

Item No. (iii) SENIORITY LISTS OF PROFESSORS/READERS  
AND LECTURERS.

The University circulated the tentative seniority lists of Professors, Readers and Lecturers. The lists were prepared in accordance with the following points.

- A- Date of joining (i.e. from the date of regular appointment) As per Executive Council resolution No: EC::50:86:5:04(i), dated 19.4.85.
- (i) If two or more teachers of a department have equal length of continuous service in a grade, the seniority shall be determined according to their position in the panel recommended by the Selection Committee, if they have faced the same Selection Committee.
- (ii) If two or more teachers belonging to other Departments have an equal length of continuous service in a grade, the relative seniority shall be fixed according to the date of birth.
- C. Those promoted under the Merit Promotion Scheme, the date of promotion were made effective from the date of completion of 8 (eight) years continuous service in a grade of which at least 4 (four) years in N.E.H.U., in accordance with the following:
- (i) EC:47:85:06:6(i) The Council RESOLVED to approve the principle that in accordance with the principle followed in DPC a candidate for promotion on being assessed suitable for promotion shall be promoted with effect from the date of his eligibility irrespective of the date of, which the Selection Committee was held, provided that if he was found unsuitable by an earlier Selection Committee, the deemed date shall be the date on which he becomes eligible for reassessment under the provisions of the relevant ordinance or regulation. It was further Resolved that suitable provisions may be made in the relevant Ordinance/Regulation for guidance.
- (ii) MPS Guidelines—METHOD OF IMPLEMENTATION
- (a) Teachers in the University department engaged in advanced teaching and research and whose contribution and achievement are such as to merit recognition may be considered for merit promotion in the first instance, after completing
- of which at least four years should be in the institution where he/she is being considered for such assessment and merit promotion. (b) Any teacher who has been considered and not selected for merit promotion in the initial presentation

The comments from various Quarter have been received and the following observations—in general are made—for which a decision is required to be taken.

(1) s

Some teachers have been working on temporary/adhoc basis from 6(six) months to 1(one)year before their regular appointment and they have represented that this period should also be counted for determining the seniority as there is no break in service. A reference was made to Statute 26(1) of the Act which states:

Seniority List:26(1)Whenever.in accordance with these

Statutes, any person is to hold an office or be a member of an authority of the University by rotation according to the length of continuous service of such person in his grade and in accordance with such other principles as the Executive Council may, from time to time,prescribe.

As per the C.C.Rules,the service rendered on adhoc basis in the grade concerned would not count for the purpose of seniority in the grade and for eligibility *tor* promotion to the next higher grade.

(2)By implementing the condition of 8(eight)years continuous service—4(four)years in NEHU and four years in the previous institution of the employee concerned)wherever applicable as per the MIS guidelines and EC resolution mentioned at 'C' above,anomalies have arisen wherein teachers who have been selected and appointed as Professors/Readers through open selection have been superseded by those promoted at a later date under the Merit Promotion Scheme, as their promotion were made with retrospective effect.i.e.from the date of eligibility which is 8(eight)years continuous service in a grade.Thusineffecttheirserviceinanotherinstitutionh become an important factor in determining their seniority in NEHU in the next higher grade.

(3)Two teachers were selected by the same selection committee and put in the panel in order of preference.As per 'B' above the first in the panel would be senior.But when the offers were made,the candidate who was first could not join thin the time limit given and could join only after the second candidate who had joined in time.Hence 'A' above is followed to determine the seniority. If by chance one of the two persons above is to be chosen to hold an office or be a member of an authority then as per Statute 20(1)

have priority as he would put in more length of service.

Representation have been received that this should not be so.

4. Most teachers joined this University while at the same time they keep their lien in their previous.... departments/institutions till such time they areas confirmed here.As per procedure followed the teachers after completing their probation period are confirmed from their date of regular appointment.However,those teachers maintaining lien could be confirmed only after termination of their lien which is at a later date than their date of joining.They could not be confirmed from the date of joining as it would amount to holding two substantive posts at the same time.Here the difficulty are is that if they confirmed a later date than their date of joining then their names would fall below in the seniority lists and contrary to the EC resolution quoted below and if they are confirmed from the date of joining they would be holding two substantive posts at the same time which is not permissible.

EC:33:83:08(4):RESOLVED that the teachers who have completed their term of probation be confirmed with effect from the date of their joining in this University,subject to the execution of the Bond.

The above four points are placed before the Council for consideration and decision.

