointed.

Dr. Harpreet Singh Dua said that appointment of Administrator in any College is in the purview of the Punjab Government on the recommendation of the University. The purview of the University is only to impose penalty under Regulation 11.1. The representatives of the Management appeared in the hearings of the Court five times, but they did not give reply to the show-cause notice issued by the University.

Shri Paramjit Singh, Director, Higher Education, Punjab, said that he also agreed with Dr. Harpreet Singh Dua that the College is even disobeying the orders of the Punjab Government.

Dr. Harpreet Singh Dua said that it has been decided that only Registration Returns of the students of Gursar Sadhar College would be accepted, but the Centre of Examination at that College has not been approved.

The Vice Chancellor stated that Centre of Examination has not approved by the University in R.S.D. College, Ferozepur.

It was requested that decisions should be taken itself in the House whether the Examination Centres are to be made in these Colleges, i.e., R.S.D. College, Ferozepur, Guru Nanak College, Ferozepur and Gurusar Sadhar College.

Certain members pointed out if the Examination Centres are not made in the above said Colleges, the students have to suffer.

At this stage, several members started speaking together and din got prevailed.

Dr. Jagtar Singh said that several e-mails have been received from the students with regard to creation of Examination Centres.

The Vice Chancellor asked how it is possible that Co-ordinator of one College would deal with question papers of other College.

To which, it replied by Dr. Harpreet Singh Dua said that earlier also this has been done.

Dr. Jagtar Singh said that during the Inter Zonal Festival, where he and Principal R.S. Jhanji has gone, the students represented to them that they got first position in Zonal Festival, but they were debarred from participation in Inter Zonal Festival.

Dr. Harpreet Singh Dua said that suffering of students is the concern of all and not of one only. As the imposition of clause 11.1 is the highest punishment which the University have. Even after imposition of penalty under Regulation 11.1, the Management of the College did not have any impact. As per

rules, the officiating charge of the Principal is not being given to the senior most teacher of the College. How could the University allow the management to run the College? The only solution to this problem is that Centre of Examinations should be created in the nearby Colleges.

At this stage, several members started speaking together and din got prevailed.

Dr. Harpreet Singh Dua and Dr. Parveen Goyal said that Centre of Examinations should be created in the nearby Colleges which is hardly 100 meter distance from the above mentioned Colleges. He further said that where Clause 11.2 has been imposed in Gurusar Sadhar College, the charge should be given to next senior-most person.

Dr. Dinesh Kumar said that where Clause 11.2 has been imposed on Gurusar Sadhar College, on the recommendation of the Syndicate, the Vice Chancellor could appoint representative of the Management. He submitted that letter should be sent from the office of the Dean College Development Council that Principal could not take any action against any member of the faculty until any person is appointed under Clause 11.2.

Shri Varinder Singh said that during the last meeting of the Syndicate, it was decided that CCTV Cameras should be fixed

The Vice Chancellor said that matter has been resolved, they protested at that time not to fix CCTV Cameras at the Examination Centres.

It was apprised that letters were sent to these five Colleges, i.e., Guru Nanak College, Ferozepur, D.A.V. College, Jalalabad, M.R.S. College, Malout, Mullanwala College and Baba Kundan Singh College, Muhar. The report of D.A.V. College, Jalalabad, has been received regarding installation of CCTV Cameras. The remaining four Colleges had communicated that due to shortage of time and budget constraints, their Colleges could not get the CCTV Cameras installed. Last time, Dr. Dinesh Kumar suggested that a list of defaulter Colleges should be prepared, but no one paid any heed to it. Hence, a letter was issued to the Colleges as a deterrent measure and problems faced by these Colleges in installation of CCTV Cameras, have been brought to the notice of the House. Now, it should be decided whether Examination Centres are to be created in these Colleges or not.

The Vice Chancellor clarified that if the Colleges are not able to install CCTV Cameras, their Colleges should not be made the Examination Centres. She reiterated that the Examination Centres of the defaulter Colleges would be made at other Colleges and the Colleges where penalties under Regulations 11.1 and 11.2 have been imposed, their Examination Centres also would not be made in their respective Colleges.

Shri Varinder Singh said that for taking decision in the matter, some mechanism should be framed or some Committee should be constituted. Secondly, he pointed out that if a student is caught while cheating in the Examination Centres of the University, would the University install CCTV Cameras in the Centres of the University? He requested that the Colleges had been given very short span of time to get the CCTV Cameras installed.

The Vice Chancellor replied that those Colleges, which have got installed CCTV Cameras, would only be made the Examination Centres. The Centre of Examinations of the Colleges, which failed to install CCTV Cameras in the current semester, would be made in some other Colleges.

Shri Sandeep Singh said that what the Vice Chancellor has decided, is acceptable, but it should be ensured that the Examination Centres, which have been made in other Colleges, should not be at distant places.

The Vice Chancellor replied that these Examination Centres would be created in the nearby Colleges.

To this, Shri Sandeep Singh said that some criteria should be fixed for nearby Colleges.

Certain members, including Shri Varinder Singh and Shri Sandeep Singh suggested that the Vice Chancellor should be authorized to create Examination Centres at nearby locations.

Shri Varinder Singh said that Principal of D.A.V. College, Jalalabad, has raised an objection that their College has not enough space to accommodate private students.

It was informed that D.A.V. College, Jalalabad, has not been made the Centre for private candidates.

Dr. Shaminder Singh Sandhu said that out of the Colleges which have recently been discussed, there is one rural College of Muharwala, where students would have to face difficulty, so before creating Examination Centre for Muharwala, this fact should be kept in mind.

It was informed that out of these Colleges stated above, there is one College i.e., M.R.S. College, Malout, in the UMC Committee, where Professor Shiv Kumar Dogra was the member, had recommended that this College should never be made the Centre of Examination due to mass copying.

RESOLVED: That the recommendations of the Committee dated 30.09.2023 (**Appendix-IX**), with regard to relieving of Shri Lakhvir Singh, Assistant Professor in Punjabi working at Dashmesh Khalsa College, Sri Muktsar Sahib, be approved.

RESOLVED FURTHER: That a copy of the report, be sent to the Punjab Government with the request that an Administrator be appointed to oversee the affairs of Dashmesh Khalsa College, Sri Muktsar Sahib.

