

(v). Case of Dr. S. Aravamudhan, Lecturer, Deptt. of Chemistry.

Dr. S. Aravamudhan, Lecturer of Chemistry department, had been availing frequent unauthorised leave w.e.f. 25.7.96 till date. He never submitted the leave applications before availing it nor does he route the same through the competent authority. On several occasion, the office had to return the applications for doing the needful and also had to request him to submit the charge report on expiry of every leave availed (Annexure I & II).

However, the EL, HPL availed by the teacher has been regularised upto 5.1.2000. The leave availed thereafter is still pending, since the office had received a report from the HOD, for negligence of duty by the teacher (Annexure III). The teacher was asked by the HOD with innumerable reminders, to explain the reasons for not taking classes since 1998. But, it appears, that Dr. S. Aravamudhan just ignored all the letters of the HOD.

Since Dr. Aravamudhan did not give his clarifications as sought for, this office issued him a Show Cause and his salary was withheld w.e.f. May 2000 (Annexure IV). Subsequently, the teacher submitted two letters (Annexure V), but the contents could not be deciphered nor was the same forwarded ~~th~~ through the HOD.

Further, a senior most teacher, Dr. E.N. Lall was appointed by the Vice-Chancellor to go for personal hearing of Dr. Aravamudhan (Annexure VI) and submitted his findings to this office (Annexure VII).

Further to the above, Dr. Aravamudhan was requested to vacate the room at Bijni and shift to his parent deptt. at the main campus within 10 days. But, again he has submitted a reply of which the contents does not relate to his shifting (Annexure VIII). A second letter was issued to him with instruction to the Estate deptt. to lock the room of the teacher if he does not vacate the room within 7 days (Annexure IX). The HOD in his letter dated 14.3.2000 intimated that Dr. Aravamudhan has not shifted to the deptt. and accordingly the Estate deptt. looked his room at Bijni on the 14.3.2001 at 12.30p.m.

Finally, Shri. P.K. Sur, has intimated this office that Dr. Aravamudhan, who is occupying a part of his house at Lumawrie, has not paid the monthly house rent for the part occupied by him w.e.f. March 99 to Feb 2001. Shri. Sur requested this office that suitable action for payment of the House rent may please be made at the earliest.

The above action of Dr. Aravamudhan has violated the service conditions under Clause.4(2) and Clause.5(1) of Ordinance OE-5, and Statute 25 of NEHU Act, where every teacher is required to take such part in the activities of the University and perform such duties as may be required by and in Accordance to the Act Statute and Ordinance and may therefore attract Statute 27(1) of NEHU Act.

In view of the above, the matter is therefore placed before the EO for a decision.

ANNEXURE : I

No. F.96-135/Estt-II/88-294

Dated 4.8.98

To,

The Head,
Department of Chemistry,
NEHU, Shillong.

Sub:- Comments on the letter received from Dr. S. Aravamudhan,
Lecturer.

Ref:- Dr. Aravamudhan letter dated 18.7.98.

Sir,

With reference to the subject stated above, I am to forward herewith the letter dated 18.8.98 alongwith 12(twelve) No. of enclosures received from Dr. S. Aravamudhan, Lecturer of your department in original which is self explanatory.

In this connection, I am to inform you that the letter has not been routed through you and secondly the contents does not appear to have relevance to this unregularised leave since pending for long. You are therefore requested to kindly give your comments and also enlighten the contents and the purpose of his letter.

An early reply is requested.

Yours faithfully,

Sd/-
Deputy Registrar(Estt-II)

Copy to:-

Dr. S. Aravamudhan, Lecturer, He is directed that all correspondence in future should be routed through the HOD and is requested to state the point of issue for our necessary action.

ANNEXURE : IINORTH EASTERN HILL UNIVERSITY
DEPARTMENT OF CHEMISTRY: SHG.Dr. Mahendra K. Mahanti
Prof. & Head of the department.

