

Minutes of the 21st meeting of the Executive Council held on 15th Nov 2014 at 11:00 am at Kanchendogza Management Block, Sikkim University, Gangtok.

The following members were present:

- | | | |
|---------------------------------|---|-----------------|
| 1. Prof. T.B. Subba | - | Chairman |
| 2. Shri Sonam Wangdi | - | Member |
| 3. Prof. Atul Sarma | - | Member |
| 4. Dr. (Smt.) Kiran Datar | - | Member |
| 5. Dr. R. R. Rao | - | Member |
| 6. Prof. J.P. Tamang | - | Member |
| 7. Prof. Pratap Chandra Pradhan | - | Member |
| 8. Prof. Sameera Maiti | - | Member |
| 9. Dr. Dhaniraj Chettri | - | Member |
| 10. Dr. Subir Mukhopadhyay | - | Member |
| 11. Prof. Irshad Ghulam Ahmed | - | Member |
| 12. Dr. Nawal Kishore Paswan | - | Member |
| 13. Shri D. Kanunjna | - | Special invitee |
| 14. Shri T.K. Kaul | - | Secretary |

Ms. Nim Laden Ethenpa, Secretary, HRDD was represented by Shri M.P.Subba, Director (Languages/Academic), HRDD, Govt. of Sikkim.

Regrets were received from the following members:

1. Prof. A.N. Rai
2. Prof. S.C. Singh
3. Prof. V.S. Prasad
4. Prof. Ashum Gupta

Chairman welcomed all members of the Executive Council. He specially welcomed Prof. Sameera Maiti who was attending the meeting for the first time. Thereafter, the agenda items were taken up.

**SECTION-1
CONFIRMATION OF THE MINUTES AND ACTION TAKEN REPORT**

EC21.1.1: Confirmation of the minutes of the 20th meeting of the Executive Council held on 28th June 2014

Minutes of the 20th meeting of the Executive Council held on 28th June 2014 were circulated to all the members on 15th July 2014. No comments were received from any of the members of the Council. The Chairman proposed for confirmation of the minutes of the meeting.

Minutes of the 20th meeting of the Executive Council held on 28th June 2014 as circulated to the members on 15th July 2014 were thereafter confirmed.

EC21.1.2: Action taken report on the minutes of the 20th meeting of the Executive Council held on 28th June 2014

Registrar presented the action taken report on the minutes of the 20th meeting of the Council. The Council noted the action taken report.

**SECTION - 2
REPORTING ITEMS**

EC21.2.1: Cancellation of offer of appointments

a) Cancellation of offer of appointment to Shri Arindam Barman for the post of Assistant Professor

Chairman informed that Shri Arindam Barman was selected for the post of Assistant Professor in Department of Horticulture. However, vide email dated 15th Sept 2014 he expressed his inability to join citing some official commitment. The University has accepted his decision and cancelled offer of appointment given to him on 22nd Sept 2014. As there is no wait-list in the panel, the post has been marked as vacant and shall be re-advertised.

b) Cancellation of offer of appointment to Dr. Satya Prakash Tiwari for the post of Assistant Professor

Dr. Satya Prakash Tiwari was offered a post of Assistant Professor in the Department of Hindi. However, vide application dated 18th July 2014 he has expressed his inability to join citing personal reasons. The University accepted his decision and cancelled the offer of appointment given to him vide letter dated 5th August 2014.

The Council further approved to operate the panel for the post of Assistant Professor in the Department of Hindi by giving offer to Ms. Chukey Bhutia, the next person in the panel for general category.

EC21.2.2: Release of Dr. Binu Sundas from the services of the University

Dr. Binu Sundas joined the University on 27th Feb 2012 and submitted his resignation vide letter dated 15th July 2014 stating personal problems. His resignation was accepted and he was relieved with effect from 15th July 2014. The post occupied by him is marked as vacant and shall be advertised.

**SECTION-3
RATIFICATION MATTERS
TABLE ITEM**

EC21.3.1: Appointment of Professors on Contract

The Council ratified the action of the Vice-Chancellor in appointing the following Professors on contract in the Departments shown against each on monthly remuneration of Rs. 60,000/- for a period of one semester (1st August 2014 to 16th December 2014)

1. Dr. Madap Prasad Thapa, Deptt. of Zoology
2. Prof. Biswanath Prasad, Deptt. of Hindi
3. Prof. Abhijit Roy, Deptt. of Chemistry

SECTION – 4
MATTER FOR CONSIDERATION AND APPROVAL

EC21.4.1: Recruitment and Promotion Rules (Non-teaching staff) 2014

In the 20th meeting of the Council draft Recruitment and Promotion Rules (Non-teaching staff) 2014 was approved subject to it being vetted by an HR expert. These Rules were thereafter sent to Mr. Arun Balakrishnan, CMD, HPCL for vetting and comments. In his comments Mr. Arun Balakrishnan has stated that the recruitment rules meets the requirement of transparency and equal opportunity which are the two main facets of Government/Public Sector Probity. However he had made certain observations which have already been taken note of by the University.

