

## MINUTES OF THE FORTYSEVENTH MEETING OF THE EXECUTIVE COUNCIL

The Fortyseventh Meeting of the Executive Council was held on Friday, the 25th October, 1985, at 11.00 A.M., in the Conference Room, Horse Shoe Building, NEHU, Shillong.

## PRESENT:

*The* A list of members participating in the meeting is appended as Appendix - 1.

## WELCOME:

The Chairman welcomed all members to the meeting.

## APOLOGIES:

Apology for inability to attend the meeting was received from Dr S.N.Tewari, Principal, College of Agriculture, Medziphema.

Item No. 1 CONFIRMATION OF THE MINUTES OF THE  
46TH MEETING OF THE EXECUTIVE COUNCIL  
HELD ON 13TH SEPTEMBER, 1985 :

EC:47:85:01: RESOLVED that the Minutes of the 46th meeting of the Executive Council held on 13th September, 1985, be confirmed with a modification that the words "appointment of the" be added in the 2nd line of Para 2 of Resolution No. EC:46:85:06:1(i).

Item No. 1A ACTION ORIENTED :

(i) Action taken on the Minutes of the  
46th meeting of the Executive Council -

EC:47:85:01A(i): The Council while noting the action taken on the Minutes of the 46th meeting of the Executive Council held on 13th September, 1985, ~~had~~ observed that only substantive issues which need to be considered by the Council <sup>shall</sup> be included in this list. Moreover, mere forwarding the resolution cannot be taken as action taken - the final position as it stands in respect of that item should be indicated. The list of items for the ~~earlier~~ resolution of the EC in earlier meeting should also be brought over to the list of action taken -

Contd/...2...

## Item No. 1B      MATTER ARISING OUT OF THE MINUTES :

## (i)              Introduction of 5-day week -

EC:47:85:01B(i):      The Chairman informed the Council that the Conference of the Vice-Chancellors of Central Universities scheduled to be held on 8th October, 1985 was postponed to 31st October, 1985 and as such the matter may be considered after the Conference. The Council noted the same.

Item No. 3      RATIFICATION OF ACTION TAKEN BY THE  
VICE-CHANCELLOR :(i)              Dr S. Chawla, Lecturer in History be  
treated as vacated the post -

EC:47:85:03(i):      The Council ratified the action taken by the Vice-Chancellor in treating Dr S. Chawla, Lecturer, Department of History, as deemed to have vacated the post held by him in the University.

(ii)             Grant of House Rent Allowance to  
Dr A.N.Rai, Reader, Department of  
Bio-Chemistry, NEHU -

EC:47:85:03(ii):      The Council ratified the action taken by the Vice-Chancellor in granting House Rent Allowance in full to Dr A.N.Rai, Reader, Department of Bio-Chemistry during the period of his study leave, subject to the condition that his family stays in Shillong and that he actually retains the house.

(iii)            Grant of study leave to Dr A.N.Rai,  
Reader, Department of Bio-Chemistry -

EC:47:85:03(iii):      The Council ratified the action taken by the Vice-Chancellor in granting study leave to Dr A.N.Rai, Reader, Department of Bio-Chemistry, for a period of six months with effect from 25th September, 1985.

## (iv) Appointment of Heads of Departments -

EC:47:85:03 (iv): The Council ratified the action taken by the Vice-Chancellor in appointing Prof. R.R.Mehrotra and Prof. A.K. Sharma, as <sup>Campus</sup> Heads of the Departments of English and Public Administration with effect from 13th September, 1985 and 4th October, 1985, respectively up to the end of Dec. 1988.

of Prof A.K. Sharma as Head of the Department

The Chairman informed the Council that since there was no Professor in the Department of Geography, the Office of the Dean of the School of Environmental Sciences was held by him. Now that there are two Professors in the Department, he ~~decided~~ <sup>proposed</sup> that Prof. R.K.Rai, at present, Head of the Department, be appointed as Dean, School of Environmental Sciences and ~~proposed~~ that Prof. T.B.Lahiri be appointed as Head of the Department. He ~~also informed the Council that the term of Prof. Rai as Head of the Department will be expiring soon.~~

<sup>Resolved to accept the proposal</sup>  
The Council ~~welcomed the decision~~ of the Vice-Chancellor <sup>and decided to</sup> appoint Prof. R.K.Rai as Dean of the School of Environmental Sciences and ~~RESOLVED to appoint~~ Prof. T.B.Lahiri as Head of the Department of Geography <sup>with immediate effect up to the end of December 1988.</sup>

## Item No. 5 ACADEMIC MATTERS :

## 5:1 - Statutes, Ordinances, Regulations &amp; Rules -

- (i) Amendment to the Ordinance OB-10 on the Verrier Elwin Memorial Lecture -

EC:47:85:05:1 (i): The Council approved the amendment to the Ordinance OB-10 on the Verrier Elwin Memorial Lecture, enhancing the rate of honorarium from Rs 1,000/- to Rs 3,000/- and RESOLVED to recommend to the Visitor for approval.

