



*Avinashilingam*

Institute for Home Science and Higher Education for Women

*University*

(Estd. u/s 3 of UGC Act 1956)

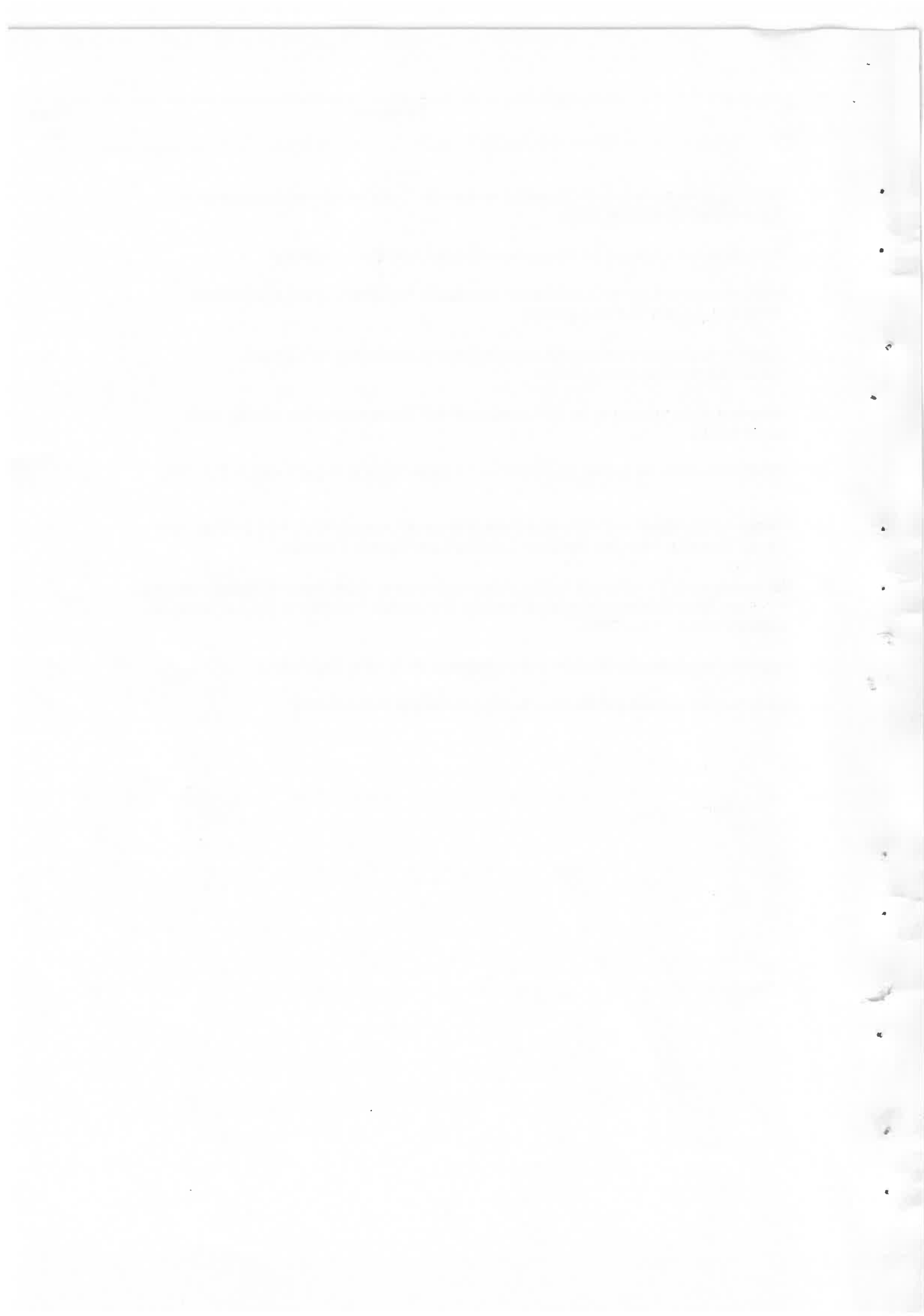
Coimbatore - 641 043, Tamil Nadu, India

**Minutes of the 99<sup>th</sup> Meeting of the Board of Management  
held on 3.7.2014 at 10.00 a.m.**

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**Minutes of the 99<sup>th</sup> Meeting of the Board of Management held on 3.7.2014 at 10.00 a.m.**