Tel: 226593

Chem No. 1161 13.8.98

To,

The Deputy Registrar,
Establishment - II
NEHU, Shillong.Sub:- Comments on the letter received from Dr. S. Aravamudhan, Lecturer
department of Chemistry, NEHU.

Ref:- Your letter No. F.96-135/Estt-II/88-294 dated 4.8.98

Madam,

With reference to the subject stated above, I wish to inform you that whenever Dr. Aravamudhan, Lecturer, department of Chemistry, NEHU, had submitted some of his EL applications to me, I had always forwarded them to you for necessary action. On the expiry of his EL, he was informed by our office that he should submit joining reports. This has been conveyed to him by our office staff on all occasions whenever he returned after availing EL. From your correspondence with him, it is apparent that you had not received any of his joining reports. In fact, Dr. Aravamudhan had never submitted any joining reports. to me for onward transmission to your office. Hence, in spite of repeated requests made to him by me and my office staff, he has never submitted any joining report to me, after availing EL. Further, on all occasions, Dr. Aravamudhan was advised to meet you and settle the pending matters pertaining to his submission of joining reports. It is difficult for me to explain to you as to why he has not complied with our repeated requests to submit the joining reports. In order to settle all pending leave matters, you may kindly consider advising him to meet you in your Office for this purpose. He may fill in the joining report forms in your presence which can then be sent to me for countersignature. This may cause some amount of inconvenience to you, but it is my hope that you would be in a position to help us out in this matter.

With regard to the explanation which I had sought from him for not taking the classes in the II semester course (Chem-442: Physical Chemistry) assigned to him, I wish to state that as of today, Dr. Aravamudhan has not submitted any explanation to me in writing, as to why he had not taken the classes assigned to him during the last Semester. In his letter dated 18.7.98 addressed to you on the subject, Dr. Aravamudhan had mentioned that he had not even read the letters which I had written to him on the subject. This is rather unfortunate, since it might be interpreted as an act of indiscipline in not replying to letters written to him by the HOD. Since Dr. Aravamudhan has not responded to any of my earlier

contd.....2/-

continued from Annexure: II page I

letters on his taking classes during the II Semester (which was completed in July 1998), and has not given any explanation, in writing, to me, this matter may kindly be taken up at the appropriate level for any necessary action.

Thanking you,

Yours sincerely,

Sd/-

Mahendra K. Mahanti, 13.8.98

Dr. K. Ismail
Prof. & Head
Deptt. of Chemistry.

ANNEXURE - III

No.F.1-14/Chem/2000-3583

March 10, 2000

To

Vice-Chancellor
North-Eastern Hill University
Shillong

Sir,

Dr. S. Aravamudhan has stopped doing his duty in the Department. From last two years he did not take M.Sc. classes and just ignored the teaching duty assigned to him in the time-tables. He also just ignored all the letters written to him by the Head of the Department to explain his position. He just disappear from the Department either by sending a leave letter through Office staff or by posting a leave letter to the Office Staff from somewhere. He does not communicate with the colleagues in the Department. He has also refused to vacate his room at Bijni Campus (Copy enclosed).

In such a situation, the Department in its Faculty meeting held on 22nd February 2000 decided that there is no point in once again assigning him any teaching duty and the matter be reported to the Vice-Chancellor.

I, Therefore, bringing to your knowledge the case of negligence of duty by Dr. S. Aravamudhan and request you to take proper action in this regard.

Thanking you,

Sd/-

Dr. K. Ismail

Dr. Mahendra K. Mahanti
Prof. & Head of Deptt. Chemistry.