- (ii) Proposed addition to Ordinance OC-4 on the Doctor of Philosophy (Ph.D) Programme -

EC:47:85:05:1 (ii): The Council RESOLVED to approve the addition of a new sub-clause to Clause 1 of Ordinance OC - 4 on the Doctor of Philosophy (Ph.D) Programme as recommended by the Academic Council and RESOLVED to recommend to the Visitor for approval.

The academic performance of all the colleges, as also the faculty position, the size of classes, ~~be~~ arrangements for tutorials, library facilities, ~~etc~~ attendance and such like. They may send their report to the University by the end of July 1986, so that a review can be

as a which will be for the basis of any decision for the admissions in the year 1987.

(iii) To consider amendment of Clause 1(xii) of Statute 14 on the constitution of the Academic Council -

EC:47:85:05:1(iii): The Council approved the recommendation of the Academic Council for ~~xxxxxxx~~ amendment to Clause 1(xii) of Statute 14 on the constitution of the Academic Council providing for one more teacher to be elected from Mizoram and raising the total number of representatives of teachers from six to seven and RESOLVED to recommend to the Visitor for approval.

5:2 - Examination Matters -

(i) Panels of Examiners for examining the Ph.D. theses of the candidates of the School of Physical Sciences and School of Social Sciences -

EC:47:85:05:2(i): The Council noted the action taken by the Vice-Chancellor in accepting and finalising the panels of examiners of the candidates of the School of Physical Sciences and School of Social Sciences. (Appendix - 2).

Honours

(ii) Admissions in the ~~Post Graduate~~ Classes - 1986-87 -

EC:47:85:05:2(ii): The Council had a detailed discussion on the admission criteria in the colleges and at the post-graduate level and RESOLVED that the ~~percentage~~ <sup>minimum qualifying marks</sup> for admission ~~will~~ continue to be 45% ~~marks~~ <sup>marks</sup> but that it may be relaxed to 40% during the transitional period where sufficient number of students are not available

degree

in the concerned subject as per the planning ordinance. It was agreed that it was an excessive requirement and was based on the consensus in the Principals Conference. Such a stipulation is necessary to maintain the standard of the academic standards in the University. It was, however, noted that the number of eligible candidates which needed some special facilities in the University is large. The Council further resolved that the requirements of the ordinance stipulated in the statute are not strictly enforced to the extent that the Council felt that it is desirable, yet it be accompanied by effective corrective measures by the concerned authorities.

The Council also RESOLVED that the requirement for 75% attendance of students be strictly enforced in all the colleges, coupled with the improvement of the quality of teaching, with a view to bringing up the standard to that of the national level

The Council further RESOLVED that the Directors of Education of the three Governments under the jurisdiction of the University be requested to ~~see to the implementation of the~~ <sup>may</sup> decisions in the colleges and to submit their reports before the next meeting of the Academic Council.

## Item No. 6 ADMINISTRATIVE MATTERS :

6:1 - Appointment/Creation-Upgradation of Posts/  
Confirmation/Extension/Option/Termination/  
Resignation/Release -

- (i) Request for option to NEHU service in respect of Smt. B. Sangkhumi, Lecturer, Pachhunga University College, Aizawl -

EC:47:85:06:1 (i): The Council RESOLVED to ~~xxx~~ regret the request of Smt. B. Sangkhumi, Lecturer, Pachhunga University College, for exercising her option, ~~as three chances had already been given earlier.~~

- (ii) Permanent absorption of Shri D.C.Pant, Controller of Examination, NEHU -

EC:47:85:06:1 (ii): The Council RESOLVED to absorb permanently Shri D.C.Pant, Controller of Examinations, in the services of the University as ~~is~~ ↓

- (iii) Termination of appointment of Dr A.K. Shandilya, as Reader in the Department of Geology -

EC:47:85:06:1 (iii): The Chairman informed the Council that there was a <sup>clerical</sup> error in recording the Minutes of the 44th meeting of the Executive Council held on 22nd May, 1985, where the appointment of Dr A.K. Shandilya was minuted to have been approved by Executive Council, ~~though~~ Dr Arun Kumar <sup>who</sup> was actually recommended by the Selection Committee for appointment as Reader in Geology, Basing, on the Minutes, Dr A.K. Shandilya was offered appointment on contract basis and he joined the Department.