**Members present:**

1. **Dr. (Mrs.) Sheela Ramachandran**  
Vice Chancellor - Ex Officio Chairperson
2. **Dr. K.P. Sankaran Unny**
3. **Dr. K. Gunasekaran**
4. **Dr.M.V. Bharatha Lakshmi**
5. **Dr. S. Subramanyan**
6. **Dr. (Mrs.) U. Jerinabi**
7. **Dr. (Mrs.) B.Neelavathy**
8. **Dr. (Mrs.) P. Ambiga Devi**
9. **Dr. (Mrs.) K.T. Geetha**
10. **Dr. (Mrs.) G.P. Jeyanthi**
11. **Dr. (Mrs.) P. Subashini**
12. **Mrs. S. Banumathy**
13. **Dr. (Mrs.) A. Kalaichelvi**
14. **Dr. (Mrs.) Gowri Ramakrishnan**  
Registrar - Ex Officio Secretary

The Joint Director of Collegiate Education, Mr. G. Jagadeesan expressed his inability to attend the meeting.

## 1. Vice Chancellor's Welcome and Address

The 99<sup>th</sup> Board of Management meeting started with prayer. After prayer the Vice Chancellor welcomed the gathering. With regret she shared the news of the sad demise of Dr. Godavari Kamalanathan on 27.2.2014, the seniormost member of our Institution and of the Board of Management, and the members appreciated the meritorious service of Dr. (Mrs.) Godavari Kamalanathan. All the members observed one minute silence and paid homage to her.

On behalf of all the members, the Vice Chancellor also expressed a deep sense of gratitude and appreciation to Dr. Mariamma Varghese, former Board of Management member for her contributions during the period, especially in quality enhancement aspects of the University. The new member, **Prof. K.P.Sankaran Unny**, Professor of Russian (Retd.) & former Registrar of Jawaharlal Nehru University, New Delhi, was welcomed.

Some of the highlights of her report of the activities of our University from 18.2.2014 to 2.7.2014 were as follows:

- I. As a Special Recognition, the Dr. Rajammal P. Devadas Annual Oration Award (12<sup>th</sup>) was awarded to **Dr. C. Palanivelu**, Chairman, Gem Hospital and Research Centre on 17<sup>th</sup> March, 2014.
- II. New Project worth Rs. 19,10,000, sanctioned under (WOS-A) to **Dr. R. Shanthi**, Biochemistry Department.
- III. No. of Conferences/Seminars/Workshops organized - 9  
Beneficiaries - 1879
- IV. Special Lectures - 5
- V. Students Workshops Organised - 7  
No. of Beneficiaries - 720
- VI. Association Meetings - 3
- VII. a. International Conferences attended - 3  
b. National Conferences attended - 2  
c. National Seminars attended - 3  
d. Workshop/Training Programmes attended - 5
- VIII. a. Publications in International Journals - 26  
b. Publications in National Journals - 6  
c. Publications in National Conferences/ Seminars - 5  
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## 2. Confirmation of the minutes of the previous meeting of the Board of Management

The minutes of the 98<sup>th</sup> meeting of the Board of Management held on 18.2.2014 had been circulated to all the members of the Board of Management. Since no comments were received from the members, it was confirmed.

In the minutes of the 98<sup>th</sup> Board of Management, under the action taken report – Item 3.8.2.2.k, it has been stated that **Dr. R. Hiranmai Yadav** joined as Assistant Professor in the Department of Botany w.e.f. 12.2.2014. But she had not joined on that date, since she had not submitted the relieving order or appointment order of the Institute where she had worked earlier. The information of her joining was an error and was deleted.

In the Notes and Minutes of the 96<sup>th</sup> Board of Management meeting, under Item No. 9 in pages 13, 14, due to oversight it was mentioned as '**resignation**' instead of '**Voluntary Retirement**' of **Mrs. S. Santhiyavalli**, Laboratory Assistant. The same matter had already been circulated to all the members of the Board of Management in the office letter dated 17.3.2014 and approval obtained.

This is for the information of the members for recording purpose.

### 3. Action taken on the minutes of the previous meeting of the Board of Management

All Action taken on resolution Nos. 3.1 to 3.16 have been noted. However, on item Nos. 3.3.1, 3.8 & 3.10 (b), the discussions were initiated and details given in item Nos. 4.4 , 24 & 13 respectively.

