

Minutes of the JUTA Executive Meeting Held on 11th June 2020 at 2.00 PM using digital platform (CISCO Webex)

Present: Prof. Neeru Sharma (President)
Dr. Vijay Saigal (Vice President)
Dr. Sikander Pal Choudhary (Secretary)
Dr. Pritam Singh (Joint Secretary)
Dr. Meghna Dhar (Treasurer)
Executive Committee Members

Agenda:

1. Follow up of resolutions of JUTA Executive dated 18th February 2020
2. CAS procedure as per UGC guidelines
3. Seniority list of faculty members as per UGC guidelines
4. Disposal of pending cases of Faculty Members
5. DAC and DRC dilution
6. Counting of past services
7. Enhancement of Superannuation age from 62 years to 65 years
8. COVID-19 and Health Insurance
9. Summer break and Faculty work period

The members of JUTA Executive Committee comprising of representatives from the various Teaching Departments of the University met virtually and thoroughly discussed the agenda and unanimously resolved and authorized the JUTA Office Bearers for implementation of the resolutions at the earliest.

Resolutions:

Item 1

JUTA has already communicated the resolutions made in the JUTA Executive meeting held on 18th Feb. 2020 to the authorities. However, no communication has been received regarding action which Authorities have taken to address the issues as resolved by the Executive Committee of JUTA. Members once again unanimously resolved that the issues which already stand resolved by the executive members of JUTA be taken up with the authorities for resolution in a time bound manner.



Item 2

Executive members expressed their anguish that UGC guidelines were not being followed uniformly by the University of Jammu, and cited several instances of pick and choose policy adopted in promotion or placement of the faculty members. All members were unanimously of the opinion that UGC Guidelines be followed in Letter and spirit. It was resolved that in the screening, placement, and seniority issues of Teachers the UGC guidelines are self-explanatory and absolutely clear, duly stands adopted by the University Council and need no re-interpretation time and again. Further EC members unanimously resolved to impress upon the University authorities to resolve all pending issues of teachers as per UGC guidelines without any delay

The Executive members further resolved that for Placement of faculty members in different stages, UGC guidelines recommend only Screening Committee and not the Selection Committee. ***Thus, Interviews should not be conducted for the placement of faculty members.*** The Executive members further observed that inordinate delay is caused, on account of various reasons, for screening of CAS applications of the faculty members. It was resolved to impress upon the University that in the two-tier screening system, if the first committee clears the case of the candidate without any objection, then that case should not be re-screened by the second committee, unless the first committee raises any objection(s), to avoid delay. To look into the CAS issues, the EC resolved to constitute an internal committee of teachers, which shall communicate its recommendations to JUTA within a period of one month from the issue of these EC minutes.

Item 3

The Executive Members expressed their dismay on the issue of Seniority and resolved that Seniority list of the faculty members be prepared strictly according to UGC guidelines in a fixed time period and placed in the public domain before any major decisions relating to reshuffling of academic and administrative positions are taken up by the University. It was also resolved that UGC guidelines which have been approved by the University Council in determining the seniority issue of faculty members are quite clear and self-explanatory and don't require any discussion/clarification from any quarter. As per UGC Regulations, 2010 applicable to seniority of teachers in the Universities, in case of direct recruitment, seniority is from the date of joining and in case of promotions under

CAS (Career Advancement Scheme), seniority is from the due date of eligibility. Further, the Hon'ble High Court of J&K has already granted relief to one of our colleague, Prof. V. Mansotra in the matter of seniority and directed the University Authorities to grant him seniority from the due date of eligibility in case of his promotion under CAS, to which University has complied with. Besides, the Higher Education Department of J&K Govt. has also advised the University to resolve the seniority issue as per UGC guidelines. Therefore, there is no need to deliberate upon the issue of seniority any further and it needs immediate implementation by the University. It was resolved that a two-tier process be followed by the University in the preparation of seniority list – first, for the respective Departments and second, the overall seniority in the University. The process of taking out the Department level lists is initiated at once and verification of the same be sought from the President, JUTA, the process finally culminating into an overall seniority list of the University faculty. It was further resolved that Seniority is the cardinal principle in all reputed institutions and in no case, it be diluted particularly in the assignment/appointment to various positions in the University. The seniority list as per UGC guidelines and its strict adherence will go a long way in resolving several issues/problems in the University.

