

Confidential

For members only

GURU GOBIND SINGH INDRAPRASTHA UNIVERSITY



FIFTY SECOND MEETING OF THE BOARD OF MANAGEMENT

DATE : 28th Feb' 2013 (Thursday)

TIME : 12:00 Noon onwards

**VENUE : India International Centre,
Lodhi Road, New Delhi**

AGENDA ITEMS

SECTOR – 16C, DWARKA, NEW DELHI.

**FIFTY SECOND MEETING OF THE BOARD OF MANAGEMENT TO BE
HELD ON 28th Feb' 2013 (Thursday)**

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Encl - Annexure: K and L

Agenda Item No. 52.04:

Comprehensive Review by the expert committee for the services rendered by Dr. T.N. Arora, Associate Professor (under suspension), USL&LS beyond the age of 62 years upto 65 years as per University's Statute-31.

1. Dr. T.N. Arora joined the University as Reader in the pre-revised pay scale of Rs.12,000-18,300 w.e.f. 31.07.2002 (A/N) (after having been relieved of his duties as Asstt. Editor at Supreme Court of India) and was later on re-designated as Associate Professor. Dr. T.N. Arora had attained the age of 62 years as on 13.11.2012, his Date of Birth being 14.11.1950.

2. Dr. T.N. Arora was suspended w.e.f. 24.09.2008 on account of allegations of grave, misconduct and insubordination. The suspension period of Dr. T.N. Arora was extended from time to time and his suspension period has been extended for another six months w.e.f. 15.01.2013 or till the completion and decision of the enquiry, whichever is earlier vide University's Order No. F.1(6)(126)/2008/Estt./19 dated 14.01.2013.

3. As per University's Statute-31-Clause-16.1 - *Teachers in the permanent whole time service of the University shall retire on the age of 65 years. However, there shall be a comprehensive review of the services rendered by the teachers by an Expert Committee after the age of 62 years. If on review, it is found that the teacher has not performed well then he/she would automatically stand superannuated at the age of 62 years.....*

4. In this regard, following information is submitted:

(i) As per records, following performance appraisal reports in respect of Dr. T.N. Arora are available in the Pers. Branch-I. Details of which are as under:-

2002-2003	-	Good
2003-2004	-	Good
2004-2005	-	Good
2005-2006	-	Not available
2006-2007	-	Not available
2007-2008	-	Not available (he was suspended w.e.f. 24.09.2008)

From 24.09.2008 till date, no Performance Appraisal Reports are available for the reason Dr. T.N. Arora being under suspension.

(ii) The University vide Memorandum dated 16.11.2012 addressed to Dr. T.N. Arora had informed about the status of his Performance Appraisal Report available in

the Pers. Branch and accordingly requested him to submit his Performance Appraisal Reports for the period 01.08.2005 to 24.09.2008 alongwith work report after 24.09.2008, if any.

(iii) In response, he informed that Performance Appraisal Reports for the period from 01.08.2005 to 01.08.2008 had already submitted by him in the Dean Officer prior to 24.09.2008 and **however, he has submitted the details of paper and articles published by him during his suspension.**

(iv) The Pers. Branch vide U.O. Note dated 23.11.2012 and 04.12.2012 addressed to present Dean, USL&LS (Prof. Suman Gupta) and the then Dean, USL&LS (Prof. M. Afzal Wani) requested to inform about the availability of Performance Appraisal Reports for the period 01.08.2005 to 30.11.2007 in respect of Dr. T.N. Arora.

Both the Deans had informed that "Dr. T.N. Arora had not submitted his Performance Appraisal Reports to them" for the period mentioned and the same are not in their custody".

5. An expert committee was duly constituted by the Hon'ble Vice Chancellor for the comprehensive review of services rendered by Dr. T.N. Arora, Associate Professor (under suspension), USL&LS beyond the age of 62 years upto 65 years as per University's Statute-31.

