



149TH MEETING OF THE

EXECUTIVE COUNCIL

AGENDA & NOTES

DATE: 10.06.2024



PONDICHERRY UNIVERSITY

PUDUCHERRY – 605 014



CONFIDENTIAL

**PONDICHERRY UNIVERSITY
PUDUCHERRY**

**ONE HUNDRED AND FORTY NINTH MEETING OF THE
EXECUTIVE COUNCIL**

DATE: 10.06.2024

TIME: 10:30 A.M.

VENUE: Council Hall

Pondicherry University

Sl. No.	Resolution No.	Agenda	Pg. No.
For Consideration/ Approval/Apprise			
1.	2024.149.01	To confirm the Minutes of the 148th Meeting of the Executive Council held on 09.04.2024. ANNEXURE – I	1
2.	2024.149.02	To record the Action Taken Report of the 148th Meeting of the Executive Council held on 09.04.2024 ANNEXURE – II	1
3.	2024.149.03	To consider and approve the recommendations of the Selection Committee Meetings held on 22.05.2024 and 23.05.2024 for filling up the post of Registrar	2
4.	2024.149.04	To consider and approve the Minutes of the Committee Meeting held on 13.03.2024, 14.03.2024, 15.03.2024 & 18.03.2024 for verifying the eligibility of the candidates to the post of Multi-Tasking Staff from out of those who have qualified in the written test which was conducted by the NTA, New Delhi. ANNEXURE –III	11

5.	2024.149.05	To consider and approve the revision of date of eligibility for award of CAS promotion of Dr. A. Chidambaram, Associate Professor, Centre for Study of Social Exclusion & Inclusive Policy from stage III to stage IV.	12
6.	2024.149.06	To consider and approve the recommendations of the Committee constituted to consider date of eligibility for award of CAS promotion to Dr. R. Vijay Kumar, Assistant Professor, School of Education from Assistant Professor (Stage III) to associate professor (stage IV).	15
7.	2024.149.07	To consider the enquiry report on the charges against Dr. M. Jeeva, Associate Professor, Subramania Bharathi School of Tamil Language & Literature (under suspension), Pondicherry University, Puducherry.	19
8.	2024.149.08	To consider the enquiry report on the charges against Dr. K. Vijayanand, Assistant Professor (under suspension), Department of Computer Science, Pondicherry University, Puducherry.	61
9.	2024.149.09	To apprise the action taken on the complaint of Prof. B. Rangaiah, Professor & Head, Dept. of Applied Psychology, Pondicherry University against the Security personnel deployed in the University campus and findings of the Committee constituted.	82
10.	2024.149.10	To consider and approve the minutes of the Non-Teaching Staff Grievances Redressal Committee meeting held on 29.12.2023 & 02.01.2024 regarding grievances given by the Non-Teaching Officers/Employees of Pondicherry University.	90
11.	2024.149.11	To consider and approve the age of superannuation as 62 instead of 60 for the post of Director, Directorate of Distance Education, Pondicherry University.	103

12.	2024.149.12	To re-consider the inquiry report submitted by the Inquiry Authority against the charges framed against Smt. L. Kalpana, Semi Professional Assistant, Central Library, Pondicherry University, Puducherry which was placed before the 143 rd meeting of the Executive Council and in the wake of the letter dated 07-08-2023 received from Station House Officer, Ariyankuppam Police Station	104
13.	2024.149.13	To consider and approve the proposal of award of incentives to the Faculty members based on impact factor of the SCOPUS Publications.	132
For Ratification			
14.	2024.149.14	To consider and ratify the sanction of deputation to Dr. Richa Tiwari, Assistant Professor, Department of Politics & International Studies, School of Social Sciences & International Studies of this University for a period of two years from 04.04.2024 to 03.04.2026 as to work as Editor at Rajya Sabha Secretariat, Parliament House Annexe, New Delhi.	152
15.	2024.149.15	To ratify the extension of contract services of three Assistant Professors namely, Dr. A. Punitha, Dr. V. Umasri and Dr. Sk. Md. Nizamuddin of Directorate of Distance Education for a period of one year.	153
16.	2024.149.16	To consider and ratify the recommendations of the Selection Committee Meetings held during March 2022 and July 2021 for award of CAS Promotions from Assistant Professor (Stage III) to Associate Professor (Stage IV) under UGC Career Advancement Scheme.	154
17.	2024.149.17	_____	156
18.	2024.149.18	To ratify the Minutes of the Departmental Promotion Committee (DPC) meeting for group “B & C” posts held on 03.12.2022 regarding promotion	173
ANNEXURE –IV			

19.	2024.149.19	To ratify the appointment of Smt. M.R. Keerthana as Law Officer, Pondicherry University on regular basis under Direct Recruitment w.e.f. 28.12.2023 F.N.	175
20.	2024.149.20	To ratify the extension of services of Shri. K. Venkatachalapathi, Care Taker, Guest House, Pondicherry University on contract basis for a period of three months from 01.12.2023 to 28.02.2024 and subsequent extension from 01.03.2024 until further orders.	183
21.	2024.149.21	To ratify the appointment of Shri. D. Nandagopal, Assistant Registrar (Retired), Pondicherry University as Assistant Registrar on contract basis to look after duties in Registrar's Secretariat and Establishment (Teaching) Section, Pondicherry University.	186
22.	2024.149.22	To ratify the engagement of Shri D. Nandagopal, Assistant Registrar (Retd.), Pondicherry University as Assistant Registrar on contract basis to look after duties in Registrar's Secretariat and Establishment (Teaching) Section for a period of three months w.e.f. 27.07.2023 F.N. and subsequent extensions upto 29.02.2024.	187
23.	2024.149.23	To ratify the engagement of Shri D. Nandagopal, Assistant Registrar (Retd.), Pondicherry University as Assistant Registrar on contract basis to look after duties in Registrar's Secretariat and Establishment (Teaching) section for a period of three months w.e.f. 27.07.2023 F.N and subsequent extensions upto 31.05.2024.	188
24.	2024.149.24	To ratify the appointment of Shri. S. Rajkumar, Assistant Registrar (Retired), Pondicherry University as Assistant Registrar on contract basis to look after duties in Vice-Chancellor's Secretariat, Nodal Officer of Satellite Campuses and Examination Wing, Pondicherry University	189

25.	2024.149.25	To ratify the engagement of Dr. (Mrs.) A. Carline Mary Desdemona as Officer on Special Duty in Examination Wing on contract basis w.e.f. 20.09.2023.	190
26.	2024.149.26	To ratify the extension of services of Dr. M. Nandhivarman, full time consultant, Green Campus Initiatives of this University on contract basis for a further period from 10.12.2023 to 09.03.2024.	191
27.	2024.149.27	To ratify the extension of engagement of Shri M.P.T. Sagayaraja, Deputy Registrar (Retd.,) Pondicherry University as Officer on Special Duty (Admn.), Pondicherry University on contract basis for a further period from 01.11.2023 to 29.02.2024.	192
28.	2024.149.28	To ratify the appointment of Dr. Prasant Kumar Panda, Professor, Department of Economics, School of Management, Pondicherry University as Dean (i/c), College Development Council of this University with effect from 02.05.2024	193
29.	2024.149.29	To consider and ratify the minutes of the meeting of the Board of Studies for Master of Business Administration in the Directorate of Distance Education, Pondicherry University	194
30.	2024.149.30	To consider and ratify the minutes of the meeting of the Board of Studies for Master of Business Administration in the Directorate of Distance Education, Pondicherry University held on 11-09-2023.	206
31.	2024.149.31	To ratify the minutes of the meeting of the Board of Studies for Master of Business Administration in the Directorate of Distance Education, Pondicherry University held on 03-04-2024	222

For Consideration/ Approval/Apprise			
32.	2024.149.32	To consider and approve operating of waiting list for the post of Assistant Professor Centre for Pollution Control & Environmental Engineering due to decline of offer of appointment by the selected candidate under OBC (NCL) category.	225
33.	2024.149.33	To consider and approve operating of waiting list for the post of Associate Professor, Department of Physics due to non-joining of the selected candidate under General Category.	226
34.	2024.149.34	To consider and approve the recommendation of the Committee constituted to the regularization of three Teaching staff in the Directorate of Distance Education, Pondicherry University.	227
35.	2024.149.35	To consider and approve the recommendations of the Enquiry Committee constituted to enquire the complaint regarding the play “Somayanam” performed as a part of World Theatre Day celebrations.	228
For Ratification			
36.	2024.149.36	To ratify the appointment of Dr. P. Thilakan, Professor, Department of Green Energy Technology, Pondicherry University as Dean (Academic) of the University w.e.f. 19.02.2024.	230
37.	2024.149.37	To consider and ratify the acceptance of voluntary retirement tendered by Dr. Sudha Sitharaman, Professor, Department of Sociology, School of Social Sciences & International Studies of this University w.e.f. 17/11/2023 A.N.	231

38.	2024.149.38	To ratify the sanction of Extraordinary leave to Dr. S. Thiagarajan, Assistant Professor, Department of International Business of this University for a period of one year from 01.05.2024 to 30.04.2025 to teach courses at the Undergraduate and Graduate level as short term Visiting Scholar at School of Business at Indiana University Kokomo, USA	232
39.	2024.149.39	To ratify the extension of MoU with Twining Programme Institution St. Joseph's College of Arts and Science (Autonomous), Cuddalore under Directorate of Distance Education, Pondicherry University	233

2024.149.01

To confirm the Minutes of the 148th Meeting of the Executive Council held on 09.04.2024.

ANNEXURE – I

2024.149.02

To record the Action Taken Report of the 148th Meeting of the Executive Council held on 09.04.2024.

ANNEXURE – II

[Type here]

2024.149.03

**TO CONSIDER AND APPROVE THE RECOMMENDATIONS OF THE
SELECTION COMMITTEE MEETINGS HELD ON 22.05.2024 AND
23.05.2024 FOR FILLING UP THE POST OF REGISTRAR**

An order dated 10.04.2024 passed by the Hon'ble High Court of Madras on the WP.No.20641 of 2021 that "The Interview for the post of Registrar, shall be conducted by the end of May, 2024 and the entire selection process for the appointment of Registrar shall be concluded by 30th June, 2024." (**ENCLOSURE - I**)

In this connection, the interview was scheduled and conducted on 22.05.2024 and 23.05.2024.

The Selection Committee Minutes of the Meetings are placed on the table.

For approval of the Council.

Enclosure -I



புதுவைப் பல்கலைக்கழகம் (மத்திய பல்கலைக்கழகம்)
பாரத ரத்னா டாக்டர் பி. ஆர். அம்பேத்கர் நிர்வாக கட்டிடம்,
ஆர்.வி.நகர், காளாபேட்டை, புதுச்சேரி - 605 014.

PONDICHERY UNIVERSITY (A Central University)
Bharat Ratna Dr. B.R. Ambedkar Administrative Building,
R.V. Nagar, Kalapet, Pondicherry - 605 014.

पांडिच्चेरी विश्वविद्यालय
(केन्द्रीय विश्वविष्वविद्यालय)

भारत रत्न डॉ. बी.आर. अम्बेडकर प्रशासनिक भवन
आर.वी.नगर, कालापेट, पुदुच्चेरी - 605 014

மா.ரா.கீர்த்தனா, B.H.M.S., LL.M.,
சட்ட அலுவலர், சட்ட பிரிவு

मा.रा.कीर्तना, B.H.M.S., LL.M.,
विधिक अधिकारी, विधिक अनुभाग

M.R.KEERTHANA, B.H.M.S., LL.M.,
LAW OFFICER, LEGAL CELL

+91 - 0413 - 2654215
pulc_2007@yahoo.co.in
www.pondiuni.edu.in

PULC/U-1/706/2021/WP.No.20641 of 2021/ DIS

15.04.2024

To,

The Deputy Registrar (Admn.)
(Non - Teaching Section)
Pondicherry University.

The Asst. Registrar,
Recruitment Cell,
Pondicherry University.

Sir,

Sub: WP.No.20641 of 2021 filed by Pondicherry University Non-Teaching
Staff Welfare Association - Reg.

Ref: Madras High Court Order dt.10.04.2024.

This is with reference to the subject cited above. I am to forward herewith a
copy of the Order dt.10.04.2024 in passed by Hon'ble Madras High Court, Chennai in
WP.No.20641 of 2021 for your kind information and necessary action at your end.

The above said order is strictly for **order of compliance** by the University.
Hence, action taken in this regard, may kindly be intimated to the Legal Cell, PU
immediately.

Yours faithfully,

(M.R.KEERTHANA)
LAW OFFICER

Encl: As above

W.P.No.20641 of 2021

IN THE HIGH COURT OF JUDICATURE AT MADRAS

DATED: 10.04.2024

CORAM :

THE HON'BLE MR.SANJAY V.GANGAPURWALA, CHIEF JUSTICE

AND

THE HON'BLE MR.JUSTICE J.SATHYA NARAYANA PRASAD

W.P.No.20641 of 2021

Pondicherry University Non-Teaching
Staff Welfare Association
Rep. by its President K.Kaliaperumal
S/o. Kaliappan
Registration No.237 of 1989
Basement Floor, Administrative Block
R.Venkataraman Nagar
Kalapet, Puducherry 605 014.

.. Petitioner

Vs.

1. Pondicherry University
Rep. by its Registrar (i/c)
R.V.Nagar, Kalapet
Puducherry 605 014.

2. The Vice Chancellor
Pondicherry University
R.V.Nagar, Kalapet
Puducherry 605 014.

3. The Secretary
Department of Higher Education
Ministry of Human Resources Development (MHRD)
Government of India, Shastri Bhawan
New Delhi 110 001.

Page 1 of 7

4. University Grants Commission
Rep. by its Secretary
Bhagadurshah Zafar Marg
New Delhi 110 002.

5. Dr.B.Chitra

.. Respondents

Prayer: Petition filed under Article 226 of the Constitution of India seeking a writ of Mandamus directing the respondents to fill up the vacancies in the post of Registrar and Controller of Examination for which advertisement No.PU/RC/2020/37 dated 08.09.220 was issued by the 1st respondent to appoint the Registrar In Charge from among the eligible persons in terms of Recruitment Rules and to issue fresh advertisement and complete the recruitment process of the Registrar and Controller of Examination within the time frame stipulated by this Court.

For the Petitioner : Mr.Balan Haridas

For the Respondents : Mr.V.Balamurugane
for Respondents 1 & 2

Mr.Rabu Manohar
for Respondent-3

Mrs.V.Sudha

W.P.No.20641 of 2021

for Respondent-4

ORDER

(Made by the Hon'ble Chief Justice)

We have heard Mr.Balan Haridas, learned counsel for the petitioner, Mr.V.Balamurugane, learned counsel for the respondents 1 and 2, Mr.Rabu Manohar, learned counsel for the third respondent and Mrs.V.Sudha, learned counsel for the fourth respondent.

2. Under order dated 11.03.2024, we had observed that the University is functioning without a regular Vice Chancellor and a regular Registrar. We had directed the in-charge Vice Chancellor to proceed ahead for filling the post of Registrar as contemplated under the statute. The publication was already given inviting applications for the post of Registrar. The candidates are also shortlisted on 17.08.2023. We had observed that there is no necessity to stall the process of appointment of Registrar only because the regular Vice Chancellor demitted office. We had also observed that in case the Selection Committee is not constituted, the same shall be constituted

Page 3 of 7

immediately as provided under the statute. We had directed the in-charge Vice Chancellor to do the needful.

3. Learned counsel for the University submits that now the Selection Committee has been constituted and letter has been issued for conduct of interview on 6th and 7th of April, 2024. However, on 04.04.2024, a letter was again issued to the candidates stating that interview is postponed due to administrative exigencies. Learned counsel submits that because of the ensuing elections, the same is postponed.

4. We fail to understand the said reason for postponing the interviews. We had directed the respondents to continue with the selection process of the Registrar as it was commenced more than six months back. However, there is no headway.

5. The interview shall be conducted by the end of May, 2024 and the entire selection process for the appointment of Registrar shall be concluded by 30th June, 2024.

6. With these directions, the writ petition is disposed of. There shall be no order as to costs. Consequently, W.M.P.No.21905 of 2021 is closed.

(S.V.G., CJ.)

(J.S.N.P., J.)

10.04.2024

Index : Yes/No
Neutral Citation : Yes/No

kpl

To

1. The Registrar (i/c)
Pondicherry University
R.V.Nagar, Kalapet
Puducherry 605 014.
2. The Vice Chancellor
Pondicherry University
R.V.Nagar, Kalapet
Puducherry 605 014.
3. The Secretary
Department of Higher Education
Ministry of Human Resources Development (MHRD)
Government of India, Shastri Bhawan
New Delhi 110 001.
4. The Secretary
University Grants Commission

Bhagadurshah Zafar Marg
New Delhi 110 002.

W.P.No.20641 of 2021

THE HON'BLE CHIEF JUSTICE
AND
J.SATHYA NARAYANA PRASAD, J

(kpl)

W.P.No.20641 of 2021

10.04.2024

Page 7 of 7

2024.149.04

TO CONSIDER AND APPROVE THE MINUTES OF THE COMMITTEE MEETING HELD ON 13.03.2024, 14.03.2024, 15.03.2024 & 18.03.2024 FOR VERIFYING THE ELIGIBILITY OF THE CANDIDATES TO THE POST OF MULTI-TASKING STAFF FROM OUT OF THOSE WHO HAVE QUALIFIED IN THE WRITTEN TEST WHICH WAS CONDUCTED BY THE NTA, NEW DELHI.

The Committee constituted to verify the eligibility of the candidates from out of those who have qualified in the written test for the post of Multi-Tasking Staff which was conducted by the NTA, New Delhi was met on **13.03.2024, 14.03.2024, 15.03.2024 & 18.03.2024** and submitted its Minutes.

The Minutes of the Committee is placed before the Council for consideration and approval (**ENCLOSURE-I**).

ANNEXURE - III

2024.149.05

TO CONSIDER AND APPROVE THE REVISION OF DATE OF ELIGIBILITY FOR AWARD OF CAS PROMOTION OF Dr. A. CHIDAMBARAM, ASSOCIATE PROFESSOR, CENTRE FOR STUDY OF SOCIAL EXCLUSION & INCLUSIVE POLICY FROM STAGE III TO STAGE IV.

The CAS order has been issued to Dr. A. Chidambaram vide Ref.No:PU/Estt(T)/ET-1/CAS-P(Stage-IV)2023/31, dt. 08.06.2023. During pay fixation, an inadvertent error in date of promotion has been noticed in CAS promotion from Assistant Professor (Stage III) to Associate Professor (Stage IV).

This error has been brought to the notice of the University authority. As per directions of the authority the CAS Application of Dr. A. Chidambaram was re-examined and it was found that inadvertent error has occurred in date of promotion from Assistant Professor (Stage III) to Associate Professor (Stage IV).

As per the approval of competent authority, CAS Screening Committee meeting held on 26.03.2024 to review the CAS promotion in r/o Dr. A. Chidambaram, Associate Professor, Centre for Study of Social Exclusion & Inclusive Policy, and submitted its recommendations as follows.

As per UGC regulations the candidate who is in Assistant Professor Stage III is eligible for next promotion (Associate Professor) after completion of 3 years in Stage III. Dr. A. Chidambaram has been placed in Stage III on 28/08/2019 as per his service book records. Hence he is eligible for promotion from Assistant Professor (Stage-III) to Associate Professor (Stage IV) from 28/08/2022 as shown below:

S.No	Name of the faculty	Date of Joining	Date of Promotion to Stage IV (issued Order)	Revised date of Promotion to Stage IV (Recommended for Approval)
1.	Dr. A. Chidambaram	05.10.2009	28.08.2019	28.08.2022

Minutes of the meeting is enclosed herewith.

Submitted for approval of the Council.

[Type here]

PONDICHERRY UNIVERSITY
ESTABLISHMENT TEACHING SECTION

MINUTES OF THE MEETING

Minutes of the meeting held on 26.03.2024 at 11:00 am in the chamber of the Assistant Registrar (T) of this University to review the CAS promotion in r/o Dr. A. Chidambaram, Associate Professor, Centre for Study of Social Exclusion & Inclusive Policy, School of Social Sciences & International Studies of this University.

The CAS order has been issued to Dr. A. Chidambaram vide ref.no:PU/Estt(T)/ET-1/CAS-P(Stage-IV)2023/31, dt. 08.06.2023. During pay fixation, an inadvertent error in date of promotion has been noticed in CAS promotion from Assistant Professor (stage III) to Associate Professor (Stage IV).

This error has been brought to the notice of the University authorities. As per directions of the authorities the CAS Application of Dr. A. Chidambaram was re-examined and it was found that inadvertent error has occurred in date of promotion from Assistant Professor (stage III) to Associate Professor (Stage IV).

As per UGC regulations the candidate who is in Assistant Professor Stage III is eligible for next promotion (Associate Professor) after completion of 3 years in Stage III. Dr. A. Chidambaram has been placed in stage III on 28/08/2019 as per his service book records. Hence he is eligible for promotion from Assistant Professor (Stage-III) to Associate Professor (Stage IV) from 28/08/2022 as shown below:

S.No	Name of the faculty	Date of Joining	Date of Promotion to Stage IV (issued Order)	Revised date of Promotion to Stage IV (Recommended for Approval)
1.	Dr. A. Chidambaram	05.10.2009	28.08.2019	28.08.2022

It is recommended that an appropriate corrigendum may be submitted to the University authorities for revising the date of CAS promotion of Dr. A. Chidambaram.


Prof. B. B. Mohanty 26/03/2024
Dean

Revised Screening sheet

STATEMENT OF PARTICULARS FOR PROMOTION TO THE POST OF ASSISTANT PROFESSOR STAGE III TO ASSOCIATE PROFESSOR STAGE IV UNDER UGC'S CAREER ADVANCEMENT SCHEME		
Name	Dr. A. Chidambaram, Assistant Professor	
Designation & Department	Centre for Study of Social Exclusion & Inclusive Policy	
Date of Birth	07/06/1971	
Educational qualification	M.S.W., M.Phil., Ph.D.	
SC/ST/PH	-	
Date of Appointment as Asst. Professor	05/10/2009	
Date of promotion from Asst. Professor Stage I to II	28/08/2014	
Stage II to III	28/08/2019	
No. of years & date of completion of service required for next stage i.e. IV	3 years 27/08/2019	
Date of Eligibility/Stage	28/08/2022	
Details of API Score obtained	Overall Grading (I & II) Good	Category – III 94.4
Details of Refresher Course/ Workshop/Orientation programme Attended	Attended eight-day national level workshop on statistical analysis for business research from 03/01/2018 to 10/01/2018 organized by School of Management, Pondicherry University Attended refresher course on effective teaching skills from 04/12/2019 to 17/12/2019 at HRDC, Pondicherry University	
Minimum of three publications published during assessment period and total of seven publications	Yes	
No. of scholars successfully completed Ph.D. under his guidance	NIL	
Remarks		

M. Cheluvu
26/3/24

2024.149.06

TO CONSIDER AND APPROVE THE RECOMMENDATIONS OF THE COMMITTEE CONSTITUTED TO CONSIDER DATE OF ELIGIBILITY FOR AWARD OF CAS PROMOTION TO DR. R. VIJAY KUMAR, ASSISTANT PROFESSOR, SCHOOL OF EDUCATION FROM ASSISTANT PROFESSOR (STAGE III) TO ASSOCIATE PROFESSOR (STAGE IV).

Dr. R. Vijay Kumar was appointed in the post of Assistant Professor, School of Education, Pondicherry University w.e.f. 12.06.2009.

Based on his selection as Deputy Secretary, National Council for Teacher Education (NCTE), he was sanctioned EOL in 3 spells for 3 years from 16.11.2017 to 15.11.2020. The Executive Council also ratified the same vide E.C. Resolution No.2018.132.131, dated 26.10.2018 and E.C. Resolution No.2020.137.43, dated 24.02.2020. After completion of EOL period, he re-joined duty in the School of Education on 16.11.2020.

Dr. R. Vijay Kumar submitted his CAS application for promotion from Assistant Professor (Stage III) to Associate Professor (Stage IV) under UGC Career Advancement Scheme.

The CAS Selection Committee in its Meeting held on 13/04/2022 has recommended his CAS Promotion to Associate Professor (Stage-IV), subject to verification of some academic verifications related to his deputation to NCTE. The same was approved by the Executive Council vide Resolution No.2022.143.14 dated 17.06.2022.

As per the EC Resolution, letter was sent to him and also the Under Secretary (Estt. Head Quarters), NCTE on 20.09.2022, seeking information on the nature of duties performed by Dr. R. Vijay Kumar at NCTE, so as to determine the date of eligibility for award of CAS promotion to the stage of Associate Professor.

The above particulars were placed before the three Member Committee. The Committee after thorough examination of the case with reference to all relevant documents has unanimously recommended as follows:

Since, Dr. R. Vijay Kumar, Assistant Professor, School of Education fulfills the UGC CAS regulations relating to counting of the past service for promotion, the Committee recommends that the period of service rendered by Dr. R. Vijay Kumar as Deputy Secretary at NCTE (on deputation) from 16.11.2017 to 01.06.2018 may be counted for his CAS promotion. (copy of the minutes enclosed as Annexure).

Submitted for consideration and approval of the Council.

[Type here]

MINUTES OF THE MEETING OF COMMITTEE CONSTITUTED VIDE LETTER No.PU/Estt.T/ET-7/2023/63, DATED 11.07.2023 HELD ON 11.08.2023 AND 14.08.2023.

The following Members were present :

1. Prof. M. S. Pandian,
Dean,
School of Physical, Chemical & Applied Sciences,
Pondicherry University
2. Prof. K. Chellamani,
Dean,
School of Education,
Pondicherry University
3. Prof. P. Sridharan,
Dean,
School of Performing Arts,
Pondicherry University.

From the available records, the Committee observes that the eligibility period of Dr.R. Vijay Kumar, Assistant Professor for CAS promotion from Assistant Professor Stage III to Associate Professor Stage IV is 02.06.2015 to 01.06.2018, of which he was on deputation to NCTE, New Delhi from 16.01.2017 to 01.06.2018.

The UGC CAS regulations relating to counting of past service for promotion under CAS are tabulated below along with the factual position of Dr. R. Vijay Kumar against each of these regulation.

UGC CAS Regulation clause*	Details of Regulation	Factual position of Dr. R. Vijay Kumar
10.0	Previous <u>regular service</u> , whether national or international, as <u>Assistant Professor, Associate Professor or Professor or equivalent</u> in a University, College, National Laboratories or other scientific/ <u>professional organisations such as the CSIR, ICAR, DRDO, UGC, ICSSR, ICHR, ICMR and DBT</u> , should count for the direct recruitment and promotion under the CAS of a teacher as Assistant Professor, Associate Professor, Professor or any other nomenclature.	According to this clause, the past service rendered by Dr.R. Vijay Kumar as Deputy Secretary, NCTE, New Delhi can be counted for CAS promotion.
10.0.(a)	The essential qualifications of the post held were not lower than the qualifications prescribed by the UGC	Essential qualification prescribed for the post of Deputy Secretary, NCTE New Delhi is equivalent to

M. S. Pandian

P. Sridharan

NCTE

K. Chellamani
14.8.23

	for Assistant Professor, Associate Professor and Professor, as the case may be.	Assistant Professor. Vacancy circular of NCTE is enclosed as Annexure - I
10.0.(b)	The post is/was in an equivalent grade or of the pre-revised scale of pay as the post of Assistant Professor (Lecturer) Associate Professor (Reader) and Professor.	The post of Deputy Secretary, NCTE was in Pay Scale of Rs.15,600 - 39100 with GP Rs.7600/-. Relevant communication dated 26.09.2017 sent by NCTE to Registrar, Pondicherry University is enclosed as Annexure - II.
10.0.(c)	The concerned Assistant Professor, Associate Professor and Professor should possess the same minimum qualifications as prescribed by the UGC for appointment to the post of Assistant Professor, Associate Professor and Professor as the case may be :	Dr. R. Vijay Kumar has been duly appointed as Assistant Professor at Pondicherry University vide letter dated 08.06.2009 (Annexure - III), for which he possesses the essential qualifications prescribed by UGC.
10.0.(d)	The post was filled in accordance with the prescribed selection procedure as laid down in the Regulations of the University/state Government /Central Government / Institutions concerned for each appointments.	NCTE has selected Dr.R. Vijay Kumar for the post of Deputy Secretary by following its selection process. Offer of appointment dated 26.09.2017 issued by NCTE to Dr. R. Vijay Kumar is enclosed as Annexure - II
10.0.(e)	The previous appointment was not as guest lecturer for any duration.	Dr.R. Vijay Kumar was holding the position of Deputy Secretary, NCTE on deputation basis. Relevant office order of NCTE dated 17.11.2017 is enclosed as Annexure - IV.
10.0.(f)	The previous Ad-hoc or Temporary or contractual service (by whatever nomenclature it may be called) shall be counted for direct recruitment and for promotion provided that : i) the essential qualifications of the post held were not lower than the qualifications prescribed by the UGC for Assistant Professor and Professor as the case may be. ii) the incumbent was appointed on the recommendation of a duly constituted selection Committee / Selection Committee constituted as per the rules of the respective University; iii) the incumbent was drawing total	This clause is not applicable to Dr.R. Vijay Kumar as he was not in ad-hoc or temporary or contract service at NCTE, New Delhi.

M. Pal

P. Sindhu

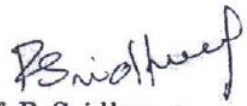
R. Kumar
14.8.23

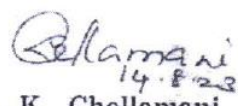
	gross emoluments not less than the monthly gross salary of a regularly appointed Assistant Professor, Associate Professor and Professor as the case may be ; and	
10.0.(g)	No distinctions shall be made with reference to the nature of management of the institution where previous service was rendered (private / local body / Government), while counting the past service under this clause.	NCTE is a Government Organization.

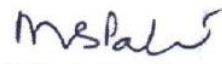
*UGC Gazette Notification dated July 18, 2018

Recommendations:

Since Dr. R. Vijay Kumar, Assistant Professor, School of Education fulfills the UGC CAS regulations relating to counting of the past service for promotion under CAS tabulated above, the Committee recommends that the period of service rendered by Dr.R. Vijay Kumar as Deputy Secretary at NCTE (on deputation) from 16.01.2017 to 01.06.2018 may be counted for his CAS promotion.


Prof. P. Sridharan


Prof. K. Chellamani


Prof. M. S. Pandian

2024.149.07

TO CONSIDER THE ENQUIRY REPORT ON THE CHARGES AGAINST DR. M. JEEVA, ASSOCIATE PROFESSOR, SUBRAMANIA BHARATHI SCHOOL OF TAMIL LANGUAGE & LITERATURE (UNDER SUSPENSION), PONDICHERRY UNIVERSITY, PUDUCHERRY.

Dr. M. Jeeva, joined on 10/04/2012 as Associate Professor, Subramania Bharathi School of Tamil Language & Literature of this University.

Dr. M. Jeeva, Associate Professor, Subramania Bharathi School of Tamil Language & Literature was placed under suspension w.e.f.31/07/2019 for various acts of misbehavior and indiscipline such as locking the faculty rooms and the main gate of Subramania Bharathi School of Tamil Language & Literature, persistently creating disturbance to the academic environment in her work place i.e., Subramania Bharathi School of Tamil Language & Literature, violent disruptive behavior, using unparliamentary language and displaying belligerent indiscipline against the Dean and Non-Teaching staff amounting to gross misconduct which is unbecoming of an employee of this University have been reported against Dr. M. Jeeva, Associate Professor, Subramania Bharathi School of Tamil Language & Literature. **(ENCLOSURE - I)**

The matter was placed before the Executive Council in its meeting held on 10/10/2019 and was approved vide Res. No. 2019.136.31 dated 10/10/2019.

Hence, the departmental proceedings were initiated and the following charges were framed against Dr. M. Jeeva, Associate Professor, Subramania Bharathi School of Tamil Language & Literature (under suspension) vide memo No.PU/ET3/2019-20/202 dated 20/11/2019 and the same was served to her for her explanation **(ENCLOSURE –II)**

ARTICLE-I

That the said Dr. M. Jeeva, Associate Professor, School of Tamil on 25.03.2019 in between 7.30 a.m and 8.30 a.m. has entered the School of Tamil premises and has locked the main gate with chain lock and all the faculty rooms in the School of Tamil with locks which were brought by her.

[Type here]

ARTICLE-II

That the said Dr. M. Jeeva, Associate Professor, School of Tamil on 25.03.2019 in between 7.30 a.m. and 8.30 a.m. has pasted 10 nos of posters containing derogatory remarks against the University, Dean and other faculty members of the School of Tamil.

ARTICLE-III

That the said Dr. M. Jeeva, Associate Professor, School of Tamil has been persistently creating disturbance to the academic environment in her work place i.e, School of Tamil, by her violent disruptive behavior, using vulgar and unparliamentary language and displaying belligerent indiscipline against the Dean, faculty, Students and Non-Teaching Staff of the School of Tamil, repeatedly in a number of incidents.

ARTICLE-IV

That the said Dr. M. Jeeva, Associate Professor, School of Tamil on 11.07.2018 has brutally assaulted Shri. M. Eganathan Senior Assistant, School of Tamil with a cricket bat causing injury and inflicting severe pain.

ARTICLE-V

That the said Dr. M. Jeeva, Associate Professor, School of Tamil on 17.11.2018 has conducted Exam for the soft core course "Spoken Tamil" for 274 students in one room which can accommodate 90 students only and the students were forced to sit on the ground and made to write the examination.

ARTICLE-VI

That the said Dr. M. Jeeva, Associate Professor, School of Tamil on 18.12.2018 has set fire to the Personal car of Prof. A. Thirunagalingam former Dean(i/c) School of Tamil bearing Reg No: PY01 CT 0918 Maruti Suzuki Dezire which was parked in the parking area close to the School of Tamil.

ARTICLE-VII

That the said Dr. M. Jeeva, Associate Professor, School of Tamil has been in the habit of absenting herself without prior approval or sanction of leave. For instance, she has been absent on 23.04.2018, 24.04.2018, 27.06.2018, 28.08.2018 and 29.08.2018,

By the above acts of gross misconduct, which are highly unbecoming of a teacher of the University, Dr. M. Jeeva has thus violated the Rule 3 (1) (i) (ii) and (iii) of the Ordinances governing the Conduct of the employee of the University.

Dr. M. Jeeva, Associate Professor, Subramania Bharathi School of Tamil Language & Literature (under suspension) submitted her reply dated 06/12/2019 (**ENCLOSURE –III**).

Hence Enquiry Officer and Presenting Officer were appointed (**ENCLOSURE –IV**)

Report of the Enquiry Officer:

The Enquiry Officer completed the enquiry and submitted the report on 21/02/2023 (**ENCLOSURE – V**) The enquiry officer has concluded as follows:

The charges framed against Dr. M. Jeeva, Associate Professor, Subramania Bharathi School of Tamil Language & Literature (Under suspension) is held as **proved**.

- 1) **Article I:** Proved
- 2) **Article II:** Proved
- 3) **Article III:** Proved
- 4) **Article IV:** Proved
- 5) **Article V:** Proved
- 6) **Article of Charge VI-** Refrained from recording findings in view of the investigation pending in FIR No.77/2018 dated 20/12/2018 by the Station House Officer, Kalapet.
- 7) **Article VII:** Proved

The copy of the Enquiry Report was supplied to the Charged Officer vide this office memorandum dated 24/03/2023 with the direction to submit her explanation, if any on or before 10th April 2023 (**ENCLOSURE –VI**). The reply dated 03/04/2023 submitted by Dr. M. Jeeva is totally irrelevant (**ENCLOSURE-VII**).

One more opportunity was given to the charged official to submit her explanation on or before 10th July 2023 on the Enquiry report (**ENCLOSURE – VIII**). In response, she has submitted her explanation dated 27/06/2023 which is attached as (**ENCLOSURE – IX**).

The explanation once again submitted by Dr. M. Jeeva are totally irrelevant. In the above two explanation letters dated 03/04/2023 and 27/06/2023, Dr. M. Jeeva has written derogatory remarks on Honourable Prime Minister of India, Honourable Home Minister, Honourable Finance Minister, Honourable External Affairs Minister, Honourable Chief Minister of Tamil Nadu and various public authorities and higher officials of Pondicherry University. The contents of letter are totally irrelevant to explanation sought on the Inquiry Report submitted by the Enquiry Officer.

The service details of Dr. M. Jeeva, Associate Professor, Subramania Bharathi School of Tamil Language & Literature (under suspension) is enclosed (**ENCLOSURE – X**).

List of penalties is attached as **ENCLOSURE-XI**.

Submitted for consideration of the Council.

Encl-I



PONDICHERRY UNIVERSITY
(A Central University)

Bharat Ratna Dr. B.R. Ambedkar Administrative Building,
R. Venkataraman Nagar, Kalapet, Puducherry – 605 014

Dr. B. CHITHRA
REGISTRAR (i/c)

CONFIDENTIAL

Ref. No.PU/ESTT(T)/ET3/2019-20/158

Date : 31.07.2019

OFFICE ORDER No.405

Sub: PU-Estt(T) – Dr. M. Jeeva, Associate Professor, School of Tamil-
Reported Acts of misconduct – Locking of rooms in the School of
Tamil and pasting of posters and violation of Conduct Rules –
Placed under Suspension - Orders Issued – Reg.

- Ref: 1. Memo No.PU/Estt(T)/ET3/2019-20/125, dated 10.05.2019
2. Letter dated 22.05.2019 received from Dr.M. Jeeva
3. Letter received from the Dean,School of Tamil dated 22.05.2019
4. Minutes of the Committee dated 02.07.2019

WHEREAS various acts of misbehavior and indiscipline such as locking the faculty rooms and the main gate of School of Tamil, persistently creating disturbance to the academic environment in her work place i.e., School of Tamil, violent disruptive behavior, using unparliamentary language and displaying belligerent indiscipline against the Dean and Non-teaching staff amounting to gross misconduct which is unbecoming of an employee of this University have been reported against Dr.M. Jeeva, Associate Professor, School of Tamil

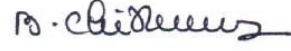
AND WHEREAS the Committee constituted to look into the several complaints made against Dr.M. Jeeva has found that a prima facie case of misconduct is established against her.

Now, therefore, the said Dr. M. Jeeva, Associate Professor is placed under suspension with immediate effect, pending enquiry under Statute 26(1)r/w Rule 5(1)(a) of the Ordinances Governing the Control and Appeal of the Employees of the University under the Pondicherry University Act & Statutes.

AND WHEREAS during the period of suspension, the said Dr. M. Jeeva, Associate Professor will be paid subsistence allowance, which shall be 50% of her basic pay and allowances as admissible.

During the period of suspension of Dr. M. Jeeva her headquarters shall be Puducherry and she shall not leave the headquarters without prior approval in writing of the undersigned.

// BY ORDER //



REGISTRAR (i/c)

To

Dr. M. JeevaThrough Proper Channel

Associate Professor

Subramania Bharathi School of Tamil Language & Literature.

Pondicherry University,

Puducherry – 605 014

Copy to

1. The Dean, School of Tamil, Pondicherry University
2. The Assistant Registrar, Vice-Chancellor's Secretariat, PU
3. The Assistant Registrar, Registrar's Secretariat, PU
4. The Deputy Registrar (Finance & Accounts), PU
5. Personal File

PONDICHERRY UNIVERSITY
PUDUCHERRY

Ref.No/ET3/2019-20/ 202

Date: 20.11.2019

MEMORANDUM

The University proposes to hold an inquiry against Dr(Mrs).M. Jeeva, Associate Professor, School of Tamil under the relevant provisions of the Pondicherry University Act, 1985 and the statutes and other enabling provisions. The substance of the imputations of misconduct in respect of which the inquiry is proposed to be held is set out in the enclosed statement of articles of charge (Annexure-I). The statement of the imputations of misconduct in support of the article of charge is enclosed (ANNEXURE-II). A list of documents by which the articles of charge are proposed to be sustained are also enclosed (ANNEXURE-III).

2. Dr. M. Jeeva , Associate Professor, School of Tamil is directed to submit within 21 days of the issue of this Memo a written statement of her defence and also to state whether she desires to be heard in person.

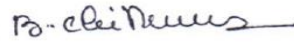
3. She is informed that an inquiry will be held only in respect of those articles of charge as are not admitted. She should, therefore, specifically admit or deny the article of charge.

4. Dr.M. Jeeva , Associate Professor, School of Tamil is further informed that if she does not submit her written statement of defence on or before the date specified in para 2 above, or does not appear in person before the inquiring authority or otherwise fails or refuses to comply with the relevant provisions of Pondicherry University Act, 1985 Statutes and other enabling provisions or the orders/directions issued in pursuance of the said provisions the inquiring authority may hold the inquiry against her.

5. Further, Dr. M. Jeeva, Associate Professor, School of Tamil is instructed to note that she shall not bring or attempt to bring any political or outside influence to bear upon any superior authority to further her interests in respect of matters pertaining to her service under the University. If any representation is received on her behalf from another person in respect of any matter dealt with in these proceedings it will be presumed that Dr.M. Jeeva is aware of such a representation and that it has been made at her instance and action will be taken against her accordingly treating the same as gross misconduct.

6. The receipt of the Memo may be acknowledged.

//By Order //


(Dr. B. Chithra)
REGISTRAR (i/c)

To
Dr.M. JeevaTPC
Associate Professor,
Subramania Bharathi School of Tamil
Language & Literature
Pondicherry University
Puducherry.

File : 8526

8526

APR 11/12/2019

10/12/24

ET 3

111219

111219

2.

2011/20

6

മുൻ



PONDICHERRY UNIVERSITY
(A Central University)

Dr. B.R.AMBEDKAR ADMN. BUILDING, R.V. NAGAR, KALAPET, PUDUCHERRY - 605 014

Dr. B. CHITHRA
REGISTRAR (i/c)

PHONE NO.0413-2654202

E-Mail ID: registrar@pondiuni.edu.in

No. PU/Estt(T)/ET-3/2019-20/ 43

Date: 08.06.2020

OFFICE ORDER No.549

Sub: PU-Estt- Appointment of Inquiring Authority to inquire into the Charges framed against Dr.M. Jeeva, Associate Professor,School of Tamil,Pondicherry University-Reg

Whereas disciplinary action in accordance with the relevant rules under the Pondicherry University Act,1985 was initiated against Dr.M. Jeeva, Associate Professor, School of Tamil, Pondicherry University and she was served with the charges framed against her, vide Memo.No.PU/Estt(T)/ET3/2019-20/202 dated 20.11.2019.