- 11.** Considered if, the following amendments in the constitution of P.U.S.A., under Clause 5, 6, 7(3), 8 (3) (b), 9 (b) (3), 12, be made:-

Existing Rule		Proposed	
Clause 5 Subscriptions: Every member of the Association shall be required to pay membership fee of Rs.5/- and subscription of Rs.10/- per year (1 st January to 31 st December)		Clause 5 Subscriptions: Every member of the Association shall be required to pay membership fee of Rs.10/- and subscription of Rs.50/- per two years (starts from 1 st January of the relevant year).	
Clause 6 Executive Committee: There shall be an Executive Committee of the Association consisting of 21 members including 7 office bearers elected directly.		Clause 6 Executive Committee: There shall be an Executive Committee of the Association consisting of 21 members including 7 office bearers elected directly.	
Constituencies	No. of members to the elected	Constituencies	No. of members to the elected
(i) Officers of the level of Assistant Registrar and above.	1	(i) Officers of the level of Assistant Registrar and above.	1
(ii) Superintendents	2	(ii) Superintendents	2
(iii) Assistant (Senior and Junior)/ persons in the similar grade in the office cadre.	7	(iii) Senior Assistant/ A.S.O./persons in the similar grade in the office cadre.	7
(iv) Clerks (Senior and Junior) persons in the cadre and/or persons who are not members of any other Association.	4	(iv) Clerks/Junior Assistant)/persons in the office cadre and or persons who are not members of any other Association.	4
Clause 7(3) The Association shall submit the list of the members of the Executive Committee and office bearers every year, immediately after the election to the Registrar.		To be deleted because the election is conducted officially by the Panjab University Administration.	
Clause 8(3) (b) The General Secretary may incur expenditure up to Rs.100/- on each item.		Clause 8(3) (b) The General Secretary may incur expenditure up to Rs.1000/- on each item.	

Existing Rule	Proposed
<p>Clause 9(b) (3)</p> <p>The Executive Committee shall control and sanction an expenditure of an amount not exceeding Rs. 250 at a time. Expenditure exceeding Rs. 250 shall be incurred only with the approval of the General Body.</p>	<p>Clause 9(b) (3)</p> <p>The Executive Committee shall control and sanction an expenditure of an amount not exceeding Rs.2500 at a time. Expenditure exceeding Rs.2500 shall be incurred only with the approval of the General Body.</p>
<p>Clause 12 Termination of membership</p> <p>No person shall continue as a member or hold any office of the Association if he:-</p> <p>a. fails to pay his subscription by the end of December of the year;</p> <p>b. ceases to be an employee of the University</p>	<p>Clause 12 Termination of membership</p> <p>No person shall continue as a member or hold any office of the Association if he:-</p> <p>a. fails to pay his subscription;</p> <p>b. ceases to be an employee of the University.</p>

- NOTE:**
1. As per previous constitution there is no mention of the term of the P.U.S.A. However, the Syndicate at its meeting held on 25.5.2002 (Para 40) has resolved that “the term of the Panjab University Staff (Non-Teaching) Association be co-terminus with the term of the Joint Consultative Machinery (J.C.M).
 2. As per previous Constitution each and every member of the P.U.S.A was required to subscribe Rs.10/-per year. Now, keeping in view the unanimous view of the General Body of the P.U.S.A the subscription of membership is proposed to be enhanced from existing Rs.10/- to Rs.50/- for membership which will be valid for two years.
 3. Accordingly, the term of P.U.S.A moves as per the subscription of membership.
 4. An office note was enclosed.

Initiating discussion, Professor Gurmeet Singh, referring to page 33, stated that the office note seemed to be very interesting, wherein it has been mentioned that subscription of PUSA should be enhanced and it should be valid for two years. The Returning Officer felt that President, PUSA, is interested to increase the tenure of the PUSA. They are saying that they are only interested in enhancement of subscription and not for extension of term. It has also been written that the term of PUSA is co-terminus with Joint Consultative Machinery (JCM), which meant that term of PUSA would expire on the day of expiry of term of JCM, i.e., 31st of December. According to this, elections should always be held in

the month of January, so that the term of PUSA would be from January to December. As per his knowledge, the elections were not held in December, the same were conducted in the month of June. The term of PUSA is not for one year, it is co-terminus with JCM which meant that from 1st January to 31st December. If this item is only to enhance the subscription from Rs.10/- to Rs.50/-, it should be considered; otherwise, his suggestion is that, if it is the decision of the Syndicate that the term of the PUSA is co-terminus with JCM, it should be ensured by the Returning Officer that elections are always held in the month of December/January and the term of PUSA should be from January to December.

Dr. Dinesh Kumar said that on the one hand, they are proposing to extend the term and on the other hand, it is specified that its term is co-terminus with JCM. While referring to page 32 of the agenda item, he said that it has been written that if subscription fee is enhanced, the term of PUSA would automatically get extended for two years. There is no relation between subscription fee and extension in term of PUSA.

Professor Gurmeet Singh said that as per office note, there is no mention of extension of term of PUSA in the proposed side, whereas in the agenda item it has been mentioned that the term of PUSA would automatically be extended to two years with charging of subscription fee for two years.

It was informed that specific amendments have been proposed. It has been mentioned that there is a provision in the constitution of PUSA that they can modify their constitution through the General Body Meeting. They were clearly told that there is no word like "term", it is only subscription, but they did not budge from their stand and were adamant that they function according to the subscription.

Professor Gurmeet Singh asked, then why point 3 was added in the Agenda item? Nowhere, it has been mentioned in the office note that the term of PUSA would get automatically extended for two years, if enhancement in subscription is approved by the competent authority.

It was apprised that it is surprising that the representatives of PUSA claimed that the term of PUSA is considered as per the subscription.

Professor Gurmeet Singh said that if it is not mentioned in the provisions of the Calendar and the General body of PUSA is suggesting amendment for it, then the term should be added in P.U. Calendars instead of placing the matter in the form of enhancement of subscription fee.

It was informed that this is for the consideration of the Syndicate, because it is not that the decision is to be taken as has been proposed.

Dr. Dinesh Kumar said that, as also stated by Professor Gurmeet Singh, the subscription and term is not co-related. If it is approved, it would be reflected that Syndicate approves the agenda items without examining the issue in detail. They have no objection whether the term of PUSA is for 2 years or 4 years, but the question is, the way the item is placed before the Syndicate, is not right and the Syndicate could not approve it. If the term of the PUSA is co-terminus with JCM, as also stated by Professor Gurmeet Singh, the term would be for one year only. If they wanted to enhance the subscription fee, it could be enhanced. Referring to page 34, the date has been mentioned as 23.08.2023, whereas in the office note, it has been written that "as per orders of the Hon'ble Vice Chancellor, the elections

of PUSA for this term were conducted with the amended constitution”. How could they do so without the approval of the Syndicate? He could not comprehend the meaning of amended constitution, at page 36, the date of the meeting of the General Body was 21.10.2023, whereas at page 30, the exact date of the meeting of the General body is shown as 20.09.2023.

It was clarified that the exact date of meeting of the General body was 22.10.2022 and not 20.09.2023, which is one year before 21.10.2023.

Dr. Mukesh Arora said that none of the bodies could amend its constitution.

Dr. Harpreet Singh Dua said that only those items should be included in the supplementary/table agenda, which are of urgent and emergent nature. This item is placed before them on the tables and he did not know the urgency in it? He further said that the items relating to policy matters should not be brought in the supplementary/table agenda. Hence, it is better to defer the consideration of this item.

Professor Shiv Kumar Dogra said that since the term of PUSA is from January to December; hence, the elections of PUSA should be conducted either in the month of December or January.

It was informed that Syndicate in its meeting held in 2002 had clarified certain points – (i) the term of PUSA is co-terminus with JCM; (ii) the elections of PUSA be held by 15th of January, every year.

