



**From the Editor's Desk:** JNUTA stands to fight for the improvement of the academic environment. There is a need to put a strong resistance against the growing bureaucratisation and complex administrative hassles which blurs the essential objectives of Higher Education. Attempts are there to have a centralised control over the higher education institutions of the country. The contribution of higher education in knowledge generation and progress of the society cannot be achieved by compromising the Autonomy of the Institutions. JNUTA stands to fight!

### JNUTA Charter of Important Select Demands

Based on Decisions in JNUTA GBM held on 12<sup>th</sup> September, 2014.

#### Main issue before JNU faculty: An unresponsive administration.

- Administration ought to facilitate rather than put hurdles.
- Faculty gets diverted from its essential academic tasks into bureaucratic hassles.
- The various demands mentioned below are pending for a long time.

#### Demands:

##### 1.API and CAS promotions and rejections:

JNUTA demands that the VC should immediately write to the UGC to allow JNU to have its own modified form of recruitment and promotions.

Pending communication from the UGC, permitting JNU to have its own system, the following changes be brought about in the current system:

- The process of selection be adapted to the needs of each discipline and School/ Centre, with higher weightage to teaching, **without any capping** on points earned under the different categories/heads.
- All rejections under the current scheme be reviewed immediately and candidates be promoted.

iii.The API score, by itself being a numerical representation of the teaching, research and administrative endeavours of a candidate, the University must promote all incumbent candidates under CAS upon the fulfilment of the API scores.

iv.The counting of past services ought to be immediately rationalised. The false distinction between foreign and Indian experience be given up.

v.The IQAC ought to have representation of Assistant and Associate Professors and JNUTA.

##### 2.Simplification of Rules:

JNUTA demands decentralization of decision making to reduce paper work and delays. For this purpose, it demands an Administrative Reforms Committee.

JNUTA demands the implementation of simplified financial rules within broad parameters as allowed to autonomous bodies under the General Financial Rules (GFR) of GoI.

JNUTA demands that Air Travel rules should be made flexible enabling faculty members to travel via the cheapest flights available.

##### 3.Project Cell Functioning:

JNUTA demands that the highhandedness shown by the Finance Office and Academic branch in dealing with Project related matters be ended.

Flexibility allowed under GFR of GoI should be exercised as stated in (2) above.

4.CPF/GPF issue: JNUTA demands that the University should immediately take a position in the matter of allowing faculty to switch from CPF to GPF based on the judgment of Delhi High Court in April 2014. This matter is pending for over a decade.

JNUTA strongly opposes the proposed recovery from CPF/GPF account of individual employees purportedly resulting from the higher interest rate paid over the Government's prescribed rate. Since the interest paid to individuals was out of the return earned on the investments from the employees own money there should not be any issue of recovering the so called excess payment.

*It was decided at the GBM that collective action be under taken by JNUTA if the VC fails to fulfil the above mentioned urgent demands (pending for a long time) in a time bound manner in the next 21 days.*

Arun Kumar  
President  
JNUTA.

Dipendra Nath Das  
Secretary,  
JNUTA.

### EVENTS ORGANISED BY JNUTA:

- ❖ JNUTA organised a **Bicycle Mela to promote** an environment friendly attitude among the residents on campus and also provide a healthy transport option to the new students **in JNU on 29th, 30th & 31 July 2014.**
- ❖ JNUTA organised a **Farewell to the retired faculty and welcome to the newly joined faculty on 5<sup>th</sup> September, 2014, at 5.30 pm at JNUTA Office (Faculty Centre) followed by Dinner at 8.00 pm at Dining Hall (Faculty Centre).**
- ❖ JNUTA organised a function **to welcome newly elected EC members and felicitate the outgoing members on 30th October, 2014 at 4.30 pm at JNUTA Office (Faculty Centre).**
- ❖ JNUTA organised a Panel discussion on **"The True Facts About us: India between History, Sciences and Myths" on 30<sup>th</sup> January, 2015, 5.30 p.m. onwards at the Faculty centre, JNU.**

## Co-ordination Committee of Teachers' Associations of Delhi (CCTAD)

Smt. Smriti Zubin Irani

Union Minister, HRD

Ministry of Human Resources Development

Shastri Bhavan

New Delhi - 110001

20 November 2014

### Sub: Memorandum regarding functioning of universities

Dear Madam,

We welcome your personal initiative in beginning the process of framing a new National Education Policy. There is indeed an urgent need for clarity in the social and academic objectives that will guide the governance of the education sector. While there is repeated discussion on academic excellence and the need for our universities to be counted in global rankings, the neglect of our public funded universities and the increasing commercialisation of education have created obstacles in the way of guaranteeing socially relevant and quality education to every citizen. There is an urgent need to look into the functioning of the universities so that they can play the role of cementing social and economic disparities with stronger social engagement and public imagination.

Teachers' associations from universities across Delhi have come together to raise their concerns regarding the inadequacy of public investment in infrastructure and faculty, contractualisation of teaching jobs, unjust service conditions, corrupt officials and the lack of democratic participation in decision-making and governance. Despite the awareness of decline in standards of university education, these concerns have been ignored or set aside by previous governments. We hope that you will be willing to engage with the following issues that are undermining the confidence and professional interests of teachers employed in the public-funded and administered universities:

1. The concern over the lack of international rankings for universities doesn't match the concern over poor functioning of the universities. Many universities, IITs IIMs etc., do not have VCs/directors. There are a large number of unfilled teaching and administrative positions. Contractualisation and irregular employment has become a trend in our universities which will not only hinder the teaching learning process but also compromise with the quality of education provided.

2. The faulty implementation of the Reservation Policy in teaching posts, as in the case of Delhi University, has forced sections of SC, ST and OBC teachers to go to Court. Such a situation will lead to widespread unrest and instability unless it is addressed immediately.

3. The inability of Vice Chancellors to provide academic leadership to their

universities has resulted in a wilful breakdown of all norms of academic and administrative decision-making. As a result, that teachers who have retired or are about to retire do not face a life of indignity.

7. Anomalies arising out of the Sixth Pay Revision including stepping up cases have not been resolved for more than 8 years. This is in flagrant violation of government rules and needs to be resolved immediately, especially in view of the impending Seventh Pay Revision.

8. Large scale corruption in expenditure of public funds, irregularities and violation of rules along with such authoritarian and undemocratic governance of universities will soon lead to a collapse of public funded education in this country and must be addressed urgently. Fast tracking of enquiries and exemplary action is needed on several Vice-Chancellors in Delhi currently facing charges of plagiarism, faulty appointments, and corruption. Attempts by tainted vice-chancellors to seek unhealthy political patronage in order to shield themselves from the law of the land/processes of justice must be thwarted.

9. Political interference in appointments of vice-chancellors, directors and principals must be stopped as it has undesirable consequences for the democratisation of educational institutions.

10. The arbitrary functioning of the UGC needs to be addressed urgently.

11. Growing instances of plagiarism and consequent decline in the academic ethos is detrimental to research and steps must be taken to curb it.

12. Lack of autonomy hinders the smooth running of projects, once again with adverse effects for serious research.

We believe that higher education is a larger public good that cannot be reduced to individual aspiration to justify self-financing, privatization and client-server relationships. Focus on public funded educational institutions is of paramount importance in order to reinvigorate our education system and make it a meaningful instrument for social and economic justice. The Co-ordination Committee of Teachers' Associations Based in Delhi (CCTAD) urges you to consider and hopes for an expeditious resolution to the issues highlighted above.

6. The withdrawal and withholding of pension to large numbers of retired teachers is an assault on the dignity of those who have rendered a lifetime's service. In Delhi University, the decision to challenge the relief granted by the High Court in the CPF/GPF case points to the cynical attitude of the Vice-Chancellor towards teachers by plunging them into an uncertain and insecure future. Urgent intervention is required so