And whereas Dr. M. Jeeva, Associate Professor, School of Tamil, Pondicherry University has submitted her explanation dated 06.12.2019 and she has not admitted the charge framed against her.

Accordingly, Dr.V.Mangaiyarkarasi, Professor of Sociology, Tamil Nadu Sports University, Chennai is hereby appointed as Inquiring authority to inquire into the charges framed against Dr. M. Jeeva, Associate Professor, School of Tamil, Pondicherry University. The enquiry may be completed urgently and the report be submitted at the earliest.

// BY ORDER //

m. chithra
REGISTRAR(i/c)

To

Dr. V. Mangaiyarkarasi, ...Enquiry Officer
Professor
Sports Sociology,Social Gerontology & Women Studies
Tamil Nadu Physical Education & Sports University
Melakottaiyur, Chennai – 600 127

Encl:1. A copy of the Memo. of Charges

2. Copy of all the documents by which articles of charges is framed against Dr. M. Jeeva Associate Professor, School of Tamil, Pondicherry University, Puducherry.
3. Copy of the reply dated 06.12.2019

Copy to:

1.Dr. S. Murugaiyan.....Presenting Officer
Assistant Registrar
Examination Wing
Pondicherry University
Puducherry.

2.Dr. M. Jeeva.....Charged Official
Associate Professor
School of Tamil
Pondicherry University,
Puducherry.

Encl-V

From
Dr. V. Mangaiyarkarasi
Professor and Head
Dept., of Sports Psychology and Sociology and Sports Management
Tamil Nadu Physical Education & Sports University
Melakottaiyur, Chennai - 600 127

Handwritten:
24/12/23
Dir (S)
OSD (ESTB-T)
24/12/23

*(Enquiry Officer in which disciplinary proceedings initiated against
Dr. M. Jeeva, Associate Professor, Subramania Bharathi School of
Tamil Language & Literature, Pondicherry University)*

To
The Registrar
Pondicherry University
Pondicherry.
Sir,

Sub : Departmental Inquiry under Rule 14 of C. C. S. (C.C.A) Rules 1965,
against Dr. M. Jeeva, Associate Professor, Subramania Bharathi School
of Tamil Language & Literature, Pondicherry University - Inquiry
Report Submitted Regarding...

I was appointed by you in vide Office Order No.PU/Estt(T)/ET3/2019-20/44
dated: 08/06/2020 as the Inquiring Authority to inquire into the charges framed against
Dr. M. Jeeva, Associate Professor, Subramania Bharathi School of Tamil Language &
Literature, Pondicherry University. Since, I have completed the Inquiry on the basis
of the documentary and oral evidence adduced before me, prepared my Inquiry Report,
two copies of which are forwarded to you for further necessary action by the competent
authority. According to my findings all the seven (7) charges against Dr. M. Jeeva,
Associate Professor, Subramania Bharathi School of Tamil Language and Literature,
Pondicherry University have been proved.

2. The following records connected with the inquiry are also sent herewith:

- (i) File No.Vol. I. consisting of 08 pages of Daily Order Sheets and
depositions.
- (ii) File No.Vol. II consisting of written statement of defence submitted by
the Charged Official, briefs submitted by the Presenting Officer and
the defendant.

3. Receipt of this letter may kindly be acknowledged.

Urgent
25/12/23

AR (ESTB)

27/12/23

PS 27/12

Date: 21.02.2023

Yours Faithfully,


Dr. V. Mangayarkarasi
Inquiry Officer 21/2/23.

LIST OF EXHIBITED DOCUMENTS

(i) UNIVERSITY SIDE

PE 1 - Copy of the complaint received from the student, School of Tamil

PE 2 - Copy of the complaints received from the Dean, School of Tamil

PE 3 - Copy of the FIR received from Kalapet Police Station

PE 4 - Copy of the complaint received from OSD

PE 5 - Posters pasted by Dr. M. Jeeva

PE 6 - Memorandum No.PU/Estt(T)/ET-3/2019-20/125 dated:
10.05.2019

PE 7 - Letter dated 22.05.2019 of Dr. M. Jeeva

PE 8 - Letter dated 26.06.2019 received from Dr. B. Ravikumar, School
of Tamil

PE 9 - Letters dated 01.07.2019 received from the Dean, School of
Tamil

PE 10 - Letter dated 02.08.2019 received from Dr. M. Jeeva

(ii) DEFENCE SIDE NIL

LIST OF WITNESSES

(i) UNIVERSITY SIDE

PW 1	-	Dr. Ilamathy Janakiraman Dean, SBSTL&L
PW 2	-	Dr. A. Thirunagalingam Professor, SBSTL&L
PW 3	-	Shri. B. Purushothaman Security Guard SBSTL&L, Silver Jubilee Campus

(ii) DEFENCE SIDE NIL

INQUIRY REPORT

In the Case against
Dr. M. Jeeva, Associate Professor
Subramania Bharathi School of Tamil
Language & Literature
Pondicherry University

1. I was appointed by the Registrar, Pondicherry University, as the Inquiring Authority to inquire into the charges framed **against Dr. M. Jeeva, Associate Professor**, Subramania Bharathi School of Tamil Language & Literature, Pondicherry University in vide letter No.PU/Estt(T)/ET3/ 2019-20/44 Office Order No.549, dated 08/06/2020. Since, I have completed the inquiry on the basis of the documentary and oral evidences adduced before me, prepared my Inquiry Report as hereunder.
2. **PARTICIPATION BY THE CHARGED OFFICER IN THE INQUIRY AND DEFENCE ASSISTANCE AVAILABLE TO HER.**

The Charged Officer (CO) participated in the inquiry from beginning to the end. She did not engage any Defense Assistance throughout the inquiry proceedings.

3. **ARTICLE OF CHARGES AND SUBSTANCE OF IMPUTATION OF MISCONDUCT OR MIS-BEHAVIOUR**

The following seven article of charges have been framed against Dr. M. Jeeva, Associate Professor, Subramania Bharathi School of Tamil Language & Literature, Pondicherry University.

ANNEXURE-I

STATEMENT OF ARTICLES OF CHARGE FRAMED AGAINST DR. M. JEEVA, ASSOCIATE PROFESSOR, SUBRAMANIA BHARATHI SCHOOL OF TAMIL LANGUAGE & LITERATURE, PONDICHERRY UNIVERSITY, PUDUCHERRY.

ARTICLE-I

That the said Dr. M. Jeeva, Associate Professor, School of Tamil on 25.03.2019 in between 7.30 a.m and 8.30 a.m. has entered the School of Tamil premises and has locked the main gate with chain lock and all the faculty rooms in the School of Tamil with locks which were brought by her.

ARTICLE-II

That the said Dr. M. Jeeva, Associate Professor, School of Tamil on 25.03.2019 in between 7.30 a.m. and 8.30 a.m. has pasted 10 no's of posters containing derogatory remarks against the University, Dean and other Faculty members of the School of Tamil.

ARTICLE-III

That the said Dr. M. Jeeva, Associate Professor, School of Tamil has been persistently creating disturbance to the academic environment in her work place i.e, School of Tamil, by her violent disruptive behavior, using vulgar and unparliamentary language and displaying belligerent indiscipline against the Dean, faculty, Students and Non -Teaching Staffs of the School of Tamil, repeatedly in a number of incidents.

ARTICLE-IV

That the said Dr. M. Jeeva, Associate Professor, School of Tamil on 11.07.2018 has brutally assaulted Shri. M. Eganathan Senior Assistant, School of Tamil with a cricket bat causing injury and inflicting severe pain.

ARTICLE-V

That the said Dr. M. Jeeva, Associate Professor, School of Tamil on 17.11.2018 has conducted Exam for the soft core course "Spoken Tamil" for 274 students in one room which can accommodate 90 students only and the students were forced to sit on the ground and made to write the examination.

ARTICLE-VI

That the said Dr. M. Jeeva, Associate Professor, School of Tamil on 18.12.2018 has set fire to the Personal car of Prof. A. Thirunagalingam former Dean(i/c) School of Tamil bearing Reg No: PY01 CT0918 Maruti Suzuki Dezire which was parked in the parking area close to the School of Tamil.

ARTICLE-VII

That the said Dr. M. Jeeva, Associate Professor, School of Tamil has been in the habit of absenting herself without prior approval or sanction of leave. For instance she has been absent on 23.04.2018, 24.04.2018, 27.06.2018, 28.08.2018 and 29.08.2018,

By the above acts of gross misconduct, which are highly unbecoming of a teacher of the University, Dr. M. Jeeva has thus violated the Rule 3 (1) (i), (ii) and (iii) of the Ordinances governing the Conduct of the employee of the University.

ANNEXURE-II

STATEMENT OF IMPUTATION OF MISCONDUCT IN SUPPORT OF THE ARTICLE OF CHARGE FRAMED AGAINST DR. M. JEEVA, ASSOCIATE PROFESSOR, SUBRAMANIA BHARATHI SCHOOL OF TAMIL LANGUAGE & LITERATURE, PONDICHERRY UNIVERSITY, PUDUCHERRY.

ARTICLE-I

That the said Dr. M. Jeeva, on 25.03.2019 in between 7.30 a.m and 8.30 a.m , has entered in the School of Tamil premises and started locking all the faculty rooms with lock which were brought by her. Further, she locked the main gate with chain lock and pasted posters at the entrance of the Tamil Department. Immediately Shri.Christopher David, Assistant Security Officer (ASO), Shri. Arjunan Supervising Officer and Shri. Ravi, QRT of *Mis. SIS Ltd.*, rushed to the spot and asked her not to do her illegal act of locking the doors. However, she denied to open the door despite correcting her act. After persistent efforts by the ASO along with his personnel pacified the individual and the locks were removed by her.

ARTICLE-II

Dr. M. Jeeva has also pasted 10 numbers of posters containing derogatory remarks against the University, Dean and other faculty members of the School of Tamil. The security personnels removed the posters and the images and video footage of the same were submitted by the V & S section.

ARTICLE-III

That the said Dr. M. Jeeva has been indulging in criminal activities and using unparliamentary language and displaying belligerent indiscipline against the Dean, faculty students and non-teaching staff of the School of Tamil, repeatedly in a number of incidents.

(i) On 28.11.2017 the Dean, School of Tamil informed Dr. M. Jeeva that due to the absence of the selected External Examiner, the papers should be handed over to the other External Examiners who are evaluating the exam papers for External evaluation process. For this Dr.

M. Jeeva replied to the Dean, that 'I do not hand over my exam papers to anybody' "you can't do anything for this to me" in Tamil. She has also shouted barbarously against the Dean and using unparliamentary words, saying that "I will see how can you publish the result for this semester?". In the faculty meeting also Dr. M. Jeeva behaved in cruel manner and shouted against the Dean using unparliamentary words when all the faculty members were present. The present Dean, Dr.K. Ilamathy Janakiraman has also informed that Dr. M. Jeeva came to her chamber on 01.07.2019 around 11.00 a.m. and shouted against her using abusive language and vulgar words, in front of the other department students and office staff.

(ii) Dr (Mrs) M. Jeeva, on 29.03.2018 had threatened to kill Dr. B. Ravikumar, Assistant Professor, School of Tamil, at his chamber recorder in vide complaint letter dated 11.04.2018

(iii) On 24.07.2018 Dr (Mrs) M. Jeeva had misbehaved with Dr.K. Ilamathy Janakiraman, Professor, School of Tamil.

ARTICLE - IV

That the said Dr. M. Jeeva, Associate Professor, School of Tamil on 11.07.2018 has called Shri. M. Eganathan who was inside Dean's office to come to the Department office and brutally assaulted him with cricket bat causing injury and inflicting severe pain.

Shri. M. Eganathan had submitted a complaint through proper channel to the Registrar about the assault by cricket bat by Dr. M. Jeeva. The Committee constituted by the University under the chairmanship of Dr. C.S. Radhakrishnan has also looked into the issue.

Dr. M. Jeeva had also agreed that she had beaten Shri. M. Eganathan Senior Assistant of the School of Tamil with cricket bat causing injury and inflicting severe pain, before the committee chaired by Dr. C.S. Radhakrishnan, Professor of Sanskrit on 26.07.2018

ARTICLE - V

That the said Dr. M. Jeeva conducted Exam on 17.11.2018 for the soft core for 274 students in one room. Earlier, Dr. M. Jeeva had told that there are only 60 students for the softcore course, later she admitted 274 students. But the hall has the capacity to accommodate 90 students only. The students were forced to sit on the ground and made to write the examination. Dr.A, Thirunagalingam former Dean, School of Tamil had sent a complaint dated 29.11.2018

ARTICLE - VI

That the said Dr. M. Jeeva, Associate Professor, School of Tamil on 18.12.2018 has set fire to the personal Car of Prof. A. Thirunagalingam, former Dean (i/c), School of Tamil bearing Reg. No: PY01 CT0918 Maruti Suzuki Dezire which was parked in the parking area close to the School of Tamil.

The then Dean, Dr. A, Thirunagalingam had informed vide his letter dated 18.12.2018 about this incident and has also raised the suspicion that Dr. M. Jeeva had set fire to his Car. An FIR No.77/2018 has also been filed with the Kalapet Police station on 20.12.2018 by him.

ARTICLE - VII

That the said Dr. M. Jeeva Associate Professor, School of Tamil has been in the habit of absenting herself without prior approval or sanction of leave. The then Dean, Dr. A, Thirunagalingam had intimated the authorities vide his letters dated 27.04.2018, 17.07.2018 and 04.09.2018 that Dr. M. Jeeva has been on unauthorized absence on 23.04.2018, 24.04.2018, 27.06.2018, 28.08.2018 and 29.08.2018. Dr. M. Jeeva was not ready to tell the reason for her absence and not ready to apply for Leave Management System.

By the above acts of gross misconduct which are highly unbecoming of a teacher of the University, Dr. M. Jeeva has thus violated the Rule 3 (1) (i), (ii) & (iii) of the Ordinances Governing the conduct of the employee of the University.

ANNEXURE -III

LIST OF DOCUMENTS BY WHICH ARTICLES OF CHARGE FRAMED AGAINST DR. M. JEEVA, ASSOCIATE PROFESSOR, SUBRAMANIA BHARATHI SCHOOL OF TAMIL LANGUAGE & LITERATURE, PONDICHERRY UNIVERSITY, PUDUCHERRY PROPOSED TO BE SUSTAINED

1. Copy of the complaint received from the student, School of Tamil
2. Copy of the complaints received from the Dean, School of Tamil
3. Copy of the FIR received from Kalapet Police Station
4. Copy of the complaint received from OSD
5. Posters pasted by Dr. M. Jeeva
6. Memorandum No.PU/Estt(T)/ET-3/2019-20/125 dated: 10.05.2019
7. Letter dated 22.05.2019 of Dr. M. Jeeva
8. Letter dated 26.06.2019 received from Dr. B. Ravikumar, School of Tamil
9. Letters dated 01.07.2019 received from the Dean, School of Tamil
10. Letter dated 02.08.2019 received from Dr. M. Jeeva

ANNEXURE -IV

**LIST OF WITNESSES BY WHOM ARTICLES OF CHARGE
FRAMED AGAINST DR. M. JEEVA, ASSOCIATE PROFESSOR,
SUBRAMANIA BHARATHI SCHOOL TAMIL LANGUAGE &
LITERATURE, PONDICHERRY UNIVERSITY,
PUDUCHERRY ARE PROPOSED TO BE SUSTAINED.**

- (1) Dr. K. Ilamathy Janakiraman
Dean
Subramania Bharathi School of Tamil
Pondicherry University
- (2) Dr. A. Thirunagalingam
Professor
Subramania Bharathi
School of Tamil
Pondicherry University
- (3) Shri. B. Purushothaman
Security Guard
School of Tamil
Silver Jubilee campus
Pondicherry University

4. CASE OF THE DISCIPLINARY AUTHORITY

Dr. M. Jeeva, Associate Professor, Subramania Bharathi School of Tamil Language & Literature has been indulging in activities such as use of unparliamentary language, displaying belligerent indiscipline and misbehavior against the Dean, Faculty, Students and Non-Teaching Staffs of the SBSTL&L repeatedly in number of incidents. She has gone to the extent of assaulting a Non-teaching Staff of the School and threatening to murder the faculty of the School.

Seven articles of charges have been framed against Dr. M. Jeeva. vide Memo No.PU/Estt(T)/ET-3/2019/-20/202 dated 20.11.2019. Dr. M. Jeeva had submitted an explanation dated 06/12/2019 wherein she has not admitted charges framed against her. She was placed under suspension w.e.f. 31/07/2019.

Dr. V. Mangaiyarkarasi, Professor and Head, Dept., of Sports Psychology and Sociology Sports Management, Tamil Nadu Physical Education and Sports University, Chennai was appointed as Enquiry Officer to conduct the enquiry and Dr. S. Murugaiyan, Assistant Registrar, Examination Wing, Pondicherry University as Presenting Officer.

The preliminary hearing of the enquiry proceedings was held on 13.12.21 in which Dr. M. Jeeva appeared before the Enquiry Officer in person. Dr. M. Jeeva denied the charges framed against her. An opportunity was given to her to engage a defense assistant to assist her in the enquiry proceedings. But, Dr. M. Jeeva opted not to take the assistance of any defense assistant.

During the next hearing held on 19.01.2022, the Presenting Officer submitted the original documents as in Annexure –III of charge sheet. The documents were inspected and taken on the record as PE1, PE2, PE3, PE4, PE5 and PE6. Due to Covid protocol the tentative date of the next hearing was fixed to 02.02.22.

Prof. K. Ilamathy Janakiraman (PW1), the then Dean, SBSTL&L, Prof. Thirunagalingam (PW2), the then Dean, SBSTL&L and Shri. B. Purushothaman (PW3), Security Guard, Silver Jubilee Campus, SBSTL&L appeared before the Enquiry

Officer for examination and cross examination on 13/05/22. All the three witnesses who appeared on the University side deposed in support of the article of charges framed against Dr. M. Jeeva and confirmed the contents of the earlier complaints. No document or witness was relied upon on the defense side for examination. Examination of witnesses was closed and brief was asked to be submitted. Brief was submitted by the Presenting Officer dated 23.08.22 and by Dr. M. Jeeva.

5. CASE OF DEFENDANT

Dr. M. Jeeva in her written brief submitted to Enquiry Officer has drawn extraneous issues which are not relevant to the article of charges framed against her. The statements made by her in the brief are fraught with presumptions and allegations out of surmises. Dr. M. Jeeva has not relied upon any documents or witnesses to defend her side.

6. ANALYSIS AND ASSESSMENT OF EVIDENCE

ARTICLE - I

That the said Dr. M. Jeeva, Associate Professor, School of Tamil on 25.03.2019 in between 7.30 a.m and 8.30 a.m. has entered the School of Tamil premises and has locked the main gate with chain lock and all the faculty rooms in the School of Tamil with locks which were brought by her.

ARTICLE-II

That the said Dr. M. Jeeva, Associate Professor, School of Tamil on 25.03.2019 in between 7.30 a.m. and 8.30 a.m. has pasted 10 Nos of posters containing derogatory remarks against the University, Dean and other faculty members of the School of Tamil

Shri. B. Purushothaman, Security Guard (PW3) has deposed before the enquiry officer and has confirmed that he had lodged earlier complaints and statements given by him with regard to the incident on 25/03/19 are true. He has stated that he had stopped Dr. M. Jeeva whom pasting of posters and immediately informed to Shri. David, Assistant Security Officer. He also affirmed that all the Security Officers gathered in School of Tamil and stopped the activities of Dr. M. Jeeva. However, Dr. M. Jeeva locked the rooms. After persuasion Dr. M. Jeeva opened the rooms locked by her. The charged faculty has accepted that she locked the rooms of the School and also admitted that she had pasted the posters containing derogatory remarks against the University and other faculty members.

ARTICLE-III

That the said Dr. M. Jeeva, Associate Professor, School of Tamil had been persistently creating disturbance to the academic environment in her work place i.e, School of Tamil, by her violent disruptive behavior, using vulgar and unparliamentary language and displaying belligerent indiscipline against the Dean, faculty, Students and Non-Teaching Staff of the School of Tamil, repeatedly in a number of incidents.

Dr. K. Ilamathy Janakiraman (PW1) the then Dean, SBSTL&L appeared before the enquiry and confirmed that she had sent a letter narrating the incident on the conduct of examination and preparing model question paper for Spoken Tamil subject and vulgar argument made by Dr. M. Jeeva. Dr. K. Ilamathy Janakiraman also stated that Dr. M. Jeeva misbehaved and used of insulting abusive words against her in front of students which created disturbances in the academic environment of the school. Dr.K. Ilamathy Janakiraman has already given a complaint to the Registrar on the above incidents which has marked as exhibit in the proceedings. Dr. M. Jeeva has also threatened to murder Dr. Ravikumar. He also sent a complaint on the incident. Similarly, Dr. M. Jeeva has also used vulgar words against other faculty as corroborated by the exhibits marked. She has also assaulted Shri. Eganathan, Senior Assistant of the School with cricket bat.

ARTICLE - IV

That the said Dr. M. Jeeva, Associate Professor, School of Tamil on 11.07.2018 has brutally assaulted Shri. M. Eganathan Senior Assistant, School of Tamil with a cricket bat causing injury and inflicting severe pain.

Dr. Thirunagalingam, (PW2) the then Dean, SBSTL&L appeared before the enquiry and narrated the incident of assaulted exhibit by Dr. M. Jeeva against Shri. M. Eganathan, Office Manager on 11.07.2018 in which Shri. M. Eganathan sustained injury. The Police complaint was also been lodged on the incident. Dr. Thirunagalingam has sent a letter dated 28.11.17 to the Registrar marked as

document. Dr. M. Jeeva has admitted that she had beaten Shri. M. Eganathan with cricket bat.

ARTICLE - V

That the said Dr. M. Jeeva, Associate Professor, School of Tamil on 17.11.2018 has conducted Exam for the soft core course "Spoken Tamil" for 274 students in one room which can accommodate 90 students only and the students were forced to sit on the ground and made to write the examination

Dr. Thirunagalingam (PW1) the then Dean, SBSTL&L appeared before the enquiry and deposed that he had already lodged a complaint letter dated 20.11.2018 on the conduct of exam by Dr. M. Jeeva dated 17.11'18 for 274 students in one room which could accommodate only 90 students.

ARTICLE - VI

That the said Dr. M. Jeeva, Associate Professor, School of Tamil on 18.12.2018 has set fire to the Personal car of Prof. A. Thirunagalingam former Dean(i/c) School of Tamil bearing Reg No: PY01 CT0918 Maruti Suzuki Dezire which was parked in the parking area close to the School of Tamil.

With regard to the Article of Charge-VI, Dr. Thirunagalingam (PW2), the then Dean, Subramania Bharathi School of Tamil Language & Literature appeared before the enquiry officer and confirmed the contents of the earlier complaint lodged by him and also with the Station House Officer, Kalapet Police Station out of which FIR No.77/2018 dated 20/12/2018 has been filed which is marked as document PE-3 herein. He has deposed that his car No.PY01CT 0918 Swift Desire which was parked in the portico in front of School of Tamil suddenly started burning and all the students rushed to pour water to stop burning of the car. A plastic bottle filled with petrol was found under the car and a burnt matchstick was found near the car.

Dr. Thirunagalingam has written a complaint to the OSD in which he has mentioned that Dr. M. Jeeva was also in the place of occurrence.

Hence he has suspected her. Based on the FIR filed on the incident, the Police is investigating into the incident which took place on 18.12'2018.

ARTICLE-VII

That the said Dr. M. Jeeva, Associate Professor, School of Tamil has been in the habit of absenting herself without prior approval or sanction of leave. For instance she had been absent on 23.04.2018, 24.04.2018, 27.06.2018, 28.08.2018 and 29.08.2018.

Dr. Thirunagalingam, the then Dean, Subramania Bharathi School of Tamil Language and Literature has informed the University authorities that Dr. M. Jeeva has been in the habit of absenting herself without prior approval for the sanction of leave vide letters dated 27.04.18, 17.07.18, 04.09.18. He has pointed out that Dr. M. Jeeva has been absent unauthorisidely on 23.04.18, 24.04.18, 27.06.18, 28.08.18 and 29.08.18. But, Dr. M. Jeeva does not ready to tell the reason for her absence and also failed to apply leave under leave management system.

Dr. Thirunagalingam appeared before the enquiry officer and confirmed the above facts. However, Dr. M. Jeeva claimed that she had been applied for viva-voce for 5 days and she had also submitted hard copy of the leave letter for those days of absence. But the Head of the Department had torn the leave letter and put it in the dustbin. However, she did not provide any reason for not applying leave through Leave management system portal.

7. FINDINGS

Based on the exhibits brought before the inquiry and depositions made before me and assessment of evidences and the principles of preponderance of probabilities, I arrive at logical conclusion and record my findings.

It is appropriate to note that the charges are consistent with the facts of the case. The enquiry has been conducted as per laid down procedure. No adverse inference has been brought out by the charged faculty. The counter claims made by the charged faculty are unsustainable and not corroborated by facts or reason.

With regard to the Article of Charge No.6, relating to the burning of car belonging to Dr. Thirunagalingam, the then Dean, Subramania Bharathi School of Tamil Language and Literature on 18.12.18, a FIR has been filed on the incident and the Police is investigating on the said incident. Hence, I would like to refrain from making my observations or findings on the same. It is also pertinent to mention here the principles propounded by

Justice VR Krishna Iyer in
State of Haryana Vs Ratan Singh

"It is well settled that in a domestic enquiry the strict and sophisticated rules of evidence under the Indian Evidence Act may not apply. All materials which are logically probative for a prudent mind are permissible".

The Honorable Supreme Court in Union of India Vs Sardar Bahadur 1972 SLR, SC355 has given clear rulings to the effect that "disciplinary proceeding is not a criminal trial and the standard of proof required in a disciplinary enquiry is that of preponderance of probability and not proof beyond reasonable doubt, which is the proof required in a criminal trial".

In conclusion my findings are:

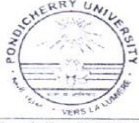
- | | | |
|--------------------------|---|---------------|
| 1) Article of Charge I | - | Proved |
| 2) Article of Charge II | - | Proved |
| 3) Article of Charge III | - | Proved |
| 4) Article of Charge IV | - | Proved |

- 5) Article of Charge V - **Proved**
6) Article of Charge VI - I refrain from recording my findings
in view of the investigation pending

*FIR No. 77/2018 dated 20.12.2018 by
the Station House Officer, Kalapet*

- 7) Article of Charge VII - **Proved**


Dr. V. Mangaiyarkarasi 21/2/22,
Inquiry Officer



PONDICHERRY UNIVERSITY
(A Central University)

*Bharat Ratna Dr. B.R. Ambedkar Administrative Building,
R. Venkataraman Nagar, Kalapet, Puducherry – 605 014*

Prof. RAJNEESH BHUTANI
REGISTRAR (i/c)

CONFIDENTIAL

Ref.No: PU/ESTT(T)/ET3/2023/547/

Date:24/03/2023

MEMORANDUM

Sub: PU – Estt (T) – Dr. M. Jeeva, Associate Professor, Subramania Bharathi School of Tamil Language & Literature– Disciplinary proceedings initiated against her – Conclusion of Inquiry – Supply of Inquiry Report – Reg.

Ref.: 1. Office Order No.PU/ESTT(T)/ET3/2019-20/158 dated: 31/07/2019
2. Inquiry report dated 21/02/2023

It is informed that enquiry proceedings initiated against Dr. M. Jeeva, Associate Professor, Subramania Bharathi School of Tamil Language & Literature, Pondicherry University has concluded and the report has been received from the Inquiry Officer. The Disciplinary Authority has to take a decision on the report.

Now, therefore Dr. M. Jeeva, Associate Professor, Subramania Bharathi School of Tamil Language & Literature, Pondicherry University is directed to submit her explanation, if any on the inquiry report herewith enclosed **on or before 10th April 2023** (15 days from date of issue) failing which, it will be presumed that she has no explanation to offer and further action will be taken accordingly.

// BY ORDER //


REGISTRAR (i/c)

Encl: Copy of the Report

To
Dr. M. Jeeva
Associate Professor
Nethaji Street
Chinnakalpet
Puducherry – 605 014.

OSD (Admin)
Ind
Steps

9.2252



पाण्डिचेरी विश्वविद्यालय
(पाण्डिचेरी विश्वविद्यालयनियम 53, 1985 केअंतर्गतस्थापितकेन्द्रीयविश्वविद्यालय)
PONDICHERY UNIVERSITY
(A Central University established by an Act of Parliament No.53 of 1985)
स्थापना अनुभाग - ESTABLISHMENT SECTION

K. MAHESH
ASSISTANT REGISTRAR (ESTT.)

Dr. B.R. AMBEDKAR ADMN. BUILDING
R.V. NAGAR, KALAPET
PUDUCHERRY-605014
PHONE-0413-2654227

Ref. No. PU/Estt.(T)/ET3/2023/45

Date: 22/06/2023

MEMORANDUM

Sub: PU – Estt (T) – Dr. M. Jeeva, Associate Professor, Subramania Bharathi School of Tamil Language & Literature– Disciplinary proceedings initiated against her – Conclusion of Inquiry – Supply of Inquiry Report – Reg.

- Ref.: 1. Office Order No.PU/ESTT(T)/ET3/2019-20/158 dated: 31/07/2019
2. Inquiry report dated 21/02/2023
3. Memorandum No.PU/ESTT(T)/ET3/2023/541 dated : 24/03/2023
4. Your letters dated 03/04/2023 and 11/02/2023

In continuation of the Memorandum 3rd cited, Dr. M. Jeeva, Associate Professor, Subramania Bharathi School of Tamil Language & Literature, Pondicherry University is once again given an opportunity to submit her explanation, if any on the inquiry report on or before 10th July 2023 (15 days from date of issue) failing which, it will be presumed that she has no explanation to offer and further action will be taken accordingly.

// BY ORDER //

K. Mahesh
22/06/2023
ASSISTANT REGISTRAR (ESTT.)

To
Dr. M. Jeeva (under suspension)
Associate Professor
Nethaji Street
Chinnakalpet
Puducherry – 605 014.

27 JUN 2023 766

PU/Regr/No. 2460
Dt/ 27 / 06 / 2023

ഗ്രേസ്. ഗ്രേസ്.

இணைப்புகள் (Gender Suspension)

96492000.

പഞ്ചാലിംഗം പാർത്ഥനാർ മൃഗം,

Умножи 26-14.

Sub: Conclusion of Enquiry:

1. Office order No. pu/ESTTCT/ET3/2019-20/158 dated 31/07/2019.
2. Inquiry Report dated 20/02/2023
3. Memorandum No: PU/ESTTCT/ET3/2023/541 dated: 24/03/2023
4. Ref No: pu/ESTTCT/ET3/2023/45 dated 22/06/2023

To,
The Registrar,
Pondicherry University,
Pondicherry - 14.

ഭൂമിശാസ്ത്രവും പട്ടണത്തിന്റെ ചരിത്രവും,

[illegible]

[illegible]

PONDICHERRY UNIVERSITY
PUDUCHERRY

SERVICE DETAILS OF DR. M. JEEVA, ASSOCIATE PROFESSOR,
SUBRAMANIA BHARATHI SCHOOL OF TAMIL LANGUAGE &
LITERATURE (UNDER SUSPENSION), PONDICHERRY UNIVERSITY

1. Date of Birth : 21/04/1965
2. Date of appointment : 10/04/2012
3. Date of completion of probation
period in the entry post : 09/04/2013
4. Promotion awarded : No
5. Basic Pay : Rs.1,47,900/-p.m. as on
31/07/2019 (Academic Level 13A)
6. Subsistence allowance : 50% of basic pay and allowances
7. Disciplinary action initiated in
the past/punishment imposed if any: No

- (b) direct a disciplinary authority to institute disciplinary proceedings against any employee on whom that disciplinary authority is competent to impose under these rules any of the penalties specified in rule 6.

(2) A disciplinary authority competent under these rules to impose any of the penalties specified in clauses (i) to (iv) of rule 6 may institute disciplinary proceedings against any employee for the imposition of any of the penalties specified in clause (v) to (ix) of rule 6 notwithstanding that such disciplinary authority is not competent under those rules to impose any of the latter penalties.

PART—IV

PROCEDURE FOR IMPOSING PENALTIES

9. (1) No order imposing any of the penalties specified in clauses (v) to (ix) of rule 6 shall be made except after an enquiry held as may be, in the manner provided in this rule and rule 11.

Procedure for imposing major penalties

Inq

(2) Whenever the disciplinary authority is of the opinion that there are grounds for enquiry into the truth of any imputation of misconduct or misbehaviour against any employee, it may itself enquire into, or appoint under this rule an authority to enquire into the truth thereof.

Explanation: Where the disciplinary authority itself holds the enquiry, any reference in sub-rule (7) to sub-rule and in sub-rule (20) (22) to the enquiring authority shall be construed as a reference to the disciplinary authority.

(3) Where it is proposed to hold an enquiry against an employee under this rule and rule 11, the disciplinary authority shall draw up or cause to be drawn up:

- (i) the substance of the imputations of misconduct or misbehaviour into definite and distinct articles of charge;
- (ii) a statement of the imputations of misconduct or misbehaviour in support of each article of charge which shall contain—
 - (a) a statement of all relevant facts including any admission or confessions made by the employee;
 - (b) a list of documents by which and a list of witnesses by whom the articles of charge are proposed to be sustained.

(4) The disciplinary authority shall deliver or cause to be delivered to the employee a copy of the articles of charge, the statement of the imputations of misconduct or misbehaviour and a list of documents and witnesses by which each article of charge is proposed to be sustained, and shall require the employee to submit, within such time as may be specified, a written statement of his defence and to state whether he desires to be heard in person.

at the not day

his

sta he the the

ch

tin wt ex ev

(5)(a) On receipt of the written statement of defence the disciplinary authority may itself enquire into such of the articles of charge as are not admitted, or if it considers it necessary to do so, appoint under sub-rule (2) an inquiring authority for the purpose and where all the articles of charge have been admitted by the employee in his written statement of defence the disciplinary authority shall record its findings on each charge after taking such evidence as it may think fit and shall act in the manner laid down in Rule 10.

(b) If no written statement of defence is submitted by the employee, the disciplinary authority may itself inquire into the articles of charge, or may, if it considers it necessary to do so, appoint under sub-rule (2) an inquiring authority for the purpose.

(c) Where the disciplinary authority itself inquires into any article of charge or appoints an inquiring authority for holding an inquiry into such charge, it may by an order, appoint an employee to be known as the "presenting officer" to present on its behalf the case in support to the articles of charge.

(6) The disciplinary authority shall, where it is not the inquiring authority forward to the inquiring authority:

- (i) a copy of the articles of charge and the statement of the imputations of misconduct or misbehaviour;
- (ii) a copy of the written statement of defence, if any, submitted by the employee;
- (iii) a copy of the statements of witnesses, if any, referred to in sub-rule (3)
- (iv) evidence proving the delivery of the documents referred to in sub-rule (3) to them;
- (v) a copy of the order appointing the Presenting Officer.

(7) The employee shall appear in person before the enquiring authority on such day and at such time within fifteen working days from the date of receipt by him of the articles of charge and the statement of the imputations of misconduct or misbehaviour as the inquiring authority may, by a notice in writing specify in this behalf, or within such further time, not exceeding fifteen days, as the inquiring authority may allow.

(8) The employee may take the assistance of any other employee to present the case on his behalf but shall not engage a legal practitioner for the purpose.

(9) If the employee who has not admitted any of the articles of charge in his written statement of defence, appears before the inquiring authority, such authority shall ask him whether he is guilty or has any defence to make and if he pleads guilty to any of the articles of charge, the inquiring authority shall record the plea, sign the record and obtain the signature of the employee thereon.

(10) The inquiring authority shall return a finding of guilt in respect of those articles of charge to which the employee pleads guilty.

(11) The inquiring authority shall, if the employee fails to appear within the specified time or refuses or omits to plead guilty, require the Presenting Officer to produce the evidence by which he proposes to prove the articles of charge and shall adjourn the case to a later date not exceeding thirty days, after recording an order that employee may for the purpose of preparing his evidence;

(i) Inspect within five days of the order or within such further time not exceeding five days as the Inquiring authority may allow, the documents specified in the list referred to in sub-rule (3).

(ii) Submit a list of witnesses to be examined on his behalf.

Note: If the employee applies orally or in writing for the supply of copies of the statement of witnesses mentioned in the list referred to in sub-rule (2) the Inquiring authority shall furnish to the employee with such copies as early as possible and in any case not less than three days before the commencement of the examination of the witnesses on behalf of the disciplinary authority.

(iii) Give a notice within ten days of the order or within such further time not exceeding ten days as the Inquiring authority may allow, the production of any documents which are in the possession of the University but not mentioned in the list referred to in sub-rule 3.

Note: The employee shall indicate the relevance of the documents required by him to be produced by the University.

(12) The Inquiring authority shall, on receipt of the notice for the production of documents forward the same or copies thereof to the authority in whose custody or possession the documents are kept, with a requisition for the production of the documents by such date as may be specified in such requisition.

Provided that, the Inquiring authority may, for reasons to be recorded by it in writing, refuse to requisition such of the documents as are, in its opinion, not relevant to the case or not in the best interests of the University.

(13) On receipt of the requisition referred to in sub-rule (12) every authority having the custody or possession of the requisitioned documents shall produce the same before the Inquiring authority.

Provided that, if the authority having the custody or possession of the requisitioned documents is satisfied for reasons to be recorded by it in writing that the production of all or any of such documents could be against the public interest of the University, it shall inform the Inquiring authority accordingly and the Inquiring authority shall, on being so informed, communicate the information to the employee and withdraw the requisition made by it for the production of such documents.

(14) On the date fixed for the inquiry the oral and documentary evidence by which the articles of charge are proposed to be proved shall be produced by or on behalf of the disciplinary authority. The witness shall be examined by or on behalf of the employee. The Presenting Officer shall be entitled to re-examine the witnesses on any point on which they have been cross examined. The Inquiring authority may also put such questions to the witnesses as it thinks fit.

(15) If it shall appear necessary before the close of the case on behalf of the disciplinary authority the Inquiring authority, may in its discretion, allow the Presenting Officer to produce evidence not included in the list given to the employee, or may itself call for new evidence or recall and re-examine any witnesses and in such case the employee shall be entitled to have, if he demands it,

a copy of the list of further evidence proposed to be produced and an adjournment of the inquiry for at least three clear days before the production of such new evidence, exclusive of the day of adjournment and the day to which the inquiry is adjourned. The inquiring authority shall give the employee an opportunity of inspecting such documents before they are taken on the record. The inquiring authority may also allow the employee to produce new evidence if it is of the opinion that the production of such evidence is necessary in the interests of justice.

Note: New evidence shall not be permitted or called for or any witness shall not be recalled to fill up any gap in the evidence. Such evidence may be called for only when there is an inherent lacuna or defect in the evidence which has been produced originally.

(16) When the case for the disciplinary authority is closed, the employee shall be required to state his defence, orally or in writing as he may prefer. If the defence is made orally, it shall be recorded and the employee shall be required to sign the record. In either case a copy of the statement of defence shall be given to the Presenting Officer, if any, appointed.

(17) The evidence on behalf of the employee shall then be produced. The employee may examine himself in his own behalf if he so prefers. The witnesses produced by the employee shall then be examined and shall be liable to cross-examination, re-examination and examination by the inquiring authority.

(18) The inquiring authority may, after the employee closes his case, and shall if the employee has not examined himself generally question him on the circumstances appearing against the employee in the evidence for the purpose of enabling the employee to explain any circumstances appearing in evidence against him.

(19) The inquiring authority may, after the completion of the production of evidence, hear the Presenting Officer, if any, appointed, and the employee, or permit them to file written briefs of their respective case, if they so desire.

(20) If the employee to whom the copy of the articles of charge has been delivered, does not submit the written statement of the defence on or before the date specified for the purpose, or does not appear in person before the inquiring authority or otherwise fails or refuses to comply with the provisions of this rule, the inquiring authority may hold the inquiry *ex-parte*.

(21) (a) Where a disciplinary authority competent to impose any of the penalties specified in clauses (i) to (iv) of rule 6 but not competent to impose any of the penalties specified in clauses (v) to (ix) of the rule has itself enquired into or caused to be inquired into the articles of any charge and that authority having regard to its own findings or having regard to its decision on any of the findings of any inquiring authority appointed by it, is of the opinion that the penalties specified in clauses (v) to (ix) of rule 6 should be imposed on the employee, that authority shall forward the records of the inquiry to such disciplinary authority as is competent to impose the last mentioned penalties.

- (b) The disciplinary authority to which the records are so forwarded may act on the evidence on the record or may, if it is of the opinion that further examination of any of the witnesses is necessary in the interests of justice, recall the witness and examine, cross-examine and re-examine the witnesses and may impose on the employee such penalty as it may deem fit in accordance with these rules.

Action
inquiry
report

(22) Whenever any inquiring authority, after having heard and recorded the whole or any part of the evidence in an inquiry ceases to exercise jurisdiction therein, and is succeeded by another inquiring authority which has, and which exercises such jurisdiction, the inquiring authority so succeeding may act on the evidence so recorded by its predecessor, or partly recorded by its predecessor and partly recorded by itself.

Provided that if the succeeding inquiring authority is of the opinion that further examination of any of the witnesses whose evidence has already been recorded is necessary in the interests of justice, it may recall, examine, cross-examine and re-examine any such witnesses as herein before provided.

- (23) (i) After the conclusion of the inquiry, report shall be prepared and it shall contain—
- (a) the articles of charge and the statement of the imputations of misconduct or misbehaviour;
 - (b) the defence of the employee in respect of each article of charge;
 - (c) an assessment of the evidence in respect of each article of charge;
 - (d) the findings on each article of charge and reasons therefor.

Procedu
imposin
minor
penalties

Explanation :

If in the opinion of the inquiring authority the proceedings of the inquiry establish any article of the charge different from the original articles of the charge, it may record its findings on such article of charge:

Provided that the findings on such article of charge shall not be recorded unless the employee has either admitted the facts on which such articles of charge is based or has had a reasonable opportunity of defending himself against such article of charge.

- (ii) The inquiring authority, where it is not itself the disciplinary authority shall forward to the disciplinary authority the records of inquiry which shall include—
- (a) The report prepared by it under clause (i)
 - (b) the written statement of defence, if any submitted by the employee;
 - (c) the oral and documentary evidence produced in the course of the enquiry;
 - (d) written briefs, if any, filed by the Presenting Officer or the employee or both during the course of the inquiry and
 - (e) the order, if any made by the disciplinary authority and the inquiring authority in regard to the inquiry.