REMINDER

No.Chem/98-1115

27 June 1998

To

Dr. S. Aravamudhan
Lecturer
Deptt. of Chemistry
North-Eastern Hill University
Shillong

Dear Dr. Aravamudhan

Please refer to my earlier letters addressed to you on the subject of taking the classes for the II Semester Course Chem-442 (Physical Chemistry-II), vide reference No.Chem-1001 dated 1 May 1998, and Chem-98-1033 dated 19 May 1998, and Chem-98-1057 dated 26 May 1998,

We are now approaching the end of the current semester. It has been brought to my notice that you have not taken any of these classes in the course (Chem-442: Physical Chemistry-II). In my earlier letters, I had requested you to explain to me, in writing giving the reasons why you have not taken the classes in this course. Your explanation should have reached me by 12 noon on Thursday, 28 May 1998. Your earlier explanation should have reached me by 12 noon on Thursday, 21 May 1998. In all these cases, you have not given any explanation to me, in writing, stating the reasons why you have not taken the classes in this course. I wish to state that your not having taken classes which were assigned to you, and your not responding to my letters giving explanation as to why you have not taken these classes are both being viewed very seriously. In these circumstances, this matter will have to be brought to the notice of the Vice-Chancellor for his consideration and necessary action. You are therefore, requested to give me the explanation, in writing as to why you did not take classes assigned to you in this course during the present semester. Your explanation should reach me positively by 12.00 noon on Tuesday 30 June 1998. Your explanation will then be forwarded to the Vice-Chancellor for consideration and necessary action.

Kindly treat this matter as most urgent and final.

Sd/-

V. K. Mahanti.

Contd. 2.

6:7:5(7)

- 2 -

Copy to:-

1. Prof. S.N. Bhat, Course in charge Chem-442.
2. Dean School of Physical Sciences, NEHU.
3. P.S. to V.C. for kind information of the Vice-Chancellor.

M.K. Mahanti.

Dr. M.K. Mahanti
Prof. & Head of Deptt.
Chemistry, Shillong.

REMINDER

No.Chem/98-1057

26 May 1998

To

Dr. S. Aravamudhan
Lecturer
Deptt. of Chemistry
North-Eastern Hill University
Shillong.

Dear Dr, Aravamudhan,

Please refer to my earlier letters addressed to you on the subject of taking the classes for the II Semester Course Chem-442 (Physical Chemistry-II), vide reference No.Chem-1001 dated 1 May 1998 and Chem-98-1033 dated 19 May 1998. You were supposed to have taken these classes on Mondays and Tuesdays from 9.30 A.M. to 10.25 A.M. As of today (26.5.98) you have not taken any of these classes in this Course, that is, you have not taken the last 8 Classes in this Course. In this connection, I would like to inform you that you have not sent any explanation to me as to why you have not taken these classes in this course (Chem-442). Your earlier explanation should have reached me by 12.00 noon on Thursday, 21 May 1998. Till date, I have not received any explanation from you in this regard. I shall appreciate if you could kindly explain to me, in writing, giving the reasons why you have not taken the classes in this course (chem-442) till today. Your explanation should reach me positively by 12.00 noon on Thursday, 28 May 1998.

Kindly treat this matter as most urgent.

Yours sincerely

Sd/-

M. K. Mahanti

Copy to:-

1. Prof. S.N. Bhat, Course in-charge Chem-442.
2. Dean School of Physical Sciences, NEHU.
3. P.S. to V.C., for kind information of the Vice-Chancellor.

M.K. Mahanti

6:7:5 (9)

Dr. M.K. Mahanti
Prof. & Head of Deptt.
Chemistry, Shillong.

No.Chem/98-1033

19 May 1998.

To

Dr. S. Aravamudhan
Lecturer
Deptt. of Chemistry
North-Eastern Hill University
Shillong.

Dear.Dr. Aravamudhan,

Please refer to my letter addressed to you, reference No.Chem-1001 dtd. 1 May 1998. In this letter, I had requested you to take the classes for the II Semester Course Chem-442 (Physical-Chemistry-II), covering Unit-III (Solid State Chemistry) in 9-10 classes. I had also requested you to start the teaching of this Unit from Monday 4 May 1998, and these classes were to be taken by you on Mondays and Tuesdays from 9.30 A.M. to 10.25 A.M. By this time you should have taken classes on 4th, 5th, 11th, 12th, 18th, and 19th May 1998.