*Thanking you,*

*Regards,*

*Prof. Arun Kumar*

*President of Co-ordination Committee of Teachers Association, Delhi.*

JNUTA's Condolence Message for Prof. MSS Pandian		Two positions on the HAG
<p>Around 4 pm on 10<sup>th</sup> November, 2014, Professor MSS Pandian passed away. After completing his Masters and Ph.D. from Madras University, he joined the Madras Institute of Development Studies in 1989 and remained there till 2001. Subsequently, he was a Fellow at the Centre for Studies in Social Sciences, Calcutta and a visiting Fellow at the Sarai Programme, CSDS, Delhi. He joined the Centre for Historical Studies, JNU, in 2009. Professor Pandian was an inspiring teacher. His courses on the region and the nation, and the politics of caste in India were immensely popular, attracting students from different centres in large numbers. He was a prolific writer and he wrote on a varied range of themes. Two of his books, <i>The Image Trap: M G Ramachandran in Film and Politics</i>, and <i>Brahmins Non-Brahmins: Genealogies of the Tamil Political Present</i>, were widely acclaimed internationally. For Professor Pandian academic activity could never be divorced from the realm of politics. He was an intellectual who always underlined the political implication of what he thought and said, and wrote popular political pieces in newspapers and EPW. With passion and power he ripped open the frames of Brahminical discourse in the cultural life of India. His critique was crucial to the constitution of a non-Brahminical intellectual voice in India, particularly in Tamil Nadu. His absence in the intellectual and public life of JNU will be difficult to fill. We deeply mourn his untimely death. JNUTA would remember his deep contribution to JNU's intellectual life. We send our heartfelt condolences to the bereaved family comprising of his wife, daughter and mother.</p>		<p><i>Prepared by the Committee set up at the JNUTA GBM held on Nov 13, 2014.</i></p> <p><b>Committee consisted of Dr Parnal Chirmuley, Prof Surajit mazumdar and Prof D K Lobiya.</b></p> <p>In order to arrive at a collective position on the issue of the promotion of Professors from Stage 5 to Stage 6 (HAG scale), the JNUTA felt the need to circulate the two distinct positions that were put forth on the floor of the house when the matter was raised at the JNUTA GBM on 13 November 2014. These are as follows:</p> <p>1. The position that favours this modality holds that there is a marginal financial benefit both during service and after retirement. While this provision comes attached with the rider that at any given point, only 10 per cent of Professors in the University maybe promoted through this provision, some colleagues believe that it might be possible to implement it in such a way that a larger number of colleagues may benefit. It is argued that this would help in the pension of the retiring colleagues.</p> <p>Further, colleagues in this position in other Universities may get selected to committees by the UGC and Min of HRD rather than JNU faculty.</p> <p>2. Colleagues who believe that the JNUTA should have a principled opposition to the hierarchisation within teaching positions have expressed the concern that this may reinforce this very process of hierarchisation. A plan of creating a position of senior Professors was opposed in 1987 and in 1997 when the earlier Pay Commission Reports had proposed them. Accordingly this scheme was not implemented in JNU or Delhi University and other universities. The plan to treat Professors directly selected and through Career Advancement Scheme differently was also opposed on the same grounds.</p> <p>Creation of more hierarchies has been set under way after the last Pay Commission report in 2006. A large section of the teachers has opposed the creation of additional stages within the ranks of Assistant Professors, since this has led to a generation recruited in permanence faculty positions in their mid to late thirties having to remain on one of the stages at the Assistant Professor for the next 12 years.</p> <p>There is a danger that the next pay commission which will be set up soon will use this opportunity to increase hierarchy among the academic community using the argument that this would be an incentive to do better work.</p> <p>There is also the danger that the creation of this post may have an adverse impact on institutional milieu, since the selective nature of this provision and the competitive element inherent in it would lead to a dampening of morale among Professors, and at the same time strengthen the position of the Administration. As a result, those perhaps most eligible and deserving would prefer not to apply, leaving the space open to exploitation, and defeating the idea of excellence that is supposedly behind such a provision.</p> <p>Once a post like this is created, many Professors who fulfil the criteria set up will also apply, not only those who are close to retirement. One cannot tell them not to apply.</p> <p>Finally, it must be noted that while it is being argued that there will be a small monetary benefit in pensions, the entire generation of colleagues that has been freshly recruited to teaching positions is not going to receive pensions in the new scheme. The second position, therefore, argues that, for monetary benefit accruing to a small section of retiring faculty, one should not sacrifice a long standing principled position of the teachers' movement in the country.</p>
JNUTA List of Letters written to VC between May 2014 and February 2015		
DATE	SUBJECT OF THE LETTER	
06.5.14	-Resolution Regarding simplification and decentralization of procedures in JNU for adoption by JNU EC. -High Court judgment in the Delhi University CPF/GPF Care JNU.	
07.5.14	- EC's disquiet re procedures followed in the JNU EC meeting held on 16 <sup>th</sup> April, 2014.	
30.6.14	Subsidized sale of Bicycles in JNU on 29 <sup>th</sup> 30 <sup>th</sup> & 31 July 2014.	
28.7.14	-Forwarding the representations from Colleagues in the Special Centre for Sanskrit Studies re complaint against them by Mr. Virendra Singh. -Forwarding a second representation from AIRF faculty.	
11.8.14	Counting of past services with regard to the Tanuja Mohanty, Assistant Professor, SPS; Forwarding her representation.	
18.8.14	-Circular bearing F.No.JNU/HC/A-1/1/2014 dt. July 23, 2014 from CMO regarding referral to empanelled hospitals. -Forwarding the representation of Prof. Karuna Chanana regarding addition of qualifying service for pension benefits under statute 40 Explanation -III of JNU statutes and Article 30 of Central Government Servants Rule for pension.	
13.9.14	-JNUTA Note on the Vision document presented at the AC meeting on August 29, 2014.	
29.9.14	-Representation from Profs. Sudha Bhattacharya and Kasturi Mukherjee regarding disruption to their work caused by unnecessary visit of the police. -Forwarding representation with regard to forgery and misrepresentation by someone using name of prof. S.M. Anwar Alam, CIL,SLL&CS. -Representation of Dr. P. Chirmuley regarding treatment of translation work under API. - Representation from Dr. Bimol Akoijam, Senior Warden Narmada Hostel regarding Inordinate delay in the installation of a commode in the toilet. -Representation from faculty members of SLL&CS.	
1.10.14	-Minutes of JNUTA GBM of September 12,2014; Charter of Demands of JNU Teachers and setting up of a JNUTA Committee on Plagiarism in JNU.	
21.10.14	Response to your letter No. 11.9C/2014 dated October 15, 2014.	
5.11.14	Minutes of the meeting between VC and JNUTA EC on November 4, 2014.  <b>Continued on page 4.....</b>	

**JNUTA List of Letters written to VC between May 2014 and February 2015.....continued from page 3**

<b>DATE</b>	<b>SUBJECT OF THE LETTER</b>
23.11.14	-RE. Circular No. 4(4)/98/Eng. Dated 18.9.2014 regarding review of Electricity Tariff.
10.12.14	-Regarding error in grade conversion table as approved by the EC. -Forwarding the Representation of Prof Harish Narain Das dated 8.12.14.
18.12.14	-- Second Charter of Demands based on Minutes of JNUTA GBM of November 13.2014.
19.12.14	- Forwarding Prof R P Sinha's letter regarding counting of Past Service for those qualifying before 31.12.2008 and counting of Research Associate's experience. - Letter from Prof. M. S. Husain regarding his re-employment matter taken up in the last EC and its early resolution to his satisfaction.
05.01.15	- Regarding taking over of the running of the Day care Centre by the JNU Administration.
02.02.15	- Observations regarding the draft minutes of the first meeting of the Traffic Planning Committee held on 5.12.14.
03.02.15	- Nomination for the JNU Press, Advisory Committee and the Day Care Centre.
17. 2.15	- Letter to VC forwarding the minutes of meeting in January. - Letter to IQAC Chair regarding the minutes of meeting in January

**Report on Specific Demands on API and CAS Promotion – submitted on 29<sup>th</sup> October, 2014.**

*Prepared by Prof. D. K. Lobiya and Dipendra Nath Das*

1. Interview should not be the sole criteria in determining the selection under CAS since it has only 20 % weightage in expert assessment for CAS promotion as per New Regulation.
2. There is inbuilt standardisation norms and gradation according to the merit/quality of the scores for Academic Performance Indicator (API). Hence, the quantum of API score of the candidates as per stipulated norms is an indicator of the level of academic performance. Therefore, API scores of a candidate should have major weightage in deciding the final selection in CAS.
3. Components of 'Research Contribution' and 'Domain Knowledge and Teaching Practices' should come from API scores of the candidate for selection/assessment under CAS.
4. These scores must be displayed before the interview on the website for the sake of transparency.
5. Documentation/furnishing evidences in support of API scores should be made simple and rational.

**Brief Report on the Seminar "*Higher Education in India: Critical Issues and Challenges*" Organized by JNUTA**

**on May 10, 2014 In JNU Convention Centre, New Delhi.**

Jawaharlal Nehru University Teachers' Association (JNUTA) organized a one-day national seminar on "*Higher Education in India: Critical Issues and Challenges*" on 10<sup>th</sup> May, 2014 in JNU in which office bearers/ representatives of the Teachers Association of the following universities participated: Delhi University , Ambedkar University , G.G.Indraprastha University , Jamia Millia Islamia, Indira Gandhi National Open University, Hyderabad Central University, North Eastern Hill University, Madurai Kamraj University and All India Federation of University and College Teachers Organization. The number of participants was over 150.

