

NORTH-EASTERN HILL UNIVERSITY  
SHILLONG- 793 001

PART - II

A G E N D A

FIFTY-SEVENTH MEETING  
OF THE  
EXECUTIVE COUNCIL

Thursday, the 2nd July, 1987  
Shillong

NORTH-EASTERN HILL UNIVERSITY  
SHILLONG- 793 001

AGENDA FOR THE FIFTY-SEVENTH MEETING OF THE EXECUTIVE COUNCIL  
PART-II

-----	
Contents	Page No.
3. RATIFICATION OF ACTION TAKEN BY THE VICE-CHANCELLOR -	
(iii) Transfer of service in respect of Prof. P.S. Ramakrishnan.	3:3(1)
(iv) Nomination of University representatives to the Governing Body of Saiha College, Saiha, Mizoram -	3:4:(1)
(v) Nomination of NEHU Representatives in the Governing Body of Serchhip College	3:5:(1)
5:1 - Statute/ Ordinances, Regulations and Rules	
(i) Assent of the Visitor to Ordinance OA-4 and Clause 17.1 of Ordinance OB-6	5:1:2(1)
(ii) Nomenclature of the Centre for School Science and Mathematics -	5:2:2(1)
5:5 - EXAMINATION MATTERS -	
(i) <del>M. Phil results</del>	<del>5:5:1(1)</del>
(ii) <del>Ph.D. results-</del>	<del>5:5:2(1)</del>
(iii) Rates of Remuneration for Confidential Works and delegation of power to sanction such expenditure-	5:5:3(1)
(iv) Panels of Examiners	5:5:4(1)
(v) Permission to employees of the University to appear in Examinations as private candidates -	5:5:5(1)
(vi) Declaration of Ph.D. results	5:5:6:(1)
(vii) Declaration of M. Phil Results	5:5:7:(1)
(viii) Scheduling of Examinations	5:5:8:(1)
(ix) Admission to Third Year Honours Course of Students coming from other Universities on completion of 2 years Pass Course.	5:5:9:(1)

Contents	Page No.
5:6 - Establishment of New Departments/Centres/ Courses	
(i) Establishment of the Academic Staff College	5:6:1:(1)
(ii) Introduction of Urdu and Manipur at the Degree level -	5:6:2(1)
(iii) Introduction of + 2 stage in six educational institutions in Mizoram -	5:6:3(1)
(iv) Introduction of Tenyidie (Angami Language) as a subject in the P.U. Course -	5:6:4(1)
5:7 - Affiliation, etc -	
(i) Recommendations of the Affiliation Committee	5:7:1(1)
6:1 - Selection Committees -	
(i) Constitution of Selection Committee for the Constituent Colleges .	6:1:1:(1)
6:2 - <del>Appointment/Creation/Upgrade</del> Confirmation/Extension/Option/Transfer/ Release/Termination/Registration- Resignation -	
(v) Resignations tendered by Dr. B.R. Nagpal Reader, Department of English .	6:2:5(1)
(vi) Determination of grade in respect of Shri J. W. Smith	6:2:6:(1)
(vii) Resignation of Dr. A.M. Dwivedi, Professor Institute of Self Organising System and Bio-Physics and his claim for travel expenses from Chicago, USA to Shillong to join this University.	6:2:7:(1)
(viii) Appointment of Heads in the Department of Horticulture, Soil Conservation and Rural Development and Planning.	6:2:8(1)
(ix) Extension of the term of contract in respect of Shri M.C. Gabriel, Director of Publications	6:2:9(1)
(x) Appointment of adhoc Research Associate in Khasi Department at Shillong	6:2:10(1)

Contents	Page No.
(xi) Appointment of Head of the Department of Education, Mizoram Campus	6:2:11(1)
6:3 - Leave/ Deputation	
(v) Study leave of Shri Janmesai Singh, Reader in Agricultural Engineering, Department of Geography, NEHU.	6:3:5:(1)
6:6 - Service Conditions/ Financial and other Benefits -	
(i) Request for payment of arrears on account of refixation of pay of Prof. B.N. Saraswati, Department of Anthropology, NEHU, Shillong.	6:6:3(1)
(ii) Provision of hard furnished accommodation to Statutory Officers.	6:6:2(1)
(iii) Revision of scales of Teachers in Universities and Colleges and other measures for maintenance of standards in Higher Education -	6:6:3:(1)
7 - Financial Matters :	
(i) Settlement of outstanding bill of M/S Shadap Associates, Shillong	7:1:1(1)
(ii) Settlement of outstanding bills of M/S Ramesh and Co.	7:1:2(1)
(iii) Settlement of outstanding bills of Shri H.Hek,	7:2:3(1)

FORM NO. 1

(in)  
(10)TRANSFER OF SERVICE IN RESPECT OF PROF. P.S. RAMAKRISHNAN

The Executive Council in its 54th meeting took a decision that the lien of Dr. P.S. Ramakrishnam, Professor, Department of Botany, NEHU be terminated with effect from the date of commencement of leave i.e. 25.5.85 and also to give its consent for permanent absorption of Prof. Ramakrishnan in J.N.U. as and when the J.N.U. approaches NEHU for it. Extract reproduced below:-

EC:54:86:6:2(i) The Council RESOLVED to give its consent as and when the J.N.U. approaches NEHU for it for permanent absorption of Prof. P.S. Ramakrishnan in that University and also to terminate his lien in NEHU with effect from the date of commencement of his leave.

A letter was received from the UGC in which they have enquired about the proposed date for termination of the lien and they were informed of the above decision.

Again, another letter from the UGC addressed to the Registrar, JNU with a copy to the Registrar, NEHU was received in which they have apprised of the technical difficulty in terminating the lien with effect from 25.5.85 (i.e. date of commencement of the leave) as the J.N.U. cannot absorb Prof. Ramakrishnan prior to the date of his joining there i.e. 30.5.85. And as suggested by the UGC, earned leave with effect from 25th to 29th May, 1985 was sanctioned and the lien terminated with effect from 30.5.85.

Further, as the J.N.U. has now requested for the service record of Prof. Ramakrishnan in NEHU and transfer of C.P.F. it is presumed that he is permanently absorbed in J.N.U. Accordingly the service record, leave account have been sent to J.N.U.

The matter is therefore placed before the Council for formal approval of the transfer of service and ratification of the above action taken.

(iv)  
(34)

Nomination of University representatives  
to the Governing Body of Saiha College,  
Saiha, Mizoram -

The Academic Council in its 28th meeting held on the 27th April, 1987 resolved to ratify the action taken by the Vice-Chancellor in nominating the following teachers to represent in the Governing Body of Saiha College, Saiha, Mizoram as University representatives for a period of two years with effect from 12th September, 1986.

1. Dr K.K. Upadhyay, Department of Economics  
NEHU, Mizoram Campus, Aizawl.
2. Dr R.S. Wangu, Department of Education,  
NEHU, Mizoram Campus, Aizawl.

Under Clause (1)(i) of Statute 33 every college or institution should have a regularly constituted Governing Body consisting of not more than 15 persons approved by the Executive Council and including, among others, two teachers of the University to be nominated by the Executive Council. The matter is, therefore, placed before the Council for favour of ratification of the action taken.

...

3:5:(1)

- (v) Nomination of NEHU Representatives in the Governing Body of Serchhip College.

The Vice-Chancellor has nominated Dr. Lok Nath Singh, Reader, Department of Philosophy, North-Eastern Hill University, Mizoram Campus and Mrs. Rami Ralte, Lecturer, Department of English, North-Eastern Hill University, Mizoram Campus, Aizawl as the North-Eastern Hill University Representatives in the Governing Body of Serchhip College for a period of two years.

The matter has been considered by the Academic Council Min in its 29th Meeting held on the 1st July, 1987 and it resolved to recommend to the Executive Council.

The matter is , therefore, put up to the Executive Council for consideration.

- (ii) Assent of the Visitor to Ordinance  
OA-4 and Clause 17.1 of Ordinance  
OB-6 -

The Ministry of Human Resource Development, Government of India vide their letter No.F.8-23/85-Desk(U) dated the 15th April, 1987 approved the amendment to Ordinance OA-4 on Assignment of Departments to the Schools of Studies, as approved by the Academic Council and the Executive Council, subject to the condition that all creation of any new School/Department has the prior approval of the Commission. The amendments to the Ordinance were, however, made by the Executive Council in its 53rd meeting and the amendments have been referred to the Ministry for obtaining the approval of the Visitor.

The assent of the Ministry to the amendment of Clause 17.1 of Ordinance OB-6 on Affiliation of Colleges has also been conveyed by the Ministry by the same letter.

The matter is placed for information of the Council.

.....

(ii) Nomenclature of the Centre for  
School Science and Mathematics -

The Advisory Committee in its meeting held on the 13th and 14th April, 1987 considered the nomenclature of the Centre and proposed that the Centre may be designated either as the Centre for Science Education or Centre for Science and Mathematics Education.

The Resolution for Action adopted by the Committee is reproduced below :

"1.2 Centre of this nature, which has to generate interactions at all level as well as popularise science and mathematics among all, be called the Centre for Science Education or Centre for Science and Mathematics Education rather than Centre for School Science and Mathematics."

The matter has been considered by the Academic Council in its 29th meeting held on the 1st July, 1987 and the Academic Council resolved to approve the change of nomenclature from the Centre for School Science and Mathematics to "Centre for Science and Mathematics Education" and to recommend to the Executive Council.

The matter is placed for consideration of the Council.

...

5:5:3(1)

Sub :- Rates of Remuneration for Confidential Works and delegation of power to sanction such expenditure.

(A) Pending approval of the E.C. remuneration for Confidential Works connecting finalisation of results, remuneration are being paid as under :-

- (1) Faking @ Rs.0.15 per scripts
- (2) Supervision of Faking works @ Rs.1500.00 for examinations.
- (3) Despatched & Collection of Scripts from local examiners @Rs.700.00 each examinations
- (4) Alloting of examiners Nos. & Supervision of top sheeting of scripts & despatch to examiners. @ Rs.1500.00 for examinations
- (5) Despatched of post & watch of their return @ Rs. 500.00 for examinations
- (6) Sending of scripts to Chief Examiners & watch the return @Rs.1000.00 for examinations
- (7) Supervision S.O's @ Rs. 500.00 each
- (8) Remuneration to Driver @ Rs. 500.00
- (9) Receipt of scripts on the days of examinations @ Rs. 300.00 for examinations

The rates may kindly be approved by E.C.

(B) For the confidential works, mainly the members of the staff are engaged. The delegation of Financial Power is silent as to who is to issue such sanction.

Since the works are confidential, the Controller of Examinations be authorised to issue such sanctions.

## 5:5 - EXAMINATION MATTERS -

## (i) Panels of Examiners

The Academic Council in its 29th meeting considered the Panels of Examiners for examining the M.Phil/Ph.D thesis of the following candidates and the Council resolved to approve the Panels and to recommend to the Executive Council.

PH.D.

- |    |                      |                      |
|----|----------------------|----------------------|
| 1. | Miss Didcy Laloo     | Chemistry Department |
| 2. | Mr. Manash Das Gupta | -Do -                |

M.PHIL

- |    |                        |                    |
|----|------------------------|--------------------|
| 1. | Ms. Jaya Choudhury     | History Department |
| 2. | Mr. Apurba Kr. Madhi   | Economics "        |
| 3. | Mr. Mrinal Kanti Mitra | -Do- "             |
| 4. | Mr. P.K. Panigrahi     | Pol.Science "      |
| 5. | Smt. Shibani Biswas    | Anthropology "     |
| 6. | Ms. Lucy Thomas        | -Do-               |
| 7. | Ms. Miriam Suchiang    | -Do-               |
| 8. | Shri P.K. Borah        | Zoology Department |
| 9. | Miss Tirzah Kengoo     | English Department |

- (v) Permission to employees of the University to appear in Examinations as private candidates -

The existing regulations on private candidates allow only Female candidates, Teacher candidates, NEHU Library, Government Libraries, Libraries of Colleges affiliated to NEHU, Libraries associations or institutions duly approved by the Executive Council, Inspecting Officers of the constituent units of NEHU and Defence personnel stationed within the territorial jurisdiction of NEHU.

The above regulations restricts to the Male employees of this University even though they may desire to pursue higher studies.

NEHUNSA has been pursuing that the same benefit may be extended to the staff of the University also. The Academic Council in its 29th meeting held on the 1st July, 1987 considered the matter and resolved to approve to extend the facility to regular employees of the University and to recommend to the Executive Council.

The matter is, therefore, put up to the Executive Council for consideration.

...

(vi) Declaration of Ph.D. Results -

Pending approval of the Academic Council and the Executive Council, the Vice-Chancellor in exercise of the powers conferred on him by Section 12(3) of the University Act declared the Ph.D. results of the candidates who fulfilled the requirements and qualified for the award of the degree between the period from 14.1.84 to 23.6.87. The Academic Council, which considered the matter in the 29th meeting, resolved to ratify the action taken by the Vice-Chancellor and to recommend to the Executive Council.

The matter is, therefore, put up to the Executive Council for consideration.

.....