As of today, you have not taken any of these classes on the above mentioned dates, that is, you have not taken the last 6 classes in this course. I shall appreciate it if you could kindly explain to me, in writing, giving the reasons why you have not taken these classes in this course (chem-442) till today. Your explanation should reach me latest by 12.00 noon on Thursday, 21st May 1998.

Kindly treat this matter as most urgent.

Sd/-

M. K. Mahanti

Copy to:-

1. Prof. S.N. Bhat, Course in-charge Chem.442.
2. Dean, School of Physical Sciences, NEHU.
3. P.S. to V.C., for kind information of the Vice-Chancellor.

Dr. M. K. Mahanti
Prof. & Head of Deptt.

No. Chem- 1001

1st May 1998.

To

Dr. S. Aravamudhan
Lecturer
Deptt. of Chemistry
North-Eastern Hill University
Shillong

Dear Dr. Aravamudhan,

You have already been informed that for the II Semester course, Chem-442 : Physical Chemistry II, the Unit that has to be covered by you is unit-III : Solid State Chemistry.

As per the time-table, your classes will be held on Mondays and Tuesdays from 9.30 A.M. to 10.25 A.M. These classes should be taken by you with effect from Monday 4th May 1998. You are requested to cover this unit in 9-10 classes. After the completion of the teaching of this unit, you are requested to conduct one Sessional examination, evaluate the answer scripts and submit these marks, along with attendance of the students, to Prof. S.N. Bhat, Course in-charge Chem-442.

I shall appreciate if you could start the classes with effect from Monday 4 May 1998.

Thanking you,

Sd/-

M.K. Mahanti

Copy to:-

1. Prof. S.N. Bhat, Course in-charge Chem-442.
2. Dean, School of Physical Sciences, NEHU.
3. P.S. to V.C., for kind information of the Vice-Chancellor.

M.K. Mahanti.

NORTH EASTERN HILL UNIVERSITY
PERMANENT CAMPUS :: SHILLONG.

A N N E X U R E : IV

CONFIDENTIAL

No.F.96-135/Estt-II/88-2189

Dated 20.5.2000

000

M E M O

The Head of Department of Chemistry has reported that for the last 2 years you have not taken M.Sc classes and just ignored the assigned/teaching duties and have also ignored all the letters written to you in this regard to explain your position. Further, it has been reported that you just disappear from the department either by sending leave letters through office staff or by through post from somewhere. You also do not communicate with your colleagues in the Department and has also refused to vacate your room at Hiji Campus. Your action is sheer negligence of duty, flouting the authority of the Head of the department, absenting without leave and also unauthorised absence from Head-quarters which is unbecoming of a Sr. faculty member of the University. The Establishment had on occasions requested you to submit the leave/charge reports through the Head of the Department but inspite of that, you continue at times to submit the leave applications directly with irrelevant documents as a result, this office is unable to settle the leave availed for the period w.e.f. 17th to 26th Feb, 2000, 1st to 10th March 2000, 11th to 19th March 2000 and 1st to 10th April 2000.

In view of the above, you are directed to show cause, why action should not be taken as deemed fit for violation of Clause. 5(i) of OE-5 and Clause.F.13(2) and Clause F.10(10) of OE-6 of North Eastern Hill University Ordinance.

Your reply should reach the undersigned within 15 days after receipt of this letter or the matter would be decided exparte.

Pending settlement of this show cause notice, your pay is withheld w.e.f. May 2000 onwards, untill further notice.

To,

Dr. S. Aravamudhan
 Lecturer,
 Department of Chemistry,
 NEHU, Shillong.

