

PART II AGENDA PAPERS FOR THE SEVENTYFIFTH MEETING OF THE EXECUTIVE COUNCIL

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Item No.3- RATIFICATION OF ACTION TAKEN BY THE VICE-CHANCELLOR-^{3:2(1)}

- (ii) Merit Promotion Scheme:-
Cases of Dr.D.R.Syiemlieh,Dr.
S.C.Daniel,Dr.M.S.Padma,Dr.
P.K.Gupta.

The Executive Council in its 74th meeting vide resolution No.EC:74:92:06:2(xiiv) RESOLVED to grant promotion to Dr.P.K.Saikia under the Merit Promotion Scheme with effect from 1.1.85.

The case of Dr.P.K.Saikia was put up before the Executive Council on the analogy of the decision arrived at and approved by the Vice-Chancellor in the case of Dr.D.R.Syiemlieh,Dr.S.C.Daniel and Dr.C.L.Imchen.

In the agenda note while submitting the case of Dr.Saikia ratification of the Executive Council was also sought on the action taken by the office in the case of Dr.D.R.Syiemlieh,Dr.S.C.Daniel and Dr.C.L.Imchen. Dr.M.S.Padma, Dr.P.K.Gupta as ordered by the Vice-Chancellor.

However, in the minutes, it is seen that the Executive Council has approved only the promotion case of Dr.Saikia with effect from 1.1.85, whereas, nothing is mentioned regarding the other cases.

The decision and action taken in the case of Dr.D.R.Syiemlieh Dr.S.C.Daniel, Dr.C.L.Imchen, Dr.M.S.Padma & Dr.P.K.Gupta are as approved at Annexure 'A'.

The matter is placed before the Council for consideration and ratification.

As desired by the Vice-Chancellor, I heard the grievances of the following 3 (three) teachers in person and discussed the cases indicating to them the instructions of the Govt. of India/UGC, the decision of the Executive Council and the rules governing the MPS cases.

1. Dr. Jagat Pal,
2. Dr. S.C. Daniel,
3. Dr. C.L. Imchen.

Dr. Jagat Pal: He was appointed as Reader with effect from 20.9.88 on the recommendation of the regular Selection Committee. He desired to be considered under MPS. The Executive Council in its 71st meeting held on 18.3.91 decided the eligibility for appointment under MPS as 31.7.86. The NEHUTA also desired that the decision of the Executive Council may be implemented. I, therefore, recommend that the benefit of MPS promotion may be given to Dr. Jagat Pal with effect from 31.7.86.

Dr. S.C. Daniel: The Executive Council in its 71st meeting held on 18.3.91 decided the date of eligibility under MPS as 16.8.87. This decision of the Executive Council is duly implemented by the office. However, Dr. Daniel submitted a representation to review the case and to take into consideration his long years of service of 12 years in Union Christian College since 20.9.68 and the date on which he joined in NEHU on 7.10.80. Though Dr. Daniel completed 8 years of his services in 1976, the Merit Promotion Scheme came into effect only in 1983. There is also a requirement that a teacher must have served in the University for a minimum of 4 (four) years. Dr. Daniel as such, completed his four years of service in the University on 6.10.84 and he became due for consideration under MPS from 7.10.84. This benefit was not earlier extended to him because he submitted his application only on 8.7.87, which is after the cut-off date. The fact remains that the Executive Council found him eligible for consideration under MPS before the cut-off date, which was actually 7.10.84. Probably he was given the benefit from 16.6.87 by way of a penalty for his late submission of application. In view of the position that he was actually eligible from 7.10.84 and in the cases of teachers of the University the promotion under MPS was given from the date of eligibility, the case of Dr. Daniel may also be considered from 7.10.84.

Dr. C.L. Imchen: The Executive Council in its 71st meeting held on 18.3.91 resolved that Dr. C.L. Imchen may be promoted under MPS with effect from 22.9.87. This date is actually after the cut-off date of 17.6.87. As per the instructions of the Govt. of India/UGC, this would have been difficult to implement. 22.9.87 is the date of submission of the Thesis by Dr. Imchen, who actually obtained his Ph.D in 1980. However, came across some cases where the Executive Council took the decision to pro-

mote the teachers under MPS after the cut-off date. One such case is Dr(Mrs) M.S.Padma who completed 8 years of service on 11.2.88. Another case is Dr.P.K.Gupta, who completed 8 years of service on 8.2.88 and was promoted t-o Reader from that . date under MPS. Dr.Imchen's eligibility under MPS, as per the Executive Council's resolution is 22.9.87, which is much earlier than 8.2.88 and 11.2.88. The decision of the Executive Council may therefore be implemented.

In the case of Dr(Mrs) M.S.Padma, the Executive Council had decided tha-t she may be appointed as Professor in the MPS under Replacement Scale of Rs.4500-5700/-, probably because the promotion was given after the cut-off date. Dr.P.K.Gupta was also given the Replacement scale of Rs.3000-5000/-. In all other cases the University has given the regular scale of pay of Rs.4500-7300/- to Professors and Rs.3700-5700/- in the case of Readers. It may be considered whether the above 3 cases of Dr.Jagat Pal, Dr.Daniel, Dr.C.L.Imchen may be given the regular scale of pay of Rs.3700-5700/-. If this is agreed to, Dr(Mrs)M.S Padma and Dr.P.K.Gupta may also be given the regular scale admissible under the Revised Scales of pay.

Sd/-
R.G.Michael
7.9.91.

I agree. These may be implemented forthwith and conveyed to the concerned teachers as NEHUTA tomorrow. Let us hope that this is the last list, including that of Dr.Vijay Kumar, whose case was not mentioned ab ove.

Sd/-
Iqbal Narain
7.9.91.

- (iii) Appointment of Lecturers (ad hoc) in various Departments of Pachhunga University College, Aizawl.

On the recommendation of the Local Selection Committee the following teachers have been appointed as Lecturers in the departments shown against them in the Pachhunga University College, Aizawl, on ad hoc basis for a period of six months against regular/leave vacancies as under :-

<u>Name of appointees</u>	<u>Departments</u>	<u>Date of joining</u>
1. Shri R.K.Pyari Gopal Singh	Commerce -	3-6-91 (extended for 6 months w.e.f. 4-12-91).
2. Shri M.Gopana Swamy	Commerce -	7-6-91 (extended for 6 months w.e.f. 8-12-91)
3. Shri Oresta Rosanga	History -	30-5-91.
4. Shri Lalbiakthiang- hlina	History -	30-5-91.
5. Shri Uttam Kr.Sahoo -	Botany -	17-6-91 (extended for 6 months w.e.f. 18-12-91)
6. Shri K.Laldailova	- Economics -	14-8-91.
7. Dr.M.Mohan Singh	- Mathematics -	23-9-91.
8. Shri Rama Sarmah	- Geography -	14-8-91.
9. Shri Ngursangliana Sailo.	- English -	1-6-91
10. Ms. Rebecca Lalrin tluangi	- English -	8-11-91.
11. Shri.Lalnghenga	- English -	18-11-91.

The matter is placed before the Executive Council for ratification.

...

Item No. DEFERRED ITEMS :

2(i) Constitution of the Medical Board.

On the agenda note regarding constitution of a Medical Board of the University (Annexure A.), the EC at its meeting held on 9.2.92 has passed the resolution vide its minute vide EC:74:92:06:6(i) - " The Council was informed that the names of the specialist proposed for composition of the Medical Board are not from amongst the Govt. authorised Medical Attendants. The council, deferred consideration of the matter and desired that the proposal may be reviewed ^{in accordance} with the CSMA rules. The case may be placed before the next meeting for consideration."

The CSMA rules have been consulted but there is no specific rule prescribed for constitution of the Medical Board. The specialist listed in the previous note are all recognised by the University for referrals and re-imbusement purposes and are actually working in the Hospitals which are recognised by the University for in-patient treatment.

The matter is, therefore, resubmitted for EC's consideration and approval.

Agenda note for consideration of the E.C.

Item No.: Constitution of a Medical Board of the University.

The Executive Council, at its 68th Meeting held on 30th March, 1990, vide Resolution No. EC:68:90:6:06 (ix), had approved "The proposal for constitution of a Medical Board of the University. The Medical Board, among others, will include experts or specialists from the Medical Colleges in the Region. The V.C. will constitute the Board in consultation with experts in the field".

In this connection, it is pointed out that there is no Medical College under the jurisdiction of NEHU. However, in pursuance of the above resolution, the Principals of Guwahati, Dibrugarh, Imphal and Silchar Medical Colleges were approached for furnishing the panel of 5 names of experts/specialists for the purpose. Only 2 Colleges had responded to our request inspite of repeated reminders. The Medical Officer incharge Health Clinic of this University was also consulted for comments and suggestions. It was felt that the basic idea in constituting the Medical Board by the University is to save time and to make it more convenient for the authorities and the employees of the University. If experts/specialists from far-off places like Imphal and Silchar are to be called to form a Medical Board, it would defeat the very purpose of constituting the Medical Board in question as in case experts/specialists are included from outside the State, protracted correspondences will have to be made with them asking for a convenient date for convening the meeting of the Medical Board especially if their

dates do not tally and consequently suitable reference would have to be made to them again and again. Moreover DA/TA would also have to be paid to them. Hence the Medical Officer Incharge Health Centre of this University keenly felt that this proposed arrangement is more time consuming and expensive as well.

The Medical Officer has suggested that since a good number of specialists are available in Shillong from among whom 3 or 4 specialists could be invited along with all the 5 Medical Officers of this University available in Shillong, Medziphema and Aizawl, to form the Medical Board. She has further suggested to have a Physician, a Surgeon and a Psychiatrist in the Board along with the Medical Officers of this University. According to the Medical Officer, the Medical Board could be constituted with the following :-

- 1) All the 5 (five) University Medical Officers.
- 2) Physician :- Dr(Sr) Aquinas, M.D. of Nazareth Hospital, Shillong.
or Dr. J.L. Sailo, M.D. of K.J.P. Hospital, Shillong.
- 3) Surgeon :- Dr. G. Ryngad, M.S. of Nazareth Hospital, Shillong.
or Dr. P. Lamare, M.S. of K.J.P. Hospital, Shillong.
- 4) Psychiatrist:- Dr. S. Syiem, M.D. Sancare Hospital, Mawroh, Mawlai, Shillong.

