

Central University of Punjab

Bathinda

Confidential



**Proceedings
of
Twelfth Meeting
of
Executive Council**

December 9, 2014

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Central University of Punjab, Bathinda

Proceedings of the Twelfth Meeting of the

Executive Council

held on 9.12.2014 at 1:00 p.m.

at Board Room of National Institute of Pharmaceutical Education & Research (NIPER), Mohali

Following members were present:

Prof. R. K. Kohli	:	Vice Chancellor (Chairman)
Sh. Sham Lal Garg	:	Member
Sh. Vijay Inder Singla	:	Member
Prof. P. Rama Rao	:	Member
Dr. Zameerpal Kaur	:	Member
Ms. Shweta Arora	:	Registrar (Secretary)

Welcome Note of the Vice Chancellor

The Vice Chancellor welcomed the members of the Executive Council to the Twelfth meeting. He thanked them for sparing their valuable time from their busy schedule to participate and to guide the university in making appropriate decisions.

He introduced the new member of Executive Council, Dr. Zameerpal Kaur and welcomed her to her first meeting.

Item No. EC:12:2014:1

To consider the deferred Item No. EC:10:2014:16 (Tenth Meeting)

Item No. EC:10:2014:16:1 Regular Appointments (Teaching/Non-teaching)

The Vice Chancellor informed the members that as desired, the files containing detailed data pertaining to these appointments which were made between 12.10.2013 till the next meeting of Council i.e. 22.8.2014, and approvals thereof from the Executive Council as pending, were delivered to them.

The members of the Council appreciated but pointed out that the data were incomplete with respect to the following:

- i. Framing of advertisement
- ii. Constitution of Screening Committee
- iii. Criteria for Screening
- iv. Award of marks for shortlisting
- v. Details of the marks of written

- test/practical test wherever applicable
- vi. Division of marks
 - vii. Awarding of marks for interview performance.

The members were apprehensive that the internal candidates who were on contract were given preferential treatment in the interview. They were also doubtful about the marks awarded in the written tests. Likewise for the selection of drivers, they were doubtful that the driving tests were actually held. If it was done, where is the evidence thereof?

The members discussed these appointments in details and desired some more information. The members requested the Vice Chancellor who was not involved in any way with the item of the selection (that took place before his joining) to look into and to check these appointments w.r.t. above said points and bring his observations in the next meeting.

It was agreed to and the item was **deferred**.

Item No. EC:10:2014:16:2
Contractual Re-appointments/Extensions (Teaching)

The Vice Chancellor briefed the members of the Council about the Contractual appointments/extensions of teaching staff made after the 10th meeting (dated 22.8.2014) of the Executive Council by Acting Vice Chancellor followed by the regular Vice Chancellor. The Vice Chancellor explained the need and urgency for these appointments in view of the ongoing Academic session.

The members of the Council, after discussions unanimously **RESOLVED** to **APPROVE** these appointments/extensions of teaching and non-teaching staff.

Item No. EC:10:2014:16:3
Details of Teaching and Non-teaching staff who resigned after the last meeting of Executive Council

The Vice Chancellor presented the list of faculty and staff with relevant details, who resigned after the last meeting of the Executive Council 22.8.2014.

The members of the Council **noted and accepted** the resignations.

Item No. EC:12:2014:2

To consider the publishing advertisement through Indian Newspaper Society Accredited Agencies.

The Vice Chancellor brought before the members the issue regarding the publishing of university advertisements through Indian Newspaper Society Accredited Agencies.

He informed the members that for insertion of advertisements in daily newspapers, the university being a public funded institution, has to face audit objections for insertion of advertisement through agent/agencies. It is desired to be sent through DAVP route (Directorate of Audio and Visual Publicity, New Delhi). He further informed that the office of DAVP does not seem to encourage the route. The university has tried it twice but both the times the results were not fruitful.

The University got it registered with DAVP and an advertisement for Housekeeping & General Services was given for publishing through DAVP on 29.10.2014. The requisite amount of Rs.15,176/- was also transferred to DAVP Account on 31.10.2014 for publishing the advertisement on 1.11.2014.

However, DAVP neither published the advertisement of Housekeeping and General Services in newspapers, nor intimated anything about it to the University. DAVP is not giving any response to the repeated requests from the University either.

The Council considered and after discussion, it was unanimously **RESOLVED** that the university should give the advertisement through agencies and in the meantime, try once more to pursue the matter with DAVP.

Directions of UGC with respect to fixing of the prescribed age limit for the lower administrative positions as per DOPT guidelines.

The Vice-Chancellor informed the Council that the university advertised the vacant positions vide No.T/NT-01 (2014) on 21.10.2014. A copy of this advertisement was sent to the UGC.

In response, the University received a letter No.: F.63-1/2010 (CU) dated 19/11/2014 from UGC, vide which it was brought to the notice that the age limit fixed by the University for Lower Cadre Posts violates the DOPT guidelines.