Sd/-

REGISTRAR

Copy to:-

1. The Head, department of Chemistry, NEHU, Shillong, this refers to his letter No.1-14/Chem/2000-3585 Dt.10.3.2000
2. The Finance Officer, NEHU, Shillong. He is requested to withhold payment of salary w.e.f. May 2000 and onwards untill further orders.

A N N E X U R E : V

Dr. S. Aravamudan
Lecturer,
Department of Chemistry,
NEHU, Shillong-793003
INDIA.

6th August, 2000

To,

The Registrar,
NEHU, Shillong.

Ref:- No. 96-135/Estt-II/88-2189 dated 20.5.2000

Sir,

There have been several letters sent in reply to the above and not unexpectedly no acknowledgement for any till now and those who ask for showing cause may not find it as the same footing to show cause for the lack of acknowledgement to know whether it is really meant to be replied or not when such a paper as referred to above is handed over to anyone.

Due to the several dislocations which had been pointed out in earlier unacknowledged letters to let the people be informed (which are termed 'irrelevant' but the same things turn out to be the causes to be shown as is necessary for the above letter). Hence from the standards required the above letter appearing in the hands at the working place could possibly later on termed as 'a spurious' occurrence and 'irrelevant' and another curtailed letter or 'irrelevant' actions could be termed relevant.

1) Which 'authority' knows what is the kind of work that is being carried out and what is its 'relevance'. If it is irrelevant how & why it is irrelevant?

Enclosure set I indicates the situation as early as 1995. While revising the syllabus efforts to introduce recent trends and easier ways of teaching a subject and get a syllabus made which would be 'independent' of which teacher would teach the subject matter. This would have greatly helped new teachers to get experience without much difficulty with standardised syllabi. From the enclosure why communication was not received effectively even after mentioning in writing and as usual no replies the routine pattern practice. But what was intended to be brought in at NEHU could be found very effective when exercised at ASSAM UNIVERSITY as per the letter in this Set-I.

for effective & efficient communication informations must be quickly disseminated and the awareness should be created that the relevant centres and authorities are receptive to informations and capable of communicative abilities to convince that and ensure it would remain a conducive environment for the work on duty for the orders issued.

When after 10 years of teaching when there had been a written mention by student representatives about difficulties repeatedly assigning and re-assigning and not telling anyone about whether the conduciveness for teaching is ensured and repeatedly sending letters for cause and the same pattern would only viliate the lot of the students further. Since whatever at present contingency can be done and hence done by all except a few seem to set the pattern without any flexibility or willingness to assure progress. In the unacknowledged replies enough effort has been made to substantiate the outputs and because of the weight behind it would be difficult to acknowledged it because what is stated in the letters as mentioned & referred above make things get out of the control of those who issue if and only way is to send similar letters for 'cause' from another corner as if one does not know anything about these things. If the papers are read as in the standard office practices this kind of situation with the dechotomy of what was termed 'irrelevant' when produced as copies now becomes much more than simply a 'cause' and hence people get confronted.

All the substance till now produced for whatever work could be termed out could be turned out only because of the confirmed and sustained effort from the present place of work and still ^{no} ~~xxx~~ relevant authority seem to be mentioning anything about whether the orders are issued for such purpose of carrying out work in these areas and fields if not make a specific mention of pointing out the required changes for the context. Such letters & replies with clarifications if read by experienced university authorities should have indicated it is all only request to make things conducive for teaching so that students do not have difficulty. If then papers could not be read and grasped it can only be termed anything other than being relevant. Since only if there can be understood people would be able to confidently express how to improve the lot of students and there would not be any necessity to excercise and show authorities for already well stated reasons.

ANNEXURE: Vpage...3/-

Referring to the tone of OE-6 F.19(2) the employee, a particular teacher must have the necessary light to point out and take appropriate steps even by reverting certain prevailing practices so that better conducive teaching could be imparted to students when without a certain reversal things could not be improved. When this is done with informing reasons and make people aware not to blindly follow & routine errors it cannot be termed irrelevant by people with open eyes.