Action on the
inquiry
report

10. (1) The disciplinary authority, if it is not itself the inquiring authority may, for reason to be recorded in writing, remit the case to the inquiring authority for further inquiry and report and the inquiring authority shall thereupon proceed to hold the further inquiry according to the provisions of rule 9 as far as may be.

(2) The disciplinary authority shall, if it disagrees with the findings of the inquiring authority on any article of charge record its reasons for such disagreement and record its own findings on such charge, if the evidence on record is sufficient for the purpose.

(3) If the disciplinary authority having regard to its findings on all or any of the articles of charge is of the opinion that any of the penalties specified in clause (i) to (iv) of rule 6 should be imposed on the employee, it shall, notwithstanding anything contained in rule 11, make an order imposing such penalty.

(4) If the disciplinary authority having regard to its findings on all or any of the articles of charge and on the basis of the evidence adduced during the inquiry is of the opinion that any of the penalties specified in clauses (v) to (ix) of rule 6 should be imposed on the University employee, it shall make an order imposing such penalty and it shall not be necessary to give the University employee any opportunity of making representation on the penalty proposed to be imposed.

Procedure for
imposing
minor
penalties

11. (1) Subject to the provision of sub-rule (3) of rule 10 no order imposing on an employee any of the penalties specified in clauses (i) to (iv) of rule 6 shall be made except after—

- (a) informing the employee in writing of the proposal to take action against him and of the imputations of misconduct or misbehaviour on which it is proposed to be taken and giving him a reasonable opportunity of making such representation as he may wish to make against the proposal;
- (b) holding an inquiry in the manner laid down in sub-rule (3) to (23) of rule 9 in every case in which the disciplinary authority is of the opinion that such inquiry is necessary;
- (c) taking the representation if any, submitted by the employee under clause (a) and the record of inquiry, if any, held under clause (b) into consideration, and
- (d) recording a finding on each imputation of misconduct or misbehaviour;

(1 A) Notwithstanding anything contained in clause (b) of sub-rule (1) if in a case it is proposed, after considering the representation, if any, made by the employee under clause (a) of that sub-rule to withhold increments of pay and such withholding of increments is likely to affect adversely the amount of pension payable to the employee or to withhold increments of pay for a period exceeding three years or to withhold increments of pay with cumulative effect for any period, an inquiry shall be held in the manner laid down in sub-rule (3) to (23) of rule 9, before making any order imposing on the employee any such penalty.

(2) The record of the proceedings in such cases shall include—

- (i) a copy of the intimation to the employee of the proposal to take action against him;

- (ii) a copy of the statement of imputations of misconduct or misbehaviour delivered to him;
- (iii) his representation, if any;
- (iv) the evidence produced during inquiry;
- (v) the findings on each imputation of misconduct or misbehaviour; and
- (vi) the orders on the case together with the reasons thereof.

12. Orders passed by the disciplinary authority shall be communicated to the employee who shall also be supplied with a copy of the report of the inquiry, if any, held by the disciplinary authority and a copy of its findings, on each article of charge, or where the disciplinary authority is not the inquiring authority a copy of the report of the inquiring authority and a statement of the findings of the disciplinary authority together with brief reasons for its disagreement, if any, with the findings of the inquiring authority unless they have already been supplied to him.

Communi-
cation of
orders

13. (1) Where two or more employees are concerned in any case, the Executive Council or any other authority competent to impose the penalty of dismissal from service on all such employees may make an order directing that disciplinary action against all of them may be taken in a common proceeding.

Common
proceedings

Note: If the authorities competent to impose the penalty of dismissal on such employees are different an order for taking disciplinary action in a common proceeding may be made by the highest of such authorities with the consent of the others.

- (2) Subject to the provisions of sub-rule (2) of rule 7 any such order shall specify—
 - (i) the authority which may function as the disciplinary authority for the purpose of such common proceedings;
 - (ii) the penalties specified in rule 6 such disciplinary authority shall be competent to impose;
 - (iii) whether the procedure laid down in rule 9 and rule 10 or rule 11 shall be followed in the proceedings.

Provi-
dendi
person:
borro-
from-
authori

14. Notwithstanding anything contained in rule 9 to rule 13—

- (i) where any penalty is imposed on an employee on the ground of conduct which has led to his conviction on a criminal charge, or
- (ii) where the disciplinary authority is satisfied, for reasons to be recorded by it in writing that it is not reasonably practicable to hold an inquiry in the manner provided in these rules, the disciplinary authority may consider the circumstances of the case and make such orders thereon as it deems fit.

Special
procedure
in certain
cases

2024.149.08

TO CONSIDER THE ENQUIRY REPORT ON THE CHARGES AGAINST DR. K. VIJAYANAND, ASSISTANT PROFESSOR (UNDER SUSPENSION), DEPARTMENT OF COMPUTER SCIENCE, PONDICHERRY UNIVERSITY, PUDUCHERRY.

Dr. K. Vijayanand joined on 09.07.2003 as Assistant Professor (under suspension), Department of Computer Science of this University.

Dr. K. Vijayanand, Assistant Professor (under suspension), Department of Computer Science, Pondicherry University was placed under suspension w.e.f. 05.11.2015 for the following acts of gross misconducts and indiscipline such as he suppressed the fact of his arrest on 04.11.2015, detention in custody for his involvement in criminal acts by the Kalapet Police (**ENCLOSURE - I**):

The matter was placed before the Executive Council in its meeting held on 23/02/2016 and was approved vide Resolution No. 2016.120.36 dated 23/02/2016 (**ENCLOSURE - II**).

Hence, the departmental proceedings were initiated and the following charges were framed against Dr. K. Vijayanand, Assistant Professor (Under suspension)

Article I:

He was arrested on 04.11.2015 by the Kalapet Police for his involvement in a criminal case under section 498(A) and 307(IPC) registered vide CR No. 77/2015, dt. 05.11.2015.

Article II:

He has suppressed the fact of his arrest and detention in custody for his involvement in the criminal case vice Cr.No.77/2015 dt. 05.11.2015.

Article III:

He had included the name of Mrs. Kamala as legally wedded wife in the service records maintained by the University as per the declaration submitted by him, but had subsequently married one Mrs. Sangeetha on 01.05.2013.

Dr. K. Vijayanand, Assistant Professor (Under suspension), Department of Computer Science submitted his explanations and denied the charges framed against him. (**ENCLOSURE -III**)

Hence, Inquiry Authority & Presenting Officer were appointed (**ENCLOSURE - IV**)

ENQUIRY OFFICER - Dr. E. Murugan, Professor & Head, Dept. of Physical Chemistry, School of Chemical Science, University of Madras, Chennai.

PRESENTING OFFICER - Shri. S. Murugaiyan, Assistant Registrar, Examination Wing, Pondicherry University, Puducherry.

Report of the Inquiry Authority:

The Inquiry Authority completed the Inquiry and submitted the report on 11.01.2023 (**ENCLOSURE - V**).

The charges framed against Dr. K. Vijayanand, Assistant Professor (Under suspension), Department of Computer Science is held as **not proved**. Hence the enquiry findings of the committee has detailed below:

1) Article I:

The charge No.1 connected to involvement in criminal case is not proved since, the pronounced judgment declared that Dr. K. Vijayanand is acquitted from all the criminal charges.

2) Article II:

The charge No. 2 connected to not informing about his arrest to employer, Pondicherry University viz., the Registrar i/c, Pondicherry University has not proved. Since, he has sent email dated 30.12.2015 to the Dean, School of Engineering and Technology and HOD, Dept. of Computer Science, Prof. R. Subramanian about his arrest. Further, Prof. R. Subramanian accepted the receipt of email mentioned by Dr. K. Vijayanand and he also accepted his mistake for unable to forward the same to the Registrar i/c, Pondicherry University due to the heavy work pressure and hence, he rendered apology.

3) Article III:

The charge No.3 connected to the complaint, Mrs. Sangeetha and she has not claimed anything from employer, the Registrar i/c, Pondicherry University (or) Dr. K. Vijayanand. Hence, the charge is not proved.

The copy of the Enquiry Report was supplied to the Charged Officer vide this office memorandum dated 16.05.2023 with the direction to submit his explanation, if any on or before 01.06.2023 (**ENCLOSURE -VI**).

He submitted his explanation dated 21.05.2023 by mail and he also submitted his letter dt.06.06.2023 which is attached as (**ENCLOSURE – VII**).

Dr. K. Vijayanand, Assistant Professor, (Under suspension), Department of Computer Science has requested to take appropriate action at earliest possible.

The service details of Dr. K. Vijayanand, Assistant Professor, (Under suspension), Department of Computer Science is enclosed (**ENCLOSURE - VIII**).

Submitted for consideration of the Council.

Annexure - I

- 150 -



PONDICHERRY UNIVERSITY
PUDUCHERRY

suspension
order

Dr.J.SAMPATH
REGISTRAR (i/c.)

B.R.AMBEDKAR ADMN. BUILDING
R.V. NAGAR, KALAPET
PUDUCHERRY - 605 014
PHONE No. 0413-2654935
E-Mail ID: aradmin@pondiuni.edu.in

No. PU/Estt (T)/ET- 4/2015-16/193

Date: 18.11.2015

OFFICE ORDER NO. 193

Sub: PU-Dr.K.Vijayanand, Assistant Professor, Department of Computer Science, Pondicherry University- Cr.No.77/2015 under section 498-A, 307 IPC of Kalapet Police Station, dated 05.11.2015- Placed under deemed suspension w.e.f. 05.11.2015-Orders issued --Reg.

Ref: Letter dated 11.11.2015 of Sub-Inspector of Police, Kalapet, Police Station, Puducherry.

WHEREAS a criminal case in Cr.No.77/2015 under section 498-A, 307 IPC of Kalapet police station, dated 05.11.2015 has been filed against Dr.K.Vijayanand, Assistant Professor, Department of Computer Science, Pondicherry University involving criminal charge including moral turpitude and is under investigation;

AND WHEREAS the said Dr.K.Vijayanand, was arrested on 05.11.2015 at Chinnakalapet, Puducherry and detained and remains under custody for a period exceeding forty-eight hours/7 days;

AND WHEREAS the Dr.K.Vijayanand has also not informed the authorities of the University about his arrest and detention in custody and about the circumstances connected therewith and such conduct amounts to suppression of material facts;

AND WHEREAS the act of Dr.K.Vijayanand amounts to unbecoming of an employee of the Pondicherry University under Rule 3(1)(iii) of the Ordinances Governing the conduct of the Employees of the University read with Rule 3 (1) (iii) of the CCS (Conduct) Rules, 1964;

AND WHEREAS a disciplinary enquiry is contemplated against Dr.K.Vijayanand for such misconduct;

NOW, THEREFORE, Dr. K.Vijayanand is deemed to have been placed under suspension under Rule 5(1) (a) & (b) and (2) of the Ordinances Governing the Classification, Control and Appeal of the Employees of the University read with 10 (1) (a) & (b) and (2) of the Central Civil Services (Classification, Control and Appeal) Rules, 1965 from the date of his detention and shall remain under suspension until further orders;

The Suspension of Dr.K.Vijayanand shall take effect from 05.11.2015, i.e. from the date of his arrest and detention in custody;

During the period of suspension of Dr.K.Vijayanand, his headquarters shall be Puducherry and he shall not leave the headquarters without prior approval in writing of the undersigned;

Dr.K.Vijayanand is entitled for subsistence allowance and other benefits as per rules during the period of his suspension

//BY ORDER//

REGISTRAR (i/c)
Pondicherry University

2/3

To

Dr.K.Vijayanand.....Through Proper Channel
Assistant Professor,
Department of Computer Science
Pondicherry University

Copy to :

1. The Dean, School of Engineering & Technology, PU
2. The Assistant Registrar, Vice-Chancellor's Secretariat,
3. The Assistant Registrar, Registrar's Secretariat,
4. The Private Secretary to Finance Officer,
5. The Office on Special Duty, PU
- ✓ 6. The Deputy Registrar, (Establishment -Teaching)
7. Personal File.
8. Office Order File.

Annexure - II (12)
ET4

2016.120.36

FOR APPRISAL AND RATIFICATION OF THE COUNCIL ABOUT THE ACTION TAKEN TO PLACE UNDER DEEMED SUSPENSION OF DR. K. VIJAYANAND, ASSISTANT PROFESSOR, DEPARTMENT OF COMPUTER SCIENCE, SCHOOL OF ENGINEERING & TECHNOLOGY, PONDICHERRY UNIVERSITY

The Sub-Inspector of Police, Kalapet Police Station, Puducherry has informed the University vide letter dated 11.11.2015 (copy enclosed) that Dr. K. Vijayanand, Assistant Professor, Department of Computer Science, School of Engineering & Technology, Pondicherry University was involved in a serious offence and was arrested on 05.11.2015 at 23.00 hrs at Chinnakalapet, Puducherry vide criminal case in Cr.No.77/2015, under section 498-A, 307 IPC of Kalapet Police Station involving criminal charge including moral turpitude and is under investigation. Dr. K. Vijayanand was arrested on 05.11.2015 and detained and remains under custody for a period exceeding forty-eight hours/7 days.

Dr. K. Vijayanand did not inform the University authorities about his arrest and detention in custody and about the circumstances connected therewith and such conduct amounts to suppression of material facts. This amounts to unbecoming of an employee of the Pondicherry University under rule 3(1)(iii) of the Ordinances governing the conduct of the employees of the University read with rule 3(1) (iii) of the CCS (Conduct) Rules 1964.

As per the above Rules, Dr. K. Vijayanand was placed under deemed suspension with effect from 05.11.2015 – vide Office Order No. PU/Estt(T)/ET-4/2015-16/193, dated 18.11.2015. (copy enclosed)

Submitted for ratification by the Council.

PONDICHERRY UNIVERSITY
PUDUCHERRY



MINUTES OF THE 120th MEETING OF THE
EXECUTIVE COUNCIL HELD ON 23.02.2016

2016.120.36

For appraisal and ratification of the council about the action taken to place under deemed suspension of Dr. K. Vijayanand, Assistant Professor, Department of Computer Science, School of Engineering & Technology, Pondicherry University.

Resolved to ratify.

Annexure - III

9

Date: 08/03/2019

Place: Puducherry

From

Dr.K.Vijayanand,
Assistant Professor (Under Suspension),
Department of Computer Science,
School of Engineering & Technology,
Pondicherry University,
Puducherry.

To,

The Deputy Registrar (Estt.),
Pondicherry University,
Pondicherry.

Respected Sir,

Sub: Name of Spouse entered in the service records- Clarification
sought - Reg.

Ref:1. Letter No.PU/Estt.(T)/ET-4/2018-19/482, Date:04.01.2019

In response to your letter dated 04.01.2019, requesting for
clarification in respect of my spouse name entered in my service records I
make my submissions as follows:

I respectfully submit that, a case in crime No. 77/2015 was
registered against me in the Kalapet Police Station on the strength of a
false complaint lodged by one Sangeetha against me with some ulterior
motive to extort money from me. Due to registration of above case, I was
suspended from the Pondicherry University. Thereafter, I faced the trial
and the said case was tried before the Hon'ble Chief Judicial Magistrate
at Puducherry as S.C. No. 60/2016. The trial of the said case ended up
in acquittal as the prosecution failed to prove the case. The false case
against me has ended in acquittal, I have submitted the certified copy of
the judgment copy before you, and in the first para of said judgment, it
has been mentioned that date of the marriage with Sangeetha's with me
is on 01.05.2013, and therefore, you have requested me to clarify the
same with regard to the name of my wife is contradicting with of my
wife's name mentioned in my service records.

I respectfully submit that, the entire case is a false case foisted
against me by the complainant (Sangeetha), for I have been suspended

[Type here]

and then have faced the trial in the court of law and I have proved that the entire case is a false case which will be very clear on the perusal of the Judgment itself. The complainant Sangeetha, herself did not support her complaint before the court and the relevant portions of the findings of the court will whitewash the entire case/false complaint made against me is extracted hereunder for your kind perusal.

“13..... But for the reasons best known to her, PW1 at the threshold has rejected the prosecution case.”

The above observations made by the court will clearly prove that the said Sangeetha herself has rejected her complaint before the court which shattered the entire case. Therefore, it is not good to hold or rely upon a false baseless statement made with vindictive motives. The lines in the judgment which mentions that Sangeetha is married to me and the date marriage date is 01.05.2013 is nothing but the discussion/gist made by the Hon'ble Judge before analyzing the statements, witnesses and evidences in support of the case. Since the said Sangeetha did not stick upon to her complaint before the court, the case resulted in acquittal as a false case.

I respectfully further submit that I don't have any other marriage or relationship other than the marriage with M.Kamala, dated 03.08.1998, as mentioned in my service records. When the court by itself has declared that the allegations made in the complaint/case is not proved, it is injudicious to rely upon discussion made by the court before analyzing the case, that too on an imprecise statement which has already been declared by a court's judgment as not proved and the judgment by itself is self-explanatory.

Therefore, I request your good office to accept my clarification and to revoke my suspension and do the needful.

Thanking You

Yours Sincerely

KV 

(Dr.VIJAYANAND)



PONDICHERRY UNIVERSITY
(A Central University)

ANNEXURE - IV

Dr. B.R. AMBEDKAR ADMN. BUILDING, R.V. NAGAR, KALAPET, PUDUCHERRY - 605 014

Dr. AMARESH SAMANTARAYA
REGISTRAR (i/c)

PHONE No. 0413-2654202
E-Mail ID: registrar@pondiuni.edu.in

No. PU/Estt(T)/ET1/2020-21/70

Date: 24.11.2021

OFFICE ORDER No. 265

Sub.: PU – Estt. (T) – Appointment of Enquiry Officer to enquire into the charges framed against Dr. K. Vijayanand, Assistant Professor (under suspension), Dept. of Computer Science, Pondicherry University – Reg.

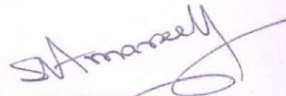
Ref.: Charge Sheet in Memo Ref. No. 931, dated 10.12.2020.

The University proposes to hold an inquiry against Dr. K. Vijayanand, Assistant Professor (Under Suspension) as per the relevant provisions under the Pondicherry University Act. 1985 and he was served with the charges framed against him vide Memo. No. PU/Estt(T)/ET4/2020/931, dated 10.12.2020. No defence statement has been submitted by Dr. Vijayanand.

And therefore, an enquiry has been ordered to inquire into the charges framed against Dr. K. Vijayanand, Assistant Professor (under suspension), Dept. of Computer Science, Pondicherry University.

Accordingly, **Prof. E. Murugan**, Prof. & Head, Dept. of Physical Chemistry, University of Madras is hereby appointed as Inquiring Authority to inquire into the charges framed against Dr. K. Vijayanand, Assistant Professor (under suspension), Dept. of Computer Science, Pondicherry University. The enquiry may be completed urgently and the report be submitted at the earliest.

// BY ORDER //


REGISTRAR (i/c)

To
Prof. E. MuruganInquiry Officer
Director - Guindy Campus and Professor & Head
Department of Physical Chemistry
School of Chemical Sciences
University of Madras, Guindy Campus
Chennai – 600 025.

Encl.:

1. A copy of the Memo. of Charges.
2. Copy of all the documents by which articles of charges is framed against Dr. K. Vijayanand, Assistant Professor (under suspension), Dept. of Computer Science, Pondicherry University, Puducherry.

Copy to:

1. Shri. S. Murugaiyan.....Presenting Officer
Assistant Registrar, Registrar's Secretariat,
Pondicherry University, Puducherry – 605 014.
2. Dr. K. Vijayanand, E7, Type V Quarters, Pondicherry University Campus, R.V. Nagar,
Kalapet, Puducherry – 605 014 (Copy of all documents enclosed).



PONDICHERRY UNIVERSITY
(A Central University)

Dr. B.R. AMBEDKAR ADMN. BUILDING, R.V. NAGAR, KALAPET, PUDUCHERRY - 605 014

Dr. AMARESH SAMANTARAYA
REGISTRAR (i/c)

PHONE No. 0413-2654202
E-Mail ID: registrar@pondiuni.edu.in

No. PU/Estt(T)/ET1/2020-21/71

Date: 24.11.2021

OFFICE ORDER No. 266

Sub.: PU – Estt. (T) – Appointment of Presenting to enquire into the charges framed against Dr. K. Vijayanand, Assistant Professor (under suspension), Dept. of Computer Science, Pondicherry University – Reg.

The University proposes to hold an inquiry against Dr. K. Vijayanand, Assistant Professor (Under Suspension) as per the relevant provisions under the Pondicherry University Act. 1985 and he was served with the charges framed against him vide Memo. No. PU/Estt(T)/ET4/2020/931, dated 10.12.2020. No defence statement has been submitted by Dr. Vijayanand.

And therefore, an enquiry has been ordered to inquire into the charges framed against Dr. K. Vijayanand, Assistant Professor (under suspension), Dept. of Computer Science, Pondicherry University.

Accordingly, Shri. S. Murugaiyan, Assistant Registrar, Registrar's Secretariat, Pondicherry University is hereby appointed as the Presenting Officer and he is requested to present the case and defend the interests of the University.

// BY ORDER //

REGISTRAR (i/c)

To

Shri. S. MurugaiyanPresenting Officer
Assistant Registrar
Registrar's Secretariat
Pondicherry University
Puducherry – 605 014.

Encl.:

1. A copy of the Memo. of Charges.
2. Copy of all the documents by which articles of charges is framed against Dr. K. Vijayanand, Assistant Professor (under suspension), Dept. of Computer Science, Pondicherry University, Puducherry.

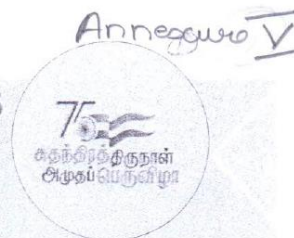
Copy to:

1. Prof. E. MuruganInquiry Officer
Director - Guindy Campus and Professor & Head
Department of Physical Chemistry
School of Chemical Sciences
University of Madras, Guindy Campus
Chennai – 600 025.
2. Dr. K. Vijayanand, E7, Type V Quarters, Pondicherry University Campus, R.V. Nagar, Kalapet, Puducherry – 605 014 (Copy of all documents enclosed).



UNIVERSITY OF MADRAS

DEPARTMENT OF PHYSICAL CHEMISTRY
SCHOOL OF CHEMICAL SCIENCE
GUINDY CAMPUS, GUINDY, CHENNAI-600 025
TEL: (O) 91-44-22202818, FAX: 91-44-22300488



Dr.E.MURUGAN, Ph.D., FRSC., FASCh.,
PROFESSOR & HEAD

DEAN-RESEARCH
MEMBER - SYNDICATE

PC/Prof.EM/Enquiry Report/KVA-PU/

To

The Registrar i/c
Pondicherry University
R. V. Nagar, Chinnakalapet,
Puducherry

Sir,

Sub: Submission of Enquiry Report connected to Dr. K. Vijayanand, Assistant Professor,
Dept. of Computer Science for his suspension and reinitiation-Reg.

Ref: Ref. No.PU/Estt(T)/ET4/2020/931 dated 10.12.2020

As per the ref. cited order, I as an Enquiry Officer, conducted the enquiry for the charges framed against Dr. K. Vijayanand, Assistant Professor (under suspension), Dept. of Computer Science for his suspension due to police arrest. After thorough enquiry, I am herewith submitting the Enquiry Report for your perusal and further action

Thanking you

Date : 11.01.2023
Place : Chennai - 25

Yours Faithfully


(Prof. Dr. E. Murugan)
ENQUIRY OFFICER

O.S.D (Admin)

hl
21/1/2023

21/1/23

AR (Estt I)
24/01/23 ET5

**ENQUIRY COMMITTEE REPORT CONNECTED TO CHARGES
FRAMED AGAINST Dr. K. VIJAYANAND, ASSISTANT PROFESSOR
(UNDER SUSPENSION), DEPARTMENT OF COMPUTER SCIENCE,
PONDICHERRY UNIVERSITY**

[Ref: PU/Estt(T)/ET1/2020-21/70 dated 24.11.2021, Office order. No.265, Charge Sheet in
Memo Ref. No.931, dated 10.12.2020]

As per the above mentioned ref. order, I have been appointed as an Enquiry Officer to enquire the charges framed against **Dr. K. Vijayanand**, Assistant Professor (under suspension), Department of Computer Science, Pondicherry University and **Shri. S. Murugaiyan**, Assistant Registrar, Pondicherry University was appointed as presenting officer.

After expressing my consent to the Pondicherry University authority for the above assignment, initially, I as an enquiry officer carefully examined all the related following documents presented before me by the presenting officer, Shri. S. Murugaiyan which are connected to the suspension of Dr. K. Vijayanand. The documents are;

- 1) Office order No. 193 (No.PU/Estt(T)/ET-4/2015-16/193 dated 18.11.2015) issued by the Registrar i/c, Pondicherry University to Dr. K. Vijayanand, Assistant Professor (under suspension), Department of Computer Science, Pondicherry University about his suspension.
- 2) Memorandum [Ref. No.PU/Estt(T)/ET4/2020/931 dated 23.11.20]
- 3) Statement of articles of charge framed against Dr. K. Vijayanand (Annexure – I)
- 4) Statement of imputation of misconduct in support of the articles of charge framed against Dr. K. Vijayanand (Annexure – II)
- 5) List of documents by which articles of charge framed against Dr. K. Vijayanand are proposed to be sustained (Annexure – III)
- 6) List of witnesses by whom articles of charge framed against Dr. K. Vijayanand are proposed to be sustained (Annexure – IV)
- 7) Letter/Report dated 11.11.2015 (Ref: Cr.No.77/15 U/s.498-A, 307 IPC Dt: 05.11.2015 of Kalapet PS) forwarded by Station House Officer, Kalapet Police Station, Puducherry to the Registrar, Pondicherry University.


(11/01/2023)

- 8) Copy of the judgement delivered by the court of the Assistant Sessions Judge cum Chief Judicial Magistrate, **Thiru. V. Padmanabhan** dated 17.04.2018, Session Case No. 60/2016.
- 9) Letter dated 08.03.2019 submitted by Dr. K. Vijayanand to the Deputy Registrar (Estt.), Pondicherry University about clarification furnished regarding his spouse detail.
- 10) Request letter (Ref. No. PU/SET/CS/KV/2018/ dated 18.04.2018) submitted by Dr. K. Vijayanand to the Registrar, Pondicherry University requesting to revoke his suspension due to acquittal of all the 3 charges framed against him by citing the judgement delivered as mentioned in (S. No.8) and to Reinstate his service.
- 11) Reminder request letter (Ref. No. PU/SET/CS/KV/2018/ dated 15.10.2020) submitted by Dr. K. Vijayanand to the Registrar, Pondicherry University requesting to revoke his suspension due to acquittal of all the 3 charges framed against him by citing the judgement mentioned in (S. No. 8) and to Reinstate him to service.
- 12) Minutes of the 120th meeting of the Executive Council, Pondicherry University, held on 23.02.2016, Item. No. 2016.120.36, for appraisal and ratification of the council about the action taken to place under deemed suspension of Dr. K. Vijayanand.
- 13) Request Letter (Ref. No. PU/SET/CS/KV/2018/ dated 23.10.2018) sent by Dr. K. Vijayanand to the Deputy Registrar (Estt), Pondicherry University under the subject: Submission of facts as a reply to the letter issued by the Registrar, Pondicherry University (Ref: No. PU/Estt (T)/ET-4/2015-16/193 dated 18.11.2015).
- 14) Letter sent to Dr. K. Vijayanand (Ref. No. PU/Estt.(T)/ET-4/2018-19/482 dated 04.01.2019) by Dr. P. Muralidassan, Deputy Registrar (Estt.), Pondicherry University, seeking clarification about Dr. K. Vijayanand spouse.
- 15) The Pondicherry University Act 1985, Page No. 19, 2. Ordinances Governing the conduct of the employees of the University and Part-II, item 3 (i), (ii) and (iii) and through this provision Dr. K. Vijayanand was suspended as per the order mentioned in S.No.1.
- 16) Dr. K. Vijayanand service Registrar, portion Form-II, See Rule (12) - Details of family.

After perusal of all the above documents mentioned in S. No. 1 to 16, I understand that as per the ref. 1, the Pondicherry University authority has suspended Dr. K. Vijayanand based on **the following charges**;

 11/01/2023

- (i) Dr. K. Vijayanand was arrested on 05.11.2015 by the Kalapet Police for his involvement in a criminal case under section 498(A) and 307(IPC) registered vide CR No.77/2015, dated 05.11.2015.
- (ii) Dr. K. Vijayanand has suppressed the fact of his arrest and detentions in custody for his involvement in the criminal case vide Cr.No.77/2015, dated 05.11.2015.
- (iii) Dr. K. Vijayanand has included the name of Mrs. Kamala as legally wedded wife in the service records maintained by the University as per the declaration submitted by him, but had subsequently married one Mrs. Sangeetha on 01.05.2013.

Taking into consideration of all the documents and charges framed against Dr. K. Vijayanand, I started and conducted the enquiry along with Shri. S. Murugaiyan, Presenting Officer, Pondicherry University presenting the case and they were no defence assistant to the Charged Official. I conducted three sitting of enquiry meeting at Meeting Hall, 2nd Floor, Administrative Block, Pondicherry University and enquired/ clarified following witnesses and collected their statements after careful cross-examination either individually or collectively. Following are the details of meeting dates and list of witnesses called for enquiry meeting and their brief content of statements deposited during the enquiry meeting.

S.No.	Meeting convened dates	Names of the witnesses called for enquiry	Brief content of statement deposited by the witnesses
1.	16.03.2022	(i) Dr. K. Vijayanand Assistant Professor (under suspension), Dept. of Computer Science, Pondicherry University	Charged officials who have denied all the 3 charges framed against him. During his reply a) He denied the first charge that he has not involved in any criminal case by citing the judgement. b) He denied the charges of not informed about his arrest on 05.11.2015, since he has sent email letter dated 30.12.2015 to Prof. R. Subramanian, the then Dean, School of Engineering and Technology & HOD, Dept. of Computer Science. In this letter, he mentioned that he is facing a trial of criminal case crime No. 77/2015 dated 06.12.2015 against him registered at Kalapet police station, Puducherry and this has been filed in continuation of his arrest on 05.11.2015. c) He denied the charge (i) i.e., he married Mrs. Sangeetha by citing the copy of

			judgement pronounced by the Assistant Sessions Judge cum Chief Judicial Magistrate, Thiru. V. Padmanabhan dated 17.04.2018 for his acquittal from the above case mentioned in (i) and submitted copy of the letter dated 15.04.2020 requesting the Pondicherry University authority to Reinstate his service. (Daily Order Sheet No.-1)
2.	20.04.2022	(i) Shri. S. Ramesh Sub-Inspector of Police, Ariyankuppam Police Station, Puducherry (ii) Shri. S. I. Humanyun Associate Professor Centre of South Asian Studies & UMISARC, Pondicherry University (iii) Shri. Sankaramoorthy Consultant (Civil) Pondicherry University	On enquiry, he deposited statement that he has filed FIR based on complainant, Mrs. Sangeetha and arrested Dr. K. Vijayanand on 05.11.2015. Then, the case was submitted to court for trial and later there was no objection arose in this matter. (Daily Order Sheet No.-2) He stated that he received oral complaints of nearby residents of Dr. K. Vijayanand quarters that some students and outsiders are staying in the quarters. (Daily Order Sheet No.-2) He said based on (ii), eviction notice was served to Dr. K. Vijayanand. (Daily Order Sheet No.-2)
3.	14.07.2022	(ii) Dr. K. Vijayanand Assistant Professor (under suspension), Dept. of Computer Science, Pondicherry University (iii) Prof. R. Subramanian Professor, Dept. of Computer Science, Pondicherry University	In the final sitting meeting, again he has refused all the charges framed against him by citing the court judgement. (Daily Order Sheet No.-3) Prof. R. Subramanian deposited the statement by stating that he has received email letter from Dr. K. Vijayanand on 30.12.2015, 12:50 PM, mentioning the facing of trial for Crime No.:77/2015 dated November-2015 filed against him by the Kalapet police station. Prof. R. Subramanian further stated that he knows the case completely. During his detainment at jail, some of faculty members had visited and consoled him. Furthermore, Prof. R. Subramanian gave confessed statement that although he received email letter from Dr. K. Vijayanand about his arrest but due to heavy work pressure he was unable to forward the same to the Registrar i/c, Pondicherry University. For which he expressed his apology. (Daily Order Sheet No.-3)

[Signature]
11/01/2023

Finally, Dr. S. Murugaiyan, presenting officer submitted brief about the enquiry conducted against Dr. K. Vijayanand. I as an Enquiry Officer forwarded the same to Dr. K. Vijayanand and has collected reply for each charges framed against Dr. K. Vijayanand (refer S.No.17 and 18)

ENQUIRY FINDINGS/ CONCLUSION REPORT

1. The charge No.1 connected to involvement in criminal case is not proved since, the pronounced judgement declared that Dr. K. Vijayanand is acquitted from all the criminal charges.
2. The charge No.2 connected to not informing about his arrest to employer, Pondicherry University viz., The Registrar i/c, Pondicherry University has not proved. Since, he has sent email dated 30.12.2015 to the then Dean, School of Engineering and Technology & HOD, Dept. of Computer Science, Prof. R. Subramanian about his arrest. Further, Prof. R. Subramanian accepted the receipt of email mentioned by Dr. K. Vijayanand and he also accepted his mistake for unable to forward the same to the Registrar i/c, Pondicherry University due to the heavy work pressure and hence, he rendered apology.
3. The charge No.3 connected to the complainant, Mrs. Sangeetha and she has not claimed anything from employer, the Registrar i/c, Pondicherry University (or) Dr. K. Vijayanand. Hence, the charge is not proved.

Edo 11/01/2023

(Prof. Dr. E. MURUGAIYAN)

Dean - Research

Prof & Head, Dept. of Physical Chemistry

University of Madras,

Enquiry Officer -

Dr. K. Vijayanand - Suspension case.

Annexure VI

पांडिच्चेरी
PONDICHERRY
(केन्द्रीय विश्वविद्यालय)



विश्वविद्यालय
UNIVERSITY
(A Central University)

Prof. RAJNEESH BHUTANI
REGISTRAR (i/c)

Bharat Ratna Dr. B.R. Ambedkar
Administrative Bldg., R.V. Nagar
Kalapet, Puducherry – 605 014

Ref.No: PU/ESTT (T)/ET5/2023/11

Date: 16.05.2023

Confidential

MEMORANDUM

Sub: PU – Estt – Dr. K. Vijayanand, Assistant Professor (under suspension),
Department of Computer Science – Disciplinary proceedings initiated
against Dr. K. Vijayanand, Assistant Professor (under suspension),
Department of Computer Science – Conclusion of Inquiry – Explanation
called for – Reg.

Ref.: 1. Office order No. PU/Estt (T)/ET4/2020/931 dt. 10.12.2020
2. Inquiry report dated 11.01.2023

It is informed that enquiry proceedings initiated against Dr. K. Vijayanand, Assistant Professor (under suspension), Department of Computer Science, Pondicherry University has concluded and the report has been received from the Inquiry Officer. The Disciplinary Authority has to take a decision on the report.

Now, therefore Dr. K. Vijayanand, Assistant Professor (under suspension), Department of Computer Science Pondicherry University is directed to submit his explanation, if any on the inquiry report herewith enclosed on or before 01.06.2023 failing which, it will be presumed that he has no explanation to offer and further action will be take accordingly.

// BY ORDER //


REGISTRAR (i/c)

Encl: Copy of the Report

To
Dr. K. Vijayanand,
Assistant Professor (under suspension),
Department of Computer Science,
E7, Type V Quarters,
Pondicherry University Campus,
Pondicherry University
Puducherry

[Type here]

PU/Regg/2023/195

DI: 22/5/23.

Annexure VII

~~Confidential~~

Email

Prof. Rajneesh Bhutani

Submission of Explanation - Reg.

OSD (Admin)
22/5/23

From : kvixs@yahoo.co.in

Sun, May 21, 2023 06:30 PM

Subject : Submission of Explanation - Reg.

To : Prof. Rajneesh Bhutani
<registrar@pondiuni.edu.in>

Cc : ASSISTANT REGISTRAR
<ar_estt@pondiuni.edu.in>

Reply To : Kommaluri Vijayanand <kvixs@yahoo.co.in>

Ref: PU/ESTT(T)/ET5/2023/11 Dated 16/05/2023

Sir

I extend my gratitude to the Inquiry Officer and the Competent Authority for conducting a transparent, free and fair Enquiry. I am herewith welcoming the wise Enquiry report submitted by the Inquiry Officer.

I therefore request you to take appropriate action at the earliest possible.

Thanking You

Yours sincerely

Dr. K Vijayanand

Asst. Professor (u/s)

Department of Computer Science

Pondicherry University

Pondicherry

Sent from Yahoo Mail on Android

23/5/23
AR (ESTT)
for
24/5/23

PS
ETS



PONDICHERRY UNIVERSITY
SCHOOL OF ENGINEERING AND TECHNOLOGY
DEPARTMENT OF COMPUTER SCIENCE

Dr. Kommaluri Vijayanand
Asst. Professor (u/s)

R. V. Nagar, Kalapet,
PUDUCHERRY- 605014.

Ref No: PU/SET/CS/KV/2023/

To,
The Registrar,
Pondicherry University
Puducherry.

PU/ESTT(T)/Received On:

E 8 JUN 2023

PU/Regr/No. 2144
Dt/ 06 / 06 / 2023

Ref: PU/ESTT(T)/ET5/2023/11 dated 16.05.2023.

Sub: Submission of Explanation - Reg.

Sir,

I extend my gratitude to the Inquiry Officer and the Competent Authority for conducting a transparent, free and fair Enquiry. I am herewith welcoming the wise Enquiry Report submitted by the Enquiry Officer.

I therefore request you to kindly take appropriate action at the earliest possible.

Thanking You
Yours sincerely

Pondicherry,

21/05/2023.

06/06/23

KV.

(K VIJAYANAND)¹

8/6/23

AR (ETC)

9/6/23

Rsd 9/6
ET5

¹ Mobile# 90472 39377 Email: (Personal): kvixs@yahoo.co.in
(Official): kvanand.csc@pondiuni.edu.in Land Line (Official): 0413 2654519/ 458

Annexure XIII

PONDICHERRY UNIVERSITY
PUDUCHERRY

SERVICE DETAILS OF DR. K. VIJAYANAND, ASSISTANT PROFESSOR, (UNDER
SUSPENSION), DEPARTMENT OF COMPUTER SCIENCE, PONDICHERRY
UNIVERSITY.

Date of Birth	: 18.08.1972
Date of appointment	: 09.07.2003
Confirmed in the entry post	: 09.07.2004
Promotion availed	: Yes, Level 12
Basic pay	: Rs. 32900 + AGP 8000 (as on 05.11.2015)
Subsistence allowance	: Half average pay and in addition, dearness allowance and other allowances as admissible on the basis of such leave salary.
Disciplinary action initiated in the past/punishment imposed if any	: No

2024.149.09

**TO APPRISE THE ACTION TAKEN ON THE COMPLAINT OF
PROF. B. RANGAIAH, PROFESSOR & HEAD, DEPT. OF APPLIED
PSYCHOLOGY, PONDICHERRY UNIVERSITY AGAINST THE SECURITY
PERSONNEL DEPLOYED IN THE UNIVERSITY CAMPUS AND FINDINGS
OF THE COMMITTEE CONSTITUTED**

Prof. B. Rangaiah, Professor & Head, Dept. of Applied Psychology, Pondicherry University levelled the following allegations vide his letter dated 16.04.2023 against the security personnel deployed in the University campus: **(Annexure A)**

1. Prof. B. Rangaiah, had been obstructed by the security personnel on 09.04.2023 (Sunday) from entering his Department by keeping the side gate closed. The security also mentioned to him that 'nobody should come to the Department on Saturdays and Sundays'
2. Prof. B. Rangaiah's car was blocked by five or six security personnel on 16.04.2023 (Sunday) when he was returning from the Ponlait parlour with his research scholars after having coffee. He further mentions in his complaint that the security personnel tried to physically assault him and threaten him when he enquired their details.
3. A surveillance jeep mounted with a camera is being used for patrolling the campus – while disclosure regarding the same is not being informed to the stakeholders of the University.
4. The security personnel are found to hold a Lathi which is only authorized for use by police personnel.

In this regard a two member Committee consisting of Prof. P. Sridharan, Department of International Business, School of Management, Pondicherry University and Prof. T. Chitrakleha, Department of Computer Science, School of Engineering & Technology, Pondicherry University was constituted to look into the complaint made by Prof. B. Rangaiah, Professor & Head, Dept. of Applied Psychology, Pondicherry University. The Committee went through the allegations in detail and enquired all concerned in this matter and submitted its fact-finding report (Annexure B). The fact-finding Committee gave its findings as follows:

[Type here]

1. Prof. B. Rangaiah had not been deliberately stopped, obstructed, harassed or attempted to be physically attacked with contempt by the security personnel as mentioned by him in his complaints.
2. Since, the gate was newly constructed in the vicinity of the Silver Jubilee campus for security reasons, it had been kept closed by the Engineering Wing for a few days to keep the construction intact. It was not a gesture to stop access to the Department. The main entrance was anyway kept open at that time facilitating access to the Department.
3. The security personnel mentioned that none of the University authorities (VC, Registrar,..) had instructed them to stop anyone to access the Department on Saturdays and Sundays nor did they mentions the same on their own accord – as mentioned by Prof. Rangaiah in his complaint.
4. It is very clear that the security personnel had not stopped Prof. Rangaiah with any malafide intention and both the incidents had happened while discharging their regular duties.
5. The security personnel mentioned that they had been rebuked by Prof. Rangaiah in both the incidents. However, since they knew that they were dealing with an academician of highest regard, they treated him with respect and apologized the inconvenience – though they were being blamed for discharging their duties.

The copy of the fact-findings committee report was forwarded to the Under Secretary & CPIO (CU-I), Ministry of Education/Dept. of Higher Education, Shastri Bhavan, New Delhi. (e-Mail dt. 15.06.2023)

Submitted for information of the Council.