In addition, if any other specialists from whom opinion is required, that particular specialist could be taken as a co-opted Member if and when necessary.

The above comments and suggestions of the Medical Officer was brought to the notice of the V.C. and consequently it was decided that the entire matter be placed before the next meeting of the Executive Council for reconsideration.

Item No. 6- ADMINISTRATIVE MATTERS- 6:1:1(1)

6:1- Selection Committee-

(i) Selection Committee recommendations.

The recommendations of the Selection Committee for placement of Lecturers in the Senior Scale/Selection Grade and for promotion to the post of Reader under Career Advancement Scheme are placed before the Council for consideration and approval . The recommendations will be tabled by the Chair.

- (ii) Recommendation made by Selection Committee for appointment of Lecturers in various depts of the University and Pachhunga University College, Aizawl. - Visitor's approval thereof.

The Executive Council in its 69th meeting held on 28.6.90 RESOLVED to approve the recommendations of the Selection Committees for appointment of Lecturers in various depts. of the University and P.U. College as under:

Academic Staff College	- Lecturer	-	1. Dr. D.Choudhury.
			2. Dr(Ms)Rupa Nylla Hooroo.
Deptt. of Botany	$\frac{3}{4}$ -do-	-	1. Dr.N.Venugopal.
	-do-(PUC)	-	1. Dr(Ms)Papiya Ramanujam.
Deptt. of Zoology	-do-(PUC)	-	1. Dr.D.Choudhury.
		-	2. Dr.Anand Shankar Dixit.
		-	3. Dr.S.Chattopadhyay.
		-	4. Ms.Arпита Mal.
Deptt. of Chemistry	-do-Leave vacancy	-	1.Dr.S.M.Sing with five addml. increments.
	-do-(PUC)	-	1. Mr.Akhilesh Kr.Gupta.
Deptt. of Mathematics	-do-(PUC)	-	1. Mr.Srinivas Vedanabhatla.
Deptt. of Pol.Science	-do-	-	1. Sh.A.K.Acharya.
		-	2. Dr.Jag pal Singh.
		-	3. Sh.P.K.Debbarma.
			Waiting list:
			Dr.V.Venkatesan.
Deptt. of Economics	-do-(PUC)	-	1. Ms.M.Z.Khianote.
		-	2. Mr.D.K.Ray(on adhoc)
Deptt. of Psychology	-do-(PUC)	-	1. Dr.Ravindra Nathrai.
			Waiting List:
			Mr.Gyanendra P.Sing.

On the order of the then Vice-Chancellor, the offer letters were sent to the following candidates as per availability of posts, on 12.7.90.

1. Dr.Dhrupad Choudhury	Lecturer	-	Academic Staff College & Zoology (P.U.C)
2. Dr.N.Venugopal	-do-	-	Botany(S)
3. Dr(Ms) P.Ramanujam	-do-	-	Botany (PUC)
4. Dr.A.S.Dixit	-do-	-	Zoology (PUC)
5. Dr.A.K.Gupta	-do-	-	Chemistry (PUC)
6. Sh.S.Vendabhatta	-do-	-	Mathematics (PUC)

Sent.P/2.

7.	Dr. S.M. Singh	-	Lecturer	-	Chemistry (S) Leave Vacancy
8.	Sh. A.K. Acharya	-	-do-	-	Pol. Science (S)
9.	Dr. Jag Pal Singh	-	-do-	-	-do-
10.	Dr. P.K. Debberma	-	-do-	-	-do-
11.	Ms. M.Z. Khiangte	-	-do-	-	Economics (PUC)
12.	Dr. Ravindra Nathrai	-	-do-	-	Psychology (PUC)

There were two cases in which the 69th Executive Council did not approve the recommendation of the Selection Committee i.e. the case of Dr. Vanlalghak for Lecturer in Philosophy(S) and Dr. N.J. Deb for Lecturer in Mathematics(S). The Executive Council decision is as under:

"The Council RESOLVED to defer consideration of the recommendation of the Selection Committee for positions in the Deptt. of Mathematics and Philosophy as the persons had less than 55% marks. The Vice-Chancellor was asked to consult the UGC and then act in this regard".

The above two cases were referred to the UGC and the Ministry of Human Resource Development by the then Vice-Chancellor as per letter at Annexure-A

The UGC by its letter at Annexure-B informed that "The University may like to consider the cases of lecturers in question in the light of the instructions contained in letter No F.4-12/86(NET) dated 14.6.90.

The UGC letter dated 14.6.90 may be seen at Annexure-C which again refers to their letter dated 13.6.83 which may be seen at Annexure-D which provides the qualification for lecturers as follows:

- (a) A Doctorate's degree or research work of an equally high standard; and
- (b) Good Academic record with at least Second Class (C in the 7 point scale) Master's degree in a relevant subject;

As per above mentioned UGC reply, both Dr. Vanlalghak and Dr. B.J. Deb fulfills the requisite qualifications.

Also, the reply of the Ministry in this regard may be seen at Annexure-E in which the Ministry stated "It is for the Selection Committee and the University concerned to take a final decision in marginal cases where they feel that the candidates is otherwise academically exceptional".

In view of the letters of the Ministry and UGC the two cases could have been decided. However, since the Executive Council deferred consideration in its 69th meeting the matter is now placed before the Council for its consideration.

Further, the then Vice-Chancellor on 1.8.90 ordered that all the offer letters issued to the above mentioned 12 candidates be deferred and to direct them not to join.

Before the letter directing them not to join could be issued, out of the 12 candidates, the following had already joined:

					<u>DATE OF JOINING</u>
1.	Dr. Chrupad Choudhury (since resigned)	=			12.7.90
2.	Dr. P.K. Debbarma	-	-	-	12.7.90
3.	Shri A.K. Gupta	-	-	-	3.8.90
4.	Ms. M.Z. Khiantge	-	-	-	12.7.90
5.	Dr. A.S. Dixit	-	-	-	6.8.90
6.	Dr. R. Nathrai	-	-	-	18-8-90.

The other candidates also have accepted the offer but they could not join as yet because of the letter directing them not to join.

The matter was referred to the Visitor for his consideration and decision vide letter at Annexure-F wherein it was stated that the University proposed to readvertise the posts incorporating the prescribed qualifications correctly to provide an opportunity to a wider range of candidates.

The letter of the Ministry of Human Resource Development dated 12.3.92 conveying the decision of the Visitor is placed at Annexure-G

The Visitor upheld the recommendation of the Selection Committees made in April 1990 and as such all the candidates may have to be allowed to join.

A point may, however, be raised whether the recommendation of the Selection Committee made in April 1990 may still be valid. In this case the Selection Committee recommendations were approved by the Executive Council and offers letters were issued to the candidates. But they were not allowed to join when they wanted to do so. And if they were not allowed to join now the decision of the Visitor will have no meaning.

The matter is placed before the Council for consideration.

6:1:2(4)

NORTH-EASTERN HILL UNIVERSITY
LOWER LACHUMIERE, SHILLONG,
793001(Meghalaya)

Iqbal Narain
Vice-Chancellor

D.O.No.NEHU/VCF/53-1/92-1564

July 11, 1990.

Dear Shri Anil Bordia,

I am sending herewith a copy of a letter which I have addressed to Prof.S.K.Khanna, Vice-Chairman, UGC for your information. An early reply from Prof.Khanna will help me.

With kind regards and best wishes,

Yours sincerely,

Sd/-

(Iqbal Narain)

Shri Anil Bordia,
Secretary,
Government of India,
Ministry of Human Resource
Development,
(Department of Education)
Shastri Bhavan, New Delhi.

Encl. aa

Copy to OSD for his kind information.

NORTH-EASTERN HILL UNIVERSITY

SHILLONG

Iqbal Narain
Vice-Chancellor

D.O.No.NEHU/VCF 55-1/90-1563

July 11, 1990.

Dear Prof.Khanna,

I am writing to you in pursuance of a decision of the Executive Council of this University to refer to the UGC for their advice, two cases concerning selection of Lecturers in the University. The cases as follows:

Case I

The Selection Committee recommended Dr.Vanlalnghak for appointment as Lecturer in the Department of Philosophy here, but some members of the Executive Council, when the matter was placed before it for approval, raised the point that Dr.Vanlalnghak had 54.25% marks in his Master's examinations, thus falling short of the UGC norm by 0.75%. It was, however, also pointed out that, although the UGC guidelines mention 55% marks at the Master's examination as the minimum eligibility qualification for lecturership, these guidelines are silent about the status of this condition in the event of a candidate also having a higher degree such as the Ph.D. The Executive Council, therefore, decided to defer a decision on the matter until the Vice-Chancellor sought and received a clarification from the UGC. The relevant facts of this case are as follows:

- i) Dr.Vanlalnghak's candidature was accepted by Screening Committee, set up in accordance with the provisions of the relevant Ordinance of this University, on the grounds that (a) his marks fell short of the UGC requirement only by 0.75%; (b) members of the Screening Committee were convinced of his academic competence (he had taken his M.A. degree from this University); (c) he belongs to the Scheduled Tribes and to the North-East; and (d) he had a Ph.D. from an Institute of unquestioned excellence (IIT, Kanpur) from which he had also received a research fellowship.
- ii) The Selection Committee which interviewed Dr.Vanlalnghak along with other candidates were unanimous in their view that his performance was definitely superior to that of the other candidates and this is why they recommended him for the position, although his M.A. marks fell short of the UGC norm by 0.75%.
- iii) As Chairman of the Selection Committee I vouch for the fairness of the recommendation. For your information the other members of the Selection Committee were: Professor D.S.Valla as Visitors nominee; Professor Daya Krishna, Professor S.Sundararajan and Professor Mahini Mullik as the subject experts; Professor R.G.Michael as the Pro-Vice-Chancellor and Professor S.Miri as the Head of the Deptt. concerned.

contd.F/2.

In view of the above I would be most grateful if you would be good enough kindly to clarify at your earliest convenience if we would go ahead with the appointment of Dr. Vanlalnghak.