The clarifications in the reply to (Encl.II) a similar letter as the above referred letter from Estt-II, No.Chem 3207, dated 19.4.99, already contain the bundle of contradiction in the procedure for leave applications which earlier required seven reminders and every one of the reminders were acknowledged, replied and explanations given. In spite of all this the above letter mentioning about show cause. But procedure and the surrounding have not recorded any progress.

In the clarifications it has been emphasised such methods would cause set back in collective abilities. The members of a department were not able to carry all the collegues alongwith, with their assignments to be duly carried out but from a different location claim the disappearance of a member. Referring to OE-6 F 19-4 Application for leave trying to request for and get information about procedures which does not create complication later have proved futile and it had to have 7 reminders from DR (Estt-II). Moreover when it was necessary to proceed for conference participation, for which papers had been circulate and known several weeks ahead, the leave application could not be submitted for routing in the deptt. office which was open on a working day because none (no personal including in the office were present and the application had to rush to the DR Estt-II to find out how to get the leave application routed and DR could only telephonically find out what the applicant reported and the application had to be re-submitted for routing after return from leave. All then papers sent to Estt-II if it is all irrelevant no wonder repeatedly there would be needs for cause and show cause.

.....4/-

In the present context due consideration can be given for OE-6 Clause A (9) with the information (Prior and after the leave) placed before the officers who had been informing the applicant as to what to do at each encounter. For Clause OE-6 F. (10) the possibility of debiting in the leave account as leave without pay can be considered.

As is in Encl. Set III all the substantiative information should be considered as an effort to improve the skill by a variety of experiences and effort should be made to make things conducive for the students to received such benefits from the experienced teacher - employees.

Yours faithfully,

-/as

S. Aravamudan

6:7:5 (16)
NORTH EASTERN HILL UNIVERSITY
PERMANENT CAMPUS ::: SHILLONG.

No.F.96-135/Estt-II/88-2759

Dated 25.9.2000

A N N E X U R E:VI

CONFIDENTIAL

To,

Prof. E.N. Lall,
Dean,
School of Humanities & Education,
NEHU, Shillong.

Sub:- Personal hearing of Dr. S. Aravamudhan, Lecturer, department of Chemistry.

Sir,

With reference to the subject cited above, I am directed to inform you that the Vice-Chancellor has requested you to go for a personal hearing in the case of Dr.S.Aravamudhan, Lecturer, department of Chemistry. It has been reported by the Head, department of Chemistry, that for the last 2 years Dr. S. Aravamudhan has been absenting from his academic duties.

In spite of the Head of the deptt.'s effort and the office to correct the lapses on the part of Dr. S. Aravamudhan, the matter is pending for settlement.

In this connection, A Show Cause Memo served to Dr. Aravamudhan is enclosed herewith which is self explanatory and may enlighten the purpose of personal hearing. It may be mentioned that 2 replies of the Show Cause Memo received from Dr. Aravamudhan has been forwarded in original to the Head of the department vide this office letter of even No.2445 dated 13.7.2000, which may kindly be referred to.

Further, a copy of the Show Cause reply dated 6.8.2000 received from Dr. S. Aravamudhan is also enclosed herewith for your kind perusal and necessary action.

I am therefore to request you to kindly submit the report of the findings in the case at the earliest.

Yours faithfully,
Sd/-

Enclo: a.a.

Deputy Registrar (Estt-II)

Copy to:-

The Head, department of Chemistry, NEHU, Shillong, for information and necessary action. He is requested to return the original letters of Dr. S. Aravamudhan, forwarded vide this office letter of even No.244 dated 13.7.2000 with its comments and also furnish any record relevant to the case if requested by Prof. E.N. Lall.