Dr. Dinesh Kumar said that it has already been mentioned in P.U. Calendars that the elections of PUSA is to be conducted in the month of December. Due to certain administrative reasons, sometime the elections are conducted in the month of March; otherwise, it is not so. However, the way the item placed before the Syndicate, is not right. Hence, consideration this item is needed to be deferred.

Dr. Mukesh Arora enquired as to what is the term of PUSA for which elections have been held this year.

It was informed that the term of PUSA would expire on 31st December. Hence, the elections are required to be conducted in the month of January. The term of PUSA is co-terminus with JCM, they wanted to enhance the term to two years.

Dr. Dinesh Kumar said that if the agenda regarding enhancement of term of PUSA is to be placed in the meeting, the same could be considered. The agenda by specifying the terms and conditions of PUSA and JCM should be placed before the Syndicate for consideration. He further said that the Syndicate is at no loss, the person who is proposing the amendment would be, because now, he is opting for Faculties 4 times, but after getting the term enhanced, he would opt the Faculties only twice. However, they should be technically correct in taking the decision in right manner. The Syndicate knew the Regulations of P.U. Calendars as to how the term of PUSA could be extended, they have no objection in enhancing the term of PUSA as no one in the House has to contest for elections.

RESOLVED: That consideration of Item 11 on the Agenda, be deferred.

12. Information contained in **Items R-1 to R-5** was read out, viz. –

R-1. The Vice-Chancellor, in anticipation of approval of the Syndicate, has granted Extra Ordinary Leave (Without pay) w.e.f. 13.10.2023 to 31.10.2023 in continuation to deputation already granted vide No. 9630-38/Estt. dated 01.09.2021 to Dr. Tankeshwar Kumar, Director, Dr. A.P.J. Abdul Kalam Computer Centre.

NOTE: An office note was enclosed.

R-2. The Vice-Chancellor, in anticipation of approval of the Syndicate, has extended the contractual term of appointment of Shri Anurag Arora, Part-Time Yoga Instructor, BGJ Institute of Health for one year i.e. 21.10.2023 to 17.10.2024 with one day break on 20.10.2023 on the previous terms & conditions.

NOTE: An office note was enclosed.

R-3. The Vice-Chancellor, in anticipation of approval of the Syndicate/Senate, has approved the promotion of Shri Raghur Singh, Assistant Technical Officer (G-II) as Scientific Officer (G-I), Department of Botany, in the revised pay scale of Rs.48700-1,54,300/- (Level-16 as per 6th PPC) plus allowances, as admissible as per Panjab University Rules, with effect from the date he joins the duty against the vacant post of Scientific Officer (G-I) in the Department.

NOTE: An office note was enclosed.

R-4. The Vice-Chancellor, in anticipation of approval of the Syndicate, has approved Special Chance to the students of B.A. (Hons.) Economics (Semester-5) for B.A. (Hons.) in (4th Semester) in the month of December, 2023 instead of May, 2024.

NOTE: An office note was enclosed.

R-5. The Vice-Chancellor, in anticipation of approval of the Syndicate, has allowed an honorarium of Rs.2500/- each plus TA/DA as per P.U. Rules to the members of the Periodical Inspection Committees with effect from the session 2023-24.

NOTE: An office note was enclosed.

Referring to Sub-Item R-1, Professor Gurmeet Singh said that though some technicality was involved in it, the Vice Chancellor had granted extraordinary leave without pay to Dr. Tankeshwar Kumar from 13.10.2023 to 31.10.2023, which is good. However, he wanted that keeping in view the peculiarity of the case and the importance of the post, which he is holding right now, extraordinary leave without pay has been sanctioned to him as an exceptional case, but it should not be quoted as a precedent, because it is a very ticklish issue as Dr. Tankeshwar had taken maximum permissible extraordinary leave without pay as well as exhausted the maximum period of deputation.

Dr. Dinesh Kumar said that it is a different case because Dr. Tankeshwar Kumar is holding the post of Director at Dr. A.P.J. Abdul Kalam Computer Centre, Panjab University, Chandigarh, which is a non-teaching post and rules for deputation for the non-teaching employees have not yet been framed.

Shri Lajwant Singh Virk pointed out that the persons, who have been given the additional charge of certain Administrative posts, are being given remuneration, but there are certain persons, who are not given any remuneration. He suggested that a Committee should be formed to look into the issue and recommend enhanced equal remuneration to all persons, who have been given the additional charge of the Administrative posts.

Dr. Dinesh Kumar suggested that the Committee to be formed should recommend remuneration to the persons, who have been given the additional charge of Administrative posts, keeping in view the recommendations of 7th Pay Commission as the remuneration has not been revised for the last so many years.

Shri Lajwant Singh Virk suggested that the remuneration for holding the additional charge of the Administrative posts should be revised at the earliest and arrears paid to them.

Referring to Sub-Item R-2, Dr. Mukesh Arora enquired, has the remuneration of Rs.6500/- per month to Shri Anurag Arora, Yoga Instructor (Part-Time) been fixed in the year 2014 or it has been increased at some point of time? When it was informed that Shri Anurag Arora is getting remuneration of Rs.6500/- per month from 2014, Dr. Mukesh Arora suggested that it should be enhanced.

Dr. Dinesh Kumar said that while considering enhancement in the remuneration of Shri Anurag Arora, Yoga Instructor (Part-Time), his working hours should also be taken into consideration.

Referring to Sub-Item R-4, Dr. Mukesh Arora said that the students of B.A. (Hons.) Economics (Semester-5) have been allowed to appear in their reappear examination of 4th Semester in the month of December, 2023. He had been pleaded time and again that the examination of the students of 6th Semesters, who got reappear(s), should be conducted with the odd semester examinations instead making them to wait for one full year. If they wished, condition should be imposed that the reappear examination of only such students would be conducted within a period of 3-4 months provided the student(s) has/have got job or got admission in some other Institution.

The Vice Chancellor said that the reappear examination of Semester 4 of students of B.A. (Hons.) Economics (Semester-5) is being conducted in the month of December 2023, where the internal system of examination and evaluation is followed. However, so far as suggestion made by Dr. Mukesh Arora is concerned, there a large number of students are involved and the special reappear examinations of such students could not be conducted.

Referring to Sub-Item R-5, Dr. Mukesh Arora suggested that an honorarium of Rs.2500/- each plus TA/DA should also be given the members of the Inspection Committees. Hence, the item should be modified as "The Vice-Chancellor, in anticipation of approval of the Syndicate, has allowed an honorarium of Rs.2500/- each plus TA/DA as per P.U. Rules to the members of

the Periodical Inspection Committees/Inspection Committee with effect from the session 2023-24.