### 4. Appointments/Resignations

#### 4.1. Ratification of the appointments of candidates selected by the Selection Committee as Project Staff in the various projects

The Selection Committee constituted to select candidates for the Project Staff met on 11.2.2014 and 20.2.2014 and selected two candidates as given below:

- a. Mrs.G.Kalpana M.Sc, B.Ed.
- b. Ms.V.Sridevi. M.Sc,

Dr. K.P.S. Unny suggested that the word temporary may be avoided in the appointment order. Instead the duration of the project could be mentioned in the appointment order in future.

The Board of Management resolved to **ratify** the above appointments.

#### 4.2. Ratification of the revision of pay scales of candidates selected by the Selection Committee for Teaching posts in the Faculty of Engineering:

The Selection Committee constituted to select candidates for the Teaching posts met on 02.08.2012 and 03.08.2012 and recommended revision of pay scales of the following 3 candidates with the conditions noted against each.

S.No.	Name	Condition
a	<b>Dr.A.Ayisha Begam</b> , M.Phil, B.Ed, Ph.D. Physics,Department of Science and Humanities	For Associate Professor subject to receiving Ph.D. degree in Physics
b	<b>Mrs.K.Uma</b> M.E., Department of Biomedical Instrumentation Engineering	For Assistant Professor to upgrade and update continuously and to be upgraded as and when they complete their M.E. degree.
C	<b>Mrs.S.Ramani</b> M.E., Mechanical Engineering Department of Food Processing and Preservation Technology	For Assistant Professor to upgrade and update continuously and to be upgraded as and when they complete their M.E. degree.



Since they met the stipulated conditions, the Board of Management **resolved** as follows:

- a) Upgradation of Dr. A.Ayisha Begam from Assistant Professor to Associate Professor.
- b) Upgradation of Mrs.K.Uma and Mrs.S.Ramani from 5<sup>th</sup> pay scale to 6<sup>th</sup> pay scale.

#### **4.3 Ratification of appointment of substitute teachers under FIP Vacancies**

The Selection Committee meeting held on 6.3.2014 recommended the following for the teaching posts in the place of two teachers who had availed FIP.

1. **Dr. B. Sajitha**, Assistant Professor in **Botany** (from 21.4.2014 to 20.4.2015)
2. **Mrs. S. Revathy**, Assistant Professor in **Special Education** (from 21.4.2014 to 20.4.2015)

It was resolved to **ratify** the same.

It was suggested that an introductory note could be given while presenting such matters in future for clarity and continuity.

#### **4.4. Suggestion requested to fix the date of relieving of Dr. G. Sudha**

**Dr. G. Sudha** had been appointed as Assistant Professor in Biochemistry (Deputation Vacancy of Dr. G. Jeyanthi from 1.2.2013 to 13.12.2013) and had joined another Institution without following proper relieving procedure from this University on 23.8.2013. She had completed all formalities as required for relieving only on 2.4.2014 as indicated in the notes. After a thorough discussion and on a compassionate note, it was resolved that she may be relieved from the date she last attended duty or from the date of completion of the deputation period, based on legal advice to be obtained. However, it could not be a precedent for others in future. The Chairperson was authorized to decide accordingly for ratification in the next Board of Management meeting.

#### **5. Visits Abroad**

Details of eleven of our teachers who had been permitted/sought permission to visit foreign countries for various purposes as given in the Agenda Item 5 was discussed.

Dr. K.P.S. Unny suggested to include the type of leave requested by them also in the table in future.

It was resolved to **ratify/approve** the same.

**6. Ratification of salary fixed at Rs. 30,000/- per month towards adhoc payment to Dr. M. Suriya, Librarian**

The matter regarding the adhoc payment to Dr. M. Suriya, Librarian, who had not yet produced her pension order from her previous appointment was discussed.

It was resolved to **ratify** the fixation of Rs. 30,000/- p.m. as adhoc payment subject to adjustment when pension order is received.

**7. Suggestion sought for the request of Dr. Hiranmai Yadav for the extension to join as Assistant Professor in Botany**

Dr. Hiranmai Yadav had been selected for the post of Asst. Professor in Botany and her request for extension of time to join on 23.6.2014 was discussed. This matter had already been discussed in the Board of Management meetings on 23.12.2013 & 18.2.2014 and enough consideration given.