Deputy Registrar (Estt-II)

6:7:5 (17)
NORTH EASTERN HILL UNIVERSITY
MAYURBHANJ COMPLEX:SHILLONG.

A N N E X U R E: VII

Prof. E.N. Lall
Dean,
School of Humanities and Education

No.3389

Dated 6th Dec, 2000

To,

The Deputy Registrar (Estt.II)
NEHU, Shillong.

Sub:- Personal hearing of Dr. S. Aravamudhan, Lecturer, department of Chemistry, NEHU, Shillong.

Madam,

Please refer to your letter No. 2751 of September 25th 2000 on the subject mentioned above.

As required, I have conducted a personal hearing of Dr. S. Aravamudhan by scheduling two meetings with him on October 16th 2000 and November 6th 2000, in my office chamber. The report that I am submitting takes into account these two meetings and a third meeting with him held in the office chamber of Prof. K. Ismail, Head, department of Chemistry on November 8th 2000.

Dr. S. Aravamudhan, in my assessment, is nursing a grievance since 1996 over the absence of any written communication informing him of the reasons for re-assigning units 4 and 5 of Course 461 (Quantum chemistry) which he was teaching to another teacher in the department. He, however, is ambivalent when asked whether he was informed orally of the problems that students of Semester I of 1996 batch were experiencing in following his lectures in that course. His subsequent truancy from teaching assignments and supervision of students project work over the years is disconcerting and unacceptable.

In addition, one notices in his functioning as an employee of NEHU, an assertive disassociation with the department of Chemistry. His failure to respond to letters written to him by the Head of the department of Chemistry, over a period of nearly four years, is a refusal on his part to recognise his parent department. His current affiliation appears to be with RSIC and the Centre for Science Education. This could be one of the reasons for his muted refusal to dislocate himself from Bijni Campus and move with his colleagues of the Department of Chemistry to the new facilities on permanent campus.

contd...2/-

continued.....2:

Dr. Aravamudhan's correspondence with his department and Estt. II is incoherent and reveals an attitude resistant to following University norms and procedures. But when one looks at his correspondence with fellow scientists from outside NEHU, one is struck by his clarity of expression. If one reads this dichotomy in his personality as symptomatic of an ailment or condition of mind then it would not be presumptuous to suggest that he be advised to seek counselling.

One observes with dismay Dr. Aravamudhan's refusal to abide by the conditions stipulated by Prof. K. Ismail, Head of the Department of Chemistry for his resumption of academic duties as faculty in the department (letters enclosed). Therefore, one is left with no alternative, but to recommend that immediate steps be taken to move him out of the room he continues to occupy in the building housing the Examination department. Also, he may be transferred to either RSIC or the Centre for Science Education.

I hope my report assists the University administration in resolving Dr. S. Aravamudhan's case.

Yours sincerely,

sd/-

(E.N. Lall)

Copy to:-

P.S. to Vice-Chancellor, NEHU, Shillong.

(E.N. Lall)

A N N E X U R E : VIII

No.Chem-569 of 01.02.2001

From: Dr. S. Aravamudhan
Lecturer,
Department of Chemistry,
North Eastern Hill University
Shillong.

To, The Registrar
NEHU, Shillong.

Sub:- Reply to be placed on record.

Ref:- 1. No.F.6-15/Estt-II/3/98(Vol.V) 2684 dated 2.9.2000
2. No.F.96-135/Estt-II/88-3182 dated 24.1.2001.

Dear Sir,

Acknowledging the letter referred as item-2 above, I can only place on record the following as a reply to the directive.

In the back drop of the order referred as item-1 above, It may be presumed that there cannot be any dispute that I have been appointed to be a member of the department of Chemistry, NEHU.