(v) Service condition of Research Associates

The University has appointed a number of Research Associates against the posts of Lecturer. They had been appointed under the following conditions :-

- 1) Probation period for 2(two) years.
- 2) required to register for Ph.D. degree within a period of one year of joining.
- 3) should complete the Ph.D. course within a period of 8 years and will be redesignated as Lecturer on successful completion of the course.
- 4) In the event of not obtaining Ph.D. within the stipulated period the increment may be stopped and the services liable to termination.
- 5) Pay scales - 700-40-1100-50-1300/-.

The instructions of the University Grants Commission on appointment of Research Associates is given at Annexure - A. The inability of the Commission to relax qualifications is at Annexure - B.

The matter was discussed by the Academic Council in the 28th meeting held on the 27th April, 1987 and the Council resolved that the Research Associates may be included in the Ordinance as members of the teaching staff incorporating a new category (iv) and indicating Research Associates under this new category. Clause 1 of Ordinance OE-5 on 'Service Conditions, Salary Scales, Classifications and Qualifications of Teachers' defined the teaching staff in the following words - "The members of the Teaching Staff shall be designated as follows :

- (i) Professor
- (ii) Reader
- (iii) Lecturer

The amendment as proposed to be made to include the Research Associates below the Lecturer as category number .(iv).

The matter is placed for consideration of the service conditions of the Research Associates and also whether the teaching staff may be redefined to include Research Associate as members of the teaching staff.

COPY

## UNIVERSITY GRANTS COMMISSION

Bahadur Shah Zafar Marg  
New Delhi-110002

SECRETARY

28 FEB 1978

D.O.No.F.1-46/75(CP) Part I.

February 27, 1978.

Dear Vice-Chancellor,

Kindly refer to the correspondence resting with my letter of even number dated 14th February, 1978 regarding reservation for Scheduled Castes and Scheduled Tribes in the matter of appointment to the teaching posts in the Universities.

The Commission's decision communicated to the university vide referred above may kindly be read as under!-

"The Commission reiterated its decision that for recruitment to the posts of Lecturers, candidates belonging to scheduled castes and scheduled tribes should be interviewed separately by the Selection Committee. In such cases, where a suitable candidate belonging to scheduled caste and scheduled tribe was not found suitable for the post of Lecturer and the Selection Committee recommended him/her for appointment as a Research Associate, such a person should possess the minimum qualifications proscribed for recruitment to the post viz,

- \* (a) A Doctor's degree or research work of on equally high standard; and
- (b) consistently good academic record with 1st or high 2nd class (B in the seven point scale) Master's degree in a relevant subject or an equivalent degree of a foreign University.

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

.Provided that if the "election 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\*

The Commission also decided that the qualifications prescribed for recruitment to the post of lecturers by the UGC may apply equally to all categories of applicants and no relaxation be made for Scheduled Castes/Scheduled Tribes candidates etc.-

With regards,

Dr. Chanaran P. S. Devanaseen  
Vice-Chancellor,  
North-Eastern Hill University,  
Lower Lachauviere,  
Shillong.

Yours sincerely,

Sd/- R.K. Chhabra,  
(R.K. Chhabra)

New  
F.1-35/78(D-SCOPf-1

Delhi

-  
Dt.

110002  
21/Oct/1980,

The Registrar  
North-Eastern Hill University  
Lower Lachumiere  
Shillong - 793001

Subject I - Central University Minimum qualification for  
recruitment to the post of Lecturers in the -

Commission' letter No.f.1-8/74 (D-Sc) dt\* the 28th October, on the above ' subject end to say that the question of relaxation of any of the minimum qualification for recruitment to the post of Lecturer in the university /College had been under consideration of the University Grant Commission for some time past. The Commission now after careful consideration of this question has decided that the minimum qualification already prescribed for recruitment to the post of Lecturer be retained. It was, however, earned that the period within which such Lecturers who did not possess the required qualifications at the time of appointment would acquire Ph.D may be enhanced five years to eight years.

the above decision of the Commission is brought to the notice of the University for information and necessary action\*

Please acknowledge receipt\*

Yours faithfully,

(V. I.Sath)  
Under Secretary.

- (iv) Confirmation of services of teaching staff of Pachhunga University College, Aizawl, Mizoram.

EC:56:87:06:3 (iv): The Council resolved to confirm the Lecturers listed at **Appendix-II** with effect from the date indicated against their **names**.

The Council further resolved to place the cases for confirmation/ redesignation of those Research Associates who fulfill the essential qualifications for its consideration on its next meeting with all details regarding terms and conditions of appointment qualifications prescribed and qualification held by the persons concerned.