(vii) Declaration of M.Phil Results -

Pending approval by the Academic Council and the Executive Council, the Vice-Chancellor in exercise of the powers conferred on him by Section 12(3) of the University Act, declared the M.Phil results of the candidates who fulfilled the requirements and qualified for the award of the degree between the period from 14.1.84 to 3.6.87. The Academic Council, which considered the matter in the 29th meeting, resolved to ratify the action taken by the Vice-Chancellor and to recommend to the Executive Council.

The matter is, therefore, put up to the Executive Council for consideration.

.....

(viii) Scheduling of Examinations -

The University has scheduled its Under-Graduate Examinations commencing from the middle of November, 1987. The Pro Vice-Chancellor, Nagaland Campus, however, informed in the meanwhile that the General Assembly Elections of the State of Nagaland will be held sometime in November, 1987 and that the Government of Nagaland had rescheduled their H.S.L.C. Examinations in February, 1988. The Academic Council in the 29th meeting considered the matter and the Council was further informed that the General Assembly Elections of Meghalaya are due in February, 1988. The Academic Council, therefore, resolved that the Under-Graduate Practical Examinations may be rescheduled to complete by October, 1987 and that the Theory Examinations may commence from 1st December, 1987.

The matter is placed for consideration of the Executive Council.

- (ix) Admission to Third Year Honours Course  
of Students coming from other Universities  
on completion of 2 years Pass Course

The University has been allowing students from other Universities who have completed the two years Pass Course to take admission to the Three Year Honours Course in this University. There are, however, students from certain Universities who have offered only two papers at Pass level and seek admission for Honours in this University. This creates a problem as our students offer three papers at Pass level. It becomes difficult for the University to refuse admission to such students especially if the University from which the student comes from is recognised by us on reciprocal basis. In the past, cases of such students were regularised by taking the average of the two papers offered by them and giving the benefit of average marks to the third paper and entries made in the mark sheet of the Honours Examination. It is felt that this arrangement is not satisfactory.

To get over this problem, the University may stipulate that such students may offer in this University the third paper of the Pass course as a back subject alongwith the five Honours papers. Alternatively, such students who have offered only two papers in other Universities may be admitted to Honours, but they will have to secure 45% aggregate in the seven paper, i.e two papers from the Pass Course and five papers in the Honours. This will however, be a burden on the students because they have to make good the deficiency of one paper ie 45 marks.

The matter is submitted to the Academic Council for a decision.

5:6:1:(1)

5:6: - Establishment of new Departments/Centres/  
Courses

(i) Establishment of the Academic  
Staff College -

The University Grants Commission invited proposals for orientation of newly appointed College and University Lecturers commencing from the current academic session of 1987-88. The Commission has approved in principle the setting up of the College in the University and called for certain details from the University. The letter of the U.G.C. may be seen at Annexure - 'A' and the Academic Staff Orientation Scheme prepared by the University Grants Commission at Annexure - 'B'. The matter has been placed before the Academic Council and the Academic Council resolved to approve the Scheme and to recommend to the Executive Council.

The matter is placed for consideration of the Council.

.....

Prof. S.K. Khanna  
Ph.D. FYE

UNIVERSITY GRANTS COMMISSION

Bahadur Shah Zafar Marg,  
New Delhi - 110 002

F.27-2/85 (IC-III)

Dear Vice-Chancellor,

As you are aware, the University Grants Commission had invited proposals for establishment of Academic Staff College in the Universities for orientation of newly appointed college and University lecturers from the academic session 1987-88. The Commission has approved in principle, the setting up of such a college at your university. We shall be grateful if you kindly arrange to send the proposal in the prescribed proforma (copy enclosed) to enable the Commission to accord financial approval in this regard.

A copy of the detailed scheme is enclosed herewith for your information and guidance.

While the Academic Staff College will draw upon all the resources available in the University where it is located, as well as other institutions and organisations in the State, the College may have a core-staff of its own which may include one Director (in Professor's pay scale) and one or two others. The College will invite specialists as resource persons and visiting faculty for conducting courses.

It is also envisaged that in addition to orientation courses for the newly appointed teachers, refresher courses will be organised for all serving teachers in Colleges and University departments. This will provide an opportunity to them to exchange their experiences and to mutually learn from each other. The refresher courses will also provide a forum to keep teachers abreast of the latest advances in various subjects.

I shall be grateful if the following information is also furnished immediately:

a) Detailed work plan and date schedules of the proposed Staff Academic College. It is contemplated that the University may conduct at least 6 to 8 programmes of 4 to 6 weeks durations during the academic session.

b) Names of resource persons accessible to the University along with their specialisation and the institutions.

c) Catchment areas to which the college will cater. The Commission would want that besides the Colleges in the region, the University should enlist at least 10 to 25 per cent colleges of a neighbouring state.

Though the Universities are expected to provide adequate housing to 50-60 participants and the specialists throughout the year, the Commission would consider providing assistance for augmenting this facility. The Commission would also provide some grant for procuring books and equipments and some working expenses for conducting the programmes. Provision would also be made to include cost on TA/DA of the participants and resource persons and visiting persons.

The Academic Staff College would function as a model point in the region to maintain record of performance of the participants and other information and to provide Feedback to the Commission on regular basis. The scheme may also be brought to the notice of the Colleges affiliated to the University, if any, so that they could avail of the orientation courses to be organised at the University.

The Commission shall be grateful if immediate action is taken in the matter as we are anxious that the scheme for orientation of newly appointed lecturers is implemented from the academic session 1987-88.

With regards,

Yours sincerely,  
Sd/- S.K.Khanna.

## PROFORMA I - ACADEMIC STAFF COLLEGE

## Proposal for setting up an Academic Staff College

1. Name of the University
2. Whether unitary or affiliating
3. If affiliating, how many colleges affiliated to the university and the faculties represented.
4. Estimated newly appointed lecturers in the colleges and/or university departments every year.
5. Details of other universities in the State, whether affiliating or not.
6. Rough estimate of number of newly appointed lecturers in the State.
7. Programmes like ULP/Summer Institutes, etc. organised by the University so far.
8. Facilities available in the University for running an ASC (include details of building, technological aids, hostel, guest house, etc.)
9. Resource Persons accessible to the University (Provide names, specialization, institution and full address);
10. Status of the proposed ASC (i.e., part of the existing department, separate unit, etc.)
11. Financial details.

5:6:2(5)

Annexure 'B'

ACADEMIC STAFF ORIENTATION SCHEME

UNIVERSITY GRANTS COMMISSION  
BAHADUR SHAH ZAFAR MARG  
NEW DELHI

ACADEMIC STAFF ORIENTATION SCHEME

I. INTRODUCTION

- Quality of Education
- National Policy on Education
- Teacher Motivation
1. The National Policy on Education 1986 (NPE) in its programme of action makes a pointed reference to the crucial link between teacher motivation and quality of education.
  2. The NPE recognises the need for improving the status of the teacher and proposes to provide opportunities for professional and career development so that teachers can fulfil their role and responsibility within the educational system. It is proposed to enhance the motivation of teachers through systematic orientation in specific subjects and techniques and methodologies, and thereby inculcate in the teacher the right kind of value which would in turn encourage him to take initiative for innovation and creative work.
  3. For building this motivation which is important for the implementation of the policy, the NPE proposes the following steps :
    - (a) to organise specially designed orientation programmes in teaching methodologies, pedagogy, educational psychology, etc. for all new entrants at the level of lecturers;
    - (b) to organise refresher courses for serving teachers to cover every teacher at least once in 5 years ;
    - (c) to organise orientation programmes by using the internal resources of universities and by bringing a number of colleges together;
    - (d) to encourage teachers to participate in seminars symposia, etc.

## II. PHILOSOPHY

4. It is generally recognised that the present system does not provide opportunities for the professional development of teachers. It is also recognized that a teacher is the pivot of the educational system. Hence, for the success of the NPE, these opportunities must be created in order to motivate the teachers to become innovative and creative.
5. It was believed in the past that a college/university teacher learns the 'art' of teaching on the job by emulating outstanding models such as his own teachers or senior colleagues. The stock-in-trade of the college/university teacher has always been the 'inspired' lecture which sways the student-hearers and motivate them to acquire more knowledge on his own.
6. Unfortunately, the large scale expansion of the educational system in the past forty years and the spread of collegiate education to far flung rural areas has adversely affected the quality of education. Today, it is no longer possible to expect a newly appointed teacher to acquire the 'art' of teaching by emulating his superiors.
7. At the same time, the last forty years have seen significant developments in the use of technological aids at all levels of instruction, including the tertiary level. Teaching is no longer merely an 'art'. Newer methods of teaching and educational technology have made the job of a teacher both exact and demanding.
8. Furthermore, in every academic discipline, particularly in the sciences, there has been knowledge explosion. A college/university teacher has to continuously update his knowledge in his chosen field of expertise, or run the risk of becoming totally outdated in a very short period of time.

9. While the really motivated and industrious teacher uses his own resources to keep himself abreast of new knowledge, and to train himself in the latest methodologies and techniques of teaching, it is necessary to provide systematic and organized orientation programmes for the large number of teachers at the college and university level, particularly for the newly appointed teachers who are just beginning their career as teachers.

10. It is believed that the newly appointed lecturers not only need to be oriented to become effective teachers, but that most of them are already highly motivated to acquire the basic skills necessary for becoming successful teachers.

11. It is, however, not enough to recognize the need for an orientation course for newly appointed lecturers. No known model for such a programme exists in the country. In the absence of a model, there is a real danger that the orientation programme may replicate the traditional B.Ed course. This must be avoided, for the philosophy underlying the concept of an orientation programme is fundamentally different from the goals of merely producing trained teachers.

12. The orientation programme envisaged under this scheme must not be rigid. Under the programme it is intended to inculcate in the young lecturer the quality of self reliance through his awareness of the social, intellectual and moral environment. The programme should enable the teacher to discover himself and his potential through a positive appreciation of his role in the total social, intellectual and moral universe within which he functions and of which he is an important member. In a country where a teacher is able to fulfil his responsibility with awareness and confidence, the educational system becomes relevant and dynamic.

13. The orientation programme, therefore, must engender in the teacher awareness of the problems that the Indian society faces and the role of education in the resolution of these problems, as well as in the achievement of the goals set out in the Indian Constitution. Matters relating to subject knowledge and pedagogy, although important in themselves, would be meaningful when understood in the total context of national development.

14. It is equally important to recognize that no scheme for orientation of teachers can succeed if the decision-makers and administrators of higher education do not understand the importance of such courses. Therefore, along with courses for newly appointed teachers, orientation programmes for Heads of Departments Principals, Deans, etc. must be organized with a view to acquaint the top-level administrators with what the teachers are undergoing in the orientation courses. This exposure will enable the decision-makers to actively participate in the scheme through providing the necessary environment, at the same time, the top-level administrators would be able to modify their own roles as supervisors of higher education by demanding newer role-behaviour from teachers.

### III. U.G.C. SCHEME FOR ORIENTATION OF ACADEMIC STAFF

15. In its Seventh Five Year Plan draft proposals document "Development of Higher Education", reference has been made to the importance of improvement of courses and curriculum as well as examination reform (p.24). The draft proposals also underline the significance of programmes of improvement in management systems of higher education (p.25). The University Grants Commission also recognizes the need for continuous effort through research to bring about a closer linkage between higher education and society (p.41).

This can only be achieved through a well-formulated plan of research and development at all levels of higher education.

16. In consonance with its Seventh Five Year Plan proposals and with a view to implement the NPE programme of action, the U.G.C. has formulated, in the first instance, a scheme for the orientation of newly appointed college and university lecturers.
- U.G.C.  
Scheme for newly appointed teachers
17. Under this scheme, called the ACADEMIC STAFF ORIENTATION SCHEME (ASOS), the University Grants Commission will support during the VII Five Year Plan, the establishment of a number of Academic Staff Colleges (ASC's) in different universities all over the country to plan, organize, implement, monitor and evaluate, on a regular basis, academic staff orientation programmes for newly appointed college and university lecturers.
- Academic Staff College
18. In the first stage, the University Grants Commission will support one ASC in every State. In larger States with greater numbers of newly appointed lecturers, the University Grants Commission may consider supporting more than one ASC.
- One ASC in every State
19. Every Academic Staff College will implement the programme of academic staff orientation on a regular basis. In the first stage, orientation programmes for newly appointed lecturers may be undertaken, followed subsequently by refresher programmes for serving teachers.
- Orientation Courses and Refresher Courses
20. Universities are invited to send in proposals for the establishment of Academic Staff College within the broad framework of the Philosophy given in II above, and the Guidelines (IV) given below. All proposals for ASC's will be considered in the prescribed proforma appended to this document.
- Applications for ASC's

## IV. GUIDELINES

## A. Location of an Academic Staff College

Existing Resources 21. An Academic Staff College (ASC), which will be located in a university, will have to depend on all the possible existing resources available in the university as well as in other universities, and institutions in the State in addition to organizations related to education, research, development and social upliftment.