PONDICHERRY UNIVERSITY

R.V.Nagar, Kalapet, Puducherry – 605 014, India
www.pondiuni.edu.in

Dr.B.Rangaiah
Professor & Head,
Dept. of Applied Psychology
Member - Court, Pondicherry
University

head.psy@pondiuni.edu.in
baburangaiah@gmail.com
Phone:(Off) +91-413-2654690
Mobile:+91-9042460674

BY EMAIL

Dated 16th April 2023

To

Dr. Gurmeet Singh
Vice- Chancellor,
Pondicherry University
Puducherry 605 014

Sir,

Sub: Pondicherry University – Disproportionate deployment of security personnel – Harassment of Security personnel and prevention of Discharge of Lawful duty – None of the University Officers have any knowledge of who is controlling the security agency including the Vice- Chancellor – Request for immediate action against Security Personnel who obstructed a University Professor from discharging the duty and seeking a comprehensive probe – Regarding

Ref: 1. My telephonic talk had with the Vice – Chancellor Dr. Gurmeet Singh and Acting Registrar Dr. Rajneesh Butani on the FN of 09.04.2023
2. WhatsApp message sent by me to Dr. Gurmeet Singh, Vice- Chancellor dated 15.04.2023 reporting the incident
3. WhatsApp message received from Dr.Gurmeet Singh, Vice- Chancellor dated 16.04.2023.

1. I humbly submit that I am the Professor and Head, Department of Applied Psychology and well acquainted with the facts and incident cited in this urgent representation submitted to the Vice – Chancellor of Pondicherry Dr. Gurmeet Singh and anticipate immediate action at his end at the earliest possible date and time. I also wish to remind you that I am a member of Scheduled Caste.

2. I am known for my hard work since the day I joined as a Lecturer in Higher Educational institution. Recently I have been awarded research projects as under:

- 1) Major Research Project awarded by the Department of Science and Technology.
- 2) Project for creating E Content at the wake of NEP2020 on Statistics for Psychological Research II by the UGC – CEC:50 Modules.
- 3) Major Research Project funded by ICSSR.

3. In addition, I am guiding PhD scholars and hence utilize my weekends, which has been my practice since joining the University. I wish to remind you that last week, over phone I informed you about the obstruction caused by the security personnel at the entrance of the school of Humanities and the sudden appearance of gates, which is a very shameful development for an institution of higher learning. Furthermore, the security personnel were intimidating me stating loudly “**nobody should come on Saturdays and Sundays**”. You may remember that informed me that you have not instructed the security personnel on that

direction. Same time, last week, I also called the Acting Registrar Dr. Rajneesh Butani who also informed me that this is a news to him and thanked me for bringing this to his notice.

4. Yesterday, 16th April 2023, evening around 16:50 hours, when I along with my research scholars, went to Ponlait(name of milk brand of Puducherry) booth near the Directorate of Distance Education Office to have coffee, on the way back to the department, I was blocked by five six men in the guise of security people who were standing along with a blue colour car (some men were sitting in the car, too). When I questioned them, and asked about the names; one of the persons, who was wearing a safari suit, was very arrogant and refused to divulge his details, saying that he is the Officer on Special Duty, and he does not have to (I have attached the photographs of the same to you by Whatsapp) say anything to me. I was about to be physically attacked. My life and liberty was threatened for no reason. When I mentioned that I am a Professor, his rage grew multifold. This act bears criminal culpability on several counts which includes preventing public personnel from discharging his lawful duty, intimidation, impersonation and related sections. I have never come across such an incident in my twenty four years of service in University and this development *per se* gives an indication of threatening the stakeholders for no reason. In the absence of any specific logical conclusion, it ought to be inferred that the intent of the security agencies and the persons running it whether they are assigned to threaten faculty members and convert this University as a place for unlawful activities with no resistance. Then the questions arise, if the Acting Registrar does not know what is happening and the Vice-Chancellor is unaware what is going on, then who controls the security agency? Who are that extra constitutional actors having the audacity to enter into a Central University and unleash a reign of terror? Will not the Vice-Chancellor owe an explanation? It is therefore I had to send you a whatsapp message on the above lines.

5. Vice- Chancellor, a few minutes ago, I noticed the following message from your mobile phone (9810390640) and I am completely struck in awe and mystery. Let me narrate your whatsapp reply and point out the self-contradicting nature of the very intent, thought contained in your message.

WhatsApp reply received from Dr.Gurmeet Singh, Vice-Chancellor, Pondicherry University dated 16.04.2023	My Observation to the reply I received from from Dr.Gurmeet Singh, Vice- Chancellor, Pondicherry University dated 16.04.2023
Prof.Rangaya, It is unfortunate that such an incident is reported by such a senior faculty.	After reading the message in its entirety, I wish to seek your reply whether you call the incident unfortunate or me reporting it as unfortunate
I wish to bring to your notice that no administrative order has been given to security to block any member of the university from entering anywhere.	That is exactly my contention. I that's the case who authorises these vandals in the name of security to threaten faculty members? Won't you agree that the persons acting as super Vice-Chancellors need to be taken to justice?
However the last time you called you never mentioned silver jubilee campus rather mentioned main entry gate which was not the case.	I did mention it is Silver Jubilee Campus and perhaps you have forgotten due to your busy work. But had you conducted the meeting with the Acting Registrar, he might have reminded you that it is Silver Jubilee campus. However, as per your admission, it appears that it is normal for security personnel block the teachers entering from the main gate on holidays.

WhatsApp reply received from Dr.Gurmeet Singh, Vice-Chancellor, Pondicherry University dated 16.04.2023 (Continued...)	My Observation to the reply I received from Dr.Gurmeet Singh, Vice- Chancellor, Pondicherry University dated 16.04.2023 (Continued)
Now I request you to give a formal complaint in writing to the administration with the evidence you have collected to enable us to take an action at the earliest.	This is the most confusing part of communication from you as I have been observing for the past five years. Haven't I notified you yesterday with evidences? Is it not your moral responsibilities by now to get the culprits arrested? I being a senior Professor is instructed to write to administration, while you are the head of administration.
I would also request you to refrain from making statements that will demean the name of university.	I do not understand what you mean by demeaning the university. I heard that that the Puducherry local Court staff have come to attach the administrative building for defaulting payment to a construction company last week and many other such incidents that demean the university. I only requested the Vice Chancellor to take action on the hooligans in the name of security personnel harassing teachers and students and this righteous action can never be termed as an act of demeaning.
It is unfortunate that you have faced this, it must be investigated so kindly lodge a complaint as soon as possible. I assure you an appropriate action will be initiated immediately.	I am surprised that the Vice-Chancellor who is an inseparable entity with the teachers, students and staff has not acted so far based on the evidences produced to him yesterday. However, I eagerly look forward towards it and wish it must be made through the appropriate investigative agencies in the most transparent manner.
Be rest assured that the administration has the highest regard for you.	Thank You for the re-assurance. None of the senior teachers look for any such regard, be it highest or the lowest. What it matters really is whether the University administration enjoys respect and regards by the students and teachers.

6. Vice-Chancellor, may be aware that this is a public funded institution running with tax payers' money and above all the fees from students and PhD scholars. A security agency paid by the stakeholder's money cannot harass the stake holders and hence warrants a probe from vigilance angle as well , when the Registrar and the Vice-Chancellor admit, they have no control over the security personnel.

7. This situation placed on record since the last week is highly reprehensible and I am already a victim of the same. It appears that this brutality is to create a sense of fear among the stake holders. The security jeep running with a mounted camera is highly questionable as it bears no public accountability. A surveillance jeep requires prior disclosure to the visitors. But entire show casts a deep suspicion on the very functioning of the security agency that is remunerated by University exchequer. The security personnel are holding a Lathi, which is only authorised for police personnel.

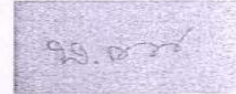
8. Reporting the above to the Vice –Chancellor, I place the following request as a lawful stake holder, a Professor of Pondicherry University holding statutory position as the Head of the Department, and Member of the Court of Pondicherry University, whose very life, liberty and peaceful working environment is disturbed:

1. Order for a thorough Investigation through a Central investigative agency such as CBI if not the state Police agency **through a suo motu complaint from the Registrar** on the persons in charge of the Security agency namely Agile Security Services and the person who was impersonating himself as the Officer on Special Duty for Security. Vice- Chancellor is already in possession of the evidences.
2. Immediate termination of contract to the security agency that is bullying the stake holders and running a regime of fear in Pondicherry University and notify for a fresh contract through CPP portal as per Government of India standing instructions and
3. As mentioned in para 6, a comprehensive vigilance probe on the security agency's presence and excesses be ordered.

9. The above request is also made in large public interest and in the best interest of all stake holders of Pondicherry University.

Thanking You,

Yours Sincerely,



Prof.B.Rangaiah

Place: Puducherry
Date: 16.04.2023

Copy Submitted to:

The Nodal Ministry, Government of India, New Delhi 110 001 (for kind information, given the nature of the contents)

25/5/23 AR (Face) 26/5/23 PS

REPORT OF THE COMMITTEE CONSTITUTED TO LOOK INTO THE ALLEGATIONS LEVELLED BY PROF. B. RANGAIAH, PROFESSOR & HEAD, DEPT. OF APPLIED PSYCHOLOGY, PONDICHERRY UNIVERSITY

A committee comprising of Prof. P. Sridharan, Department of International Business, School of Management, Pondicherry University and Prof. T. Chithralekha, Department of Computer Science, Pondicherry University had been constituted by the Registrar, Pondicherry University, vide letter PU/Estt(T)/ET5/2023/08, dated 02/05/2023 (enclosed herewith) to look into the allegations levelled by Prof B. Rangaiah, Professor & Head, Dept. of Applied Psychology, Pondicherry University.

The following complaints have been charged by Prof. B. Rangaiah against the security personnels of Pondicherry University:

1. Prof. B. Rangaiah, had been obstructed by the security personnel on 09/04/2021 (Sunday) from entering his Department by keeping the side gate closed. The security also mentioned to him that 'nobody should come to the Department on Saturdays and Sundays'.
2. Prof. Rangaiah's car was blocked by five or six security personnels on 16/04/2023 (Sunday) when he was returning from the Ponlait parlour with his research scholars after having coffee. He further mentions in his complaint that the security personnels tried to physically assault him and threaten him when he enquired their details.
3. A surveillance jeep mounted with a camera is being used for patrolling the campus – while disclosure regarding the same is not being informed to the stakeholders of the University.
4. The security personnel are found to hold a Latti which is only authorised for use by police personnel.

In this regard, all the security guards, security officers and vigilance officers who were on duty on the said days at the spot where the incidents happened were enquired orally by the committee and also a written statement of whatever they mentioned to the committee members were obtained. Their written statements are enclosed herewith.

Prof. B. Rangaiah was also asked to appear before the committee through a letter from Mr. K. Mahesh, Assistant Registrar, (Estt-T), Pondicherry University regarding the complaint given by him vide letter PU/Estt(T)/ET5/2023/12, dated 17/05/2023 (enclosed herewith). Also, an email from the Committee members convening him for the interaction on 24/05/2023 at 3.30 P.M regarding the complaint was sent to Prof. B. Rangaiah on 19/04/2023. In addition, a physical letter requesting his presence before the committee during the said schedule was sent by one of the committee members - Prof. P. Sridharan vide letter PU/SOPA/DOPA/AL/2023/245, dated 19/05/2023 (enclosed herewith).

However, despite the letter and email communications from the Assistant Registrar and the committee member – as mentioned above, Prof. B. Rangaiah was not found to turn up during the said schedule even until one hour past the said schedule (3.30 p.m– 4.30 p.m).

Since Prof. B. Rangaiah was not found to turn up to the committee meeting, his complaint emails and letters were taken as the basis on which the security personnels were enquired.

From the narration of the incidents and the proceedings as heard from all the security personnels involved, the committee presents the following observations:

PS Sridharan 25/5/23

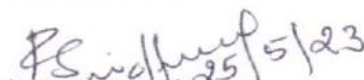
T. Chithralekha 25/5/2023

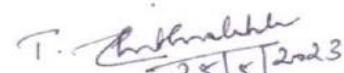
- Regarding complaint 1, a new gate had been constructed towards additional security for the Silver Jubilee campus building where the Department of Applied Psychology is located in addition to various other Departments. Since the gate was newly installed, it had been kept tied with a rope by the Engineering wing staffs who had constructed it so as to ensure that the gate is not used until few days after the construction till it becomes intact. Prof. Rangaiah had tried to approach his Department through the said gate and became furious to note that the gate was locked and it was obstructing his entry to the Department. The security personnel had requested him to enter the Department through the nearby main gate. However, the Professor refused to comply and became outrageous against the security personnel. Notwithstanding the professor's temper, the security personnel tried to pacify him and called up his higher reporting security and vigilance officers who immediately came to the spot and tried to appease him and also opened the said gate to facilitate the Professor's entry to the Department.
- Regarding complaint 2, the security personnel said that he stopped the car travelled by Prof. Rangaiah and his research scholars as he found that it was over speeding. He said that he was not aware that it was a Professor's car as the car did not have the university logo sticker. Hence, presuming that some students were irresponsibly driving on high speed, the security personnel stopped the vehicle to ask them to reduce the speed. It was when the car approached close by and Prof Rangaiah got down from the car, did he come to know that it was a Professor driving the car. The security personnel said that he immediately apologized for stopping the car and asked him to proceed. However, Prof. Rangaiah presumed that his car was deliberately stopped by the security and entered into heated arguments with the security personnel. The vigilance officer who had been at the spot for another enquiry also rushed to the scene and tried to apologize and requested the professor to proceed.

From the above said explanations by the security personnel, the committee members opine the following regarding the complaints 1 and 2:

1. Prof. Rangaiah had not been deliberately stopped, obstructed, harassed or attempted to be physically attacked with contempt by the security personnels as mentioned by him in his complaints.
2. Since, the gate was newly constructed in the vicinity of the Silver Jubilee campus for security reasons, it had been kept closed by the Engineering wing for a few days to keep the construction intact. It was not a gesture to stop access to the Department. The main entrance was anyways kept open at that time facilitating access to the Department.
3. The security personnels mentioned that none of the university authorities (VC, Registrar,..) had instructed them to stop anyone to access the Department on Saturdays and Sundays nor did they mention the same on their own accord - as mentioned by Prof. Rangaiah in his complaint.
4. It is very clear that the security personnels had not stopped Prof. Rangaiah with any mala fide intentions and both the incidents had happened while discharging their regular duties.
5. The security personnels mentioned that they had been rebuked by Prof. Rangaiah in both the incidents. However, since they knew that they were dealing with an academician of highest regard, they treated him with respect and apologized the inconvenience - though they were being blamed for discharging their duties.

The university has also asked the same committee members to conduct a separate enquiry with the OSD (V&S) and the complaints 3 and 4 mentioned above would be taken up by the committee members in the same.


(P. SRIDHARAN) 25/5/23


(T. CHITHRALEKHA) 25/5/2023

2024.149.10

TO CONSIDER AND APPROVE THE MINUTES OF THE NON-TEACHING STAFF GRIEVANCES REDRESSAL COMMITTEE MEETING HELD ON 29.12.2023 & 02.01.2024 REGARDING GRIEVANCES GIVEN BY THE NON-TEACHING OFFICERS/EMPLOYEES OF PONDICHERY UNIVERSITY

This University Circular with Ref.No.PU/Regr./2023/254 dated 27.11.2023 hosted in the University website is as follows:

“As a measure to settle the grievances of the all the stakeholders of the University on fast track basis it has been decided to keep two boxes at the entrance of the administrating building. One box shall be labelled as **Grievances** and the other box shall be labelled as **Suggestions**. All stakeholders are requested to submit their grievances and suggestions in the respective boxes”.

Accordingly, the Non-Teaching Staff Grievances Redressal Committee re-constituted vide letter dated 15.12.2023 met on 29.12.2023 & 02.01.2024 (1st Sitting).

The total number of 41 (Forty-One) grievances (14 grievances already received by Administration and 27 grievances received in box) were presented **before the Committee alongwith the facts/rule positions**.

After review of the grievances, the Committee recommended as follows:

Recommendations	I	II	Total
	Grievances already received by Administration	Grievances received in the box	
	14	27	
Considered for redressal	4	2	6
Requests could not be redressed	5	7	12
Deferred	5	2	7
Referred to another Committee		7	7
Referred to MACP Committee		2	2

[Type here]

Referred to Vice-Chancellor intervene		2	2
Referred to administration		4	4
To wait for UGC reply		1	1
Total			41

The above recommendations were approved by the Vice-Chancellor on 03.02.2024 and communicated to the concerned Units on 22.02.2024 for necessary action/implementation subject to ratification by the Executive Council and actions are being taken by the Units accordingly.

Meanwhile the Minutes of the Non-Teaching Staff Grievances Redressal Committee is placed below for the Executive Council for approval (**ENCLOSURE**). For consideration and approval of the Executive Council.

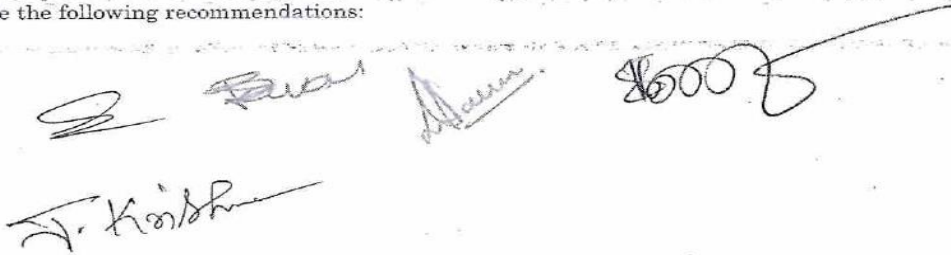
ENCLOSURE

MINUTES OF THE MEETING OF NON-TEACHING STAFF GRIEVANCES
REDRESSAL COMMITTEE HELD ON 29-12-2023 & 02.01.2024 AT 2.00 P.M. IN THE
IPR CELL MEETING ROOM, PONDICHERRY UNIVERSITY

The following were present:-

- | | |
|---|----------------------|
| 1. Prof. D. Lazar
Finance Officer (i/c) and
Professor, Department of Commerce
Pondicherry University | ... Chairman |
| 2. Prof. R. Sevukan
Dean
School of Media and Mass Communication
Pondicherry University | ... Member |
| 3. Prof. J. Krishnan
Head
Department of Sanskrit
Pondicherry University | ... Member |
| 4. Prof. R. Rukkumani
Professor
Department of Biochemistry & Molecular Biology
Pondicherry University | ... Member |
| 5. Sh. Gautam Kumawat
Deputy Registrar (Admn.)
Pondicherry University | ... Member Secretary |

With the brief welcome by the Chairman, the Deputy Registrar (Admn.) / Member Secretary of the Committee informed that a total number of 41 grievances (14 grievances already received by Administration and 27 grievances received in box) were received and presented to the Members. The Committee after reviewing the grievances, made the following recommendations:



I. GRIEVANCES ALREADY RECEIVED BY ADMINISTRATION:

Grievance No.	Received from Shri / Smt. / Ms.	Agenda	Recommendation of the Committee
1	1. S. Manikandan, STA (Computer) 2. P. Elavarasan, STA (Computer) 3. E. Malanco, STA (Computer)	To consider the request received from (1) Shri S. Manikandan, (2) Shri P. Elavarasan & (3) Shri E. Malanco, Senior Technical Assistants (Computer) from the date of initial engagement as contract for regularization	The committee observed that as per existing regulations their request is not feasible.
2	1. N. Veerappan, DEO 2. R. Swarnaraj, DEO 3. G. Gomathy, DEO 4. S. Sivakumar, DEO 5. Kalavanana, DEO 6. K. Balaguru, DEO 7. C. Kamalakannan, DEO 8. K. Jayanthi, Steno 9. S. Kuppulakshmy, Steno 10. R. Gandhimadhi, Steno 11. E. Codandaramane, Steno	To Consider the request of Data Entry Operators to count the contract service for pay fixation who were brought into regular appointment w.e.f. 22.04.2020	The Committee noted that the Finance Committee has not approved the revision of salary for the contract employees. It is observed that some of the employees in previous cadres are drawing lesser pay on the date of regularization than the consolidated pay drawn during absorption. The committee recommends to grant appropriate number of increments to mitigate the financial loss.
3	1. V. Meenakshisundaram, MTS 2. M. Umesan, MTS 3. D. Sarala, MTS 4. K. Reka, MTS 5. E. Kessavaraman, MTS 6. G. Karunakaran, MTS	To consider Pay protection to the employees recently absorbed to the post of Multi-Tasking Staff from various contractual positions	The Committee noted that the Finance Committee has not approved the revision of salary for the contract employees. It is observed that some of the employees in previous cadres are drawing lesser pay on the date of regularization than the consolidated pay drawn during absorption. The committee recommends to grant appropriate number of increments to mitigate the financial loss.

[Handwritten signatures and initials]

4	1. E. Kalaivani, Jr. Asst., 2. V. Dhanalakshmi, Jr. Asst., 3. G. Boovaragavan, Jr. Asst., 4. R. Prakash, Jr. Asst., 5. S. Baskar, Jr. Asst., 6. N. Selvi, Jr. Asst., 7. K. Gnanavel, Jr. Asst., 8. C. Malany, Jr. Asst., 9. R. Rajaram, Jr. Asst., 10. J. Victoria, Jr. Asst., 11. V. Sittananda Bharathy, Jr. Asst., 12. S. Sugunavadi, Jr. Asst., 13. P. Dhanavathy, Jr. Asst., 14. P. Manikannan, Jr. Asst., 15. B. Tilagavady, Jr. Asst., 16. T. Chitra, Jr. Asst., 17. B. Kumar, Jr. Asst., 18. Z. Gurudevi, Jr. Asst., 19. R. Sasikumar, Jr. Asst., 20. S. Viswanetti, Jr. Asst., 21. G. Vasantha, Jr. Asst., 22. S. Prithaba, Jr. Asst.,	To consider the request received from newly absorbed Junior Assistants to count the contract services for annual increment	The Committee noted that the Finance Committee has not approved the revision of salary for the contract employees. It is observed that some of the employees in previous cadres are drawing lesser pay on the date of regularization than the consolidated pay drawn during absorption. The committee recommends to grant appropriate number of increments to mitigate the financial loss.
5	1. R. Punithavathy, Jr. Asst., 2. P. Arumugam, Jr. Asst., 3. S. Pirabu, Jr. Asst., 4. T. Gawaskar, Jr. Asst., 5. George Boodala, Jr. Asst., 6. K. Kaliamoorthy, Jr. Asst., 7. P. Jayanthi, Jr. Asst., 8. Rankumar Hajong, Jr. Asst., 9. S. Pugalandran, Jr. Asst., 10. R. Raja, Jr. Asst.,	To consider the request received from the cadre of Junior Assistants for personal promotion to the post of Assistant	The committee deferred it for want of more information.

[Handwritten signatures and initials]

6	1. A. Ramamoorthy, Assistant 2. M. Subramanian, Assistant 3. S. Saravanan, Assistant 4. S. Parandamane, Assistant 5. G. Ramalingam, Assistant 6. D. Radjane, Assistant 7. S. Kirubanandane, Assistant 8. M. Tambrassa, Assistant 9. R. Radjaveny, Assistant 10. K. Anbazhagan, Assistant 11. R. Jayaseelan, Assistant 12. V. Djeancourthy, Assistant 13. D. Damodarane, Assistant 14. D. Padnavathi, Assistant 15. E. Munisamy, Assistant	To consider the request from the cadre of Assistants for personal promotion to the post of Senior Assistant	The committee deferred it for want of more information.
7	1. R. John Mathew, MTS 2. D. Bharath Kumar, MTS 3. M. Adhisivan, MTS 4. P. Duraikannan, MTS	To consider Re-designation to the post of Lab Assistant from the post of Multi-Tasking Staff for the Employees who were brought to regular establishment under absorption basis from various contractual positions.	Already MTS absorption is made based on option/undertaking. Therefore their request is not technically feasible.
8	B Muthu Kumaran Tech Asst. (N/C)	To consider the request received from newly absorbed technical assistant (network/computer) to count the contract services for annual increment.	The committee observed that the counting of contract service for annual increment is not feasible.
9	1. G. Madhurambika, Library Asst., 2. R. Rajesh, Library Asst., 3. R. Murugan, Library Asst., 4. R. Renukadevi, Library Asst.,	To consider the requests received from the cadre of library assistant for personal promotion to the post of Semi-Professional Assistant	The committee deferred it for want of more information.
10	1. S. Nalini @ Jayaprabhavathy, Lab Asst. 2. M. Kanagarathnam, Lab Asst. 3. R. Kolanchiammal, Lab Asst. 4. D. Dandabany, Lab Asst. 5. N. Vetriseelvan, Lab Asst.	To consider the request received from newly absorbed Laboratory Assistants to protect the pay last drawn earlier by including the pay revision with 7th pay commission	The Committee noted that the Finance Committee has not approved the revision of salary for the contract employees. It is observed that some of the employees in previous cadres are drawing lesser pay on the date of regularization than the consolidated pay drawn during absorption. The committee recommends to grant appropriate number of increments to mitigate the financial loss.

[Handwritten signatures and initials]

11	1. S. Nagarajan, Horticulture Attendant 2. D. Ejournal, Horticulture Attendant 3. V. Elumalai, Horticulture Attendant 4. J. Nithya, Horticulture Attendant 5. S. Muthiyar, Horticulture Attendant 6. A. Velavan, Horticulture Attendant 7. S. Irissappane, Horticulture Attendant 8. G. Elumalai, Horticulture Attendant 9. I. Veimourugan, Hort. Attendant 10. R. Jeeva, Horticulture Attendant 11. M. Mathiyazagane, Hort. Attendant 12. A. Muthu, Horticulture Attendant 13. J. Maruthavanan, Hort. Attendant 14. P. Iyyappa, Horticulture Attendant 15. R. Mourougane, Horticulture Attendant 16. P. Saravanan, Horticulture Attendant 17. K. Balasundram, Hort. Attendant 18. A. Nagaraju, Horticulture Attendant 19. K. Jayasankar, Horticulture Attendant 20. P. Ramu, Horticulture Attendant	To consider the request received from Horticulture Attendant for declaration of probation	The committee was apprised that a separate committee was constituted and the recommendation of the committee has been approved to place before the Finance Committee. Agenda item was submitted for approval and after approval to be placed in the Finance Committee.
12	1. S. Nagarajan, Horticulture Attendant 2. D. Ejournal, Horticulture Attendant 3. V. Elumalai, Horticulture Attendant 4. J. Nithya, Horticulture Attendant 5. S. Muthiyar, Horticulture Attendant 6. A. Velavan, Horticulture Attendant 7. S. Irissappane, Horticulture Attendant 8. G. Elumalai, Horticulture Attendant 9. I. Veimourugan, Hort. Attendant 10. R. Jeeva, Horticulture Attendant 11. M. Mathiyazagane, Hort. Attendant 12. A. Muthu, Horticulture Attendant 13. J. Maruthavanan, Hort. Attendant 14. P. Iyyappa, Horticulture Attendant 15. R. Mourougane, Horticulture Attendant 16. P. Saravanan, Horticulture Attendant 17. K. Balasundram, Hort. Attendant 18. A. Nagaraju, Horticulture Attendant 19. K. Jayasankar, Horticulture Attendant 20. P. Ramu, Horticulture Attendant	To consider the requests received from Horticulture Attendant for pay protection of regular pay scale from the date of engagement on contract basis	The committee noted that the total emoluments upon regularization exceeded the consolidated pay before regularization. Hence, no case made out for pay protection.

[Handwritten signatures and initials]

13	1. K T Naheem, Prof. Asst., 2. M Saraswati Rao, Prof. Asst., 3. C Suresh, Prof. Asst., 4. A Uma Swarna Manjari, Prof. Asst., 1. R. Thananzayane, Senior Assistant 2. A. Mailainathan, Senior Assistant 3. E. Sivasankaran, Senior Assistant 4. R. Saikirouchenane, Senior Assistant 5. E.R. Sandhya, Senior Assistant	To Consider the Requests Received from Professional Assistants for promotion	The committee deferred it for want of more information.
14		To Consider The Request Received From The Cadre Of Senior Assistants For Personal Promotion To The Post Of Section Officers	The committee deferred it for want of more information.

S. Suresh *80006* *T. Krishna*

II. GRIEVANCES RECEIVED IN THE BOX:

Grievance No.	Received from	Request	Recommendations of the Committee
1	Shri / Smt. / Ms. Dr. N. Ravi Asst. Registrar (Under Suspension)	Profound an appeal to revoke the suspension and rescind the charge sheet issued after the lapse of 90 days - Reg.	The committee recommend that the Vice-Chancellor may intervene in this issue and settle the issue at the earliest possible time as per the existing CCS CCA rules.
2	N. Pejanissamy Hort. Attendant (Under Suspension)	Profound an appeal to cancel the charge sheet issued after the expiry of 90 days and to reinstate me in service - prayed for - Reg.	The committee recommend that the Vice-Chancellor may intervene in this issue and settle the issue at the earliest possible time as per the existing CCS CCA rules.
3	A. Ramanoorthy Assistant	Request for Personal Promotion	The committee deferred it for want of more information.
4	S. Vadivelou MTS	Request to elevate his MTS post to the Laboratory Assistant/Technical Assistant or any other equivalent post	Already absorbed as MTS and regularized based on option/undertaking. Therefore his request is not technically feasible.
5	N. Punithavathy Senior Assistant (Retd)	Request for sanction her MACP	The committee recommends to place it before MACP committee.
6	M. Adhisivan MTS	Submission of representation to request for the post as Lab Assistant	Already absorbed as MTS and regularized based on option/undertaking. Therefore his request is not technically feasible.
7	L. Canagaradjou Senior Assistant	Request for transfer to any other Section/Department	The committee recommends to the Administration to consider the request.
8	L. Canagaradjou Senior Assistant	Request to modify/revise the Recruitment rules for the post of Section Officer	The committee observed that the review of RR is subject matter of separate administrative process.

[Handwritten signatures and initials]

9	N Vetrivelan Laboratory Assistant	Request for Pay Protection and Pay Revision for the Position of Laboratory Assistant	The Committee noted that the Finance Committee has not approved the revision of salary for the contract employees. It is observed that some of the employees in previous cadres are drawing lower pay on the date of regularization than the consolidated pay drawn during absorption. The committee recommends to grant appropriate number of increments to mitigate the financial loss. The committee recommends to place it before MACP committee.
10	R. Prabhakar Senior Assistant (Retd)	Request to consider his 3 rd MACP	
11	Group representation - Labourer on Contract - Land Affected Category	Request for permanent job	The committee recommends not to entertain as per the university ordinances.
12	Nikash Marak Office Attendant (on contract)	Has stated that he joined the institution on 01.02.2008 on contract with a scale matrix of Rs.4400-7440 and has brought to consolidated salary of Rs.21,192/- from the year 2017 and he has requested to revise his salary in accordance with his scale of pay paid to other university contract employees. In addition, he has requested to consider him for the regular post of Office Attendant at the earliest.	The committee deferred his request for scale revision. The Committee recommends to club his case along with the other contract employees.
13	P. Durakannan MTS	Request to elevate his MTS post to the Laboratory Assistant/Technical Assistant	Already MTS absorption is regularized based on option/undertaking. Therefore his request is not technically feasible.
14	M. Vetrivel Junior Assistant	Request for grant of financial upgradation under MACP Scheme and review his APAR for grant of MACP.	The committee recommends the MACP committee to look into the issue.
15	S. Balabaskaran Programmer (on contract)	He has stated that his salary was revised in the year 2018. For the past 5 years, his consolidated salary has not been revised and therefore requested to revise his consolidated emoluments based on the EC resolution 2011.107.50 and to implement 7 th CPC.	The committee observes that the proposal to enhance the consolidated emoluments is not accepted by the Finance Committee (2021). Therefore his request is not feasible.

[Handwritten signatures and initials]

16	Sagayamari Pre-Primary Teacher	She has mentioned that she completed 13 years and 8 months of service and there is no salary enhancement for the past 7 years. Also stated that she worked in clerical work at V&S Wing during pandemic. Since there is no Pre-Primary Teacher post as per the CRR 2019, she has requested to consider her candidature for absorption to any suitable regular post and has given consent to consider to MTS post. Therefore, Smt. Sagayamari has requested to regularize to any suitable regular post/MTS.	The Committee recommends to club her case along with the other contract employees.
17	G. Sangotha Care Taker	She has mentioned that she completed 15 years and 10 months of service and there is no salary enhancement for the past 7 years. Since there is no Care Taker post as per the CRR 2019, she has requested to consider her candidature for absorption to any suitable regular post and has given consent to consider to MTS post. Therefore, she has requested to regularize to any suitable regular post/MTS.	The Committee recommends to club her case along with the other contract employees.
18	M. Murugajuria Pre-Primary Teacher	She has mentioned that she completed 13 years and 10 months of service and there is no salary enhancement for the past 7 years. Also stated that she worked in clerical work at RC during pandemic. Since there is no Pre-Primary Teacher post as per the CRR 2019, she has requested to consider her candidature for absorption to any suitable regular post and has given consent to consider to MTS post. Therefore, she has requested to regularize to any suitable regular post/MTS.	The Committee recommends to club her case along with the other contract employees.
19	V. Meenakshisundaram MTS	Request to consider of recommendation of the Seventh central pay Commission on Dress Allowance	The committee recommends to wait for the reply from UGC on the clarification sought by the University vide letter dated 04.02.2022.

[Handwritten signatures and initials]

20	M. Sundara Mohan Information Officer	He has requested that as already considered by the Non-Teaching Staff Grievance Redressal Committee during 2008 for counting his service from 06.03.1992 to 01.04.1998 as regular service while rendered under Scheme of DBT Issue a revised service certificate from his date of joining i.e 06.03.1992.	The committee observed that the Grievance Committee held on 10.07.2021 has given a recommendation only for MACP and not for promotion under CAS which implies that his services are not regularized from 1992 to 31.03.1998. Therefore the committee recommends that his request is not feasible.
21	S. Balan Senior Technical Assistant (N/C)	Mentioned as : His promotion was effected from 25.11.2021 instead of 24.08.2016, resulting into five years of monetary benefits lost.	The committee observed that the promotion is effected only from the date of DPC/date of order as per the existing regulations. Therefore his request is not feasible.
22	K Vinayagam Horticulture Attendant	Request for declare the probation period	The committee recommends to the administration to follow all the procedure as per regulations to declare the probation period.
23	K Vinayagam Horticulture Attendant	Representation from the Horticulture Attendant to fill the vacant posts of Driver in Transport Section on behalf of regular drivers under Superannuated	The committee observed that the request does not fall under the purview of Grievance Committee. However, the Committee recommends that the Administration may look into the request.
24	S.M. Arasu Section Officer (Retd.)	Release of terminal benefits	The committee recommends that Shri S.M. Arasu may be released all the terminal benefits based on the final results of the proceedings.
25	M. Kaliaperumal Driver - Level III	Request for promotion	The committee deferred it for want of more information.

26	J. Arivoli Library Assistant (Contract)	Have stated that they have been working as Library Assistant on contract basis since May 2011 and now requested for regularization and promotion to the Library Assistant.	The committee observed that her request is not feasible. However, the Committee recommends to club her case along with the other contract employees.
27	K. Vasumadhi Library Assistant (Contract)	Have stated that they have been working as Library Assistant on contract basis since May 2011 and now requested for regularization and promotion to the Library Assistant.	The committee observed that her request is not feasible. However, the Committee recommends to club her case along with the other contract employees.



(GAUTAM KUMAWAT)



(RUKKUMANI)



(J. KRISHNAN)



(R. SEVUKAN)



(D. LAZAR)

2024.149.11

TO CONSIDER AND APPROVE THE AGE OF SUPERANNUATION AS 62 INSTEAD OF 60 FOR THE POST OF DIRECTOR, DIRECTORATE OF DISTANCE EDUCATION, PONDICHERRY UNIVERSITY

Notification dated 21.09.2022 was issued by the Pondicherry University for filling up the post of Director, Directorate of Distance Education with the following criteria:

Contract/Tenure basis (5 years)

Age limit 55 years

Pay Matrix Level 14

Based on the notification dated 21.09.2022 issued by the University, Dr. Arvind Gupta has been appointed as Director, DDE under Direct Recruitment process vide this Office Order No.237, dated 04.01.2024/31.01.2024 for a tenure of five years or until he attains the age of 60 years whichever is earlier.

Subsequently, Dr. Arvind Gupta, Director, Directorate of Distance Education has represented vide dated 02.02.2024 and 05.02.2024 that as per Ordinances and Regulations of Directorate of Distance Education, Pondicherry University for the post of Director, DDE para 8.1 read as follows:

“The Director of Distance Education shall have a full-time Director in the salary and scale of Professor and shall be in non-teaching position with superannuation at par with the Librarian of the University”

According to this provision, the superannuation age of the Director, DDE should be 62 years instead of 60 at par with the Librarian of the University.

This was also approved by Executive Council vide Resolution No.2009.101.159, dated 03.09.2009.

Hence, for consideration of the Council whether the age of superannuation for the post of Director, Directorate of Distance Education mentioned as 60 may be modified as 62 based on the Ordinances and Regulations of Distance Education, Pondicherry University, Puducherry.

For consideration and approval of the Council.

[Type here]

2024.149.12

TO RE-CONSIDER THE INQUIRY REPORT SUBMITTED BY THE INQUIRY AUTHORITY AGAINST THE CHARGES FRAMED AGAINST SMT. L. KALPANA, SEMI PROFESSIONAL ASSISTANT, CENTRAL LIBRARY, PONDICHERRY UNIVERSITY, PUDUCHERRY WHICH WAS PLACED BEFORE THE 143RD MEETING OF THE EXECUTIVE COUNCIL AND IN THE WAKE OF THE LETTER DATED 07-08-2023 RECEIVED FROM STATION HOUSE OFFICER, ARIYANKUPPAM POLICE STATION

The Executive Council in 143rd Meeting after considering the enquiry report on the charges framed against Smt. L. Kalpana, Semi Professional Assistant resolved vide Resolution No.2022.143.13, dated 17-06-2022 that ***“In the wake of the anticipatory bail taken by Smt. L. Kalpana, the council authorized the Vice-Chancellor to take appropriate action as per the relevant rules.”*** (ENCLOSURE-I)

Based on the Resolution of the Executive Council with respect to clause 10(1) of the University Ordinances Governing Control and Appeal (ENCLOSURE-II) and approval of the Vice-Chancellor, the Inquiry Authority was requested twice on 30-08-2022 and 18-01-2023 (ENCLOSURE-III) to revisit his findings in the Inquiry Report in the light of the anticipatory bail taken by Smt. L. Kalpana in Cr. M.P. No.1458/2019, and FIR No.0092, dated 22-07-2019 lodged against her.

But the Inquiry Officer expressed inability to review his findings, vide his letters dated 19-09-2022 and 06-02-2023 (ENCLOSURE-IV) and pointed out that the charges framed under Article II & III are entirely different from the subject matter spelt in the resolution. Article II is about the suppression of facts about the case FIR and Article III is about the applied EL without stating the actual reasons to get bail, whereas the resolution speaks about the Anticipatory bail taken which is not under the purview of any of the charges framed against the charged official.

Further, the Inquiry Authority has stated that revisiting the Inquiry report submitted earlier as per the resolution is not in accordance with Rule 15 which states that some serious defect has to be crept in to the inquiry (or) some witnesses were not available at the time of inquiry (or) not examined for some other reasons. But, no such incident has been observed in this case. Further more, the Article of

[Type here]

charges framed against the charged official are entirely different with that of the resolution, i.e anticipatory bail taken by the charged official. Further stated that the duty of the Inquiry Authority is to conduct the inquiry and to find out whether the articles of charges are proved or not on the basis of the evidence adduced and documents produced during the inquiry. In view of the positions explained, he has stated that it will be beyond the domain of the Inquiry Authority to revisit the Inquiry Report already furnished.

Further, the Station House Officer, Ariyankuppam Police Station vide letter dated 07-08-2023 has informed the present status of the FIR No.0092 under IPC 1860 Section 34, 420 & 506(ii), that the case was registered on 22-07-2019 on the complaint of one Muthukumaran (23), S/o. Nagarajan, No.112, Aravindhar Veethi, Sudhana Nagar, Nainarmandabam, Puducherry against Kalpana (46), W/o. Selvaraj, No.2, Housing Board Colony, Ariyankuppam, Puducherry and others. Further, he has ascertained that as per the available record in Ariyankuppam Police Station, the accused person Kalpana (46), W/o. Selvaraj was not involved in this case. Hence, her name was deleted from Cr.No.92/2019 U/s 420, 506(II) IPC r/w 34 IPC and the investigation of this case was completed and charge sheet was filed before the Hon'ble JM-III court, Puducherry for further proceedings.

However, the present status of the case Cr.M.P. No.1458/2019 filed by Smt. L. Kalpana pending before the Hon'ble Principal Sessions Judge at Puducherry is being ascertained with Legal Cell.

FACTUAL POSITION :

In Article-III, Smt. L. Kalpana has been charged that she has simply applied EL belatedly only on 05-08-2019 for the period from 22-07-2019 to 02-08-2019 prefixing 20-07-2019 & 21-07-2019 and suffixing 03-08-2019 & 04-08-2019 without stating the actual reasons to get bail in her leave letter, only after obtaining anticipatory bail on 31-07-2019 in the Honorable Court of the Principal Sessions Judge, Puducherry (Cr. M.P. No.1458/2019) on condition that she should appear before the SHO, Ariyankuppam Police Station daily at 10 a.m. continuously without fail for the period of 30 days from the date of her release on bail i.e. from 01-08-2019 to 30-08-2019. **(ENCLOSURE-V)**. The same has been admitted by Smt. L. Kalpana herself vide letter dated 05-08-2019.

For consideration of the Council :

- (i) The Inquiry Authority in his report dated 15-06-2021 has held the charges as “Not Proved”.
- (ii) The issues which stand against Smt. L. Kalpana are not related to Pondicherry University.
- (iii) The Station House Officer, Ariyankuppam Police Station, vide letter dated 07-08-2023 has informed that the name of Smt. L. Kalpana has been deleted from Cr. No.92/2019, which indicates that the issues reported against her earlier, do not survive now.

2022.143.13

TO CONSIDER THE INQUIRY REPORT SUBMITTED BY THE INQUIRY AUTHORITY AGAINST THE CHARGES FRAMED AGAINST SMT.L.KALPANA, SEMI PROFESSIONAL ASSISTANT, CENTRAL LIBRARY, PONDICHERRY UNIVERSITY, PUDUCHERRY.