6. The meeting of the said Committee was held on 08.01.2013 at 11:30 a.m. in the chamber of the Hon'ble Vice Chancellor. As per order of the Hon'ble Vice Chancellor, **minutes of the meeting is attached in a sealed envelope to be placed before the BOM.**

7. Before the information in the sealed envelope of the review committee could be opened and the decision communicated to Dr. T.N. Arora regarding continuation of his services from 62 years to 65 years, the university was informed of his untimely demise on 05.02.2013.

8. Status of his disciplinary proceedings in respect of Dr. T.N. Arora is being put up separately as a part of confidential agenda by Pers. Branch-III.

9. In view of the foregoing chronological events, following are submitted for perusal and orders please.

a. **As now there is no possibility of communicating the decision of the review committee to Dr. T.N. Arora, the decision of the committee in a sealed envelope is for information and perusal of the Board.**

b. **As a meeting of the BOM was not held after 08.01.2013 (i.e, the date on which review meeting in respect of Dr. T. N. Arora was conducted) till the date of his death (i.e, 05.02.2013) and accordingly the decision available in a sealed envelope could not be opened and**

communicated to Dr. T.N. Arora. Therefore, the services of Dr. T.N. Arora beyond the age of 62 years may be treated to be continuous till the date of his death.

The matter is placed before the board for consideration and necessary orders please.

Agenda Item No. 52.05:

Resignation from the post of Assistant Professor (Law), GGSIP University by Dr. Ravindra Pratap, Assistant Professor (under suspension), USL&LS – reg.

1. In continuation of earlier Agenda Item No. 50.16 on the subject cited above wherein the Board of Management in its 50th meeting held on 27.09.2012 decided that "The Board deliberated on the matter at length and suggested that the pending enquiry against Dr. Ravindra Pratap, Assistant Professor (under suspension), University's School of Law & Legal Studies should be first completed within a time frame of 3 months. Thereafter, the university should take appropriate action/issue show cause notice stating that conditional resignation is not acceptable under any circumstances and why should the university not dismiss his services for joining any other university without seeking permission of the organization where he had been serving. It was further advised by the Board that all actions taken by the University should be clearly brought on records in a manner that it gives a strong message to others that violation of rules and regulations shall not be allowed at any cost (**copy of the minutes is enclosed as Annexure-A**).

2. The Board vide Agenda Item No. 51.14 was also apprised of the fact that, Dr. Ravindra Pratap inspite of having received the decision of the Board of Management vide letter No. F.1(1)(13)/2004/Estt./Pers.-I/9674 dated 03.05.2012 did not respond nor submitted an unconditional resignation.

The Board was also apprised of the fact that it has been confirmed, that he has joined Gautam Buddha University, Greater Noida, Gautam Budh Nagar as Associate Professor, School of Law & Justice and Governance inspite of the fact that his resignation from the GGSIP University has not been accepted nor he obtained any No Objection Certificate for the same from GGSIP University, which involve a violation of conduct rule under Ordinance 32 of GGSIP University Act, 1998. A show cause notice was issued to Dr. Ravindra Pratap, Assistant Professor (under suspension), USL&LS asking him to explain within 15 days as to why disciplinary action should not be initiated against him for violation of Ordinance 32 of GGSIP University Act, 1998, failing which it would be presumed that he has nothing to say in the matter and the matter shall be placed before the Board of Management, the appointing/disciplinary authorities, for their decision on unilateral basis. The Board

sought the response of the Dr. Ravindra Pratap to the said Show Cause Notice to be placed in the next BOM meeting for consideration.

In view of the above, the Board of Management decided & approved the extension of suspension of Dr. Ravindra Pratap beyond 20.01.2013 or till the decision on his resignation or till the final inquiry report is submitted and subsequent decision is taken on the inquiry report, whichever is earlier (**copy of the minutes is enclosed as Annexure-B**).

3. Registrar, Gautam Buddha University vide letter dated 22.11.2012 addressed to Dr. Ravindra Pratap Dean (I/c) School of Law Justice & Governance with an endorsement to Registrar, GGSIP University has informed that a Memorandum (i.e a show cause notice) issued by GGSIP University dated 19.11.2012 was handed over to Dr. Ravindra Pratap with this letter.