Annexure-1

The University had already advertised all the Non-Teaching Positions. Like in the past, for lower cadre post the age has been fixed as "preferably below 40/35 years". The Vice Chancellor also informed that the university has sent a letter for clarification and advice to UGC in this regard.

After discussions, the Council suggested that university should also seek clarification in this regard from DOPT and adhere to the guidelines of DOPT/UGC.

After further discussions it was unanimously **RESOLVED** as under:

- a. Segregate the posts which conform to the DOPT/UGC guidelines in respect of minimum and maximum age and which differs from it.
- b. Re-advertise the posts where there is variation as regards the age limits w.r.t. those of DOPT guidelines. Those candidates who have already applied and their age limits conform to the guidelines need not apply.
- c. Refund the application fee of such candidates who are found ineligible on account of age limits.
- d. Continue with the process of selection in other cases i.e. which conform to the age guidelines.

It was unanimously **RESOLVED** to make all appointments as per DOPT/UGC guidelines and to re-advertise all posts where the

condition of age limit does not conform to these guidelines.

Item No. EC:12:2014:4

To consider the grant of Five Non-Compounded increments to faculty for acquiring Ph.D. degree in line with the directions of the Kerala High Court

The Vice Chancellor informed that this item under reference was deferred in the previous meeting (11th) dated 25.11.2014 of the Executive Council in view of the fact that the members were not aware of the provisions on the issue as adopted by other Central Universities.

After the meeting of 25.11.2014, one of the members (Prof. R.C. Sobti) confirmed to him that in Baba Bhimrao Ambedkar University, Lucknow (BBAU) 5 non-compounded increments are given to Ph.D. holders. Later, it was learnt that Jawaharlal Nehru University, New Delhi (a Central University) and Indira Gandhi National Tribal University, Amarkantak (M.P) also give 5 non-compounded increments to the faculty for acquiring Ph.D. Degree as per the UGC regulations.

Annexure-2

After going through the UGC Regulations 2010 (No. f.3-1/2009 dated 30.6.2010), it was unanimously **RESOLVED** that the university should follow the UGC guidelines in this regard and award the non-compounded increments as per rules contained therein.

Current Agenda

Item No EC:12:2014:5

**Item No EC:12:2014:5.1
To consider the appointment of Prof. Chaman Lal as Professor in the Centre for Comparative Literature.**

The Vice Chancellor brought before the members the issue of appointment of Prof. Chaman Lal, Professor, Centre for Comparative Literature.

He informed the members that, since the acting Vice Chancellor had no powers to appoint or remove anyone from any post, on 04.08.2014, he extended the term of contractual faculty till 26.12.2014 or till the joining of the new Vice Chancellor, in view of

The ongoing academic session in absence of regular faculty and no regular Vice Chancellor.

In view of this, Prof. Chaman Lal's term as Professor in the Centre for Comparative Literature was also extended vide letter No: CUPB/CC/14/PF/2076 dated 05/08/2014. **Annexure-3**

Upon the joining of Prof. R. K. Kohli as regular Vice Chancellor of Central University of Punjab on 05.09.2014, as per the condition mentioned in the appointment letters, the term of all temporary and contractual faculty members got expired on 05/09/2014 f.n. As a sequel, Prof. Chaman Lal's term, also got expired.

The matter of reappointment of the contractual faculty, in view of ongoing session was put before the regular Vice Chancellor on 06.09.2014 (Saturday)

The Vice Chancellor had ordered as under:

"These faculty members are allowed to continue till further orders or till 26.12.2014 whichever is earlier from the dates of their respective requests/applications received in the office."

As per the orders/approval of the Vice Chancellor, appointment letters were issued to staff involved in active teaching.

In view of this, Prof. Chaman Lal's term as Professor in the Centre for Comparative Literature was also extended.

The Vice Chancellor and Dean Academic Affairs met Prof. Chaman Lal in this regard and advised him to submit his joining w.e.f. the date mentioned in letter vide which appointment was made. Otherwise, this will be treated as an irregularity on his part and the university will have to seek legal opinion since it was not a continuation of services but rather a re-appointment. He was also told that in case he had performed certain duties which were not assigned to him, those does not

become his claim as continuation of service.
He agreed to submit his joining.

But on 1.12.2014, instead of submitting his joining report, Prof. Chaman Lal again submitted a representation which is placed before the august Council for deliberations and advice please. **Annexure-4**

Prof. Chaman Lal has not submitted his joining till date, was also brought to the notice of the Executive Council.

The Council after discussions considered it as gross irregularity on the part of Prof. Chaman Lal and unanimously **RESOLVED** that the university should seek legal opinion in this regard and act accordingly in case he doesn't submit his formal joining letter in response to the offer letter. If he does so, it be accepted.