Format for ASC 22. An Academic Staff College may be established in a university in any one of the possible formats:

- (i) As a separate entity to be newly set up and designated within the university.
- (ii) As a part of an existing department of continuing education.
- (iii) As a wing of the College Development Council
- (iv) In the form of a State Institute of Educational Planning and Administration. Whatever the mode, enclosure and format, an Academic Staff College will carry out the various functions outlined in Section-V below

## B. Modality of Academic Staff Orientation

No known Model 23. At present there is no known model of an academic staff orientation programme that can be replicated. Therefore, it is necessary to evolve a model that is most suited to the Indian conditions.

Course Duration 24. It is recommended that an Academic Staff Orientation Course (ASOC) should be of eight weeks' duration. This period should be further divided into two or three modules (4+4 weeks, or 2+4+2 weeks, or 3+2+3 weeks) so that participants are able to return to their colleges/departments between modules and implement the skills and strategies acquired during the orientation course.

Record Keeping 25. In order to make an orientation course optimally effective, the ASC will maintain a systematic record of all the participants, their achievement, their professional growth, and change in their capabilities as teachers.

C. Objectives of Academic Staff Orientation Course

26. The objectives of the Academic Staff Orientation Course are to enable the newly appointed lecturer to:

- (a) understand the significance of education in general and higher education in particular, in the global and Indian contexts;
- (b) understand the linkages between education and economic and socio-cultural development with particular reference to the Indian polity where secularism and egalitarianism are the basic tenets of society;
- (c) understand the role of a college/university teacher in the national goal of achieving a secular and egalitarian society;
- (d) acquire and improve basic skills of teaching at the college/university level;
- (e) be aware of the developments in his specific subjects;
- (f) understand the organization and management of a college/university and to perceive the role of a teacher in the total system;
- (g) utilize opportunities for development of personality initiative and creativity.

D. Curriculum.

Four Components 27. In order to achieve the above objectives, the curriculum for the Academic Staff Orientation Course may have the following four components:

(i) COMPONENT A:

Awareness of linkages between Society, Environment, Development and Education.

(ii) COMPONENT B:

Philosophy of Education, Indian Education, Indian Education System, and Pedagogy.

(iii) COMPONENT C:

Subject Upgradation

(iv) COMPONENT D:

Management and Personality Development

28. COMPONENT A: Awareness of linkages between Society, Environment, Development and Education.

Component  
A

This component should aim at helping the teacher to realise the larger context of education and the role of a teacher in a society. Some illustrative topics to be covered are :

- (i) Secularism
- (ii) Egalitarian Society
- (iii) National Integration
- (iv) Multilingualism
- (v) Multiple Cultures
- (vi) Equality
- (vii) Status of Women
- (viii) Casteism
- (ix) Environmental Pollution
- (x) Poverty
- (xi) Unemployment
- (xii) Urbanization
- (xiii) Modernization
- (xiv) Rural Development

- (xv) Youth
- (xvi) Indiscipline
- (xvii) Role and Responsibility of a Teacher
- (xviii) Value based education
- (xx) Creation of an Indian Identity

29. COMPONENT B: Philosophy of Education, Indian Educational System, and Pedagogy.

B This component should aim at imparting basic skills that a teacher needs for effective class-room teaching. Some of the illustrative topics are:

- (i) Educational Philosophy - Aims and objectives of Education ; Role of an Educational Institution, Family and State in education; Western and Indian Models.
- (ii) Learner and the Learning Process - Human growth and development; Motivation; Group Psychology; Learning; Memory; Intelligence
- (iii) Indian Educational System - organization of Central Ministry, State Ministry, Department of Education and Local Bodies.
- (iv) School Education - Pattern, System and Problems.
- (v) Non-formal Education - Need and Organization
- (vi) Economics of Education - Principles and Practices.
- (vii) Sociology of Education- Education and Society.
- (viii) Higher Education - Objectives, Organization and Problems.
- (ix) Curriculum Design - Principles; Criteria of Utility, Variety and Flexibility; Principles of Individual Learning, Readiness and Mastery.
- (xi) Evaluation Methodology - concept of Measurement and Evaluation.

- (xii) Classroom Techniques - Presentation, Lecture; Discussion; Seminar; Use of Black Board.
- (xiii) Teaching Aids - Types of Aids; Appropriateness Selection; Effectivity.
- (xiv) Materials Production - Supplementing the Text book; Assignments; Quizzes; Term - Papers.
- (xv) Reference and Study Skills - Using a Library; Reference skills; Self- Study; Note Making; Review.

30. COMPONENT C: Subject Upgradation

Component

C

This Component should have two major thrusts:

- (i) to enable the teacher to translate the relevant syllabus into a detailed plan of class - room presentation, and to effectively present the basic concepts at the appropriate level, and
- (ii) to make the teacher self- sufficient in keeping himself continuously abreast of the new knowledge in his discipline.

31. COMPONENT D: Management and Personality Development

Component

D

Under this Component an attempt should be made to familiarize the teacher with the organization and management of the college/university. The teacher should understand the interlocking of the various sub-systems within the college/university, and appreciate the role and functions of a teacher within the system. This part of Component D must be organised along the lines of programmes developed by the NIEPA.

- 32. Under Component D the teacher should be made aware of the ways in which he may develop his own personality. The topic would include;

- (i) Logical Thinking and Discussion
- (ii) Speech Training and Debating
- (iii) Public Speaking
- (iv) Communication Skills
- (v) Effective Writing
- (vi) Extra Curricular Activities
- (vii) How to Run a Club/Society
- (viii) Sports
- (ix) Group Behaviour
- (x) Team Work
- (xi) Student Counselling

E. Monitoring and Evaluation

Monitoring

33. For the success of the academic staff orientation programme it is necessary that every course should have an inbuilt monitoring and evaluation system. The division of every 8-week course into two or three modules would provide a convenient format for monitoring. Between any two modules, the participants should be assigned specific tasks and they should be required to submit assignments on the various components of the course as implemented by them in their day-to-day teaching and study. These assignments should be evaluated by course instructors and discussed with the participants at subsequent modules. The actual course should be progressively modified in the light of the information collected through such assignments.

Evaluation

34. For meaningful evaluation of a course three different kinds of evaluation may be carried out :

- (i) Self-evaluation by participants in term of their own perceived attitudinal change and skill enhancement;
- (ii) Programme evaluation by the participants, to evaluate the effectiveness of the programme
- (iii) formal evaluation of participants in terms of their achievement.

## F. Course Completion

35. It should be necessary to link the performance of participants at the course with career development.

Confirmation

Therefore, it is recommended that confirmation of the newly appointed lecturers should be linked with successful completion of an academic staff orientation course. Those lecturers whose achievement at a course is unsatisfactory should be permitted to go through the course a second time before confirmation. Those newly appointed lecturers who are already confirmed should be required to undergo the course.

## V. ACADEMIC STAFF COLLEGE

36. An Academic Staff College will be located in a university and will organize academic staff orientation courses for newly appointed college/university lecturers on a regular basis. It is envisaged that an ASC will organize upto five 8-week orientation courses in one year. Each course will be attended by 40-50 newly appointed lecturers on a full-time basis.

Number of courses

Full Time Courses

37. An orientation course will necessarily be full-time and residential. Adequate arrangements will have to be made by the ASC to ensure that the residential character of the course is maintained throughout. Participating lecturers will be deputed by the respective college / university department for the **entire duration of the course. Since the 8-week** period will be divided into two or three modules spread over a 12 to 18 month period, it should be possible for a college/university department to release new lecturers for two to four weeks at a time, twice or three times in 18 months.

A. Conditions for establishing an ASC

38. An Academic Staff College should ordinarily be proposed by a university that fulfills the following conditions:

- (i) Availability of resources for and/or experience of organizing one or more University Leadership Programme or similar programmes.
- (ii) Experience of organizing Summer Institutes Workshops, Refresher Courses, etc.
- (iii) Facilities available for the production of material and use of teaching aids.
- (iv) Availability of qualified and sufficient number of resource persons required to run the course.

It is presumed that the university would have adequate accommodation for housing 50 to 60 participants plus specialists throughout the year. Assistance may have to be provided to identified universities which may not have proper facilities for accommodation. Since the Academic Staff College is also expected to organise programmes for improving the professional competence of the teachers in their area of specialization, the subject competence of the Departments of the university may also be taken into account apart from pedagogy in identifying the universities for the location of the Academic Staff Colleges.

B. Functions of an ASC

39. The functions of an Academic Staff College will be to plan, organize, implement, monitor and evaluate orientation courses for newly appointed college/university lecturers within the jurisdiction of one or more universities in a State.

An ASC will also organize Refresher Courses for serving teachers, and orientation programmes for Senior Administrators and Heads of Departments, Principals, etc. in the philosophy of orientation and changed management system. Specifically an Academic Staff College will:

- a. Formulate a programme of orientation along the broad guidelines given above (IV).
- b. Identify resource persons in the various fields of specialization needed for running the orientation course, and familiarize such resource persons with the philosophy and guidelines for the orientation programme.
- c. Set up a documentation centre-cum-library for reference and course materials necessary for orientation courses.
- d. Produce specially designed materials required for effective implementation of the orientation courses.
- e. Monitor the various components and stages of the orientation courses.
- f. Evaluate the effectiveness of the orientation courses.
- g. Organize Refresher Courses for serving teachers.
- h. Organize orientation programmes for Heads of Departments, Principals, Deans and other decision makers to familiarize them with the philosophy of orientation, in order to enable these senior educational administrators to understand their new roles as supervisors, and to facilitate the reform in higher education through appropriate modification of the management systems at various levels.

Refresher  
Courses  
for  
serving  
Teachers

40. The NPE envisages that in addition to orientation courses for newly appointed teachers, refresher courses will be organized for all serving teachers in colleges and university departments. The refresher courses will provide opportunities for serving teachers to exchange experiences with their peers and to mutually learn from each other. Refresher courses will also provide a forum for serving teachers to keep abreast of the latest advances in the various subjects. With the introduction of orientation and refresher courses, it is hoped that the culture of learning and self improvement will become an integral part of the educational system at the tertiary level.
41. For any reform to take root, it is necessary to motivate the leaders and decision makers within the system to accept reform as part of growth and development. For the orientation and refresher courses to be successful it is necessary to orient administrators of higher education. Senior administrative staff, heads of departments, principals and deans would have to be oriented to accept the new culture and thereby make it possible for teachers to be creative.
42. An Academic Staff College will draw upon all the resources available in the university where it is located, as well as other institutions and organizations.
43. The University Grants Commission will provide 100% for establishing and running an ASC during the VII Plan Period.

.....

(ii) Introduction of Urdu and Manipur  
at the Degree level -

Urdu and Manipur courses have been introduced in the University at the Pre-University level, But they have not been introduced at the Degree level. As such, students who studied Urdu and Manipur at the Pre-University level are not able to continue their studies in the Degree level. The matter has been placed before the Academic Council in its 29th meeting held on the 1st July, 1987 and the Academic Council resolved to approve the proposal and to recommend to the Executive Council.

The matter is put up for consideration of the Council.

(ii) Introduction of Urdu and Manipur  
at the Degree level -

Urdu and Manipur courses have been introduced in the University at the Pre-University level, But they have not been introduced at the Degree level. As such, students who studied Urdu and Manipur at the Pre-University level are not able to continue their studies in the Degree level. The matter has been placed before the Academic Council in its 29th meeting held on the 1st July, 1987 and the Academic Council resolved to approve the proposal and to recommend to the Executive Council.

The matter is put up for consideration of the Council.

(ii) Introduction of Urdu and Manipur  
at the Degree level -

5:6:3(2)

GOVERNMENT OF MIZORAM  
DIRECTORATE OF EDUCATION

Annexture 'A'

No. DE.26/COL/51/86/48-49 Dt. Aizawl, the 2th December, 1986.

To

The Vice-Chancellor,  
NEHU, Shillong.

Subject: Proposal for introduction of + 2 stage in 6(six)  
Educational Institutions.

Sir,

I have the honour to state that the Educational Department has propose to introduce + 2 stage in the 6(six) newly established Junior College such as - Kaichhunga College, Mamit, P.E.Thangzela College, Darlawn, Kawnpui College, Kawnpui, Saitual College, Saitual, North Eastern Khawdungsei College, Khawdungsei, North Vanlaiphai College, North Vanlaiphai. These Junior Colleges will be named as - Kaichhunga Higher Secondary School, Mamit, P.C. Thangzela Higher Secondary School, Darlawn, Kawnpui Higher Secondary School, Saitual Higher Secondary School, N. E. Khawdungsei Higher Secondary School, North Vanlaiphai Higher Secondary School.

In this Connection, it may be stated that the then NEHU Vice-Chancellor, Dr. B.D.Sharma informed the state representatives in the PUC Board Meeting that the State/U.T. may go ahead for introduction of + 2 stage in the Educational Institutions. The Vice-Chancellor further stated that the P.U. Courses of Study may be followed in these Higher Secondary Schools and the examination may be conducted by the PUC Board untill the State/UT concerned has its own Board of Higher Secondary School Education.

In pursuance of the announcement of the then Vice-Chancellor, NEHU and the discussion with you and the Director of College Development Council, NEHU on 2nd December, 1986 in your Office Chamber, I have submitted this proposal for approval to the introduction of + 2 stage in these six Higher Secondary Schools and allow these Institutions to conduct their Examinations under the PU Board, NEHU till the Mizoram Government has its own Board of Higher Secondary School Education.