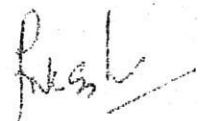
In continuation of Memorandum dated 19.11.2013 (i.e, a show cause notice), a reminder dated 17.01.2013 has been sent to Dr. Ravindra Pratap indicating that his reply should reach to the University within 10 days, failing which it would be presumed that he has nothing to say in this case and the matter shall be placed before the Board of Management, the appointing/disciplinary authorities, for their decision on unilateral basis.

4. Pers. Branch has not received any reply from Dr. Ravindra Pratap till date whatsoever in this regard. It seems that he has nothing to say in the matter and it is a case of violation of conduct rules of the University.

The present status of Dr. Ravindra Pratap is placed before the Board of Management for information and necessary orders please.

Agenda Item No.50.06:

Any other Item with the permission of Chair.


(Dr. B.P Joshi)
Registrar
Secretary to the Board of Management

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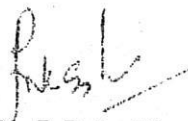
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Agenda Item No.50.06:

Any other Item with the permission of Chair.


(Dr. B.P Joshi)
Registrar
Secretary to the Board of Management



GURU GOBIND SINGH INDRAPRASTHA UNIVERSITY
Dwarka, Sector - 16C, New Delhi - 110078

F.No. IPU/JR(C)/52nd BOM/2013

Dated : 01.04.2013

CIRCULAR

Please find enclosed herewith proceedings of the 52nd meeting of the Board of Management of the University held on Thursday, the 28th February, 2013 from 11.30 a.m. onwards in the Conference Hall of the University, Administrative Block - 'A' wing, Dwarka Campus, New Delhi - 110078.

Observations, if any may kindly be communicated to the office of the undersigned for further appropriate action.

Suchitra

(Dr. Suchitra Kumar)

Jt. Registrar (Coordination)

Dated : 01.04.2013

F.No. IPU/JR(C)/52nd BOM/2013

1. Shri Rajinder Kumar, Principal Secretary (TTE/Hr. Edn.), Govt. of NCT Delhi
2. Shri Diwan Chand, Principal Secretary (Education), Govt. of NCT Delhi, New Delhi
3. Shri Shakti Sinha, Principal Secretary (Finance), Govt. of NCT Delhi, New Delhi.
4. Major Gen. D.N. Khurana, Former Dir. Gen., All India Mgt. Association, New Delhi
5. Shri Sunil Kant Munjal, Chairman, Hero Corporate Service Ltd., New Delhi
6. Prof. V.K. Bhasin, Hans Raj College, Delhi University, New Delhi.
7. Dr. S.C. Saxena, Vice Chancellor, JP Institute of Information Technology, NOIDA
8. Prof. V.S. Ramamurthy, Director, National Instt. of Advanced Studies, Bangalore
9. Dr. N.K. Ganguly, President, JIPMER, New Delhi
10. Shri Chandra Mohan, Chairman, Board of Governors, Punjab Engineering College, Chandigarh
11. Dr. V.B. Aggarwal, Jagan Institute of Management Studies, New Delhi
12. Prof. Vijay K. Minocha, Principal, Govt. Engineering College, New Delhi.
13. Dr. C.M. Khanijo, Medical Superintendent, Baba Saheb Ambedkar Hospital, Govt. of NCT of Delhi
14. Sh. V.P.S. Tomar, Chief Engineer, Zone-I, Department of Irrigation & Flood, Delhi
15. Prof. Saroj Sharma, Dean, University School of Education, GGSIPU
16. Prof. Vinod Kumar, Dean, University School of Basic and Applied Sciences, GGSIPU

Copy to:

- (i) PS to Registrar for information of Registrar
- (ii) PS to Vice Chancellor for information of Hon'ble Vice Chancellor

Suchitra

(Dr. Suchitra Kumar)

Jt. Registrar (Coordination)

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**MINUTES OF THE EMERGENT MEETING (52ND) OF THE
BOARD OF MANAGEMENT HELD ON 28TH FEB' 2013.**

An emergent meeting was held on 28th Feb' 2013, to address issues which needed urgent attention of Board members. Following members were present-