In the inaugural session, Deepak Nayyar argued for a judicious mix of the public and private rather than the state abdicating its role. Prof Sopory argued for action and need to produce excellence. Prof. Anil Sadgopal, observed that the failure of higher education represents the failure of Indian democracy and which is the result of the growing domination of global capitalism. He appealed to all the stakeholders of higher education to resist, reclaim and reconstruct. Prof. Arun Kumar, President, JNUTA traced the problems to their deeper philosophical and historical roots. He argued that Macaulay's education policies of 1835 still dominate and therefore Indian intellectuals are largely derived intellectuals which makes them pliable and unable to resist assault on education as a whole. There is a loss of value of ideas in society and a consequent decline in the status of higher education so that the social ethos works against the institutions of higher education.

In the two technical sessions 7 speakers spoke. They argued that higher education in India is in a deep crisis. The reasons identified were unequal access, attempt to quantify that which is qualitative, bureaucratization, curtailing of the democratic ethos of higher education by curbing dissent, deterioration of the relation between the teacher and the taught due to commercialization, trying to achieve standards via standardization, control of institutions by politicians and money power and growing corruption, corporatization of management of higher education and decline in research standards due to separation of teaching and research. These problems are aggravated by narrow specialization and use of foreign language for instructions which results in alienation of a large number of students.

In the last session, office bearers/representatives from various Teachers' Associations shared the experiences of their respective universities. One common theme that emerged was the increasingly undemocratic culture in universities, mainly due to the autocratic attitude of the Vice-Chancellors, flouting of Universities' acts, statutes and ordinances and the silence of the senior academics. Every speaker emphasized that the Teachers' Associations have a major role in resisting these trends and in playing a more proactive role in the formulation of policy on higher education. It was suggested that FEDCUTA be activated and there be greater coordination between FEDCUTA and AIFUCTO. Further, it was argued that AIFUCTO and FEDCUTA should forge closer alliance with school teachers' associations. This session was chaired by Prof. S.K. Thorat, the Chairperson, ICSSR who shared his experience of formulation of the policies for the Eleventh Plan. He mentioned the shortage of teachers in the country, need for democratic governance and making students aware citizens. He argued that teachers should respond more strongly to the crisis in higher education and resist the ongoing privatization of higher education.

## Recommendations of the Committee on IQAC Proposals on API:

1.As per existing regulations for calculating API for Category-I, one point is assigned per 2 (two) hours of time devoted in teaching and related activities. The proposed modification prescribes (for items 1A and 1C) one point per 10 (ten) hours. If a teacher teaches for 16 hours per week the teacher would earn a credit of 58 points. Though a provision has been suggested for accounting points considering the time of preparation for the class at a ratio of 1:3 (i.e., 3 hours preparation for one hour class), still this provision would create difficulties, particularly for a university like JNU, where teaching load varies across and within Centres.

**Suggestion: One point per Five Hours:** This norm should be adopted in all the items related to point and hours spent for a particular activity.

2. In category I, a teacher can earn a maximum of 100 points under 1A, B and C. For research guidance, a teacher can earn up to 20 points. Given that JNU is a research university and research guidance constitutes a major workload, the low cap on research guidance is not suitable. Given the diversity in teaching and research supervision within the university, and particularly in multi-disciplinary centres like CSRD, such a provision would adversely impact the career prospects of teachers.

**Suggestion: It is, therefore, suggested that 1A, B and C of Category I, should be clubbed together with maximum of 130 points as prescribed by amended regulation.**

3.The minimum points required are 100 from category I, 20 from category II, and 150 in total combining category I and II. It would be extremely difficult to meet the minimum requirements for teaching and other activities separately.

**Suggestion: The separate minimum requirements for category I and II should be removed and a minimum requirement of 120 points should be prescribed for Category I and II combined.**

4.In category III, UGC has suggested a modification on Cumulative API by introducing cap on different items related to research and academic contributions of the teachers. JNU's IQAC, in the line of UGC, has prescribed capping on the items of API. This created the possibility of rejection of the applications of those who have the required minimum overall scores in Research and Academic Contribution, because of the capping prescribed for specific items.

**Suggestion: The capping of specific items within Category III (Research and Academic Contribution) should be removed altogether.**

5. **Suggestion: Hours spent on faculty meetings should be added in 6A. M.Phil/PhD research advisory committee meetings should be added in category 6B.**

6. **Suggestion: Whatever changes that are being made to the existing regulations should not be applied retrospectively. These rules should not apply to those who became eligible for promotion before it comes into effect.**

7. **Suggestion: There should be the representation of 3 Assistant Professors and 3 Associate Professors in IQAC.**

## Continued in page 6.....

### JNUTA Second Charter of Demands

**Based on the Minutes of the JNUTA GBM held on November 13, 2014.** JNUTA's demands placed below will help improve the working conditions of the community and thereby enhance the academic standing of the University. Many of the demands will help rationalize the existing University structures.

1.JNUTA demands **transparency** in all matters. We demand that the approved minutes of EC and AC be put up on the JNU website and not be marked 'confidential'.

2.JNUTA demands that where a faculty member is involved in a legal tangle during the course of performing a legal duty for JNU administration, JNU should fully support the faculty member with legal and other support.

-JNU's panel of lawyers should be engaged to appear in court in such cases.

3.JNUTA urges immediate release of a **new Citizens' Charter with timelines** for each activity of JNU administration. Provision be made for fixing responsibility for delays.

4.Regarding the Selection and appointment for **proposed new Chairs** in the university, JNUTA demands that in all the cases of selections for any Chairs, the respective Deans of Schools and Chairpersons and faculty members of the Centre should be consulted.

5.JNUTA demands that a solution be found for the **proposed deduction from PF** for the payment of excess interest. Since the interest earned on the fund belongs to the employees only it should be returned in some form. If the UGC with holds some funds then these should be made up via the excess fund already accrued in the PF account through the higher interest earned from invested PF money in the past.

6.**CPF and GPF** case: JNUTA urges the VC to immediately have the University formulate its position after consultation with the Lawyers and JNUTA representatives and on the basis of the High Court judgment in a similar case in April 2014.

## Second charter of demands..... Contd.

### 7.Promotion Rules

-JNUTA demands that rules be simplified and clear guidelines be issued. JNU rules and the combined rules of the old and new UGC Regulations are creating much confusion and need rationalization.

-JNUTA demands that a **committee be immediately formed** to look into this matter and JNUTA should have representatives in it.

-In cases where faculty members are unable to complete their required Orientation/Refreshers courses in time because of the academic load and for reasons beyond their control (like, applications not forwarded/non selection for the course), CAS promotion in such cases should be done from the due date of promotion and not from the date of completion of Orientation/Refreshers courses or date of interview.

### 8.Promotions; Counting of past service

-There should be speedy implementation of Pant Committee's Report (that was approved in EC on 16/4/2014) regarding counting of the past services.

-There should be no delay in scrutinizing CAS applications

-JNUTA demands that no distinction be made between the services rendered in private and government teaching/research institutions.

-Regarding Post-Doctoral Fellows, there should be a uniform weightage in the past service counting between service rendered within the country and abroad. Anomalies in the counting of past services (without break) as Research Associates should be removed.

9. JNUTA demands that the proposed hike in **electricity tariff** be stayed. JNUTA demands that residents be charged at the residential rates prevailing in Delhi and not at the commercial/bulk rate.

Steps be urgently taken to have the matter resolved by approaching the electricity authorities for rectification.

JNUTA also places on record that its nominees were not on the committee which resolved to raise the electricity charges from residents.

10. JNUTA demands that the allocation of **UPE-II money** to the faculty members be not based on some arbitrary criterion but on the basis of need of projects

ii. JNUTA demands that those faculty members who do not believe in doing projects should get financial assistance for personal research/academic advancement out of the UPE-II money. This could be for specified infrastructure, books purchase, etc.

iii. JNUTA demands that the sanctioned money for foreign trip for faculty of SIS and other faculty members be rationalized since it is inadequate.

11i. **Housing:** JNUTA demands that remedy be found for the growing shortage of housing for the faculty members and hostels for the students. JNUTA urges, that all new construction be sensitive to the environmental needs of the campus.

ii. JNUTA suggests that a new committee be set up called **Planning for Campus Development**. We suggest the name of Prof. Saumitra Mukherjee for the Committee.

JNUTA suggests that the Transit Houses should be converted into Towers to house more faculty members with minimum loss of green spaces.

iii. Considering the problem of water shortage due to growing demands, JNUTA recommends that emphasis should be given to **rain water harvesting**.

iv. JNUTA demands that distribution of **Type-IV houses** between faculty and non-faculty be changed. There should be a common list for all those entitled for Type - IV houses like for Type -V & Type - VI. And, the list of seniority / priority should be prepared on the basis of date of eligibility in that category in JNU.