Item No EC:12:2014:5.2

To consider the re-appointment of:

- a) Contractual teaching staff whose term is expiring on 26.12.14.**

The Vice Chancellor informed the Council that the University has advertised the regular teaching positions on 21st October 2014 and received approximately 3265 applications. It will take some time to process these applications for determining eligibility and shortlist them for interviews. He also informed that the university has not yet received the name of Visitor's Nominee to hold interviews.

He also informed the Council that in view of:

- a. Start of next semester in January 2015.
- b. Shortage of faculty.
- c. Lack of quorum for the interviews for the want of Visitor's nominee, the university is experiencing acute shortage of faculty. The term of faculty working on contractual basis will expire on 26.12.2014. This faculty will be required for evaluation of answer scripts of the final examinations of the students. In view of the situation he sought the approval of Executive Council to allow the university to reappoint the faculty on

Annexure-5

the existing terms and conditions to another semester or till the appointment of regular faculty, whichever is earlier.

In view of the situation for the dire need of the faculty, the Council after discussions unanimously **RESOLVED** to allow the Vice Chancellor to re-appoint the contractual faculty after a break of a day or two 26.12.2014 on the existing terms and conditions till the end of next semester or till a regular faculty joins, whichever is earlier.

b) Contractual non-teaching staff whose term is expiring on or before 8th January 2015.

The Vice Chancellor brought before the Committee that University has also advertised the vacant regular non-teaching positions on 1st November 2014 and received 4607 applications approximately and the same are under process and will be short listed for written test/interviews etc.

He informed the Council that the situation is similar to that of faculty recruitment. The Non-teaching staff is needed for official work, preparation of result and other work. The process recruiting of new staff will get further delayed because of the issue discussed and resolved earlier in case Item No. EC:12:2014:3.

In view of the prevailing situation, as explained in the case of teaching faculty, the non-teaching staff will also be required.

Annexure-6

The term of non-teaching staff is ending on or before 8th January 2014.

In view of the situation explained above, the Council after discussions unanimously **RESOLVED** to allow the Vice Chancellor to re-appoint the non-teaching contractual staff after break in service for a day or two on same terms and conditions at a time for a period of 89 days or till the appointment of regular staff is made whichever is earlier.

To suggest nominations for Selection Committee for appointment to the posts of Registrar, Finance Officer and Controller of Examinations:

The Vice Chancellor presented the matter of Constitution of Selection Committee for appointments to the posts of Registrar, Finance Officer and Controller of Examinations of the university.

He also informed the Council that as per the Statute 18 (2) of the Central Universities Act 2009, the Selection Committees for appointment to the posts of Registrar Controller of Examinations, includes the following:

Annexure-7

- i. Two members of the Executive Council nominated by it.*
- ii. One person not in the service of the University nominated by the Executive Council.*

It was further informed that as per Central Universities Act 2009, first Finance Officer of the university shall be appointed by the Visitor.

After discussion it was unanimously **RESOLVED** as under:

- a. The university should request the Visitor to appoint the first Finance Officer as per the act at the earliest possible.
- b. Nominate following two names from the members of the Executive Council to the Selection Committee for the post of a) Registrar b) Controller of Examinations

- I. Shri Sham Lal Garg
- II. Shri Vijay Inder Singla

It was further **RESOLVED** that for the nomination as per clause (ii) above will be communicated by Shri Vijay Inder Singla to the Vice Chancellor in due course (in a day or two.)

Item No. EC:12:2014:5.4

To Consider the Screening Criteria for evaluation of Academic Record and Research Performance for the posts of Assistant Professor/Associate Professor/Professor.

The Vice Chancellor presented the Screening Criteria to evaluate the Academic Record and Research Performance for the posts of Assistant Professor, Associate Professor and Professor.

Annexure 8

After discussions, the Council unanimously **RESOLVED** to approve the Screening Criteria for these faculty positions.

Item No. EC:12:2014:5.5

Same as Item No. 4

Item No. EC:12:2014:6

Any other item with the permission of the chair.

-Nil-

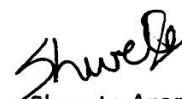
Item No EC:12:2014:7

Fixing date of the next meeting of the Executive Council

The Council unanimously **RESOLVED** to fix the next meeting in the 2nd week of January 2015 in Bathinda.


The final date will be decided in due course.

The meeting ended with thanks to the Chair.



Shweta Arora
Registrar (Secretary)

Proceedings Approved


17/12/14

Prof. R. K. Kohli

Vice Chancellor & Chairman Executive Council

By Speed Post

UNIVERSITY GRANTS COMMISSION
BAHADURSHAH ZAFAR MARG
NEW DELHI-110002UNIVERSITY GRANTS COMMISSION
BAHADURSHAH ZAFAR MARG
NEW DELHI-110002
विश्वविद्यालय अनुदान आयोग
बहादुर शाह जफर मार्ग
नई दिल्ली - 110 002All communications should be addressed to
the Secretary by designation and not by name

F.63-1/2010(CU)

November, 2014

19 NOV 2014

The Registrar
Central University of Punjab
City Campus
Mansa Road
Bathinda - 151 001.