Contd/...2/-

5:6:3(3)

In pursuance of the announcement of the then Vice-Chancellor, North-Eastern Hill University and the discussion with you and the Director of College Development Council, North Eastern Hill University on 2nd December, 1986 in your office Chamber, I have submitted this proposal for approval to the introduction of + 2 stage in these six Higher Secondary Schools and allow, these Institutions to conduct their Examinations under the PU Board, North-Eastern Hill University till the Mizoram Government has its own Board of Higher Secondary School Education.

The Inspecting Team may kindly be detailed for the purpose to enable the Government of Mizoram to start + 2 stage in this Institutions from the next academic session 1987- 1988.

Yours faithfully,

Sd/- Hrangthanga,  
Director of Education,  
Mizoram, Aizawl,  
(A) Dated. Aizawl, the 12th  
December, 1986.

Memo. No. DE. 26/COL/51/86/

Copy to:-

1. The Secretary to the Government of Mizoram, Education Department for information and necessary action. This refers to the decision of the Education Department on Introduction of + 2 stage in six Higher Secondary Schools.
2. Pro Vice-Chancellor, North-Eastern Hill University, Aizawl Campus, Aizawl for information and necessary action.

Sd/- Hrangthanga,  
Director of Education,  
Mizoram, Aizawl.

C.D.C. Note

Soon after the receipt of the proposals, College Development Council wanted some information relating to

(a) Subjects the institutions would like to offer at the + 2 stage.

(b) Educational qualifications, experience, etc., of the teachers who are taking the subjects at the + 2 stage, etc.

(c) Information about the management of the institutions. No reply has been received till today (20th May, 1987). The inspecting team would visit the institutions soon after the receipt of the information.

However, it may be mentioned that the proposal seems to be in the right direction, for it is in accordance with the National Pattern of Education by which the + 2 stage of education is tagged with the school. The proposal, therefore, may be accepted in principle by the Academic Council.

- iii) Introduction of + 2 stage in six educational institutions in Mizoram -

The Education Department of the Government of Mizoram proposes to introduce + 2 stage in the six newly established junior colleges in Mizoram, namely (1) Kaichhunga College, Mamit; (2) P.E. Thanzela College, Darlawm; (3) Kawnpui College, Kawnpui; (4) Saitual College, Saitual; (5) North Eastern Khawdungsel College, Khawdungsei; (6) North Vanlaiphai College, North Vanlaiphai. These six Junior colleges will be designated as Higher Secondary Schools. The P.U. Course of study will be followed in these Higher Secondary Schools and the examinations will be conducted by the Pre-University Board until the State of Mizoram has its own Board of Higher Secondary School Education. The Director of Education also requested that an Inspecting Team may be detailed for the purpose to enable the Government of Mizoram to start the + 2 stage from the Academic session of 1987 -88 . The letter of the Director is at Annexure - 'A' . The matter has been placed before the Academic Council and the Academic resolved to approve the proposal and to recommend to the Executive.

The matter is placed for consideration of the Council.

5:6:5:(1)

5:6:2:(1)

5:6 - Establishment of New Departments/ Courses/  
Centres

(11) Introduction of Tenyidie (Angami  
Language) as a subject in the  
P.U. Course -

The Academic Council in the 29th meeting held on the 1st July, 1987 considered the details of correspondence between the Ura Academy and the University on the question of recognition and introduction of Tenyidie (Angami Language) as a subject in the P.U. Course of the University. The Academic Council resolved to approve in principle the introduction of Tenyidie (Angami Language) as MIL in the P.U. Course and to recommend to the Executive Council.

The matter is, therefore, put up to the Executive Council for consideration.

.....

5:7: Affiliation, etc -

- (i) Recommendations of the Affiliation  
Committee -

The Affiliation Committee which met on the 1st June, 1987 considered the recommendations of the Inspection Team for provisional affiliation, up-gradation of colleges to degree level, starting of science course at the Pre-University level and starting of new subjects in various colleges. While some cases have been recommended favourably, in some cases a negative decision was taken. The details may be seen from the minutes of the 5th meeting of the Affiliation Committee placed at Annexure - 'A'.

The matter is placed before the Council for consideration

....

MINUTES OF THE 5TH AFFILIATION COMMITTEE HELD IN THE  
CHAMBER OF THE VICE-CHANCELLOR ON 1ST JUNE, 1987.

Present :-

- |    |   |   |                     |
|----|---|---|---------------------|
| 1. | Prof. R. K. Mishra,<br>Vice-Chancellor  | - | (in the Chair)      |
| 2. | Prof. B. N. Swaraswati,<br>NEHU, Shillong   | - | Member              |
| 3. | Prof. C. S. Shastry,<br>NEHU, Shillong.   | - | Member              |
| 4. | Mr. T. Mark,<br>Dy. Director of Public Instruction,<br>(representing the D. P. I., Meghalaya)                                     | - | Member              |
| 5. | Mr. K. Borgohain,<br>Jt. Director,<br>Higher & Technical Education,<br>Govt. of Nagaland.<br>(representing Director of Education) | - | Member              |
| 6. | Prof. S. N. Guhathakurta,<br>Director, C. D. C.   | - | Member - Secretary. |

1. Confirmation of the Minutes of the 4th meeting of the Affiliation Committee.

The minutes were confirmed. The Director, CDC also informed the members that the minutes were put up in the A. C. and were approved by the Council in its 28th meeting.

2. Consideration of the inspection reports in respect of the following colleges.

(a) Don Bosco College, Tura :- The Inspection Report recommending Provisional Affiliation of the college for 3 years beginning from 1987 academic session for Pre-University Arts and B.A. courses was approved. The college. was permitted to offer the following courses.

- |                |   |   |
|----------------|---|---|
| Pre-University | - | English, MIL (Garo, Alt. English, Khasi, Assamese), Economics, History, Pol. Science, Logic, Education, Latin.          |
| B. A.          | - | English, History, Philosophy, Education, Alt. English, Economics, Pol. Science, F. Course, MIL (Khasi, Assamese, Garo). |

It was noted by the Committee that the Inspection Committee's suggestion for introducing Pre-University Science from the next academic session was accepted by the Principal.

(b) Pfutzero College, Nagaland :- The Committee accepted the Inspection Committee's recommendation for granting Provisional Affiliation to the college at the Pre-University level for two academic session beginning from 1987 on condition that :

- i) The College should acquire permanent site and construct adequate building during the two year period and
- ii) appoint qualified teachers for Political Science and Economics within one year.

The College was permitted to teach the following subjects at Pre-University level - English, Alternative English, History, Economics and Political Science.

(c) Mad-ar-Doloi Law College, Jowai :- The Affiliation Committee noted the observation of the Inspection Team consisting of Mr. A. Hussain, Principal, University Law College, Gauhati, Mr. L. Marbaniang, Advocate and Lecturer, Shillong Law College, Shillong and Mr. T. Jark, Deputy Director of Public Instruction (representing D. P. L., Meghalaya), that due to several inadequacies, namely Library and common room facilities, inadequate experience of some Lecturers as well as inadequate potential intake of students, in the proposed College need not be affiliated to the University now. The Committee members also noted that in view of the latest guidelines from the Bar Council of India stipulating 5-year integrated course from the current academic session, the affiliation of the college may wait till a final decision is taken by the BUGs in Law and the Academic Council.

However, the Affiliation Committee has accepted the suggestion of the Inspection Team that those students already admitted in the Preliminary class during 1986 to the college, as an interim relief, be permitted to appear in the Preliminary Law examination as non-collegiate students.

(d) Tikrikilla College, Tikrikilla, Garo Hills :- The Affiliation Committee noted the observation of the Inspection Team that the college does not fulfill all necessary conditions as yet to deserve affiliation now. Among other things, two important inadequacies were noted by the Committee, namely, inadequate academic record of most of the teachers appointed by the college. The Affiliation Committee, therefore, felt that the college be given some more time to appoint teaching staff with adequate qualification, and on receipt of information to this effect an Inspection Team may be sent again to consider the proposal.

(e) Synod College, Shillong :- The Affiliation Committee approved the recommendation of the Inspection Team, and granted permission to the college to teach Pre-University Science (Physics, Chemistry, Mathematics and Biology) at the Pre-University level for a period of 3 years from 1987 academic session, subject to the condition that all teachers are to be appointed through duly constituted Selection Committee as soon as possible.

(f) Lunglei Govt. College, Lunglei :- The Affiliation Committee approved the recommendation of the Inspection Team and give permission to Lunglei Govt. College to teach Geography at the Honours level from the current academic session.

(g) Wangthao College, Jorhat, Assam :- The Committee was informed that the Inspection Team's recommendation for upgradation of the college upto degree level could not be processed as some information with regard to the teaching staff for degree classes is still wanting. The Director, CDC wanted permission of the Affiliation Committee to place the matter to the Academic Council, in case the information is received before the meeting of the next Affiliation Committee. The suggestion was accepted.

3. The Affiliation Committee considered the proposals from the following colleges for introduction of the subjects as noted against each and suggested that an Inspection Team be sent for the purpose.

- a) Zirtiri Women's College, Aizawl :- Introduction of Home Science at Honours level.
- b) Hnahthial College, Hnahthial :- Upgradation to B.A. level.
- c) Lawngtlai College, Lawngtlai :- Upgradation to B.A. Level
- d) Kolasib College, Kolasib :- Introduction of Science at Pre-University level.
- e) Aizawl College, Aizawl :- Introduction of Pre-University Science from 1983 session.

4. Shillong Commerce College, Shillong :- The Committee ratified the decision of the Vice-Chancellor to send an Inspection Team to Commerce College, Shillong.

5. The Affiliation Committee noted the proposals from the following new colleges, and suggested that on the fulfilment of conditions for affiliation as well as on the receipt of queries as required by and to the satisfaction of the University, an Inspection Team may be sent :

- i) Tirot Sing Memorial College, Jairang
- ii) Baptist College, Kohima
- iii) Public College of Commerce, Dimapur.

6. The Committee noted that the information with regard to the following colleges is still wanting. Necessary action would be taken on receipt of adequate information.

- a) North-East Adventist College, Thadlaskein ; - Proposal for new college.
- b) Jendipather College, Jendipather - English Honours.
- c) Mongstoin College, Mongstoin - Proposal for upgradation to degree level.

The members of the Affiliation Committee, after reviewing the observation made by several Inspection Committees, felt that the UGC guidelines/UEU Ordinance with regard to the qualification, experience, etc of teachers including Principals should be strictly adhered to as far as possible. While the Committee felt that in certain subjects it may not be possible for all colleges and for several subjects to get an M.Phil candidate for the Post of Lecturer, there is no justification to lower down the academic attainment at the degree and post-graduate level.

The meeting ended at 4 P.M. with a vote of thanks from the Chair.

6:1 - Selection Committees -

- (i) Constitution of Selection Committee for the Constituent Colleges.

As per the table under Statute 20(2) the Selection Committee for teachers of constituent colleges shall among other consists of:

- (i) Two persons who are not teachers of the College Institution concerned nominated by the Executive Council, out of a panel of names recommended by the Academic Council for their special knowledge of or interest in subjects with which the teacher will be concerned.
- (ii) A nominee of the Executive Council to be nominated out of a panel of names recommended by the Academic Council.

It is suggested that as far as (i) above is concerned the panel of names recommended by the Academic Council and approval by the Executive Council may serve the purpose for the Constituent Colleges also.

As regards (ii) above, it is suggested that the Professor's/ Reader's of the respective P.G. Departments may perhaps constitute the panel of the Executive Council's nominee.

The matter was considered by the Academic Council in its 29th meeting held on the 1st July, 1987 and it resolved to approved and to recommend to the Executive Council.

The matter is, therefore, put up to the Executive Council for consideration.

6.2.5(1)

Ref. No. 11

(i)

Resignation tendered by Dr.B.R.Nagpal,  
Reader, Department of English.

Dr.B.R.Nagpal, joined as Reader with effect from August 1, 1985. He served the University for a period of 1year 9months and has not been confirmed in the post as he is holding a lien with his parent organisation, i.e, Deshbandhu College, New-Delhi.

In view of inordinate, inescapable family strains, Dr. Nagpal tendered his resignation vide letter dated May 7, 1987, forwarded by the Head Department, and request the University to release him with effect from May 31, 1987, to enable him to rejoin his parent institution, i.e, Deshbandhu College.

As per the Ordinance, Dr.Nagpal should have submitted his application 3months before, "Provided, that the Executive Council may waive the requirement of notice at its discretion".

In view of the family situation faced by Dr.B.R Nagpal, the case may perhaps be treated on compassionate grounds and he may be perhaps be released with effect from the date he hands over charge.

The matter is placed before the Council for consideration.

%%/%%/%%



To

The Vice-Chancellor,  
North Eastern Hill University,  
Shillong - 793 001.

Sub: Prayer for determination of Grade.

Sir,

With reference to the above, I have the honour to state that I have completed long 22 years of continuous service as Lecturer and Head of Department, Professor and Head of Department of Economics, Vice-Principal and Acting Principal in the Pachhunga University College. I joined the Pachhunga Memorial Government College, now designated as Pachhunga University College on 1st July, 1965, after being selected by the Assam Public Service Commission and I served the College even at the risk of my life during an extremely disturbed condition in Mizoram.