The Council RESOLVED to authorise the Pro-Vice-Chancellor (Nagaland Campus), Kohima, to request Dr Shandilya to resign from the post of Reader held by him <sup>family</sup> which his contract may be terminated giving <sup>one</sup> month's notice or pay in lieu thereof.

- (iv) Appointment of Shri I.M.Simon as Professor in Khasi -

EC:47:85:06:1 (iv): The Council RESOLVED to appoint Shri I.M.Simon as Professor in the Department of Khasi, on contract basis for a period of two years.

Contd/...

By  
since A.K.  
stood for Arun  
Kumar when  
as

was another  
person and Dr A.K.  
Shandilya was  
interviewed and  
not found suitable.

## 6:2 - Library :

- (i) To declare the Department of Library & Information ~~Sci~~ Sciences as Non-vacation Department and appointment of Head of Department -

EC:47:85:06:2(i): The Council RESOLVED to declare the Department of Library & Information Science as non-vacational Department and also RESOLVED to appoint ~~the~~ Librarian as the Head of the Department *with immediate effect up to the end of Decmbr 1988.*

- (ii) Minutes of the meeting of the Library Committee held on 13th September, 1985 -

EC:47:85:06:2(ii): The Council approved the Minutes of the Library Committee held on 13th September, 1985 and as regards creation of posts for the Campus Libraries in Nagaland and Mizoram, the Council RESOLVED to recommend to the Finance Committee.

## 6:3 - Leave/Deputation -

- (i) Grant of extension of extra-ordinary leave for another one more year to Dr J.R.B.Alfred, Reader, Department of Zoology -

EC:47:85:06:3(i): The Council considered the request of Dr J.R.B.Alfred, Reader, Department of Zoology, for extension of extra-ordinary leave for another one year with effect from 1st July, 1985, to 30th June, 1986. The Council observed that the extension of leave was not recommended by the Head of the Department and that Dr Alfred was accordingly informed to resume his duties in the University, but he failed to join duties till date.

The Council RESOLVED that in accordance with the Council's resolution in its 40th meeting, Dr Alfred be deemed to have vacated the post of Reader held by him in the University.

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6:6 - Service Conditions/Financial & Other Benefits -

(i) Implementation of Merit Promotion Scheme -

EC:47:85:06:6(i): The Council RESOLVED to approve the principle ~~that in accordance with the principal fact followed in the DPC a~~ for fixation of a crucial date, that is, first March, and that the ~~a candidate for the post for promotion shall be on being assessed~~ period between the date of completion of eight years and the ~~substantive for promotion shall be deemed promoted with effect from~~ crucial date be treated as rational in appointments ~~under the~~ the date of his eligibility ~~irrespective of the date of his~~ Merit Promotion Scheme provided a teacher submits his work for ~~on which the selection committee was held, provided that if~~ consideration immediately after becoming eligible under the Scheme.

~~He was found ineligible by an earlier selection Committee,~~  
The deemed date shall be the date on which he becomes eligible

for assessment under the provisions of the relevant ordinance or regulation. It was further Resolved that a suitable provision may be made in the relevant Ordinance/Regulation for further guidance.

(ii) Introduction of revised A.C.R. Forms for Officers, Ministerial staff, Technical staff, Library staff and Grade 'D' staff and Stenographers in the University -

EC:47:85:06:6(ii): The Council approved the revised A.C.R. Forms for Officer, Ministerial staff, Technical staff, Library staff, and Stenographers with columns for self-assessment.

6:7 - Others

(i) Management of ~~Request for appointing a Steering Committee for formulating the bye-laws for the Centres in different schools.~~

EC:47:85:06:7(i): The Council ~~noted~~ <sup>Resolved to approve</sup> the decision of the Academic Council ~~to authorize~~ <sup>will be</sup> the Vice-Chancellor ~~to~~ <sup>to</sup> frame the First Ordinance on the functioning of Centres ~~and~~ <sup>submitting it</sup> to the Visitor for his approval.

The Chairman informed the Council that <sup>The establishment</sup> Bio-Physics Centre has been sanctioned by the UGC and a sum of Rs 50 lakhs has been provided for <sup>if in the current year</sup> establishment of the Centre. He further informed that two Nobel Laureates have agreed to serve as members of the Advisory Committee of the Centre.

as decide to constitute Advisory Committee for the Centres manager of Centres in different schools. The Council also noted that

(ii) Consultancy in a Pharmaceutical Company -

EC:47:85:06:7(ii): The Council RESOLVED to allow Dr H. Junjappa, Professor of Physics to undertake the consultancy work with M/S. Orgmon Research Centre, Calcutta, subject to the condition that his absence from the ~~teaching work~~ <sup>university</sup> shall not exceed 15 days in a semester, including the period spent outside on other purposes as per the regulations of the University. It will be

preferable if ~~the~~ the consultancy work is adjusted as far as possible ~~in~~ <sup>in</sup> during the vacation period; Contd/..8..