The Council appreciated the gesture of Mr. Arun Balakrishnan, CMD, HPCL in vetting the said rules and giving his valuable comments without any remunerations. The Council after detailed deliberations approved Recruitment and Promotion Rules (Non-teaching staff) 2014 with directions that these rules be reviewed after three years.

EC21.4.2: Uniform remuneration for retired Statutory Officers and Professors engaged by the University

The Council was informed that at present retired Statutory Officers appointed by the University on contract are paid remuneration of Rs. 90,000 per month whereas retired Professors engaged by the University on contract are paid Rs. 60,000 per month. The Chairman proposed to raise the remunerations of all these i.e. retired Statutory Officers and retired Professors engaged by the University on contract to Rs. 1 Lakh per month.

The Council approved the proposal.

EC21.4.3: To consider reimbursement of treatment as Outpatient in lieu of fixed medical allowance

The Council was informed that in its 1st meeting held on 8th Aug 2008 it was resolved to pay fixed medical allowance of Rs. 500 per month with effect from 1st Sept 2008 on purely temporary basis in lieu of reimbursement for treatment of self as outpatients. This was done because at that time there were hardly a few non-teaching staff in the University to process the bills. Now this situation has improved and also many diseases like ulcer, diabetes, tuberculosis, cancer and heart ailments etc may require expensive OPD treatment. Also on enquiring from Central Universities like NEHU, Central University of Tamil Nadu and Central University of Jharkhand etc, it was found that these Universities are reimbursing OPD expenses of their employees as per Medical Attendance Rules.

The Council after deliberations suggested to further examine the proposal and explore the possibility of Group Medical Insurance for employees and dependant family members. Till that time the present system of grant of medical allowance may continue.

EC21.4.4: Terms & Conditions of Service in respect of Statutory Officers

The Council was informed that Section 10 of Sikkim University Act, 2006 (No. 10 of 2007) defines the Officers of the University. Out of these, except the Chancellor, all are full time salaried employees of the University. Officers like Vice-Chancellor, Pro Vice-Chancellor, Registrar, Finance Officer and Controller of Examinations are having tenure based appointments. After completion of the tenure they have to revert to their respective organizations. As such the appointment to these tenure based positions be treated as on deputation on foreign service conditions and may be allowed the benefits applicable to the persons on deputation like transfer TA, Leave Salary & Pension contributions, Leave Travel Concession, Retention of Quarter and other residuary matters which are admissible to the Central Government employees while on deputation.

The Council after deliberations approved the proposal.

EC21.4.5: Resignation of Dr. Sangeeta Roy (Maitra) from the post of Assistant Professor in the Department of Law

The Council was informed that Dr. Sangeeta Roy (Maitra) joined the University on 2nd May 2014 as Assistant Professor in the Department of Law. She has submitted her resignation on the ground that she has been selected as Assistant Professor of Law in the West Bengal Education Service and has requested to be relieved with effect from 17.10.2014. In-charge, Department of Law has reported that Dr. Sangeeta Roy (Maitra) is absenting from her duty without information since 20.10.2014.

The Council after deliberations accepted her resignation with effect from 17.10.2014 subject to the condition that she refunds the salary for which notice period falls short of one month.

EC21.4.6: Completion of Probation period by Non-Teaching Staff

The Council was informed that the following non-teaching staff of the University have completed the probation period on the dates mentioned against each.

| Sl No | Name of official | Designation | Date of Joining | Date of completion of probation |
|--------------|-------------------------|--------------------|------------------------|--|
| 1 | Mr. Shailesh Shukla | Hindi Officer | 13.04.2012 | 12.04.2014 |
| 2 | Dr. Manjushree Thapa | Medical Officer | 04.05.2012 | 03.05.2014 |