Case II

Similarly, it was decided to downgrade the post of a Reader in Mathematics to a Lecturership. The Selection Committee consisting of the following Prof. Iqbal Narain, Prof. R.G. Michael, Dr. V. Kumar, Prof. B. Nayar (Visitor's Nominee), Prof. A.R. Shastri, which, again decided to appoint Dr. Nirmal Jyoti Deb against the post of a Lecturer with two increments. It felt sure that, while his candidature was a shade above that of a Lecturership and hence, the two increments it was not suitable for the post of a Reader. As chance would have it, though the candidate has a Ph.D degree with some publications and about twenty years teaching experience, his marks at the M.A level were only a shade a little above 54%. The Executive Council would again like to have the opinion of the UGC on the issue of marks at the MA level because he has been appointed as a lecturer, though as a Reader the UGC would not like to insist on 55% marks at the MA level if he has other compensatory achievements in terms of a Ph.D., publications, experience etc. He has all these but unfortunately he is now to be appointed as a lecturer and, as such, according to UGC guidelines there is the insistence of the Executive Council on his getting 55% marks at the MA level.

I have been authorised to decide these two cases in the light of the advice of the UGC in the matter. You, are, therefore, requested very kindly to expedite your opinion in the matter and oblige.

With kind regards and best wishes,

Yours sincerely,

Sd/-

(Iqbal Narain)

Prof. S.K. Khanna,
Vice-Chairman,
University Grants Commission,
Bahadur Shah Zafar Marg,
New Delhi - 110002.

Copy to OSD for information.

6:1:2(7)

ANNEXURE - 'B'

Dr. P.H.S.Rao
Joint Secretary

University Grants Commission
Bahadur Shah Zafar Marg
New Delhi - 110002.

D.O.No.F.1-10/90(CPP)

Dated 25Feb.1991.

Dear Prof. Iqbal Narain,

Kindly refer to your letter No. NEHU-VCF/53-1/90-1633 dated 27th July, 1990 regarding relaxation in the qualifying marks from 55% to 50% for appointment of Lecturers.

The Commission has taken up the matter with the Govt. of India in this behalf and the reply is awaited. I shall write to you as soon as a decision is taken.

Your kind attention is invited to our letter No. F.4-12/86 (NET) dated 14th June, 1990 (copy enclosed for ready reference). The University may like to consider the cases of lecturers in question in the light of the instructions contained in this letter referred to above.

With warm regards,

Yours sincerely,

Sd/-

(P.H.S.Rao)

Prof. Iqbal Narain,
Vice-Chancellor,
North-Eastern Hill University,
Shillong - 793001.

6:1:2(8)

UNIVERSITY GRANTS COMMISSION
BAHADUR SHAH ZAFAR MARG
NEW DELHI

P.L.MALLICK
DEPUTY SECRETARY

D.O.No.F.4-12/86(NET).

June, 1990.

Dear Registrar,

This is in continuation of our Circular No.F.4-12/86(NET) dated 30th January, 1990 (copy enclosed) wherein it has been stated that the University/College shall appoint lecturers from only out of those who have qualified National Test and other similar test accredited by the University Grants Commission and the minimum eligibility condition for the tests to be conducted by the UGC and CSIR will be the same as contained in the Government of India Notification for revised pay scales dated 22nd July, 1988. The Commission had exempted all those candidates who have already done M.Phil and Ph.D for appearing in the eligibility test to be conducted by UGC/CSIR for recruitment as Lecturer - December, 1990 and December, 1992 for M.Phil and Ph.D respectively. It is clarified that in the case of such exempted candidates, the previously existing regulations as notified by the UGC vide F.1-93/74(CPP) dated 13/6/1983 for minimum qualifications for appointment as Lecturer for Universities and Colleges may be applicable.

With regards,

Yours sincerely,

Sd/-

(P.L.Mallick)

6:1:2(9)

UNIVERSITY GRANTS COMMISSION

BAHADUR SHAH ZAFAR MARG

NEW DELHI - 110002.

F.1-93/74(CP)Part(v)

Dated 13 June 1983.

To,
 The Registrar,
 North Eastern Hill University
 P.O. Lower Lachumiere,
 Shillong.

Sub:- Regulations under Section 26(i)(e) of the UGC Act defining the qualifications that should ordinarily be required of any person to be appointed to the teaching staff of the University.

Sir, I am directed to say that in exercise of the powers conferred by clause (e) of sub-section 1 of Section 26 read with section 14 of the University Grants Commission Act, 1956(3 of 1956), the University Grants Commission has since framed regulations defining the qualifications that should ordinarily be required of any person to be appointed to the teaching staff of the University. A copy of the Regulations framed by the Commission in this regard is enclosed. The University is requested to adopt the Regulations in the Statutes/Ordinances as may be considered necessary.

These Regulations would come into effect from 1st July 1983..

I am further to say that failure of the University to comply with the above Regulations would attract the provisions contained in Section 14 of the UGC Act which is re-produced below:-

"If any University fails within a reasonable time to comply with any xxxxx Recommendation made by the Commission under Section 12 or Section 13 or contravenes the provisions of any rules made under clause(f) or clause(g) of sub-section(2) or Section 25, or of any regulation made under clause (e) or clause (f) or clause (g) of section 26, the Commission, after taking into consideration the cause, if any, shown by the University for such failure or contravention with such recommendation, may withhold from the University the grant proposed to be made out of the Fund of the Commission.

.....2/-

UNIVERSITY GRANTS COMMISSION

Minimum qualifications for appointment to the posts of Professors and Readers in the Faculties of Arts, Science, Social Sciences, Commerce and Management Studies.

.....

PROFESSOR

An eminent scholar with published work of high quality actively engaged in research. About ten years experience of teaching and/or research. Experience of guiding research at doctoral level.

OR

An outstanding scholar with established reputation who has made significant contribution to knowledge.

READER

Good Academic record with a doctoral degree or equivalent published work. Evidence of being actively engaged in (i) research or (ii) innovation in teaching methods or (iii) production of teaching materials.

About five years experience of teaching and/or research provided that at least three or these years were as Lecturer or in an equivalent position.

This condition may be relaxed in the case of candidates with outstanding record of Teaching/Research.

EXPLANATION

For determining "good academic record" the following criteria shall be adopted

UNIVERSITY READER:

- (i) A candidate holding a Ph.D degree should possess atleast a second class Master's degree; or
- (ii) A candidate without a Ph.D degree should possess a high second class Master's degree and second class in the Bachelor's degree;
- (iii) A candidate not possessing Ph.D degree but possessing second class Master's degree should have obtained first class in the Bachelor's degree.

Schedule -II(See Regulation - 2)

Minimum qualifications prescribed for appointment to
the post of Lecturers.

UNIVERSITY LECTURERS:

- (a) A Doctorate's degree or research work of an equally high standard; and
- (b) Good academic record with at least second class (C in the seven point scale) Master's degree in a relevant subject from an Indian University or an equivalent degree from a foreign University.

Having regard to the need for developing interdisciplinary programmes, the degrees in (a) and (b) above may be in a relevant subjects.

Provided that if the selection committee is of the view that the research work of a candidate as evident either from his thesis or from his published work is of very high standard, it may relax any of qualifications prescribed in (b) above.

Provided further that if a candidate possessing a Doctor's degree or equivalent research work is not available is not considered suitable, a person possessing good academic record, (weightage being given to M.Phil or equivalent degree or research work of quality) may be appointed provided he has done research work for at least two years or has practical experience in a research laboratory/organisation on the condition that he will have to obtain a Doctor's degree or give evidence of of research of high standard within eight years of his appointment, failing which he will not be able to earn future increments until he fulfils these requirements.

COLLEGE LECTURERS:

- (a) An M.Phil degree or a recognised degree beyond the Master's level or published work indicating the capacity of a candidate for independent research work; and
- (b) Good academic record with at least second class (C in the seven point scale) Master's degree in a relevant subject from an Indian University or equivalent degree from a foreign University.

Provided that if the Selection Committee is of the view that the research work of a candidate as evident either from his thesis or from his published work is of a very high standard, it may relax any of the qualifications prescribed in (b) above.

Provided further that if a candidate possessing the qualifications as at (a) above is not available or not considered suitable, the College on the recommendation of the Selection Committee may appoint a person possessing a good academic record on the condition that he will have to obtain an M.Phil degree or a recognised degree beyond the Master's level within eight years of his appointment failing which he will not be able to earn future increments till he obtains that degree or gives evidence of equivalent published work of high standard.

EXPLANATION:

For determining "good academic record" the following criteria shall be adopted.

UNIVERSITY LECTURERS:

- (i) A candidate holding a Ph.D degree should possess at least a second class Master's degree; or
- (ii) A candidate without a Ph.D degree should possess a high second class Master's degree and second class in the Bachelor's degree; or
- (iii) A candidate not possessing Ph.D degree but possessing second class Master's degree should have obtained first class in the Bachelor's degree.

COLLEGE LECTURERS:

- (i) A candidate holding an M.Phil degree or a recognised degree beyond the Master's level should possess at least a second class Master's degree; or

Schedule - II (Sec. 10(1)(a))

- (ii) A candidate not holding an M.Phil degree or a recognised degree beyond the Master's level should possess a high second class Master's degree and a second class in first degree (B.A./B.Sc./B.Com.) examination; or
- (iii) A candidate not holding an M.Phil. or a recognised degree beyond a Master's level, but possessing a second class Master's degree should have obtained a first class degree (B.A./B.Sc./B.Com.) examination.

2

2. Persons having secured marks more than the mid point of the prescribed minimum marks for passing an examination in the second division and the prescribed minimum marks for passing an examination in the first division by a University shall be deemed to have passed that examination in the high second class.

SHAH

COLLEGE LECTURERS

- (a) An M.Phil. degree or a recognised degree beyond the Master's level or published work indicating the capacity of a candidate for independent research work; and
- (b) Good academic record with at least second class (I in the second part scale) Master's degree in a relevant subject from an Indian University or equivalent degree from a foreign University.

EXAMINATION

UNIVERSITY LECTURERS

- (i) A candidate holding a Ph.D. degree should possess at least a second class Master's degree or
- (ii) A candidate without a Ph.D. degree should possess a high second class Master's degree and second class in the Bachelor's degree or
- (iii) A candidate not possessing Ph.D. degree but possessing second class Master's degree should have obtained first class in the Bachelor's degree.

COLLEGE LECTURERS

- (i) A candidate holding an M.Phil. degree or a recognised degree beyond the Master's level should possess at least a second class Master's degree or

SCHEDULE - III

(See Regulation 2)

Minimum qualifications prescribed for appointment
to the post of Lecturers in Education :

UNIVERSITY LECTURERS:

- (a) A Doctor's degree in Education or research work of an equally high standards; and
- (b) Good academic record with atleast second class (C: in the seven point scale) Master's degree in a relevant subject from an Indian University or an equivalent degree from a foreign University.