Finally, it was resolved to **inform** the candidate immediately stating that she had to join duty within ten days from the date of the University's communication and if she did not join before that date, her appointment would stand cancelled.

**8. Suggestion for relaxation of cadre revision under CAS**

As per the minimum qualifications and self-assessment given by UGC Regulations 2010, the PBAS scoring of Category-I, II and Category-III should be assessed for CAS promotions of Faculty members.

The existing two Associate Professors in the Department of Music requested vide letter dated 5.4.2014 that unlike other subjects, the music teachers are involved in various assignments such as internal programmes being organized inside the campus and cultural events etc. They requested to consider these aspects for their promotion of Professor under Career Advancement Scheme and relaxation of other aspects.

After discussion, it was **resolved** to constitute a committee to study the matter in a detailed manner. The Committee could include an external expert in the field of Music. It was also suggested to find out from other Universities with Departments of Music, on the procedures adopted by them.

**9. Approval of the details of marks valued in the Screening Committee and the marks awarded by Selection Committee for the candidates applied for various Faculty positions to be given under RTI Act 2005**

The Adidraavidar Marumalarchi Association, Coimbatore, in its letter No. ADMA/002/AU CBE/RTI/Recruitment/2013-2014 dated 10.1.2014, had sought certain information related to the Recruitment, CAS promotion of certain teaching staff as detailed below:

1. Details of marks valued for each application based on the qualifications and credentials, and furnish the orders that have been referred to by the authorities to follow the valuation pattern.
2. Details of internal, external marks awarded for all those interviewed, and furnish the orders which have been referred by the authorities to follow the valuation pattern.

The University had already furnished all other information sought. The various aspects of confidentiality of the Screening and Selection Committee's reports as also the importance of disclosure of information under the RTI Act were discussed with regard to the above two questions.

Finally, it was **resolved** to obtain legal opinion for discussion in the next Board of Management meeting.

**10. Ratification of the allotment of classes to Dr. C. Meena, Computer Manager**

The Board of Management was requested to ratify the permission to Dr. C. Meena, Computer Manager, as a special case and allotment to take class for one paper only.

It was resolved to **modify** the letter stating that the University permits her to act as a **Resource Person** to handle the paper on her specialization and it should not be a precedent for others or for herself in future. It was purely as an academic pursuit which was a temporary and internal arrangement.

**11. Information of letters from the UGC and other Governmental Organisations**

**11.1.** UGC in its letter D.O.No. F.2-2/2014 (B.Voc.) dated 5.5.2014 regarding the approval of the following two **B.Voc. Degree** programmes was placed for information.

1. Medical Equipment Technology
2. Food Processing and Engineering

**11.2** UGC in its letter No. F.640/2/DRS/2013 (SAP-I) dated 23.5.2014 informed the sanctioning of **Rs. 56.80 lakhs** for a period of **5 years** from **3.4.2014** to **31.3.2019** under SAP DRS-I Scheme for the Department of Textiles and Clothing of our

University. The Board of Management appreciated the same and wished the Department all success.

- 11.3 Approval of the Department of Science and Technology (DST), Ministry of Science and Technology, Government of India for a project to the Biochemistry Department was informed.**

Above informed.

**12. Approval of minutes of the Academic Council meeting**

The minutes of the Academic Council meeting was enclosed as in **Annexure – I** of the notes.

The highlights of the Academic Council are as follows:

- 12.1 Correction, revision & introduction of certain schemes of evaluation and papers of certain Undergraduate programmes.**
- 12.2 Framing and revision of certain syllabi of M.Phil./Ph.D. courses of certain programmes.**
- 12.3 a) List of research publication with analytical evaluation, subject experts and paper setters.**
- b) Change in the nomenclature of the UG Programme B.Sc. Interior Design as B.Sc. Interior Design & Resource Management.**
- c) Eligibility criteria for Direct Recruitment of Faculty in Music**
- d) Offering Certificate Course in French (Level - I and Level - II)**
- e) Starting of M.Phil. and Ph.D. Programme in Tourism Management.**
- f) Merging of two courses Physician Assistant and Emergency and Trauma Care Management**
- g) New Certificate Courses by Lifelong Learning and Extension**
- h) NCC 'C' Certificate and credits to Undergraduate students under Choice Based Credit System.**

The Board of Management resolved to **approve** the above. The following items of Academic Council were also discussed in detail.