12i. **Health:** JNUTA notes that the community faces much harassment and demands that there be more Staff and Doctors so as to reduce the harassment to all who visit the Health Centre.

ii. JNUTA demands that the CGHS premises be shifted to a new building next to the Health Centre.

iii. Regarding the **option available** to the retired employees, JNUTA demands that a permanent solution be worked out.

iv. The University needs to work out a solution which would take care of the interest of both kinds of retired employees – those who are in NCR and those outside NCR.

iv. JNUTA demands that the JNU health centre be endowed with **better infrastructure** related to diagnostics and testing facilities.

13JNUTA demands better **Infrastructure** on the campus.

i. There is need for more accommodation and better facilities for visitors to the university.

ii. There is need for more public toilets in the campus.

iii. There is need for better signage and directions on campus.

iv. JNUTA demands creation of more infrastructure related to **sports and physical fitness** apparatus, like, availability of a swimming pool and gymnasium in the Univ.

v. JNUTA demands revamping of the shopping complex of JNU (**Kamal Complex**) which is in a dilapidated state and has unhygienic conditions.

(Arun Kumar)  
President JNUTA

(Dipendra Nath Das)  
Secretary, JNUTA.

**Recommendations of the Committee on IQAC Proposals on API..... Continued from page 5**

**Table on capping under Category III**

Sl. No.	Sub-Category	Cap as % of API cumulative score in application proposed by the UGC	IQAC	Committee, JNUTA
1	Research papers (journals, etc.)	30	75%	50%
2	Research publications (books, etc.)	25		
3	Projects	20		
4	Research Guidance	10	10%	25%
5	Training courses, Paper in Seminar /conference/ Lectures, etc.	15	15%	25%

**PBAS-API for CAS: Responses to the modifications suggested by the IQAC**

Category I		UGC Regulations	IQAC	Committee, JNUTA
1A (i) and (ii)	Classroom teaching		Max preparation time for lectures can be 5 times the total teaching hours	To be accepted.
1B	Outside classroom interaction with students		Max 3 hours per course per week	6 hours of contact per week irrespective of the course
1B	Research supervision	Max 1 hour per student per working week	Max 3 hours per student per working week.	The list of student should include one year spent on the deregistered students before they take admission under 9B. Since the JNU faculty provide research guidance during the vacation, particularly summer vacation, the entire academic year should be considered for evaluation.
3(A,B)	Questionpaper setting, invigilation,		Actual hours and	To be accepted.
3C	Evaluation		Max 20 minutes per full script	Since term papers have two components, evaluation based on perusal followed by attending to the presentations, one hour should be given for each assignment evaluation.
4A	Teaching innovation and preparation of new teaching learning materials including translation		Evidence to be provided	It is hard to provide evidence. Innovation in teaching is a continuous process and it is not mechanical. It should be periodic and not be made an annual requirement.
4C	Use of anonymous students' feedback on the quality of classroom teaching and students' interaction		Proforma and summary feedback to be attached. 2 points per course (max 10 marks).	Feedback should only be used for improvement in teaching by the concerned faculty and not be used for grading and be assigned marks.
Category II	Co-curricular, extension and professional development		Evidence to be provided	Should be clubbed together with Category I and not to be treated separately. Insistence on complying Category II this requirement will weigh heavily against some faculty members who are independent minded, not often included in the committees set up by the University and would like to contribute to the society differently.
<b>Category III</b>	<b>Research and academic contributions</b>			
IIIA, IIIB,	Research papers published, publications		Max 75% of total API score for publications in books and journals and projects	Max 50 %
			Maximum API in non-refereed journals is 10% of total marks in publications	Keeping in mind the wide differences that exist amongst the disciplines and specialized areas of research in the University and good reach of the new publishing houses, 10% should be raised to 25%. In humanities and social sciences the differences are acute.
III C	Research project			
			Max score for books other than known publishers is 10%	
III E	Refresher course, participation in seminars		Maximum 15% of total API score	Should be raised to 25%. Attending seminars is an important way the JNU faculty contributes to the academic activities and their participation in dissemination of research is therefore to be encouraged.
III D	Research guidance		Maximum 10% of total API score	25%. JNU is primarily a research university and the intake of research students has witnessed a significant increase in the recent years. Hence the weightage has to be raised so that the JNU is not treated at par with any other university.

## MINUTES OF THE MEETING OF JNUTA EC WITH THE VC ON 13<sup>th</sup> JUNE, 2014

<p><b>JNUTA representatives in different committees</b></p> <p>1. JNUTA informed VC that in the meetings of different committees (e.g. Housing, Security, Sports etc.) of JNU, JNUTA representatives were not called. JNUTA had officially intimated the administration about the names of the JNUTA representatives in different committees. VC has assured that he will instruct in this regard so that JNUTA representatives are called in future meetings of the committees in which they are members.</p> <p><b>2. Rejections in CAS promotions</b></p> <p>a. Regarding the spate of rejections under CAS, the VC categorically states that rejections are a part and parcel of the interview process, and JNUTA should expect no intervention from him in this matter.</p> <p>b. Regarding the fact that over 50% of the candidates rejected under CAS are from SC/ST/minorities, the VC states clearly that there is no system of reservation for SC/ST/minorities for promotion under this scheme and he shall not enter into a debate on the matter.</p> <p>c. JNUTA suggested that the VC may, in his capacity as Chairperson of Selection Committees, and in line with practices in other Universities, guide the experts on the criteria for selection.</p> <p>d. With the introduction of API, the academic record of candidate is quantified and also the quality is measured by categorization (A,B,C,D) of publications. Contrary to earlier process where weightage of interview was 100%, now it is only 20%. Therefore it was argued by JNUTA that the cases of rejections ought to be rare. The VC agreed to look into cases that JNUTA brings before him where injustice is pointed out on a case by case basis.</p> <p><b>3. Water problems on campus</b></p> <p>JNUTA EC had already expressed its concern about the water shortage in the campus. VC reported that because of the initiatives taken by JNU administration water supply in the campus improved. VC informed that for long term solution steps were undertaken to increase the diameter of water supply pipe connecting JNU's water reservoir tanks and supply line of Delhi Jal Board.</p> <p><b>4. E-Governance</b></p> <p>Regarding the progress and future plans of E-Governance VC arranged a presentation by the Director, CIS, JNU. JNUTA requested that the matter be treated as urgent.</p> <p><b>5. Handing over of Day Care Centre to the University by JNUTA</b></p> <p>The issue of handing over of Day Care Centre to university was discussed. In response to the letter of Deputy Registrar S. P. Singh, dated 09/05/14, it was decided JNUTA would provide soon the details of persons engaged in Day Care Centre and the inventory list. JNUTA will settle and clear all monetary transactions and the University can start the Day Care Centre afresh. JNUTA requested the VC that JNU administration take over the Day Care Centre by July, 2014.</p>	<p><b>6. Re-employment Issue</b></p> <p>Pay fixation of the re-employed teachers at par with other Central Universities was discussed with VC. VC is looking into the matter. JNUTA requested that the matter be expedited.</p> <p><b>7. Citizens' Charter for time bound action/response</b></p> <p>The issues of delay and non-response of letters/applications of faculty members was raised. The VC informed the JNUTA EC that various departments are working on the matter. VC intimated that the time lines for the projects in terms of clearing bills and others were decided as 3 working days for National projects and 5 working days for International/Industrial Projects.</p> <p><b>8. Representation of AIRF Faculty Members</b></p> <p>The problems of the AIRF faculty members were represented to VC by JNUTA. VC said he is considering the issue but till date there has not been any headway. JNUTA requested expediting of the case.</p> <p><b>9. CPF/GPF issue</b></p> <p>The recent Delhi High Court judgment on CPF/GPF case of Delhi University was brought to VC's notice. VC was requested to take a position on it at the earliest and resolve this long pending matter. He took note of the High Court judgment and would be asking JNU Legal Cell to look into it.</p> <p><b>10. Seed money/Capacity Build-up/ UPE</b></p> <p>JNUTA requested VC for granting seed money and capacity built-up fund to the faculty members of the university. Since the university has received UPE grants there should be no difficulty in providing either the seed money or capacity Built-up Fund. VC agreed for providing seed money for newly joined teachers.</p> <p>JNUTA requested that the funds should be equitably distributed to all faculty of JNU. VC suggested that faculty take up joint/individual research projects under UPE grants. JNUTA pointed out that many faculty members do not do projects since they either do not believe in them or their academic programmes do not lend themselves to doing projects. The flexibility / benefits of Capacity Built-up funds that faculty members got while purchasing books, attending seminars, undertaking fieldwork etc., was highlighted. These have immensely helped the teachers to upgrade their knowledge and research output which have facilitated JNU to acquire very high NAAC grading. This should be considered to be an important component of raising the 'potential for excellence'.</p> <p><b>11. One person one post</b></p> <p>JNUTA strongly urged that the principle of one person one post should be strictly followed. It was pointed out that this principle is being violated in many cases. Further, people in posts whose term is ending have been granted extension also. This should also be avoided.</p>	<p><b>12. Health Issues</b></p> <p>The VC reported that he had taken initiatives for bringing the CGHS and JNU health Centre in adjoining buildings. CGHS authorities have apparently expressed reservation to that proposal. JNUTA welcomed the proposal and requested that the initiative should be continued.</p> <p>Regarding the medical test report submission with reimbursement application, JNUTA requested VC for stopping this practice immediately. VC assured that he would take necessary steps in that direction.</p> <p><b>13. Traffic Planning within campus</b></p> <p>JNUTA mentioned the need of traffic planning for a safe and chaos free, democratic and environmentally friendly campus. In this regard it was suggested that the recommendations of the traffic planning committee report submitted in 2009 needs immediate implementation. It was also emphasized that the culture of using Bi-Cycles within the campus should be encouraged. VC agreed on the issue and would be asking for retrieving the said report and have it implemented in a time bound manner.</p> <p><b>14. Energy Audit</b></p> <p>The necessity of energy audit in the campus was raised in the meeting again. JNUTA suggested installation of Solar panels and use of energy saving techniques/devices. VC agreed to the suggestions.</p> <p><b>15. GSCASH review committee</b></p> <p>JNUTA urged the VC to take steps for reviewing GSCASH rules and regulations. In the recent past necessity of modifying some GSCASH rules and framing some new rules were felt. Accepting JNUTA's views on this issue VC mentioned that a committee would be formed soon for reviewing and suggesting necessary modification of GSCASH rules and regulations.</p>
---	---	--