OR

- (a) A Doctor's degree in any university discipline or research work of an equally high standard; and
- (b) Good academic record with an M..Phil degree in Education (which may be acquired while in service) from an Indian University or an equivalent degree from a foreign university.

Having regard to the need for developing interdisciplinary programmes, one of the degrees in (a) and (b) above may be in relevant subjects, the other being in Education.

Provided that if the Selection Committee is of the view that the Research work of a candidate as evident either from his thesis or from his published work is of very high standard it may relax any of qualifications prescribed in (b) above.

Provided further that if a candidate possessing a Doctor's degree or equivalent research work is not available or is not considered suitable a person possessing a good academic record (weightage being given to M.Phil or equivalent degree or research work of quality) may be appointed provided he has done research work for atleast two years or has practical experience in research labor/organisation on the condition that he will have to obtain a Doctor's degree or give evidence of research work of equivalent high standard within eight years of his appointment failing which he will not be able to earn future increments until he fulfils these requirements.

COLLEGE LECTURERS:

- (a) An M.Phil degree or a recognised degree beyond the Master's level or published work indicating the capacity of a candidate for independent research work and
- (b) Good academic record with atleast second class (C in the seven point scale) Master's degree in Education and also Master's degree in a relevant subject (10+2 level) from an Indian University or equivalent degree from foreign University.

Provided that if the Selection Committee is of the view that the research work of a candidate as evident either from his thesis or from his published work is of a very high standard, it may relax any of the prescribed qualifications prescribed in (b) above)

Provided further that if the candidate possessing the qualifications as at (a) above is not available or not considered suitable the college on the recommendation of the Selection Committee may appoint a person possessing a good academic record on the condition that he will have to obtain an M.Phil degree or a recognised degree beyond the Master's level within eight years of his appointment, failing which he will not be able to earn future increments till he obtains that degree or gives evidence of equivalent published work of high standard.

EXPLANATION :

For determining "good academic record" the following criteria shall be adopted.

UNIVERSITY LECTURERS:

- (i) Candidate holding a Ph.D degree should possess atleast a second class Master's degree; or
- (ii) A candidate without a Ph.D degree should possess a high second class Master's degree and second class in the Bachelor's degree; or
- (iii) A candidate not possessing Ph.D degree but possessing second class Master's degree should have obtained first class in the Bachelor's degree.

COLLEGE LECTURERS:

- (i) A candidate holding an M.Phil degree or a recognised degree beyond the Master's level should possess atleast a second class Master's degree, or
- (ii) A candidate not holding an M.Phil degree or a recognised degree beyond the Master's level should possess a high second class Master's degree and a second class in first degree (BA/B.Sc./B.Com.) examination; or
- (iii) A candidate not holding an M.Phil or a recognised degree beyond a Master's level, but possessing a second class Master's degree should have obtained a first class in the first degree (BA/B.Sc./B.Com.) examination.

2. Person having secured marks more than the mid point of the prescribed minimum marks for passing an examination in the second division and the prescribed minimum marks for passing an examination in the first division by a university shall be deemed to have passed that examination in the high second class.

SHAH

COLLEGE LECTURERS:

- (a) An M.Phil degree or a recognised degree beyond the Master's level or published work indicating the capacity of a candidate for independent research work and
 - (b) Good academic record with atleast second class (C in the seven point scale) Master's degree in Education and Postgraduate degree in a relevant subject (10+2 level) from an Indian University or equivalent degree from Foreign University.
- Provided that if the Selection Committee is of the view that the research work of a candidate or evidence either from his thesis or from his published work is of a very high standard, it may relax any of the prescribed qualifications prescribed in (a) above.
- Provided further that if the applicant possessing the qualifications as in (a) above is not available or not considered eligible by the college on the recommendation of the Selection Committee may appoint a person possessing a good academic record on the condition that he will have to obtain an M.Phil degree or a recognised degree beyond the M. or a level within eight years of his appointment, failing which he will not be able to earn future increments until he obtains the degree or gives evidence of equivalent published work of high standard.

6:1:2(15)

ANNEXURE 2 'E'

S.G.Mankad
Joint Secretary(U)
Tele : 382587

Ministry of Human Resource Development
Department of Education
Government of India
New Delhi - 110001.

D.O.No.F.1-28/90-U.1

August 20, 1990.

Dear Prof.Iqbal Narain,

This is with reference to your D.O letter No.NEHU/VCP-53-1/90 1563 dated 11th July, addressed to the Education Secretary seeking clarification about minimum qualifications with regard to the selection of two lecturers in the University.

The scheme of revision of pay scales prescribes the minimum qualifications for appointment of Lecturers as 55% marks or its equivalent grade at the Master's level. With reference to the two cases in which clarifications from UGC has been sought we are of the view that it would not be appropriate to issue any general relaxation from Government or UGC and individual cases may be considered by the Selection Committee on the basis of the merits of the candidate. It is for the Selection Committee and the University concerned to take a final decision in the marginal cases where they feel that the candidate is otherwise academically exceptional.

Yours sincerely,

Sd/-

(S.G.Mankad)

Prof.Iqbal Narain,
Vice-Chancellor,
North-Eastern Hill University,
Lower Lachumiere,
Shillong - 793001.

- (iii) Selection Committee Recommendations, for the Deptt. of Khasi and the Centre for Distance Education.

The interviews for the post of a Professor/Reader in the Department of Khasi and a post of Professor in Centre for Distance Education were held on 6.5.92. The recommendations of the Selection Committee will be tabled by the Chair for approval of the Council.

The Recommendation of the Selection Committee for appointment to the post of Professor of Distance Education may, however, be kept in abeyance in view of the fact that the post of Professor of Distance Education as advertised, was created by N.E.H.U. during the residual period of the VII th Plan. This post is one of the 21 posts created by N.E.H.U. in accordance with the report of Prof. Paul Committee, which recommended an allocation of Rs. 15 lakhs for creation of additional posts for Shillong Campus during the residual period of VII th Plan.

Subsequently, there was also some discussion held at Delhi by the former Vice-Chancellor, Prof. Iqbal Narain with the former Chairman of U.G.C., as a result of which Prof. Yashpal (former Chairman) allowed the University to go ahead within the over-all ceiling of Rs. 16 lakhs. But, despite several reminders, the UGC till date, has not accorded its sanction to the creation of these posts. The Commission has not also released any fund for payment of Salary of the 15 teachers who have already been appointed against the 21 posts created.

In the light of the above, the Council may like to keep the recommendation of the Selection Committee for appointment to the Post of Professor, Distance Education in abeyance pending U.G.C's approval .

The matter is placed before the Council for consideration.

- (iv) Views of the external expert Dr. Gopal Iyer on the thesis entitled "Revivalism in Khasi Society" by Dr. H.K. Synrem, Lecturer, Adult and Continuing Education, N.E.H.U.

At the 72nd meeting of the Executive Council held on 29.6.91, the recommendations of the Selection committee's held during April-May '91 for various teaching and non-teaching posts (Group 'A') were placed before the Council for approval. The Council, however, did not open the envelope containing the recommendation of the Selection Committee for the post of Reader in Sociology and it further vide resolution No. E.C:72:91:6:01 (i) resolved as follows :-

"Envelope not opened as the Executive Council decided to verify the claim of a person that as her thesis was interdisciplinary in nature, it was as relevant in Sociology as it was in Philosophy, where it was submitted".

Subsequently, Prof. R. Lalthantluanga, Pro-Vice-Chancellor, Mizoram Campus, who was appointed as Convenor of the Sub-Committee constituted by the 73rd E.C. to look into the procedures and modalities adopted during the Selections held in April-May '91, intimated that the Committee did not consider the representation received from one applicant for the post of Reader in Sociology because the Executive Council, in its 72nd meeting decided to refer the matter to an external expert and University may take necessary steps in this regard.

In view of the above, the thesis entitled "Revivalism in Khasi Society" by Dr. H.K. Synrem (the applicant who had submitted the representation) was forwarded to Prof. K. Gopal Iyer, external expert for his valuable comment.

The report received from Dr. Gopal Iyer and the recommendation of the Selection Committee for the post of Reader in Sociology are placed for consideration of the Council. The report and the recommendation of the Selection Committee will be tabled by the Chair.

- (v) Appointment of Dr.S.K.Mishra, Dr. M.Lalwani as Professors of Economics, Shillong and Dr.(Mrs)M.S. Padma as Professor of Education Shillong.

The Executive Council in its 74th meeting, vide resolution No.EC:74:92:06:1(Vii) dated 9.3.92 resolved that Faculty Selection held in April-May,1991 for the posts of Professor in the Deptt. of Economics, NEHU, Shillong be nullified and the appointment to the post of Professor in the Deptt. of Education, NEHU, Shillong be withdrawn.

The Council, however, resolved that the advice of the Legal Adviser be sought before implementation.

Accordingly, the advice of the Legal Adviser of the University was sought whose opinion is placed at Annexure 'A'

A second legal opinion on the issue was also sought from Shri S.B. Choudhuri, Senior-most Advocate, whose views may be seen at Annexure 'B'.

The matter is placed before the Council for consideration.

Ref. letter No. F.17-137/Estt.II/91-510 dated 1st May '92 from Asstt. Registrar (Estt.II).

After studying the relevant papers, it transpires that an unfortunate event occurred for which the incumbents (Prof. Lalwani, Prof. S.K. Mishra and Prof.(Ms.) M.S. Padma) had no role to play. The advertisement asking candidatures to fill in the vacancies stipulated the required qualifications as laid down in the Regulation -3 of Ordinance OE -5. Then we have three check gates, the screening committee, the selection committee and the Executive Council itself to ascertain if the designate appointees have the requisite qualifications. Needless to say that the purpose of scrutinising the applications by a committee contemplated in Ordinance O.E.-3/R-1 is to primarily ascertain if the applicants have the minimum requisite qualifications, and should the applicants be called for at the interview. Eventually the screening committee recommended the candidature of the incumbents and suggested them to be called for the interview. And then the Selection Committee too, who could have turned down the candidatures of the applicants, recommended for their appointments. And finally the Executive Council, who could have refused to accept the recommendations of the Selection Committee, had accepted the recommendations and duly approved appointment of the incumbents in its 72nd meeting held on 29.6.91. The incumbents were also allowed to join the new assignments, relinquishing their earlier services.