#### 12.4. Proposed procedures to be followed for CAS promotions of Faculty

The University follows the prevailing guidelines of the UGC on the above. It would also like to enable the Faculty to receive their promotions on time. Hence, the following procedures were suggested:

- a. Timeline/Period by which requests of CAS promotions by Faculty be submitted to the University.
- b. Annual schedule for submission of application as follows:

S.No.	Date of submission of application	Tentative months for Screening Committee	Tentative months for Selection Committee
i.	On or before 1 <sup>st</sup> April	May/June	June/July
ii.	On or before 1 <sup>st</sup> October	October/November	November/December

Any application received after the last considered dates of the above phases, would be only in the next phase.

The above annual schedule indicated in (b) above was approved.

However, for (a) above, the Board of Management resolved that since the University was a recipient of the UGC Maintenance grant, it had to follow the UGC 2010 Regulations and clause 6.3.1. on page 7886 of the Gazette copy of the Maintenance of standard. According to 8(b) on page 7953 of the gazette, the teacher had to follow as "**as in Regulation**". The same is to be informed to the teachers immediately and to be adopted from 1<sup>st</sup> August 2014 onwards.

#### 12.5. Revision in the working timings of the University

The revision in the working timings of the University based on UGC/AICTE/NCTE was presented for adoption from the academic year **2014-2015 & onwards** and also on adoption of the Day Order System for the class Time Table.

The Board of Management resolved to **ratify** adoption of both the above

#### 12.6. Regularisation of Teaching Posts of the University to meet UGC norms for 12B status approval

The University had applied to the University Grants Commission for recognition under 12B status of the UGC Act on 29.01.2014 as per **UGC's letter dated 12.12.2013 no. F.9-2/74-U.2**. The 12B status would have to be complied with on or before March 2015, to avail of financial assistance from UGC thereafter as per the above letter.

The existing strength of faculty both in Aided departments and the requirement of faculty as per UGC norms of 1:2: adequate number of Assistant Professors and the details of posts sanctioned under XII Plan were discussed.

The Board of Management resolved the following:

- a. Transfer of excess posts to the departments wherever insufficient posts exist, in a phased manner, as and when the vacancy arises due to superannuation, voluntary retirement, resignation or any other reason.
- b. This transfer may be only upto the number of excess posts in such departments.
- c. To write to UGC for the requirement of further posts in different designations after meeting the above.

After discussion, it was resolved to rework the details of number of Professors, Associate Professors and Assistant Professors requested, as early as possible, and to initiate process with UGC for further action.

### **13. Information about the revised priorities of XII Plan allocation including requirements of Teaching and Non-teaching posts**

Based on UGC's letter No.F.9-4/2012(DU) dated **1.4.2014** the University had submitted the revised priorities of XII Plan allocation including requirements of teaching and non-teaching posts.

UGC conveyed its approval for the same in its letter No. F.14-1/2012(DU) dated **25.4.2014** with a total amount of **Rs. 1692.38 lakhs**. The breakup of the same was already given in the Agenda Item 13.

The Board of Management was **informed** of the same and the above was **ratified**.

### **14. Information about the issue of Provisional Certificate to Ph.D. Candidates**

Approval for issue of Provisional Certificate to successful Ph.D. candidates was passed in the 98<sup>th</sup> Meeting of the Board of Management held on 18.2.2014.

For the first time Provisional Certificates are being issued with security features to Ph.D. candidates who have successfully completed their Ph.D. programme with approval of the Board of Management.

The Certificate is valid for one year from the date of issue and states that the Ph.D. Degree is "as per UGC Regulations 2009, on Minimum Standards and Procedure for the award of Ph.D. Degree". This will change as and when the Regulations change.

The information was **recorded**.

#### **15. Disciplinary Procedures to be adopted for Employees of this University**

It has been observed that procedures for Disciplinary actions have not been explicitly laid down both in the Statutes of the University or Bye-laws. Hence, it was proposed to follow the following procedure with the approval of the Board of Management.

- i) Receipt of complaint
- ii) Showcause notice to the employee.
- iii) Explanation from employee
- iv) Deliberations and recommendations of the Enquiry Committee.
- v) Decision of Board of Management.
- vi) Action as per recommendations of the Board of Management.

The Board of Management resolved to **approve** the above for adoption.