The implications of <sup>the</sup> ~~our~~ multi-campus structure of NEHU, each campus forging ahead to develop its distinctive personality. It is possible that a student studying in one campus may like to take advantage of specializations in another campus. Since this will be the normal feeling in NEHU it will be necessary that the Council

Item No. 7

ITEMS FROM THE CHAIR :

(i) Multi-Campus Courses -

EC:47:85:07(i): The Chairman informed that the Academic Council

in its meeting held on 17th October, 1985, had decided to start ~~a~~ ~~the~~ ~~course~~ ~~structure~~ ~~are~~ ~~designed~~ ~~accordingly~~ ~~enabling~~ ~~the~~ ~~students~~ ~~Multi-Campus~~ ~~Courses~~ ~~where~~ ~~students~~ ~~may~~ ~~spend~~ ~~one~~ ~~semester~~ ~~in~~ ~~other~~ ~~to~~ ~~take~~ ~~advantage~~ ~~of~~ ~~specializations~~ ~~in~~ ~~in~~ ~~particular~~ ~~at~~ ~~a~~ ~~few~~ ~~of~~ ~~the~~ ~~campuses~~ ~~and~~ ~~come~~ ~~back~~ ~~to~~ ~~the~~ ~~main~~ ~~campus~~ ~~to~~ ~~complete~~ ~~his~~ ~~course~~ ~~of~~ ~~study~~. ~~The~~ ~~Council~~ ~~welcomed~~ ~~the~~ ~~decision~~ ~~of~~ ~~the~~ ~~Academic~~ ~~Council~~.

semesters in another campus and earn necessary credit. This maybe the first step towards allowing working out an inter-university cooperation on similar lines. It will be useful to explore the possibility of

(ii) Regional Seminar -

EC:47:85:07(ii): The Academic Council in its meeting held on 17th October, 1985, had approved the suggestion of the Vice-Chancellor for organising a regional seminar for all the seven Units of the North-East from 18th to 20th November, 1985. He also informed the Council that the proposed seminar has since been postponed. The Council noted the same.

Such cooperation with other central universities like Delhi and JNU. The Council Resolved to approve the decision of the Academic Council and authorize the Vice-Chancellor to take further necessary steps to operationalise the decision.

(A) The Chairman invited attention to concern that there were some disturbing trends in the University system following the big defalcation case in the beginning of the year. It appears that ~~some~~ some elements are trying to take advantage of the situation and are acting <sup>in a manner</sup> which may not be in the best interest of the University. For example an Open Letter was circulated recently and there was also some reports in the press about affairs of the University. There was nothing serious at the moment but these may be precursors of a deeper malaise. It appears that they ~~are~~ also conform to a pattern which was witnessed by the University before instability engulfed it on earlier occasions. The Chairman stated that since there ~~are~~ are a few cases to be considered, it will be better if certain broad principles are agreed to to ~~serve~~ serve as a guide in their case as also for further guidance.

(B)

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Not to be issued before  
VC. comes.

In the first instance, the Chairman invited attention of the Executive Council that there ~~are~~ <sup>are</sup> two separate Statutes viz., Statute 28 and Statute 29 dealing with the cases of teachers and employees other than teachers <sup>respectively.</sup> In the case of the latter, the University had adopted the CCA Rules which gives the procedures to be followed and the punishments to be awarded. The former, however, ~~stands~~ <sup>stood</sup> altogether on a different footing which had <sup>The issues arising from</sup> been ~~exclusively~~ <sup>at length, the VC</sup> dealt with by ~~me~~ in the case of Dr K.J. Joseph ~~Dr Joseph~~, formerly Reader in Education. It ~~is~~ <sup>was</sup> not possible to envisage ~~any~~ formal punishments for a teacher as in the case of non-teaching staff like censure, stoppage of increments, etc. In ~~his~~ <sup>the</sup> case of ~~if he~~ <sup>of a teacher</sup> ~~is~~ <sup>was</sup> suitable, he continued in the system as an honourable member of the community and if he ~~is~~ <sup>was</sup> ~~not~~ <sup>adjudged</sup> suitable, then the best course ~~is~~ <sup>would be</sup> to part company.

The Chairman observed that another important point about the University system <sup>was</sup> that it is ordinarily a self-managing system <sup>by</sup> simulating the conditions of a face-to-face community. The ~~Executive~~ <sup>Executi</sup> ~~Committee~~ <sup>Comit,</sup> the final authority comprised largely <sup>of</sup> members of the teaching community. The emphasis, therefore, in matters concerning teachers ~~is~~ <sup>was</sup> on ~~the~~ spirit rather than ~~the~~ form. This ~~stands~~ <sup>stood</sup> out in contrast with the position as it obtains <sup>is</sup> in a formal legal institution.