**Sub:- Advertisement notice of non-teaching positions issued by Central University of Punjab
- regarding.**

Madam,

The undersigned is directed to invite the attention to advertisement No.T/NT-D1 (2014) and to say that the University has prescribed the age limit for the lower administrative positions as preferably 40 years which violates the DoPT guidelines. Further, UGC vide its letter No.F.63-1/2010 (CU) dated 24.12.2013 (copy enclosed) has requested all Central Universities that before filling up any non-teaching position, University may first frame the cadre recruitment rules for each category of non-teaching posts in the prescribed format of Govt. of India.

Therefore, you are requested to keep in abeyance the filling up of non-teaching positions unless and until the Cadre Recruitment Rules are framed by the University with the approval of their statutory body. While preparing the Cadre Recruitment Rules for non-teaching positions the rules framed by DoPT may be taken as a guiding factor, particularly prescribing the age limit for the post.

Encl: As above

Yours faithfully,

Sushma Rathore
(Sushma Rathore)
Under Secretary

*Urgent
DR put up pt
Shroff
27/11*

उच्च शिक्षा विभाग
सचिव

Dr. Archana Thakur
Deputy Secretary



SPEED POST

उच्च शिक्षा आयोग, नए दिल्ली-110 002, भारत

बहादुर शाह जफर मार्ग,

नए दिल्ली-110 002, भारत

UNIVERSITY GRANTS COMMISSION

BAHADUR SHAH ZAFAR MARG,

NEW DELHI-110 002 (INDIA)

दूरभाष PHONE : (011) 23236977

टेलीफैक्स TELEFAX : (011) 23236977

E-mail : archana@ugc.ac.in

F.No.63-1/2010 (CU)

The Registrar
All Central Universities (13)

24 DEC 2013 18th December, 2013

Sub: To frame the Cadre Recruitment Rules for the non-teaching position – newly established Central Universities.

Sir,

I am directed to invite your kind attention to this office letter of even number dated 10th June, 2013 conveying the approval of non-teaching positions in your University. While conveying the approval it was clearly indicated that approval is subject to the condition that the University may frame the cadre recruitment rules for each category of posts. Now it has come to our notice that most of the Central Universities have not framed the recruitment rules for non-teaching positions as per the guidelines framed by Govt. of India.

2. You are, therefore, again requested that before filling up any non-teaching position, University may first frame the cadre recruitment rules for each category of non-teaching posts in the prescribed format of Govt. of India (copy enclosed). A copy of the Cadre Recruitment Rules duly approved by the statutory body of the University may also be sent to UGC for information. Further, proposal for new non-teaching position will be considered by UGC only after the University has framed Cadre Recruitment Rules for each category of posts.

Yours faithfully,

(Archana Thakur)

Deputy Secretary

etc
H. G. D. S.
18/12/13

ISSUED

MODEL RECRUITMENT RULES FOR THE POST OF

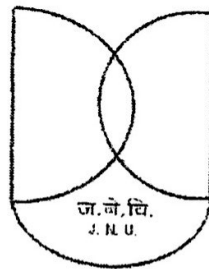
- 1 Name of Post
- 2 Number of Post(s)
- 3 Classification
- 4 Scale of Pay
- 5 Whether selection or non-selection post
- 6 Age Limit for direct recruits
- 7 Educational and other qualifications required for direct recruits
- 8 Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees
- 9 Period of probation, if any
- 10 Method of recruitment: whether by direct recruitment or by promotion or by deputation/absorption and percentage of the posts to be filled by various methods.
- 11 In case of recruitment by promotion / deputation/ absorption, grades from which promotion/ deputation /absorption to be made
- 12 Composition of DPC or Selection Committee

1.	Central University of Bihar, BIT Campus - Patna . P.O. B.V. College, Patna - 800014, Bihar
2.	Central University of Gujarat, Sector-30, Gandhinagar - 382 030, Gujarat
3.	Central University of Haryana, Jant-Pali Villages, Mahendergarh, Haryana - 123029
4.	Central University of Himachal Pradesh, PO Box No. 21, Dharamshala Dist - Kangra, Himachal Pradesh - 176 215
5.	Central University of Jharkhand, Ratu Lohardaga Road, Brambe, Ranchi - 835 205, Jharkhand
6.	Central University of Karnataka , 2 nd Floor, Karya Soudha, Gulbarga University Campus, Gulbarga-585 106 (Karnataka)
7.	Central University of Jammu, 8/8, Trikuta Nagar, Jammu - 180 012 (J & K)
8.	Central University of Kashmir, Transit Campus : Sonwar, Near GB Pant Hospital, Srinagar-190 005 (J & K)
9.	Central University of Kerala, KM Towers, Nayanmar Moola, Vidyanagar P.O. Kasaragod - 671 123 (Kerala)
10.	Central University of Orissa, Central Silk Board Building, Landiguda, Koraput - 764 020
11.	Central University of Punjab, Mansa Road, Bathinda - 151 001
12.	Central University of Rajasthan, NH-8, Bandar Sindri, Distt- Ajmer-305801, Rajasthan
13.	Central University of Tamil Nadu, Thanjavur Road, Thiruvarur - 610 001