- (v) Case of Shri C. P. Tewari

EC:56:87:06:3 (iv): The Council went through the agenda note submitted by the office in pursuance of the decision taken by the Executive council earlier vide its resolution No. EC:55:87:01 (v) (ii) and resolved to regularise the case of Shri C. P. Tewari by taking the following action.

- 1) that Shri C. P. Tewari be confirmed as Reader in the Department of Continuing Education with effect from 23.6.82.
- 2) the post held by Shri C.P. Tewari be deemed to have been vacated by him with effect from 22.6.85.
- 3) to approach the Ministry of Human Resource Development for transfer of his service records, leave etc. to the University so as to finalise the pending payment consequent upon his having vacated the post and
- 4) to request NIEPA for remitting the leave Salary and pension contribution for the period he was on deputation from the University to NIEPA.

The Council resolved to take the above action for regularising the case and for taking necessary action in the matter

6:6 Service conditions/ Financial and other benefits

- (i) Payment of HRA and HCA to Shri A.B. Roy Choudhury, Deputy Finance Officer.

EC:56:07:06:6 (i): The Council resolved to enhance the consolidated pay of Shri A.B. Roy Choudhury from Rs. 2,500/- to Rs. 3,100/- w.e.f. 1.1.87,

- (ii) Rationalisation of the scale of pay of the Principal Scientific Officer, Senior Scientific Officer and Scientific Officer

EE:56:07:06:6 (ii): The Council resolved to approve the rationalisation of the scales of pay of the posts of Principal Scientific Officer, Senior Scientific Officer, Scientific Officer, as recommended by the University Grants Commission and with effect from the date prescribed by the University Grants Commission.

- (iii) Seniority list of Professors, Readers, Lecturers -

EC:56:87:06:6 (iii): The Council deliberated upon thoroughly on the matter and resolved as under :

(i) The University may follow Central Government rules and accordingly should not count the service rendered on adhoc basis for the purpose of seniority in the grade or for eligibility for promotion to the next higher grade.

(ii) The date of joining on the post should be taken for the purpose of seniority while other benefits should continue to be drawn from the date of eligibility. The Council, however, desired that the selection process , for Merit Promotion Scheme should start atleast 9 months before a person is due for promotion.

(iii) The seniority of the teachers selected should be according to the Statute 26 (i) i.e. on the basis of length of continuous service in the grade.

(iv) The date of confirmation shall be counted for the date of seniority. The person confirmed earlier shall rank senior to a person confirmed subsequently.

(iv) 'Retirement Benefits to employees of NERC

EC:56:07:06:6 (iv) The Items was withdrawn by the Chair.

(v) House rent allowance to non-teaching staff  
of NEHU -

EC:56:87:06:6 (v): The Council resolved to approve 16th November 1970 as the date of payment of House Bent Allowance to the to the non teaching staff being the date of notification by the Ministry of Finance.

(vi) Service conditions of the research Associates

EC:56:07:06:6 (vi): The Council resolved to approve the service Associates conditions of the research :7 and approved the recommendations of the Academic Council for incorporating the Research Scholars under the category of Lecturer/ Research Associate.

6:7 Others

(i) Approval of the constitution of the NEHU  
Khasi Literary Society

EC:56:f7:06:7 (i): The item was withdrawn by the Chair

(ii) Appointment of Architects -

EC:56:07:06:7 (ii): The Council resolved to approve the recommendations of the Building Committee for the appointment of the following as Architects fnor the University.

1. M/S Dulal Mukherjee

2. M/S Stup consultants

The Council further authorised the Vice-Chancellor to frame the terms and conditions on which the Architect will be engaged by the University.

7:1 FINANCIAL MATTERS -

(i) Annual Accounts for the years 1904-05  
and 1905-06.

EC:56:07:07:1 (i): The Council resolved to approve the annual account for the years 1904-05 and 1905-06 as recommended and forwarded by the Finance Committee vide its 26th meeting held on 25.4.07.

- (ii) Air travels by the members of the Academic Council and Boards

EC:56:87:07:1 (ii): The Council approved the recommendations of the Academic Council for allowing air travel to the following:

a) Outside experts attending the various Boards, Advisory Committees and Steering Committees.

b) Members of the Academic Council, Hoards, Advisory Committee and Steering Committees coming from Aizawl and Dimapur.

8. ITEMS FROM THE CHAIR-

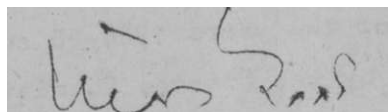
EC:56:87:08 (i) The Chairman informed the Council that the next Convocation has been fixed for 27th June, 1987 and that Mr. Justice P.N. Bhagwati, Retired Chief Justice, Supreme Court of India will deliver the convocation address.