That Sir, the then Vice-Chancellor, Dr.S.C. Banwar, and the Executive Council were kind enough to appreciate the situation and to permit me to come to the Headquarters at Shillong. The resolution No.EC:35:83:05:2(v) of the Executive Council reads as follows:

"The Executive Council agreed to absorb Shri J.W. Smith, former Vice-Principal, Pachhunga University College in some suitable administrative post in the NEHU Headquarters, Shillong and RESOLVED to accommodate him as O.S.D. against the post of P.S. to the Vice-Chancellor in his own grade pay, until a suitable position is possible".

The 35th Executive Council, taking into consideration my past service and status, did not agree to absorb me as Lecturer in the Post-Graduate Department, NEHU, Shillong. It may be pointed out that the pay and status of Lecturer was higher than that of an Assistant Registrar at that point of time, though now it has been equated with the revision of the scales of pay of officers. I was granted the privileges and favour by the Executive Council when the Council required me to appear before it and I was offered the post of Reader in the Pachhunga University College, Aizawl. At that time the pay scale of Reader was Rs.1200-1900/- and the pay scale of a Deputy Registrar was Rs.1100-1600/-. Though the Executive Council was kind enough, I could not accept the offer because of genuine difficulties at Aizawl and the Council decided to absorb me in a suitable administrative post in NEHU and until a suitable post is found. The Council resolved to accommodate me

as an Officer on Special Duty.

Accordingly, I assumed charge of as Officer on Special Duty incharge of Academic and subsequently as O.S.D(Conference). I was treated at par with the Deputy Registrars. I was also posted against the post of Deputy Registrars.

I beg to draw your special attention to the consideration and decision of the Executive Council where the Council did not consider the post of Lecturer or Assistant Registrar as suitable to absorb me taking into account of my past service and status.

That Sir, my present basic pay is Rs.1,620/- p.m., which none of the existing Deputy Registrars of the University is drawing, not to speak of Assistant Registrars.

That Sir, I was shocked and aggrieved when I was transferred from the post of O.S.D. (Examinations) and posted as Assistant Registrar (P&S) vide order No. F.9-4/Estt-II/85-3252, dated the 18th, March, 1986. I feel that an injustice has been done to me and recognition of my past experience and status has not been extended to me by that order.

That Sir, had I continued as a teacher, I would have been entitled to promotions even under the Merit Promotion Scheme under which teachers with eight years of experience are eligible for promotion. I may reiterate that I served for long 22 years continuously in various capacities of the teaching faculty. But now I have been given the lower status of Assistant Registrar.

That Sir, you were kind enough to appoint me as Store Purchase Officer vide Order No. F.9-4/Estt-II/85-10294 dated 13th March, 1987, giving sympathetic consideration to my representation dated 5th April, 1986, but my grade and status has not yet been determined and I am anxious to know my position only to relieve me from my mental strain and anxiety.

That Sir, I may also mention that all my junior colleagues who have opted either for the University service or Mizoram Government service have all been appointed either as Reader or Director, Joint Director, Principal, etc. Sir, you are aware that the scale of pay of the Principal is Rs.1500-2500/- which is equivalent to the pay of a Professor.

In the circumstances stated above, I beg to request your good self to be kind and sympathetic enough to consider my case

(Contd.- 3)

6:2P6(4)

and to determine my grade and status taking into account the facts brought out above.

For which act of your kindness, I shall ever remain grateful to you.

Yours faithfully,

Sd/-

(J.W. Smith)  
Store Purchase Officer  
NEHU

Dated Shillong.

The 26th May, 1987.

6:2:7(1)

(vii) RESIGNATION OF DR.A.M. DWIVEDI, PROFESSOR,  
INSTITUTE OF SELF ORGANISING SYSTEM & BIO-PHYSICS AND  
HIS CLAIM FOR TRAVEL EXPENSES FROM CHICAGO,USA TO  
SHILLONG TO JOIN THIS UNIVERSITY.

—  
Dr.Anil M. Dwivedi who joined NEHU on 1.10.86 as Professor,  
Institute of Self Organising System & Bio-Physics, NEHU submitted  
his resignation on June 11, 1987. Meanwhile, his claim for travel  
expenses is still under consideration. He was informed that the  
expenses for the journey from Chicago, USA to Shillong to join this  
University will be regulated under relevant G.I. order below S.R.105  
which requires that he should execute a bond in the prescribed form  
to serve the University for a minimum period of 3(three) years.

It may be seen as mentioned above that Dr.Dwivedi has completed  
only about 8 months service in NEHU and he has thus, requested that  
the above condition of three years be waived and that TA and household  
transfer expenses be reimbursed to him.

The question of accepting his resignation and condonation of  
the 3 years bond period is placed before the Council for its consideration.

- (viii) Appointment of Heads in the Department of Horticulture, Soil Conservation and Rural Development & Planning.

From among the four Post-Graduate Departments of the School of Agricultural Sciences and Rural Development, only the Departments of Horticulture, Soil Conservation and Rural Development & Planning have Professors.

The Department of Horticulture has two Professors viz: Prof. P.L. Kar and Prof. P.N. Bajpai who is a contract appointee. One of the two may be appointed as Head.

Secondly, the other two departments of Rural Development & Planning and Soil Conservation has one Professor each viz: Prof. B.S. Chauhan in the former and Prof.V.P. Pande, a contract appointee in the latter. Both the two may be appointed as Head of the respective Departments.

The Matter is placed before the Council for consideration.

Item No: (ix) Extension of the term of contract in respect of Shri M.C.Gabriel, Director of Publications.

The term of contract appointment of Shri M.C.Gabriel, Director of Publications, extended by the Executive Council for 1(one)year, will expire on 13.7.'87.

In view of the University's plan for an extensive programme in adult and continuing Education, distance education, women's education, it is felt that a man of Shri Gabriel's experience is needed for the publications related to the projects.

Hence, it is proposed that his term of appointment be extended for a further of 1(one)year with effect from 14.7.87.

The matter is placed before the Executive Council for consideration.

6:2:10(1)

Item No:

MEMORANDUM OF UNDERSTANDING  
BETWEEN THE GOVERNMENT OF ASSAM AND THE GOVERNMENT OF KHASI

- (x) Appointment of adhoc Research Associate  
in Khasi Department at Shillong

On the recommendation of the 55th meeting of the Executive Council vide resolution NO:EC:55:87: 06:3(iv) Mrs B. War, Lecturer in Khasi was granted Study Leave for the period of 1 (One) year with effect from 1.3.87.

A substitute vice Mrs B. War is required therefore the Local Selection Committee was conducted for Khasi Department of which the Selection Committee Minutes will be tabled by the Chairman.

WK  
30061987

6:2:11(1)

~~62383~~

(xi)

Item No. (~~viii~~) Appointment of Head of the Department of Education, Mizoram Campus.

Dr.M.A. Sudhir, the seniormost Reader in the Department of Education, Mizoram Campus, was appointed Head of the Department with effect from 13. 4. 87.

The matter is placed before the Council for ratification.

- (.v) Study leave of Shri Janmejai Singh, Reader in Agricultural Engineering, Deptt. of Geography, NEHU

Shri Janmejai Singh, Reader in Agricultural Engineering, Department of Geography, NEHU, requested to grant him study leave 2 (two) years w.e.f. 1st August, 1987 to pursue his research for Ph.D. degree, as Ph.D. degree is essential to hold the post of a Reader.

The leave applied for has been strongly recommended by the Dean, School of Environmental Sciences and also approved by the School Board.

The above leave proposal is placed before the Executive Council for its consideration as per sub-clause (ii) of clause 10 of the Ordinance OE:6 regulating leave to teachers.

...

Item No:

- (i) REQUEST FOR PAYMENT OF ARREARS ON ACCOUNT OF  
REFIXATION OF PAY OF PROF B.N. SARASWATI, DEPARTMENT OF  
ANTHROPOLOGY, NEHU, SHILLONG.

Prof. B.N. Saraswati was initially appointed as a Visiting Professor in this University under the UGC scheme of Visiting Professor, which expired on 18.3.85.

In the 44th EC the term of Prof. Saraswati was extended for another one year with effect from 19.3.85. As this is not possible under the UGC scheme of Visiting Professor, the extension was regulated on contract basis on a fixed pay of Rs.1500/- plus allowances.

Further, in the 49th meeting of the EC, the Council recommended Prof. Saraswati for appointment on a regular basis under the provisions of Statute 21 of the NEHU Act, 1973. He was thus appointed as Professor in the Department of Anthropology with effect from 24th January, 1986 and his pay was fixed at the stage of Rs.1900/- on approval of the EC in its 53rd meeting.

Prof. Saraswati has now represented that arrears be paid to him with effect from 19.3.85 i.e. from the date that he was appointed on contract basis on a fixed pay of Rs.1500/- consequent upon the re-fixation of pay at Rs.1900/-. Necessary order re-fixing the pay at the stage of Rs.1900/- was made effective from the date the EC approved his appointment as Professor under Statute 21 i.e. on 24.1.86.

The matter is placed before the Council for consideration.

Item No:

- (i) REQUEST FOR PAYMENT OF ARREARS ON ACCOUNT OF  
REFIXATION OF PAY OF PROF B.N. SARASWATI, DEPARTMENT OF  
ANTHROPOLOGY, NEHU, SHILLONG.
- 

Prof. B.N. Saraswati was initially appointed as a Visiting Professor in this University under the UGC scheme of Visiting Professor, which expired on 18.3.85.

In the 44th EC the term of Prof. Saraswati was extended for another one year with effect from 19.3.85. As this is not possible under the UGC scheme of Visiting Professor, the extension was regulated on contract basis on a fixed pay of Rs.1500/- plus allowances.

Further, in the 49th meeting of the EC, the Council recommended Prof. Saraswati for appointment on a regular basis under the provisions of Statute 21 of the NEHU Act, 1973. He was thus appointed as Professor in the Department of Anthropology with effect from 24th January, 1986 and his pay was fixed at the stage of Rs.1900/- on approval of the EC in its 53rd meeting.

Prof. Saraswati has now represented that arrears be paid to him with effect from 19.3.85 i.e. from the date that he was appointed on contract basis on a fixed pay of Rs.1500/- consequent upon the refixation of pay at Rs.1900/-. Necessary order refixing the pay at the stage of Rs.1900/- was made effective from the date the EC approved his appointment as Professor under Statute 21 i.e. on 24.1.86.

The matter is placed before the Council for consideration.

Provision of hard furnished accommodation to Statutory Officers.

The Ordinance relating to the service condition of the Registrar provides for an unfurnished accommodation with 10% deduction from his salary. This facility was extended to all Statutory Officers of the University by the Executive Council vide its Resolution No. EC: 45: 85: 05: 3 (IV) passed in the 45th meeting held on 27.6.85. Thus at present all Statutory Officers are entitled to free unfurnished accommodation but with 10% deduction from their Pay, on the otherhand the Faculty members are entitled to hard furnished free accommodation and without any deduction from their Pay.

It is therefore put up for consideration to allow the Statutory Officers also hard furnished accommodation but with usual 10% deduction from their pay.

- (iii) Revision of scales of Teachers in Universities and Colleges and other measures for maintenance of standards in Higher Education -

The Government of India vide their letter No.F.1-21/87-U.I dated the 17th June, 1987 addressed to the Secretary, University Grants Commission intimated the decision of the Government to revise the pay scales of teachers in the Central Universities with a view to maintenance of standards in Higher Education. The implementation of the scheme is subject to acceptance of all the conditions attached to the scheme and the Universities are advised to amend the relevant Statutes and Ordinances in this regard. The revised pay scales and the conditions, including the qualifications, may be considered by the Council. The aforementioned letter of the Government together with its enclosures is placed at Annexure - 'A'. The matter has been placed before the Academic Council for its consideration and the Academic Council noted the revised ~~and pay scales~~ and resolved to recommend to the Executive Council.

It may be noted that no mention has been made of the revised scales of pay of officers of the Central Universities.

But, it may be recalled that the Government of India in consultation with the University Grants Commission have earlier decided to put the officers of the Central Universities at par with the teachers and the scales of pay prescribed for the teachers have been made applicable to the corresponding officers <sup>vide Annexure - B.</sup> As such the revised scales of pay may also be made applicable to the officers of the University.

The matter is placed for consideration of the Council.

No.F.1-21/87-U.I  
Government of India  
Ministry of Human Resource Development  
Department of Education

New Delhi, the 17th June, 1987.

To

The Secretary,  
University Grants Commission  
Bahadur Shah Zafar Marg,  
New Delhi - 110002

Subject: Revision of scales of Teachers in Universities and Colleges and other measures for maintenance of standards in Higher Education.

Sir,

I am directed to say that the Government of India have, after taking into consideration the recommendations of the University Grants Commission, decided to revise the pay scales of teachers in the Central Universities. The revision of salary scales of teachers will be effective from January 1, 1986 and will be subject to the various provisions of the scheme of revision of salary scales, a copy of which is attached. A copy of the covering letter sent to Education Secretaries of all States is also attached.