Dr. Harpreet Singh Dua said that sometime before, they were discussed the issue of inspection of Colleges. It has been mentioned at page 141 of the Appendix, that Regulation 14.1 at page 162 of Panjab University Calendar, Volume I, 2022, says, "Every affiliated College shall be inspected at least once in four years by an Inspection Committee to be appointed by the Syndicate on the recommendations of the Vice Chancellor. Provided that if at any time, the Syndicate is of the opinion, that a special inspection of an affiliated College is necessary, the Syndicate may cause such an inspection to be made by a Committee appointed by it on the recommendation of the Vice Chancellor." However, the last paragraph, "The Periodical Inspection related to Academic work is to be performed by the teachers to be appointed by the Competent Authority" has been added by the official(s) himself/herself/ themselves. In the last 4-5 meetings of the Syndicate, they had been requesting the Vice Chancellor to appoint Periodical Inspection Committees for carrying out the periodic inspections of the Colleges. The officials should be directed not to bring such items in this way, because from this it seemed that they are playing with the Regulations/Rules. The formation of the Periodical Inspection Committees has been clearly mentioned in the Calendar, but the item should not be brought to the Syndicate in this manner. If the remuneration to the members of the Periodical Inspection Committees is enhanced, would the academic work not suffer? They did not know from where the item has come?

The Vice Chancellor said that the proposal has been mooted by the office of the Deputy Registrar (Colleges).

It was informed that each Periodical Inspection Committee comprised of two members. After pondering over the issue, they found it difficult to make one of the members as Chairman of the Periodical Inspection Committee as both the members are equal. The remuneration to Chairman of the Periodical Inspection Committee is Rs.2500/- and Rs.1500/- to the other member. Dr. Mukesh Arora had just now suggested that the remuneration of the members of the Inspection Committee should also be enhanced to Rs.2500/-. Keeping in view the voluminous work to be carried out by members of the Periodical Inspection Committee, they deemed fit to suggest an honorarium of Rs.2500/- to both Chairman and other member of the Periodical Inspection Committee.

Dr. Harpreet Singh Dua said that he is not talking about the remuneration of the members of the Periodical Inspection Committees; rather, he is talking about the formation of these Committees. In fact, the Periodical Inspection Committees are being hidden from the Syndicate, whereas as per Regulations, the power to constitute Periodical Inspection Committees is vested with the Syndicate. Earlier, they had suggested and authorized the Vice Chancellor to appoint examiners for evaluation of Ph.D. thesis from the list of examiners submitted by the Chairpersons of the Departments. If they bypassed the laid down procedure once, it would become a precedent. When pointed out, Dr. Harpreet Singh Dua said that he had just read out the provision of Panjab University Calendar and as per the provision, the Periodical Inspection Committees are to be constituted by the Syndicate on the recommendation of the Vice Chancellor. Even if, the Periodical Inspection Committees had been constituted by the Vice Chancellor, the same should have been placed before the Syndicate for ratification/information.

The Vice Chancellor said that the issue of sending of Periodical Inspection Committees to the Colleges had been discussed so many times and they had requested the Vice Chancellor to appoint the Periodical Inspection Committees and send the same to the Colleges for inspection.

Dr. Harpreet Singh Dua said that what they meant to say for sending the Periodical Inspection Committees to the Colleges was that the Periodical Inspection Committees should be constituted by the Vice Chancellor and the same be placed before the Syndicate for ratification. If they point out anything, it does not mean that they are against it. Though the term of the Syndicate would expire on 31st December 2023, the system would remain in place. In nutshell, he said that the procedure should not be bypassed; rather, the same should be followed in letter and spirit.

The Vice Chancellor said that they had been requesting her in the meetings of the Syndicate and Senate to appoint and send Periodical Inspection Committees to the Colleges.

Dr. Harpreet Singh Dua said that what he is pleading is that the Periodical Inspection Committees appointed by the Vice Chancellor should have been placed before the Syndicate for ratification as the power to appoint these Committees lay with the Syndicate.

The Vice Chancellor said that up to now they had identified only 25 Colleges, which are to be inspected by the Periodical Inspection Committees. As is being desired, if the Periodical Inspection Committees are to be placed before the Syndicate, the inspection of Colleges would get delayed.

Dr. Jagtar Singh and Shri Varinder Singh said that they had authorized the Vice Chancellor to constitute the Periodical Inspection Committees and accordingly the Vice Chancellor has appointed the Committees.

Dr. Harpreet Singh Dua requested Dr. Jagtar Singh and Shri Varinder Singh not to consider the issue from this angle.

Shri Varinder Singh said that they had imposed provisions of Regulations 11.1 and 11.2 on certain Colleges. They had information that certain other Colleges are also violating the Regulations/norms of the University, and they do not want to disclose the name of those Colleges. What they do is that they would go to the Vice Chancellor and request her to impose penalty under Regulations 11.1 and 11.2 on those Colleges.

The Vice Chancellor said that the day she has become Vice Chancellor of this University, in each and every meeting of the Syndicate and Senate they had been deliberating on the issue of Periodical Inspection of the Colleges for hours and requesting her to send Periodical Inspection Committees to the Colleges.

Dr. Harpreet Singh Dua said that the Vice Chancellor constituted the Screening-cum-Evaluation Committee/Selection Committees for promotion of teachers under CAS, conducted interviews and the Selection Committees made their recommendations. The recommendations of the Committees are always placed before the Syndicate. Similarly, the Periodical Inspection Committees constituted by the Vice Chancellor should have been placed before the Syndicate.

The Vice Chancellor said that the recommendations of the Periodical Inspection Committees would also be placed before the Syndicate for consideration.

Dr. Harpreet Singh Dua said that if the Regulations are violated once, it would set as a precedent.

Referring to Sub-Item R-2, Dr. Parveen Goyal said that Shri Anurag Arora is a Part-Time Yoga instructor in BGJ Institute of Health and conduct yoga there from 4:30 p.m. to 5:30 p.m., which is attended by maximum 6 to 8 persons. To attract the public, the venue of the Yoga ground should either be shifted to Gymnasium Hall or some other prominent place, so that maximum persons could be got benefitted.

Dr. Dinesh Kumar said that there is no way to go to the place, where Yoga is conducted by Shri Anurag Arora. In fact, the persons had to go through a broken windowpane to participate in the yoga.

The Vice Chancellor said that these things should not be discussed in the meeting of the Syndicate; rather, it should be discussed with the Directorate of Sports.

RESOLVED: That –

1. the information contained in **Item 12 (R-2 to R-5)** on the agenda, be ratified;
2. so far as **Sub-Item R-1 of Item 12** is concerned, keeping in view the peculiarity of the case and the importance of the post, which Dr. Tankeshwar Kumar is holding right now, extraordinary leave without pay w.e.f. 13.10.2023 to 31.10.2023, be sanctioned to him as an exceptional case, not to be quoted as a precedent; and
3. A Committee be constituted by the Vice Chancellor to look into the issue of enhancement of remuneration to the persons, who have been given the additional charge of Administrative posts, keeping in view the recommendations of 7th Pay Commission as the remuneration has not been revised for the last so many years.

13.