The Chairman observed that these refinements had been <sup>built into the system</sup> maintained so that there ~~is~~ was nothing which <sup>could</sup> vitiates the healthy academic atmosphere of the University. It <sup>was</sup> is the refinements of conduct <sup>and</sup> which make their disregard which unmake ~~the~~

educational institutions. The Chairman, therefore, proposed that a convention may be developed <sup>and</sup> where the University consciously <sup>decide their in all proceedings</sup> take the course <sup>should be an</sup> emphasising the spirit rather than ~~the~~ form. After <sup>details</sup> discussion, it was agreed that form ~~has~~ also <sup>had</sup> its place but it must have <sup>after</sup> a second position in the University system. It was <sup>also</sup> clear that Statute 27 (3) envisaged that a reasonable opportunity shall be given to the teacher to show cause against the action proposed to be taken in regard to him.

Concerning teachers

The Chairman also invited attention to the provisions of Statutes 27(1) which empowered the Vice-Chancellor to place a teacher under suspension if there <sup>was</sup> is allegation of mis-conduct against him. In the earlier case of Dr Joseph, <sup>the teacher placed</sup> he ~~was~~ <sup>put</sup> under suspension because he was taken <sup>into</sup> ~~under~~ custody by the police in <sup>connection with a</sup> the murder case. In the meantime, <sup>some</sup> the disciplinary cases, which <sup>had</sup> already been initiated against him, <sup>had arisen</sup> There has been ~~no~~ cause since then of placing a teacher under suspension. The Chairman observed that since the University system laid the greatest emphasis on refinements, placing a teacher under suspension <sup>was</sup> ordinarily will not ~~be~~ in consonance with that spirit. In the discussion, it was pointed <sup>out</sup> that if there <sup>was</sup> is a <sup>statutory</sup> satisfactory provision, it could not be ignored. It was <sup>however</sup> agreed that suspension should be resorted to very sparingly <sup>in</sup> <sup>why</sup> under exceptional

were in progress and his services were terminated finally.

circumstances even in the case of <sup>alleged</sup> mis-conduct.

~~This is the convention which should be established in the University.~~

In conclusion

Another important question which was discussed in detail was about ~~the~~ defining mis-conduct. Under Statute 27, mis-conduct is the only offence for which a teacher could be removed from service. This is in consonance with the spirit of the University system since mis-conduct on the part of a teacher, cannot be ordinarily <sup>even</sup> thought of. <sup>The teacher</sup> ~~He~~ has to set an example to the young pupils in the University. Nevertheless, it was felt that it <sup>words</sup> ~~will~~ be difficult to define mis-conduct in precise terms since the same act in a particular situation <sup>might</sup> ~~may~~ constitute mis-conduct and in another situation <sup>might cause</sup> ~~may~~ not ~~pose~~ any <sup>concern</sup> ~~questions~~. Mis-conduct is contextual. Moreover, it <sup>was</sup> ~~is~~ the Executive Council comprising <sup>largely of</sup> ~~ordinarily~~ members of the teaching community who have to consider <sup>the full circumstances</sup> ~~to suspend~~ of a particular <sup>act or</sup> ~~situation~~ and take a decision whether a <sup>their</sup> ~~particular~~ act amounts to mis-conduct or not. The moment an attempt <sup>was</sup> ~~is~~ made to define mis-conduct and formalise it in writing, the emphasis <sup>words</sup> ~~will~~ shift from the essence to the form and interpretation ~~the~~ words and clauses used therein. The <sup>Executive Council,</sup> ~~EC~~, in their case will be constrained in arriving at the right decision taking into account all facets of the situation and <sup>following the principle of emphasis on</sup> ~~adhering to~~ the spirit rather than ~~the~~ form. The written word in <sup>their</sup> ~~their~~ case <sup>words</sup> ~~will~~ loom large and prevail. It will be in the best

and may even admit interpretations which may have never been intended by the authors.

interest of the <sup>teaching community</sup> University as also the <sup>university of</sup> teaching ~~community~~ if the contextual interpretation of action for determining whether it construed mis-conduct or not <sup>was</sup> ~~is~~ accepted.