#### **16. Approval for the constitution of Internal Review Committee**

As per UGC's guidelines, for the promotion under CAS from the post of Asst. Professor (Stage- I) to Stage – II and Asst. Professor (Stage – II) to Stage – III, Report of the Screening Committee was the only document. Hence it was proposed to have an Internal Review Committee consisting of all Deans, Registrar and SC/ST Liaison Officer who would validate the recommendations of the Screening Committee.

The Board of Management resolved to **approve** the same. The members also suggested to rename the Committee differently, with the deletion of the word "**Internal**".

#### **17. Approval of the appointment of candidate selected by the Selection Committee for the teaching post vide our advertisement dated 25.3.2014**

The Selection Committee constituted to select the candidate for the post of Assistant Professor in Chemistry met on **5.5.2014**. The results of selection were declared to the members as follows:

S.No.	Name of the selected candidate & Post	Community	Salary	Remarks
1	<b>Dr. (Ms.) Amutha Devi</b> Asst. Professor in Chemistry	SC	Rs. 15600- 39100+G.P. Rs.6000/-	The candidate had not yet produced the certificate stating that the Ph.D. degree awarded is on par with UGC 2009 Regulations.  After discussion, based on the O.M. No. 36011/8/84-Estt. (SCT) dated the 17 <sup>th</sup> October, 1986 relaxation of the 'Minimum Standard Clause No. iv) was adopted.

It was resolved to **approve** the above appointment with a relaxation for not producing the certificate that "the Ph.D. was as per UGC's Regulations of 2009".

Hence, based on the above relaxation, the above candidate's selection was **approved**.

**18. Passing of the results of the Ph.D. Degree Examinations held from February 2014 to July 2014**

The results of the **Fourteen** candidates who had successfully completed their Ph.D. Degree Examinations from February 2014 to July 2014 was presented before the Board of Management for approval.

It was resolved to **approve** the same.

**19. Approval for the request of Dr. (Mrs.) G. Vasanthamani, Professor and Head, Department of Food Service Management and Dietetics to avail half pay leave to visit to USA**

The request was **considered and approved**.

**20. Approval of the request of Mrs. T. Poongodi, Assistant Professor (SS) in Mathematics, Department of Science and Humanities, Faculty of Engineering to go to USA**

The request was **considered and approved**.



**21. Approval for constitution of Committee to study the Guidelines for implementation of Reservation Policy for SCs/STs**

UGC in its letter D.O. No. F.1-8/2014 (SCT) dated 17.6.2014 pointed out that all the educational Institutions are required to adopt the Reservation policy for SC/ST in toto and display the reservation roster which is to be updated at regular intervals on their website. In continuation of this, a Committee was proposed by the University with the composition of Faculty members as given in the Notes to study the guidelines for reservation for SC/ST in Teaching and Non-teaching posts and for admission of students.

The Board of Management **approved** the same and suggested quick implementation of the same.

**22. Procedures to be adopted for recognition of M.Phil. and Ph.D. Guideship**

A procedure for recognition of M.Phil. and Ph.D. Guideship had been recommended by the Academic Council and presented in the Board of Management as given in the notes.

The Board of Management **approved** the same.

**23. Approval requested for the collaboration with Sardar Vallabhai Patel International School of Textiles and Management**

The proposed collaboration with Sardar Vallabhai Patel International School of Textiles and Management to commence the following programmes was explained.

1. **B.Sc. Textiles and Management ( 3 years programme)**
2. **B.Sc. Fashion Designing and Management (3 years programme)**
3. **B.Sc. Textiles Processing and Management (3 years programme)**
4. **B.Sc. Textiles and Clothing Management (4 years programme)**

The Vice Chancellor explained about the programmes and stated that the University was awaiting the approval of the UGC. Meanwhile, the members were appraised of the steps taken by the University as a precautionary measure. The University had written to the Director of SVPISTM cautioning the Institute of provisional admissions of students to the above programmes and to send individual letters to the provisionally admitted students of the prevailing status and to take their decision pending UGC's approval for commencement of the programmes.

The members of the Board of Management suggested the following:

If UGC's approval was delayed then for this particular batch alone may be the programmes could commence during December/January, 2014.

It was resolved to **approve** the collaboration, subject to UGC's approval, and the above suggestion.