Information contained in **Items I-1 to I-6** was read out and noted, i.e. –

I-1. To note that a sum of Rs.20 crores (Rupees Twenty crores) i.e. Rs.10 crores from Development Fund Account No.10444979664 and Rs.10 crores from “University Share in Plan Account” No.10444979267 to SBI Current Account No.10444978333 to meet the committed liabilities of Revenue Account has been replenished back to its respective accounts.

NOTE: The Syndicate in its meeting dated 08.07.2023 (Para 25 (R-2)) has allowed to transfer a sum of Rs.20 crores (Rupees Twenty crores) i.e. Rs.10 crores from Development Fund Account No.10444979664 and Rs.10 crores from “University Share in Plan Account” No.10444979267 to SBI Current Account No.10444978333 to meet the committed liabilities of Revenue Account.

I-2. In pursuance of orders dated 31.05.2023 passed by the Hon’ble Punjab & Haryana High Court in CWP No.11724 of 2023 (titled ‘Deepak Kapur and Ors. Vs. Panjab University others), wherein, the following petitioner has been given the benefits of continuing in service, in view of the similarly situated cases:-

Name of Faculty members	Department	Date of superannuation (i.e. 60 years)	w.e.f. the date he continue in service as per interim orders
Dr. Deepak Kapur, Professor	UBS	30.11.2023	01.12.2023

In this regard, the Vice-Chancellor has ordered that the above faculty member be considered to continue in service w.e.f. the date mentioned against him, as applicable in such other cases of teachers which is subject matter of Special leave to appeal (C) No(s) 17457-17491/2022 titled Choragudi Nagaraja Kumar Vs. Panjab University & others and LPA No. 1505 of 2016 (titled Dr. Amrik Singh Ahluwalia & Anr. Vs. P.U. and other & entire bunch of connected matters and salary to him be paid which he was drawing on the date of attaining the age of 60 years without break in the service, excluding HRA (HRA not be paid to anyone), as an interim measure subject to the final outcome of the case filed by him. The payment made to him will be adjustable against the final dues payable to him, for which he should submit the undertaking as per *pro forma*.

NOTE: The teacher(s) residing in the University campus (who got stay to retain residential accommodation) shall be allowed to retain the residential accommodation(s) allotted to them by the University on the same terms and conditions, subject to adjustment as

per orders of the Hon'ble Punjab and Haryana High Court.

- I-3.** To note that the date of promotion of following faculty members have been preponed and they have been promoted from Assistant Professor (Stage-1) to Assistant Professor (Stage-2), under UGC career Advancement Scheme 2010 w.e.f. the date mentioned against each in the pay scale of Rs.15,600-39,100/- + AGP Rs.7000/- at a starting pay to be fixed under the rules of the Panjab University. The post would be personal to the incumbent and they would perform the duties as assigned to them:-

Sr. No	Name of the Faculty Member	Syndicate Para	Data from which their promotions vide the Syndicate Para against each	Remarks
1.	Dr. Avneet Saini, Assistant Professor, Department of Biophysics	Syndicate decision dated 26.08.2023 Para 2 (xix)	01.10.2011	She has already been promoted from Assistant Professor (Stage-1) to Assistant Professor (Stage-2) w.e.f. 22.07.2014
2.	Dr. Tanzeer Kaur, Assistant Professor, Department of Biophysics	Syndicate decision dated 26.08.2023 Para 2 (xviii)	11.08.2014	She has already been promoted from Assistant Professor (Stage-1) to Assistant Professor (Stage-2) w.e.f. 19.08.2015
3.	Dr. Vijayta Dani Chadha, Assistant Professor, Centre for Nuclear Medicine	Syndicate decision dated 26.08.2023 Para 2 (xviii)	07.11.2011	She has already been promoted from Assistant Professor (Stage-1) to Assistant Professor (Stage-2) w.e.f. 1.7.2014

- NOTE:**
1. The Committee felt that the API score obtained by the candidate meets the UGC requirement.
 2. It had also been certified that the promotion has been made in compliance to the UGC Regulations, 2010.
 3. An office note was enclosed.

- I-4.** To note legal opinion dated 03.10.2023 (**Appendix-X**) of Shri Akshay Kumar Goel, Advocate, regarding not to enhance the subsistence allowance from 50% to 75% in respect of Shri Naresh Sabharwal the then Superintendent (Under suspension), UIPS, P.U.

NOTE: An office note was enclosed (**Appendix-X**).

I-5. In terms of order dated 15.01.2020 passed by Hon'ble Punjab and Haryana High Court in LPA No.1505 of 2016 and other connected cases, the Vice-Chancellor has sanctioned the following retiral benefits to Dr. Neera Garg, Professor, Department of Botany, P.U. Chandigarh (who had attained the age of superannuation i.e. 60 years on 30.11.2018 and was continuing working in the Panjab University service upto the age of 65 years i.e. 12.11.2023), subject to outcome of Special Leave to Appeal (C) No. (s) 17457-17491/2022:-

- (i) Gratuity as admissible under Regulations 3.6 and 4.4 at pages 184 and 187 of P.U. Cal. Volume-I, 2022.
- (ii) Encashment of Earned leave as may be due to her but not exceeding 300 days, as admissible as per the decision of the Syndicate dated 01.09.2022 (Para 1).

I-6. 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.	Dr. Tankeshwar Kumar Director Dr. A.P.J. Abdul Kalam Computer Centre, P.U.	17.02.1995	31.10.2023	(i) Gratuity as admissible under Regulation 15.1 as amended at page 132 of P.U. Calendar, Volume-I, 2022 (ii) Encashment of Earned Leave as may be due to him but not exceeding 300 days as admissible under Rule 17.3 at page 98 of P.U. Calendar, Volume III, 2016.

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

GENERAL DISCUSSION

1. Shri Varinder Singh said that the Examination Centre of none of the student (private or other Colleges) should be shifted to D.A.V. College, Jalalabad.

2. Shri Varinder Singh said that the entry of the person namely Shri Tarun Ghai in the Campus, who is neither a student nor a teacher and has no work in Panjab University, should be restricted. There are some RTI activists like Mr. R.K. Singla and some other persons, for whom written notices should be issued regarding banning their entry in P.U. Campus. The impression of these persons is emerged outside University is that those persons, who are capable in making pressure on authorities, could get their jobs done. Hence, strict orders should be issued that those persons should not be allowed to interfere in the affairs of the University.

The Vice Chancellor directed DCDC to note the issue pointed out by Shri Varinder Singh.

3. Professor Gurmeet Singh said that one old precedent has been set during the previous meetings of the Syndicate. Dr. Harpreet Singh Dua stated in one of the meetings that he did not join Lunch as the invitation was not received from the Vice Chancellor. Thereafter, an e-mail used to come from the office of the Vice Chancellor for inviting the members over the lunch. If they think over the precedent set by him carefully, they would know that this precedent was wrongly made because by law, from whose side the invitation is received, he/she should be present on the Lunch. If she would not be able to join for Lunch, it would be better that e-mail is received from the office of the Registrar. He requested the Vice Chancellor, if she deems fit, a formal meeting should be conducted, as also requested by him in the previous meetings of the Syndicate.