**Dipendra Nath Das**  
**Secretary,**  
**JNUTA**

### Minutes of the meeting with VC and JNUTA on 13th January, 2015.

1. VC reported that responding to the demands of JNUTA he has already constituted committees on Traffic Planning, Administrative Reforms and simplification of Project Finance.
2. Regarding anomalies in pay fixation of re-employed teachers. JNUTA had demanded that the salary of the re-employed teachers should be fixed as is being done in IGNOU, Hyderabad University or Delhi University. VC reported that he has written to DOPT for guidelines related to pay fixation of the re-employed teachers and waiting for the reply. JNUTA urged that the practice being followed in the other Central Universities should be also implemented in JNU to mitigate the hardship to the reemployed teachers. JNUTA urged the VC to help expedite the matter in DOPT.
3. On Citizen's Charter - VC reported that he had sent the circular to all the departments asking timeline for each work. Once those were obtained that would be finalised and would be given to the entire JNU community. VC also reported that completing the tasks of e-governance was his top priority for decentralisation. JNU in collaboration with NIC would train all the office staff and faculty members within six months period for effective implementation of e-governance. Digital signature for financial and other important works and system of e-tracking for movement of files were in the immediate planning stage for fixing the accountability and expediting the official works in JNU.
4. JNUTA President reported that the meeting with IQAC Chairman on 9th January, 2015 was fruitful and most of the JNUTA's suggestions on API and related matters had been accepted.
5. On handing over the JNU Day Care Centre to JNU administration - VC reported that a committee had been formed to setup the guidelines. VC requested for nominating a JNUTA representative in the committee. JNUTA agreed to send a name at the earliest.
6. On the issue of GPF/CPF - VC reported that university had filed an affidavit in the court in 2010. University was waiting for a hearing. JNUTA urged VC for an initiative to develop a common position on the matter. VC expressed his willingness and suggested for having a joint discussion with legal officer and JNUTA representatives.
7. The case of Prof. Harish Narayan Das was discussed. For giving relief from harassment and mental agony JNUTA requested VC to assure and extend all sorts of legal support to Prof. Das. Reimbursement cases of Prof. Sudha Battacharya and Prof. Kasturi Mukhopadhyay of SES were also discussed. JNUTA cited that the Faculty members were forced to face unlimited harassment and troubles and plunged into litigation while discharging their official duties. VC reported that JNU EC would be taking a decision as per the report of the constituted committee on these issues of legal support and reimbursement of expenditures for defending the cases in court. JNUTA reiterated its demand that the expenditure for seeking legal advices and defending cases in the court should be fully reimbursed by the university.
8. On the issue of plagiarism, VC reported that a committee had been setup to formulate the guidelines to counter plagiarism. JNUTA appraised the VC of its committee to look into the problem.
9. JNUTA demanded that the EC and AC minutes should not be marked and treated as confidential. Minutes of AC and EC should be put on JNU website enabling everybody to access them, thereby the purpose of transparency would be fulfilled. VC agreed on the issue and assured for positive consideration.
10. JNUTA expressed its concern regarding inadequacy of faculty housing and student hostels, and threat to JNU's environment. JNUTA mentioned to the VC that JNUTA GBM had decided to request that a committee with Prof. Saumitra Mukherjee as Chair be constituted to look into the preservation/conservation of environment. VC reported that the problems of fund were the main constraints for constructing faculty housing and student hostels. He also reported that funds for Rs.25-30 crores had been asked for creating more faculty housing.
11. JNUTA requested VC to expedite the process of screening and completion of the long pending CAS promotion cases from stage - II (7000) to stage - III (8000).
12. JNUTA discussed other issues related to piped gas lines in JNU, foot over bridge across Nelson Mandela Road at Paschimabad and audit of energy (electricity), water and environment. VC reported that the Gas Pipe Line project in JNU was on but the fate of foot over bridge would depend on the initiatives and interest of the Delhi Government which would be pursued after the coming elections.

Dr. Dipendra Nath Das  
Secretary, JNUTA.

### Minutes of the meeting between JNUTA and VC held on 4<sup>th</sup> November 2014.

The meeting was attended by the VC, the two Rectors, the Chairperson of IQAC and the JNUTA EC members.

The Agenda of the meeting was to discuss JNUTA's Charter of Demands sent on October 1, 2014 and the reply given by the JNUTA's EC on October 21, 2014 to the VC's response to the Charter of demands dated October 15, 2014.

The meeting began with opening statements by the VC and the President, JNUTA. Both expressed the hope that matters may be resolved amicably so as to enhance the academic environment of the university. JNUTA expressed its desire for institutional solutions and not individualized ones and for transparency of functioning of the administration.

**The following matters came up for discussion:**

**1.API, Promotions, Recruitment and functioning of IQAC:**

a.It was agreed that the VC will place before the next Academic Council meeting a resolution regarding the functioning of the API system and proposing that the University write to the UGC pointing to the deficiencies of the present API based system and expressing its desire that it be allowed to follow a different system for promotions and recruitment which would overcome the short comings of the existing system. The Core Committee in its report had pointed to the deficiencies and suggested an alternative and that may be the basis of the suggestion for the changed system.

b.It was decided that in the interim, till JNU gets a response on its proposal from the UGC, the present system would continue but rationalized so as to minimize the hardship to the faculty.

c.Given the deficiencies of the API system, as pointed out by the JNUTA EC, it was agreed that IQAC Chairperson, Prof. Manoj Pant will hold meeting with the JNUTA members to take into account the deficiencies/problems.

d.IQAC committee would meet regularly and two representatives from JNUTA will be special invitees.

e.The confusion resulting from varying interpretations given by the academic branch and the IQAC will be resolved at the earliest through a joint meeting of all concerned.

In the interview, the API points in different categories would also be reflected in the marks given to domain knowledge and teaching to reflect the actual performance of candidates over their career and not just in a short interview.

**2.Past service counting:**

Given the confusion resulting from the different recommendations given by the past and the present committee to sort out the matter, the VC suggested that he would meet the Chair of the present committee and sort out the confusion. Faculty members whose cases are pending and who do not have clarity in the matter can approach the VC for clarification. JNUTA expressed its desire for early implementation of clear and rationalised rules.

JNUTA has expressed its opposition to counting foreign and Indian experience differently or counting past service in different ways in different periods of time.

**3.Simplification of Rules And Project cell:**

a.JNUTA pointed to the variety of difficulties faced by faculty in the running of projects. It pointed to its note sent to the VC in March 2014 in which various suggestions were made and on which no discussion has taken place till now.

b.JNUTA pointed out that flexibility of functioning is allowed under the General Financial Rules of Government of India for autonomous institutions. The VC agreed that this flexibility would be used to frame new rules.

c.It was agreed that Rector II, Prof. Prasenjit Sen, will Chair a new Committee which will revisit the rules for the functioning of projects in JNU. JNUTA will suggest names of the members of the Committee who would be drawn from Sciences, Social Sciences and the Languages to take care of the differing needs of the different disciplines.

It was agreed that the Annual Rate contract/ technical committee be revived immediately for the smooth running of the projects to avoid non utilization of funds.