**24. Approval requested to process the appointment of Non-teaching staff through Direct Recruitment and promotion**

Based on the resolution of the 98<sup>th</sup> Board of Management, Item No. 12, at its meeting held on **18.2.2014**, the Sub-Committee with the inclusion of two more members reviewed the earlier report on **21.6.2014** and recommended to fill the vacant posts of Non-teaching staff as given in the Notes.

After a discussion, it was resolved to **approve** the same with the following suggestions:

- a. Proceedings to be prepared and based on that only Recruitment/Promotion to be carried out.
- b. The Board of Management **approved** the **merging** of the following posts:
  - i) S. No. 7 (Statistical Assistant) with S.No. 3 (Assistant)
  - ii) S.No. 10 (Film Operator) with S. No. 8 (Senior Lab. Assistant)

This was to enable career progression of staff in the above single posts.

- iii) Merging of the five posts such as Record Clerk/Library Assistant, Office Assistant, Sweeper, Gardener and Scavenger of Group D and to categorize as **Multi Task Worker**.
- c) It was also recommended by Dr. K.P.S.Unny that maintenance of Recruitment Register and Roster Register was necessary which would facilitate speedy and right record maintenance and execution.

**25. Approval of the minutes of the 32<sup>nd</sup> meeting of the Finance Committee meeting held on 26.6.2014**

The Minutes of the 32<sup>nd</sup> meeting of Finance Committee as appended in Annexure II of the notes were highlighted by the Chairperson to the members.

It was resolved to **approve** the Minutes with the following suggestions:

- a) With reference to the out-sourced employees, since the teaching and non-teaching ratio was not as per UGC norms, the University may request UGC,
  - i) for sanction of more non-teaching posts other than that of agency of housekeeping. to meet the ratio.

- ii) ratification of the outsourced employees till 2013-14.
- iii) approval to continue the outsourcing of employees till UGC sanctions the required non-teaching posts.
- iv) Explore list of Registered Outsourcing Agencies for 2014-2015 & onwards, and follow procedure of Empanelment for various purposes.

**26. Information about the E-mail received from Advocate Thiru K. Rajasekaran, B.B.A., B.L.**

An e-mail as stated above had been received indicating that by earmarking, "UR" for Professor in Extension in this University's advertisement dated 21.5.2014, de-reservation of the SC category had been done, since earlier it had been noted as "SC".

The Chairperson explained to the members that the category was changed to another discipline viz, Professor of Physics and not de-reserved as indicated in the notes. This was done since no applications were received for Professor in Extension in "SC" even after advertising twice earlier.

The Board of Management **approved** the above change in discipline as advertised.

**27. Findings of the Appeal and Grievance Committee on the Appeal dated 29.11.2013 given by Dr. K. Vasantha, Associate Professor, Life Long Learning and Extension**

Dr. K. Vasantha, Associate Professor, Department of Lifelong Learning and Extension had submitted an appeal dated **29.11.2013** requesting for counting of past services of **14 years** in Trainers Training Centre of the ICAR from 2.4.1990 to 31.3.2004 and **17 months** in the Avinashilingam Education Trust Institutions from 1.4.2004 to 23.8.2005 in the same type of work.

The report dated **1.7.2014** of the Appeal and Grievance Committee and the final recommendation of the Committee was presented to the members of Board of Management.

*The Appeal and Grievance Committee finds it is a fit case to recommend to the Board of Management of the Avinashilingam Institute for Home Science and Higher Education for Women - University, to take necessary steps to treat the period of 17 months worked by the Appellant from 1.4.2004 to 23.8.2005 with Avinashilingam Education Trust as a continuing service from the previous service as on 31.3.2004 and accordingly recommends as such.*

The Chairperson explained that as per the Report of the Appeal & Grievance Committee, the candidate needed to have been redeployed to the University or to have been adjusted in the available posts of the University based on ICAR's letters and MOU signed. However, since no vacant posts were available, the candidate was appointed in the University again only on 24.8.2005.

Dr. S. Subramanyan suggested that if considered, it may be a precedent for other such employees of the Trust. To which, the Chairperson clarified that it was not for consideration as "an employee of the Trust", but for consideration "as continuity of services as an employee under ICAR scheme of the University until 31.3.2004" to that of "an employee of the University from 24.8.2005".