ISSUED

ACADEMIC ORDINANCES

(Updated upto 1st January 2014)



JAWAHARLAL NEHRU UNIVERSITY
NEW DELHI

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- 2 -

In the case of Part-time teachers appointed as per UGC norms whose pay scales have been revised as per UGC revised guidelines, half of the teaching period from the date of revision of pay scales shall be counted as qualifying service for placement in the Stage-2.

- (i) Assistant Professors, who had been working as Research Associates, and were appointed as Research Associates through a duly constituted Selection Committee and performed academic duties corresponding to lecturers, may be given the benefit of past service for the purpose of promotion as Assistant Professor (Stage-2)
- (j) Service as Research Associate/ Post Doctoral Fellow/ Research Fellow in Universities/Research Organizations abroad may be counted for the purpose provided the teaching/research experience gained abroad prior to joining the University is equivalent in content and substance of the work expected in their present position in the University.

7. Incentives for Ph.D./M.Phil and other higher qualification

- (i) Five non-compounded advance increments shall be admissible at the entry level of recruitment as Assistant Professor to those who hold the Ph.D. degree awarded in the relevant discipline.
- (ii) Two non-compounded advance increments shall be admissible to those holding M.Phil degree at the time of recruitment as Assistant Professor.
- (iii) Candidates with D.Litt/D.Sc. shall be given that benefit at par with Ph.D. and candidates with M.Tech./M.Litt/LLM etc, recognized by the relevant Statutory Body/Council shall be given benefit at par with M.Phil.
- (iv) Three non-compounded increments will be admissible to those in service teachers who receive Ph.D (awarded in the relevant discipline by a university following the 2009 UGC regulations for award of such degree) while in service.
- (v) However, teachers in service who have been awarded Ph. D degree at the time of coming into force of this scheme or those who are already enrolled for Ph.D and have been evaluated and are awaiting the notification of the award of their degree shall also be entitled to the award of three non-compounded increments after the award of the Ph.D degree even if the university awarding the Ph.D degree has not yet been notified by the UGC as having complied with the process fixed by the UGC.
- (vi) In respect of every other case, a teacher who has already enrolled for Ph.D shall avail the benefit of three non-compounded increments after the award of Ph.D degree only if the university awarding the Ph.D

Ref No
To

U.P.G./G/10/11/1/3070
Prof. Chaman Lal
Centre for Comparative Literature
Central University of Punjab
Bathinda - 151001

Dated: 05-08-14

Subject: Extension of term as Professor (Contractual) in the Centre for Comparative Literature.

In reference to your application for extension of term as Professor, I am directed to inform you that your term as Professor, Centre for Comparative Literature, School of Languages, Literature and Culture has been extended w.e.f. 05th August 2014 on the following terms and conditions:

1. The appointment is purely temporary and on contractual basis upto the end of the first semester i.e. upto 26th December 2014 or till the regular Vice Chancellor joins the office whichever is earlier.
2. Your joining would be considered subject to approval by the competent authority.
3. You will draw a consolidated amount of Rs. 75,000/- (Rupees seventy five thousand only) per month.
4. You may also be asked to teach in any other school of the university, besides the school in which your appointment has been made. You may be posted at any School/Centre/Section of the university at any of its Campuses with the approval of the competent authority.
5. The appointment does not entitle you to any other service benefits other than the consolidated amount mentioned above, besides casual leave under the university rules.
6. You would be entitled to ten casual leaves in the whole year. The leaves will, however, be granted in proportion to the completed service period by you.
7. The appointment will not establish any right/ claim for regularization/absorption against any vacant post of the university.
8. There would be no medical reimbursement by the university.
9. Other conditions of service will be governed by the relevant Central University of Punjab bye-laws and rules and orders in force from time to time. In case the University bye-laws, rules and orders are silent on any service condition, the UGC rules and/or Government of India rules would be applicable. It will be obligatory on the part of an employee to get himself /herself acquainted with various regulations and rules and their amendments from time to time.
10. During this period, your contract can be terminated at any time with ten days' notice without assigning any reason. You would also be required to give ten days' advance notice or else deposit ten days' salary, in case of you leaving during the contract period.
11. a. You shall be appointed under a written contract with Central University of Punjab (on a non-judicial stamp paper worth Rs. 25/-) as per the format to be provided by the University, which shall be lodged with the University and a copy of which shall be furnished to the employee concerned. Till the time the written contract is signed on the prescribed format and submitted, your joining shall be considered provisional
 - b. Any dispute arising out of the contract between the University and the employee shall be at the request of the employee, be referred to the Vice Chancellor who will appoint and Arbitrator and his decision shall be final and binding.
 - c. The decision of the Tribunal shall be final and no suit shall lie in any civil court in-respect of the matters decided by the Tribunal.
 - d. Every request made by the employee under sub-section (b) shall be deemed to be a submission to arbitration upon the terms of this section within the meaning of the Arbitration and Conciliation Act, 1996.
 - e. The procedure for regulating the work of the Tribunal shall be prescribed by the Statutes.