**Minutes.....JNUTA and VC held on 4<sup>th</sup> November 2014.... Contd...**

**4.GPF/CPF:**

a.It was agreed that a meeting would be organized between University officials and JNUTA representatives to work out University's stand in the matter to be conveyed to the High Court at its next meeting. It was agreed that the matter has been pending for long and needs early resolution.

b.JNUTA asked for the details of the amount of deposits in the PF account maintained by the University.

**5.Citizen's Charter:** It was agreed that a time line would be given for the various tasks being performed by the administration of the University and responsibility would be fixed for delays. JNUTA EC was informed that the Registrar is on the job and the new Citizen's Charter carrying time lines would be ready in a month's time.

**6.Traffic Planning in JNU:** VC informed JNUTA that a Committee has been set up which includes the names suggested by JNUTA. It was stated that a meeting of the committee would be called soon.

**7.AIRF Faculty Issue:** Rector II informed JNUTA that he has been in touch with the Deans of several Science Schools for resolving the problem by getting the two faculty members adjunct faculty positions. He agreed to meet the two faculty members at the earliest to help resolve the long pending problem.

**8.Wardens' Issues:**

a.JNUTA EC pointed to the various problems that the wardens face in the discharge of their duties.

b.It was agreed that the hostel rules were last revised in 1999 and are in need for a review so that implementable rules are formulated for a more harmonious relationship all around.

c.It was decided that the Rector would request the DOS to immediately call a meeting of all wardens and seek their suggestions regarding rationalization/reform of rules. A fresh set of rules may then be formulated and consensus achieved on them.

**9.Administrative Reforms:** The VC agreed to the idea of setting up of a Committee for this purpose which would work in a time bound fashion and give its recommendations on decentralization and debureaucratization in the working of the administration. JNUTA would suggest names of faculty members who would be on the committee and there would be one management expert from outside the University. Suitable terms of reference would be drawn up.

**10.Plagiarism:**

a.The VC and JNUTA EC expressed its concern at this practice.

b.The VC stated that a Draft Note has been prepared on the problem and will be provided to the Committee set up by JNUTA to study the problem.

c.JNUTA stressed the need for not just thinking of a technological solution but to consider it as a wider problem of deteriorating relationship between the teacher and the taught. Further it vitiates the academic environment of the university and also the country.

d.In the specific case where one Centre Chairperson has said during a viva that at least 6 recent dissertations had more than 50% plagiarism, the VC will seek an explanation as to how this was allowed to take place by the Chair and not reported to the higher academic bodies for action and how these were allowed to be passed.

**11.Taking over of the Day Care Centre by the university:**

a.JNUTA EC asked for immediate takeover of the Day Care Centre by the University since the matter has been pending for the last 8 months. The information asked by the administration was also supplied more than 3 months back.

b.JNUTA EC pointed out that under the law the university is to provide this facility to its employees.

c.JNUTA EC was informed that the Administration is trying to work out the modalities of the take over since it is not equipped to handle the Day Care centre. JNUTA EC mentioned that neither was it equipped to handle the Centre.

d.VC informed the JNUTA EC that the administration has constituted a three member committee for the purpose.

e.JNUTA asked for the progress of the committee. Further, JNUTA EC again requested for early action. It was also pointed out that JNUTA is now bearing a part of the burden of running the Centre.

**Dipendra Nath Das.  
Secretary, JNUTA**

**Associations of Staff, Officers and Teachers of JNU  
JNU, N Delhi 110067.**

To,  
The VC, JNU  
N Delhi 110067.

September 26, 2014.

**Sub.: Circular No. JNU/F&A/PFP/2014-15 dated September 11, 2014, regarding recoveries of supposedly excess interest paid on GPF/CPF.**

Dear Sir,

We are in receipt of the above mentioned Circular from the Finance Office of JNU.

We the Office Bearers of the Associations of Staff, Officers and Teachers of JNU are writing on behalf of our General Body and the Executive Council to reject this Circular and strongly protest against this move proposed by the University administration. We would also object to any recovery of funds paid to retired employees from those currently employed.

We would like to reiterate that the interest paid to the employees of JNU is on the basis of the investments made by the University from the funds of the employees themselves. Out of this investment, the interest paid to the employees has been less than the interest earned. For instance, the interest earned in 2008-09 was much more than 9% while what was paid to the employees was 9%. Thus, the University has been accumulating funds on the basis of contributions made by the employees of JNU.

We would like to bring to your notice that the employees of JNU have never demanded that they be paid a higher or lower interest on their provident fund. What has been granted to the JNU employees annually is on the basis of specific resolutions of the EC of JNU. In the present instance, the resolutions of the EC are dated 16.02.2006, 11.04.2007, 21.04.08 and 12.01.10.

We would like to point out that as per the JNU Act of 1966, the powers of the Executive Council given in Section 14 (v) and (vi) state:

(v) to manage and regulate the finance, accounts, investments, property, business and all other administrative affairs of the University and, for that purpose, to appoint such agents as it may think fit;

(vi) to invest any money belonging to the University, including any unapplied income in such stocks, funds, shares or securities as it shall, from time to time think fit, or in the purchase of immovable property in India, with the like powers of varying such investment from time to time;

This implies, that the Executive Council of the University is competent/authorized to invest the money collected under the Provident fund and to decide the sum to be paid out of it.

Further, we may point out that as per the original Statutes governing the Service Regulations (Volume IV), under Section 6 titled 'Interest', it is written:

The University shall pay to the credit of the account of each subscriber, interest at such rate as may be determined by the Executive Council for each year. Such interest shall be credited to the account of each subscriber as prescribed in the Ordinance.

Further, as per the modified Statutes governing the Service Regulations (Volume VI), under Section 6 titled 'Interest', it is written:

The University shall pay to the credit of the account of each subscriber, interest at such rate as may be determined by the Executive Council for each year but not higher than the rate notified by the Government of India in respect of General Provident Fund of the Central Government employees, for that year. Such interest shall be credited to the account of each subscriber as prescribed in the Ordinance/Rules/Regulations.

Kindly note that the amended portion in italics has only been added now in 2012. Thus, it may be concluded that the EC acted within its powers and gave the interest rate on the Provident fund account of individual members as per the prevailing statutes of JNU. No wrong was committed in giving a higher interest rates. The EC was authorized to do what it did by the JNU Act and the Statutes governing the Service Regulations in force at the time.

Further, we may point out that in the earlier case of Joint Registrars who were paid excess salary as pointed out by the UGC, no recovery was made from them and the University met the obligations from its own funds. This can be done in the present case also since there are large excess funds in the PF accounts accumulated on the basis of the excess interest earned annually on these investments by the University.

We may also point out that Court and Administrative Tribunal judgments also suggest that once a payment is made to an employee that was not demanded by her/him, no recovery can be made. Kindly refer to these judgments.

Sir, finally we may point out that it is within your powers to settle the matter since as per the Statutes 4(2),

It shall be the duty of the Vice-Chancellor to see that the provisions of the Act, these statutes, the ordinances and the Regulations are duly observed and the decisions taken by the authorities of the University are implemented.

Considering the above,

- The University employees did not ask for any specific interest rate to be paid
- The EC allowed an interest rate to be paid that was based on the earnings of the fund
- The EC is authorized to announce the specific rate to be paid
- In the past recoveries have not been made by the University after payment was made
- The Courts do not allow recovery to be made if a payment has been erroneously made
- The Provident fund account has surplus funds of the employees that can be used to meet any short fall that may be caused to the University due to stoppage of grant by the UGC.
- The recovery of excess funds paid to retired employees should not be made from the payments made to the current employees.

With best wishes.  
Yours sincerely.