2. The scheme will be applicable to the teachers in all the Central Universities, the Colleges in Delhi and the institutions deemed to be Universities whose maintenance expenditure is met by the University Grants Commission. The implementation of the scheme will be subject to acceptance of all the conditions attached to the scheme, and the Universities may be advised to amend the statutes and ordinances before the revised scales become operational.

3. The provision required for the revision of pay scales was included in the Non-Plan budget for the year 1987-88 of all the Central Universities and other institutions whose maintenance expenditure is provided by the University Grants Commission. It is, therefore, presumed that the expenditure on the implementation of the scheme would be met from the approved Non-Plan budget of these institutions.

4. It is requested that necessary action may please be taken to revise the scales of pay of teachers in the Central Universities and other institutions as per provisions of the attached scheme. The revision of scales of pay of Librarians and Directors of Physical Education is under consideration and a separate communication on the subject will follow.

contd../

628  
26/6/87

New Delhi, the 15th June, 1987.

- 2 -

5. Anomalies, if any, in the implementation of the scheme may be brought to the notice of Department of Education, in the Ministry of Human Resource Development for clarification.

6. The receipt of this letter may kindly be acknowledged.

Yours faithfully,  
Encl: as above

(C.R. PILLAI)

Deputy Secretary to the Government of India

6/2/87

6/2/87

No.F.1-21/87-UI  
GOVERNMENT OF INDIA  
MINISTRY OF HUMAN RESOURCE DEVELOPMENT  
DEPARTMENT OF EDUCATION

New Delhi, the 17 h June, 1987

To

Educational Secretaries of  
all the States/UTs

Subject: Revision of pay scales of teachers in  
Universities and Colleges and other  
measures for maintenance of standards  
in Higher Education

Sir,

I am directed to say that in fulfilment of the constitutional responsibility for coordination, determination and maintenance of standards in higher education, the Central Government and the University Grants Commission have taken from time to time several measures. As a part of these efforts the Central Government have revised the pay scales of teachers in Universities and Colleges in order to attract and retain talent in the teaching profession. The National Policy on Education - 1986 envisages efforts to reach the desirable objective of uniform emoluments, service conditions and grievance - removal mechanism for teachers throughout the country. The policy also visualises the creation of an open, participative and data-based system of teacher evaluation. It also suggests reorganisation of methods of recruitment, introduction of programmes of teacher orientation and continuing education, filling up of posts in Universities and colleges on the basis of merit, etc.

2. Following the appointment of the Fourth Central Pay Commission for Central Government employees, the University Grants Commission had appointed a Committee

contd...2/-

under the Chairmanship of Professor R.C. Mehrotra, Professor Emeritus, University of Rajasthan, to examine the present structure of emoluments and conditions of service of University and College teachers, taking into account the total packet of benefits such as superannuation, medical and housing facilities etc. and to make recommendations on them having regard to the necessity of attracting and retaining talented persons in the teaching profession and providing professional advancement opportunities to them. The Committee had submitted its report to the University Grants Commission in May, 1986. The UGC considered the recommendations contained in the report, made certain observations on them, and requested the Government of India to consider implementation of the report. A copy of the report was forwarded to the State Governments vide this Ministry's letter No. E-1-19/86-U-I dated February 10, 1987.

3. The Government of India have carefully examined the various recommendations contained in the report and the observations of the UGC and have decided to implement a scheme of revision of pay scales of teachers in Universities and Colleges w.e.f. January 1, 1986. A copy of the scheme is attached. (Appendix)

4. The scheme is being implemented in the Central Universities and other institutions fully financed by the Central Government. The Government of India have also decided to assist the State Governments, who wish to adopt and implement the scheme of revision of pay scales, subject to the following terms and conditions:

- i) The Central Government will provide assistance to the State Governments to the extent of 80% of the additional expenditure involved in giving effect to the revision of scales of pay.
- ii) The Central assistance to the extent indicated above will be available for the period January 1, 1986 to March 31, 1990.
- iii) The State Governments will meet the remaining 20% of the expenditure from their own resources and will not pass on the liability or any portion thereof to the Universities or the managements of private colleges.
- iv) The State Governments will take over the entire responsibility for maintaining the revised scales of pay w.e.f. April 1, 1990.

.... /

- v) Central assistance will be restricted to the revision of pay scales of the posts which were in existence on January 1, 1986.

5. The State Governments, after taking local conditions into consideration, may also decide in their discretion, to introduce scales of pay different from those mentioned in the scheme; and may give effect to the revised scales of pay from January 1, 1986 or a later date. In such cases, the details of the modifications proposed either to the scales of pay, or the date from which the scheme is to be implemented, should be furnished to the Government of India for its approval and, subject to the approval being accorded to the modifications, Central assistance on the same terms and conditions as indicated above will be available to the State Governments for implementation of the scheme with such modifications, provided that the modified scales of pay are not higher than those approved under the scheme.

6. The payment of Central assistance for implementation of the scheme is also subject to the condition that the entire scheme of revision of pay scales, together with all the conditions attached to it, is implemented by the State Governments as a composite scheme without any modification except to the date of implementation and the scales of pay as indicated above. In addition, it shall be necessary for the Universities and managements of Colleges to make necessary changes in their statutes, ordinances, rules, regulations, etc., to incorporate the provisions of this scheme.


7. The detailed proposal for implementation of the scheme on the lines indicated above may kindly be formulated immediately and sent to the Department of Education in the Ministry of Human Resource Development for examination so that Central assistance to the extent indicated above can be sanctioned for its implementation.

8. The proposal for revision of pay scales of Librarians and Directors of Physical Education is still under consideration and a separate communication will follow.

9. Anomalies, if any, in the implementation of the scheme may be brought to the notice of Department of Education, in the Ministry of Human Resource Development for clarification.

10. The receipt of this letter may kindly be acknowledged.

Yours faithfully,

  
(C.R. PILLAI)

Deputy Secretary to the Government of India

Encl: as above.

- 3 -

APPENDIX

to the letter No. F.1-21/87-U-I dt. 17.6.87 regarding the Scheme of Revision of Pay Scales of Teachers in Universities and Colleges - 1986 and other measures for Maintenance of Standards in Higher Education.

Coverage:

1. This scheme applies to teachers in all Universities (excluding Agricultural Universities), and Colleges (excluding Agricultural, Medical and Veterinary Science College) admitted to the privileges of the Universities unless they specifically exercise an option in writing to remain out of this Scheme as provided in para 19 hereafter.

Explanation:

(i) The scheme will apply to teachers in the Faculties of Agriculture, Medicine and Veterinary Science in the Central Universities.

(ii) The scheme of revision of pay scales of teachers in technical institutions (including Engineering Colleges and other Institutions offering courses only in Technical Education) will be communicated separately.

Date of Effect:

2. The revised scales of pay will be effective from January 1, 1986.

Pay Scales:

3. The revised scales of pay effective from 1-1-1986 are given in Annexure-I.

4. The revised scales of pay are inclusive of the basic pay, the dearness pay, the dearness allowance, additional dearness allowance, and the interim relief, if any, admissible to teachers as on 1-1-1986.

5. The revised scale of pay of Tutors and Demonstrators is for the existing incumbents of these positions in the Universities and Colleges. There shall be no fresh recruitment to this category.

...../-

Encl. as above.

2

6. The Principals of Colleges may be placed in the scale of pay of Reader or Professor on the basis of criteria to be laid down by the State Governments.

Recruitment and Qualifications:

7. Recruitment to the posts of Lecturers, Readers and Professors in Universities and Colleges shall be on the basis of merit through all-India advertisement and selection.

8. The minimum qualifications required for appointment to the posts of Lecturers, Readers and Professors will be those prescribed by the U.G.C. from time to time. Generally, the minimum qualifications for appointment to the post of Lecturer shall be a Master's degree in the relevant subject with at least 55% marks or its equivalent grade, and good academic record.

Explanation:

(i) M.Phil. and Ph.D. in the relevant subject may be prescribed in appropriate cases, as a desirable qualification for recruitment to the posts of Lecturers in Colleges and Universities respectively.

(ii) The minimum qualifications should not be relaxed even in respect of candidates who have research degrees like M.Phil./Ph.D.

9. Only those candidates who, besides fulfilling the minimum academic qualifications prescribed for the post of Lecturer, have qualified in a comprehensive test, to be specially conducted for the purpose, will be eligible for appointment as Lecturers. The detailed scheme for conducting the test including its design, content and administration will be worked out and communicated by the U.G.C.

10. A Lecturer in a College or a University, who does not obtain an M.Phil./Ph.D. degree, as the case may be, or does not have to his/her credit research work of equivalent standard, shall not be entitled to draw the annual increments beyond the stage of Rs.3,400/- in the scale of pay of Rs.2200-4000.

...../-

Explanation:

The U.G.C. will review the facilities available for M.Phil./Ph.D. in each discipline and will grant appropriate relaxation, either permanently or for specified periods, from the fulfilment of this requirement. The operation of this para will remain suspended until such notifications are issued by the U.G.C.

Career Advancement

11. Every Lecturer will be eligible for placement in a senior scale of Rs.3000-5000 if he/she has;

- (a) completed 8 years of service after regular appointment or has reached a basic pay of Rs.2800/-, whichever is earlier;
- (b) obtained a M.Phil. or Ph.D. degree, as the case may be, or has to his/her credit research work of equivalent standard;
- (c) attended two refresher courses/summer institutes each of at least four weeks' duration; and
- (d) consistently satisfactory performance appraisal reports.

12. The requirement of participation in two refresher courses/summer institutes would be suitably relaxed till arrangements for courses/institutes are made. The requirement of M.Phil./Ph.D. will not apply in the case of Lecturers who were appointed prior to the implementation of the 1973 revision.

Explanation:

- (i) All Lecturers in the existing scale of Rs.700-1600, who have completed 8 years of service on 1-1-1986, will be eligible for placement in the scale of Rs.3000-5000 in accordance with the provisions

in paras 11 and 12. The benefit of the relaxation mentioned in the explanation under para 10 will also be available to them.

- (ii) A regular and systematic appraisal of the performance of teachers should become operational from the academic year 1988-89. Till then, the existing screening mechanisms/selection procedure will apply for placement in the Senior Scale. There will be no relaxation in any case from the requirement of consistently satisfactory performance appraisal for placement in the Senior Scale beyond 1989-90.

13. Every Lecturer in the Senior Scale will be eligible for placement in a Selection Grade of Rs.3700-5300 if he/she has;

(a) completed 12 years of service in the senior scale or has reached a basic pay of Rs.4375/-, whichever is earlier;

(b) attended two refresher courses/summer institutes after placement in the senior scale; and

(c) consistently satisfactory performance appraisal reports.

14. Placement in the Selection Grade will be through a process of selection by a Selection Committee to be set up under the Statutes of the University concerned or other similar Committees set up by the appointing authorities in accordance with the guidelines to be laid down by the U.G.C.

15. Lecturers in the existing Selection Grade of Rs.1200-1900 in Colleges will be eligible for placement at the appropriate stage in the revised Selection Grade of Rs.3700-5300 in accordance with the pay fixation formula under this scheme. The relaxation envisaged in the case of Lecturers for placement in the Senior Scale in respect of participation in refresher courses/summer institutes as well as performance appraisal will also apply to placement in the Selection Grade.

16. Readers who have completed 8 years of service, and have given good account of themselves in teaching/research/extension,

will be eligible for placement in the Senior Scale of Rs.4500-5700. Placement in this grade will be on the basis of selection by Selection Committee constituted under the relevant Statutes of the Universities or other similar Committees set up by the appointing authorities, in accordance with the guidelines to be laid down by the U.G.C.

17. The Senior Scale for Readers will be restricted to one-third of the total strength of Readers in a University, or College where such posts are sanctioned. In the case of State Government Colleges, one-third of the strength of Readers is to be determined on the basis of the total number of posts sanctioned for all such colleges.

18. The scheme of career advancement mentioned in paras 11 to 17 above will apply to all teachers appointed on or after the date of implementation of this scheme. It will also apply to all existing incumbents except those who specifically opt in favour of the Merit Promotion Scheme introduced by the University Grants Commission in 1983.

19. The existing teachers in Universities and Colleges where the Merit Promotion Schemes formulated by the U.G.C. in 1983, or any other similar schemes are in operation will have an option to continue to be governed by the provisions of those schemes provided that they exercise that option in writing prior to their pay fixation under this scheme. They will also be entitled to the designations envisaged for various categories of teachers in those schemes, but the scales of pay will be as follows:-

(i) Lecturer - Rs.2200-4000

(ii) Reader/Lecturer (Selection Grade) - Rs.3000-5000

(iii) Professor - Rs.4500-5700

20. In order to provide an incentive for high quality and original work by teachers, the number of positions of Professors and Readers in the Universities and Colleges will be reviewed from time to time by the agencies who sanction their maintenance expenditure.

...../-

21. Posts of Readers and Professors will be instituted in suitable and deserving colleges. The U.G.C. would evolve suitable criteria for identifying colleges where such posts could be instituted and communicate them in due course.

22. The criteria and mechanism for selection and appointment to the positions of Professor of Eminence will be worked out in consultation with the University Grants Commission and communicated later.