PTO/

Off. Campus, Mansa Road, Bathinda-151 001, Tel./Fax - 91-164-2864106
Email: registrar_cup@cup.ac.in Website: www.cup.ac.in

11. Notwithstanding anything contained in the above terms and conditions, the decision of the competent authority shall be final.

If this offer of extension is acceptable to you on the above terms and conditions, please communicate your acceptance to the Acting Vice Chancellor.

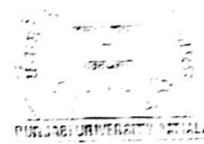


Registrar



Copy to:

1. Deputy Registrar: For kind information of the Acting Vice Chancellor
2. Accounts Section



Prof. Chaman Lal
 Coordinator-Centre for Comparative
 Literature
 Centre for Punjabi, Language, Literature
 and Culture
 Professor-In Charge CUP Library
 Professor (Retd.), JNU, New Delhi

www.cuplib.org
www.cuplib.org
www.cuplib.org
www.cuplib.org

Date 1-12-2014

CUPB / CPL 24160 / 2014/12/01

Vice Chancellor
 CUP, Bathinda

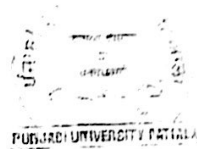
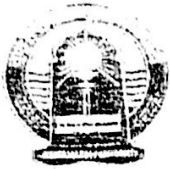
Through DAA

Subject: September/October/November salary/Remuneration
 Reference: My earlier communication dated 1-11-2014 and brief discussion with
 Vice Chancellor on 24-11-2014 on the subject

Dear Sir,

This is in continuation of my earlier communication and a brief discussion with yourself on 24th November. In this context, I suggest that this issue can be resolved as under:

1. Though what I wrote is legally sound, but I have no desire to take any legal recourse as I have joined CUP with mutually respectable terms, however a reasonable and dignified way of resolving the issue can be found :
2. Since new Vice Chancellor joined on 5th September, the contractual and other staff had already marked their presence same morning and were on duty for the whole day, including participating in official function. Even as per contractual appointment terms, the services of staff could end post fact of Vice Chancellor joining, unless they were relieved prior to his joining. Therefore, the appropriate course would had been to treat them as relieved on fifth evening.
3. Otherwise, also, 5th September was Teachers Day, an auspicious day for new Vice Chancellor's joining and no official will like the day to be marred with deducting the properly earned salary of his staff, particularly of teaching/academic staff. Even if no one has protested or shown resentment over it, if not rectified, this day of year 2014, will always be referred as salary denial day rather than happy Teachers Day. Perhaps new Vice Chancellor did not think this aspect of the day or his officials did not brought to his notice this aspect, probably he may not feel happy himself about his joining day to be remembered in this manner.
4. Since 5&7th September were Saturday-Sunday, non-working days; on 8th September University administration sought fresh requests from contractual



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- 2. National Institute of...
- 3. Editor, Journal of...
- 4. Editor, Journal of...
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staff and almost all of them were reappointed though from different dates. However, the fact is that everyone kept working without a single day's break, at least in my case I had been involved in official function of the University on 9th September and its preparation a day prior to it that is how my consent to continue until 26th December was formally conveyed after the function was over.

5. Even those who sent fresh request for reappointment, did not get fresh letters of appointment until 12th or 18th September and continued working again without any formal order to that effect and gave their fresh joining only after 12th or 18th, though from back date of joining as per order.

6. So if University administration takes an appropriate reasonable decision to treat 6&7th September as break days and wishes me to give fresh joining as a technical requirement from 8th September, I can do that, even though it will not be a morally appropriate decision as the break days and subsequent loss of earned leave of worked period has happened for no fault of contractual staff. At least to assuage them, the earned leaves for contractual staff(as they have no other kind of leave) should be allowed to be availed in their reemployed period up to 26th December, incidentally no change has been made in the last date of their contract term, which remains unchanged as 26th December.