If at this stage they are removed from the service, they are likely to suffer great loss and to move to Court. Since we had had three stages of checking their entitlement and suitability to the position applied and by now appointed, and in all three stages they passed through we have hardly any scope to win over them if they at all move to Court. It is more because in their applications they did not make any fraudulent or coloured statement as regards their qualifications. Even then the screening committee recommended their cases although in prima facie and manifestly there existed deficiency. Then the selection committee too found them suitable, and it is not our case that they exercised any influence or committed fraud. Top of it, the Executive Council itself accepted the recommendation of the Selection Committee at first instance. As such we are estopped from raising the plea that they had not the requisite qualifications abinitio. We have by our actions made them to believe that their deficiencies are being waived and they too acted accordingly by leaving their previous position, have joined with us and continuing with us with their new office for a

considerable long time. There was indeed omission from our part but then we have allowed them to believe that they had the requisite qualifications or we have waived certain criterion, and our apex Court had laid the law as 'estoppel arises when one person by his declaration, omission or act, intentionally caused or permitted another person to believe a thing to be true and to act upon such belief' (AIR.S.C. 1962. page 1471). Here we by our omission continued with resulting them to act and to join in a position where they otherwise could not have been qualified. In the context of the circumstances I am of the opinion that doctrine of estoppel would very much favour the incumbents. In legendary English case of Overtonne Vrs. Bannister, a father created a trust for the benefit of her daughter and entrusted his property to his friend as trustee with specific instruction that unless the daughter attains 21 years of age, the property should not be handed over to her. The daughter at the age of 18-19, represented before her father's friend and the trustee that she has attained the age of 21 years and took all the properties. Then when she indeed attained the age of 21 years, she sued her father's friend, the trustee for breach of trust alleging that the trustee ought to have exercised caution, and should not have released the properties before ascertaining if she really attained the age of 21 years. It was then decided by apex English Court that no one should be allowed to take advantage of own wrong and the daughter who omitted to represent her actual age, was estopped from raising such plea, because the breach of trust culminated from her action of taking the property from the trustee representing before the trustee that she attained 21 years of age, when she actually did not. Thus although the trustee indeed breached the trust as per the written testament of the trust deed, he cannot be sued, as he acted in bonafied believing the actions, omissions and the representations of the beneficiaries.

Here, although the incumbents do not have the requisite qualifications, by our un-intentional omission, we have allowed them to believe or to act, and we are perhaps estopped from raising the real truth that the incumbents do not possess the requisite qualifications.

In my opinion there exists another positive station for the incumbents. We have the convention of making an offer to the designate appointees seeking their option to accept the offer which they may or may not even accept. In these cases they have accepted our offers to constitute a contract. An eminent jurist Anson had described the offer and acceptance, as 'if there is acceptance to an offer, it is like putting a light match-stick in a train of gun-powder', it is sure that an explosion will occur and series of events

will follow, whether one wants these or not. As we stand now, there exists a service contract with the incumbents which is by now concluded.

However, we have defences as well, like 'no estoppel operates against the statutes' and since we have our statutes and regulations prescribing the qualifications etc. for a particular position it was as well duty of the incumbents to ensure if they indeed had the requisite qualifications, that too when such were advertised on which they acted.

Yet applying the rule of equity, the incumbents likely to have better case than that of us.

Lastly, in my opinion we cannot dismiss the incumbents on the plea that they are still in probation. Of course we can dismiss an employee when he is in probation without assigning any reason, yet in the existing circumstances when the E.C. has already adopted resolutions and the minutes of the meetings are already circulated, the incumbents, in the events of their being removed from the service, can approach High Court by Writ petition and can seek to 'remove the veil' and to find out that their removal from service on the exercise of powers applicable on probationers, were indeed to dismiss them because they do not possess the requisite qualifications, and the plea on which otherwise could not have been removed as such. They may also plead that exercise of powers applicable on probationers were rather an eclipse and colourable exercise to cover an omission.

As such I humbly opine that the EC may re-consider the decision.

Legal Adviser

4th May, 1992.

True CopyANNEXURE-'B'

From :- S.B. Choudhuri,
 Advocate,
 Shillong Bar Association.

From the facts as revealed from the precis of the case, it appears that Dr. M. Lalwani alongwith Dr. S.K. Mishra had duly applied for the ^{two} posts of Professor of Economics and Dr (Mrs) M.S. Padma had applied for the post of Professor of Education in response to the two advertisement dated 30-11-90 and 4-2-91.

As per the rules of recruitment, all such applications have to be placed before the Screening Committee for scrutiny and in the instant case all the three applications alongwith others were placed before the Screening Committee, who after going through the bio-data of the three candidates were satisfied as to the requisite qualifications stipulated in the Advertisement and recommended their names for appearing before the Selection Committee for interview.

The Selection Committee after personal interview at their meeting held specifically for this purpose found the three candidates suitable for their respective jobs and submitted their recommendations for appointment of the aforesaid candidates to the Executive Council. The Executive Council after going through all the papers and proceedings of the Selection Committee accepted the recommendation and offers were made to the candidates for joining in the posts as per terms and conditions.

Dr. S.K. Mishra and Dr (Mrs) M.S. Padma had accepted the offer and joined the service with effect from 12th July, 1991.

Similarly, Dr.M.Lalwani had also accepted the offer and was allowed to join the service from 14th August, 1991 and he is holding the post since then.

Now it appears that the Executive Council had a second thought and reviewed the appointment of all the three Professors who had already been working as such.

The Executive Council adopted the Resolution dated 9th March, 1992 where-by they decided to nullify the appointment of Dr S.K. Mishra and Dr.M.Lalwani and withdraw the appointment of Dr (Mrs) M.S. Padma.

From the facts stated above it is clear that the contract for appointment of Dr.S.K.Mishra and Dr.M.Lalwani as Professors of Economics and Dr.(Mrs) M.S.Padma as Professor of Education are concluded contracts in as much as the offers for the post were duly made to the parties as per rules of the University and the said three candidates had already accepted the offer. Moreover all the three candidates were allowed to join their

contd...P/-2.

respective posts which they are holding and performing their duties as Professors of the Departments concerned. There is nothing to show that any valid ground has arisen after they are allowed to join their service justifying the proposed cancellation or withdrawal of the appointments which have already been implemented. Such cancellation or withdrawal after the offer has been accepted and contract had been concluded by joining of the service is not provided in the service rules and is also against the rules of natural justice.

In case the University Executive Council insists on proceeding with the resolution dated 9th March, 1992, they may be guilty of breach of contract if an action is brought by the aggrieved Professors.

In view of all the facts and circumstances mentioned above, I am of the opinion that it will not be wise or legal for the Executive Council to terminate the services of the said three Professors by cancelling or withdrawing their appointments at this stage.

The Screening Committee was supposed to have scrutinised the respective bio-data of the candidates as to whether they fulfilled the required qualifications, which the Committee was supposed to have done before recommending their names for interview. Similarly, the Selection Committee must have verified all necessary papers and documents before recommending their names for appointment.

Lastly, the Executive Council had accepted the recommendations after carefully considering all the facts and circumstances.

Now they cannot make others to suffer for their own mistake, even if there be any.

In brief, I hold that any attempt to cancel or terminate the services of the three Professors will be tantamount to breach of contract and hence illegal and I would recommend that the University should refrain from such action, as otherwise the University may find themselves involved in litigation, the result of which may go against them.

Date: 28th May, 1992.

Sd/- S.B. Chowdhuri
Advocate

6:3- Leave/Deputation -

(iii) Regularisation of leave in respect of
Dr(Mrs)M.Synrem.

In terms of the provisions laid down in the CCA(Leave) Rules and in pursuance of the Executive Council resolution adopted in the 53rd meeting, Dr(Mrs) M.Synrem was granted Study Leave for a period of 2(two) years w.e.f. 21.2.1987 to enable her to pursue study in M.D. (Padiatric) at the Gauhati Medical College.

The Gauhati Medical College however, could not conduct the final examinations after the course was over in two years time and as such Dr(Mrs) M.Synrem had to apply for extension of Study Leave for 6 months w.e.f.22.2.1989. The Executive Council in its 65th meeting RESOLVED to sanction extension of study leave to Dr(Mrs) M.Synrem, Medical Officer for another six months w.e.f. 22.2.89 or till the completion of her final examination.

Dr(Mrs) M.Synrem resumed her duty as Medical Officer on 1st July, 1989 after availing only 4 months 7 days only out of the six months leave granted to her.

Normally as per CCS(Leave) Rules, the maximum period of Study Leave admissible is 24 months or two years only. This provision of the rules for grant of Study Leave for a maximum of 2 years did not seem to have been taken into consideration earlier. The provision of the rule was relaxed earlier in the case of Dr.J.L.Sailo who was granted Study Leave for 3 years as the duration of the course was three years.

Dr(Mrs) M.Synrem, Medical Officer was sponsored by the University for the course and as such it was felt ~~necessary~~ that opportunity should be provided to her to complete the entire course.

The Audit raised the objection for grant of Study Leave for more than the maximum period of 2(two) years without relaxing the rules.

The case is, therefore, submitted to the Council for consideration whether the period of 4 months 7 days may be treated as leave sanctioned by relaxing the provisions of the rules.

6:6- Service condition/Financial and other Benefits -

Counting of past service towards Pension in respect of Professor S.N. Guhathakurta, Professor and Head, Department of Economics, NEHU, Shillong.

Prior to joining NEHU, Professor S.N. Guhathakurta, Department of Economics, was in the service of the M.B.B. College, Agartala, under the Govt. of Tripura, as Lecturer with effect from 13.7.62 to 7.1.75. He joined as Lecturer in NEHU on 9.1.75.

The total amount of G.P.F. accumulated in his previous Service for Rs. 46,142/- alongwith upto-date interest had been deposited by Prof. Guhathakurta in NEHU vide Cheque No.A/328/540951 dt. 26.11.91 pledged in favour of the Finance Officer, NEHU, Shillong. The Pro-rata retirement benefits in respect of his past service had also been remitted by the Principal, M.B.B. College, Agartala to NEHU vide Govt. draft No. 254735 dt.23.8.91 amounting to Rs. 22,564/- and the same has been deposited by Finance Department, NEHU, Shillong into Bank vide R/No. 265 dt. 5.9.91.