EC:56:87:08 (ii): The Chairman informed the Council about the visit of Kidwai Committee to Mizoram and Nagaland Campuses and Paul Committee to the Headquarters, Mizoram Campus and Nagaland Campus for review /assessment of plan requirement respectively for the University.

EC:56:87:08 (iii): The Chairman proposed to appoint Shri G.M. War as Director of Sports on deputation. The Council resolved to approve the same and desired that he be entrusted with the job of NSS also.

EC:56:87:08 (iv): The Chairman placed before the Council the recommendations of the Selection Committee for the post of Controller of Examination. The Council resolved to approve the appointment of Shri A. Patton as Controller of Examination.

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



Confirmed(D.C.Pant)  
Sd/- R.K. Mishra  
Chairman

Registrar

NORTH-EASTERN HILL UNIVERSITY  
SHILLONG- 793 001

Appendix- I

LIST OF MEMBERS ATTENDING THE FIFTY-SIXTH MEETING  
OF THE EXECUTIVE COUNCIL HELD ON 4TH MAY, 1987.

1. Prof. R.K. Mishra,  
Vice-Chancellor,  
NEHU, Shillong.
2. Prof. R.R. Mehrotra,  
Fro Vice-Chancellor,  
Mizoram Campus, Aizawl.
3. Prof. T. Mathew,  
Deportment of Economics,  
NEHU, Shillong.
4. Prof. R. K. Rai,  
Dean, School of Environmental  
Sciences, NEHU, Shillong.
5. Shri. Hranthanga,  
Director of Education,  
Govt. of Mizoram,  
Aizawl.
6. Prof. T. S. B. NaraSaraju,  
Dean, School of physical  
Sciences, NEHU, Shillong.
7. Prof. P. P. Gokulanathan,  
Dean, School of Education,  
NEHU, Shillong.
8. Mrs. M. R. Mawlong,  
Director, Public Instruction,  
Government of Meghalaya, Shillong.
9. Sister Mary Germaine,  
Principal,  
St. Mary's College,  
Shillong.
10. Shri H. Gupta,  
Principal,  
Kohima College,  
Nagaland.
11. Shri. B. R. Nongrum,  
Finance Officer,  
NEHU, Shillong.
12. Shri H. D. Rosanga,  
Principal,  
Serchhip College,  
Mizoram
13. Shri D. C. Pant,  
Registrar,

STATEMENT SHOWING THE NAMES OF THE EMPLOYEE OF PACHHUNGA  
UNIVERSITY COLLEGE WHOSE SERVICE WERE RECOMMENDED FOR  
CONFIRMATION.

Sl.	Name of incumbent	Designation and post held		Date of birth	Date of joining appointment to the present post	Post in which confirmation is recommended
		Post	Deptt.			
1.	Lalthuamluaia Sailo	Lecturer	Philosophy	15.2.1954	1.4.1980	Lecturer
2.	Khawlozama	"	Economics	1.3.1959	24.4.1981	- "
3.	Lalbiaksangi Chawngthu	"	English	13.1.1958	6.8.1981	"
4.	H. S. hapa	"	Botany	5.2.1957	21.9.1981	»
5.	H.L. Lawmzuala	"	Geography	1.3.1959	29.9.1982	»
6.	Dr. A. C. Pandey	"	Zoology	15.10.1954	1.10.1982	»
7.	Dr. R. A. Lal	"	Chemistry	1.5.1954	12.10.1982	»
8.	Dr. S. N. Ramanujam	"	Zoology	30.9.1954	30.11.1982	»
9.	R. L. Thanmawia	"	Mizo	28.9.1958	9.3.1983	»
10.	Dr. Mohan	"	Mathematics	10.3.1953	26.8.1983	»
11.	Dr. K. K. Singh	"	"	5.8.1951	19.9.1983	"
12.	M.K. Das	"	Statistics	30.11.1950	26.9.1983	»
13.	S.A. M. Pasha	"	Pol.Science	15.7.1955	4.10.1983	M
14.	Dr. M. Ansari	"	Mathematics	1.1.1951	4.10.1983	"
15.	Dr. Girindra Kumar	"	Geography	14.8.1981	11.11.1983	"
>6.	Lailungmuana	"	Sociology	6.2.1958	28.7.1982	

Sd/-{Principal  
Pachhunga University College, Aizawl