**Presidents and Secretaries of Associations of JNU.**

## Minutes of the JNUTA GBM on 13<sup>th</sup> November, 2014

<p><i>The meeting began taking note of the sad demise of Prof. MSS Pandian on 10<sup>th</sup> November, 2014. JNUTA President, read the condolence message and all the members present in the meeting observed two minutes silence in the memory of Prof. Pandian.</i></p> <p><b>The following issues as per the agenda of the GBM were discussed:</b></p> <p>1. <b>Election of the new JNUTA team</b> for the year 2014-15. It was decided that since the current JNUTA team took office in February, 2014 its term may continue till end January 2015. This will enable the current JNUTA to complete one year in office as is the usual practice. It was decided that the process of election for the new JNUTA team will be initiated towards the second half of January, 2015 and the process should be completed in January itself.</p> <p>2. JNUTA <b>congratulated the newly elected teacher members of the JNU EC</b> and hoped for coordination with them in various issues concerning the university.</p> <p>3. The members were apprised of the <b>formation of CCTAD</b> (Co-ordination Committee of Teachers' Associations in Delhi) and the role of JNUTA in forming CCTAD. Members were informed that CCTAD has set up three committees to address the issues faced by the teaching community and the institutions of higher learning.</p> <ul style="list-style-type: none"> <li>• JNUTA members were requested to participate in the planned <b>Dharna</b> at Jantar-Mantar on 20<sup>th</sup> November, 2014, under the banner of CCTAD to raise the problems of the teaching community and higher education.</li> <li>• The proposal for <b>holding a convention</b> on Challenges before Higher Education under the banner of CCTAD was approved. It was decided that in this convention, Teachers' Associations from across the country may be invited.</li> <li>• It was also decided that FEDCUTA may be revived and there be coordination with AIFCUTA to strengthen the teacher's movements in the country. It was mentioned that AIFUCTO has invited JNUTA President to its Convention in Chandigarh on November 15, 2014.</li> </ul> <p>4. The matter regarding the proposed <b>Common Bill for all the Central Universities</b> was raised. It appears that the VC had formed a committee to give feedback and views of JNU on the Bill to MHRD. It has been resolved that VC should be asked to have representation of JNUTA in the committee and incorporate the views of the larger teaching community of the university on the proposed Bill.</p> <p>It was decided that this matter would be also taken up at the proposed National Convention on Higher Education being organized by CCTAD.</p> <p>5. Selection and appointment for <b>proposed new Chairs</b> in the university was taken up for discussion. It was reported that under the proposal, decision on selection for these Chairs would be taken by the Government only in consultation with the VC.</p> <p>JNUTA strongly disapproves of any such proposal which would bypass the established academic procedures of the University. JNUTA urges that in all the cases of selections for any Chairs, the respective Deans of Schools and Chairpersons and faculty members of the</p>	<p>Centre should be consulted.</p> <p>6. The <b>Minutes of the meeting between JNUTA and VC</b> held on 4th November, 2014 were circulated. These had already been emailed to the JNU faculty earlier. Secretary, JNUTA briefed the members about the outcome of the said meeting. It was appreciated that the VC agreed to all the demands of JNUTA and has agreed to act in a time bound manner. On critical matters (Administrative Reforms, Project Cell functioning and Traffic) he has agreed to set up Committees to give their recommendations in a time bound manner.</p> <p>7. Regarding the issue of <b>CPF and GPF</b> it was reported that the VC has agreed that the University will take a position in the Court after consultation with the Lawyers and representatives of JNUTA.</p> <p>8. He also mentioned that the Registrar has been asked to prepare a <b>new Citizens' Charter mentioning timelines</b> for each activity of JNU administration. It was agreed that responsibility be fixed for delays.</p> <p>9. President, JNUTA reported that at the VC's request (in the meeting), JNUTA has nominated faculty members to each of the committees being set up.</p> <p>It was resolved that the VC be pressed to act soon and not delay the setting up of the Committees.</p> <p>10. On the Issues of <b>API, CAS Promotion and IQAC</b>, the VC has agreed to have the Core Committee Report discussed in the AC. On the basis of the consensus there, the University would write to the UGC asking for modifications in the selection process suited to JNU needs.</p> <ul style="list-style-type: none"> <li>- Prof. Pramod Yadav, the Chairperson of the Core Committee, briefed the members about their suggestions recommended in the report.</li> <li>- It was reported that there would be representatives from Assistant and Associate Professors categories suggested by JNUTA who would be invited to IQAC.</li> </ul> <p>11. Regarding <b>counting of the past service</b>, it was decided that no distinction be made between the services rendered in private and government teaching/research institutions. Further, in cases of PDF, there should be a system of uniform weightage in the past service counting between service rendered within the country and abroad.</p> <p>12. Regarding <b>promotion cases</b> which are becoming complex because of multiplicity of rules applicable to them, it was resolved that the matter be simplified and clear guidelines be issued. At present there are JNU rules and the combined rules of the old and new UGC Regulations which are creating much confusion.</p> <ul style="list-style-type: none"> <li>- It was decided that <b>a committee be immediately formed</b> to look into this matter and JNUTA should have representatives in it.</li> <li>- In many a cases, faculty members are unable to complete their required Orientation/Refreshers courses in time because of the academic load and for reasons beyond their control (like, applications not forwarded/non selection for the course). CAS promotion in such cases should be done from the due date of promotion and not from the date of completion of Orientation/Refreshers</li> </ul>	<p>courses or date of interview.</p> <p>13. President, JNUTA flagged the issues pertaining to <b>housing</b>. It was decided that remedy be found for the growing shortage of housing for the faculty members and hostels for the students. It was decided that all new construction be sensitive to the environmental needs of the campus.</p> <ul style="list-style-type: none"> <li>- JNUTA suggests the name of Prof. Saumitra Mukherjee for a new committee which the University should set up - <b>Planning for Campus Development</b>.</li> <li>- It was suggested that the Transit Houses should be converted into Towers to house more numbers of faculty members with minimum loss of green spaces.</li> <li>- Considering the water shortage due to growing demands, it was decided to recommend that more emphasis should be given on the <b>rain water harvesting</b>.</li> <li>- The ratio of distribution of <b>Type-IV houses</b> between faculty and non-faculty was considered in the GBM. It was decided to recommend that the existing ratio system in the distribution of Type – IV houses should be changed. There should be a common list for all those entitled for Type - IV houses like for Type -V &amp; Type - VI. And, the list of seniority / priority should be prepared on the basis of date of eligibility in that category in JNU.</li> </ul> <p>14. Regarding <b>health</b> related matters, members raised the problems they face which causes the community much harassment. It was decided to ask for more Staff and Doctors so as to reduce the harassment to all who visit the Centre.</p> <ul style="list-style-type: none"> <li>- It was decided to demand that the CGHS premises be shifted to a new building next to the Health Centre.</li> <li>- Regarding the <b>option available</b> to retired employees, it was resolved that the University offer a choice to retired employees whether they would like to get treatment through JNU health centre or through the CGHS centre in their locality.</li> <li>- It was also resolved that initiatives should be taken to endow JNU health centre with <b>better infrastructure</b> related to diagnostics and testing facilities.</li> </ul> <p>15. On the issues of <b>Infrastructure Development</b> in the campus it was decided to ask for more accommodation and better facilities for visitors to the university.</p> <ul style="list-style-type: none"> <li>- It was decided that in public places within the campus more toilet facilities should be built particularly for the guards/security personals.</li> <li>- It was decided that JNUTA should demand creation of more infrastructure related to <b>Sports and physical fitness</b> apparatus, like, swimming pool in the campus and gymnasium in the faculty centre.</li> <li>- The shopping complex of JNU (<b>Kamal Complex</b>) is in a dilapidated state and has unhygienic conditions. It was decided to demand that immediate action be taken to improve the condition of the Shopping Complex.</li> <li>- On the <b>proposed deduction from PF</b> for the payment of excess interest it was resolved that JNU administration should find a solution to the problem since the interest earned on the fund belongs to the employees only. If the UGC with</li> </ul>
--	--	--