Item 4

Executive members unanimously resolved that the pending cases of Dr. N. Suresh Rao- Computer Programmer, Dr. R. Mishra- The Business School, Dr. Sanjay Gupta- Dept of Law, Dr. Sanjay Sharma- Dept of Environmental Sciences, and Er. Sanjay Mahajan- Electronic Engineer, be resolved by the University Authorities at the earliest. The Executive finds it embarrassing and frustrating that some of our faculty members are being made to wait for CAS placement/promotions, though they are eligible under CAS, for the last so many years, whereas the process is supposed to be completed within six months from the date of application, as per the UGC Guidelines. This undue delay has led to demoralization of the faculty members, whose juniors in service have surpassed them, though it should not have been the case. All cases are of unique nature and should not be clubbed as one. It was strongly felt by all members that teachers should not be allowed to suffer because of selective interpretation of statues, and be compelled to resort to legal recourse. All matters



pertaining to teaching fraternity must be settled at the earliest by University authorities.

Item 5

The EC unanimously denounced recent decision in Academic Council regarding DAC and DRC members, thus diluting the existing democratic practice where all faculty members constituted DAC and DRC. This decision would deprive nearly 191 Assistant Professors from being a part of the decision-making bodies of the Departments. Being member of these committees is the learning process for the future leaders and results in the ownership of responsibilities and transparency in decision making processes. It was resolved that the University should continue with the exiting practice, and recommended that necessary amendments in statutes be incorporated in this context, if required.

Item 6

The EC members found it strange on the part of the University authorities in failing to count the past services of the faculty members, rendered in the Universities and the Colleges of the country. There is no reason for further delay or lengthy procedures to be adopted in these cases as University has many instances of the counting of the past service, in appointment or promotion, of the teachers. EC resolved that the University must count the past service of the Faculty members, rendered in various teaching capacities, or as recommended by the UGC, and affirmative action taken by authorities in this context be communicated to JUTA within a month period.

Item 7

The Executive resolved to actively support the enhancement of superannuation age of teachers from 62 years to 65 years and in this regard cooperate with KUTA and other elected bodies of sister universities. The EC resolved that this matter should be included as item in the University Syndicate and University Council, in their upcoming meetings, as has been discussed in JUTA time and again, and conveyed since day one by this team, and those preceding it.

Item 8

The EC resolved to request University authorities to take up health insurance cover amidst COVID-19 Pandemic for the University Faculty members and all other



employees, and the bonafide students. Further measures should be firmly put in place to sanitize the University premises continuously so that the stakeholders remain safe from this Pandemic.

Item 9

Executive members vociferously resolved that the Lockdown period, due to COVID Pandemic, from March 2020 to May 2020, which was announced by the Hon'ble PM, from time to time by appealing to all Indians to *Stay Home Stay Safe, Work from Home*, again reiterated by the MHRD in its directions issued from time to time, should not be considered as vacation period, as it will have direct bearing on the API scores of the faculty members, who have been brilliantly performing through virtual mode teaching, learning, extension, and research assignments during the lockdown period, in spite of not having their reading and other material with them and in spite of poor internet connectivity, stress, uncertainty and anxiety all around them. If God forbid, the Pandemic remains for another few months, will it lead to a stretched summer break, was the question raised by many EC members.

General consensus

The EC felt that the University is not serious on the issues related to teachers and a non-serious approach has been felt in the matters raised by the JUTA, through its office bearers. No replies have been received for any issues raised by the JUTA, which is the voice of the Faculty members of this University. It was felt that a democratic institution, reaching such heights mostly because of the teaching and research, and outreach of the teachers, should pay due heed to the pains of its faculty too.

In the end, Executive made a strong resolution regarding the timely settlement of all the issues raised and strict adherence to the UGC Guidelines in resolving of these. Failure to act, by authorities, on these issues may lead to protest by the Faculty at the University level and representation of the same with the Hon'ble Chancellor, University of Jammu; Chairperson UGC, and MHRD.

Meeting ended with a vote of thanks to the executive members of the JUTA.

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