In conclusion, the consensus in the EC in relation to disciplinary action against members of the teaching faculty was as follows :-

(i) The disciplinary action against teachers stands <sup>at</sup> together on a different footing from those <sup>at in the case of</sup> of university employees other than teachers;

(ii) In the proceedings involving teachers it ~~should be~~ <sup>is</sup> the spirit rather than the form which should be given a place of primacy in coming to a decision ensuring, however, that sufficient opportunities ~~has~~ <sup>have</sup> been given to the teacher for showing cause against the action proposed ~~to be taken~~ against him;

(iii) Mis-conduct is the only ground <sup>for which</sup> which may lead to termination of the services of a member of the teaching <sup>is envisaged,</sup> community. Mis-conduct is contextually <sup>The entire chain</sup> and a change of events <sup>and circumstances</sup> have to be considered in their totality by the <sup>Executive Council</sup> EC before coming to a conclusion ~~on this point~~. In ~~view~~ the context of the above situation, therefore, any attempt to formalise and define mis-conduct precisely may introduce rigidity and

about an action being construed as misconduct.

as also provide give rise to unintended interpretation rules

go against the spirit of the University Statutes in this regard; and

(iv) Even though suspension is provided in the statutes in for any case of alledged mis-conduct by a teacher, it should be most sparingly used under exceptional circumstances even though there is a <sup>prima facie</sup> case of mis-conduct. <sup>may</sup>

(iii) Certificate Course in Public Administration -

EC:47:85:07(iii): The Chairman informed the Council that the Department of Public Administration will start courses in M.A. programme from 1987 and not in 1986. It is, however, proposed that the Department in <sup>association</sup> ~~consultation~~ with the Indian Institute of Public Administration <sup>and other organisations and also on its own</sup> will start a Certificate Course in Public Administration from 1986 <sup>and get the reading materials generated,</sup> <sup>and diploma for MA progr</sup> <sup>which will also generate the necessary</sup> <sup>annex</sup>

refer to course, as also

(iv) NEHU Publications -

EC:47:85:07(iv): The Chairman <sup>placed before</sup> informed the Council ~~that~~ <sup>the decision</sup> of the Academic Council in its meeting held on 17th October, 1985 <sup>had</sup> <sup>to</sup> approved the setting up <sup>of a</sup> <sup>Sub-Committee</sup> for production of Literature in Languages primarily spoken under NEHU's jurisdiction such as Mizo, Khasi, Garo. etc., <sup>The Council Resolved to approve the proposal.</sup>

of the

The Chairman <sup>placed before</sup> also informed the Council that the University <sup>decision of the AC.</sup> is planning to bring out publications <sup>on North-East and on tribals,</sup> <sup>and to</sup> <sup>publish historical documents, ethnographical studies in three series,</sup> <sup>namely, Economics, Folklore and Philosophical.</sup> <sup>ethnographical studies, Economics, administrative and such like.</sup>

approving the plan of the

The Council <sup>approved</sup> welcomed the proposal.

(v) Disciplinary Procedure for University Employees

(vi) To consider the case of Dr H.W. Sten, Reader, Department of Khasi -

A

EC:47:85:07(v): The Chairman apprised the Council <sup>about the content of</sup> that Dr H.W. Sten, Reader, Department of Khasi while working as Acting Editor of the newspaper, "The Implanter" in his editorial column of 10th August, 1985, published under the heading, "A time to decide on NEHU Vice-Chancellorship". The editorial column was critical of the Vice-Chancellor in particular and the University in general. He informed the Council that the content was such as to lower the image of the University and that of the Vice-Chancellor in public esteem.

He also informed the Council that since the matter was derogatory, the Vice-Chancellor in exercise of his powers conferred on him under Section 12(3) of the NEHU Act, 1973, instituted an enquiry on the matter. Dr Sten in his reply admitted the charges levelled against him and apologised to the Vice-Chancellor.

The Council <sup>while noting</sup> the action taken by the Vice-Chancellor under Section 12(3) of the NEHU Act, <sup>and</sup> **RESOLVED** <sup>accordingly</sup> to constitute a Committee with the following members to

Resolved that the action on the part of Dr Sten was misconduct and further Resolved to approve Contd/...

based on the papers circulated to the members. Dr Sten,

The Council was, however, of the view that the ~~more~~ apology tendered by Dr Sten was not sufficient. The allegations must be withdrawn in the press with a published apology. The Council

to consider the adequacy or otherwise of the published ~~consider the case and to submit its report at the next meeting of~~  
~~the Council, for final decision.~~  
apology, if any, which may be tendered by Dr. Steen.

1. Prof. C.L. Anand, Pro-Vice-Chancellor, NEHU.
2. Prof. M. Miri, Dean, School of Social Sciences, NEHU.
3. Prof. R.S. Lyngdoh, Head, Department of Khasi, NEHU.