Since all the formalities as required under the Rules for transfer of past service had been fulfilled, the matter is placed before the E.C. for consideration to count the past Service of Prof. Guhathakurta as qualifying towards pension.

- (ii) Cadre Structure/pay Scales of Store keepers of Laboratory/Technical based deptt--- Recommendations of Joint Cadre Review Committee thereof.

The subject of this Agenda is on improvement of Cadre Structure vis-a-vis pay scales of the existing Store keepers of Laboratory/Technical bases deptts of this University.

While the Joint Cadre Review Committee of Central Universities which is the competent body to look into the aspects of Cadre management have recommended specific common cadres for different categories of posts and accepted by the Commission, the question of framing a definite cadre for the Store keepers belonging to Lab/Technical deptts have remained isolated which will lead to serious problems of stagnation, if remained unresolved.

The Joint Cadre Review Committee of Central Universities has not been able to recommend any specific cadre due to multifunctional designation and different pay scales of Store keepers prevailing in the Central Universities.

It is therefore apparent that unless rationality in pay scales & designations is ^{not} maintained it is difficult to specify a cadre and prospects of promotion becomes acute. Such unresolved anomalies vitally concerns the existing Store keepers (Technical) of NEHU whose pay scales are comparatively in the lowest core of pay scales (Rs.975-1540/-) than the similar categories of employees of other Central Universities.

The above being the crux of the issue, the Joint Cadre Review Committee of Central Universities with a view to bring rationality framed norms (Annexure-A) and recommended the following options which the Central Universities can exercise keeping in view the workload/nature of Stores & valuation of Stores based on annual recurring grants.

- a) Whether to have a separate cadre structure for Store-keepers of Lab/Technical deptts.
- or
- b) Level of employees to be given charges of Stores from amongst the existing Laboratory personnels viz, Lab Asstts/Technical Asstt/Senior Technical Assistants.

In considerations of the norms (Annexure-A), a Committee was constituted to recommend improvement of pay-scales of the existing Store keepers belonging to Lab/Technical deptts. The Minutes is at Annexure- B.

The recommendations of the Committee are as here under:

- (1) The Mathematics & Geography may be classified under (b) of para 6-3-3- of Joint Cadre Review Committees recommendations (Annexure-A) and other departments may be classified under (d) of para 6-3-3- (Annexure-A)-
- (2) (a) The pay scales of existing Store keepers (technical) who are graduate with sufficient experience may be upgraded in the pay scale of Rs.1640-2900/-
(b) The pay scale of existing Store keepers (technical) who are P.U.(Sc)/Intermediate with experience may be upgraded in the pay scale of Rs.1400-2300/-
(c) The pay scales of existing Store keepers (technical) who are matriculate with experience may be upgraded in the pay scale of Rs.1320-2040/-
- (3) The upgradation of the pay scales will be purely personal and may be effective from 1.4.91.
- (4) The University should explore the possibility of posting suitable personnels to the Lab/Technical based deptts. who are qualified & experience in stores management at the supervisory levels.

The above recommendations of the Committee is placed before the Executive Council for necessary consideration.

6:6:2(3)

EXTRACT FROM PARAS 6.3.3 of P. 26 to 6.3.3. P. 27 of
REPORT OF THE JOINT MEETING OF THE CADRE REVIEW COMMITTEE
OF THE CENTRAL UNIVERSITIES HELD AT THE UNIVERSITY OF
HYDERABAD ,MAY, 29- June 1985

(Annexure -A)

6.3.3 The members of the Committee felt that the norms specified earlier in the report of the Delhi meeting with regard to Technical stores should be modified as follows:

- (a) A junior Laboratory Assistant for stores with the maintenance grant not exceeding Rs 1.00 lakh
- (b) A senior laboratory Assistant for stores above Rs 1.00 lakh and not exceeding Rs 3.00 lakhs.
- (c) A technical Assistant for stores above Rs 3.00 lakhs and not exceeding Rs 6.00 lakhs.
- (d) A Senior technical Assistant for stores above Rs 6.00 lakhs and not exceeding Rs 10.00 lakhs
- (e) A technical /Scientific Officer for stores above Rs 10.00 lakhs

(ANNEXURE -B)

Minutes of the Committee to recommend on Improvement of Cadre Structure and pay-scales of store keepers held at 11.30.am on
19-12-1991

Members Present

1. Dean ,School of Life Science ... Chairman
2. Dean,School of Physical Science....Member
3. Registrar ... -do-
4. Finance Officer ... -do-
5. Head,Deptt. of Botany ... -do-
6. Head,Deptt. of Zoology ... -do-
7. Head,Deptt. of Bio-Chemistry ... -do-
8. Head,Deptt. of Chemistry ... -do-
9. Head,Deptt. of Physics ... -do-
10. Asstt. Registrar,CRC ... -do-

At the outset,the Registrar apprised the members of the purpose of convening the meeting of all the Deans and Heads of lab-based/technical deptts. and explained the present position in the University.

The Committee deliberated upon the aspects of improvement of payscales of existing Store keepers working in the lab-and Technical Deptts.in accordance with the recommendations of Joint-Cadre Review Committee of the Central Universities held at Hydrabad University on May 29- 1 June,'85(Annexure-'A) and resolved as hereunder:

While accepting the norms laid down by Jt.Cadre Review Committee(Annexure-4) with regard to annual recurring grants vis-a-vis entitlement of Store Keepers in different grades of pay-scales

(2) 6:6:2(4)

the Committee recommended the following:-

1. The Mathematics and Geography Deptts. may be classified under (b) of para 6-3-3 of JCRC recommendation and all the other deptts. may be classified under (d) of para 6-3-3- of JCRC recommendation
 - 2.(a) The payscale of existing store keepers who are graduate and have sufficient experience in the trade may be up-graded in the the payscale of Rs 1640-2900/-
(b) The payscale of existing Store keepers who are PU(Sc)/Inter-mediate with experience may be up-graded in the payscale of of Rs 1400-2300/-
(c) The payscale of existing Store keepers who are matriculate with experience may be up-graded in the payscale of Rs 1320-2040/-
- The said up-gradation will be purely personal to the present incumbents with distinct categorisations between the posts
3. The Committee recommended 1-4-91 as the effective date of up-gradation of the payscales.
 4. The Committee suggested that the University should explore the possibility of posting suitable personnels to the lab-based/Tech. deptts who are qualified and experienced in Stores management at the supervisory levels.

The Meeting ended with a vote of thanks from the Chairman.

Sd/-

(Prof.K.Chatterjee)

Chairman

- (iii) Transfer of Service in respect of Dr.C.R.Nag, Ex-Lecturer in Pachhunga University College.

Dr.C.R.Nag joined the Pachhunga University College as Lecturer in Philosophy Department. When the College was under the Government in Mizoram prior to the taking over of the College by the University. The appointment letter and joining report of Dr.Nag in Philosophy, Pachhunga University College is not available in the Headquarters. However his service book has been forwarded by the Principal. As per record in the Service Book he joined the College on 9-4-69. Dr.Nag requested to transfer his service from Pachhunga University College to the Government Degree College, Dharmanagar, Tripura.

Dr. Nag was released by the University on resignation. A certificate was given by the Principal, Pachhunga University College that his application for the post of Lecturer in Dharmanagar Govt. Degree College was forwarded by him for submission through the University. Pachhunga University College was taken over by NEHU w.e.f. 19-4-79, from the Government of Mizoram. Clause 12 of the Deed of Agreement read as under:

" On and on the appointed date the Pachhunga University College buildings, laboratories, staff quarters etc. etc and all obligations immediately before the appointed date shall also be transferred to the University. The land area now held by the Pachhunga University College will be transferred to the University on lease for ninety nine years, renewable for a further period on terms and conditions mutually agreed, pockets of land privately owned within the area demarcated for Pachhunga University College will also be handed to the University by the Government free from all encumbrances.

As per clause 4 of the agreement all the teaching and administrative staff of Pachhunga University College who have been recruited and appointed on the recommendation of Assam Public Service Commission and/a Selection Committee constituted by the Government will be absorbed in the service of the University with effect from the appointed date. Each teaching and non teaching staff may however opt for the service of the Government within a period of one year from the appointed date."

Transfer of service in respect of
Dr. C. Nag, Ex-Lecturer in Pachung
University College.

There is no record that Dr. Nag opted for the Government of Mizoram Service, and hence on the strength of the above agreement Dr. Nag maybe treated as the employee of NEHU and since Dr. Nag had joined Tripura Govt. service through Proper Channel his service maybe transferred to his present employer.

The matter is placed before the Council for its consideration of the transfer of service with all liabilities as requested by Dr. Nag.

Dr. Nag was released by the University on resignation. A certificate...
Pachung University College that his application for the post of Lecturer in Bhramansagar Govt. Degree College was forwarded by him for submission through the University.
Pachung University College was taken over by NEHU in 1954-55, from the Government of Mizoram. Clause 12 of the Deed of Agreement read as under:
"On and on the appointed date the Pachung University College buildings, laboratories, staff quarters etc and all obligations immediately before the appointed date shall also be transferred to the University. The land also now held by the Pachung University College will be transferred to the University on lease for ninety nine years renewable for a further period on terms and conditions mutually agreed, pockets of land privately owned within the area demarcated for Pachung University College will also be handed to the University by the Government free from all encumbrances.
As per clause... of the agreement and all the teaching and administrative staff of Pachung University College who have been recruited and appointed on the recommendation of Assam Public Service Commission and Selection Committee constituted by the Government will be absorbed in the service of the University with effect from the appointed date. Each teaching and non-teaching staff may however opt for the services of the Government within a period of one year from the appointed date."

(iv) . . . Proposed Guidelines for re-employment of Teachers.

The Executive Council vide resolution No. EC:74:92:06:2(xi) accepted the recommendations of the Committee with certain modifications.

The modified rules may now perhaps be as under :-

NEHU may extend the benefit of re-employment to its superannuated teachers on the following conditions :-

1. Superannuated teachers who may be re-employed shall hold ex-cadre posts.
2. Re-employment may be made initially for 2(Two) years which may be extended for one year after regular assessment.
3. Such a teacher shall not hold any administrative position.
4. Re-employment will depend upon the need of the Department, in terms of specialisation.