Continuing this, Dr. Parveen Goyal said that it is good that Dr. Harpreet Singh Dua never claimed any honorarium for paying any visit for Inspection or for meetings. He never claimed the payment of T.A./D.A. for his visits to places for meetings also.

The Vice Chancellor said that in very first meeting of the Syndicate, it was discussed that for informal discussion, separate time should be allocated. She felt that there is no need to have informal discussion during the meeting of the Syndicate as a lot of informal discussion already took place at various other forums.

4. Dr. Parveen Goyal said that a manpower audit was got conducted from Mahatama Gandhi Institute by paying a huge fees. The report of the Manpower audit was not placed before the Syndicate. He requested that the said report should be placed before the Syndicate and Senate as he observed that the strength of non-teaching staff has reached to 3569 and teachers have the strength of more than 700 and in Construction Office, the strength of staff is 410 including contractual and regular, excluding outsourcing staff.

5. Dr. Parveen Goyal said that a letter was written on 16th March, 2023 regarding the request for restoring the option for giving the promotional benefit from the date of next increment as per 7th Pay Commission, which at present is in the F.D.O. office, the reply to the said letter has not been received so far. He requested to expedite the matter at the earliest, because the teachers who had joined between January to July, have the direct impact of increments.

6. Dr. Parveen Goyal said that on 20.05.2023, during the visit of the Chancellor, he raised an issue pertaining to promotion of digital India, but he observed from the last two meetings of the Syndicate, no Agenda is being sent through e-mail. He could not ascertain as to what is the reason for not receiving the Agenda through online mode.

The Vice Chancellor said that it should be given in written from the all the members of the Syndicate to send Agenda through online mode, even they are not interested to send Agenda through offline mode. She further stated that since her joining, it has been told to form Periodic Inspection Committees for conducting the Inspections, but today, Dr. Dua has raised objection over it. Similarly, when all the members would give in writing to send Agenda through online mode, the online Agenda would be sent. She further said that even in Assembly meetings, the Agendas are circulated through online.

Dr. Parveen Goyal said that during the visit of S.V.C. in UIET, it was observed that online diary and dispatch number is not being used. Hence, he requested that it should be expedited.

7. Professor Shiv Kumar Dogra said that during the discussion over the item pertaining to Dr. Harpreet Bohra, it was decided to form a Committee for the same, but nothing is done on it so far.

The Vice Chancellor said that a Committee would be constituted to look into the matter.

8. Professor Shiv Kumar Dogra said that he also endorsed the statement made by Professor Gurmeet Singh that name of Art Gallery should be dedicated to Professor B.N. Goswamy.

9. Professor Shiv Kumar Dogra said that there should be rationalization in all the teaching departments, while publication of advertisements for filling up the vacant posts.

Continuing this, Professor Gurmeet Singh said that it is being discussed that advertisement for only the posts of UIET and Department of English are being published. It is to be taken into a lighter way, it is being discussed as the Vice Chancellor is the Chairperson of the Centralization Committee. Six posts out of 18 have been gone for the subject of English, which is the 1/3rd of the total posts.

10. Dr. Harpreet Singh Dua said that as also stated by Professor Gurmeet Singh, that informal discussions are being held, it is not to be recorded. When the things are discussed formally while sitting in the Syndicate, these are needed to be brought on record. He stated that he

was continued to be a visitor in the P.U. Guest House since 1984, when his father used to come there. He rarely visited Guest House, he only used to come to deal with the concerned Agenda items. The Registrar is not authorized to make arrangement of Lunch for the members of the Syndicate. The courtesy to arrange for Lunch for the members of the Syndicate is vested as per provisions of the Calendar, with the Vice Chancellor only.

Shri Varinder Singh said that if the invitation for lunch should be from the Vice Chancellor, in that case, Madam Vice Chancellor should participate in the Lunch also.

Professor Gurmeet Singh intervened to say that the Registrar, being Secretary of the Syndicate, could send an invitation of Lunch to the members of the Syndicate. In fact, the dinners from Governors are being hosted and letters are being sent through Secretary or A.D.C.

Continuing, Dr. Harpreet Singh Dua said that when the Vice Chancellor did not come for Lunch, so he also did not prefer to come for Lunch in the Guest House. He further said that there might be some medical condition of any member that they have to eat some specific food. But it should not be so that host should not participate in the Lunch hosted from his/her side.

11. Dr. Harpreet Singh Dua said that during the previous meetings of the Syndicate, agenda items were placed where Deans of almost all Faculties, i.e., Arts, Science, etc., are involved except i.e., Dean of Faculty of Business Management & Commerce. The Faculty of Business Management & Commerce is the biggest faculty of the University which is also representing the Colleges also. He further requested that he could not find Dean, Faculty of Business Management & Commerce in the Committees constituted by the Vice Chancellor.

12. Dr. Harpreet Singh Dua said that during the last meeting of the Syndicate, the members of the Syndicate had suggested that Dr. Parveen Goyal should be appointed as O.S.D. (Construction), but another incumbent of Horticulture has been given the charge of XEN. It should be ensured that the Civil and Electrical work should be got done in a correct manner under the supervision of new incumbent. They had proposed the name of Dr. Parveen Goyal as O.S.D. (Construction) because he is conversant with the problems related to construction. It should be got checked whether the new incumbent would be able to cope up the work related to construction work as he is from the horticulture background.

The Vice Chancellor asked, what the person, who is currently posted as XEN, from the civil background, has done?

It was informed that the work of construction is with the current XEN, only the charge of XEN (Maintenance) has been given to the new incumbent. He is more capable which could also be observed from his working in the field of horticulture.

13. Dr. Mukesh Arora said that he had also earlier requested for making a policy for transfer of teachers. For the purpose, a Committee should be formed.
14. Dr. Mukesh Arora said that the letter from the office of Dean College Development Council had not been issued for enhancement of salaries of guest faculty and part-time teachers posted at Chandigarh Colleges. If the letter has been issued, he requested to intimate him.
15. Dr. Mukesh Arora said that new pay-scales should be allowed immediately in accordance with 7th Pay Commission to the teachers posted at Self-financing Colleges. If such Colleges refused to give salaries in accordance with 7th Pay Commission to its teachers, strict action should be taken. The Colleges such as M.C.M. College, Sector 36, Chandigarh, which had sufficient funds, should be asked to give pay-scales to their teachers in accordance with 7th Pay Commission. The teachers of SGGGS College, Sector 26 and Dev Samaj College of Education should also be allowed pay-scales as per the 7th Pay Commission as has been done by S.D. College, Sector 32, Chandigarh and D.A.V. College, Sector 10, Chandigarh.
16. Dr. Jagtar Singh said that a Committee has been constituted by the Vice Chancellor to consider the issue of Principals, who have recently been appointed. He would like to bring to the notice of the Vice Chancellor that the Punjab Government has already constituted a Committee for this purpose and the Committee comprised of two representatives of the University, viz., D.C.D.C. and D.R. (Colleges) and they had attended one of the meetings of the said Committee. The report of the Committee is yet to come. He requested that further course of action should be decided on receipt of the report of the Committee from the Punjab Government.