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|----|---------------------------|----------------------|------------|------------|
| | Manger | | | |
| 3 | Ms. Kalpana Dahal Chettri | Section Officer | 28.02.2012 | 27.02.2014 |
| 4 | Ms. Kalpana Rana | Section Officer | 12.03.2012 | 11.03.2014 |
| 5 | Ms. Roshni Lama Tamang | Private Secretary | 05.03.2012 | 04.03.2014 |
| 6 | Mrs. Kessang Doma Bhutia | Private Secretary | 07.03.2012 | 06.03.2014 |
| 7 | Mr. Pradeep Kumar Tamang | Private Secretary | 12.03.2012 | 11.03.2014 |
| 8 | Mr. Nishad subba | Assistant | 03.05.2012 | 02.05.2014 |
| 9 | Mr. Lakpa Tshering Sherpa | Personal Assistant | 04.04.2012 | 03.04.2014 |
| 10 | Ms. Jutika Goswami | Hindi Translator | 12.04.2012 | 11.04.2014 |
| 11 | Ms. Chung Chung Bhutia | Nurse | 07.05.2012 | 06.05.2014 |
| 12 | Mrs. Radha Kumari Basnet | Technical Assistant | 07.05.2012 | 06.05.2014 |
| 13 | Mr. Deepak Chettri | Technical Assistant | 17.05.2012 | 16.05.2014 |
| 14 | Mr. Dorjee Sherpa | Technical Assistant | 15.06.2012 | 14.06.2014 |
| 15 | Mr. Pawan Lama | Library Attendant | 29.03.2012 | 28.03.2014 |
| 16 | Ms. Rinku Tamang | Library Attendant | 29.03.2012 | 28.04.2014 |
| 17 | Mr. Bikram Thapa | Laboratory Attendant | 03.05.2012 | 02.05.2014 |
| 18 | Mr. Tulsi Sharma | Laboratory Attendant | 03.05.2012 | 02.05.2014 |
| 19 | Mr. Dinesh Rai | Laboratory Attendant | 11.05.2012 | 10.05.2014 |
| 20 | Mrs. Ragina Rai | Laboratory Attendant | 11.05.2012 | 10.05.2014 |
| 21 | Mr. Bhanu Manger | Laboratory Attendant | 11.05.2012 | 10.05.2014 |
| 22 | Mr. Nar Bahadur Subba | Laboratory Attendant | 10.05.2012 | 09.05.2014 |

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|----|---------------------------|----------------------|------------|------------|
| 23 | Mr. Keshav Kumar Bisunkey | Laboratory Attendant | 15.06.2012 | 14.06.2014 |
| 24 | Mr. Binod Chettri | Laboratory Attendant | 15.05.2012 | 14.05.2014 |
| 25 | Mrs. Christina Rai | UDC | 01.04.2013 | 31.03.2014 |
| 26 | Ms. Dakshata Lawar | UDC | 01.04.2013 | 31.03.2014 |
| 27 | Mrs. Doma Tamang | LDC | 01.04.2013 | 31.03.2014 |
| 28 | Mr. Sudeep Gurung | LDC | 01.04.2013 | 31.03.2014 |
| 29 | Mr. Basant Baraily | LDC | 15.04.2013 | 14.04.2014 |
| 30 | Mr. Nawraj Pradhan | Driver | 07.05.2013 | 06.05.2014 |
| 31 | Mr. Tek Bahadur Pradhan | Driver | 07.05.2013 | 06.05.2014 |

Their performance during probation have been reviewed by the Reporting and the Reviewing Officers and no adverse remarks have been given in any one of the above cases.

The Council decided to lift the probation of above mentioned non-teaching staff and confirm them in the services of the University with effect from the date following the date of completion of their probation as mentioned in the table.

EC21.4.7: Appointment of Non-Teaching Positions in the University

The Council approved the recommendations of the Selection Committees of following non-teaching positions with offer to be given to the persons shown against each post:

- i. Controller of Examinations Dr. Debashish Choudhury (21.12.1958)
Wait list -1
- ii. Assistant Registrar Mr. Sonam Wangchuk (14.11.1981)
Wait list -2
- iii. Assistant Engineer Mr. Hemant Sharma (17.04.1986)
Wait list -1
- iv. Junior Engineer (Civil) Mr. Manjil Darnal (20.04.1980)
Wait list -1
- v. Junior Engineer (Electrical) Mr. Karma Gyatso Bhutia (15.10.1990)
Wait list -1
- vi. Security Officer Capt. P.W. Dukpa(17.07.1956)
Wait list -1

EC21.4.8: Application of Dr. Rafiul Ahmed for one year study leave

Dr. Rafiul Ahmed, Assistant Professor, Department of Geography has requested for issue of No Objection Certificate (NOC) to apply to Fung Global Fellowship Programme in Princeton University, NJ, USA for the period 2015-16. He has joined the University on 26.06.2010 on contract and is working against regular post since 27.02.2012. He has, therefore, completed four years of service from the date of appointment on contract and will complete three years of continuous service on permanent position on 26.02.2015.