7. I hope the issue could be resolved in such reasonable manner and my held up salary/remuneration be released without any further delay.

Best Regards
(Signature)
 (Chaman Lal)

DA A C
 fwd for advice
(Signature)

To: VC

(Signature)

For discussion in
 22.09.2017
 11:30 AM
 Room 303
(Signature)

DA Office
 22.09.2017
 11:30 AM

Faculty (Contractual) – Term Completion on 26th December 2014

Sr. No	Name	Designation
1.	Prof. R.G. Saini	Invited Professor, Centre for Biosciences
2.	Dr. A.K. Jain	Professor, Centre for Environmental Science & Tech.
3.	Dr. Desh Deepak Singh	Professor, Centre for General Diseases and Molecular Medicine
4.	Dr. R.C. Sharma	Professor, School of Environment & Earth Science
5.	Dr. Subash Parihar	Associate Professor Centre for Museology, Archeology and Conservation
6.	Dr. Amarjit Singh Kahlon	Associate Professor, Centre for Economic Studies
7.	Dr. J Nagendra Babu	Assistant Professor Environmental Science & Technology
8.	Dr. Hans Raj Arora	Assistant Professor Centre for Environmental Law
9.	Er. Amanpreet Kaur	Assistant Professor Centre for Computer Science & Tech.
10.	Dr. Neetu Purohit	Research Associate Centre for Comparative Literature
11.	Dr. Atar Singh Yadav	Scientific Officer Centre for Biosciences
12.	Er. Sukhreet Singh	Assistant Professor Centre for Computer Science & Tech.
13.	Dr. Amarpreet Kaur	Assistant Professor Centre for Physical & Mathematical Science
14.	Er. Navjot Sidhu	Assistant Professor Centre for Computer Science & Technology

Completion of term of Non-Teaching (Contractual)

S. No	Name	Designation	Date of completion of term
1	Mr. Gurtej Singh Sra	Consultant	10.12.2014
2	Mr. Amrik Singh	Jr. Assistant	10.12.2014
3	Mr. C L Bansal	Account Officer (Part time)	26.12.2014
4	Mr. Dinesh Bassi	PRO (Trainee)	26.12.2014
5	Mr. Gurmail Singh	Accountant	26.12.2014
6	Dr. Gagandeep	Sports Officer	26.12.2014
7	Er. Puneet	Assistant Engineer	26.12.2014
8	Mr. Maghi Singh	Technician Store	26.12.2014
9	Mr. Sweet Singh	Campus Manager	26.12.2014
10	Mr. Jatinder Pal Singh	UDC	26.12.2014
11	Mr. Tarsem Singh	Assistant Estate Supervisor	26.12.2014
12	Mr. Gopal Singh Soni	Laboratory Technician	26.12.2014
13	Ms. Sona Rani	Junior Technical Assistant	26.12.2014
14	Mr Ashvani Kumar	Junior Technical Assistant	26.12.2014
15	Mr. Rajesh Tiwari	Junior Technical Assistant	26.12.2014
16	Mr. Yadvinder Singh Sodhi	Junior Technical Assistant	26.12.2014
17	Mrs. Gagandeep Kaur	Junior Technical Assistant	26.12.2014
18	Mr. Mandeep Singh	Junior Technical Assistant	26.12.2014
19	Mr. Ram Kumar	Data Entry Operator	26.12.2014
20	Mr. Shiv Singh	Kitchen Attendant	26.12.2014
21	Mrs. Simerpreet Kaur	Library Trainee	26.12.2014
22	Ms. Mamta Rani	Library Trainee	26.12.2014
23	Mr. Sukhpinder Singh	Data Entry Operator	31.12.2014
24	Mrs. Karamjit Kaur	Data Entry Operator	06.01.2015
25	Mr. Parminder Singh	Helper	07.01.2015
26	Mr. Lakhvir Singh	Driver	08.01.2015

(2) The Selection Committee for appointment to the posts specified in Column 1 of the Table below shall consist of the Vice-Chancellor, a nominee of the Visitor and the persons specified in the corresponding entry in Column 2 of the said Table:

TABLE

1	2
Professor	(i) The Dean of the School. (ii) The Head of the Department, if he is a Professor. (iii) Three persons not in the service of the University, nominated by the Executive Council, out of a panel of names recommended by the Academic Council for their special knowledge of, or interest in, the subject with which the Professor will be concerned.
Associate Professor/ Assistant Professor	(i) The Head of the Department. (ii) One Professor nominated by the Vice-Chancellor. (iii) Two persons not in the service of the University, nominated by the Executive Council, out of a panel of names recommended by the Academic Council for their special knowledge of, or interest in, the subject with which the Associate Professor or Assistant Professor will be concerned.
Registrar/Finance Officer/ Controller of Examinations	(i) Two members of the Executive Council nominated by it. (ii) One person not in the service of the University nominated by the Executive Council.
Librarian	(i) Two persons not in the service of the University who have special knowledge of the subject of the Library Science or Library Administration nominated by the Executive Council. (ii) One person not in the service of the University nominated by the Executive Council.
Principal of College or Institution maintained by the University	Three persons not in the service of the University of whom two shall be nominated by the Executive Council and one by the Academic Council for their special knowledge of, or interest in, a subject in which instruction is being provided by the College or Institution.