Shri. N. Muthukumaran, S/o. Nagarajan, Nainarmandapam, Puducherry has made complaint against Smt. L. Kalpana, Semi Professional Assistant, Central Library and her husband Shri.Selvaraj who is running Sree Sai Consultancy had borrowed money of Rs.5,50,000/- from Shri.N. Muthukumaran S/o. Nagarajan, Nainarmandapam, Puducherry, by given assurance to get employment opportunity in foreign countries and failed to fulfill the assurance and returned the amount of Rs.2,00,000/- only vide his letter dated 24.04.2019. Based on the complaint she was served a memorandum dated 25.06.2019 and she was directed to submit her explanation towards the reported act of her misconduct i.e fraudulent activities.

She has submitted her explanation on 02.07.2019 wherein she had denied the allegation levelled against her.

In the meantime news appeared in the Newspapers of Dinamalar, Dinakaran and Dinamani dt. 24.07.2019 that based on the complaint of Shri N. Muthukumaran on 22.07.2019 at Ariyankuppam Police Station, a complaint has been registered against Smt. L. Kalpana, Semi Professional Assistant, Central Library and her husband Shri Selvaraj and arrested by the Ariyankuppam Police for their fraudulent/cheating activities by claimed money of Rs.5,50,000/- from Shri. N. Muthukumaran by giving assurance to get employment opportunity to him in foreign countries and failed to fulfill the assurance and returned the amount of Rs.2,00,000/- only. Smt. L. Kalpana and her husband had not returned the balance amount of Rs.3,50,000/- and threatened on his life.

Shri N. Muthukumaran has informed to the University Authorities vide his letter dated 26.07.2019 that he gave a complaint and a case FIR No. 92/2019 under section 420, 506 (ii) IPC r/w 34 IPC has been registered on 22.07.2019 against Smt. L. Kalpana and her husband by the Ariyankuppam Police Station, after the investigation the police arrested and remanded her husband.

Further, the above was confirmed by the Officer on Special Duty, Vigilance & Security Section, Pondicherry University and the OSD (V&S) has informed vide letter dated 05.09.2019 that based on his complaint a case FIR No. 92/2019 under section 420, 506 (ii) IPC r/w 34 IPC has been registered on 22.07.2019 against her husband and Smt. L. Kalpana by the Ariyankuppam Police Station, after the investigation the police arrested and remanded her husband.

Also, Smt. L. Kalpana obtained anticipatory bail on 31.07.2019 in the Honorable Court of the Principal Sessions Judge, Puducherry (Cr.M.P. No. 1458/2019) on condition that she should appear before the SHO, Ariyankuppam Police Station daily 10 AM continuously without fail for the period of 30 days from the date of her release on bail i.e from 01.08.2019 to 30.08.2019.

However, that the said Smt. L. Kalpana, Semi Professional Assistant, Central Library has willfully suppressed the facts about the case FIR No. 92/2019 under section 420, 506 (ii) IPC r/w 34 IPC registered on 22.07.2019 against her and her husband. But it was published in Newspapers of Dinamalar, Dinakaran and Dinamani on 24.07.2019. This is in violation of Rule 19(1) of CCS (Conduct) Rules read with 19(2) of the Ordinances Governing conduct of employees of Pondicherry University.

Even though, it was published in newspapers that based on the complaint of Shri N. Muthukumaran on 22.07.2019 at Ariyankuppam Police Station, a complaint has been registered against Smt. L. Kalpana, Semi Professional Assistant, Central Library and her husband Shri Selvaraj and arrested by the Ariyankuppam Police for their fraudulent/cheating activities by claimed money of Rs.5,50,000/- from Shri. N. Muthukumaran, she has failed to inform the status of the case filed against her and she has simply applied Earned Leave from 22.07.2019 to 02.08.2019 prefixing holidays on 20.07.2019 & 21.07.2019 and suffixing holidays on 03.08.2019 & 04.08.2019 without stating the actual reasons to get bail in her leave letter.

After obtaining anticipatory bail on 31.07.2019 in the Honorable Court of the Principal Sessions Judge, Puducherry (Cr.M.P. No. 1458/2019) on condition that she should appear before the SHO, Ariyankuppam Police Station daily at 10 a.m. continuously without fail for the period of 30 days from the date of her release on bail i.e from 01.08.2019 to 30.08.2019, Smt. L. Kalpana informed the University vide her letter dt. 05.08.2019.

Smt. L. Kalpana, Semi Professional Assistant, Central Library has failed to obtain prior permission/approval for executing business from the authorities or run a consultancy agency or a shop by her husband Shri Selvaraj or herself is required under the CCS Conduct Rules and Ordinances Governing Conduct, by the Govt. servant to engage directly or indirectly in any trade or business or hold an elective office etc., owned or managed by any member of his/her family. This is in violation of Rule 15 of CCS (Conduct) rules read with the Ordinances Governing conduct of employees of Pondicherry University.

Smt. L. Kalpana, Semi Professional Assistant, Central Library has failed to maintain a decent Financial status and has been in habitual indebtedness by taking loans above Rs. 1 lakh from individuals. This is in violation of Rule 17 of CCS (Conduct) rules read with the Ordinances Governing conduct of employees of Pondicherry University.

But Smt. L. Kalpana, Semi Professional Assistant and her Husband have claimed money of Rs. 5,50,000/- from Shri. N. Muthukumaran during the year 2018 in four installments by giving assurance to get employment opportunity to him in Canada and later cheated him.

Meanwhile Smt. L. Kalpana has filed a writ petitions (W.P No.8658 of 2020 and W.M.P Nos.10486 & 10487 of 2020 for issuance of Writ of certiorari calling for the records pertaining to the charge memo dated 10.03.2020 and to quash the same as illegal, unconstitutional, and unwarranted. However the Hon'ble High Court has dismissed the same. **(ENCLOSURE-I)**

Hence departmental proceedings was initiated against Smt.L. Kalpana issuing charge sheet and served against her vide memorandum No:PU/ESTT/NT3/II-8/2019-20/253, dt:10.03.2020. **(ENCLOSURE-II)**

The details of Charges are:

Article – I

That the said Smt. L. Kalpana, Semi Professional Assistant, Central Library and her husband Shri Selvaraj who is running Sri Sai Consultancy, at New ECR Road, Ariyankuppam, Puducherry had involved in fraudulent and cheating activities by claiming an amount of `5,50,000/- from Shri. N. Muthukumaran, S/o Shri N. Nagarajan, residing at No.112, Aravindar Street, Sudhana Nagar, Nainarmandapam, Puducherry – 605 004 by giving assurance to get employment opportunity to him at Canada. But she and her husband have failed to keep up the promise and have not returned the full amount.

Article – II

That the said Smt. L. Kalpana, Semi Professional Assistant, Central Library has willfully suppressed the facts about the case FIR No. 92/2019 under section 420, 506 (ii) IPC r/w 34 IPC registered on 22.07.2019 by Shri N. Muthukumaran against her and her husband for their cheating activities.

Article – III

That the said Smt. L. Kalpana, Semi Professional Assistant, Central Library has applied Earned Leave from 22.07.2019 to 02.08.2019 prefixing holidays on 20.07.2019 & 21.07.2019 and suffixing holidays on 03.08.2019 & 04.08.2019 without stating the actual reasons to get bail.

Article – IV

That the said Smt. L. Kalpana, Semi Professional Assistant, Central Library has suppressed the information of undertaking a business without approval and she failed to obtain permission from the authorities to do business or run a consultancy agency or a shop by her husband Shri Selvaraj as per the CCS(CCA) Conduct Rules.

Article – V

That the said Smt. L. Kalpana, Semi Professional Assistant, Central Library has failed to maintain a decent Financial status and she and her spouse jointly or individually has been in habitual indebtedness by taking loans above ` 1 lakh, from banks, companies, financial institutions, Central/State Government and from individuals.

Article – VI

That the said Smt. L. Kalpana, Semi Professional Assistant, Central Library has failed to submit Annual Returns of Assets and Liabilities for taking loans above ` . 1 lakh, from banks, companies, financial institutions, Central/State Government and from individuals should be included on the statement of Debts and other liabilities of the Government servant, his/her spouse and dependent children.

By the above act of gross misconduct, which are highly unbecoming of an employee of this University, Smt. L. Kalpana, Semi Professional Assistant, Central Library has violated Rule 3 (1) (i), (ii) , (iii), 15 and 17 of the Pondicherry University conduct rules.

Explanation dt:27.05.2020 was received from Smt.L. Kalpana wherein she had denied all the charges vested against her (**ENCLOSURE-III**).

Hence, Inquiry Authority and Presenting Officer were appointed on 11.09.2020 to inquire the charges framed against Smt.L. Kalpana and requested to submit the report. Also a defence Assistant (Dr.N. Ravi, Assistant Registrar) was appointed in the disciplinary proceedings initiated against Smt.L. Kalpana.

The Inquiry report was submitted on 15.06.2021 by the Inquiry Authority.

Findings of the Inquiry Officer:

The Inquiry Authority has concluded as follows in view of the discussion that

Article-I not proved.

Article-II not proved

Article-III not proved

Article-IV-not proved

Article-V-not maintainable

Article-VI-not proved. **(ENCLOSURE-IV)**

A copy of the Inquiry Report was supplied to the Charged Official vide this office Memorandum dated 15.09.2021 with the direction to submit her explanation on the Inquiry report if any on or before 30.09.2021 **(ENCLOSURE-V)**

She submitted her explanation dated 22.09.2021 stating that she has no explanation to offer since all the six charges have been not proved and has requested to exonerate from the article of charges leveled against her. **(ENCLOSURE-VI)**

As per CCS (CCA) Rules, where a departmental proceedings has been completed and it is considered that the officer concerned deserves to be penalized, he should be awarded one of the recognized statutory penalties as given in Rule 11 of the CCS (CCA) Rules,1965. In such a situation, a recordable warning should not be issued as it would, for all practical purposes, amount to a 'censure' which is a formal punishment and which can only be awarded by a competent Disciplinary Authority after following the procedure prescribed in the relevant disciplinary rules.

Moreover, the particulars of cases in respect of Smt. L. Kalpana, Semi Professional Assistant was requested from the Legal Cell. It is ascertained that the cases are pending and not yet disposed. However, the particulars as received from Shri. M. Lakshmi Narasimhan, University Counsel on the cases against Smt.L. Kalpana is as follows:

1. *FIR No:92 of 2019 filed by Ariyankuppam Police Station: Criminal case not yet numbered.*

2. *Crl.MP.No.1458 of 2019 filed by Kalpana in PDJ Court at Pondicherry. It is an Anticipatory Bail application filed by Kalpana for Crime under S.420 Crpc and that said AB was granted*
3. *Crl.MP.No.3026 of 2018 in JM-III Court at Pondicherry-Since it is case of 2018, particulars cannot be traced out.*

Further, the E.L from 22.07.2018 to 02.08.2018 has not yet been sanctioned, since she failed to state the actual reasons as stated at Article-III

The Service detail of Smt.L. Kalpana is enclosed. (ENCLOSURE-VII)

The List of Penalties is attached as (ENCLOSURE-VIII)

Submitted for consideration of the Council.

ANNEXURE - VIII

PONDICHERRY UNIVERSITY
PUDUCHERRY



MINUTES OF THE 143rd MEETING OF THE
EXECUTIVE COUNCIL HELD ON 17.06.2022

2022.143.13

To consider the inquiry report submitted by the Inquiry Authority against the charges framed against Smt. L. Kalpana, Semi Professional Assistant, Central Library, Pondicherry University, Puducherry.

In the wake of the anticipatory bail taken by Smt. L. Kalpana, the council authorized the Vice-Chancellor to take appropriate action as per the relevant rules.

- (b) direct a disciplinary authority to institute disciplinary proceedings against any employee on whom that disciplinary authority is competent to impose under these rules any of the penalties specified in rule 6.

(2) A disciplinary authority competent under these rules to impose any of the penalties specified in clauses (i) to (iv) of rule 6 may institute disciplinary proceedings against any employee for the imposition of any of the penalties specified in clause (v) to (ix) of rule 6 notwithstanding that such disciplinary authority is not competent under those rules to impose any of the latter penalties.

PART—IV

PROCEDURE FOR IMPOSING PENALTIES

9. (1) No order imposing any of the penalties specified in clauses (v) to (ix) of rule 6 shall be made except after an enquiry held as may be, in the manner provided in this rule and rule 11.

Procedure for
imposing
major
penalties

(2) Whenever the disciplinary authority is of the opinion that there are grounds for enquiry into the truth of any imputation of misconduct or misbehaviour against any employee, it may itself enquire into, or appoint under this rule an authority to enquire into the truth thereof.

Explanation: Where the disciplinary authority itself holds the enquiry, any reference in sub-rule (7) to sub-rule and in sub-rule (20) (22) to the enquiring authority shall be construed as a reference to the disciplinary authority.

(3) Where it is proposed to hold an enquiry against an employee under this rule and rule 11, the disciplinary authority shall draw up or cause to be drawn up:

- (i) the substance of the imputations of misconduct or misbehaviour into definite and distinct articles of charge;
- (ii) a statement of the imputations of misconduct or misbehaviour in support of each article of charge which shall contain—
 - (a) a statement of all relevant facts including any admission or confessions made by the employee;
 - (b) a list of documents by which and a list of witnesses by whom the articles of charge are proposed to be sustained.

(4) The disciplinary authority shall deliver or cause to be delivered to the employee a copy of the articles of charge, the statement of the imputations of misconduct or misbehaviour and a list of documents and witnesses by which each article of charge is proposed to be sustained, and shall require the employee to submit, within such time as may be specified, a written statement of his defence and to state whether he desires to be heard in person.

- (5)(a) On receipt of the written statement of defence the disciplinary authority may itself enquire into such of the articles of charge as are not admitted, or if it considers it necessary to do so, appoint under sub-rule (2) an inquiring authority for the purpose and where all the articles of charge have been admitted by the employee in his written statement of defence the disciplinary authority shall record its findings on each charge after taking such evidence as it may think fit and shall act in the manner laid down in Rule 10.
- (b) If no written statement of defence is submitted by the employee, the disciplinary authority may itself inquire into the articles of charge, or may, if it considers it necessary to do so, appoint, under sub-rule (2) an inquiring authority for the purpose.
- (c) Where the disciplinary authority itself inquires into any article of charge or appoints an inquiring authority for holding an inquiry into such charge, it may by an order, appoint an employee to be known as the "presenting officer" to present on its behalf the case in support to the articles of charge.
- (6) The disciplinary authority shall, where it is not the inquiring authority forward to the inquiring authority:
- (i) a copy of the articles of charge and the statement of the imputations of misconduct or misbehaviour;
 - (ii) a copy of the written statement of defence, if any, submitted by the employee;
 - (iii) a copy of the statements of witnesses, if any, referred to in sub-rule (3)
 - (iv) evidence proving the delivery of the documents referred to in sub-rule (3) to them;
 - (v) a copy of the order appointing the Presenting Officer.
- (7) The employee shall appear in person before the enquiring authority on such day and at such time within fifteen working days from the date of receipt by him of the articles of charge and the statement of the imputations of misconduct or misbehaviour as the inquiring authority may, by a notice in writing specify in this behalf, or within such further time, not exceeding fifteen days, as the inquiring authority may allow.
- (8) The employee may take the assistance of any other employee to present the case on his behalf but shall not engage a legal practitioner for the purpose.
- (9) If the employee who has not admitted any of the articles of charge in his written statement of defence, appears before the inquiring authority, such authority shall ask him whether he is guilty or has any defence to make and if he pleads guilty to any of the articles of charge, the inquiring authority shall record the plea, sign the record and obtain the signature of the employee thereon.
- (10) The inquiring authority shall return a finding of guilt in respect of those articles of charge to which the employee pleads guilty.
- (11) The inquiring authority shall, if the employee fails to appear within the specified time or refuses or omits to plead guilty, require the Presenting Officer to produce the evidence by which he proposes to prove the articles of charge and shall adjourn the case to a later date not exceeding thirty days, after recording an order that employee may for the purpose of preparing his evidence;

- (i) inspect within five days of the order or within such further time not exceeding five days as the inquiring authority may allow, the documents specified in the list referred to in sub-rule (3).

- (ii) Submit a list of witnesses to be examined on his behalf.

Note: If the employee applies orally or in writing for the supply of copies of the statement of witnesses mentioned in the list referred to in sub-rule (2) the inquiring authority shall furnish to the employee with such copies as early as possible and in any case not less than three days before the commencement of the examination of the witnesses on behalf of the disciplinary authority.

- (iii) Give a notice within ten days of the order or within such further time not exceeding ten days as the inquiring authority may allow, the production of any documents which are in the possession of the University but not mentioned in the list referred to in sub-rule 3.

Note: The employee shall indicate the relevance of the documents required by him to be produced by the University.

(12) The inquiring authority shall, on receipt of the notice for the production of documents forward the same or copies thereof to the authority in whose custody or possession the documents are kept, with a requisition for the production of the documents by such date as may be specified in such requisition

Provided that, the inquiring authority may, for reasons to be recorded by it in writing, refuse to requisition such of the documents as are, in its opinion, not relevant to the case or not in the best interests of the University.

(13) On receipt of the requisition referred to in sub-rule (12) every authority having the custody or possession of the requisitioned documents shall produce the same before the inquiring authority:

Provided that, if the authority having the custody or possession of the requisitioned documents is satisfied for reasons to be recorded by it in writing that the production of all or any of such documents could be against the public interest of the University, it shall inform the inquiring authority accordingly and the inquiring authority shall, on being so informed, communicate the information to the employee and withdraw the requisition made by it for the production of such documents.

(14) On the date fixed for the inquiry the oral and documentary evidence by which the articles of charge are proposed to be proved shall be produced by or on behalf of the disciplinary authority. The witness shall be examined by or on behalf of the employee. The Presenting Officer shall be entitled to re-examine the witnesses on any points on which they have been cross examined. The inquiring authority may also put such questions to the witnesses as it thinks fit.

(15) If it shall appear necessary before the close of the case on behalf of the disciplinary authority the inquiring authority, may in its discretion, allow the Presenting Officer to produce evidence not included in the list given to the employee, or may itself call for new evidence or recall and re-examine any witnesses and in such case the employee shall be entitled to have, if he demands it,

a copy of the list of further evidence proposed to be produced and an adjournment of the inquiry for at least three clear days before the production of such new evidence, exclusive of the day of adjournment and the day to which the inquiry is adjourned. The inquiring authority shall give the employee an opportunity of inspecting such documents before they are taken on the record. The inquiring authority may also allow the employee to produce new evidence if it is of the opinion that the production of such evidence is necessary in the interests of justice.

Note : New evidence shall not be permitted or called for or any witness shall not be recalled to fill up any gap in the evidence. Such evidence may be called for only when there is an inherent lacuna or defect in the evidence which has been produced originally.

(16) When the case for the disciplinary authority is closed, the employee shall be required to state his defence, orally or in writing as he may prefer. If the defence is made orally, it shall be recorded and the employee shall be required to sign the record. In either case a copy of the statement of defence shall be given to the Presenting Officer, if any, appointed.

(17) The evidence on behalf of the employee shall then be produced. The employee may examine himself in his own behalf if he so prefers. The witnesses produced by the employee shall then be examined and shall be liable to cross-examination, re-examination and examination by the inquiring authority.

(18) The inquiring authority may, after the employee closes his case, and shall if the employee has not examined himself generally question him on the circumstances appearing against the employee in the evidence for the purpose of enabling the employee to explain any circumstances appearing in evidence against him.

(19) The inquiring authority may, after the completion of the production of evidence, hear the Presenting Officer, if any, appointed, and the employee, or permit them to file written briefs of their respective case, if they so desire.

(20) If the employee to whom the copy of the articles of charge has been delivered, does not submit the written statement of the defence on or before the date specified for the purpose, or does not appear in person before the inquiring authority or otherwise fails or refuses to comply with the provisions of this rule, the inquiring authority may hold the inquiry *ex-parte*.

(21) (a) Where a disciplinary authority competent to impose any of the penalties specified in clauses (i) to (iv) of rule 6 but not competent to impose any of the penalties specified in clauses (v) to (ix) of the rule has itself enquired into or caused to be inquired into the articles of any charge and that authority having regard to its own findings or having regard to its decision on any of the findings of any inquiring authority appointed by it, is of the opinion that the penalties specified in clauses (v) to (ix) of rule 6 should be imposed on the employee, that authority shall forward the records of the inquiry to such disciplinary authority as is competent to impose the last mentioned penalties.

- (b) The disciplinary authority to which the records are so forwarded may act on the evidence on the record or may, if it is of the opinion that further examination of any of the witnesses is necessary in the interests of justice, recall the witness and examine, cross-examine and re-examine the witnesses and may impose on the employee such penalty as it may deem fit in accordance with these rules.

(22) Whenever any inquiring authority, after having heard and recorded the whole or any part of the evidence in an inquiry ceases to exercise jurisdiction therein, and is succeeded by another inquiring authority which has, and which exercises such jurisdiction, the inquiring authority so succeeding may act on the evidence so recorded by its predecessor, or partly recorded by its predecessor and partly recorded by itself:

Provided that if the succeeding inquiring authority is of the opinion that further examination of any of the witnesses whose evidence has already been recorded is necessary in the interests of justice, it may recall, examine, cross-examine and re-examine any such witnesses as herein before provided.

- (23) (i) After the conclusion of the inquiry, report shall be prepared and it shall contain—
- (a) the articles of charge and the statement of the imputations of misconduct or misbehaviour;
 - (b) the defence of the employee in respect of each article of charge;
 - (c) an assessment of the evidence in respect of each article of charge;
 - (d) the findings on each article of charge and reasons therefor.

Explanation :

If in the opinion of the inquiring authority the proceedings of the inquiry establish any article of the charge different from the original articles of the charge, it may record its findings on such article of charge:

Provided that the findings on such article of charge shall not be recorded unless the employee has either admitted the facts on which such articles of charge is based or has had a reasonable opportunity of defending himself against such article of charge.

- (ii) The inquiring authority, where it is not itself the disciplinary authority shall forward to the disciplinary authority the records of inquiry which shall include—
- (a) The report prepared by it under clause (i)
 - (b) the written statement of defence, if any submitted by the employee;
 - (c) the oral and documentary evidence produced in the course of the enquiry;
 - (d) written briefs, if any, filed by the Presenting Officer or the employee or both during the course of the inquiry and
 - (e) the order, if any made by the disciplinary authority and the inquiring authority in regard to the inquiry.

Action on the
inquiry
report

10. (1) The disciplinary authority, if it is not itself the inquiring authority may, for reasons to be recorded in writing, remit the case to the inquiring authority for further inquiry and report and the inquiring authority shall thereupon proceed to hold the further inquiry according to the provisions of rule 9 as far as may be.

(2) The disciplinary authority shall, if it disagrees with the findings of the inquiring authority on any article of charge record its reasons for such disagreement and record its own findings on such charge, if the evidence on record is sufficient for the purpose.

(3) If the disciplinary authority having regard to its findings on all or any of the articles of charge is of the opinion that any of the penalties specified in clause (i) to (iv) of rule 6 should be imposed on the employee, it shall, notwithstanding anything contained in rule 11, make an order imposing such penalty.

(4) If the disciplinary authority having regard to its findings on all or any of the articles of charge and on the basis of the evidence adduced during the inquiry is of the opinion that any of the penalties specified in clauses (v) to (ix) of rule 6 should be imposed on the University employee, it shall make an order imposing such penalty and it shall not be necessary to give the University employee any opportunity of making representation on the penalty proposed to be imposed.

Procedure for
imposing
minor
penalties

11. (1) Subject to the provision of sub-rule (3) of rule 10 no order imposing on an employee any of the penalties specified in clauses (i) to (iv) of rule 6 shall be made except after—

- (a) informing the employee in writing of the proposal to take action against him and of the imputations of misconduct or misbehaviour on which it is proposed to be taken and giving him a reasonable opportunity of making such representation as he may wish to make against the proposal;
- (b) holding an inquiry in the manner laid down in sub-rule (3) to (23) of rule 9 in every case in which the disciplinary authority is of the opinion that such inquiry is necessary.
- (c) taking the representation if any, submitted by the employee under clause (a) and the record of inquiry, if any, held under clause (b) into consideration, and
- (d) recording a finding on each imputation of misconduct or misbehaviour;

(1 A) Notwithstanding anything contained in clause (b) of sub-rule (1) if in a case it is proposed, after considering the representation, if any, made by the employee under clause (a) of that sub-rule to withhold increments of pay and such withholding of increments is likely to affect adversely the amount of pension payable to the employee or to withhold increments of pay for a period exceeding three years or to withhold increments of pay with cumulative effect for any period, an inquiry shall be held in the manner laid down in sub-rule (3) to (23) of rule 9, before making any order imposing on the employee any such penalty.

(2) The record of the proceedings in such cases shall include—

- (i) a copy of the intimation to the employee of the proposal to take action against him,



PONDICHERRY UNIVERSITY
(A Central University)

ENCLOSURE - III

*Dr. B.R. Ambedkar Administrative Building,
R. Venkataraman Nagar, Kalapet, Puducherry - 605 014*

Dr. AMARESH SAMANTARAYA
REGISTRAR (i/c)

Ref.No.PU/ESTT/NT-3/II-8/2022-23/1A4

CONFIDENTIAL

26.08.2022

30

To

Shri V. Amirthasamy ... INQUIRY AUTHORITY
(SAO (Retd.), Govt. of Puducherry)
No.2, 1st Cross Nehru Nagar
Thengaithittu,
Mudaliarpet
Puducherry-605 004

Sir,

Sub.: PU - ESTT - Clarification/review with reference to the Cr.M.P
No.1458/2019 pending against Smt.L. Kalpana, SPA- Reg.

- Ref.: 1. Charge Sheet No. PU/ESTT/NT3/II-8/2019-20/253, dt. 10.03.2020
2. Appointment of Inquiry Officer No.PU/ESTT/NT-3/II-8/2020-2021/79,
dt. 11.09.2020
3. Enquiry Report dated 15.06.2021
4. Her Explanation dated 22.09.2021
5. Minutes of the Executive Council vide Res.No.2022.143.13,
dt.17.06.2022

With reference to the Enquiry Report dated 15.06.2021 containing your findings in the capacity as Inquiry Officer in the enquiry proceedings instituted against Smt. L. Kalpana, Semi Professional Assistant and in pursuance of the EC resolution 5th cited above, I request you to kindly revisit your findings in the Enquiry Report in the light of the anticipatory bail taken by her in Cr.M.P No. 1458/2019, and FIR No. 0092 dt 22.07.2019 lodged against her. I am to request you to kindly submit your reply after review of your findings as per EC resolution at the earliest on or before 30.08.2022.

Thanking you,

Yours faithfully,


REGISTRAR (i/c)

Enclosure: As above

[Type here]



PONDICHERRY UNIVERSITY
(A Central University)

*Bharat Ratna Dr. B.R. Ambedkar Administrative Building,
R. Venkataraman Nagar, Kalapet, Puducherry – 605 014*

M.P.T SAGAYARAJA M.A., B.Ed.,
OFFICER ON SPECIAL DUTY (Admn.)

CONFIDENTIAL

Ref.No.PU/ESTT/NT-3/II-8/2022-23/282

18.01.2023

To

Shri V. Amirthasamy ... INQUIRY AUTHORITY
(SAO (Retd.), Govt. of Puducherry)
No.2, 1st Cross Nehru Nagar
Thengaithittu,
Mudaliarpet
Puducherry-605 004

Sir,

Sub.: PU – ESTT –Clarification/review with reference to the Cr.M.P
No.1458/2019 pending against Smt.L. Kalpana, SPA– Reg.

Ref.: 1. Minutes of the Executive Council vide Res.No.2022.143.13,
dt.17.06.2022

2. This office Lr.No: PU/ESTT/NT3/II-8/2022-23/144, dt: 30.08.2022

3. Lr.No: D.E/06/I.O/PU/2020 dated 19.09.2022 of Shri. V. Amourdassamy,
SAO. (Retd.)-cum-Inquiry Officer

In continuation of our letter 2nd cited, I am directed to request you to revisit the findings in the wake of the minutes of the Executive Council vide Res.No.2022.143.13, dated 17.06.2022 under clause 10 (1) of the University Ordinances Governing Control and Appeal and submit your report at the earliest.

Thanking you,

Yours faithfully,


OFFICER ON SPECIAL DUTY (ADMN.)

O/c A
28/1/23

4

PU/Admin/NT/NO
11 SEP 2022

3053

ENCLOSURE - IV
By Regd Post A/D
CONFIDENTIAL

V. AMOURDASAMY
S.A.O.(Retd.) - cum - Inquiry Officer

No. 2, First Cross, Nehru Nagar
Thengaithittu Main Raod, Mudaliarpeta
Puducherry- 605 004.
Mob: 94864 76296

No. D.E./06/I.O./PU/2020

Puducherry, dated 19.09.2022.

To

The Registrar In-charge
Pondicherry University
Dr. B.R. Ambedkar Administrative Building
R.Venkataraman Nagar, Kalapet
Puducherry - 605 014.

Dr. (Admin)

PU / Regr / No. 5493
Dt/ 20 / 09 / 2022

Sir,

Sub: D.E. - PU - Clarification/review with reference to the Cr.M.P.
No.1458/2019 pending against Smt. L. Kalpana, Semi Professional
Assistant - reply after review - reg.

Ref: No.PU/Estt./NT-3/II-8/2022-23/144 Dt.30-08-2022 received by me on
02.09.2022.

With reference to your letter cited under reference, I am to state that as per the
Charge Sheet

ARTICLE II

Charged official has willfully suppressed the facts about the case FIR No.92/2019
under section 420,506 (ii) IPC r/w 34 IPC registered on 22-07-2019....

ARTICLE III

Charged official has applied for Earned Leave from 22-07-2019 to 02-08-2019
prefixing holidays on 20-07-2019 & 21-07-2019 and suffixing holidays on 03-08-2019 &
04-08-2019 without stating the actual reasons to get bail.

In regard to the charges mentioned above, I have submitted my findings after
Inquiry. Whereas, in the E.C. resolution, it was resolved as

*"In the wake of the anticipatory bail taken by Smt. L. Kalpana, the council
authorized the Vice-Chancellor to take appropriate action as per the relevant
rules".*

In this connection, it is pertinent to point out that the charges framed under
Article II & III are entirely different from the subject matter spelt in the resolution.

10/9/22

AR(Admin)

So A

12/9/22

NT 3
12/9/22

It is to be stated that Article II is about the suppression of facts about the case FIR and Article III is about the applied E.L. without stating the actual reasons to get bail, whereas the resolution speaks about the Anticipatory Bail taken which is not under the purview of any of the charges framed against the charged official.

"It seems to us that Rule 15, on the face of it, really provides for one inquiry but it may be possible if in a particular case there has been no proper inquiry because some serious defect has crept into the inquiry or some witnesses were not available at the time of the inquiry or were not examined for some other reasons, the Disciplinary Authority may ask the Inquiry Officer to record further evidence.

It is to be stated that as requested in the letter cited under reference, revisiting the inquiry report submitted earlier as per the resolution is not in accordance with Rule 15 which states that some serious defect has to be crept into the inquiry (or) some witnesses were not available at the time of inquiry (or) not examined for some other reasons. But, no such incident has been observed in this case. Furthermore, the Article of charges framed against the charged official in respect of Article II & III are entirely different with that of the resolution, i.e., anticipatory bail taken by the charged official.

This is for your kind information, please.

Yours faithfully,


(V. AMOURDASAMY)
ENQUIRY OFFICER

19/9

By Regd Post A/D

CONFIDENTIAL

V. AMOURDASAMY
S.A.O.(Retd.) – cum - Inquiry Officer

No. 2, First Cross, Nehru Nagar
Thengaithittu Main Raod, Mudaliarpet
Puducherry- 605 004.
Mob: 94864 76296

No. D.E./06/I.O./PU/2020

Puducherry, dated 06.02.2023.

To

The Officer on Special Duty (Admn.)
Pondicherry University
Dr. B.R. Ambedkar Administrative Building
R.Venkataraman Nagar, Kalapet
Puducherry – 605 014.

PU/Admin/NT/No: 5610
09 FEB 2023

Respected sir,

Sub: D.E.– PU – Remittance of Inquiry Report in respect of
Smt. L. Kalpana, Semi Professional Assistant – reg.

- Ref: 1. Letter No.PU/Estt./NT-3/II-8/2022-23/144 Dt.30-08-2022
from the Registrar, Pondicherry University received by me
on 02.09.2022.
2. My Letter No. D.E./06/I.O./PU/2020; dated 19.09.2022.
3. Letter No. PU/Estt./NT-3/II.8/2022-23/282 dated 18.01.2023
of the Officer on Special Duty(Admn.), Pondicherry University.

I am in receipt of your letter cited under reference (3) and to submit the following for your kind perusal.

In the letter cited under reference (1), it has been informed that the Executive Council of University in their meeting held on 17.06.2022 had minuted that appropriate action should be taken as per relevant rules in the wake of the anticipatory bail taken by Smt. L. Kalpana, SPA.

In this connection, I would like to refer my letter No.DE/06/I.O./PU/2020 dated 19.09.2022 wherein I had clearly replied that the revisiting of the earlier findings in the Inquiry Report could be possible only where inquiry has not been done properly.

Obtaining of the Anticipatory Bail by the charged official is not in the article of charges already framed. Therefore, it is extraneous to the charges already served on her. The duty of the Inquiry Authority is to conduct the

8/2/23 AP (Admn I) SO (Admn II)
NT3 01 21/2/23

Page 1

Inquiry and to find out whether the articles of charges are proved or not on the basis of the evidence adduced and documents produced during the inquiry.

In view of the positions explained above, it will be beyond the domain of the Inquiry Authority to revisit the Inquiry Report already furnished.

Thanking you,

Yours faithfully,

V. Amourdasamy
(V. AMOURDASAMY)
ENQUIRY OFFICER

PUL / Libn / 2019-20 / 115

ENCLOSURE

From

05.08.2019

L. Kalpana
Semi Professional Assistant
Central Library
Pondicherry University,
Puducherry.

FORWARDED

Ref. No. PU/Admn./1625

Date: 06 AUG 2019

To

The Deputy Registrar (Admin)
Pondicherry University
Puducherry.

/ Through Proper Channel

UNIVERSITY LIBRARIAN
PONDICHERRY UNIVERSITY
PUDUCHERRY-605 014.

Respected Sir,

Sub: Submission of Earned Leave application & Joining Report
(Leave from 22.07.2019 to 04.08.2019)

With reference to the subject mentioned above, I am reporting duty on 05.08.2019 after availing 11 days of Earned Leave from 22.07.2019 to 02.08.2019 and submit the following information for your kind perusal.

An FIR (92/2019) was registered against my husband and me on 23.07.2019. I have realized that the case was registered on mistake of the facts.

Hence, I have immediately appeared before the Hon'ble Principal Sessions Judge, Puducherry as it was on mistake of facts. Also I have informed before the Hon'ble Judge that I never committed any offence as alleged in the FIR and falsely implicated in this case.

The Hon'ble Principal Session Judge has granted Anticipatory Bail (Cr.M.P. No.1458/2019 dated 31.07.2019) under the grounds of "the respondent police have registered a false case as against this petitioner and the petitioner has not committed any offence as alleged in the FIR and he/she has been falsely implicated in this case".

In view of the above, I would like to mention that I never involved in this case and deliberately registered and wrongly interpreted in the newspapers.

Therefore, I request you to kindly sanction Earned Leave for the period from 22.07.2019 to 02.08.2019.

Thanking you.

Yours faithfully

L. Kalpana
(L. KALPANA)

[Type here]

PONDICHERRY UNIVERSITY
PUDUCHERRY

APPLICATION FOR EARNED LEAVE OR FOR EXTENSION OF LEAVE

1. Name of the Applicant : L. KALPANA
2. Post held : Semi professional Assista.
3. Department, Office and Section : Central Library
Acquisition Section
4. Pay(G.P) : Level 3
5. House Rent and other compensatory Allowances drawn in the present post : HRA 5, 104 T.A. 2016
6. Nature and period of leave applied for and date from which required : 22.07.19 to 02.08.19
7. Sundays and Holidays, if any proposed to be prefixed/suffixed to leave : Prejil 20.07.19, 21.07.19
Suffia: 03.08.19, 04.08.19
8. Grounds on which is applied for : Letter enclosed.
9. Date of return from last leave and nature and period of the leave : 05.08.19
10. I propose/do not propose to avail myself of leave travel concession of the Block years.....during the ensuing leave :
11. Address during the leave period : NO: 5, Jagadamba Street
Mudaliar Pet, Pudukkottai - 605 004.
L. Kalpana, 05.08.19
SIGNATURE OF THE APPLICANT
(WITH DATE)
12. Remarks or recommendation of the controlling Officer : -

SIGNATURE OF THE OFFICER
(WITH DATE)

UNIVERSITY LIBRARIAN
PONDICHERRY UNIVERSITY
PUDUCHERRY-605 014.

05.08.19

From
L. KALPANA
Semiprofessional Assistant
Library Section
Pondicherry University
Puducherry-14.

To

The Assistant Registrar (Admn.)
Pondicherry University
Puducherry - 605 014.

(Through Proper Channel)

Respected Sir,

Sub: Availing of E.L/M.L - Submission of joining report - Reg.

I report for duty on 05.08.19 after availing
11 days Earned Leave / Medical Leave from 22.07.2019
To 02.08.19 Prefixing ~~02.07.19~~ 20.07.19 to 21.07.2019
and Sufficing 03.08.19 to 04.08.19.

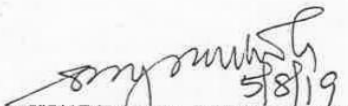
Thanking You,

Place: Pondicherry

Date: 05.08.19

Yours faithfully

L. Kalpana


UNIVERSITY LIBRARIAN
PONDICHERRY UNIVERSITY
PUDUCHERRY-605 014.

IN THE COURT OF THE PRINCIPAL SESSIONS JUDGE AT PUDUCHERRY

PRESENT: THIRU P. DHANABAL, B.Sc., B.L,
PRINCIPAL SESSIONS JUDGE

Wednesday, the 31st day of July 2019

Cr.M.P.No.1458/2019

Kalpana (38 0 S/o Selvaraj

... Petitioner/ Accused

Vs.

State rep. by its Station House Officer,
Ariyankuppam P.S. (Cr.No.92/2019)
Through Public Prosecutor
Puducherry.

.... Respondent/Complainant

This petition is coming on this day for hearing before me in the presence of Thiru.S. Sasibalan Counsel for the petitioner/accused and Thiru. N.K.Perumal, Public Prosecutor for the State, and upon hearing both sides and on perusing the case records, this Court passed the following:

ORDER

This petition is filed u/s 438 of Cr.P.C seeking to enlarge the petitioner on anticipatory bail.

2. The respondent police have registered FIR as against the petitioner/accused for the offences U/s 420, 506(ii) IPC r/w 34 IPC Notice given to the Public Prosecutor for the State and the reply received. The case of the prosecution is that since 23.02.2018 to 10.04.2019 at No. 32/3A Sri Sai Consultancy, New ECR road, Ariyankuppam, Puducherry the petitioner/accused for arranging job at Canada the accused remitted an amount of Rs. 2,00,000/- remaining amount has not returned the money and there by cheated an amount of Rs. 3,50,000/- and threatened him with dire consequence on his life.

3. Heard both side arguments. Records perused. The Learned Counsel for the petitioner has contended that the respondent police have registered a false case as against this petitioner/accused and the petitioner has not committed any offence as alleged in the FIR and he has been falsely implicated in this case and therefore prayed for granting anticipatory bail to the petitioner.

4. The learned Public Prosecutor for the State has represented that the investigation is not yet completed and petitioner cheated defacto complainant and thereby strongly opposed to grant anticipatory bail to the petitioner.

5. Considering the representations made by both side Counsels and considering the offences charged against the petitioner and considering other aspects, this Court is inclined to grant anticipatory bail to the petitioner with conditions.

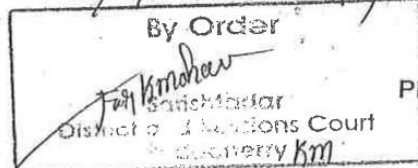
3395 / M.V. S. S. S. S.

6. Accordingly this petition is allowed. The petitioner, in the event of his arrest or surrender before the Court of Judicial Magistrate-III, Puducherry, within a period of 15 days, is ordered to be released on bail on his executing a bond for a sum of Rs.10,000/- (Rupees ten thousand only) with two sureties each for a like sum, to the satisfaction of the Judicial Magistrate-III, Puducherry, subject to the following conditions.

- (i) the petitioner shall appear and sign before the Respondent P.S, daily at 10.00 A.M, continuously, without fail, for a period of 30 days from the date of his release on bail and thereafter he shall appear before the concerned Court on summons.
- (ii) he shall be available for interrogation as and when required by the investigating officer.
- (iii) he shall not tamper with the witnesses or hamper the investigation in any manner.
- (iv) he shall not leave India without the previous permission of the Court.

If there is any breach of conditions, the Investigating Officer shall report to the Magistrate and the Magistrate shall take appropriate action as if the conditions have been imposed by the Magistrate himself/herself in accordance with the decision in *AIR 2006 S.C 100 – P.K. Shaji Vs. State of Kerala*.

Typed to my dictation, corrected and pronounced by me in the open Court, on this the 31st day of July 2019.



Sd
(P. DHANABAL)
PRINCIPAL SESSIONS JUDGE
PUDUCHERRY

- Copy to:
1. The Advocate for the petitioner
 2. The Public Prosecutor for the U.T. of Puducherry
 3. The Judicial Magistrate-III, Puducherry.
 4. The S.H.O., Ariyankuppam P.S., Puducherry.



Enclosure-VI

Ariyankuppam PS,
Puducherry,
Date: 07.08.2023.

To

Thiru. M.P.T SAGAYARAJA, M.A.,B.Ed.,
Officer On Special Duty(Admn.)
Pondicherry University,
Kapalet, Puducherry-605014.

Sir,

Sub: Ariyankuppam PS – Status report of Cr.No. 92/2019 U/s 420, 506(II)
IPC r/w 34 IPC– Submission- Reg.

Ref: Your letter No. PU/Estt/NT3/II-8/2023-24/73 dated: 26.07.2023

--&&&--

With the reference to the subject cited above, it is submitted that on 22.07.2019 the above reference case was registered on the complaint of one Muthukumaran (23), S/o Nagarajan, No.112, Aravindhar Veethi, Sudhana Nagar, Nainarmandabam, Puducherry against Kalpanan (46), W/o Selvaraj, No.2, Housing Board Colony, Ariyankuppam, Puducherry and others.