After a discussion, the Board of Management suggested the following:

1. To seek legal opinion on the above report and recommendations
2. After clarifying the above, to write to UGC for approval

**28. Representation of Dr. (Mrs.) B. Nalini, Assistant Professor, Department of Physics regarding her Direct Recruitment to the post of Professor & Associate Professor in Physics during the interview dated 10.12.2013.**

With reference to the above, the matter had been presented in the Board of Management twice on 23.12.2013 & 18.2.2014 and had resolved that she did not possess 8 years and 10 years experience for the post of Associate Professor and Professor respectively. The basis for this resolution was also presented in a tabular column in the Notes of this Board of Management dated 3.7.2014.

Meanwhile, without informing the authorities of the University, Dr. B. Nalini had sent a letter to UGC and the UGC vide letter No. F.5/2014/(CPP-I/DU) dated 4.4.2014, had also sought comments from the University on a complaint received from Dr. B. Nalini on the above matter. While this matter was still on, Dr. B. Nalini sought NOC to apply for the post of Associate Professor in Physics for the advertisement dated 21.5.2014.

The Vice Chancellor and the Registrar discussed this matter with Dr. B. Nalini on 10.6.2014, (minutes enclosed in Notes).

Subsequently, Dr. B. Nalini had made representations to the University vide letters 11.6.2014, 13.6.2014, 17.6.2014 & 28.6.2014 seeking necessary action.

The Board of Management was requested to advise on the above.

It was resolved that

- a) Dr. B. Nalini did not possess 8 years or 10 years experience for the post of Associate Professor & Professor of Physics at the time of the interview (10.12.2013). This was because, her teaching experience in Maharaja College for Women, Shri Nehru Maha Vidyalaya Arts and Science and Dr. Mahalingam College of Engineering and Technology Colleges were for less than 1 year in each institution.
- b) She had not submitted at the time of the interview and till date, any evidence that her two terms as Post Doctoral Fellow at Nanotechnology Research Institute, Tsukuba, Japan were equal to that of Assistant Professor of that Institute.

c) Hence, her selection to the post of Associate Professor in Physics **could not be approved.**

The Board of Management suggested to send a reply to UGC regarding this matter, and to reply the above decision to Dr. B. Nalini.

### **29. Suggestion sought for deciding the Station Seniority in the same Department**

**Dr. (Mrs.) R. Jeyagowri**, Associate Professor of Resource Management had given a complaint dated **13.6.2014**, to consider her seniority in the Department with another staff **Dr. K. Manimozhi**, Associate Professor in the same Department. The details of both the teachers were given in the Tabular column in the notes.

The Chairperson pointed out that the word "Regular" should be deleted from the paragraph in the Notes, since the O.M. of DOPT dated 23.7.2001 did not indicate the same. Hence, the paragraph in the notes should read as,

*"It should also be made clear that the service rendered on adhoc basis in the grade concerned would not count for the **purpose of seniority** in that Grade and for eligibility for promotion to the next higher grade".*

Since several aspects were involved both for Station Seniority and promotion, after discussion the Board of Management advised to form a Sub-Committee consisting of three Board of Management members, and two external members to study the details and to submit the report **without any bias.**

### **30. Appointment of unaided/self-financed faculty members in the University.**

**Dr. (Mrs.) P. Subashini**, Professor, Department of Computer Science had presented a letter on certain matters of appointment and relieving of unaided/self-financed faculty members in the University. The Chairperson explained about the following types of appointments being made in the last 2 years to streamline the above.

- a) Temporary appointments against aided vacancies (contract).
- b) Temporary appointments against insufficient aided posts (contract & scale of pay)
- c) Appointments against posts for self-financed programmes (contract and scale of pay)

Those with appropriate qualifications under (b) & (c) above were paid under scale of pay. All others were paid consolidated salary due to lack of appropriate qualifications. Those under (a) above were paid consolidated salary and were contractual. This was in tune with O.M. No. 28036/1/2001-Estt.(D) dated 23.7.2001 of Ministry of Personnel, Public Grievances and Pensions, Department of Personnel and Training, wherein, it has been

cautioned against continuity of teachers without appropriate qualifications and against appointment in sanctioned posts on temporary mode.

It was also highlighted by the Chairperson that unqualified faculty members with the University for more than 3 years were also being considered or relieved in a phased manner, providing a 2 year opportunity to qualify.

The Board of Management observed that the University should not compromise on quality by appointing unqualified teachers. At the same time compassion to teachers may be given as being done above. It was suggested that the University work out an appropriate policy to maintain quality.

The meeting came to an end after thanking all the members and the Chairperson.