The Council Resolved to authorise the Vice-Chancellor to take  
(vi) Headship in the Department of English,  
Nagaland Campus, Kohima - Dr J.C. Mahanti, Prof. SK Das and VC

EC:47:85:07(vi): The Chairman <sup>circulated the correspondence between</sup> informed the Council that prior to ~~joining of Prof. R.R. Mehrotra~~ <sup>as Campus Head in place of</sup> Dr J.C. Mahanti was the Head of the Department of English, Kohima. ~~Since Prof. Mehrotra has joined the Department, the Vice-Chancellor has appointed him as Head of the Department.~~ The Chairman <sup>also</sup> informed that Dr Mahanti tendered his resignation from the services of the University consequent upon ~~his~~ <sup>the</sup> letter ~~against the confirmation of Prof. Mehrotra.~~ <sup>change of headship.</sup> The resignation was not, however, accepted by the Vice-Chancellor.

The Pro-Vice-Chancellor (Nagaland Campus), Kohima, informed the Council that Dr Mahanti will be meeting the Vice-Chancellor in Shillong in a few days time to settle the matter. The Council RESOLVED to authorise the Vice-Chancellor to negotiate with Dr Mahanti and to take action after Dr Mahanti meets him.

(vii) Open Letter addressed to the Vice-Chancellor, NEHU -

EC:47:85:07(vii): <sup>(A)</sup> ~~The Chairman placed before the Council an Open Letter~~ <sup>allegedly</sup> addressed to him by ~~the teachers of NEHU~~ <sup>the</sup> and informed the Council that he found Dr T. Mathew, Professor of Economics and Dr A. Banerjee, Reader in Economics, instrumental in circulating the Open Letter to the students. The Chairman also informed that some preliminary enquiry was conducted and on admission of the research scholar, the Vice-Chancellor under the powers vested in him under Section 12(3) of the NEHU Act, 1973, has proposed to terminate the contract of services of Dr T. Mathew, Professor and Dr A. Banerjee, Reader, Department of Economics by issuing Memoranda to the two teachers. The two teachers were given an opportunity to reply by 24th October, 1985, vide his letter dated 19th October, 1985.

The Council after going through the contents of the Open Letter, the replies given by Dr T. Mathew and Dr A. Banerjee and after careful consideration of the matter felt that the time given by the Vice-Chancellor to the two teachers was too short and according to Statute 27(4) of the NEHU Act, 1973, a teacher should be given a reasonable opportunity of showing cause against the action proposed to be taken in regard to him.

Such action as may be necessary on the advice of the Council and report the matter to the Council.  
which refer to about the conduct of Prof. R.R. Mehrotra. The Council after considering all aspects considered that Dr Mahanti had transgressed his limits in opining about the suitability of Prof. Mahrotra's confirmation. The Council Resolved to authorise the VC to approach

A on p. 10

The Chairman circulated the papers relating to the action initiated by ~~him~~ him against Dr T. Mathew, Professor in Economics and Dr A. Bannerjee, Reader in Economics under Section 12(3) of the NEHU Act. The Chairman apprised briefly the Council the factual position relating to <sup>a</sup> ~~the~~ reference <sup>an</sup> about <sup>by Prof Mathew</sup> the open letter received <sup>and later on</sup> by Dr Bannerjee and its handing over by Prof. Mathew to a research scholar which was kept by him for sometime. The Chairman <sup>made</sup> further stated that he made personal enquiries from the research scholars on the 11th October, 1985 who accepted <sup>alone</sup> these ~~two~~ two facts. <sup>These facts were</sup> ~~It was~~ further confirmed by the two teachers <sup>themselves</sup> when they met him on the 15th October, 85. Other statements made by the scholar were still ~~in the~~ category of his version and not finally confirmed. <sup>The Chairman added that he later learnt</sup> ~~on the 12th October, it is learnt~~ that the two teachers tried to approach the police asking the scholar to remain in readiness to come and formally lodge a complaint. However, the scholar was scared and disappeared from the hostel. He was later located at Bhubaneswar, his home town. This version of the incident on the 12th October was given <sup>by the scholar</sup> ~~by him~~ on telephone to some teachers of the University.

The Chairman summarising the basic issues involved <sup>and</sup> stated that the facts that <sup>open</sup> the letter was referred to by Dr Bannerjee and <sup>it was</sup> handed over <sup>to him</sup> by Prof. Mathew ~~to a research scholar~~ was admitted.