The Council after deliberations approved the request of Dr. Rafiul Ahmed for issue of No Objection Certificate (NOC) to apply for Fung Global Fellowship Programme in Princeton University and leave may be granted after he completes three years of service on regular basis.

EC21.4.9: Removal of Dr. Sohel Firdos, Associate Professor from headship of Geography Department

Registrar presented this item and gave full details of the complaints made by Mrs. Noor Banu, wife of Dr. Sohel Firdos and the inquiry made by the University in collecting evidence in respect of specific information furnished by Mrs. Noor Banu in her complaints. Also, the evidence collected from various sources were analyzed with the explanations furnished by Dr. Sohel Firdos in response to the complaints of his wife. From the evidence collected and analyses of the statements, the relationship of Dr. Sohel Firdos with his own student in the Department is fairly well established.

The Council after deliberations agreed that it was not fair for other students of Geography Department to have an HoD having relationship with one of the students of the Department and may be biased in her favour. The involvement of HoD with his direct student is highly unethical and may create serious obstacles in the smooth functioning of the department. As HoD he will have access to all confidential communications with the Examination and other departments.

The Council ratified the action of the Vice-Chancellor in removing Dr. Sohel Firdos, Associate Professor from the headship of the Geography Department.

EC21.4.10: Appeal against Office Order 287/2014 dated 28th Aug 2014 removing Dr. Sohel Firdos from headship of Department of Geography

Appeal of Dr. Sohel Firdos against removing him from the headship of Department of Geography and the points raised by Dr. Sohel Firdos in his appeal were presented to the Council. The University's stand on the points raised by Dr. Firdos in his appeal were also brought to the notice of the Council. The Chairman also brought to the notice of the Council about advance drawn by Dr. Firdos for field trip of the students which was not undertaken by him and also the 'White Paper' issued by him as the then

President of SUTA levelling various allegations against authorities for which he did not furnish any evidence.

The Council after detailed deliberations rejected the appeal of the Dr. Sohel Firdos against Office Order 287/2014 dated 28th Aug 2014 removing him from the headship of Department of Geography. The Council further directed the University to take action against Dr. Sohel Firdos under CCS (Conduct) Rules of the Government of India on the following:

1. Moral/ethical misconduct as a teacher in having relationship with his direct student.
2. Dereliction of duty in not taking the students of the Department for field trip for which he had drawn advance from the University and absenting from station without due permission of the University.
3. Misconduct in issue of 'White Paper' as the then President of SUTA (Sikkim University Teacher's Association) by leveling allegations against authorities of the University without furnishing evidence sought by the University about specific allegations made by him and the General Secretary against the University authorities and circulating to the faculty members and the Chancellor without the permission and in violation of the constitution of SUTA.
4. Any other cognate matter.

The Council authorized the Vice-Chancellor to frame charges on the above against Dr. Sohel Firdos, Associate Professor and conduct an inquiry, if required, under CCS (CCA) Rules by appointing inquiry officer preferably from outside the University. The Council further authorized the Vice-Chancellor to suspend Dr. Sohel Firdos, Associate Professor, if in his opinion there is a need to do so. The inquiry may be completed within three months and the report may be presented in the next meeting of the Executive Council.

TABLE ITEMS

EC21.4.11: Resignation of Dr. Joydeep Biswas from the post of Assistant Professor in the Department of Commerce.

The Council was informed that Dr. Joydeep Biswas joined the University on 23rd July 2014 as Assistant Professor in Department of Commerce. He has submitted his resignation vide letter dated 3rd Nov 2014 on personal grounds with request that he be released by 4th week November to enable him to join his previous position of Assistant Controller of Examinations in North Bengal University.

The Council after deliberations accepted resignation of Dr. Joydeep Biswas with directions that he be relieved on 28th Nov 2014 (AN). The Council further approved to operate the panel for the post of Assistant Professor in the Department of Commerce by giving offer to Shri Ravi Shekhar Vishal, the next person in the panel.