Continuing education and appraisal of performance

23. Participation at regular intervals in appropriately designed refresher courses/summer institutes is envisaged as an integral part of the professional development of teachers. The University Grants Commission, the Indira Gandhi National Open University, the State Governments and other appropriate agencies will be advised to take steps to introduce programmes of continuing education for this purpose. As explained above, pending the organisation of such programmes on the quality and scale required for giving effect to the implementation of the measures envisaged in this scheme, relaxation from the requirement of participation in such programmes for specific period, and for specific categories of posts, will be granted.

24. Regular and systematic appraisal of performance of teachers is to be an essential element in the management of education and this has been taken into account in the design for the career development of teachers. The U.G.C. has been requested to formulate the guidelines for the evaluation of performance of teachers, taking into account the statements contained in the National Policy on Education - 1986 and the Programme of Action for its implementation so that a regular system of evaluation - open, participative and data-based becomes operational from 1988-89.

Other conditions of service

Probation

25. The period of probation of a teacher shall not normally exceed a period of 24 months. A Lecturer appointed on probation should be confirmed only after he/she has completed an appropriate short-term orientation programme and his/her performance appraisal

12  
11

reports are satisfactory. The U.G.C. should make arrangements to ensure that facilities are available for organising orientation programmes to cover all Lecturers appointed in and after 1988-89.

Superannuation and re-employment

26. The age of superannuation for teachers should be 60 years and thereafter no extension in service should be given. However, it will be open to a University or College to re-employ a superannuated teacher according to the existing guidelines framed by the U.G.C., upto the age of 65 years.

Grievance Redressal Mechanism:

27. Appropriate mechanism for the redressal of teachers' grievances will be established in all Universities and Colleges, in respect of which guidelines will be issued separately.

Code of Professional Ethics:

28. National level associations of teachers should prepare a Code of Professional Ethics for Teachers in consultation with the U.G.C., all concerned should see to the observance of the code.

Allowances

29. The revised scale of pay on 1-1-1986 is inclusive of the dearness pay and dearness allowance admissible on that date. Any dearness allowance that might become due after that date will have to be sanctioned by the agencies which are meeting the maintenance expenditure of the concerned Universities and Colleges.

Pay fixation formula:

30. The pay of teachers in the revised scale on 1-1-1986 will be fixed in accordance with the formula recommended by the Fourth Pay Commission while revising pay scales of the Central Government employees. The details of the pay fixation formula are given in Annexure II.

Dearness Allowance and other benefits:

31. Teachers in the Central Universities and institutions financed by the Central Government are sanctioned dearness allowance at the rates applicable to Central Government employees drawing corresponding pay. They are also sanctioned other benefits like House Rent Allowance, House Building Advance, medical facilities, retirement benefits, leave travel concession,

SCALES OF PAY

<u>UNIVERSITY</u>		
<u>Designation</u>	<u>Existing scale of pay</u>	<u>Revised scale of pay</u>
Lecturer	700-1600	2200-75-2800-100-4000
Lecturer (Sr. Scale)	Not existing	3000-100-3500-125-5000
Lecturer (Selection Gde)	1200-1900	3700-125-4700-150-5300
Reader	1200-1900	3700-125-4700-150-5300
Reader (Senior Scale)	Not existing	4500-150-5700
Professor	1500-2500	4500-150-5700-200-7300
Professor of Eminence	3000 (fixed)	8000/- (fixed)
Vice-Chancellor	3000/- (Fixed)	7300-100-7600
<u>COLLEGE</u>		
Lecturer	700-1600	2200-75-2800-100-4000
Lecturer (Sr. Scale)	Not existing	3000-100-3500-125-5000
Lecturer (Selection Gde)	1200-1900	3700-125-4700-150-5300
Principal	(i) 1200-1900 (ii) 1500-2500	Revised scale of Reader or Professor.
Tutors/Demonstrators in Universities and Colleges. (existing incumbents only)	500-900	1740-3000

SCALES OF PAY

UNIVERSITY

Poststation

Existing scale of pay

Proposed scale of pay

group insurance, etc., on the pattern of similar benefits available to corresponding categories of Central Government employees. The State Governments may consider providing comparable benefits in the light of the statement made in the National Policy on Education - 1986.

Teacher

1500-1800

Teacher

1500-1800

Teacher (Senior Scale)

1500-1800

Professor

1500-1800

Professor of Eminence

1500-1800

Vice-Chancellor

1500-1800

COLLEGE

Teacher

1500-1800

Teacher (Sr. Scale)

1500-1800

Teacher (Selection Grade)

1500-1800

Principal

(i) 1500-1800  
(ii) 1500-2500

Proposed scale of  
Teacher or Professor

Principals/Deans

in Universities and  
Colleges  
(existing incumbents only)

1500-2000

1500-2000

Formula for fixation of pay in the revised scales

Pay in the revised scales should be fixed under this scheme only after -

a) every teacher has had an opportunity to decide whether he/she will opt for the earlier scheme (para 18-19); and

b) the University or College concerned has made necessary changes in their statutes, ordinances, rules, regulations, etc. to incorporate the provisions of this scheme.

II. The pay of teachers in Universities and colleges may be fixed in the revised scales of pay in the following manner:-

1) An amount representing 20% of basic pay in the existing scale shall be added to the "existing emoluments".

ii) After the existing emoluments have been so increased, the pay shall be fixed in the revised scale at the stage

next above the amount thus computed: Provided that:

a) if the minimum of the revised scale is more than the amount so arrived at, the pay shall be fixed at the minimum of the revised scale;

b) if the amount so arrived at is more than the maximum of the revised scale, the pay shall be fixed at the maximum of that scale.

EXPLANATION

1) The "existing emoluments" of a teacher on 1.1.1986 shall include;

a) basic pay;

b) dearness pay, additional dearness allowance and ad-hoc dearness allowance, if any;

c) Interim relief, if any

ii) For the purpose of adding 20% to the existing emoluments,

(a) the basic pay shall be the pay on 1.1.1986 in the 1973 UGC scales;

(b) when a portion of the total emoluments has been merged with the 1973 UGC scales prior to 1.1.1986, the basic pay may be reckoned notionally in the 1973 UGC scales for the purpose of fixation of pay; and

(c) Where the 1973 UGC scales have not been implemented, the actual basic pay, provided that the basic pay in this case does not exceed the notionally arrived at basic pay if 1973 UGC scales had been given.

Note: Where in the fixation of pay under clause (ii), the pay of a teacher drawing pay at more than five consecutive stages in an existing scale gets bunched, that is to say, gets fixed in the revised scale at the same stage, the pay in the revised scale of such of the teachers who are drawing pay beyond the first five consecutive stages in the existing scale shall be stepped up to the stage where such bunching occurs, as under, by the grant of increment(s)

in the revised scale in the following manner, namely:-

- a) for teachers drawing pay from the 6th upto the 10th stage in the existing scale - by one increment;
- b) for teachers drawing pay from the 11th upto the 15th stage in the existing scale, if there is bunching beyond the 10th stage - by two increments.
- c) for teachers drawing pay from the 16th upto 20th stage in the existing scale, if there is bunching beyond the 15th stage - by three increments.

If by stepping up of the pay as above, the pay of a teacher

gets fixed at a stage in the revised scale which is higher than the stage in the revised scale at which the pay of a teacher who was drawing pay at the next higher stage or stages in the same existing scale is fixed, the pay of the letter shall also be stepped up only to the extent by which it falls short of that of the former.

III. The next increment of a teacher whose has been fixed in the revised scale in accordance with Rule II shall be granted on the date he would have drawn his increment, had he continued in the existing scale:

Provided that in cases where the pay of a teacher is stepped up in terms of the Note under Rule II, the the next increment shall be granted on the completion of qualifying service of 12 months from the date of stepping up of the pay in the revised scale

Provided further that in the case of persons who had been drawing maximum of the existing scale for more than a year as on 1.1.1986, the next increment in the revised scale shall be allowed on 1.1.1986.

IV. A few illustrations indicating the manner in which the pay of teachers should be fixed under Rule I are given below:-

Illustration-1

- |                                      |                               |
|--------------------------------------|-------------------------------|
| 1. Existing scale of pay             | -Rs. 700-40-1100-50-1600      |
| 2. Proposed scale of pay             | -Rs. 2200-75-2800-EB-100-4000 |
| 3. Existing basic pay                | -Rs. 700                      |
| 4. DA/ADA on 1.1.86                  | -Rs. 1053/-                   |
| 5. Two instalments of interim relief | -Rs. 140/-                    |
| 6. Existing emoluments               | -Rs. 1893/3                   |

.../

- 7. Add 20% of basic pay = Rs. 140/-
- Pay to be fixed in revised scale = Rs. 2200/-

Illustration 2

- 1. Existing scale of pay = Rs. 700-1600
- 2. Proposed scale of pay = Rs. 2200-4000
- 3. Existing basic pay = Rs. 980/-
- 4. DP/ADA on 1.1.86 = Rs. 1428/-
- 5. Two instalments of interim relief = Rs. 168/-
- 6. Existing emoluments = Rs. 2576/-
- 7. Add 20% of basic pay = Rs. 188/-
- Pay to be fixed in the revised scale = Rs. 2800/-

Illustration 3

- 1. Existing scale of pay = Rs. 1200-1900
- 2. Proposed scale of pay = Rs. 3700-125-4700-150-5300
- 3. Existing basic pay = Rs. 1480/-
- 4. DP/ADA on 1.1.86 = Rs. 1450/-
- 5. Two instalments of interim relief = Rs. 218/-
- 6. Existing emoluments = Rs. 3148/-
- 7. Add 20% of basic pay = Rs. 296/-
- Pay to be fixed in the revised scale = Rs. 3700/-

Illustration 4.

- 1. Existing scale of pay = Rs. 1500-2500
- 2. Proposed scale of pay = Rs. 4500-150-5700-200-7300
- 3. Existing basic pay = Rs. 2500/-
- 4. DP/ADA on 1.1.86 = Rs. 2325/-
- 5. Two instalments of interim relief = Rs. 350/-
- 6. Existing emoluments = Rs. 5175/-
- 7. Add 20% of basic pay = Rs. 500/-
- Pay to be fixed in the revised scale = Rs. 5700/-

Note: The amounts of DP/ADA and interim relief mentioned in the above illustrations are those applicable to Central Government employees. The corresponding actual amount admissible in each State on this account will have to be taken into account in computing the total existing emoluments and fixing the pay in the revised scale at the appropriate stage.

UNIVERSITY GRANTS COMMISSION  
NEW DELHI.

Meeting : Vice-Chancellors of Central Universities

Date : June , 1987

Time : 3 PM

Venue : UGC Office, New Delhi.

Revision of pay scales of teachers in  
universities and colleges and other  
measures for maintenance of standards  
in Higher Education.

The objective of the meeting is to discuss the schedule of implementation of scheme of revised pay scales for teachers and other measures as per notification made by the Government of India letter No. F. 1-21/87-U.I dated 17th June, 1987 (alongwith appendix attached herewith).

1. Pay scales

As per the scheme, the pay scales of the university and college teachers will be as under :

UNIVERSITY

<u>Designation</u>	<u>Existing scale of pay</u>	<u>Revised scale of pay</u>
Lecturer	700-1600	2200-7-2800-100-40
Lecturer (Sr. scale)	Not existing	3000-10-3500-125-50
Lecturer (selection Gde)	1200-1900	3700-10-4700-150-50
Reader	1200-1900	3700-10-4700-160-50
Reader (senior scale)	Not existing	4500-10-5700
Professor	1500-2500	4500-10-5700-200-70
Professor of Eminence	3000 (fixed)	8000 (fixed)

COLLEGE

Lecturer	700-1600	2200-7-2800-100-40
Lecturer (Sr. scale)	Not existing	3000-10-3500-125-50
Lecturer (Selection Gde)	1200-1900	3700-10-4700-150-50
Principal	(i) 1200-1900 (ii) 1500-2500	Revised scale of Reader or Professor
Tutors / Demonstrators in universities and Colleges (existing incumbents only).	500-900	1740-30-0

E 12  
26/6/87

SD

26/6/87

However, the existing teachers in universities and colleges where the Merit Promotion schemes formulated by the Government in 1933, or any other similar schemes are in operation, will have an option to continue to be governed by the provisions of those schemes provided that they exercise that option in writing prior to their pay fixation under this scheme.

The scales of pay will be as follows :

(i) Lecturer	Rs. 2200-4000
(ii) Reader / Lecturer (selection grade)	Rs. 3000-5000
(iii) Professor	Rs. 4500-5700

Stages  
Lecturer  
58  
L12

Pay fixation formula

The pay of teachers in the revised scale on 1st January, 1986 will be fixed in accordance with the formula recommended by the Pay Commission while revising pay scales of the Central Government employees.

1. Career Advancement

Criteria

- Lecturer to Lecturer (senior scale) (para 1, 12)
- Lecturer (senior scale) to Lecturer (selection grade) .. .. (para 3, 4, 15)
- Readers to Readers (senior scale) (para 6, 17, 18)

A.M.  
11/1/86

4. Dearness allowance and other benefits

" Teachers in the central universities and institutions financed by the Central Government are sanctioned dearness allowance at the rates applicable to Central Government employees drawing corresponding pay. They are also sanctioned other benefits like House Rent allowance, House Building Advance, medical facilities, retirement benefits, leave travel concession, group insurance etc., on the pattern of similar benefits available to corresponding categories of central Government employees. (para 31)

5. Preparation of university schedules for implementation of revised pay scales for teachers - The date of implementation of the scheme is 1st January, 1986.