Eversince my tenure as Lecturer in NEHU, department of Chemistry began in 1985, my teaching/research activities have been gaining accent towards utilisation of Central facilities at NEHU (for example RSIC, Computer Centre CSE), for the departmental activities and this activities have permeated to encompass more and more for having access to these facilities where they are located and which require full time presence at the location to avail the facilities for the requirements of having to compete for the recent trends and techniques with what is available and hence to enlist what would have be be further acquired. The outcomes of these activities find interest and appreciation among chemistry teachers/researchers at large and hence it is necessary that at the Department of Chemistry, NEHU, due consideration is given for this brisk activity to be not hindered and progress not retarded for a mere perfunctory make shift for putting the furniture and teaching research materials to ensure a physical compartmentalisation of departmental activities. The research materials and furniture can be removed from the room if this is what is meant by 'vacating' but where to place them is something which required much better consideration of the academic activities than what is being dispensed. The subject

contd.....2/-

matter for the referred academic activities is a highly specialised topic and whether a department has a consolidated opinion on what to suggest on how to go about the required continued activity to be effective at NEHU.

Further, streamlining the accountable teaching of the member of the department is a long pending protracted exercise without which apparently the department can conveniently term all about these activities and presence of a member even as irrelevant without making any dent on the perfunctory routine schedules. Since further elucidating on these matters would make this reply repetative and lengthy, I prefer to conclude by making a request to call for further details if necessary.

Yours faithfully,

sd/-

(Dr. S. Aravamudhan)

Copy to:-

The Head, department of Chemistry, NEHU, Shillong.

2. The Deputy Registrar (Estate) NEHU, Shillong.

6:7:5 (21)

NROTH EASTERN HILL UNIVERSITY
PERMANENT CAMPUS ::: SHILLONG.

A N N E X U R E: IX

No.F. 96-135/Estt-II/88-3276

Dated 2.3.2001

To,

Dr. S. Aravamudhan,
Department of Chemistry,
NEHU, Shillong.

Sub:- Shifting to Main Campus.

Sir,

With reference to your letter No. Chem 569 of 1.2.2001 on the subject indicated above, I am to inform you that 'Vacating' does mean vacating of research material and furniture including other movable property that may belong to you. You are therefore requested to vacate the room at Bijni and shift to your parent deptt. at the main campus within 7 days from the date of receipt of this letter, failing which the Estate department will lock the room.

Yours faithfully,

sd/-

Deputy Registrar (Estt-II)

Copy to:-

The Section Officer (Estate deptt.) with a request to lock the room of Dr. S. Aravamudhan at Bijni, if he does not vacate the room within 7 days time, from the date of receipt of this letter.

(iv) Allotment of land to IGNOU.

EC:109:2001:6:7:(iv): The Council considered the allotment of six acres of land free of cost to IGNOU and RESOLVED to approve the same.

(v) Case of Dr. S. Aravamudhan, Lecturer, Department of Chemistry.

EC:109:2001:6:7:(v): The Council considered the consistent absence from duties of Dr. S. Aravamudhan and also his total insubordination to the requests made by the HOD, Chemistry and RESOLVED to pass a severe stricture on him and further RESOLVED that should any further complaint be placed before the Council with substantive evidence, the Council shall be constraint to terminate his services.

The Council, further RESOLVED that his pay and allowances may be released only after receipt of a certificate from the HOD that he has started taking classes and is continuing with his normal activities in the Department.

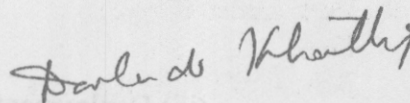
Item NO. 8

ITEM FROM THE CHAIR

EC:109:2001:8:(i): The Chairman placed before the Council the Statement of Prof. N. Malla and Shri XP Mao made before the Inquiry Officer demanding that since the suspension period has exceeded six months it should be reviewed by the next Higher Authority which is the Court. The Council RESOLVED that the matter may be referred for legal advice.

The meeting ended with a vote of thanks from the Chair at 1400 Hours.

Sd/-
Mrinal Miri
Chairman



DT Khathing
Secretary