As per the available record in Ariyankuppam PS, it is ascertained that the accused person Kalpanan (46), W/o Selvaraj was not involved in this case. Hence her name was deleted from Cr.No. 92/2019 U/s 420, 506(II) IPC r/w 34 IPC and the investigation of this case was completed and charge sheet was filed before the Hon'ble JM-III court, Puducherry for further proceedings.

For kind information please,



J. M. [Signature] 07/08/2023.
STATION HOUSE OFFICER
ARIYANKUPPAM PS
PUDUCHERRY

12/10/23

AD (Admn-I).
SO (Admn-II)
13/10/23

NT3 putup
09/13/10/23

2024.149.13

TO CONSIDER AND APPROVE THE PROPOSAL OF AWARD OF INCENTIVES TO THE FACULTY MEMBERS BASED ON IMPACT FACTOR OF THE SCOPUS PUBLICATIONS.

To award incentives to faculty members based on the impact factor of their SCOPUS-indexed publications to motivate them to publish quality work which will pave a path for better rankings and perception of our University. A committee has been constituted to examine this proposal initiated by the IQAC.

Sl. No.	Name of the faculty members	Designation
1.	Prof. K. Anbalagan Dean, School of Physical Chemical and Applied Sciences Pondicherry University	Chairman
2.	Prof. Joseph Selvin Director (R&D), Pondicherry University	Member
3.	Prof. Thilakan Dean (Academic), Pondicherry University	Member
4.	Prof. B. B. Mohanty Dept. of Sociology, Pondicherry University	Member

The committee met on 07.05.2024 and examined the proposal, the following resolution were made viz:

Data Collection: The publication data to be collected as per the ranking format i.e the calendar year of every year (January to December) which will be considered as assessment year.

Publications: Only research articles published in SCOPUS-indexed journals.

Authorship: Faculty members must be the corresponding author of the published research article.

Declaration: If the research scholar/Post-doctoral fellow/research fellow of the Pondicherry University is the corresponding author instead of the faculty from the Pondicherry University then a declaration form should be signed by both research scholar/Post-doctoral fellow/research fellow and faculty.

[Type here]

Incentive Amount: Rs. 300 per impact factor point will be awarded.

Patents: A reward of Rs. 10,000 will be given for each granted Indian patent in the name of Pondicherry University.

Submitted for consideration and approval of the Council.

PONDICHERRY UNIVERSITY
(A Central University)
Internal Quality Assurance Cell

**A Meeting to examine the proposal of award of incentives to the faculty members based on
Impact factor of the Scopus publication**

The following Committee Members were present at the meeting:

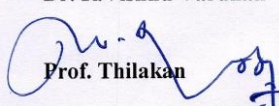
Sl. No.	Members
1.	Prof. K. Anbalagan Dean, School of Physical Chemical and Applied Sciences Pondicherry University
2.	Prof. Joseph Selvin , Director (R&D), Pondicherry University
3.	Prof. Thilakan , Dean (Academic), Pondicherry University
4.	Prof. B. B. Mohanty , Dept. of Sociology, Pondicherry University
5.	Dr. R. Vishnu Vardhan Associate Professor & Deputy Coordinator (IQAC) Dept. of Statistics, Pondicherry University

A Meeting of the committee to examine the proposal of award of incentives to the faculty members for their Scopus publications based on Impact factor was held on 07.05.2024 (Tuesday) at 11.30 P.M. in the Meeting Hall, adjacent to the Director (SEI&RR) Chamber Pondicherry University. The Chairman of the committee welcomed the members. Deputy Coordinator (IQAC), PU has briefed about the proposal. After detailed deliberations, the following resolutions were made by the committee members:

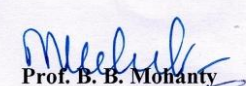
1. The publication data to be collected as per the ranking format i.e the calendar year of every year (January to December) which will be considered as assessment year.
2. The paper should be a research article and published
3. The faculty of the Pondicherry University should be the corresponding author of the Published Research Article.
4. If the research scholar/Post-doctoral fellow/research fellow of the Pondicherry University is the corresponding author instead of the faculty from the Pondicherry University then a declaration form should be signed by both research scholar/Post-doctoral fellow/research fellow and faculty.
5. It is decided to award an incentive of Rs. 300 per each impact factor
6. In respect of patents, a sum of Rs. 10,000/- shall be rewarded to the faculty who has a granted Indian patent in the name of Pondicherry University.
7. The data collection for the granted patent shall be the same as like the assessment year mentioned in point (1).
8. Data collection should be done in the month of January of every year and to be placed before this committee for scrutiny.
9. As and when need arise, the committee will meet to discuss and resolve the points.

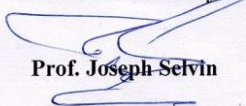
It is felt that by implementing the above suggestions, it will give motivation to the faculty members to publish quality works in Scopus indexed journals with which it will pave a path for better rankings and perception. The committee members appreciated the efforts of the team of IQAC to bring the information in the present form. The meeting ended with thanking the members for their cooperation and inputs.


Dr. R. Vishnu Vardhan


Prof. Thilakan


Prof. K. Anbalagan


Prof. B. B. Mohanty


Prof. Joseph Selvin

Sl.No.	Name of the Faculty	Name of the Dept.	Impact Factor	Journal Name	Publisher	Total
1	Dr. Tasneem Abbasi	Pollution Control	8.07	Nature Environment and Pollution Technology	Elsevier	32.57
			1.2	Journal of Failure Analysis and Prevention	Springer	
			4	Biomass Conversion and Biorefinery	Springer	
			3.2	Life	MDPI	
			5.8	Environmental Science and Pollution Research	Springer	
			4	Biomass Conversion and Biorefinery	Springer	
			3.7	International Journal of Phytoremediation	Taylor & Francis	
2	Dr. S. Gajalakshmi @ Suja	Pollution Control	2.6	International Journal of Environmental Analytical Chemistry	Taylor & Francis	41.7
			10.4	Energy Conversion and Management	Elsevier	
			3.2	Waste and Biomass Valorization	Springer	
			5.8	Environmental Science and Pollution Research	Springer	
			15.1	Chemical Engineering Journal	Elsevier	
			7.2	International Journal of Hydrogen Energy	Elsevier	
			15.9	Renewable and Sustainable Energy Reviews	Elsevier	
3	Dr. Sudalai S	Pollution Control	8.7	Renewable Energy	Elsevier	40.2
			7.2	International Journal of Hydrogen Energy	Elsevier	
			5.9	Industrial Crops and Products	Elsevier	
			2.5	Journal of Sol-Gel Science and Technology	Springer	
			1.9	Transactions on Electrical and Electronic Materials	Springer	
			0.44	International Journal of Microwave and Optical Technology	Electrical Engineering Department, University of Nevada	
			2.1	International Journal on Interactive Design and Manufacturing	Springer	
4	Dr. T. Shanmuganathan	Electronic Engg.	1.5	Journal of Circuits, Systems and Computers	World Scientific	4.09
			0.49	International Journal of Wireless and Mobile Computing	Inderscience Enterprises Ltd	
			5	Journal of Optical Communications	Optica Publishing Group	
			1.03	International Journal of Advanced Technology and Engineering Exploration	Accent Social and Welfare Society	
			1.5	Engineering Technology and Applied Science Research	ETASR	
			3.5	Visual Computer	Springer	
			1.18	International Journal of Advanced Intelligence Paradigms	Inderscience Enterprises Ltd	
5	Dr. R. Nakkeeran	Electronic Engg.	2.67	Cognitive Science and Technology	Wiley-Blackwell	12.21
			5	IEEE Transactions on Computational Social Systems	IEEE Xplore	
6	Dr. P. Samundiswary	Electronic Engg.				7.67
7	Dr. V. Uma	Computer Sc.				7.67

Sl.No.	Name of the Faculty	Name of the Dept.	Impact Factor	Journal Name	Publisher	Total
8	Dr. K. Suresh Joseph	Computer Sc.	0.46	Computing and Informatics	Digital Object Identifier	4.36
			3.9	IEEE Access	IEEE	
			3.2	International Journal of Information Security	Springer	
9	Dr. K.S. Kuppusamy	Computer Sc.	1.1	Internet Technology Letters	Wiley	7.64
			0.94	International Journal of Computer Networks and Communications	Academy and Industry Research Collaboration Center (AIRCC)	
			2.4	Universal Access in the Information Society	Springer	
10	Dr. Pothula Sujatha	Computer Sc.	4.1	Soft Computing	Springer International Publishing	8.22
			3.6	Multimedia Tools and Applications	Springer International Publishing	
			0.52	Lecture Notes on Data Engineering and Communications Technologies	Springer International Publishing	
11	Dr. S. Sivasubhya	Computer Sc.	0.53	Smart Innovation, Systems and Technologies	Springer Science and Business Media Deutschland GmbH	0.53
12	Dr. P. Shanithi Bala	Computer Sc.	3.2	Evolving Systems	Springer	3.2
13	Dr. T. Chithralekha	Computer Sc.	3.78	SN Computer Science	Springer	5.25
			0.94	International Journal of Computer Networks and Communications	Academy and Industry Research Collaboration Center (AIRCC)	
			0.53	Smart Innovation, Systems and Technologies	Springer	
14	Dr. R. Sunita	Computer Sc.	1.2	Data in Brief	Elsevier	12.28
			9.14	Intelligent Systems with Applications	Elsevier BV	
			1.94	Indonesian Journal of Electrical Engineering and Computer Science	Institute of Advanced Engineering and Science (IAES)	
15	Dr. Subhinder Singh	Computer Sc.	0.5	Cybernetics and Systems	Springer	0.5
16	Dr. P. Elumalai	Green Energy	7.2	International Journal of Hydrogen Energy	Elsevier	46.7
			3.3	New Journal of Chemistry	Royal Society of Chemistry	
			3.9	Langmuir	ACS Publication	
			9.4	Energy Storage	Elsevier	
			3.3	New Journal of Chemistry	Royal Society of Chemistry	
			3.9	Journal of the Electrochemical Society	Electrochemical Society	
			3.8	Energy Technology	Wiley-VCH	
			2.9	Journal of Applied Electrochemistry	Springer	
			9	Energy Advances	Elsevier	

Sl.No.	Name of the Faculty	Name of the Dept.	Impact Factor	Journal Name	Publisher	Total
17	Dr. R. Prasanth	Green Energy	5	Materials Advances	Royal Society of Chemistry	5
18	Dr. B. Mohammed Jaffar Ali	Green Energy	7.8 7.4	Bioresource Technology Reports	Elsevier Elsevier	15.2
19	Dr. A. Sreekumar	Green Energy	9.4 9.4	Energy Storage Journal of Energy Storage	Elsevier Elsevier	18.8
20	Dr. R. Arun Prasath	Green Energy	5.3 9	Energy and Fuels Energy	American Chemical Society Elsevier	14.3
21	Dr. P. Thilakan	Green Energy	1.83	Journal of Crystal Growth	Elsevier	1.83
22	Dr. D.S. Sharada	Green Energy	4.9 6.07	Chemical Communications Organic Letters	Royal Society of Chemistry American Chemical Society	10.97 6.07
23	Dr. J. Selvin	Microbiology	5 15.3 5 6.2 14.17	Materials Advances Trends in Food Science and Technology Materials Advances Analytica Chimica Acta Microbiology and Molecular Biology Reviews	Royal Society of Chemistry Elsevier Royal Society of Chemistry Elsevier American Society for Microbiology	49.43
24	Dr. Bisi Siddhardha	Microbiology	2.55 1.21 3.17 5.2 3.23	Archives of Microbiology Animal Gene BMC Bioinformatics Frontiers in Microbiology Biotechnology and Genetic Engineering Reviews	Springer Elsevier BV BioMed Central Frontiers Media SA Taylor and Francis Ltd.	11.6
25	Dr. Maheswaran Mami	Microbiology	5.8 7	Colloids and Surfaces B: Biointerfaces Materials Chemistry Frontiers	Elsevier Royal Society of Chemistry	12.8
26	Dr. Regina Sharmila Dass	Microbiology	5	Frontiers in Molecular Biosciences	Frontiers Media SA	5
27	Dr. Thilak Sekar Veerapazham	Microbiology	16.6	Nature Communications	Nature Portfolio	16.6
28	Dr. Mangkhollen Singson	LIBRARY & INFORMATION	2.56 3.4 2.8 2.4	Learned Publishing Accountability in Research Social Network Analysis and Mining Journal of Information Science	Wiley-Blackwell Taylor & Francis Springer Sage	5.96
30	Dr. D. Ganesan	IT	1.93	Global Knowledge, Memory and Communication	Emerald Group Publishing Ltd.	11.73

SLNo.	Name of the Faculty	Name of the Dept.	Impact Factor	Journal Name	Publisher	Total
29	Dr. A. Subramaniam	LIBRARY & INFORMAT	0.7	International Journal of Information Science and Management	Regional Information Center for Science and Technology	11.3
			3.9	Journal of Scientometric Research	Springer	
30	Dr. M. Leeladharan	LIBRARY & INFORMAT	0.97	DESIDOC Journal of Library and Information Technology	Defence Scientific Information & Documentation Centre (DESIDOC)	0.97
31	Dr. R. Jeyshankar	LIBRARY & INFORMAT	0.67	International Journal of Information and Education Technology	IJET	21.67
32	Dr. G.T.Kohila	LIBRARY & INFORMAT	21	International Journal of Information Science and Management	Elsevier	
			0.97	DESIDOC Journal of Library and Information Technology	Defence Scientific Information & Documentation Centre (DESIDOC)	0.97
33	Dr. A. Subramania	NANO SCIENCE & TECH	3.8	Bioprocess and Biosystems Engineering	Springer	94.42
			3.8	Inorganic Chemistry Communications	Elsevier	
			5	Materials Advances	Royal Society of Chemistry	
			9.1	Chinese Chemical Letters	Elsevier	
			32.5	ES Energy and Environment	Royal Society of Chemistry	
			6.8	Advanced Materials Technologies	Wiley-Blackvel	
			4.1	Materials Science in Semiconductor Processing	Elsevier	
			3.4	Journal of Pharmaceutical and Biomedical Analysis	Elsevier	
			20.1	Advanced Composites and Hybrid Materials	Springer	
			1.8	Materials Science and Technology (United Kingdom)	Taylor & Francis	
			4.02	International Journal of Polymeric Materials and Polymeric Biomaterials	Taylor and Francis	
34	Dr. K. Suresh Babu	NANO SCIENCE & TECH	5.8	Environmental Science and Pollution Research	Springer	5.8
			4.7	ACS Applied Bio Materials	American Chemical Society	
			3.9	Journal of the Mechanical Behavior of Biomedical Materials	Elsevier	
			4	Dalton Transactions	Royal Society of Chemistry	
35	Dr. S. Kannan	NANO SCIENCE & TECH	4.6	Materials Chemistry and Physics	Elsevier	35.2
			5.8	Colloids and Surfaces B: Biointerfaces	Elsevier	
			5.2	Ceramics International	Elsevier	
			7	Materials Chemistry Frontiers	Royal Society of Chemistry	

Sl.No.	Name of the Faculty	Name of the Dept.	Impact Factor	Journal Name	Publisher	Total
36	Dr. P. Thangadurai	NANO SCIENCE & TECH	4.5	Journal of Materials Science	Springer	6.3
			1.8	Materials Science and Technology (United Kingdom)	Taylor & Francis	
			6.7	Nanoscale	Royal Society of Chemistry	
37	Dr. Vadivel Murugan	NANO SCIENCE & TECH	3.8	Energy Technology	Wiley-VCH	16.9
			6.4	ACS Applied Energy Materials	American Chemical Society	
			2.8	Journal of Materials Science: Materials in Electronics	Springer	
38	Dr. Manikandan Elayaperumal	NANO SCIENCE & TECH	5	Advances in Polymer Science	MDPI	11.9
			1.6	Physica Status Solidi (A) Applications and Materials Science	Wiley	
			2.5	Particulate Science and Technology	Taylor and Francis	
			0.68	Journal of Theoretical and Applied Information Technology	Little Lion Scientific	
			1.2	International Journal of Modeling, Simulation, and Scientific Computing	World Scientific	
39	Dr. G. Kumaravelan	Computer Sc. -KKL	0.78	International journal of information and computer security	Inderscience Enterprises Ltd.	7.96
			1.3	International Journal of Communication Networks and Distributed Systems	Inderscience Publishers	
			1.6	International Journal of Image and Graphics	World Scientific	
			2.4	IETE Technical Review	Taylor and Francis	
			0.6	Innovations in Power and Advanced Computing Technologies	Research	
40	Dr. J. Persis Jessurtha	Computer Sc. -KKL	4	Heliyon	Elsevier	0.6
41	Dr. N. Deepa	Computer Sc. -KKL	2	ACM Transactions on Asian and Low-Resource Language Information Processing	Association for Computing Machinery	6.6
			0.6	Innovations in Power and Advanced Computing Technologies	Research	
			2.7	Journal of Magnetism and Magnetic Materials	Elsevier	
42	Dr. Rahindranath Bhownik	Physics	5.2	Ceramics International	Elsevier	23.4
			4	Journal of Physics and Chemistry of Solids	Elsevier	
			2.9	Radiation Physics and Chemistry	Elsevier	
			4.6	Materials Chemistry and Physics	Elsevier	
			4	Journal of Physics and Chemistry of Solids	Elsevier	
43	Dr. C.R. Mariappan	Physics	3.5	Journal of Non-Crystalline Solids	Elsevier	24.8
			3.4	Soft Matter	Royal Society of Chemistry	
			4.6	Materials Chemistry and Physics	Elsevier	
			7.2	International Journal of Hydrogen Energy	Elsevier	

Sl.No.	Name of the Faculty	Name of the Dept.	Impact Factor	Journal Name	Publisher	Total
			3.5	Journal of Non-Crystalline Solids: X	Elsevier	
			2.6	Journal of Porous Materials	Elsevier	
			2.7	Journal of Magnetism and Magnetic Materials	Elsevier	
			2.1	Thin Solid Films	Elsevier	
44	Dr. Gangineni Ramesh Babu	Physics	3	Journal of Applied Polymer Science	Wiley	15.58
			2	Physica Status Solidi (A) Applications and Materials Science	Wiley	
			2.8	Journal of Materials Science: Materials in Electronics	Springer	
			2.98	Applied Physics A: Materials Science and Processing	Springer	
			5.6	Sustainable Energy and Fuels	Royal Society of Chemistry	
45	Dr. Ramaswamy Murugan	Physics	5.3	Energy and Fuels	American Chemical Society	29.07
			6.37	Journal of Alloys and Compounds	Elsevier	
			2.8	Ionics	Springer	
			9	Energy	Elsevier	
			2.9	Physica Scripta	IOP Science	
			3.1	Optik	Elsevier	
			3.4	European Physical Journal Plus	Springer	
46	Dr. R. Sivakumar	Physics	3.1	Optik	Elsevier	21.7
			3	Optical and Quantum Electronics	Springer Science+Business Media	
			3.1	Optik	Elsevier	
			3.1	Optik	Elsevier	
			5.2	Ceramics International	Elsevier	
47	Dr. Yugeswaran Subramaniam	Physics	6.4	ACS Applied Energy Materials	American Chemical Society	20.4
			8.8	Chemosphere	Elsevier	
			8	Food Packaging and Shelf Life	Elsevier	
			10.7	Food Hydrocolloids	Elsevier	
48	Dr. Suraj Kumar sinha	Physics	2.6	Physics Letters, Section A: General, Atomic and Solid State Physics	Elsevier	24.04
			2.74	Starch/Staerke	Wiley	
49	Dr. Alok Sharan	Physics	3.9	Physical Review B	American Physical Society	6.6
			2.7	Journal of Nonlinear Optical Physics and Materials	World Scientific	
50	Dr. D. Bharathi Mohan	Physics	3.1	Optik	Elsevier	3.1

Sl.No.	Name of the Faculty	Name of the Dept.	Impact Factor	Journal Name	Publisher	Total
51	Dr. S. Sivaprakasam	Physics	5.6	Sustainable Energy and Fuels	Royal Society of Chemistry	8.4
			2.8	Ionics	Springer	
52	Dr. R. Siddheswaran	Physics	3.8	Inorganic Chemistry Communications	Elsevier	7.6
			3.8	Inorganic Chemistry Communications	Elsevier	
			4.5	Journal of Materials Science	Springer	
53	Dr. V.V. Ravi Kant Kumar	Physics	3.2	Journal of Applied Physics	American Institute of Physics	10.8
			3.1	Optik	Elsevier	
54	Dr. R. Siddheswaran	Physics	3.8	Inorganic Chemistry Communications	Elsevier	7.6
			3.8	Inorganic Chemistry Communications	Elsevier	
55	Dr. Venkata Phani Lata	Physics	4.8	Monthly Notices of the Royal Astronomical Society	Oxford University Press	4.8
56	Dr. S. Gokul Raj	Physics	3.8	Journal of Molecular Structure	Elsevier	26.6
			4.1	Diamond and Related Materials	Elsevier	
			1.5	Crystal Research and Technology	Wiley-Blackwell	
			3.8	Materials Today Communications	Elsevier	
			3.8	Inorganic Chemistry Communications	Elsevier	
			2.8	Journal of Materials Science: Materials in Electronics	Springer	
			3.8	Journal of Molecular Structure	Elsevier	
			3	Materials Letters	Elsevier	
57	Dr. Lydia Rathnam	Physics	5.11	Marine Drugs	MDPI	5.11
58	Dr. C. Sivasankar	Chemistry	5.67	Advanced Synthesis and Catalysis	Wiley-VCH Verlag	23.57
			3.6	Journal of Organic Chemistry	American Chemical Society	
			4.1	Applied Organometallic Chemistry	John Wiley & Sons	
			1.7	Journal of Chemical Sciences	Springer	
			4.1	Applied Organometallic Chemistry	John Wiley & Sons	
			4.4	Journal of Biomolecular Structure and Dynamics	Taylor and Francis	
			3.8	Journal of Molecular Structure	Elsevier	
59	Dr. K. Tharamikarasu	Chemistry	8.2	International Journal of Biological Macromolecules	Elsevier	22.2
			3	Drug Development Research	Springer	
			7.2	International Journal of Hydrogen Energy	Elsevier	
60	Dr. M. Bakthadoss	Chemistry	4.9	Chemical Communications	Royal Society of Chemistry	13.3
			8.4	Chemical Science	Royal Society of Chemistry	
			3.3	Journal of Solid State Chemistry	Elsevier	

Sl.No.	Name of the Faculty	Name of the Dept.	Impact Factor	Journal Name	Publisher	Total
61	Dr. K. Anbalagan	Chemistry	4	Journal of Inorganic and Organometallic Polymers and Materials	Springer	11.2
			3.9	Optical Materials	Elsevier	
			3.8	Crystal Growth and Design	American Chemical Society	
62	Dr. R. Padmanabhan	Chemistry	3.8	Journal of Molecular Structure	Elsevier	17.72
			3.3	New Journal of Chemistry	Royal Society of Chemistry	
			3.52	ChemPhysChem	Wiley-VCH	
			3.3	New Journal of Chemistry	Royal Society of Chemistry	
			3.8	Crystal Growth and Design	American Chemical Society	
63	Dr. Binoy Krishna Saha	Chemistry	3.76	CrystEngComm	Royal Society of Chemistry	27.43
			4.57	Chemistry - An Asian Journal	Wiley-VCH	
			4.9	Chemical Communications	Royal Society of Chemistry	
			3.8	Crystal Growth and Design	American Chemical Society	
			6.6	Chemical Record	Wiley	
			3.7	Catalysis Communications	Elsevier	
64	Dr. R. Venkatesan	Chemistry	4.4	Spectrochimica Acta - Part A: Molecular and Biomolecular Spectroscopy	Elsevier	8.4
			4	Dalton Transactions	Royal Society of Chemistry	
65	Dr. Pourraj Thanasekaran	Chemistry	3.3	New Journal of Chemistry	Royal Society of Chemistry	3.3
66	Dr. Bala Manimaran	Chemistry	1.7	Journal of Chemical Sciences	Springer	1.7
67	Dr. M.M. Balakrishna Rajan	Chemistry	3.26	European Journal of Organic Chemistry	Wiley-VCH	21.22
			3.1	Carbohydrate Research	Elsevier	
			2.6	Synthesis	Thieme Chemistry	
			9.4	Energy Storage	Elsevier	
			2.86	Asian Journal of Organic Chemistry	Wiley - VCH Verlag GmbH & CO. KGaA	
			3.3	New Journal of Chemistry	Royal Society of Chemistry	
68	Dr. Jeyakumar Kandarasamy	Chemistry	4.4	Synthetic Metals	Elsevier	12.3
			3.8	Molecular Diversity	Springer	
			0.8	Russian Journal of Organic Chemistry	Springer	
			2.8	Journal of Religion and Health	Springer	
69	Dr. Toka Swu	Chemistry				

Sl.No.	Name of the Faculty	Name of the Dept.	Impact Factor	Journal Name	Publisher	Total
70	Dr. Sibhathi Deb	Applied Psychology	0.6	Journal of Indian Association for Child and Adolescent Mental Health	Sage	15
			0.6	Journal of Indian Association for Child and Adolescent Mental Health	Sage	
			6.6	Journal of Affective Disorders Reports	Elsevier	
			1.1	Social Work in Mental Health	Taylor and Francis	
			3.3	Child and Youth Services	Elsevier	
71	Dr. Surendra Kumar Sia	Applied Psychology	4.82	Journal of Asia Business Studies	Emerald Group Publishing Ltd.	12.15
			4.82	Journal of Asia Business Studies	Emerald Group Publishing Ltd.	
			1.08	Working with Older People	Emerald Group Publishing Ltd.	
			1.43	International Journal of Rural Management	Sage	
			2.8	Current Psychology	Springer	
72	Dr. D. Barani Ganthi	Applied Psychology	0.76	Open Psychology Journal	Bentham Science Publishers B.V.	3.56
73	Dr. B. Ranganath	Applied Psychology	0.58	Interpersona	PsychOpen	1.88
			1.3	Journal of Cognitive Psychology	Taylor and Francis	
74	Dr. D. Dhanalakshmi	Applied Psychology	0.53	Communications in Computer and Information Science	Springer	1.06
			0.53	Communications in Computer and Information Science	Springer	
			2.7	Symmetry	MDPI	
75	Dr. Rakesh Kumar Parmar	Mathematics	0.5	Bulletin of the Korean Mathematical Society	Korean Mathematical Society	9.93
			2.59	Mathematics	MDPI	
			0.8	Periodica Mathematica Hungarica	Springer	
			2.64	Journal of Mathematical Inequalities	Element d.o.o.	
			0.7	Journal of Classical Analysis	Springer	
			2.7	Symmetry	MDPI	
76	Dr. T. Asir	Mathematics	0.9	Acta Mathematica Hungarica	Springer	9.98
			0.8	Journal of Algebra and its Applications	World Scientific	
			2.59	Mathematics	MDPI	
			0.7	Indian Journal of Pure and Applied Mathematics	Springer	
			2.29	AIMS Mathematics	AIMS Press	
77	Dr. Syeda Noor Fatima	Mathematics	0.7	Indian Journal of Pure and Applied Mathematics	Springer	1.6
			0.9	Acta Mathematica Hungarica	Springer	

Sl.No.	Name of the Faculty	Name of the Dept.	Impact Factor	Journal Name	Publisher	Total
78	Dr. S. Francis Raj	Mathematics	1.14	Discrete Applied Mathematics	Elsevier	1.14
79	Dr. M. Subbiah	Mathematics	0.8	Journal of Analysis	Springer	0.94
			0.14	Mathematics Student	The Indian Mathematical Society	0.14
80	Dr. Rajeswari Seshadri	Mathematics	2.7	Symmetry	MDPI	4.57
			1.87	International Journal of Chemical Reactor Engineering	Walter de Gruyter GmbH	
81	Dr. A. Joseph Kennedy	Mathematics	0.42	Palestine Journal of Mathematics	Palestine	0.42
82	Dr. T. Duravel	Mathematics	0.48	Algebraic Structures and their Applications	Yazd University	0.48
83	Dr. Pankaj Sharma	Mathematics	2	New Astronomy	Springer	2
84	Dr. V.S. Vaithyanathan	Statistics	1.65	American Journal of Mathematical and Management Sciences	Taylor and Francis	1.65
85	Dr. R. Vishnu Vardhan	Statistics	0.51	Model Assisted Statistics and Applications	IOS Press BV	0.51
86	Dr. P. Trupathi Rao	Statistics	9.5	Asian Journal of Psychiatry	Elsevier	9.5
87	Dr. C. Kirthika	Statistics	1.7	Biometrics	Wiley-Blackwell	1.7
88	Dr. Sudesh Pundir	Statistics	9.24	Reliability, Theory and Applications	SIR	9.24
			64.8	Nature	Nature Portfolio	
			47.73	Science	American Association for the Advancement of Science	
			15.79	Nature Plants	Nature Publishing Group	
			64.8	Nature	Nature Portfolio	
			64.8	Nature	Nature Portfolio	
			1.6	Tropical Ecology	Springer	
			1.46	Acta Ecologica Sinica	Science Press	
			3.7	Forest Ecology and Management	Elsevier	293.06
			1.34	Ecoscience	Taylor & Francis	
			1.34	Ecoscience	Taylor & Francis	
			5.76	Journal of Ecology	Wiley-Blackwell	
			8.7	Journal of Environmental Management	Elsevier	
			2.7	Trees, Forests and People	Elsevier	
			5.54	Geology, Ecology, and Landscapes	Taylor & Francis	
			3	Environmental Monitoring and Assessment	Springer	
			2.9	Chinese Medicine	Springer	
			7.8	Translational Research	Elsevier	
89	Dr. N. Parthasarathy	Ecology				

Sl.No.	Name of the Faculty	Name of the Dept.	Impact Factor	Journal Name	Publisher	Total
90	Dr. T. Jayakumar	Ecology	4	Heliyon	Elsevier	36.1
			1.5	Natural Product Communications	Sage	
			6.1	Life Sciences	Elsevier	
			3.9	Biological Trace Element Research	Springer	
			0.7	European Journal of Inflammation	Sage	
			9.2	International Journal of Biological Sciences	Ivyspring International Publisher	
91	Dr. S. Jayakumar	Ecology	0.8	Journal of Asia-Pacific Biodiversity	Elsevier	0.8
92	Dr. Subhankar Chatterjee	Ecology	9.8	Science of the Total Environment	Elsevier	12.6
			2.8	Environmental Technology (United Kingdom)	Taylor & Francis	
93	Dr. S. M. Sundarapandian	Ecology	3.1	International Journal of Environmental Science and Technology	Springer	3.1
94	Dr. D. Ramamoorthy	Ecology	4	Biomass Conversion and Biorefinery	Springer	4.55
			0.55	Advances in Science, Technology and Innovation	Springer	
			1.8	Polar Science	Elsevier	
95	Dr. Sivakumar Kuppusamy	Ecology	2.5	River Research and Applications	John Wiley and Sons Ltd	11.31
			2.4	Aquatic Sciences	Springer	
			2.5	River Research and Applications	John Wiley and Sons Ltd	
			1.09	Aquatic Mammals	European Association for Aquatic Mammals	
			1.02	Current Science	Indian Academy of Sciences	
			3.8	Journal of Agriculture and Food Research	Elsevier	
96	Dr. K. V. Surooj	Food Sc.	12.56	Trends in Food Science and Technology	Elsevier	89.33
			8	Food Packaging and Shelf Life	Elsevier	
			12.56	Trends in Food Science and Technology	Elsevier	
			3.4	Measurement: Food	Springer	
			10.7	Food Hydrocolloids	Elsevier	
			3.4	Measurement: Food	Springer	
			1.5	Journal of Asia-Pacific Entomology	Elsevier	
			2.74	Starch Stärke	Wiley	
			3.4	Journal of Food Measurement and Characterization	Springer	
			4	Biomass Conversion and Biorefinery	Springer	
			5.5	Food Engineering Series	Elsevier	

Sl.No.	Name of the Faculty	Name of the Dept.	Impact Factor	Journal Name	Publisher	Total
97	DR. G. Seghal kiran	Food Sc.	2.3	Food Science and Technology International	Sage	39.71
			2.74	Starch/Saerke	Wiley	
			2.53	Cereal Chemistry	Wiley Blackwell	
			10.2	Critical Reviews in Food Science and Nutrition	Taylor & Francis	
			12.56	Trends in Food Science and Technology	Elsevier	
98	Dr. H. Prathap Kumar Sietty	Food Sc.	2.55	Archives of Microbiology	Springer	19.9
			6.7	Microbiological Research	Elsevier	
			7.7	Journal of Environmental Chemical Engineering	Elsevier	
			0.5	Food Chemistry Advances	Elsevier	
			6	Food Control	Elsevier	
99	Dr. S. John Don Bosco	Food Sc.	5.2	Food Bioscience	Elsevier	14.14
			8.2	International Journal of Biological Macromolecules	Elsevier	
			3.4	Journal of Food Measurement and Characterization	Springer	
			2.74	Starch/Saerke	Wiley	
			4	Biomass Conversion and Biorefinery	Springer	
100	Dr. A. Annamalai	Food Sc.	4	Biomass Conversion and Biorefinery	Springer	9.23
			3.53	Journal of Proteomics	Elsevier	
			2.8	Myrology	Oxford Academic	
			2.9	Plant Signaling and Behavior	Taylor & Francis	
			3.86	International Journal of Food Science and Technology	Wiley	
101	Dr. Narayanasamy Sangeetha	Food Sc.	3.1	International Journal of Food Science and Technology	Springer	3.86
102	Dr. S. Haripriya	Food Sc.	3.3	OMICS A Journal of Integrative Biology	Springer	3.1
103	Dr. Archana Pan	Bio-Informatics	5	Frontiers in Molecular Biosciences	Mary Ann Liebert	8.3
104	Dr. R. Krishna	Bio-Informatics	4.4	Journal of Biomolecular Structure and Dynamics	Frontiers Media SA	13.2
			4.4	Journal of Biomolecular Structure and Dynamics	Taylor & Francis	
			4.4	Journal of Biomolecular Structure and Dynamics	Taylor & Francis	
105	Dr. Basant Kumar Tiwary	Bio-Informatics	0.9	Proceedings of the Indian National Science Academy	Springer	5.6
			4.7	Carcinogenesis	Oxford Academic	
			3.54	Journal of Proteomics	Elsevier	
106	Dr. P.T.V. Lakshmi	Bio-Informatics	3.16	Chemical Biology and Drug Design	Blackwell	14
			2.9	Plant Signaling and Behavior	Taylor & Francis	
			4.4	Journal of Biomolecular Structure and Dynamics	Taylor & Francis	

Sl.No.	Name of the Faculty	Name of the Dept.	Impact Factor	Journal Name	Publisher	Total
107	Dr. Ayaluru Murali	Bio-Informatics	4.4	Journal of Biomolecular Structure and Dynamics	Taylor & Francis	13.46
			0.26	International Journal of Bioinformatics Research and Applications	Inderscience Enterprises Ltd.	
			4.4	Journal of Biomolecular Structure and Dynamics	Taylor & Francis	
			4.4	Journal of Biomolecular Structure and Dynamics	Taylor & Francis	
108	Dr. M. Suresh Kumar	Bio-Informatics	3	Environmental Monitoring and Assessment	Springer	41.37
			3.1	International Journal of Environmental Science and Technology	Springer	
			0.5	Asian Journal of Water, Environment and Pollution	IOS Press	
			7	Journal of Water Process Engineering	Elsevier	
			7.7	Journal of Environmental Chemical Engineering	Elsevier	
			8.7	Journal of Environmental Management	Elsevier	
			2.4	Clean - Soil, Air, Water	Wiley-Blackwell	
			1.56	Environmental Quality Management	John Wiley & Sons Inc.	
			2.1	Bioethics	Taylor & Francis	
			2.1	Bioethics	Taylor & Francis	
109	Dr. R. Anantha	Bio-Informatics	3.21	Water Environment Research	Water Environment Federation	2.91
			2.91	Fungal Biology	Elsevier	
			8.2	International Journal of Biological Macromolecules	Elsevier	
			2.31	ChemistrySelect	Wiley	
110	Dr. K.M. Kumar	Bio-Informatics	3	Applied Biochemistry and Biotechnology	Springer	23.11
			5.2	Frontiers in Microbiology	Frontiers	
			4.4	Journal of Biomolecular Structure and Dynamics	Taylor & Francis	
			5.6	International Journal of Molecular Sciences	MDPI	
111	Dr. Rajjith Kumavathi	Bio-Technology	3.91	Gene	Elsevier	17.94
			5.2	Frontiers in Microbiology	Frontiers	
			3.23	Biotechnology and Genetic Engineering Reviews	Taylor & Francis	
			5.5	Carbohydrate Polymer Technologies and Applications	Elsevier	
112	Dr. Hannah Rachel Vasanthi	Bio-Technology	2.6	Journal of Pharmaceutical Innovation	Springer	29.2
			5.5	Carbohydrate Polymer Technologies and Applications	Elsevier	
			5.8	Inflammopharmacology	Springer	
			5.4	Natural Resources for Human Health	Springer	

Sl.No.	Name of the Faculty	Name of the Dept.	Impact Factor	Journal Name	Publisher	Total
			4.4	Journal of Biomolecular Structure and Dynamics	Taylor & Francis	
113	Dr. Arunkumar Dhayalan	Bio-Technology	4	Dalton Transactions	Royal Society of Chemistry	8.6
			4.6	Materials Chemistry and Physics	Elsevier	
114	Dr. K. Prashanth	Bio-Technology	0.78	Microbiology Resource Announcements	American Society for Microbiology	3.78
			3	Journal of Medical Microbiology	Microbiology Society	
115	Dr. N. Sakthivel	Bio-Technology	2.6	Current Microbiology	Springer	2.6
116	Dr. N. Arumugam	Bio-Technology	3	Plant Cell, Tissue and Organ Culture	Springer	3
			4.3	Clean Technologies and Environmental Policy	Springer	
117	Dr. Abhishek Mandal	Bio-Technology	1.12	Rasayan Journal of Chemistry	Rasayan Journal	16.72
			7.2	International Journal of Hydrogen Energy	Elsevier	
			4.1	ACS Omega	American Chemical Society	
118	Dr. Lata Shukla	Bio-Technology	2.8	3 Biotech	Springer	2.8
			6.4	Urban Climate	Elsevier	
119	Dr. K. Srinivasamoorthy	Earth Sc.	24.8	Total Environment Research Themes	Elsevier	38.2
			7	Marine Pollution Bulletin	Elsevier	
			7	Marine Pollution Bulletin	Elsevier	
			5.8	Environmental Science and Pollution Research	Springer	
120	Dr. G. Gnanachandrasamy	Earth Sc.	2.8	Archives of Environmental Contamination and Toxicology	Springer	33.3
			1.46	Acta Ecologica Sinica	Science Press	
			4.9	Environment, Development and Sustainability	Springer	
			5.54	Geology, Ecology, and Landscapes	Taylor & Francis	
			5.8	Environmental Science and Pollution Research	Springer	
			3.5	Lithos	Elsevier	
121	Dr. Rajneesh Bhutani	Earth Sc.	5.58	Geophysical Research Letters	American Geophysical Union	14.38
			3.5	Lithos	Elsevier	
			1.8	Geological Journal	Wiley	
122	Dr. Nirul Absar	Earth Sc.	1.9	Journal of Earth System Science	Springer	8.6
			3.7	Geochemistry	Elsevier	
			3	Journal of Asian Earth Sciences: X	Elsevier	
123	Dr. Pramod Singh	Earth Sc.	0.4	Quaternaire	Research	0.4
			2.4	Planetary and Space Science	Elsevier	

Sl.No.	Name of the Faculty	Name of the Dept.	Impact Factor	Journal Name	Publisher	Total
124	Dr. K.N. Kusuma	Earth Sc.	2.5	Journal of the Indian Society of Remote Sensing	Springer	7.51
			2.61	Advances in Space Research	Elsevier	
125	Dr. D. Senthilnathan	Earth Sc.	1.3	Journal of the Geological Society of India	GeoScienceWorld	1.3
126	Dr. Rima Das	Earth Sc.	3.8	Precambrian Research	Elsevier	5.6
			1.8	Advances in Natural and Technological Hazards Research	Exaly	
127	Dr. S. Sasitha	Earth Sc.	1.5	Geosystems and Geoenvironment	Elsevier	1.5
128	Dr. Amliava Chatterjee	Earth Sc.	2.4	Geological Magazine	Cambridge University Press	2.4
129	Dr. Jesurathnam Devarapalli	Anthropology	0.13	International Journal of Anthropology	Angelo Pontecorvoli Editore - EDK	4.03
			3.9	Human Evolution	Elsevier	
			4.2	Regional Environmental Change	Springer	5.41
			0.61	Mausam	India Meteorological Department	
130	Dr. P.M. Mohan	Ocean Studies	0.6	Indian Journal of Geo-Marine Sciences	National Institute of Science Communication and Policy Research	12.9
			3.3	Marine Environmental Research	Elsevier	
131	Dr. R. Mohanraju	Ocean Studies	1.6	Bangladesh Journal of Pharmacology	Bangladesh Pharmacological Society	1.01
			4	Heliyon	Cell Press	
132	Dr. K.A. Jayaraj	Ocean Studies	4	Heliyon	Cell Press	13
			1.01	Journal of Natural History	Taylor & Francis	
			2	Pure and Applied Geophysics	Springer	11.9
			1.9	Journal of Earth System Science	Springer	
133	Dr. S. Balaji	Coastal Disaster Mgt.	3.7	Natural Hazards	Springer	9.24
			1.5	Geosystems and Geoenvironment	Elsevier	
			3.9	Land	MDPI	2.3
			2.1	Regional Studies in Marine Science	Elsevier	
134	Dr. R. Kalavanan	Coastal Disaster Mgt.	9.8	Total Environment Research Themes	Elsevier	2.3
			3.7	Natural Hazards	Springer	
135	Dr. Gulam Rasool Bhat	Coastal Disaster Mgt.	5.54	Geology, Ecology, and Landscapes	Taylor and Francis Ltd.	2.3
			2.3	Fishes	MDPI	
136	Dr. E. Yuvraj	Coastal Disaster Mgt.	3.8	Journal of Molecular Structure	Elsevier	

Sl.No.	Name of the Faculty	Name of the Dept.	Impact Factor	Journal Name	Publisher	Total
137	Dr. C. Thiruvavukarasu	Biochemistry	3.06	Journal of Cluster Science	Springer	39.65
			6.1	Archives of Toxicology	Springer	
			3.1	DNA and Cell Biology	Mary Ann Liebert	
			6.9	Journal of King Saud University - Science	Elsevier	
			6.9	Journal of King Saud University - Science	Elsevier	
			4.4	Journal of Biomolecular Structure and Dynamics	Taylor and Francis Ltd.	
138	Dr. T.S. Anitha	Biochemistry	3.2	Toxicology Mechanisms and Methods	Taylor and Francis Ltd.	16.9
			2.19	Cell Biochemistry and Function	Wiley	
			2.8	3 Biotech	Springer	
			2.9	Fundamental and Clinical Pharmacology	WoS	
			5.6	Frontiers in Pharmacology	Frontiers	
			5.6	Frontiers in Pharmacology	Frontiers	
139	Dr. R. Rukkmami	Biochemistry	1.3	Journal of Cancer Research and Therapeutics	Wolters Kluwer Health	7.7
			3.8	Materials Today Communications	Elsevier	
			1.3	Journal of Cancer Research and Therapeutics	Wolters Kluwer Health	
			1.3	Journal of Cancer Research and Therapeutics	Wolters Kluwer Health	
140	Dr. Kilangki Suchiang (N-E)	Biochemistry	8.1	Free Radical Biology and Medicine	Elsevier	14.2
			6.1	Life Sciences	Elsevier	
141	Dr. C. Subbulakshmi	Biochemistry	5	ACS Chemical Neuroscience	American Chemical Society	5
142	Dr. S. Sudharani	Biochemistry	7.9	Biomaterials Advances	Elsevier	
143	Dr. Kilangki Suchiang	Biochemistry	8.1	Free Radical Biology and Medicine	Elsevier	14.2
			6.1	Life Sciences	Elsevier	
144	Dr. Asmita Dasgupta	Biochemistry	1.3	Journal of Cancer Research and Therapeutics	Wolters Kluwer Health	1.3
145	Dr. Sampad Kumar Swain	Tourism	4.4	Tourism Economics	Sage	4.4
146	Dr. Sibi P.S.	Tourism	2.2	Journal of Convention & Event Tourism	Taylor & Francis	6.4
			4.2	Tourism Recreation Research	Taylor & Francis	
147	Dr. S. Janakiraman	BANKING TECHNOLOGY	1.6	International Journal of Image and Graphics	World Scientific Publishing	7.9
			4.3	Computers and Electrical Engineering	Science Direct	
			2	Journal of Intelligent & Fuzzy Systems	IOS Press	
148	Dr. S. Prabu	BANKING TECHNOLOGY	3.9	IEEE Access	IEEE	3.9
149	Dr. A. Balakrishnan	BANKING TECHNOLOGY	1.7	Asia-Pacific Financial Markets	Springer	1.7
			2.6	Public Transport	Springer	

Sl.No.	Name of the Faculty	Name of the Dept.	Impact Factor	Journal Name	Publisher	Total
150	Dr. C. Madhavaiah	Management	2.3	Journal of Science and Technology Policy Management	Emerald	7.2
			2.3	Journal of Science and Technology Policy Management	Emerald	
151	Dr. S. Shijin	Commerce	2.8	Vision	Sage	2.8
152	Dr. Malabika Deo	Commerce	0.9	Review of Pacific Basin Financial Markets and Policies	World Scientific Publishing	0.9
			0.9	Journal of Financial Regulation and Compliance	Emerald	
153	Dr. S. Amilan	Commerce	3.2	Social Responsibility Journal	Emerald	6.4
			2.3	Journal of Science and Technology Policy Management	Emerald	
			0.2	Indian Journal of Economics and Development		
			2.9	Aquaculture International	Springer	
			1.6	Cereal Research Communications	Springer	
			4.5	Plants	MDPI	
			5	Frontiers in Nutrition	Frontiers	
			4.7	Frontiers in Sustainable Food Systems	Frontiers	
			2.4	Journal of Agribusiness in Developing and Emerging Economies	Emerald	
154	Dr. R. Sendhil	Economics	2.6	Journal of Public Affairs	Wiley	9.81
			4.61	International Journal of Environmental Research and Public Health	MDPI	
			2.6	Journal of Public Affairs	Wiley	
			0.7	Journal of Quantitative Economics	Springer	
			4.1	The Journal of Economic Asymmetries	Science Direct	4.8
155	Dr. Prasant Kumar Panda	Economics	3.2	Journal of Human Evolution	Science Direct	3.2
156	Dr. M. Ramachandran	Economics	2.902	Journal of Agrarian Change	Wiley	2.9
157	Dr. Jesurathnam Devarapalli	Anthropology	2.4	Journal of Information Science	Sage	
158	Dr. B B Mohanty	Sociology	2.8	Social Network Analysis and Mining	Springer	9
			1.8	Global Knowledge, Memory and Communication	Emerald	
			2	Journal of Scientometric Research		
			3.4	Accountability in Research	Wiley	
159	Dr. R. Sevukun	Library and Information Science	2.8	Learned Publishing	Wiley	6.2
160	Dr. Manghollan Singson	Library and Information Science				

2024.149.14

TO CONSIDER AND RATIFY THE SANCTION OF DEPUTATION TO DR. RICHA TIWARI, ASSISTANT PROFESSOR, DEPARTMENT OF POLITICS & INTERNATIONAL STUDIES, SCHOOL OF SOCIAL SCIENCES & INTERNATIONAL STUDIES OF THIS UNIVERSITY FOR A PERIOD OF TWO YEARS FROM 04.04.2024 to 03.04.2026 AS TO WORK AS EDITOR AT RAJYA SABHA SECRETARIAT, PARLIAMENT HOUSE ANNEXE, NEW DELHI.