Note 1. — Where the appointment is being made for an inter-disciplinary project, the head of the project shall be deemed to be the Head of the Department concerned.

Note 2. — The Professor to be nominated by the Vice-Chancellor shall be a Professor concerned with the speciality for which the selection is being made and the Vice-Chancellor shall consult the Head of the Department and the Dean of School before nominating the Professor.

(3) The Vice-Chancellor, or in his absence the Pro-Vice-Chancellor, shall convene and preside at the meeting of the Selection Committee:

Assistant Professor/Associate Professor/Professor

	Criteria	Assistant Prof.	Associate Prof.	Prof.
	Qualification	Minimum qualification as per UGC 2010 regulations and amendments		
	Minimum API score		Consolidated API score of 300 points from Category III of API	Consolidated API score of 400 points from Category III of API
A	Academic record	Marks	Marks	Marks
1.	First Division UG	1	1	1
2.	PG Maximum Marks	4	4	4
	a. First Division PG	1	1	1
	b. If above 70% in PG	2	2	2
	c. If above 80% in PG	3	3	3
	d. University Topper in PG	+1	+1	+1
3.	Ph.D with course work/Ph.D with M.Phil/Ph.D. with M.Tech/Ph.D. with Pharm/Ph.D. with NET or Equivalent	10	10	10
4.	UGC/CSIR/ICAR/GPAT/GATE/ICMR/Equivalent at national level	3	3	3
	a. NET-LS	1	1	1
	b. NET-JRF/Equivalent	+2	+2	+2
5.	Medal State/National level Maximum Marks	2	2	2
	a. State level	1/medal	0.5/medal	0.5/medal
	b. National Level	2/medal	1/medal	1/medal
	Total Marks - A	20	20	20
B	Experience and Research Performance	Marks	Marks	Marks
6.	Teaching/research Experience after Ph.D.	7	3	3
	a. Post-Graduation teaching Experience reflecting research	1/Year	1/Year	1/Year
	b. Research experience after Ph.D.	0.75/Year	-----	-----
	c. UG teaching Experience	0.5/Year	-----	-----
	d. PDF abroad/D.S. Kothari/Inspire/ Equivalent after Ph.D. fellowship of Govt./Reputed Agency	1.5/year	-----	-----
7.	Research Publications	7	7 (Beyond 5 Publication)	7 (Beyond 10 Publication)
	a. Paper International Journal indexed in Thomson Reutor	1/paper	1/paper	1/paper
	b. Paper/Book Chapter National Journal indexed and peer reviewed with ISSN/ISBN No.	0.5/paper	0.5/paper	0.5/paper
	c. Books published with ISSN/ISBN No.	2/Book	2/Book	2/Book
8.	Research Projects	4	8	8
	a. Major-Above 5 lakh	4/project	4/project	2/project
	b. Minor- Minor below 5 lakh	1/project	1/project	0.5/project
9.	Patents	2	2 (1 marks/patent)	2 (0.5 marks/patent)
10.	Research Guidance	4	8	8
	a. Ph.D. guidance	2/student	2/student	1/student
	b. M. Phil./M. Pharma/M. Tech./equivalent Guidance as guide/supervisor	1/student	1/student	-----
11.	Research Quality	6	8	8
	a. h-index	2marks/1h-index (Max. marks-4)	1mark/1h-index (Above 3 h-index) (Max. marks-4)	1mark/1h-index (Above 6 h-index) (Max. marks-4)
	b. Citations Unit 10 citations will form 1 unit (excluding self citations)	1marks/1unit (Max. marks-3)	0.5 marks /1unit (Above 100 citations) (Max. marks-4)	0.5 marks/1unit (Above 200 citations) (Max. marks-4)
12.	Seminar/conference/symposia/workshop/training programme etc. organized		Max. marks-2 1 for 1 day programme and 2 for more than 1 day	Max. marks-2 0.5 for 1 day programme and 1 for more than 1 day
13.	Peer recognition (Fellowship of National/international organizations, editor of national/International journals/ Significant contribution in work place developmental Activities)		Max. 2 marks (2 for each)	Max. 2 marks (1 each)
	Total Marks - B	30	40	40
	Grand Total - A+B	50	60	60

* Academic record. ** Research performance. PG-Post Graduation. UG-Under Graduation

No. of candidates to be called- 15 for 1 post and additional 5 for each subsequent post