- | | | | |
|-------|--|---|-------------|
| (i) | Prof. D.K. Bandyopadhyay
Vice Chancellor
Guru Gobind Singh Indraprastha University | - | Chairperson |
| (ii) | Shri Rajendra Kumar, IAS,
Secretary (TTE/ Higher Education),
GNCT of Delhi, N. Delhi. | - | Member |
| (iii) | Dr. C. M. Khanijo, Med. Sup.
Baba Saheb Ambedkar Hospital,
GNCT of Delhi, N. Delhi. | - | Member |
| (iv) | Shri V.P.S Tomar, Chief Engineer,
Dept. of Irrigation and Flood
GNCT of Delhi,, New Delhi. | - | Member |
| (v) | Prof. V.K. Bhasin,
Hans Raj College, Delhi University,
New Delhi. | - | Member |
| (vi) | Prof. S.C. Saxena ,
VC, J.P. Institute of Information Technology,
Noida, UP | - | Member |
| (vii) | Shri Chandra Mohan,
Chairman, Board of Governors,
Punjab Engineering College, Chandigarh. | - | Member |



positive and collaborative work environment for the growth and development of the University. Even when the University has established Ordinances for Code of conduct and discipline in respect of teaching and non-teaching staff as well as for all Deans indicating their responsibility and authorities, some of the faculty members are not ready to abide by the ordinance of the University and they are continuing with agitational approach. These types of activities are unheard of for any Technical and Professional Institutions (like IITs, IIMs, IISc, etc). IP University is based on the model of IITs. These group of faculty members are indulging in the activities which violates the conduct rules of the University.

Shri Chandra Mohan, expressed that it has been observed that the enquiry committees cause inordinate delays in submitting their reports and this affects the University in decision making which may not be in the interest of the Organisation. He said that investigation of facts by any inquiry committee should be time bound and the University must ensure that issues are addressed appropriately and the cases should not remain pending for long time for lack of decision. The Vice Chancellor mentioned that the enquiry committee whose constitutions are internal members of the University, the Principle may be followed. However, if the enquiry committee is having external members, University can only request them to submit the report as per the stipulated dates.

The Secretary Education pointed out that all enquiry committees should submit their report at the earliest and the University should ensure that inquiry conducted within set timelines indicated before hand by the University. In response, Vice Chancellor said he would certainly



request the enquiry committee Chairman & members to submit the report at the earliest.

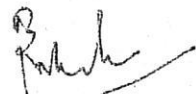
Major General D.N. Khurana said that specific cases must be addressed transparently, equitably and quickly so that issues, grievances do not pile up.

It was pointed out that sometimes people sitting on higher positions may have to tolerate many things and they may be targeted personally with a bias or bad intention but if we do not address/ inquire into these issues, they may not get settled and the situation may get worsened.

After a detailed discussion it was unanimously resolved that initially an Explanatory Memo on misconduct is issued to Dr. N. Raghu Ram and Dr. Ashutosh Mohan, asking as to why disciplinary action may not be taken against them as per the Ordinance of the University. Based on their reply, necessary action, as deemed fit, may be taken by the Vice Chancellor.

Further it was also resolved that there should be a restructuring in the constitution of the Joint Staff Council as a consultative body. Every school must be involved and as a mandatory requirement, at least two faculty members must be taken from each school for representation. There must be specific guidelines for their nominations:

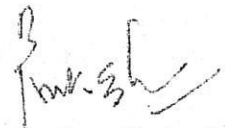
- a. That each faculty of the school gets an opportunity to represent by rotation.
- b. That there are two representatives from two different groups nominated on the basis of term of service (permanent) in the



University, one faculty from those who have completed 10 years of service, and one faculty from those who have completed 3 years of service.

This kind of representation will provide them to contribute constructively and University will also come to know about their ideas and concerns which can be addressed. It will also reiterate the message that the University is open to all ideas which are going to contribute to the growth of the University and its employees. It was further suggested that open conversation channels, the way presently it is being practised in the University, should be further strengthened to develop a healthy sense of community and help in establishing a consultative process in decision making.

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



Dr. Bhaskar P. Joshi
Registrar and Secretary, Board of Management