Dr. Richa Tiwari was appointed in the post of Assistant Professor, Department of Politics and International Studies, School of Social Sciences & International Studies, Pondicherry University w.e.f. 27.12.2021. She was confirmed in the post of Assistant Professor of this University w.e.f. 26.12.2022.

Dr. Richa Tiwari in her letter dated 15.03.2024 requested to sanction her deputation to join the post of Editor at Rajya Sabha Secretariat, Parliament House Annexe, New Delhi. She is holding a substantive post at Pondicherry University and based on her request was sanctioned deputation for a period of two years from 04.04.2024 to 03.04.2026 to join the post of Editor at Rajya Sabha Secretariat, Parliament House Annexe, New Delhi vide Office Order No. 02 dated 03.04.2024, subject to standard terms and conditions of deputation informed vide letter dated 03.04.2024.

For ratification by the Council.

2024.149.15

TO RATIFY THE EXTENSION OF CONTRACT SERVICES OF THREE ASSISTANT PROFESSORS NAMELY, Dr. A. PUNITHA, Dr. V. UMASRI AND Dr. Sk. Md. NIZAMUDDIN OF DIRECTORATE OF DISTANCE EDUCATION FOR A PERIOD OF ONE YEAR.

The contract services in respect of the following three Assistant Professors working in DDE were extended w.e.f. the dates noted against each vide letter No. PU/Estt.(T)/ ET-7/2022-23/82, dated 26.08.2022

Sl. No.	Name	Date of completion (Contract period)	Period of extension for one year w.e.f.
1.	Dr. A. Punitha	23.09.2022	24.09.2022
2.	Dr. V. Umasri	05.10.2022	06.10.2022
3.	Dr. Sk. Md. Nizamuddin	23.10.2022	24.10.2022

Subsequently, their contract services were extended for one more year w.e.f. the dates noted against each vide letter No. PU/Estt.(T)/ET-7/2023/119, dated 12.09.2023

Sl. No.	Name	Date of completion (Contract period)	Period of extension for one year w.e.f.
1.	Dr. A. Punitha	23.09.2023	24.09.2023
2.	Dr. V. Umasri	05.10.2023	06.10.2023
3.	Dr. Sk. Md. Nizamuddin	23.10.2023	24.10.2023

For ratification of the Council.

[Type here]

2024.149.16

TO CONSIDER AND RATIFY THE RECOMMENDATIONS OF THE SELECTION COMMITTEE MEETINGS HELD DURING MARCH 2022 AND JULY 2021 FOR AWARD OF CAS PROMOTIONS FROM ASSISTANT PROFESSOR (STAGE III) TO ASSOCIATE PROFESSOR (STAGE IV) UNDER UGC CAREER ADVANCEMENT SCHEME.

The UGC Notification vide letter No.F 9-1/2020(PS/Misc.) dt. 23.12.2022, clarified regarding the eligibility criteria for CAS promotion of University teacher from Assistant Professor (level 12) to Associate Professor (Level 13A) as follows:

“Clause 6.4(C)(III)(5): Evidence of having guided at least one Ph.D. Candidate”

The duly constituted selection committee meetings were held during July 2021 and March 2022 for award of CAS promotions from Assistant Professor (Stage III) to Associate Professor (Stage IV) under UGC career advancement scheme as detailed below:

SCHOOL OF ENGINEERING & TECHNOLOGY		
Sl.No.	FACULTY DETAILS	W.E.F
1.	Dr. P. Shanthi Bala Department of Computer Science Pondicherry University	23.09.2018
2.	Dr. R. Sunitha Department of Computer Science Pondicherry University	22.12.2019
3.	Dr. G. Kumaravelan Department of Computer Science (Karaikal Campus) Pondicherry University Karaikal.	02.06.2019
4.	Dr. K. Anusudha Department of Electronics Engineering Pondicherry University	18.02.2021

[Type here]

SCHOOL OF MEDIA AND COMMUNICATION		
5.	Dr. M Leeladharan Department of Library & Information Science Pondicherry University	24.10.2020
SCHOOL OF SOCIAL SCIENCES & INTERNATIONAL STUDIES		
6.	Dr. Valerie Dkhar Department of Anthropology Pondicherry University	01.04.2019
SCHOOL OF MANAGEMENT		
7.	Dr. V. Arulmurugan Department of Commerce (Karaikal Campus) Pondicherry University	01.02.2021

For ratification by the Council.

[Type here]

2024.149.17

2024.149.18

TO RATIFY THE MINUTES OF THE DEPARTMENTAL PROMOTION COMMITTEE (DPC) MEETING FOR GROUP “B & C” POSTS HELD ON 03.12.2022 REGARDING PROMOTION

The Departmental Promotion Committee for Group ‘B & C’ posts in its meeting held on 03.12.2022 has considered Promotion and recommended the same to the following Officers/employees as detailed below:

PROMOTION:

i. Section Officer:

i.	V. Ilayabharathi
----	------------------

* The recommendation in r/o. Smt. R. Rajalakshmi, Senior Assistant is kept in a sealed cover since inquiry is pending against her.

ii. Senior Assistant:

i.	C. Jayaraman
ii.	R. Velmourougan

* The committee recommended to include Shri G. Ramalingam (PwBD) in the panel for promotion to the post of Senior Assistant under PwBD Quota as per DoPT Order dated 17.05.2022. However, the promotion order will be issued to him only after receipt of DoPT Order forwarded by the UGC.

iii. Assistant:

i.	S. Anbazhagan
ii.	E. Munisamy

* The committee recommended to include Smt.R.Punithavathy, Jr. Assistant in the panel for promotion to the post of Assistant against chain vacancy due to promotion of one Assistant to Senior Assistant under PwBD quota. However, the promotion order will be issued to her only after promotion of that Assistant under PwBD Quota since it is a chain vacancy.

[Type here]

iv. **Junior Assistant:**

i.	V. Bhuvaneswari
----	-----------------

v. **Professional Assistant:**

i.	A. Abdul Rasheed
----	------------------

* The recommendation in r/o. Smt. L. Kalpana, Library Assistant is kept in a sealed cover since disciplinary proceedings is pending against her.

vi. **Semi-Professional Assistant:**

i.	S. Manicavelou
----	----------------

Accordingly, promotion orders were issued to the eligible Officers/employees as per recommendations subject to ratification by the Executive Council.

Also this University had sent a communication to UGC on 04.04.2023, to clarify the status of DoPT OM No.36012/1/2020-Estt.(Res.II) dated 17.05.2022 regarding reservation in promotion to PwBD and the same not yet received from UGC.

The Minutes of the DPC for Group “B & C” posts held on 03.12.2022 regarding promotion are enclosed (**ENCLOSURE**).

For ratification of the Executive Council.

ANNEXURE -IV

2024.149.19

TO RATIFY THE APPOINTMENT OF SMT. M.R. KEERTHANA AS LAW OFFICER, PONDICHERRY UNIVERSITY ON REGULAR BASIS UNDER DIRECT RECRUITMENT W.E.F. 28.12.2023 F.N.

Notification dated 21.09.2022 was issued by the Pondicherry University for filling up the post of Law Officer in the pay matrix level 10 through Direct Recruitment for one post under general category (**Annexure-I**).

Whereas, it is seen in the Pondicherry University CRR 2019 that the post of Law Officer is Group A (tenure basis) and no provisions for probation (**Annexure-II**).

As per UGC Model Cadre Recruitment rules, the post of Law Officer is a regular post with two years probation (**Annexure-III**). The same is incorporated in the Recruitment Rules reviewed. However, it is yet to be approved.

As per UGC model RR and notification dated 21.09.2022 issued by the Pondicherry University, the post of Law Officer has been considered as regular post.

Based on the decision taken by the University Authorities appointment order No.211, dated 12.12.2023 was issued to the selected candidate Smt. M.R. Keerthana (**Annexure-IV**).

Pending approval of Model Cadre Recruitment Rule, Smt. M.R. Keerthana has been appointed as Law Officer on regular basis w.e.f 28.12.2023 and she is placed on probation for the period of two years vide Office Order No.251, dated 13.02.2024.

For ratification of the Council on the appointment of Smt. M.R. Keerthana as Law Officer on regular basis w.e.f 28.12.2024.

Annexure -I

புனவப்
PONDICHERRY
பாண்டிச்சேரி
பல்கலைக்கழகம்
UNIVERSITY
विश्वविद्यालय

(A Central University)

Dr. B.R. Ambedkar Administrative Building,
R. Venkataraman Nagar, Kalapet, Puducherry – 605 014

Advt No: PU/RC/Administrative-NT/2022/42

Dated: 21-09-2022

Online Applications are invited from Indian citizens for Direct Recruitment for the following Administrative positions.

Sl. No.	NAME OF THE POST	LEVEL	NO. OF VACANT POSTS
1	Deputy Registrar	12	2 (OBC-1, GEN-1)
2	Public Relations Officer	12	1 (GEN)
3	Executive Engineer	11	1 (GEN)
4	Internal Audit Officer	11	1 (GEN)
5	Assistant Registrar	10	3 (ST-1, EWS-1, GEN-1)
6	Law Officer	10	1 (GEN)
7	Hindi Officer	10	1 (GEN)
8	Section Officer	7	13 { SC-1, ST-1, EWS-1, OBC-3, GEN-7 [1-PwBD(a/b)] }
9	Private Secretary	7	3 (ST-1, GEN-2)
10	Nursing Officer	7	1(GEN)
11	Senior Assistant	6	5 (ST-1, OBC-1, GEN-3 (PwBD (a/b)-1)
12	Personal Assistant	6	6 { OBC-2, EWS-1, GEN-3}
13	Senior Technical Assistant (Networking/Computer)	6	1 (GEN)
14	Senior Technical Asst.(Science) Department: * Chemistry * Ecology	6	2 (GEN)
15	Professional Assistant	6	3(ST-1,OBC-1,GEN-1)
16	Instructor [Drama]	6	2 (OBC-1, GEN-1)
17	Hindi Translator	6	1(GEN)
18	Semi Professional Assistant	5	1 (GEN)
19	Pharmacist	5	1 (GEN)
20	Assistant	4	4 (OBC-1, GEN-3 (Ex-serviceman-1, Sportsperson-1))
21	Technician (Civil)	4	5 (OBC-2, GEN-3 (Ex-serviceman-1))
22	Lab Assistant Department: Physics	4	1 (GEN)
23	Junior Assistant	2	12 (SC-2, ST-2, EWS-2, GEN-6)
24	Hindi Typist	2	1(GEN)
TOTAL			72

CONTRACTUAL/TENURE BASIS:

Sl. No.	NAME OF THE POST	LEVEL	NO. OF VACANT POSTS
1	Director (DDE)	14	1 (GEN)
2	Technical Officer-I (contractual basis - 5 Years)	10	2(OBC-1, GEN-1)
3	Technician Grade-IV (contractual basis - 5 Years)	5	1 (GEN)
TOTAL			4

[Type here]

புதுவைப்
PONDICHERRY
पाण्डिच्चेरी



பல்கலைக்கழகம்
UNIVERSITY
विश्वविद्यालय

LINK FOR ONLINE & ELIGIBILITY CRITERIA

- ❖ Link for ONLINE application recruitment.pondiuni.edu.in
- ❖ The last date for submission of online application is 21.10.2022
- ❖ Hard copy of application to be received on or before 26.10.2022

APPLICATION FEE

Post / Pay Level	General, OBC, EWS (Rs.)	SC, ST, PwBD, Ex-serviceman	Women (SC, ST, OBC, EWS, GEN)	Indian National applying from abroad
Level 1 & 2 (Entry Level)	500	Exempted	Exempted	INR 4200/-
Level 3 to 6	1000	500	Exempted	
Level 7 to 14	2000	1000	Exempted	

- ❖ Candidate desirous to apply for more than one post should submit separate application for each post along with requisite application fee.
- ❖ Application fee is non-refundable under any circumstances.

For further details of online submission of Application Form, eligibility criteria, Terms & Conditions, Etc., please visit the University Website recruitment.pondiuni.edu.in.

The Qualifications and other conditions prescribed in the advertisement are subject to the regulations/norms stipulated by the MoE/UGC and other Statutory Bodies from time to time.

Abbreviations: GEN – General, SC – Scheduled Caste, ST – Scheduled Tribe, OBC – Other Backward Class (Non-Creamy Layer), EWS – Economically Weaker Section, PwBD(P(a) – blindness and low vision, PwBD(b) - deaf and hard of hearing, PwBD(c) - locomotor disability including cerebral palsy, leprosy cured, dwarfism, acid attack victims and muscular dystrophy; (d) autism, intellectual disability, specific learning disability and mental illness; (e) multiple disabilities from amongst persons under clauses (a) to (d) including deaf – blindness.

REGISTRAR(i/c)

5	Assistant Registrar	Age limit: 10 years for Direct Recruitment. 56 years for Deputation Mode of Selection: Direct Recruitment/Deputation. Essential Qualification: Master's Degree from recognized University with at least 55% marks or its equivalent grade of B in the UGC seven point scale from a recognized University. Desirable: i. Five years' experience in Administration / Accounts / Examination as Section Officer or in an equivalent post in Govt. / Educational / Research Institution / Autonomous / Deemed / Defence Organisation etc. ii. Good Knowledge of Computer Application. Deputation: Officers holding analogous posts on regular basis or with 5 years' regular service in Level 7 / Level 8 in a government department / University / Educational or Research Institution / Teaching and / or Research experience along with proven administrative capabilities. In case of selection on deputation basis he/she will be governed by GoI instructions on deputation/foreign service and norms of Pondicherry University. Other Conditions: The Qualification and other conditions prescribed in the advertisement are subject to the regulations/norms stipulated by the MoE/UGC from time to time.
6	Law Officer	Age Limit: 55 years Essential Qualification: A Master's Degree in Law with at least 55% of marks or its equivalent grade wherever grading system is followed (or) A Master's Degree with at least 55% of marks or its equivalent grade wherever grading system is followed with a Bachelor Degree in Law.. ii) At least 5 years' experience in legal matters which will include defending court cases, being conversant with legal procedures, etc. Deputation: Officers with at least 5 years' of regular service in the level of Section Officer / Equivalent in any recognized University/ Autonomous Body/Govt. Department or Organisation/ Public Sector Undertaking and Possessing the qualifications prescribed under direct recruitment. In case of selection on deputation basis he/she will be governed by GoI instructions on deputation/foreign service and norms of Pondicherry University.

Annexure - II



Cadre Recruitment Rules 2019

10. LAW OFFICER

1.	Name of the Post	LAW OFFICER
2.	Number of Posts	One (01)
3.	Classification	Group A (tenure basis)
4.	Level in the Pay matrix	Level-10
5.	Whether selection post or non-selection post	Not applicable
6.	Age limit for direct recruits	55 Years
7.	Educational and other qualifications required for direct recruits	A Master's Degree in Law with at least 55% of marks or its equivalent grade wherever grading system is followed (or) A Master's Degree with at least 55% of marks or its equivalent grade wherever grading system is followed with a Bachelor Degree in Law. ii) At least 5 years' experience in legal matters which will include defending court cases, being conversant with legal procedures, etc.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in case of promotion	Not applicable.
9.	Period of Probation, if any	Not applicable
10.	Method of recruitment, whether by direct recruitment or by promotion or by deputation/transfer and percentage of the vacancies to be filled by various methods.	By direct recruitment / by Deputation.
11.	In case of recruitments by promotion/ deputation/transfer, grades from which promotion/deputation/transfer to be made	Deputation: Officers with at least 5 years' of regular service in the level of Section Officer / Equivalent in any recognized University/ Autonomous Body/Govt Department or Organisation/ Public Sector Undertaking and Possessing the qualifications prescribed under Sl.No.7.
12.	If a Departmental Promotion Committee/ Recruitment Committee exists, what is its composition?	As prescribed under Schedule II of the Cadre Recruitment Rules.
13.	Remarks	

[Type here]

Annexure - (ii)

LAW OFFICER

1.	Name of Post	Law Officer
2.	Number of Post	As per UGC approved sanctioned strength of the University
3.	Classification of the post	Group 'A'
4.	Scale of Pay/Pay Band/Grade Pay/Pay Level	Level 10
5.	Selection or Non-Selection Post	Not Applicable
6.	Age limit for direct Recruits	40 Years
7.	Educational and other qualifications required for direct recruits	Essential Qualification: (i) LLB. from a recognized Indian Universities / Institutions with at least 7 years' experience of law practice in a Court of Law in the civil/criminal/service matter duly certified. (ii) LL.M. from the recognized Indian Universities / Institutions with at least 55% of marks or an equivalent grade point in the grade point scale.
8.	Whether age & educational qualifications prescribed for direct recruits will apply in the case of promotees?	Not Applicable
9.	Period of probation, if any.	Two Years
10.	Method of recruitment whether by direct recruitment or by promotion or by deputation/absorption and percentage of the vacancies to be filled by various methods.	Direct Recruitment
11.	In case of recruitment by promotion / deputation / absorption, grades from which promotion/deputation/absorption to be made.	Not Applicable
12.	If a Departmental Promotion Committee exists what is its composition.	As per Schedule II of these rules.



புதுவைப் பல்கலைக்கழகம்
பாண்டிச்சேரி विश्वविद्यालय
PONDICHERRY UNIVERSITY
(केंद्रीय विश्वविद्यालय A Central University)

பேராசிரியர். ரஜ்நீஷ் பூடாணி
பதிவாளர் (பொ.)
रजनीश भूटानी, कुलसचिव(प्र)
Dr. RAJNEESH BHUTANI
REGISTRAR-i/c

डॉ.अम्बेडकर प्रशासनिक भवन
Dr.AMBEDKAR ADMN. BUILDING,
आर.वि.नगर/R.V.NAGAR, कालापेट/KALAPET,
पुदुच्चेरी/PUDUCHERRY - 605 014.
दूरभाष/PHONE - 0413-2654202

Annexure - IV

PU/ESTT/NT10/2023-24/189

Date : 12.12.2023

OFFICE ORDER No: 211

Sub: PU – Offer of appointment to the post of **Law Officer** – Reg.

- Ref: 1. Her application dated 15.11.2016
2. Selection Committee Minutes dt. 17.11.2023
3. E.C. Resln. No:2023.147.03, dt. 22.11.2023

On the basis of the recommendations of the Selection Committee under ref. (2) and approval by the Executive Council under ref.(3), Ms. M.R. Keerthana is offered provisional appointment to the post of Law Officer in the pay at level 10 (7th CPC) in the Pondicherry University. She will be entitled to draw Dearness and other Allowances as prescribed under the norms of the University.

2) The terms of appointment shall be as follows:

- The candidate will be placed on probation for a period of two years w.e.f. the date of joining the post. The probation period may be extended, if considered necessary.
- The appointee is liable to be posted at any place within the jurisdiction of Pondicherry University.
- Other conditions of service will be governed by the provisions under the Pondicherry University Act, Statutes and Ordinances and other relevant GOI/MOE/UGC rules and others in force from time to time in Pondicherry University.
- The terms of appointment are subject to ratification by the Executive Council.

3) She should produce the following original certificates alongwith Xerox copies at the time of joining duty:

- Educational and Technical qualifications.
- Certificate in support of date of birth (issued by the Secondary Board)
- Physical/medical fitness certificate from authorized Medical Officer
- Non Conviction Certificate from the Police Department.
- Relief certificate from the present employer, if employed elsewhere.
- Two passport size photographs
- Experience certificate

4) If any declaration given or information furnished by her is found to be incorrect or not in order or if it is found at any stage that she has willfully suppressed any information that is considered material by this University, the University reserves to itself the right to withdraw/cancel the offer of appointment at anytime without prejudice to such other actions as the University may deem necessary.

5) If she accepts the above offer, she should immediately send her willingness to join the post. She shall report for duty on or before 11.01.2024 failing which this offer of appointment will automatically stand cancelled, without any further intimation.

6) No travelling allowance will be allowed for joining the post.

7) The appointment is purely provisional and subject to production/verification of all the certificates listed above. She will not be allowed to join if she is unable to produce the certificates.

//BY ORDER//



(RAJNEESH BHUTANI)
REGISTRAR(i/c)

To

Ms. M.R. Keerthana
87, No.2, Market Street
Ammamet
Salem 636 003
Tamil Nadu.

2024.149.20

TO RATIFY THE EXTENSION OF SERVICES OF SHRI K. VENKATACHALAPATHI, CARE TAKER, GUEST HOUSE, PONDICHERRY UNIVERSITY ON CONTRACT BASIS FOR A PERIOD OF THREE MONTHS FROM 01.12.2023 TO 28.02.2024 AND SUBSEQUENT EXTENSION FROM 01.03.2024 UNTIL FURTHER ORDERS.

Shri K. Venkatachalapathi was engaged as Care Taker at Guest House, Pondicherry on contract basis from 01.06.2023 to 30.11.2023. This was ratified by the Executive Council vide resolution no. 2023.146.21, dated 03.08.2023 and further extensions of services have also been considered as detailed below.

Sl. No.	Period of Extension Approved	Consolidated Emoluments	Office Order No.
1.	01.12.2023 to 29.02.2024	Rs. 25,000/- p.m.	214, dt: 19.12.2023
2	01.03.2024 to until further orders	Rs. 25,000/- p.m.	269, dt: 20.03.2024

For ratification of the Council on the extension of contract services to Shri.K.Venkatachalapathi from 01.12.2023 to 29.02.2024 and from 01.03.2024 until further orders.

[Type here]



PONDICHERRY UNIVERSITY
(A Central University)

*Dr.B.R. Ambedkar Administrative Building
R. Venkataraman Nagar, Kalapet, Puducherry – 605 014*

M. P. T. SAGAYARAJA
OFFICER ON SPECIAL DUTY [ADMN]

Ref. No. : PU/ESTT/NT-7/2023-24/ 69

Date: 18-12-2023
19

OFFICE ORDER NO: 214

Sub: PU – Estt – Extension of Engagement of Shri. K. Venkatachalapathi,
Care Taker on contract basis for a further period of three months w.e.f
01.12.2023 on a consolidated salary of Rs. 25,000/- per month – Reg.

Ref.: Office Order. No. 29 in Ref. No. PU/Estt/NT-7/2023-24/11
dated 17.05.2023.

In continuation of the Office Order cited, engagement of Shri. K. Venkatachalapathi,
Care Taker on contract basis is extended for a period of three months with effect from
01.12.2023 on a consolidated salary of Rs. 25,000/- per month under the existing terms and
conditions, subject to ratification by the Executive Council.

This is only a temporary engagement and does not confer any right for extension and
his services can be terminated at any time without prior notice.

He shall report to the Officer on Special Duty (Guest House), Pondicherry
University.

// BY ORDER //


OFFICER ON SPECIAL DUTY (ADMN.)

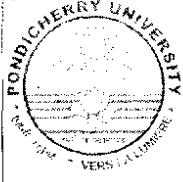
To

Shri. K. Venkatachalapathi ... Through Proper Channel
Care Taker (on contract basis)
Guest House, Pondicherry University
Puducherry – 14.

Copy to:

1. The Deputy Registrar (F&A), Pondicherry University
2. The Assistant Registrar (F&A), Pondicherry University
3. The Officer on Special Duty, Guest House, Pondicherry University
4. The Assistant Registrar, Registrar's Secretariat, Pondicherry University
5. Office Order File
6. Personal File

[Type here]



PONDICHERRY UNIVERSITY
(A Central University)

*Bharat Ratna Dr.B.R. Ambedkar Administrative Building
R. Venkataraman Nagar, Kalapet, Puducherry – 605 014*

GAUTAM KUMAWAT
DEPUTY REGISTRAR [ADMN]

Ref. No. PU/ESTT/NT-7/2023-24/121

20.03.2024

OFFICE ORDER No: 269

Sub: PU – Estt –Extension of Engagement of Shri. K.
Venkatachalapathi, Care Taker on contract basis– Reg.
Ref: Office Order No. 214 in Ref.No. PU/Estt/Nt-7/2023-24/69
dated 19.12.2023

In continuation of the Office Order cited engagement of Shri. K. Venkatachalapathi, Care Taker on contract basis is extended until further orders with effect from 01.03.2024 on a consolidated salary of Rs.25,000/- per month under the existing terms and conditions subject to ratification by the Executive Council and his duty place will continue to be the University Guest House.

This is only a temporary engagement and does not confer any right for extension and his services can be terminated at any time without prior notice.

// BY ORDER //

DEPUTY REGISTRAR (ADMN.)

To

Shri. K. Venkatachalapathi ---- Through Proper Channel
Care Taker (on contract basis)
Guest House
Pondicherry University.

Copy to:

1. The Deputy Registrar, Guest House, Pondicherry University
2. The Deputy Registrar, Finance & Accounts Section, Pondicherry University.
3. The Assistant Registrar, Finance & Accounts Section, Pondicherry University.
4. The Assistant Registrar, Registrar's Secretariat, Pondicherry University.
5. Office Order file
6. Personal file

2024.149.21

TO RATIFY THE APPOINTMENT OF SHRI. D. NANDAGOPAL, ASSISTANT REGISTRAR (RETIRED), PONDICHERRY UNIVERSITY AS ASSISTANT REGISTRAR ON CONTRACT BASIS TO LOOK AFTER DUTIES IN REGISTRAR'S SECRETARIAT AND ESTABLISHMENT (TEACHING) SECTION, PONDICHERRY UNIVERSITY

Shri. D. Nandagopal, Assistant Registrar (Retd.), Pondicherry University was appointed as Assistant Registrar on contract basis vide Memorandum No.PU/ESTT/NT10/2023-24/98, dated 24.07.2023 r/w Office Order No.460, dated 02.08.2023 and Office Order No.156, dated 31.08.2023 to look after the duties of Assistant Registrar in Registrar's Secretariat and Establishment (Teaching) Section, Pondicherry University for a period of three months from 27.07.2023 with a remuneration of Rs.40,000/- p.m, on existing terms and conditions governing contract employees of the University, subject to ratification by the Executive Council.

For ratification of the Council

[Type here]

2024.149.22

TO RATIFY THE ENGAGEMENT OF SHRI D. NANDAGOPAL, ASSISTANT REGISTRAR (RETD.), PONDICHERRY UNIVERSITY AS ASSISTANT REGISTRAR ON CONTRACT BASIS TO LOOK AFTER DUTIES IN REGISTRAR'S SECRETARIAT AND ESTABLISHMENT (TEACHING) SECTION FOR A PERIOD OF THREE MONTHS W.E.F. 27.07.2023 F.N AND SUBSEQUENT EXTENSIONS UPTO 29.02.2024

Shri. D. Nandagopal, Assistant Registrar (Retired), Pondicherry University was engaged as Assistant Registrar (on contract basis) to look after duties in Registrar's Secretariat and Establishment (Teaching) Section initially for a period of three months on a consolidated sum of Rs.40,000/- per month w.e.f 27.07.2023 and subsequently his services on contract basis was extended from 27.10.2023 to 29.02.2024. The details of appointment and extension of services are as detailed below:

Sl.No	Period of engagement and Extension approved	Consolidated emolument	Office order No.
01	Three months from 27.07.2023 to 26.10.2023	Rs.40,000/- p.m.	460, dt.02.08.2023
02	From 27.10.2023 to 30.11.2023	Rs.40,000/- p.m.	190, dt.02.11.2023
03	From 01.12.2023 to 29.02.2024	Rs.40,000/-p.m.	202, dt.30.11.2023

For ratification of the Council on the engagement of Shri. D. Nandagopal, Assistant Registrar (Retd.) as Assistant Registrar (on contract) from 27.07.2023 to 26.10.2023 and extension of services on contract basis up to 29.02.2024.

[Type here]

2024.149.23

TO RATIFY THE ENGAGEMENT OF SHRI D. NANDAGOPAL, ASSISTANT REGISTRAR (RETD.), PONDICHERRY UNIVERSITY AS ASSISTANT REGISTRAR ON CONTRACT BASIS TO LOOK AFTER DUTIES IN REGISTRAR'S SECRETARIAT AND ESTABLISHMENT (TEACHING) SECTION FOR A PERIOD OF THREE MONTHS W.E.F. 27.07.2023 F.N AND SUBSEQUENT EXTENSIONS UPTO 31.05.2024

Shri. D. Nandagopal, Assistant Registrar (Retired), Pondicherry University was engaged as Assistant Registrar (on contract basis) to look after duties in Registrar's Secretariat and Establishment (Teaching) Section/ R&D Cell initially for a period of three months on a consolidated sum of Rs.40,000/- per month w.e.f 27.07.2023 and subsequently his services on contract basis was extended from 27.10.2023 to 29.02.2024 and 01.03.2024 to 31.05.2024. The details of appointment and extension of services are as detailed below:

Sl.No	Period of engagement and Extension approved	Consolidated emolument	Office order No.
01	Three months from 27.07.2023 to 26.10.2023	Rs.40,000/- p.m.	460, dt.02.08.2023
02	From 27.10.2023 to 30.11.2023	Rs.40,000/- p.m.	190, dt.02.11.2023
03	From 01.12.2023 to 29.02.2024	Rs.40,000/-p.m.	202, dt.30.11.2023
04	From 01.03.2024 to 31.05.2024	Rs.40,000/-p.m.	01, dt.25.03.2024

For ratification of the Council on the engagement of Shri. D. Nandagopal, Assistant Registrar (Retd.) as Assistant Registrar (on contract) from 27.07.2023 to 26.10.2023 and extension of services on contract basis up to 31.05.2024.

[Type here]

2024.149.24

TO RATIFY THE APPOINTMENT OF SHRI. S. RAJKUMAR, ASSISTANT REGISTRAR (RETIRED), PONDICHERRY UNIVERSITY AS ASSISTANT REGISTRAR ON CONTRACT BASIS TO LOOK AFTER DUTIES IN VICE-CHANCELLOR'S SECRETARIAT, NODAL OFFICER OF SATELLITE CAMPUSES AND EXAMINATION WING, PONDICHERRY UNIVERSITY

Shri. S. Rajkumar, Assistant Registrar (Retd.), Pondicherry University was appointed as Assistant Registrar on contract basis vide Memorandum No.PU/ESTT/NT10/2023-24/119, dated 01.09.2023 r/w Office Order No.162, dated 22.09.2023 and Office Order No.159, dated 19.09.2023 to look after the duties of Assistant Registrar in Vice-Chancellor's Secretariat, Nodal Officer of Satellite Campuses and Examination Wing, Pondicherry University, until further orders w.e.f. 01.09.2023 with a remuneration of Rs.45,000/-p.m, on existing terms and conditions governing contract employees of the University, subject to ratification by the Executive Council.

For ratification of the Council

[Type here]

2024.149.25

TO RATIFY THE ENGAGEMENT OF Dr. (Mrs.) A. CARLINE MARY DESDEMONA AS OFFICER ON SPECIAL DUTY IN EXAMINATION WING ON CONTRACT BASIS W.E.F. 20.09.2023.

Examination Wing demands time bound work to be carried out. The work involved is of sensitive nature and the Wing caters to the timely conduct of Examinations, evaluation and publication of results of students of all affiliated colleges and also Ph.D of University students. Due to shortage of Officers, quick disposal of Examination related works are delayed. Recently, Lt Cdr Raj Kumar, Deputy Registrar who was assigned the duties of important sections at Examination Wing was sent on deputation to JIPMER, Karaikal to work as Registrar. Hence, it was decided to engage a suitable officer to discharge duties at a higher level.

Accordingly, Dr. (Mrs.) A. Carline Mary Desdemona, Puducherry has been engaged temporarily as Officer on Special Duty for Examination Wing, Pondicherry University on contract basis on a consolidated emolument of Rs.50,000/-p.m. until further orders with effect from 20.09.2023 vide Office Order No.PU/ESTT/NT10/2023-24/135, dated 05.10.2023.

For ratification of the Council.

[Type here]

2024.149.26

TO RATIFY THE EXTENSION OF SERVICES OF DR.M.NANDHIVARMAN, FULL TIME CONSULTANT, GREEN CAMPUS INITIATIVES OF THIS UNIVERSITY ON CONTRACT BASIS FOR A FURTHER PERIOD FROM 10.12.2023 TO 09.03.2024.

Engagement of Dr. M. Nandhivarman as Full Time Consultant, Green Campus Initiatives of this University on contract basis from 10.06.2022 to 09.12.2023 was ratified by the Executive Council. Further, extension of services was granted as below:

Sl. No	Period of Extension approved	Consolidated emolument	Office Order No.
01	10.12.2023 to 09.03.2024	Rs.40,000/-p.m	220, dt.21.12.2023

For ratification of the Council on the extension of contract services to Dr. M. Nandhivarman from 10.12.2023 to 09.03.2024.

[Type here]

2024.149.27

TO RATIFY THE EXTENSION OF ENGAGEMENT OF SHRI. M.P.T. SAGAYARAJA, DEPUTY REGISTRAR (RETD.), PONDICHERRY UNIVESITY AS OFFICER ON SPECIAL DUTY (ADMN.), PONDICHERRY UNIVERSITY ON CONTRACT BASIS FOR A FURTHER PERIOD FROM 01.11.2023 TO 29.02.2024.

Engagement of Shri. M.P.T. Sagayaraja as Officer on Special Duty to look after duties in Vice-Chancellor's Secretariat, Administration (Teaching & Non-Teaching) and Guest House, Pondicherry University on contract basis from 01.11.2022 to 31.10.2023 was ratified by the Executive Council vide Resolution No.2023.144.60, dated 27.02.2023. Further, extension of services was granted as below:

Sl. No	Period of Extension approved	Consolidated emolument	Office Order No.
01	01.11.2023 to 30.11.2023	Rs.50,000/-p.m	189, dt.30.10.2023
02	01.12.2023 to 29.02.2024	Rs.50,000/-p.m	201, dt.30.11.2023

For ratification of the Council on the extension of contract services to Shri.M.P.T.Sagayaraja, Officer on Special Duty from 01.11.2023 to 29.02.2024.

2024.149.28

TO RATIFY THE APPOINTMENT OF Dr. PRASANT KUMAR PANDA, PROFESSOR, DEPARTMENT OF ECONOMICS, SCHOOL OF MANAGEMENT, PONDICHERRY UNIVERSITY AS DEAN (i/c), COLLEGE DEVELOPMENT COUNCIL OF THIS UNIVERSITY WITH EFFECT FROM 02.05.2024

Expression of interest was invited from the Professors of the University to serve as Dean (i/c), College Development Council of this University, in addition to their normal academic duties vide Circulars dated 13.02.2024 & 06.03.2023. In response to the Circulars, 12 Professors have expressed their interest for the post of Dean (i/c), College Development Council, Pondicherry University.

Based on the recommendations of the committee constituted, Dr. Prasant Kumar Panda, Department of Economics, School of Management of this University was directed to hold additional charge of the post of Dean (i/c), College Development Council of this University w.e.f. 02.05.2024, until further orders, in addition to his normal duties vide Office Order No.14, dated 29.04.2024.

For ratification by the Council.

[Type here]

2024.149.29

TO CONSIDER AND RATIFY THE MINUTES OF THE MEETING OF THE BOARD OF STUDIES FOR MASTER OF BUSINESS ADMINISTRATION IN THE DIRECTORATE OF DISTANCE EDUCATION, PONDICHERRY UNIVERSITY.

The meeting of Board of Studies for Master of Business Administration in the Directorate of Distance Education, Pondicherry University held on 15th April 2023, at 11.00 a.m. in the Committee Room of the Directorate of Distance Education, Pondicherry University.

The Board in line with the recent University Grants Commission (Open and Distance Learning programme and online programme) Regulations, 2020 has recommended the following:

- To implement the Choice Based Credit System (CBCS), the Board has decided to allocate Credit to all the papers in MBA programme.
- The Board has approved to introduce new papers in line with the regular MBA programme offered by the Pondicherry University for all the MBA programmes offered by the DDE under CBCS from Academic Year 2023 batch.
- In line with the ODL Regulations, 2020 the evaluation shall include continuous or formative assessment and summative assessment in the form of end semester examination or term end examination. Accordingly, the Board has recommended to adopt the same. The mark allocation for Internal Assessment is 25 marks and End Semester examinations is 75 marks. The internal component to be assessed through Hybrid mode.

The detailed minutes of the meeting are placed in Annexure. The Vice-Chancellor has approved the minutes of the meeting.

The above item was placed in the 88th Academic Council Meeting held on 08.04.2024, vide resolution No. 2024.88.94 and the same was ratified.

Submitted for consideration and ratification of the Executive Council.

[Type here]

Minutes of the Meeting of the Board of Post Graduate Studies for MBA of the Directorate of Distance Education, Pondicherry University held on 15th April 2023, at 11.00 a.m. in the Committee Room of the Directorate of Distance Education, Pondicherry University.