The Vice Chancellor replied that in the said matter, the Committee had already been constituted.
17. Dr. Dinesh Kumar said that the matter had also been discussed with the Registrar that one Assistant Professor, Shri Navpreet Singh of A.S. College of Education was removed from service. The report of the Committee has been submitted by him about 4 months' back, but the same has not been placed in the Syndicate till date. He requested that the report should be find out and it should be intimated as to why the same has not been placed before the Syndicate.

It was informed that the letter has been sent to the concerned College and Report of the Committee would be placed in the Syndicate very shortly.
18. Dr. Dinesh Kumar said that degrees are being awarded to the students of B.A/B.Com. LLB. on completion of degree after five years. He requested that keeping in view the interest of the students under the dual degree programme, degree could be considered to be awarded after successful completion three years, as majority of students at the later stage prefer to join in Sports, Army, etc. For the purpose, there is a need to amend Regulations on the basis of NEP-2020, where multiple exits are allowed. It was further apprised that earlier if a student wanted to leave the course after successful completion of three years, he/she was awarded

a B.A. (General) degree under the old regulations, but the same was stopped under BCI Regulations, 2018. Other Universities like Guru Nanak Dev University, Amritsar and Army Institute, Punjab, are allowing award of general degrees on completion of three years of such courses.

The Vice Chancellor said that the BCI did not allow to award two separate degrees for B.A/B.Com. LLB. and it has also been categorically stated by the Chairman of the U.G.C. that NEP-2020 is not applicable to the Law students. She further stated that if it is to be considered, a proposal should be made.

Professor Shiv Kumar Dogra said that he had also received one case of UILS where as per the Rules of Bar Council of India, the student of UILS was allowed to award two separate degrees.

The Vice Chancellor said that the proposal should be moved through the Chairperson of the UILS or Dean of the Faculty of Laws.

19. Dr. Dinesh Kumar said that earlier also he had raised the issue in one of the meetings that bushes and plants are overgrown near the outer walls of the buildings of A.C. Joshi Library and Students Centre. He requested that the concerned person should be directed to make arrangement for cutting of bushes and grass outside the walls of the buildings.

The Vice Chancellor replied that a proposal was sent by the XEN regarding cutting of grass and bushes, but it was observed that a huge expenditure would be incurred for the same.

20. Principal Kirandeep Kaur thanked the Dean College Development Council on behalf of the Principals of the Affiliated Colleges that the last date for grant of DCDC Scholarship has been extended for two weeks'. The last date was 15th November and it became difficult for the candidates to apply and provide certificate from Magistrate due to festival holidays. The Principals of the Colleges made a request to DCDC and two weeks' time has been allowed to them to facilitate majority of students.

21. Principal Kirandeep Kaur requested that since the examination of U.G.C. has been fixed on 7th of December and on the same day the examination of M.Com. 3rd Semester has been scheduled, and all the students are eligible to appear in U.G.C. examination, she, therefore, requested to change the date of examination of M.Com. 3rd Semester scheduled for 7th December.

It was informed that from 7th to 16th December, 2023, all the dates are full and no date is vacant during that period.

Shri Sandeep Singh said that such students who failed to appear in M.Com. 3rd Semester could be appeared on the day of appearing in Clash Papers.

Professor Gurmeet Singh apprised that now-a-days, the NET is being conducted by the U.G.C. for two or three days, and that too, through online mode.

22. Dr. Shaminder Singh Sandhu said that the CAS promotions of teachers under clause 6.3 of the Regulations of U.G.C. were stopped. When the teachers were appointed, at that time, no such condition was imposed that Ph.D. degree is mandatory. Whereas today the condition of having Ph.D. is imposed, he felt that such conditions should not be imposed on the teachers who had been appointed prior to imposition of mandatory condition of Ph.D. These conditions should be imposed on new recruitments only who have been appointed on the U.G.C. Regulations, 2018. With the imposition of condition under clause 6.3., it was presumed earlier that this condition is only for three years, because minimum period of 3 years is to be required to complete Ph.D. degree. The promotions of such teachers have been stopped due to mandatory condition of having Ph.D. degree, a resolution from the Syndicate should be sent to U.G.C. that period of 6 months should be reduced to 3 months for the betterment of the teachers.
23. Dr. Shaminder Singh Sandhu requested that the template for promotion of Librarian has not been prepared, the same should be got prepared, so that the Librarians could be promoted. The Librarians are to be promoted from one grade to another.
- The Vice Chancellor replied that as per the notification of U.G.C., the Librarians are not to be promoted.
- Dr. Dinesh Kumar said that Dr. Shaminder Singh Sandhu is talking about the promotion of Assistant Librarians.
- It was apprised that CAS promotions are made for Assistant Librarians for allowing promotion from one grade to another.
- At this stage, several members started speaking and din got prevailed.
24. Dr. Shaminder Singh Sandhu said that the date sheet of the semester examinations is always extended towards winter break. So, it is requested that in future, it should be kept in mind while setting the date sheet, winter break should not be included in it.
27. Dr. Shaminder Singh Sandhu said that he had also requested in the previous meetings of the Syndicate that matter regarding enhancement of remuneration for evaluation of answerbooks should be placed before the Syndicate in its next meeting, so that the same could be implemented from the next session.
28. Dr. Shaminder Singh Sandhu said that he would like to raise a concern about the issue raised by Dr. Mukesh Arora pertaining to issuance of letter regarding enhancement of salary of temporary/contractual teachers, who are working on full time basis. The matter was discussed with DCDC and it was apprised that Committee would be constituted for the purpose. He requested that the decision should be taken in the matter at the earliest.

Continuing this, Shri Lajwant Singh Virk said that there is no need of constituting the Committee in the above said matter.

Dr. Jagtar Singh said that if the Committee would be considered, the matter will linger on till the year 2025.

It was informed that in fact, the problem is with the nomenclature of the teachers, i.e., *ad hoc*, contract, temporary, etc.

Shri Lajwant Singh Virk said that the decision regarding enhancement of salaries of *ad hoc*/temporary teachers should be taken at par with the teachers of the University.

29. Dr. Shaminder Singh Sandhu said that the request regarding 5-day week in affiliated Colleges, should be considered. The University could allow 5-day week to the Colleges as the U.G.C. had already given the option to the Colleges.

30. Shri Sandeep Singh said that the amount of late fee for non-submission of Migration Certificate in time, should be reduced.

It was informed that from the last 5-6 months, the late fee for late submission of Migration Certificate has not been imposed.

Shri Sandeep Singh said that the Cameraman, who is recording the proceedings of the meeting of the Syndicate, approached him and intimated that late fee of Rs.5000/- has been charged from his daughter on account of late submission of migration certificate.