6. The University Grants Commission will take action on the following recommendations.

- i) A comprehensive test for recruitment to the post of Lecturer (para 9).
- ii) Facilities for M.Phil and Ph.D. (para 10).
- iii) Systematic performance appraisal of teachers (para 12 (ii)).
- iv) Guidelines for Selection Committees (para 14 and 16).
- v) Criteria for instituting post of Professor and Reader in colleges (para 21)
- l) Criteria and mechanism for selection and appointment to the position of Professor of Eminence (para 22)
- li) Organisation orientation programme (para 23)
- iii) Guidelines for grievance redressal mechanism (para 7).
- x) Code of professional ethics, in consultation with the National level Association of Teachers.

The matter is placed before the Committee for consideration.

Handwritten notes on the right margin including 'L12', '58', 'A.M.', '11/1/86', and other illegible scribbles.

44

Dr. S. K. Khanna  
Ph.D., FIE

सचिव  
SECRETARY

विश्वविद्यालय अनुदान आयोग  
बहादुरशाह जफर मार्ग  
नई दिल्ली-११०००२  
UNIVERSITY GRANTS COMMISSION  
BAHADURSHAH ZAFAR MARG  
NEW DELHI-110 002

See 103/C

F.1-53/76 (NP-I)

Annexure - B

D.O.No.F. 12-53/78 (NP-1) September 10, 1984

Dear Dr. Sharma,

The proposal of upgradation of the scales of pay attached to the posts of Registrars, Deputy Registrars in the Central Universities was under the consideration of the U.G.C. and the Government of India. The Government of India, Ministry of Education has now accepted the proposal and conveyed the following decisions:-

- (i) The scale of pay of Registrar will be that of a Professor viz. Rs. 1500-2500.
- (ii) The scale of pay of Deputy Registrar will be that of a Reader viz. Rs. 1200-1900.
- (iii) The scale of pay of Assistant Registrar will be equated with that of a Lecturer, namely Rs.700-1600.
- (iv) The scales of pay of the posts of Controller of Examinations, Deputy Controller of Examinations and Assistant Controller of Examinations will also be revised to maintain their parity with corresponding posts of Registrar, Deputy Registrar and Assistant Registrar, respectively.

(v) The Finance Officers in the Central Universities are appointed by drawing officers belonging to the Indian Audit and Accounts Services on deputation. This system of appointment on deputation will, by and large, continue. On the revision of pay scales of Registrar, the Finance Officers can also be appointed in the Central Universities in the scale of pay ranging from Rs. 1500 to Rs. 2500, depending upon the grade pay they are drawing in their parent office.

In the case of Deputy Finance Officers and Assistant Finance Officers who are normally appointed from within the Universities, they will also be sanctioned scales of pay corresponding to Deputy Registrars and Assistant Registrars.

LoP  
13/9  
13/9  
Let us send a copy to Finance  
BSM  
D.O. without  
annexure may be sent.  
14.9.84  
16/9/84

...2/



42

(vi) The existing procedure of recruitment and qualifications have also been reviewed and as in the case of teachers, certain improved qualifications have been prescribed for recruitment to the posts of Registrars, etc. These are contained in the Annexure to this letter.

(vii) Date of effect: The revised upgraded scales of pay will be effective from 3rd August, 1984.

(viii) Fixation of Pay: As per the normal rules, the pay in the upgraded scales is to be fixed at the same stage which happens to be a stage in the upgraded scales.

Since the existing scales of pay are segment of the revised upgraded scales, there should not be cases where same stage does not happen to be there. In case the same stage is not there, the pay will be fixed at the stage next below, and the difference will be treated as personal pay, to be absorbed in future increments.

(ix) Date of next increments: The next increment shall be granted on the date on which the employee would have drawn his increment had he continued in the existing scale of pay.

With regards,

Yours sincerely,

( S.K.Khanna )

Encl: As above.

Dr. B.D. Sharma,  
Vice-Chancellor,  
North Eastern Hill University,  
PO Lower Lechumiars,  
Shillong- 739001.



Handwritten notes and signatures on the right side of the page, including a large signature and some illegible text.

RECRUITMENT RULES

(i) Registrar:

The scale of pay should be that of the Professor, namely, Rs. 1500-60-1800-100-2000-125/2-2500.

All appointment should be through open advertisement and selection. The minimum qualifications should be as follows:-

- (a) At least 15 years of experience as Lecturer and Reader, of which 5 years should be as Reader, with experience in educational administration.
- (b) Persons with comparable qualifications in research establishments and other institutions of higher education are also eligible.
- (c) Persons with 10 years of administrative experience and who have qualifications comparable to those required for appointment to the post of a Reader may also be considered.

(ii) Deputy Registrar:

The scale of pay should be that of a Reader, namely, Rs. 1200-50-1600-60-1900. The posts should be filled to the extent of 75% by direct recruitment and 25% by promotion. The educational qualifications should be as follows:-

- (a) 8 years' experience as Lecturer in a college or a university with experience in educational administration.
- (b) Persons with comparable qualifications in research establishments and other institutions of higher education may also be considered.

...2/-

✓ Correct scale. Rs 1200-50-1300-60-1900 - intimated vide S/103c.

(iii) Assistant Registrar:

The scale of pay of a Lecturer, namely, Rs. 700-40-1100-50-1600 may be prescribed. The post should be filled to the extent of 50 per cent by direct recruitment and 50 per cent by promotion. The educational qualifications should be as follows:-

- (a) good academic record with at least second class (C in the 7 point scale);
- (b) at least 3 years experience in educational administration.

Note: In the case of promotion to the posts of Assistant Registrar and Deputy Registrar, the educational qualifications prescribed for direct recruitment need not be insisted upon, but only those who are at least graduates should be eligible for promotion.

xxxxxxx

Joint scale Rs 1200-50-1600-50-1800 for 100% recruitment

## 7 - Financial Matters :

- (i) Settlement of outstanding bill of M/S Shadap Associates, Shillong.

The M/S Shadap Associates Shillong has submitted a number of representations to the Vice-Chancellor for payment of their bill No. SA/Bill/06 dt. 1.4.85 for Rs. 1,32,250/- in connection with the supply of Man-hole covers at Permanent Campus, Mawlai, Umshing during April 1985. But payment of the above bill could not be made till date due to the following reasons.

(1) The Purchase Committee in its meeting held on 29.6.85 observed that the 1st quotation notice issued on 22.12.84 (the last date for opening of quotation was 29.12.84) was too short a duration for the other intending parties to submit their tenders. The committee therefore felt that fresh quotation widely published in Newspapers, be invited asking the tenderers to furnish manufacturers price simultaneously quoting the competitive rates. The rate and particulars of the 1st quotation notice and those of the subsequent notice dt. 1.9.85 are indicated in annexure - 'A'. The rates received against the revised tender notice are shown in Annexure-'B'

(2) The Purchase Committee in its meeting held on 30.10.85 after scrutinising the latest quotation notices discussed at length the procurement of the man-hole covers and held that the purchase of the materials by the then Chief Engineer was unnecessary and un-called for. The Committee decided to refer the matter to the Vice-Chancellor for consideration and orders. On the advice of Finance Department the Vice-Chancellor referred the matter to the Legal Adviser of the University who observed "Perused the relevant papers. The note is not addressed to proper authority. Thus it is not in proper form. The University being autonomous body it is to be sued and sue by its own".

(3) As regards the placing of the order, it was placed irregularly and the Officer concerned has incurred personal liability, besides binding the University to some extent. The University may depend the action if brought by the party. The costs at reasonable rates has to be paid, if the goods are accepted.

Subsequently the Vice-Chancellor decided that payment be made "as per legal advice". In pursuance of the Vice-Chancellor's order the firm was offered to accept the lowest rate as the materials were accepted and used by the University. The supplier refused to accept the offer but kept on insisting payment of the original rate as per order No. CD:GEML/E/18/84-4059 dt. 17.1.85. Placed by Shri D.P. Sharma, Ex-Chief Engineer.

However, as M/S Shadap Associate was one of the suppliers of Damp Proof Cement against whom the Executive Council in its 55th meeting accepted the recommendation of the C.B.I. to suspend business dealing until further orders as per Registrar's D.O. letter dated 31.3.87. The matter is put up to Executive Council for consideration and necessary order.

.....

7/1/85

Annexure - 'A'

Particular of materials		Nos. of man - hole	Weight	Rate as per orders	Amount	Rate as per offer made on 1.9.85.	Amount
<u>Inside size</u>	<u>Outside size</u>			Rs.	Rs.	Rs.	Rs.
375x375mm	450x 450mm	100	13Kg	195/-	19,500/-	95/-	9,500/-
500x500mm	600x 600mm	140	18Kg	450/-	63,000/-	145/-	20,300/-
650x650mm	750x 750mm	50	50Kg	975/-	48,750/-	190/-	9,500/-
				Total:-	1,31,250/-		39,300/-

7/1/85

7:1:1(4)

## ANNEXURE - 'B'

## Comparative Statement as per offer made on 1.9.85

Name of items	Particulars		Stanley Roy	Pearl Enterprise	J.K. Chyne	Sree Mahadeo
	Inside dia mtr.	Outside dia mtr.	Constn. EM No.631921/16/ 449dt.20.8.85 for Rs.500/-	EM No.L-14289 dt.20.8.85 for Rs.500/-	IPD of Rs.10 furnished EM No.K.751926 dt.19.8.85 for Rs.500/-	Store No.IPD EM has been furnished by the firm
Man-hole covers	a) 375x375 mm	450x450mm each	8.50/-Kg	95/-each	150/-each	(18Kg) 120/-each
	b) 500x500mm	600x600mm each	of different sizes	145/-each	200/-each	(50Kg) 370/-each
	c) 650x650mm	750x750mm each		190/-each	200/-each	(100Kg) 750/-each (80Kg) 650/-each

Comparative Statement -II as per offer made on 1.9.85.

(ii) Settlement of outstanding bills  
of M/S Ramesh and Co.

The Executive Council in its 55th Meeting as communicated vide Registrar's D.O. Letter dt. 31.3.87 accepted the recommendation of the C.B.I. to suspend business dealings with the suppliers of Dam Proof Cement until further orders. However, bills of some suppliers whose names appeared in the aforesaid list were forwarded to Finance Department for payment, but these bills are kept pending in the Finance Department for want of clearance from the Competent Authority.

The Bill of such supplier being kept pending in Finance Department is the carriage charges Bill No. 5228 dt. 26.3.87 for Rs. 25,972/- of M/S Ramesh & Co., pertaining to the carriage of Torsteel from Tata Iron & Steel Co.; Gauhati to NEHU, Shillong for a total quantity of 199.786 Metric Tonnes. The rate of Rs.130/- per Metric Tonnes. From Gauhati to Shillong as charged by the Firm and approved by the University is reasonable and cheaper when compared with the approved rates of CPWD and PHE for Rs. 140/-per Metric Tonnes and 180/- per Metric Tonnes respectively for the same type of work. Apart from this, the carriage of steel as per dates of the challan cited in the bills shows that the carriage was done during 24.12.86- 6.3.87 prior to issue of the orders contained in the Registrar's D.O. letter dt. 31.3.87. This bill is released for payment by the Campus Development Department after their scrutiny and entry of the materials have been recorded in the Stock Ledger (Maintained by the Campus Development Department). The matter therefore placed before Executive Council Meeting whether payment can be made to the Party Concerned.

(iii) Settlement of outstanding bills of Shri H.Hek.

The Executive Council in its 55th Meeting as communicated vide Registrar's D.O. letter dt. 31.3.87 accepted the recommendations of C.B.I. to suspend business dealing with the suppliers of Damp Proof Cement until further orders. However bills of some suppliers whose name appeared in the aforesaid list, were forwarded to Finance Department for payment, but these bills are kept pending in the Finance Department for want of clearance from the Competent Authority.

The bill of such supplier, being kept pending in Finance Department is the bill for works of Mr. K.Hek relating to the construction for extension of existing 2nd Godown for printing press office at the NEHU Permanent Campus, Mawlai, Umshing, amounting to Rs. 18,444-79. The work was executed by the contractor as per Adviser's order CD-CS/P/41/86/4328 dt. 9.12.86. The items of the work to be carried out are to be executed with the Meghalaya PWD Schedule of Rates of 1984-85, Western Circle and some items of work to be executed at par with the Schedule of Rates of 1985-86. The time allotted for completion of the work is for 1 month from the date of issue of the order, that is the work was granted to the contractor by the Superintending Engineer.

It is verified from the bill that the items for the various work is as per the P.W.D. Schedule of Rates for 1984-85 and 1985-86. The bill has also been verified and passed by the Engineering Cell and the same is sent to this Department for payment. However, the work was carried out and completed by the contractor prior to the issue of the Registrar's D.O. letter dt. 31.3.87.

The case is therefore, placed before the Executive Council for Order whether the bill can be paid to the person concerned.