Eligibility :-

1. A superannuated teacher will be eligible for re-employment provided he had served the University continuously for a minimum period of ten years immediately prior to his retirement.
2. He should be academically active with good record of service and must have distinguished himself as a teacher.
3. Physically fit and certified as such by the authorised medical officer not below the rank of Civil Surgeon.
4. Is willing to work and devote himself fully to academic work.
5. Teacher of all categories of the University as well as constituent colleges fulfilling the above conditions will be eligible for consideration.

Remuneration and Other Facilities :-

1. A re-employed teacher will be entitled to pay as per rules governing fixation of pay of re-employed persons.
2. Physical facilities and other departmental amenities enjoyed by the teacher prior to his retirement will continue to be available to him.

Finance :-

A separate fund shall be created by the University out of its own resources for the purpose in line with the recommendations of the Central Advisory Board of Education and for this :-

- (a) Some amount may be allocated every year out of the Welfare Fund or Staff Amenities Fund etc.

(b) Rates of certain fees to be decided by the University, may be enhanced and the additional revenue so earned shall be deposited to the Fund.

(c) Annual Matching Grant may be made by the University.

(d) Efforts may be made to have Endowments.

Procedure

1. Application for re-employment should be made by the teacher concerned to the V.C., one year prior to the date of retirement.

2. A proposal so submitted will be examined by the Committee consisting of the V.C., and two members nominated by the Executive Council.

3. The recommendation of the Committee shall be considered by the Executive Council, and its decision shall be final.

Commencement :-

The scheme will come into force, after the Fund is created and built up, from a date to be notified by the University.

The comments of the Finance Department, as desired by the Executive Council on the financial aspects has been obtained and is placed at Annexure 'A'.

The matter is placed for consideration of the Council.

Comments and Suggestions of Finance Department on
Financial Aspects regarding Re-employment of Teachers -
Resolution No.EC:74:92:06:2(xi).

The Executive Council in its 74th Meeting held on 9.3.1992 having resolved in principle to implement the recommendations of the Committee on Re-employment of Teachers as modified, Finance Department cannot help but to suggest that since the University has been following all Service Rules and Regulations framed by the Govt. of India, the Rules and Orders applicable to re-employment of retired employees of the Central Government may also be adopted by the University. This will obviate the necessity of framing new Rules while at the same time the pay of the re-employed teachers may be regulated in accordance with the said Govt. of India Rules and Orders on re-employment of Central Government Employees.

As for the recommendation for setting-up of a separate fund for financing the re-employment scheme, there is at present no independent source from which the funds for the purpose will flow. It is for information that the Finance Committee has forbidden the creation of Funds/Reserves out of the annual maintenance grant even for the purpose of off-setting the depreciation/replacement of vehicles, hence the proposed Fund cannot be fed out of the non-plan budget of the University. Therefore, the source for such Fund has to be indentified and made known to Finance Department for tapping the same. In this connection, Finance Department may be allowed to suggest that since as per orders of the Govt. of India re-employment of superannuated employees may be made only against sanctioned posts, no fresh intake of teachers in place of the vacancy created by the retirement of a teacher may be possible if it is decided to re-employ the retired teacher concerned since the sanctioned strength of a particular cadre/category of post cannot be exceeded. On the other hand, there is provision in the University Budget for 7(Seven) "floating teaching posts". The fund earmarked for these posts may now be earmarked against the re-employed teachers' salary. This will be in addition to the fund available against the sanctioned posts filled through re-employment of teachers. Unfortunately, the present position in regard to these "floating posts" is that out of 7(Seven) such posts, 6 (Six) of these have already been filled up - with no visible vacation of these in the near future. The Administration's view in the matter may perhaps be obtained.

Sd/- E.J. Mawlong
Finance Officer

. . .

(ii) Levy of Bus fare.

In view of the high cost of fuel, high maintenance cost of vehicles and financial stringency which the University is experiencing, a need has been felt to sustain the expenditure within the constraints of the budget of the University.

It may be stated that earlier the University circulated the following nominal rates of bus fare vide circular No. F.31/1/Admn/74 dated 3.4.90(Annexure - A).

- | | |
|---|---|
| 1. For Teachers/Non teaching staff
and P.G. Students | ; Rs. 30 -- Per
month per head. |
| 2. For School Children of NEHU
employees | : Rs. 20/-- Per
month per child. |
| 3. For other dependants | : Rs. 40/-- per
dependant per month. |
| 4. For daily trip | : Re. 1/-- per
person per trip. |

The above fares could not be implemented owing to technical difficulties. However, the aspect of levying bus fares was discussed subsequently with the representatives of both the teaching and Non teaching staff Association in the meeting of the Transport Committee held on 24.3.92, which, after deliberation, resolved that the University should work out comprehensive rates in consultation with the M.T.C. on the analogy of the rates presently being charged by M.T.C. authorities for the general commuters. Suitable references were duly made to obtain the rates from the M.T.C. authority to which they have not responded. Recently, the Manager of M.T.C. was contacted at personal level and he has confirmed that the rates charged for pupils attending central school from the city to Permanent Campus is Rs. 50/-- per month per pupil. The Non teaching staff Association have already agreed to pay the bus fare as per the above rates proposed by the University. (Annexure - B).

In consideration of the above facts and that the University is incurring heavy expenditure on the high cost of fuel and maintenance of vehicles to the tune of 15 lakhs without any revenue and to sustain the liability within the shoe-string budget, it is high time that University should take a decision to charge bus fares from its community as per the rate given either as at (Annexure - A) or Rs. 50/- charged by M.T.C. for Central School pupils.

The matter is placed before the Council for consideration.

1. For Teachers/Non teaching staff and P.G. Students
2. For School Children of M.T.C. employees
3. For other dependants
4. For daily help

The above rates could not be implemented owing to technical difficulties. However, the aspect of levying bus fares was discussed subsequently with the representatives of both the teaching and non-teaching staff. Association in the meeting of the Transport Committee held on 24.3.55, which after deliberation, resolved that the University should work out comprehensive rates in consultation with the M.T.C. on the analogy of the rates presently being charged by M.T.C. authorities for the general commuters. Suitable references were duly made to obtain the rates from the M.T.C. authority to which they have not responded. Recently, the Manager of M.T.C. was contacted at personal level and he has confirmed that the rates charged for pupils attending central school from the city to Government Campus is Rs. 50/- per month per pupil. The Non-teaching staff Association have already agreed to pay the bus fare as per the above rates proposed by the University. (Annexure - A)

NORTH EASTERN HILL UNIVERSITY:: SHILONG.

** **

No.F. 35-1/Admn/87-74

Dated 3/4/90

CIRCULAR

The question of all cation and use of vehicle of the University has been in consideration by the Vice-Chancellor. A Committee was constituted to go into the matter and to make its recommendations.

In accordance with the recommendations of the Committee and in the interest of smooth functioning of the Administration and the various departments and centres, the Vice-Chancellor is pleased to order as follows :

1. Allotment of vehicles;; Except in the case of the Vice-Chancellor and the Pro-Vice-Chancellor no allotment of Vehicle should be made to any other functionary in the University. Except for the limitations under pare 5 Vehicles sanctioned under projects and the purchased specifically for the Department of Geography and the Centre of ISO&SB will not be covered by this order. The vehicles presently allotted to other functionaries stand withdrawn and shall be kept in the pool.

2. Conveyance facilities : The facility of using University vehicles for the purpose of picking and dropping will be extended to Deans and statutory Officers only. In appropriate cases the facility may also be extended to other staff on the explicit orders of the Registrar.

3. Transport and local facilities to distinguished visitors, members of Boards etc. As per resolution of the EC vide No. EC 67:89:7:03:1 (distinguished visitors, examiners and members of various authorities of the University be paid actual travel expenses by Taxi. The EC resolution should be strictly adhered to and no facility of providing University vehicles should be extended further in such cases. The liason Assistant posted at Gauhati should make necessary arrangements for hiring taxi etc. and the departments concerned should intimate him well ahead of time whenever such persons are visiting this University. The departments are further required to advise the persons concerned to contact the Liaison Assistant on arrival at Gauhati Airport, and if that is not possible to make their own arrangements for hiring taxis for coming to this University. Undre special circumstances the Vice-Chancellor alone may give the required permission for the use of transport facilities to distinguished scholars.

The expenditure incurred for such purpose shall be reimbursed by the Administration Department after due scrutiny. The present imprest amount sanction to the Administration department may be enhanced to meet such needs.

4. Transport facilities for academic activities: In respect of requirement/provision of University vehicles in connection with field trips excursions etc. Such facilities shall be considered after requests have been properly examined by the Academic section of this University.

5. Movement of light vehicles: Subject to availability the following Officers are authorised to avail use of light vehicles as shown against them:-

- | | | |
|------------------------|---|-----------------|
| 1. Pro-Vice-Chancellor | = | 100K.M. per day |
| 2. Registrar | = | 100K.M. per day |
| 3. Other Officers | = | 40 K.M. per day |

As far as practicable, hired vehicles should be utilised for outstation duties.

6. Shuttle Services: To minimise the frequen movement of light vehicles within the headquarters, shuttle services shall be introduced which should ply between the Administrative Building-Bijni Complex-Mayurbhanj Complex for the benifit of the University community. The Administration Section will work out the details and circulate the time table of such services.

7. Use of NEHU Bus services: the following rates are fixed for the use of Bus services by the University community:

1. For Non-teaching staff/teaching staff and Students -Rs. 30/- per month
2. For School Children of HENU employees -Rs.20/-per month
3. For other dependants Rs. 40 /- per month
4. In other cases Re. 1/- per person per trip

Season tickets for a period of one month in each case will be issued by the Administration Section concerned in respect of (1),(2), and (3) above. Car holders will be required to present the card to the Conductor on demand. In case of (4) tickets will be issued by the conductor on payment of Re. 1/- per person per trip. The conductor will have the discretion of refusing entry to persons who refuse to make such payments.

8. Use of University vehicle for non official purposes:- University vehicles may be provided in exceptional cases of emergencies like deaths, illnesses and other case of emergent nature. Use of University vehicles for other non-official purposes is forbidden.

These orders take effect with effect from 1st may, 1990.

(Sd/- H.W.T. SYIEM)

Officer on Special Duty,
NEHU, Shillong.