31. Shri Sandeep Singh said that the good quality of paper should be used for Certificate of Course work of Ph.D.

32. Shri Lajwant Singh Virk said that those students who after obtaining Migration from College in Engineering course and got admission in UIET, P.U. Campus in 1st year, the certificate for 1st year is being issued and for remaining three years, degree is awarded to them. He enquired why these students are not awarded four-year degree? He was made aware about the decision of the Syndicate pertaining to this, but he would like to know the purpose of it? When asked, it was replied by the Vice Chancellor that it is because of the reason that students joined the UIET after passing 1st and 2nd Semester from other Institutes.

The Vice Chancellor said that if the student is migrated from the College affiliated to University, he would get DMCs of the University itself.

Shri Lajwant Singh Virk said that the students, who had migrated from Panjab University, are being issued certificate.

Dr. Parveen Goyal endorsed the viewpoint expressed by Shri Lajwant Singh Virk on the issue raised by him.

It was apprised that on B.Tech. Degree, the number of years is not written, the students receives the degree of B.Tech. only.

Dr. Lajwant Singh Virk said that the decision in the said matter has been taken in one of the meetings of the Syndicate that for 1st and 2nd semester, the migrated students would get certificate.

The Vice Chancellor replied that a student who studies in UIET from 1st to 8th Semester, he gets DMCs from 1st to 8th Semester and later on, degree is awarded.

It was informed that about 2-3 days ago, certain recommendation had come from the JAAC of the UIET, which had also been approved by D.U.I. Earlier, the calculation of CGPA was used to be made from 3rd to 8th Semesters, but it has been allowed to the candidates that for academic purposes and for applying outside India, by paying a fee of Rs.635/-, the Certificate would be issued from the UIET. It was further clarified that nothing has been written on the degree.

The Vice Chancellor said that a student, who has been admitted in Panjab University, the DMCs from 1st to 8th Semester are issued, and later on, the degree is awarded. The students, who got migrated from the College affiliated to Panjab University, are being awarded DMCs from 1st to 8th Semester by Panjab University. The student, who has been migrated from UIET, Hoshiarpur, has already been issued DMCs of 1st and 2nd Semester from the Hoshiarpur. The student, who is migrated from Chitkara University, is getting the certificate for 1st and 2nd Semesters.

33. Dr. Parveen Goyal said that the decision was taken in the meeting of the Syndicate that the proceedings of the Senate would be webcasted. As the next meeting of Senate is approaching, it should be ensured that proper arrangement for webcasting of the meeting of the Senate is made.

Dr. Harpreet Singh Dua endorsed the viewpoint expressed by Dr. Parveen Goyal and requested that the decision of webcasting of the meeting of the Senate had already been approved 4 months back, hence it is requested that it should be expedited for making arrangement of webcasting the proceedings of the Senate.

At the end of the meeting, Principal R.S. Jhanji said that at this juncture when he is attaining superannuation on 30th November, expressed his thanks to the Hon'ble members of the House, who had spent a long time association with him. He extended his special thanks to the Vice Chancellor, D.U.I., Registrar, Controller of Examinations, F.D.O. and DCDC for support and guidance. He requested to all the members to attend the retirement function on 30th November, 2023 at A.S. College, Khanna.

Professor Gurmeet Singh said that an appreciation letter as token of replica, should be given on behalf of the Syndicate to Principal R.S. Jhanji for his services rendered by him for the University.

The House thanked Principal R.S. Jhanji for the services rendered by him not only as a Fellow and Syndic, but also as Principal. It is hoped that his expertise and energy would be channelized and used somewhere in future as well. The House wished him a great success in life.

Dr. Harpreet Singh Dua said that he had a long association with Principal R.S. Jhanji. In spite of representing the Principal Constituency, his priority always be the teacher. He had always a pro teacher approach. There is a drastic change in the premises of A.S. College, Khanna, after his (Principal Jhanji) joining. The progress of A.S. College, Khanna is remarkable, during his tenure. A long stay as Principal of the College at the young age is really very remarkable and totally blotless. He as a member of the Senate had never comprised with his credentials and credibility. He got huge number of votes during the election and with God's grace, he had every year been elected from the Principal's Constituency. His absence would be painful, but he would always be the source of inspiration for them and they all would get guidance and support from him in future. He wished that God may give him a good health.

The Vice Chancellor said that when Dr. Harpreet Singh Dua was talking about the drastic change in A.S. College, Khanna, she remembered the day when Professor Naval Kishore was D.C.D.C, and she visited A.S. College, Khanna, for some interview and later on visited the College for inspection of Add-on-course. She had always seen that A.S. College had been in very good shape and in his College, she had spent maximum of her time.

Dr. Mukesh Arora said that Principal R.S. Jhanji always extended his help and support to every person with open heart, who approached him.

Dr. Dinesh Kumar said that Principal R.S. Jhanji had spent a long tenure in the A.S. College as Principal and he is the first senior-most Principal of the Colleges located in Punjab. He knew personally Principal R.S. Jhanji since 2012, he had learnt human values and ethics from him. Even in politics, whether the votes are more or less, he always stood stagnant. He is always known for his clear and clean image. They all would miss his contribution in the Senate also.

Principal Kirandeep Kaur said that Principal R.S. Jhanji has been a role model of all the Principals. She had very less experience in front of him, he always extended his support whenever they are in problem. In future also, they would continue to get his support and guidance.

Dr. Parveen Goyal said that they had remained in contact with Principal R.S. Jhanji even during Covid-19 period. They had been taking online classes in the year 2020 and at that time, he had just purchased the Webex Software. When Principal R.S. Jhanji asked for the software, he immediately provided the same to him and the way Principal R.S. Jhanji thanked him was really appreciable.

Dr. Dinesh Kumar said that he would like to add one more thing related to him that besides politically, he had always been academically active and helpful to all while dealing with academic matters.

Shri Lajwant Singh Virk said that he has come in the Senate for the first time and his personal opinion about Principal R.S. Jhanji is that he is the only man, who never changed his stance on his own interest. Truly saying in one line, he is the man of word.

Professor Shiv Kumar Dogra said that he had a lot of sweet memories with Principal R.S. Jhanji. When he joined Panjab University Regional Centre, Ludhiana in 2006, he used to visit P.U. Regional Centre, being the Senator from Ludhiana. At the time of organizing a Fest, every support and guidance was received from him. He had been associated with him since long as member of Syndicate and Senate. He had a clear stand on every issue. It is blessing for them to work with him. He extended his thanks to Principal Jhanji for all the support to him.

Dr. Shaminder Singh Sandhu said that as also stated by Dr. Dua that Principal R.S. Jhanji has always been with pro-employee approach. When 1925 teachers were appointed, at that time, A.S. College, Khanna, was the first College which after completion of three years of contract, had allowed the teachers full pay-scale for first time and showed the way to other Colleges in moving towards this direction. He extended his thanks to him from his side as well as from all the teachers' community. In the end, he said that he had learnt a lot from him and he would have been their role model.

Shri Sandeep Singh said that Principal R.S. Jhanji never stayed at night in the Campus because he cared a lot for his parents and always remained ready to serve them.

Y.P. Verma
Registrar

Confirmed

Renu Vig
VICE-CHANCELLOR