

मौलाना आज़ाद नेशनल उर्दू यूनिवर्सिटी  
MAULANA AZAD NATIONAL URDU UNIVERSITY  
(A Central University established by an Act of Parliament in 1998)  
(Accredited "A" Grade by NAAC)



No.MANUU/ER-I(B)/F.249/2016-17/1545

17<sup>th</sup> January, 2017

To  
The President,  
MANUU Teachers' Association  
Hyderabad.

Sir,

This has reference to your letters dated 25.11.2016 and 16.01.2017, I am directed to convey point-wise reply on 28 issues raised by your Association as under:

ISSUE NO.	REPLY
01	Transfer of employees is an administrative matter. Keeping in view the unique pattern of the University of all India jurisdiction, transfers are made as per the need of the Institutions/Offices. The University administration cannot be run if transfers are made with the consent of the employee. It has always been the endeavour of the University Administration to make posting of the employees near to their hometown to avoid hardship to them but due to exigency of work and administrative and academic interests of the University, employees are sometimes being posted at various off-campus. However, mutual transfers, if feasible, can be considered, keeping in mind the interest of the University. However, the recent transfers will not be considered keeping in view the overall interest of the University and its Institutions.
02	Mr.Mohd.Shaheer Zaman joined the new place of posting i.e. Polytechnic, Darbhanga on 08.12.2016. However, after working for just one day at Polytechnic, Darbhanga, he proceeded on leave. He has applied for medical leaves from 6 <sup>th</sup> October, 2016 onwards on the pretext of health ground. As per the Medical Certificate enclosed by him, the Doctors have suggested him rest. However, it has been noticed that he is frequently visiting Offices, Departments and other places and attending meetings and functions in MANUU Campus, Gachibowli, Hyderabad. This shows that he is not taking responsibility to his students at Polytechnic, Darbhanga seriously and the academic calendar is getting disturbed.
03	It is not mandatory for Autonomous Institutions to have their own Service, Conduct, Leave, Disciplinary rules. In the case of MANUU, the Central Civil Services Rules have adopted by the University. However, the suggestion of the Association for framing MANUU's own Rules will be taken up at an appropriate time.
04	Under Statute-12 read with Statute-40 of the University Act, there is no provision to include President of any Association in the Executive Council as its Member. Therefore, this demand cannot be considered.



05	Under Statute-12 read with Statute-40 (iv) (v) (vi), one Professor (who is not a Dean), one Associate Professor and one Assistant Professor by rotation according to seniority, are to be appointed by the Vice-Chancellor as Member of the Executive Council. The demand that these three category of teaching staff must be selected by the Teachers cannot be considered as it is contrary to the provisions of the Statutes and Act of the University.
06	So far as the issue of providing two non-compounded advance increments to the faculty possessing professional degrees such as M.Tech and M.Ed. is concerned, a clarification was sought from the UGC which has been received and the same is being examined.
07	It is provided in clause 6.3.12 (c) of UGC Regulations, 2010, that "if the candidate does not succeed in the first assessment, but succeeds in the eventual assessment, his/her promotion will be deemed to be from the later date of successful assessment". Therefore, the promotion of teachers under CAS cannot be considered from the date of their eligibility. The University is bound to comply with the UGC Regulations in this regard.
08	The issue of promotion of Polytechnic faculty under CAS has been referred to a Committee and the Chairman of the Committee would be requested to expedite its report.
09	CAS Notification is being issued.
10	A letter dated 04.10.2016 has already been written to the Incharge of all Off-Campuses to identify Hospitals, particularly Multispecialty Hospitals, which are willing to offer Inpatient treatment to MANUU employees at CGHS rates. They have been advised to forward the list of such Hospitals along with Consent Letters and Accreditation Certificates to MANUU Headquarters to facilitate empanelment of Hospitals for the benefit of employees working in their respective Institutions.
11	The request will be examined and, if feasible, the matter would be referred to the Academic Council for its consideration.
12	The reply given at S.No.1 holds good here.
13	Sufficient funds have been provided to off-campuses to improve their infrastructure facilities. Purchase process has already been initiated to procure necessary furniture, equipment, etc. for the faculty and students of the Institutions outside Hyderabad.
14	Prof.S.M.Rahmatullah, Dean, School of Social Sciences has been appointed Dean, Off-Campuses and a separate Cell, exclusively dealing with the issues relating to off-campuses, has been set up in the Admin. Bldg.
15	There is no discrimination as far as sanction of Hill Allowance to the teaching staff of Arts and Science College for Women at Srinagar is concerned. The staff will be provided all admissible allowances as per rules. In this connection, information is being obtained from the officials working at the Institutions. The matter will be examined and appropriate action will be taken expeditiously as per rules.



16	As per Govt. of India norms, all the new buildings in the campus are being made disabled friendly. University Administration will also make the old buildings barrier-free as a part of its commitment towards the welfare of the PwD.
17	It will be considered at the appropriate time.
18	Information regarding organizing workshops, conferences, seminars, etc. are being uploaded on the University website from time to time.
19	Orders, Circulars, Notifications etc. are being uploaded on the University website for total transparency and there is no selectivity in this regard.
20	In the interest of discipline and smooth functioning of the University administration, the practice of advance sanction of Duty Leaves/Special Casual Leaves cannot be reduced from 10 days to 1 day.
21	There is no provision in the Guest House Rules to consider this demand.
22	The composition of the Board of Studies (BoS) has been laid down in the Statutes and Ordinances of the University. However, the matter would be referred to the respectively BoS to send their recommendations in this regard.
23	It is incorrect that Dr.Mohd.Khalid Mubashir and Dr.Tahseen Bilgrami were denied promotion under CAS. The UGC Regulations, 2010 have provided for Expert Assessment System by a Selection Committee for promotion from Stage-4 (Assoc Prof) to Stage-5 (Professor). As the Selection Committee did not recommend Dr.Mohd.Khalid Mubashir, he was not promoted. As he did not get through in the first attempt, he will be provided an opportunity for re-assessment as per UGC CAS guidelines. Similarly, Dr.Tahseen Bilgrami did not get the required API score and did not get through in the first attempt. She would also be provided opportunity for re-assessment as per UGC CAS guidelines.
24	Some of the Departments have been established without sufficient/required strength of Teachers. However, efforts are being made to provide Guest Faculty till the regular posts are sanctioned. UGC has also been approached for sanctioning additional teaching positions.
25	It is stipulated in the appointment orders of the teaching staff that " <i>the University reserves the right to assign any other work to him/her deemed suitable in the larger interest of the University</i> ". Therefore, in the larger interest of the University, the services of teaching staff of DDE are being utilized in other Departments for the time being.
26	Almanac of the University has been prepared as per the requirement of the Departments/Centers/Off-Campus Institutions. Keeping in view the requirements of the Institutions, it may vary from Institution to Institution.
27	Travel grant for participating in Seminars/Conferences by the faculty at National and International level is sanctioned as per the guidelines of UGC and the entitlement of the faculty members.

مولانا آزاد نیشنل اردو یونیورسٹی  
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28	Monthly Transport Allowance at Govt. of India rates is being paid to all the faculty and non-faculty members including the teaching staff of Faculty of Education. As the faculty directly goes to the concerned Schools for teaching practice work, instead of coming to the Department, the question of payment of separate TA for teaching practice duty does not arise.
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17/1/17  
DEPUTY REGISTRAR (ER-I)