Minutes of the GBM on 13 <sup>th</sup> November, 2014 Contd from Page 11...	Minutes of the JNUTA GBM held on 12 <sup>th</sup> September, 2014.	
<p>holds some funds then these should be made up via the excess fund already accrued in the PF account through the higher interest earned from invested PF money in the past.</p> <p>On the proposed hike in <b>electricity tariff</b> it was resolved to demand that JNU should not charge for electricity from its residents at the commercial/bulk rate. Instead provision should be made to charge for electricity from all the employees as per the domestic rates.</p> <p>Steps be urgently taken to have the matter resolved for electricity consumption in residential areas by approaching the electricity authorities for rectification.</p> <p>JNUTA also places on record that its nominees were not on the committee which resolved that the electricity charges from residents be raised.</p> <p>On the allocation of <b>UPE-II money</b> to the faculty members it was pointed out that some arbitrary criterion was used for allocating money for the individual and interdisciplinary group projects. The rationale for the allocation of an arbitrary amount to all, irrespective of the need of the project was rejected.</p> <p>It was resolved that the faculty members who have not applied for projects should also get financial assistance for personal research/academic advancement out of the UPE-II money. This could be for specified infrastructure, books purchase, etc.</p> <p>The sanctioned money for foreign trip for faculty of SIS and other faculty members are quite irrational and inadequate. This matter should be relooked and rational norms should be evolved in this respect.</p> <p>On the issue of implementation of <b>HAG for senior professors</b> there were differences of opinion among the members present. A three members committee consisting of Prof. D. K. Lobiyal, Prof. Surajit Mazumdar and Prof. Parnal Chirmuley was formed. The committee was asked to prepare a report which would be placed before the JNUTA EC and then circulated for wider discussion in JNU so as to help the community evolve a more reasoned position.</p> <p><b>Dipendra Nath Das</b> Secretary, JNUTA.</p>	<p><b>1. Relief for Flood in Jammu and Kashmir:</b> JNUTA GBM resolves the following:</p> <p>a) JNUTA expresses solidarity with all the people of J &amp; K who have lost their near ones and property in the recent unprecedented floods.</p> <p>b) We request all members of JNU community to contribute liberally in cash and kind to help the flood affected people of J &amp; K.</p> <p>c) We would explore the possibility of getting in touch with the Teachers' associations of Universities in J &amp; K to see how we can extend our support and help.</p> <p>d) We appeal to the Government of India to expeditiously extend all possible help to the suffering people of J &amp; K.</p> <p><b>2. JNU EC Election:</b> JNUTA GBM resolves the following:</p> <p>a. Dr. Happymon Jacob be nominated by JNUTA to conduct the JNU EC election.</p> <p>b. It was decided that along with these elections the election for the one vacant seat for GSCASH may also be held.</p> <p>c. It was decided that the option of NOTA should be introduced in the elections.</p> <p>d. It was decided that it would be desirable for the Election Committee to organise a debate among the candidates standing for elections for JNU EC.</p> <p>e. It was decided that for future reform, JNUTA will hold consultations whether all faculty members should be allowed to vote for each category of candidates instead of the current limited constituency that votes for each category of candidate.</p> <p><b>3. Citizen's Charter:</b> The University has circulated a Citizen's Charter which does not specify the time line for various services/actions to be rendered by the University administration. JNUTA GBM resolved the following regarding this matter.</p> <p>a. JNUTA rejects this document as being too general, for not specifying the time to be taken for each activity of the administration and for not specifying how accountability will be fixed for delays in delivery.</p> <p>b. JNUTA demands another Citizen's Charter which specifies the time line for each activity and also fixes responsibility for delays.</p> <p>c. JNUTA was appalled to hear of the callous attitude of engineering department during the handing over of the New SIS Building. JNUTA condemns this and demands that such events should not occur in the future.</p> <p>d. JNUTA demands the appointment of an ombudsman in the University to deal with complaints of delay and harassment.</p> <p><b>4. Simplification of Rules:</b> JNUTA GBM resolved the following:</p> <p>a. There should be decentralization of decision making to reduce paper work and delays.</p> <p>b. While JNUTA welcomes e-governance, it needs to be expedited since it has been pending for over a decade. Further, the matter of decentralization of decision making goes beyond e-governance and should be immediately taken up.</p>	<p>c. An Administrative Reforms Committee be set up to suggest simplification and rationalization of decision making in JNU to enable decentralization to take place.</p> <p>d. JNUTA resolves to reiterate its earlier resolution (given below) on following the General Financial Rules (GFR) of Gol which allows autonomous bodies to simplify/frame the financial rules within broad parameters.</p> <p>i) Since JNU is an autonomous body, it should frame its own simplified rules rather than borrow them from the Gol which is a large bureaucracy and requires more complicated procedures. This flexibility is permitted by the GFR rules as stated below:</p> <p>.The Preface signed by the Finance secretary, Gol states: Manual issued by this Ministry are to be taken as <i>generic guidelines</i>, which have to be necessarily broad in nature. Ministries/ Departments are advised to <b>supplement these manuals by issuing detailed operating instructions to serve as practical instructions..... and customize the formats to suit local/ specialized needs.</b></p> <p>- <b>GFR rule no. 135</b> states that GFR guidelines are broad in nature and should be <b>suitably adapted according to the specific needs of each department.</b></p> <p>- <b>GFR rule no. 161</b> states that each department should <b>take steps to ensure that there are no delay in procurement and the purchase is made in a stipulated time.</b></p> <p>ii) Until the new rules are formulated, old rules passed in the EC resolution of 10-05-1995 should be honoured for the procurement of chemicals/reagents approved by the university level technical committee.</p> <p>e. Air Travel rules should be made flexible enabling faculty members to travel via the cheapest flights available and not be restricted to Air India. Further, booking may be allowed via any travel agent/website that offers cheaper tickets for travel.</p> <p><b>5. Wardens' Issues:</b> JNUTA GBM resolves the following:</p> <p>- Hostel rules should be implementable so that needless friction is eliminated. For this purpose a Committee should be set up which would review the existing hostel rules in the light of the above stipulation.</p> <p>- When rules are implemented by the Wardens, the administration should stand by them.</p> <p>- Any legal action following the implementation of the rules or any action of the Wardens initiated for the discharge of their duties should be initiated by the administration and also funded from the University funds and the Wardens should not be forced to bear such expenses.</p> <p>a. JNU administration should develop a system of deducting the mess bills of the students residing in hostels directly from their scholarships, where applicable.</p> <p>b. There should be regular meeting of IHA.</p>

**6. Project Cell Functioning:** JNUTA GBM resolves the following:

- a. The highhandedness of the Finance Office and Academic branch in dealing with Project related matters is condemned.
- b. Flexibility of GFR of GoI should be exercised as per the needs of JNU and as given in 4(d)(i) above.
- c. Every care must be taken to see that an enabling environment is created and any impediments to smooth functioning of projects are removed speedily.

**7. Traffic Planning:** JNUTA demands the immediate setting up of a full time and independent traffic planning committee.

This matter has been pending since 2010 after the Traffic Planning Report was submitted. The issue is urgent since the number of traffic accidents and environmental problems associated with growing traffic on campus are increasing in the absence of a concrete plan to tackle the situation.

**8. Plagiarism:** JNUTA GBM resolved to set up a Committee to suggest ways to deal with the growing problems of plagiarism in academic work.

JNUTA feels that the problem is one of teacher-taught relationship, of knowledge generation and the ethos of research on JNU campus. Thus, it goes beyond the issue of providing software to check copying (without attributing it to its source).

The Committee would go into both the specific and the broader issues so that we can suggest institutional reform for tackling the problem collectively.

**9. AIRF Faculty Issues:** JNUTA GBM resolved to demand an immediate solution to the problem of AIRF faculty pending for the last more than 6 years.

**10. API and CAS promotions and rejections:** JNUTA GBM resolves the following:

- a. The VC should immediately write to the UGC to allow JNU to have its own modified form of recruitment and promotions which is not based on the mechanical API system which is leading to many problems.
- b. The current system has the worst elements of both the present and the earlier systems. It has been admitted by the authorities that the API system was not designed for universities like JNU. Further, it is causing immense harassment to the faculty and demotivating them from good teaching and research. Pending communication from the UGC, permitting JNU to have its own system, the following changes be brought about in the current system:
  - i. The process of selection be adapted to the needs of each discipline and School / Centre, with higher weightage to teaching, **without any capping** on points earned under the different categories/heads.
  - ii. All rejections under the current scheme be reviewed immediately and candidates be promoted, since they are victims of a system of evaluation which is fundamentally flawed.

iii. The API score, by itself being a numerical representation of the teaching, research and administrative endeavours of a candidate, the University must promote all incumbent candidates under CAS upon the fulfilment of the API scores. Candidates should not have to suffer the disadvantage of both the old and the new systems.

iv. The counting of past services ought to be immediately rationalised. A given experience of a candidate ought not to be counted differently at different points of time and the false distinction between foreign and Indian experience be given up.

v. The IQAC which vets the applications does not appreciate the difficulties posed in filling up the API forms. Thus, there ought to be representation of Assistant and Associate Professors and JNUTA on this body.

vi. The above demands be met by the University in the **next 21 days**, failing which, the TA shall take recourse to direct action for the resolution of the impasse.

**11. One-Person-One-Post:** JNUTA demands that in the true spirit of democratic functioning the University immediately implement the norm of One-Person-One-Post. Further, there should be no revolving door policy under which a small group of people are rotated among the different posts one after the other.

**12. CPF/GPF issue:** JNUTA GBM resolves the following:

a. The University should immediately take a position in the matter of allowing faculty to switch from CPF to GPF based on the judgment of Delhi High Court in April 2014. This matter is pending for over a decade.

b. The University's position ought also to be communicated to the Ministry of HRD and the UGC who are delaying the matter. Many other institutions have already allowed their employees to make the switch in the last decade and there is no reason that JNU should not be able to take a similar position.

c. JNUTA strongly opposes the proposed recovery from CPF/GPF account of individual employees purportedly resulting from the higher interest rate paid over the Government's prescribed rate. Since the interest paid to individuals was out of the return earned on the investments from the employees own money there should not be any issue of recovering the so called excess payment.

13. Since many issues of urgent nature, like, housing, day care centre, infrastructure, health related matters and CGHS, working of legal cell, reemployment and so on could not be discussed due to shortage of time, they will be taken up in a subsequent meeting. In the meanwhile the GBM authorised the JNUTA EC to carry forward its work on these issues.

14. It was decided that in cases where the VC fails to resolve the problems soon, the Chancellor should be approached for favourable decisions and early action.

15. It was decided that collective action would be taken by JNUTA if the VC fails to fulfil the above mentioned urgent demands, pending for a long time, in a time bound manner **in the next 21 days**.

**Dipendra Nath Das**  
Secretary, JNUTA