Copy to :-

1. P.S. to Vice-Chancellor for V.C.'s information.
2. SP.A. to Prov.C. for P.V.C's information.
3. All Deans/Head/Officer/DSW/Warder, for necessary information.
4. The president & General Secertary HENUNSA/NEHUNTA for necessary information.
5. Dr. Kamal Kumar, Convener Campus residents welfare committee for necessary information.
6. Principal of Central School.

6:7:2(5) ANNEXURE I- B)

NON- TEACHING STAFF ASSOCIATION (H.Q.)
NORTH EASTERN HILL UNIVERSITY
SHILLONG (MEGHALAYA)

NO.GS/NTSA/92-47

Lower lachaumiere,
shillong.793001

Dated 18.4.92

To,

The Registrar,
North Eastern Hill University
Shillong.

Sir,

Kindly refer to your letter No.F.11-13/REG/89-509
dt- 18-4-92 regarding payment of Bus fare by the Non-teaching
employees.

In this connection a reference is invited to the
minutes of the last Transport Committee meeting in which it
has been stated that after consulting the M.T.C. authority,
the University will furnish us with the rates proposed to be
charged and comments thereon.

We have not received any proposed rates so far.
However as the matter has been delayed considerably, it is
suggested that the rates prescribed in the Office Circular
No.F.35-1/Admn/87-74, dated 3-4-90 may be implemented as an
interim measure.

Yours faithfully,

Sd/-

(SANTOSH PRASAD)

GENERAL SECRETARY.

Item No. 7 FINANCIAL MATTERS :

7:1-Finance Committee-

- (i) Constitution of the Finance Committee of the University.

As per Statute 19 the Finance Committee consist among others, of the following:

Three persons nominated by the Executive Council out of whom atleast one shall be a member of the Executive Council.

The term of office of the members is three years.

Sometime last year it was detected that the following members were nominated to the Finance Committee with effect from 7th May, 1984.

1. Director of Public Instruction, Meghalaya
2. Secretary, Department of Education, Mizoram.
3. Director of Education, Nagaland.

It may be noted that the term of membership of the above members expired on the 6th May, 1987, however, the above mentioned members continued their membership beyond the stipulated term.

The matter is placed before the Council for approval of the continuance of the above members till date and also for fresh nomination of the three members to the Finance Committee.

Appointment of Dr.N.K.Sharma as Professor on contract basis in the Deptt. of Commerce, NEHU, Kohima.

-

The Department of Commerce, NEHU, Kohima has the sanctioned posts as under:-

Professor	-	1
Pro/Re	-	1
Reader	-	2
Lecturer	-	3

The department has been running with only three teachers i.e. 2 Lecturers and one Reader at present as follows:-

Dr.V.K.Kumar	-	Reader
Shri T.Vihienuo	-	Lecturer
Shri N.M. Panda	-	Lecturer.

Due to acute shortage of teaching staff, the Pro-Vice-Chancellor, Nagaland Campus had to look for a Visiting Professor in the interests of students and he offered the post to Dr.N.K. Sharma in March '90. This was approved by the then Vice-Chancellor upto the end of the Academic Session of 1990 and it was conveyed to the Pro-Vice-Chancellor, Nagaland Campus.

Dr.N.K.Sharma could join the Deptt. of Commerce only on 1.5.91. However, by the time Dr.Sharma joined, the fund for appointment of Visiting Professor was no longer available.

As such he was appointed as Professor on contract basis for one year against one of the vacant positions in the Deptt. The appointment was made subject to ratification of the Executive Council.

The term of contract appointment in the meantime expired on 30.4.92. The Pro-Vice-Chancellor, Nagaland Campus, therefore requested for extension of his term for another one year w.e.f. 1.5.92 as the faculty strength in the Deptt. of Commerce did not improve.

The Post of Pro/Re has since been advertised.

The post of Professor has been filled by Dr.V.K.Kumar, formerly Reader in the Deptt. w.e.f. 12.7.91.

The matter is placed before the Council for consideration of the earlier appointment and extension of one year w.e.f.1.5.92 or till a regular appointment is made, whichever is earlier.

BIO-DATA OF CANDIDATES CALLED FOR INTERVIEW FOR THE POST OF PROFESSOR IN KHASI(S)

SL. NO.	NAME IN FULL AND ADDRESS	DATE OF BIRTH	PRESENT POSITION	EDUCATIONAL QUALIFICATION	FIELD OF SPECIALISATION	TEACHING EXPERIENCE	LIST OF PUBLICATION	REMARKS
1.	Dr. H. Warmphaign Sten "Gratus" New Kench's Trace Shillong 793 004	1.11.1944	Reader	Matric III 1962 PU II 1964 B.A. Pass 1967 M.A. II 1975 Ph.D. Pass 1982		Secretarial 71 upto July only. Editing Aug-1971-76. Teaching English & Khasi 1975-82. English & Khasi 1982	Some books and articles.	S/T

BIO-DATA OF CANDIDATES CALLED FOR INTERVIEW FOR THE POST OF READER IN KHASI (S)

SL. NO.	NAME IN FULL AND ADDRESS	DATE OF BIRTH	PRESENT POSITION	EDUCATIONAL QUALIFICATION	FIELD OF SPECIALISATION	TEACHING EXPERIENCE	LIST OF PUBLICATION.	REMARKS
1.	Mr. Bevan Lionel Saer Department of Khasi, NEHU, Shillong.	1.1.1941	Lecturer	Matric II 1958 Intermediate- Arts II 1961 B.A. Pass 1963 M.A. II 1968 Ph.D. 1990		Teaching 1969-1982 till date.	Some books and articles.	S/T
2.	Mr. John Santar Shangpliang Lissie Cottage, Wahingdoh, Shillong - 793 001	1.3.1944	Lecturer	Matric I 1962 PU.Sc III 1963 B.A. Pass 1966 (T.D.C) M.A. I 1985 M.Phil A 1987 Ph.D 1989		Teaching 1963-87 Lecturer 1987 till date.	Some books and articles.	S/T
3.	Dr. (Mrs) Mumtaz Bory Jyrwa Khasi Department NEHU, Shillong.	13.9.1947	Lecturer	HSLC I 1964 PU.Arts I 1965 B.A.Hons II 1968 M.A. II 1970 Post Graduate Diploma in Teaching of English 1976 M.Ed 1984 Ph.D 1990		Teaching Under Gra- duate 1970 about 7 Yrs. Lecturer 1989 till now.	Some books and articles	S/T

BIO DATA OF CANDIDATES CALLED FOR INTERVIEW FOR THE POST OF PROFESSOR IN DISTANCE EDUCATION (S).

Sl. No.	NAME IN FULL AND ADDRESS	DATE OF BIRTH	PRESENT POSITION	EDUCATIONAL QUALIFICATION.	FIELD OF SPECIALIZATION.	TEACHING EXPERIENCE.	LIST OF PUBLICATION.	REMARKS
1.	Dr. R.V. Vyas Regional Director Indira Gandhi National Open University "Dunoon" Shillong.	3.12.1947	IGNOU-Reg. Director.	M.A. I 1969 Ph.D 1975	Philosophy	Lecturer, N.E.H.U. 8 years, Reader, N.E.H.U. 5 years Director, CDE,N.E.H.U 2 yrs,IGNOU Reg. Direct- or 3 yrs till date.	7	
2.	Dr. P.M. Chacko Reader, Deptt. of Sociology N.E.H.U. Shillong.	25.3.1943	Reader, N.E.H.U.	SSLC -I 1960 L.Ph 1968 M.A II 1970 Ph.D 1976 4 course passed Dipl. in Distance Edn.	Sociology	Col.Lecturer 6 months, Lecturer Amritsar Univ 7years Reader,N.E.H.U 5½ year.	14 articles.	
3.	Dr. P.S. Datta ICSSR , NERC Upper Nongthymmai Shillong-793014	6.11.1951	Dy.Director ICSSR,NERC	HSSLC-II 1968 B.A -II 1971 M.A -I 1973 Ph.D 1980	Sociology	Col.Lecturer 3 yrs,Lecturer N.E.H.U. 1½ yrs Dy.Director ICSSR 2 yrs, Reader N.Bengal Univ. 1 Yr. Dy Director ICSSR, 1990 till date.	3 books	

BIO DATA OF CANDIDATES CALLED FOR THE INTERVIEW FOR THE POST OF PROFESSOR IN DISTANCE EDUCATION(S)

Sl. No.	NAME IN FULL AND ADDRESS	DATE OF BIRTH	PRESENT POSITION	EDUCATIONAL QUALIFICATION.	FIELD OF SPECIALISATION	TEACHING EXPERIENCE	LIST OF PUBLICATION	REMARKS.
4.	Dr. B.K. Dev Sharma Director, Centre for Distance Education N.E.H.U. Shillong.	1.10.1939	Director CDC, NEHU	Matric 1956 I.Sc 1958 B.Sc Hons 1960 M.Sc 1968 Ph.D 1982	Applied Maths	Col. Lect. 5 yrs PG lect 13 yrs Director CDE 3 yrs Director CDE & CDE 1990 onwards.	Articles, textbooks & Research papers	
5.	Dr. P.K. Gupta Reader & Head Deptt. of Education N.E.H.U, Kohima.	5.6.1952	Reader & Head Deptt. of Edn, N.E.H.U	HS -II 1965 Inter II 1967 B.Sc -II 1969 M.Sc -II 1972 B.Ed -II 1974 M.Ed Distinction 1976 M.Phil I 1977 Ph.D 1985.	Experimental Education.	Lecturer 8 yrs Reader 3yrs	11	
6.	Dr. Mathew George Deptt. of Education N.E.H.U. Shillong.	25.8.1935	Reader in Education N.E.H.U. Shillong.	Inter II-1954 B.Sc-II 1956 B.ed -II 1965 M.ed - I 1970 P.hd 1976 Diploma in Distance Edn-I 1988 M.A Sociology 1981 M.A Eco. 1983	Teaching Behaviour	Lecturer 10 yrs Reader 3yrs & above.	23	
7.	Dr. Sharwan Kr. Gupta Reader, Deptt. of Edn. N.E.H.U. Kohima-797001	10.10.1945	Reader of Edn., NEHU Kohima	Matric I 1962 B.Sc, B.Ed II 1967 M.Sc -II 1969 M.Ed -I 1971 Ph.D 1974	Science Education	Lecturer 11 yrs Reader 7 yrs Head 3½ yrs.	4 books 15 articles 2 books under publication.	