The attention of a research scholar was drawn to

The other part of the chain of events as given in the enclosure of the memorandum was based on the first-hand information received by the Chairman himself. By way of extra caution, ~~the~~ <sup>the</sup> only admitted facts have ~~been~~ taken into account <sup>by the V.C.</sup> for initiating action under Section 12(3) of the University Act. ~~by the Vice-Chancellor.~~

The Chairman ~~also~~ further apprised the Council that the teachers were asked to reply by the 24th October keeping in view <sup>the fact</sup> that the meeting of the EC was scheduled for a long time on the 25th. If the teachers so desired, they could <sup>have</sup> given a formal reply to the memorandum <sup>stipulated</sup> by that date which could be placed before the Council. ~~or~~ <sup>Alternatively</sup> they could <sup>have</sup> also appeal <sup>to</sup> the EC under the provisions of the NEHU Act. The two teachers ~~did not take recourse to any of these alternatives.~~ <sup>have stated</sup> certain technical points in their reply and have ~~prayed~~ <sup>some</sup> ~~only~~ for more time to enable them to give a reply. Thus, they have preferred not to appeal to the EC against the action taken by the Vice-Chancellor under Section 12(3) at the moment.

or explained  
This case  
personally to the V.C.  
Instead they  
revised

The Chairman observed that there were two issues for consideration by the EC viz., (i) whether the action of the two teachers in becoming instrumental ~~to~~ <sup>to</sup> the circulation of the open letter amounts to mis-conduct, and (ii) whether the two teachers ~~had~~ been given adequate opportunity for showing cause against the action proposed to be taken as required under the Statutes. <sup>against the</sup>

The conclusion

after detailed discussion came to be

The Council agreed that the action

by the two teachers did amount to mis-conduct and

resolved to confirm the action initiated by the

Vice-Chancellor under Section 12(3) of the NEHU Act.

The Council, <sup>agreed with the Vice-Chancellor</sup> ~~however,~~ felt that the time given to

the teachers for giving the explanation was not

adequate, <sup>The Council, therefore,</sup> and resolved that further time may be

given to them <sup>to</sup> ~~for~~ giving a reply following which

further necessary action may be taken.

under the circumstances stated by him was the maximum possible but

The Council RESOLVED that Dr<sup>T</sup> Mathew and Dr. A Banerjee may be given sufficient opportunity and that the matter be considered again in the next meeting of the Council.

(viii) Security in the NEHU Campus -

EC:47:85:07(viii): The Council considered the proposal of the University for providing security coverage for all the University Campuses at Shillong. It is proposed that a ~~Company~~ <sup>Platoon</sup> of Home Guards consisting of 30 persons be requisitioned from the Commandant General, Home Guards. The estimated cost for the security coverage comes to Rs 7.00 lakhs.

The Council while agreeing in principle, RESOLVED to recommend to the Finance Committee for consideration.

(ix) Appointment of a Finance Officer -

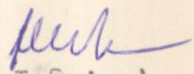
EC:47:85:07(ix): The Chairman informed the Council that the University is contemplating appointment of a regular Finance Officer and that he has written to the Accountant General to recommend names for the position. But none was found suitable. However, one person from the Indian Postal ~~Service~~ <sup>Service</sup> was found suitable. The Chairman informed the Council that necessary appointment may be made after consulting his A.C.R. The Council noted the same.

(x) Next meeting of the Executive Council -

EC:47:85:07(x): The Council RESOLVED that the next meeting of the Executive Council be held on 9th December, 1985.

The meeting ended at 5.30 P.M., with a Vote of Thanks from the Chair.

( Dr B.D.Sharma )  
Chairman

  
(H.W.T. Syiem)  
Ex-Officio Secretary,  
Executive Council.

LIST OF MEMBERS ATTENDING THE <sup>47<sup>th</sup></sup> MEETING  
OF THE ~~EXECUTIVE COUNCIL/ACADEMIC COUNCIL/COUNCIL/~~  
~~BOARD OF RESEARCH STUDIES IN HUMANITIES/SOCIAL~~  
~~SCIENCES/BOARD OF RESEARCH STUDIES IN SCIENCES~~

NAME	SIGNATURE
1. Dr. B. D. Sharma, Vice-Chancellor - NEHU	<u>B. D. Sharma</u>
2. H. W. T. SYIEM, OSD	<u>H. W. T. Syiem</u>
3. R. R. MISHRA	<u>R. R. Mishra</u>
4. C. L. Anand	<u>C. L. Anand</u>
5. S. S. CEDARE	<u>S. S. Cedare</u>
6. S. K. DAS	<u>S. K. Das</u>
7. Kirenmat Director HTE	<u>Kirenmat</u>
8. V. S. B. RAMMAMANI	<u>V. S. B. Rammamani</u>
9. Minal Mui	<u>Minal Mui</u>
10. <del>Ram</del> RAMASWAMY. P. ANJAN	<u>Ram</u>

NAME

SIGNATURE

11. Mrs. M. R. Mawlong

*Mrs. M. R. Mawlong* 25/10/80

12. Dr. A. R. Varman

*Dr. A. R. Varman*