EC21.4.12: Resignation of Dr. Binu Mathew form the post of Associate Professor in the Department of Horticulture

The Council was informed that Dr.Binu Mathew joined the University on 19th May 2014 as Associate Professor in Department of Horticulture. He has submitted his resignation on personal grounds vide letter dated 7th Nov 2014 with request that he be relieved by 8th Dec 2014 to enable him to join his previous position of Assistant Professor in North Eastern Hill University.

The Council accepted his resignation with directions that he be relieved by the University on 8th Dec 2014 (AN). The Council noted that since there is no wait list in the panel, the post may be marked as vacant and be re-advertised.

EC21.4.13: University Flag and Motto

The Council was informed that a committee consisting of all administrative heads and deans of schools of studies met on 14th Oct 2014 to decide the University flag and motto. The committee found 49 entries received against the University advertisement published on 25th Aug 2011, 27th Dec 2011 and subsequently uploaded in University website on 17th Feb 2012 inviting entries for flag and motto. The Committee also found that all entries received against the advertisement were in-appropriate. The Committee, therefore, resolved the following:

1. University Flag: The Committee recommended University flag to be golden colour as it represents success, achievement and triumph and is associated with abundance and prosperity, luxury and quality, prestige and sophistication, value and elegance. The Committee also recommended the flag having length-width in the ratio of 3:2 and University logo in the middle of the flag.
2. University Moto: The Committee recommended “Knowledge Wisdom Success” as the motto and also suggested same to be placed in the blank book inside the University logo.

The Council after deliberations approved the recommendations of the committee for the University flag. However for University motto the Council approved “Quest Knowledge Wisdom” as appropriate words to be placed in the blank book inside the University logo.

EC21.4.14: Seventh Annual Report-2013-14

The Council after deliberations approved the Seventh Annual Report 2013-14 of the University which was placed as **Annexure -4** to the agenda item with the suggestion that the Executive Summary should also highlight the achievements of teachers and students.

SECTION 5 MINUTES OF AUTHORITIES /COMMITTEES

EC21.5.1: Minutes of the 5th meeting of the Building Committee held on 1st Nov 2014

The Council approved the minutes of the 5th meeting of the Building Committee held on 1st Nov 2014 and accepted the recommendations of the sub- committee in selection of M/s Mukesh & Associates as the Architect for development of campus at the quoted rate of 0.79%.

EC21.5.2: Minutes of the 16th meeting of the Academic Council held on 5th November 2014

Minutes of the 16th meeting of the Academic Council were considered and noted by the Council. The Council gave specific approval to the following:

1. New Academic programmes of the following departments from session 2015-16.
Anthropology, Computer Applications, Education, Hindi, Management, Mathematics, Tourism and Zoology.
2. Revision of Academic Calendar from academic session 2015-16 as approved by the Academic Council.
3. Regulations for BA-LLB (Hons) Course.
4. One month's compulsory National Service for award of Master's degree
5. Guidelines on M.Phil/Ph.D Programmes.
6. Rules on Internship.
7. Guidelines for participation of faculty members and officers in seminars, conferences etc.
8. Adoption of following Central Government Rules for all employees (teaching and non-teaching) of the University.
 - i. General Financial Rules
 - ii. Fundamental Rules
 - iii. Supplementary Rules
 - iv. Central Civil Services (Conduct) Rules
 - v. Central Civil Services (Classification, Control and Appeal) Rules.

9. Draft Statute for College Development Council to be numbered as 14-A and placed between Statutes 14 and 15.

EC21.5.3: Minutes of the 12th Meeting of the Finance Committee held on 8th November 2014

The Council approved the Minutes of the 12th meeting of the Finance Committee held on 8th Nov 2014. The Council gave specific approval to the following:

- i) Annual Account 2013-14 with a direction that final SAR, when received from Statutory Auditors, be circulated amongst the members for approval. The Council further advised that in future efforts should be made to place the Annual Account together with the SAR from C&AG's office.
- ii) Revised Estimate for 2014-15 and Budget Estimates for 2015-16.
- iii) Regulations for the meetings of the Finance Committee.

Finally, the Council resolved to place on record the invaluable contribution made by external members towards guiding the Council decisions in particular and the functioning of the University in general. The Council expressed its special gratitude to Dr. (Smt) Kiran Datar, Prof. Atul Sarma, Dr. R.R. Rao, Dr. V.S. Prasad, Prof. S.C. Singh, Prof. Ashum Gupta and Shri Sonam Wangdi for their presence in most meetings of the Council.

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

Sd/-
(T.K.Kaul)
Registrar & Secretary

Sd/-
(T.B.Subba)
Vice-Chancellor & Chairman