Members Present

Prof. Rajeev Jain, Director, Culture and Cultural Relations, PU	- Chairman
Dr. Magesh N, Faculty, IIM Nagpur	- Member
Dr. Sonal Sisodia, Principal, Daly College of Business Management, Indore	- Member
Dr. Punitha A, Assistant Professor, DDE, PU	- Member
Dr. V. Umasri Assistant Professor, DDE, PU	- Member
Dr. Sk Md Nizamuddin, Assistant Professor, DDE, PU	- Member
Dr. Arvind Gupta, Director, DDE, PU	- Member

At the outset, the Chairman of the Board of Studies, Prof. Rajeev Jain, Director, Culture and Cultural Relations, Pondicherry University, Pondicherry, extended warm welcome to the members of the Board and explained the purpose of today's meeting. Subsequently, Dr. Arvind Gupta, Director, DDE, presented the agenda for discussion. The following are discussed and deliberated by the board in line with the recent University Grants Commission (Open and Distance Learning programme and online programme) Regulations, 2020.

- To implement the Choice Based Credit system, the Board has decided to allocate Credit to all the papers in MBA programme. Thus the total credit allotment for MBA (All disciplines) worked out to 104 credits. The credit allotment for each paper approved by the Board is enclosed herewith (Annexure – A).
- The Board has approved to introduce new papers in line with the regular MBA programme offered by the Pondicherry University for all the MBA programmes offered by the DDE under CBCS from Academic Year 2023 batch. The following has been decided:
 - i. Two additional papers for each I and II Semester to be introduced for all MBA programmes.
 - ii. Two elective papers in addition to the Five (05) core papers to be introduced with provisions for the student to choose 2 out of 5 papers during III and IV Semester as per their interest (Annexure – B).
 - iii. The Board suggested to explore the possibilities of including the immersion programme/workshop in place of Seventh paper for all four semesters in all MBA programmes.
- The Board recommended to split the following papers to provide better insights on contemporary business environment:
 - i. Management Concepts & Organizational Behaviour as Management Concepts and Organisational Behaviour (Syllabus attached).
 - ii. Business Environment & Law as Business Environment and Business Law (Syllabus attached).
 - iii. Operations Research & Management as Operations Research and Operations Management (Syllabus attached).

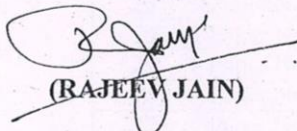
- The Board recommended to introduce the following titles in line with the current policy of the Government.
 - i. Business Entrepreneurship and Start-ups.
 - ii. GST and e-Accounting

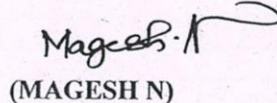
As per the ODL Regulations, 2020 the evaluation shall include two types of assessments; (i) continuous or formative assessment (ii) summative assessment in the form of end semester examination or term end examination. In this regard, the Board has recommended to assess the internal component through Hybrid mode. The mark allocation for Internal Assessment and End Semester examinations is as follows:

Programme	Internal Assessment	End Semester Examination	Total Marks
MBA programme (for all the subjects)	25	75	100

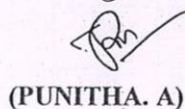
- The Board also suggested the following for further improvement of DDE.
 - i. Social Media networking to be strengthened.
 - ii. Alumni networking to be strengthened by conducting annual Alumni meet.

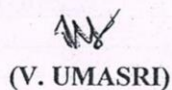
The meeting ended with thanking the Chair.


(RAJEEV JAIN)

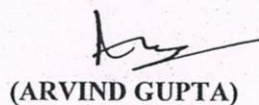

(MAGESH N)


(SONAL SISODIA)


(PUNITHA. A)


(V. UMASRI)


(SK MD NIZAMUDDIN)


(ARVIND GUPTA)

**CREDIT ALLOTMENT FOR EACH PAPER
FOR ALL THE MBA PROGRAMMES**

	I Semester	Credits	Cumulative Total
1	Paper No. I	3	
2	Paper No. II	3	
3	Paper No. III	3	
4	Paper No. IV	3	
5	Paper No. V	3	
6	Paper No. VI	3	
7	Paper No. VII	3	
	II Semester		21
8	Paper No. VIII	3	
9	Paper No. IX	3	
10	Paper No. X	3	
11	Paper No. XI	3	
12	Paper No. XII	3	
13	Paper No. XIII	3	
14	Paper No. XIV	3	
	III Semester		21
15	Paper No. XV	4	
16	Paper No. XVI	4	
17	Paper No. XVII	4	
18	Paper No. XVIII	4	
19	Paper No. XIX	4	
20	Paper No. XX - Elective	4	
21	Paper No. XXI- Elective	4	
	IV Semester		28
22	Paper No. XXII	4	
23	Paper No. XXIII	4	
24	Paper No. XXIV	4	
25	Paper No. XXV	4	
26	Paper No. XXVI	4	
27	Paper No. XXVII - Elective	4	
28	Paper No. XXVIII - Elective	4	28
29	PROJECT WORK	6	6
	TOTAL CREDITS		104

Annexure - "B"

CBCS Papers – Proposed for 2023-24 MBA - I & II Semester Common Papers - New Codes

(from 2023 July)

First Semester

New Paper Code	Name of the Papers	Credits	Remarks
MBCP 1001	Management Concepts	3	Existing / Split
MBCP 1002	Managerial Economics	3	Existing
MBCP 1003	Accounting for Managers	3	Existing
MBCP 1004	Business Environment	3	Existing/ Split
MBCP 1005	Research Methodology	3	Existing
MBCP 1006	Organisational Behaviour	3	Existing/ Split
MBCP 1007	Business Law	3	Existing/ Split

Second Semester

New Paper Code	Name of the Papers	Credits	Remarks
MBCP 2001	Financial Management	3	Existing
MBCP 2002	Marketing Management	3	Existing
MBCP 2003	Human Resources Management	3	Existing
MBCP 2004	Operations Research	3	Existing / Split
MBCP 2005	Strategic Management	3	Existing
MBCP 2006	Business Ethics	3	New
MBCP 2007	Operations Management	3	Existing / Split

**Additional two Electives papers to be chosen for III and IV semester
from the following titles**

Third Semester – Additional Papers for CBCS (Any two to be chosen)

New Paper Code	Name of the Papers	Credits	Remarks
MBEP 3001	Sustainability Development	4	Elective
MBEP 3002	Corrective Human body & Postures	4	Elective
MBEP 3003	Entrepreneurship and Start-ups	4	Elective
MBEP 3004	Social Media Marketing	4	Elective
MBEP 3005	Disaster Management	4	Elective

Fourth Semester - Additional Papers for CBCS (Any two to be chosen)

New Paper Code	Name of the Papers	Credits	Remarks
MBEP 4001	Organizational Psychology	4	Elective
MBEP 4002	Social Entrepreneurship	4	Elective
MBEP 4003	Intellectual Property Rights	4	Elective
MBEP 4004	Renewable Energy	4	Elective
MBEP 4005	Artificial Intelligence	4	Elective

MANAGEMENT CONCEPTS

Objectives

- Providing conceptual understanding of Management Concepts
- Familiarizing the students with the contemporary issues in Management
- Enable them to apply the concepts in the management organization

UNIT - I

Introduction to Management - Nature and Functions of Management - Levels in Management - Social Responsibilities of Business - Managerial Skills – Manager and Environment - An Overview of Staffing, Directing and Controlling Functions

UNIT – II

Planning - Steps in Planning Process - Short Range and Long Range Planning - Flexibility in Planning - Characteristics of a sound Plan - Management by Objectives (MBO) - Policies and Strategies - Scope and Formulation- Decision Making - Techniques and Processes.

UNIT – III

Organising - Organisation Structure and Design - Delegation of Authority and Decentralisation – Line and Staff Relationships - Emerging Trends in Corporate Structure, Strategy and Culture - Impact of Technology on Organisational design - Formal and Informal Organisation.

UNIT – IV

Communication – Types and Process of Communication - Barriers of Communication - Communication Effectiveness - Organisational Creativity and Innovation Entrepreneurial Management - Management of Innovation

UNIT – V

Comparative Management Styles and approaches - Best Management Practices across the world - Japanese Management Practices - Management of Diversity - Benchmarking

REFERENCES

Koontz, Weirich & Aryasri, PRINCIPLES OF MANAGEMENT, *Tata McGraw-Hill, New Delhi, 2004*

Tripathi & Reddy, PRINCIPLES OF MANAGEMENT, *Tata McGraw-Hill, New Delhi, 2008*

Laurie Mullins, MANAGEMENT AND ORGANISATIONAL BEHAVIOUR, *Pearson, New Delhi, 2007*

Meenakshi Gupta, PRINCIPLES OF MANAGEMENT, *PHI Learning, New Delhi, 2009*

BUSINESS ENVIRONMENT

Objectives:

- To acquaint students with the issues of domestic and global environment in which business has to operate
- To understand the opportunity and challenges of global business environment
- To relate the Impact of Environment on Business in an integrated manner
- To provide an understanding of the role of business in society

UNIT – I

Business and its environment;

Dynamics of Business and its Environment – Definition, Types of Environments. - Corporate Governance and Social Responsibility - Ethics in Business. – Business Ethics in India

UNIT – II

Economic System;

Economic Systems and Management Structure - Family Management to Professionalism - Resource Base of the Economy - Land, Forest, Water, Fisheries, Minerals - Environmental Issues.

UNIT – III

Infrastructure and current issues in Business Environment;

Infrastructure - Economic- Social, Demographic Issues, Political context - Productivity Factors, Human Elements and Issues for Improvement -.

UNIT – IV

Global trends in Business and Management;

Global Trends in Business and Management – International Relations Multi-National Companies, Multi-National Companies in India,

UNIT – V

Foreign Capital and Collaboration;

Foreign Capital, Needs for Foreign Capital, Trends in Indian Industry, Foreign Development Investment, FDI and the Indian Stock market

References:

Keith-Davis & William Frederick, BUSINESS AND SOCIETY, McGraw-Hill, Tokyo. Iran Worthington and Chris Britton, THE BUSINESS ENVIRONMENT, Prentice Hall
Namita Gopal, BUSINESS ENVIRONMENT, 2nd Edition, Tata McGraw Hill Education Pvt. Ltd. New Delhi, 2010

ORGANISATIONAL BEHAVIOUR

Objectives

- To learn the basics of Behavioral science
- To get acquainted with the theory and concepts of personality
- To understand the basic philosophy and concepts of Organisational behaviour
- To get to know the emerging trends in the Organisations towards the Organisational behaviour

UNIT - I

Organisational Behaviour: Introduction, Definition, Nature & Scope - Basic Concepts of OB - Individual & Organisational Image and Self Image - self-esteem & self-efficacy - Theoretical constructs and models of Organisational Behaviour.

UNIT – II

Perception and Learning - Personality and Individual Differences - Motivation and Job Performance - Values, Attitudes and Beliefs - Stress Management

UNIT – III

Group Dynamics - Leadership - Styles - Approaches - Power and Politics in Organisation

UNIT – IV

Organisational Structure - Organisational Climate and Culture - Organisational Change and Development.

UNIT – V

Trends in Organisational Behaviour – Consciousness – Conscience Management – Organisational Vision and Employee alignment with vision- Gender Sensitivity – Competency Level and behavioral Dimensions

REFERENCES

Fred Luthans, ORGANISATIONAL BEHAVIOUR, *Tata McGraw-Hill, New Delhi*

Stephen Robbins, ORGANISATIONAL BEHAVIOUR, *Pearson, New Delhi*

BUSINESS LAW

Objectives:

- To introduce the statutory provision that affects the business decision
- To provide legal understanding and exposure to the important commercial laws
- To understand the legal framework related to contract
- To familiarise about legal aspects about negotiable instruments
- To understand the legal regulations about the company

UNIT – I

The Indian Contract Act, 1872- Law of Contract - Agreement - Offer - Acceptance - Consideration - Capacity of Contract Contingent Contract - Quasi Contract - Performance - Discharge - Remedies to breach of Contract.

UNIT – II

The Indian Partnership Act, 1932 & Sales of Goods Act 1930 - Definition of Partnership and its essentials, Rights and duties of Partners: Authority of a Partner, Minor as a Partner, Registration of a firm, Dissolution of Firms. Sales of Goods –Definition of a Contract of Sales, Essentials of a Contract of Sales of Goods, Kinds of Goods.

UNIT – III

The Negotiable Instruments Act, 1832- Law of Insurance-Negotiable Instruments - Notes, Bills, Cheques - Crossing - Endorsement - Holder in due course - Holder in value - Contract of Agency. Law of Insurance: Fundamental Principles of Law of Insurance, Types of Policies, Kinds of Losses

UNIT – IV

The Indian Companies Act, 2013- Company - Formation - Memorandum - Articles - Prospectus - Shares - Debentures -Directors

- Appointment - Powers and Duties - Meetings - Proceedings – Management - Accounts -Audit
- Oppression and Mismanagement - Winding up.

UNIT –V

Factory Act- Industrial Dispute Act, Minimum Wages Act & Workmen Compensation Act, 1923, Factory Act – Licensing and Registration of Factories, Health, Safety and Welfare measures -Industrial Disputes Act – Objects and scope of the Act, Effects of Industrial Dispute, Administration under the Act.

References:

Kapoor G,K & Dhamija S, COMPANY LAW, 17th Edition, Taxman Publication, Pvt. Limited, NewDelhi, 2014
Daniel Albuquerque, LEGAL ASPECTS OF BUSINESS, 2nd edition, Oxford University Press, NewDelhi, 2013
Pathak, LEGAL ASPECTS OF BUSINESS, Tata McGraw- Hill Publishing Company Limited, NewDelhi, 2010.
M.M. Sulphey & Azhar Basheer, LAWS FOR BUSINESS, PHI Learning Pvt. Ltd. New Delhi, 2011.

OPERATIONS RESEARCH

Objectives:

- To introduce various optimization techniques of operations research
- To facilitate the use of Quantitative Technique in various functional areas

UNIT-I

Stages of Development of Operations Research, Applications of Operations Research, Limitations of Operations, Introduction to Linear Programming, Graphical Method, Simplex Method, Duality.

UNIT-II

Transportation Problem, Assignment Problem, Inventory Control – Introduction to Inventory Management, Basic Deterministic Models, Purchase Models, Manufacturing Models without Shortages and with Shortages.

UNIT-III

Shortest Path Problem - Minimum Spanning Tree Problem - CPM/PERT, Crashing of a Project Network.

UNIT-IV

Game Theory- Two Person Zero-sum Games -Graphical Solution of (2 x n) and (m x 2) Games - LP Approach to Game Theory - Goal programming - Formulations.

UNIT-V

Introduction to Queuing Theory - Basic Waiting Line Models: (M/M/1): (GD/a/a), (M/M/C):GD/a/a).

REFERENCES

1. Panneerselvam, R, OPERATIONS RESEARCH, Prentice-Hall of India, New Delhi, 2006.
2. G.Srinivasan, OPERATIONS RESEARCH, PHI Learning, NewDelhi,2010
3. Tulsian & Pandey, QUANTITATIVE TECHNIQUES, Pearson, NewDelhi, 2002
4. Vohra, Quantative Techniques in Management, Tata McGraw Hill, NewDelhi, 2010

BUSINESS ETHICS

Objectives

- Introduce the concept and importance of business ethics and corporate governance
- To know the facets of ethics management
- To know the ethical values and Indian ethos in Management

UNIT-I- INTRODUCTION:

Meaning – Definition –Scope – Ethical Values and Theories- Myths –Ethics Vs Morality- Ethical Issues in the functional Areas of Business Management
– Cross-Country Perspectives on Business Ethics.

UNIT-II- ETHICS MANAGEMENT:

Ethical Dilemma – Ethical Decision Making –Ethical Reasoning – Ethical issues – Ethics Management Programmes – Benefits of Managing Ethics in Work Place – Organisation Ethics Development System (OEDS) –Code of ethics –Value based leadership.

UNIT-III- ETHICAL VALUES IN WORK PLACE:

Characteristics- Types- Importance – Work Ethics – Work Culture – Professional Ethics- Environmental Ethics – Challenges of Cyber Age.

UNIT-IV- CORPORATE GOVERNANCE:

Meaning –Mechanism- Principles – Code of Corporate Governance – Audit Committee – Role of Independent Directors – Protection of Stakeholders – Corporate Social Responsibility –Issues in Corporate Governance-Emerging Trends.

UNIT-V- INDIAN ETHOS IN MANAGEMENT:

Principles – Approaches – Role of Gita – Karma Yoga – Wisdom Management- Gandhian Ethics- Spirituality- Humanism - Morals Standards in Indian Ethics.

REFERENCES:

1. Bhatia, S.K., Business Ethics and Corporate Governance, Deep & Deep Publication.
2. B.N Ghosh, Business Ethics and Corporate Governance, McGraw Hill.
3. Daniel Albuquerque, Business Ethics, Oxford Univ. Press
4. Laura P. Hartman, Perspectives in Business Ethics, Tata McGraw Hill.
5. Chakraborty, S.K., Management by Values, Oxford Univ. Press

OPERATIONS MANAGEMENT

Objectives:

- To understand the concepts and techniques of Operations Management.
- To use the above for improving the Operational Productivity of Organizations.

UNIT-I

Introduction to Operations Management - Process Planning - Plant Location - Plant Lay out - Introduction to Production Planning. Inventory Control: Review of Basic Models of Inventory, P & Q system of Inventory.

UNIT-II

Systems Concept of Production, Types of Production System, Productivity, Value Engineering, Make orBuy Decision. Capacity Planning, Forecasting: Models of forecasting

UNIT-III

Nature of Aggregate Planning Decisions, Aggregate Planning Strategies, Aggregate Planning Methods: Material Requirement Planning: Single Machine Scheduling:

UNIT-IV

Work Study: Method Study – Recording Techniques, Steps in Method Study, Principles of Motion Economy, Time Study. Quality Control: Introduction, need for Controlling Quality, Definition of a QualitySystem, Classification of Quality Control Techniques,

UNIT-V

Maintenance Planning and Control: Maintenance Objectives, Replacement, Group Replacement Vs Individual Replacement – Trade-off. Reliability:

REFERENCES

1. Panneerselvam. R; Production and Operations Management, 3rd Edition, PHI Learning, Delhi, 2013.
2. Joseph G. Monks: Operations Management - Theory and Problems, (McGraw Hill).
3. Everett E. Adam & Ronald J. Ebert: Production and Operations Management, (Prentice Hall, 1994).
4. William J. Stevenson: Production/Operations Management, RichardIrwin.
5. Norman Gaither: Production and Operations Management, (The Dryden Press).
6. Jack R. Meredith- The Management of Operation, (John Wiley & Sons).
7. S.N. Chary, Production and Operations Management, (Tata McGrawHill).
8. Jay Heizer & Barry Render: Operations Management, Prentice HallInternational, Inc. 2001, International Edition.

2024.149.30

TO CONSIDER AND RATIFY THE MINUTES OF THE MEETING OF THE BOARD OF STUDIES FOR MASTER OF BUSINESS ADMINISTRATION IN THE DIRECTORATE OF DISTANCE EDUCATION, PONDICHERRY UNIVERSITY HELD ON 11-09-2023.

The meeting of Board of Studies for Master of Business Administration in the Directorate of Distance Education, Pondicherry University held on 11th September, 2023, at 3.00 p.m. in the Committee Room of the Directorate of Distance Education, Pondicherry University.

The Board in continuation to BOS meeting held on 15-04-2023 has approved the following:

- The Syllabi of the 10 Elective papers for MBA III and IV semesters.
- Conduct of the Internal Assessment and Evaluation method.

The detailed minutes of the meeting are placed in Annexure. The Vice-Chancellor has approved the minutes of the meeting.

The above item was placed in the 88th Academic Council Meeting held on 08.04.2024, vide resolution No. 2024.88.95 and the same was ratified.

Submitted for consideration and ratification of the Executive Council.

MINUTES OF THE MEETING OF THE BOARD OF POST GRADUATE STUDIES FOR MBA OF THE DIRECTORATE OF DISTANCE EDUCATION, PONDICHERRY UNIVERSITY HELD ON 11TH SEPTEMBER 2023, AT 3.00 P.M. IN THE COMMITTEE ROOM OF THE DIRECTORATE OF DISTANCE EDUCATION, PONDICHERRY UNIVERSITY.

MEMBERS PRESENT (IN PERSON)

Prof. Rajeev Jain, Director, Culture and Cultural Relations, PU	- Chairman
Prof. Malabika Deo, Dean School of Management, PU	- Member
Dr. Punitha A, Assistant Professor, DDE, PU	- Member
Dr. Sk Md Nizamuddin, Assistant Professor, DDE, PU	- Member
Dr. Arvind Gupta, Director, DDE, PU	- Member

MEMBERS ATTENDED THROUGH VIRTUAL MODE

Dr. Magesh N, Faculty, IIM Nagpur	- Member
Dr. Sonal Sisodia, Principal, Daly College of Business Management, Indore	- Member

At the outset, the Chairman of the Board of Studies, Prof. Rajeev Jain, Director, Culture and Cultural Relations, Pondicherry University, Pondicherry, extended warm welcome to the members of the Board and explained the purpose of today's meeting. Subsequently, Dr. Arvind Gupta, Director, DDE, presented the agenda for discussion.

Agenda-I

TO APPROVE THE SYLLABI OF THE 10 ELECTIVE PAPERS FOR MBA III AND IV SEMESTER.

The members have discussed the draft syllabus of all the ten papers scrupulously and given the following suggestions:

Sustainable Development

In unit I History word should be removed and in unit IV Future word should be removed.

Unit V should be renamed as CSR implementation and Policies.

ESG reporting, Net Zero, Circular Economy to be added in unit V.

Corrective Human body & Postures

Sports Management could be added in unit V.

Entrepreneurship and Start-Ups

No change

Social Media Marketing

In unit V - Using Popular words should be replaced by Marketing Through.

Disaster Management

- The proposed syllabus is very elaborative hence it is suggested that it should be condensed and prepared as per the format of other subject syllabus.

Organisational Psychology

No change

Social Entrepreneurship

To include business model of social entrepreneurship.

Remove Activity 1 and 2.

Intellectual Property Laws

Syllabus is too voluminous and could be reduced to 50%

Traditional Knowledge to be added in unit V.

Renewable Energy

Elementary of Electrical Vehicles, Hybrid Forms of Energy could be added in Unit IV

Carbon Credits, Energy Audit and MNRE Policies to be added in unit V

Artificial Intelligence

AI Generating, AI Data Protection Laws and Regulatory Aspects of AI to be added in unit V.

In addition to above it is suggested that Reference books should also be of some reputed Indian authors / publishers.

Agenda-II

TO DISCUSS THE INTERNAL ASSESSMENT CONDUCT AND EVALUATION METHOD.

As decided in previous BOS 25% Internal Assessment has been included in all the MBA programmes. To conduct the Internal Assessment the following has been decided:

- One Internal Assessment test for I and II Semester subjects and two Internal Assessment tests for III and IV Semester subjects.
- For the papers of III and IV semesters, the average of two Internal Assessment tests will be taken as internal marks
- The Directorate will conduct Internal Assessment test(s) through Online however, in exceptional cases Offline mode will be considered.
- Internal assessment test will be Multiple Choice Questions based on the respective syllabus.
- Internal Assessment will be conducted with a schedule for seven days.
- Time duration for each test will be 30 minutes from the time of login.
- No minimum pass marks are required for Internal Assessment.

- To pass external examination minimum 38 marks required, however, a minimum total of 50 marks (internal + external) will be required to pass in each paper.
- Appearing in Internal Assessment is compulsory to pass the papers.
- The Twinning Programme Institutions will conduct the Internal Assessment for the students enrolled in their institution.
- In the event of any technical issues, the Director, DDE will look into it case by case for consideration.

The meeting ended with thanking the Chair.

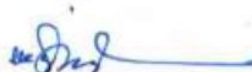

(RAJEEV JAIN)

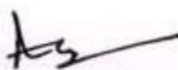
Approved online on 27-09-2023
(MAGESH N)


(PUNITHA. A)


(MALABIKA DEO)

Approved online on 26-09-2023
(SONAL SISODIA)


(SK MD NIZAMUDDIN)


(ARVIND GUPTA)

Re: MBA-BOS Minutes-Reg

From: Dr. Sonal Sisodia <sonalsisodia@gmail.com> on Tue, 26 Sep 2023 15:26:15 [Add to address book](#) *To: You | See Details*

Thanks for sharing.

Approved from my end.

On Tue, 26 Sep 2023 at 11:34 AM, Arvind Gupta <arvindpondy@rediffmail.com> wrote:

Dear Sonal

Forwarding MBA BOS minutes for your perusal and approval please.

Regards

Arvind

=====

Re: MBA - BOS Minutes- Reg.

From: Prof. Magesh Nagarajan <magesh@iimnagpur.ac.in> on Wed, 27 Sep 2023 14:22:42 [Add to address book](#) *To: You & 1 other | See Details*

Dear Dr Arvind Gupta.

BoS Minutes are **approved** on myside.

Sorry I missed this email and hence a delayed response.

Magesh

On Wed, Sep 27, 2023 at 2:03 PM Arvind Gupta <arvindpondy@rediffmail.com> wrote:

Forwarding MBA - BOS minutes once again for your approval.

From: "Arvind Gupta" <arvindpondy@rediffmail.com>

Sent: Tue, 26 Sep 2023 11:32:57

To: "Magesh Nagarajan" <mageshnagarajan14@gmail.com>

Subject: MBA - BOS Minutes- Reg.

Dear Mahesh

Forwarding MBA BOS minutes for your perusal and approval please.

Regards

Arvind

Sustainability Development

Objectives

- To understand the basic concept of sustainable development (SD), environmental, social and economic dimensions
- To know the history of the SD idea
- To know the conflicts involved in the SD concept on the national and global scale
- To be familiar with potential strategic options for SD (efficiency, sufficiency)
- To understand the SD challenge for companies, their responsibility and their potentials for action

UNIT I: Introduction

History of sustainability - Principles of sustainable development- Environmental issues and crisis, Resource degradation and greenhouse gases - Social insecurity - Sustainable development goals (SDGs)

UNIT II: Sustainable Development and International Contribution

Components of sustainability - Complexity of growth and equity - International Summits, Conventions, Agreements - Trans-boundary issues - Action plan for implementing sustainable development, Operational guidelines

UNIT III: System for Socio-economic Sustainable Development

Socio-economic policies for sustainable development - Strategies for implementing eco-development programs - Sustainable development through trade, Economic growth - Carrying Capacity - Public participation – Environmental Audit

UNIT IV: Global Sustainable Development

Role of developed countries in sustainable development of developing countries - Demographic dynamics and sustainability - Integrated approach for resource protection and management - Triple bottom line concept for Sustainable Business

UNIT V: CSR implementation and Policies

History and evolution of CSR - Corporate Citizenship - Sustainability and Stakeholder Management - CSR and Corporate governance - CSR and environmental responsibility - Circular Economy – Net zero Concept

REFERENCES:

1. The Sustainability Revolution: Portrait of a Paradigm Shift by Edwards, Andres R., New Society Publishers, 2005.
2. Sustainable development in India: Stocktaking in the run up to Rio+20: Report prepared by TERI for MoEF, 2011.
3. Report of the Department for Policy Coordination and Sustainable Development (DPCSD), United Nations Division for Sustainable Development.
4. Corporate Social Responsibility Part I, Part II, Part III by David Crowther and Guler Aras
5. Weizsäcker, E. v. et al. (2009): Factor Five. Transforming the Global Economy Through 80 % Improvements in Resource Productivity. A Report to the Club of Rome, London, Sterling, VA (Earthscan)

Corrective Human body & Postures

Objectives

- To understand the importance of corrective postures of human body
- To learn about postural defects and the corrective exercises

UNIT-I: Introduction

Definition, Objectives and Scope - Corrective Physical Education -Class (Group Therapy) - Organization, Advantages and Disadvantages - Posture: Definition and Types of Posture (Static, Dynamic) - Individual Variations in Postures - Curves in a Normal Spine - Good and Bad Posture - Meaning of Good and Bad Posture - Values of Good Posture - Causes of Bad Posture - Drawbacks of Bad Posture

UNIT-II: Postural Defects and Corrective Exercises

Postural Defects - Postural Defects in different planes/directions (Antero-Posterior, Lateral) - Types of Postural Defects; Functional, Structural - Common Postural Defects and their causes Kyphosis, Lordosis, Scoliosis, Knock Knee, Flat Foot

UNIT-III: Postural Defects-II

Common Postural Defect of the Lateral Plane of the Spine (Scoliosis) - Definition of Scoliosis - Types of Scoliosis (C & S Curves) - Causes of Scoliosis

UNIT-IV: Corrective Exercises

General Corrective Measures of Postural Defects - Common Postural Defects of Lower Extremities, their causes and corrective exercises: Knock-knee, Bow-legs, Flat-Foot

UNIT V: Ergonomics in work place

Importance of ergonomics in the workplace – Basic principles of Ergonomics - Ergonomics and postural efficiency – Ergonomics hazard and Musculoskeletal disorders (MSD) - Avoiding repetitive stress, cumulative trauma, and other impairments.

REFERENCE:

1. Corrective Exercise A Practical Approach: *Kesh Patel*..
 2. Complete Book on Correctives, Therapeutic Exercise Sports Injuries & Massage: *V.D.Vindal*
 3. Corrective Physical Education for Groups: *Charles Leroy Lowman*
-

Entrepreneurship and Start-Ups

Objectives:

- To create a learning experience to enable the students to face the challenges of starting new ventures.
- To prepare the students for starting new businesses and the skills for managing existing family businesses.
- To gain knowledge in business plan preparation by using various sources of finance and to become entrepreneurs in different fields.

UNIT I: Introduction to Entrepreneurship: Concept, Significance, Theories and Models of Entrepreneurship Development - Traits and Characteristics, Functions, Types - Entrepreneurial Processes - Problems - Capacity building - Risk Analysis - Scope of Entrepreneurship in India.

UNIT II: Entrepreneurial Environment for Start-up Enterprises: Significance - Internal and External Environment forces - Entrepreneurial Culture and Society - EDP: Objectives, Features, Steps and Issues in EDP Process - Role of Institutions and Government in EDP.

UNIT III: Developing Start-up Enterprises: Developing a Business Idea: Opportunity, Methods, and Creativity - Deciding to setup a Start-up Enterprise: Effectual Reasoning, Forms, Size and Location - Entrepreneurial skills and Competences - Feasibility Study: Market Survey, Techno-Economic feasibility and Preparing Project Report - Financial Requirements.

UNIT IV: Steps in Promoting Start-up Micro-Enterprises: Entrepreneurial Success in Rural Areas - Establishing Entrepreneurial System - Assistance and Sickness - Institutions Supporting and providing Financial Assistance: SSI, KVIC, MSME-DO, NSIC, NIESBUD, IIE, SIDC, SDIs, DICs NGOs, Industry Association, SIDBI and SFCs - Self-help Groups - Technological Up-gradation - Challenges.

UNIT V: Managing a New or Start-up Enterprise: Management - HRM, Marketing, Financial Management, Production and Operations Management in a New or Start-up Enterprise.

REFERENCES:

1. Saravanavel, P. (2020): Entrepreneurial Development, Margham Publication, Chennai.
 2. Prasanna Chandra, (2019): Protect Preparation, Appraisal, Implementation, Tata McGraw Hill. New Delhi.
 3. Srinivasan, N.P. & Gupta, C.B. (2017): Entrepreneurial Development, Sultan Chand & Sons
 4. Barringer, Bruce R. (2008): Entrepreneurship: Successfully launching new ventures, Pearson Education, India.
 5. Drucker, Peter F., and Peter Ferdinand Drucker (2007): Innovation and Entrepreneurship: Practice and Principles, Routledge.
-

SOCIAL MEDIA MARKETING

Objectives

- To understand the foundations of social media and its role in marketing
- To conceptualize social media marketing strategy formulation
- To understand the typology of social media platforms and their utility for marketers
- To become familiar with social media analytics and metrics

UNIT-I Foundations of Social Media Marketing: Social media and its role within Marketing, Social media environment – Social consumers – Social applications – Social business ecosystem – Network structure and group influences in social media.

UNIT-II Social Media Marketing Strategy and Planning: Rules of engagement for social media marketing Target audience – Influencers – Message/Content Developing a Social media marketing plan.

UNIT-III Social Media Platforms: Typology, scope and utility, Scope and marketing utility of blogging, micro-blogging, social networks, social bookmarking, collaboration, video sharing, podcasts, picture sharing, live streaming, webinars.

UNIT-IV Social Media Data Management and Measurement: Social media analytics, social media metrics – Introduction to analytics tools for popular social media (Facebook, Twitter, LinkedIn, YouTube and Instagram) Social media monitoring and online reputation management.

UNIT-V Marketing through Social Media Platforms: Marketing through Facebook– Community building and engagement Marketing through LinkedIn – B2B lead generation and personal branding Marketing through Twitter – Driving traffic and conversations Marketing through YouTube – Viral marketing, Marketing through Instagram – Visual story telling Planning and creating multi-channel, Social media strategy.

REFERENCES:

1. Social Media Marketing: A Strategic Approach (2e). Barker, Barker, Bormann, Zahay and Roberts, 2017)
2. Social Media Marketing (3e), Tuten and Solomon, 2018, Sage Publications.
3. Social Media Marketing for Dummies (3e). Singh and Diamond, 2014, Wiley
4. Social Media Marketing: Next generation of business engagement, Evans and McKee, 2010, Wiley Publications.

Disaster Management

Learning Objective:

- To understand the dynamic factors of disasters and their economic, social and psychological impact at an individual and societal level
- To develop awareness on disaster preparedness, crisis management, risk reduction
- To identify the role and functions of different agencies and disaster managers in managing disasters with entrepreneurial competencies

UNIT I: Understanding Disasters

Natural, Manmade and other disasters - Types of Disasters – Economic impact, Social impact, psychological impact, spatial impact - Global, National, District and Individual level Disaster vulnerability of India

UNIT II: Disaster Management

Preparedness, Risk Reduction, Strategies and Tools - Disaster Management Cycle - Disaster preparedness at National, State and District level Community response in Disasters - Factors influencing disaster preparedness and responses - Vulnerability analysis

UNIT III: Relief, Rescue, Rehabilitation and Restoration

Disaster Relief - Restoration of livelihood - Income generation activities and housing - Recovery after disasters - Disaster Insurance - Psycho-social rehabilitation, Survival skills, Organization of relief camps - Communication room - Place for Children - Sanitation facility - Volunteer's rest rooms.

UNIT IV: Role of Agencies in Disaster Management

Disaster Management Policy, Disaster Management Act (2005) and constitution of National Disaster Management Authority - Role of Specialized Agencies - Working of Disaster Management Authority at National, State and District levels - Role of District Administration, Local Government constitutions, International Organisations, NGOs and Civil Society

UNIT V: Development Planning and Role of Youth Organisations

Disaster and development Continuum - Development planning for Disaster management - Role of Youth as social capital in development planning - Methods of mobilizing social capital of Youth

REFERENCES:

1. Rajendra Kumar Pandey, (2020): Disaster Management in India, Sage Publications.
2. Dave, R.K. (2018): Disaster Management in India: Challenges and Strategies, Prowess Publishing
3. Kumar, Amit (2009): Disaster Management, Sonali Publication, New Delhi
4. Singh, S.R. (2009): Disaster Management, APH Publication, New Delhi
5. Subramanian, R. (2005): Disaster Management, Vikas Publishing House.

Organisational Psychology

Objectives

- To provide conceptual understanding of basic Psychology
- To introduce the concepts of workplace affects and effects
- To enable students to understand and apply techniques of behaviour therapies

UNIT – I: Introduction

Introduction to Psychology - The Science of the Mind - Scope of cognitive psychology- Human Memory Systems - Types of memory - Memory Acquisition – Retrieval- Encoding Specificity- Implicit Memory

UNIT – II: Work Place Psychology

Work Place Aggression & Violence - Occupational Stress -Causes and consequences of Employee aggression- Types of Workplace violence - Violence against women - Bullying at work – Control measures

UNIT – III: Positivity and its impact

Positivity and Happiness- Hedonic and Eudaemonic Approach to Happiness – Workplace Happiness and Well-being - Positive Emotion - Distinguishing the Positive and the negative affect - Broaden-and-Built Theory - Cultivating Positive Emotion

UNIT – IV: Behaviour Therapies

Behaviour Therapies - Therapeutic techniques based on classical, operant and modeling theories- Relaxation training – Meditation – Flooding - Systematic Desensitization - Assertive training.

UNIT – V: Human Relations at work place

Psychology and Work Environment - Place Attachment – Relationship at Work place - Importance of human relations at work Place - Development of human relations movement- Conflict Management – Effect of technology and new trends on workplace psychology.

REFERENCES

1. Goldstein, E. Bruce (2018). Cognitive Psychology: connecting mind, research and everyday experience (5 th Edition). Wadsworth.
 2. Myers, D.G. (2010). Social Psychology. New Delhi: Tata McGraw Hill
 3. Morgan, King and Robinson (2015). Introduction to Psychology, 7th edn, Tata McGraw Hill, Delhi
 4. Carr, A. (2011). Positive psychology: The science of happiness and human strengths. Routledge.
 5. Greenberg & Baron (2008). Behavior in organizations. 9th edition. NJ. Prentice Hall.
 6. Duck (2007). Human Relationships. 4th Edition. Thousand Oaks, CA: Sage Publications.
-

SOCIAL ENTREPRENEURSHIP

Objective:

- To Understand Social Entrepreneurship
- To identify the functions and activities of Social Entrepreneurship
- To acquire the skills of promoting and working with social entrepreneurship

UNIT I: Understanding Social Entrepreneurship: Introduction - Concept of Social Entrepreneurship: Difference between Social Entrepreneurship and Business Entrepreneurship, Social Entrepreneurship and Government - Social Entrepreneurs - Dimensions of Social Entrepreneurship.

UNIT II: Types and Models of Social Enterprise: Introduction - Characteristics and Emergence of Social Enterprises - Social Enterprises by Mission Orientation - Types of Social Enterprise Models - Strategic Management in a Social Enterprise.

UNIT III: Social Youth Entrepreneurship: Social Youth Entrepreneurship: Definition, Values, Goals, Elements and Approaches/Considerations - Examples of young Social Entrepreneurship - Managing People in a Social Enterprise Environment.

UNIT IV: Innovative Social Entrepreneurship and Development: Role of Innovation in Social Enterprises - Centre for Social Innovation (CSI) - Role of GOs and NGOs - Various Programs: Health, Education, Employment and Environment - Implications for Youth and Career Development - Examples of Social Entrepreneurship in India: SELCO, AMPL

UNIT V: Case Studies of Social Entrepreneurs: Gandhiji and Khadi movement - Muhammad's Grameen Bank - Dr. Verghese Kurien Father of the White Revolution - Barefoot College of Bunker Roy - Ela Bhatt's Self-Employed Women's Association (SEWA) - Infosys, TISS, TISCO - Business Ethics and Social Enterprises.

REFERENCES:

1. Nisha Pandey, Arunaditya Sahay (2022): Social Entrepreneurship in India, Palgrave Studies in Indian Management
 2. Madhukar Shukla (2020): Social Entrepreneurship in India, Sage Publications
 3. Anirudh Agrawal, Prajakta Khare (2019): Social Entrepreneurship in India: Models and Application, Routledge
 4. Bornsetin, David (2004): How to Change the World: Social Entrepreneurs and the Power of New Ideas, Oxford University Press
 5. Prahalad CK. (2004): Fortune at the Bottom of the Pyramid
 6. Dees, Gregory J (2002): Strategic Tolls for Social Entrepreneurs, Wiley
-

Intellectual Property Laws

Objectives:

- To understand the different types of IPR and able to compare and contrast in terms of their key difference and similarities.
- To assess and critique some basic theoretical justification for each form of intellectual property protection
- To discuss the effects of intellectual property right on society as a whole

UNIT- I: Introduction to Intellectual Property:

Nature and Concept of Intellectual Property Rights; Paris Convention on the Protection of Industrial Property, 1883; Berne Convention on the Protection of Literary and Artistic Works, 1886; Trade Related Aspects of Intellectual Property Rights (TRIPs), 1994; World Intellectual Property Organization (WIPO); World Trade Organization (WTO)

UNIT- II Trade Marks (Trade Marks Act, 1999):

Definitions and Registration: 'Registered and Unregistered Trade Marks; Procedure for Registration of Trade Relative Grounds for Refusal of Registration; Passing Off, Infringement and Licensing: Licensing of Trade Marks; Permission of Central Government not Required under the present Act; Necessity of Actual Quality Control; Supremacy of Licensing Agreement.

UNIT- III Patents (The Patent Act, 1970):

Definition of Patent; Principles underlying patent law in India; Patentable and non-patentable inventions; Procedure to Obtain Patent; Terms of Patent; Register of Patent and Patent Office; Rights and Obligations of patentee; Transfer of Patent Rights, Assignment and License; Government use of Invention; Grounds for Revocation of Patent.

UNIT- IV Copyrights (The Copyrights Act, 1957):

Definition of Copyrights; Subject Matter of Copyrights; Terms of Copyrights; Rights Conferred by Copyrights; Rights of Broadcasting Authorities; Registration of Copyrights; Copyrights Board; International Copyrights; Assignment, Transmission and Relinquishment of Copyrights; License of Copyrights; Infringement of Copyrights and Remedies for Infringement

UNIT- V

Industrial Designs (The Designs Act, 2000):

'Design'; 'Original'; 'Copyright'; Copyright in Design; Registration of Design; Cancellation of Design; Infringement of Copyright in Designs and Remedies; Copyright and Trade Marks Geographical Indications 'Geographical Indication'; 'Indication'; 'Goods'; 'Producer'; Procedure for Registration GI; Grounds for Refusal of Registration of GI; Conflict of GIs and Trade Marks

Traditional Knowledge

Traditional Knowledge in IPR; Traditional Knowledge and WIPO; Digital register of TK in India.

REFERENCES:

1. P Narayanan – Law of Trade Marks and Passing Offs; Eastern Book Company, Edition: 6th Edition, with Supplement, 2017, Reprinted 2023
 2. P Narayanan – Copyright and Industrial Designs, Eastern Book Company, Edition: 4th Edition 2017, Reprinted 2019
 3. P Narayanan – Intellectual Property Law; Eastern Book Company, Edition: 3rd Edition 2018, Reprinted 2023
 4. Cornish – Intellectual Property
 5. V. K. Ahuja – Law Relating to Intellectual Property Rights; Eastern Book Company, Edition: 3rd Edition, 2017
 6. K C Kailasam & Ramu Vedaraman – Law of Trade Marks including International Registration under Madrid Protocol & Geographical Indications; lexis Nexis, 4th Edition.
 7. WIPO – Background Reading Materials on Intellectual property (<https://www.wipo.int/>)
-

Renewable Energy

Objectives:

- To instill in students the various forms of renewable energy sources
- To provide knowledge of the necessities of renewable energy in line with energy, energy efficiency and the environment
- To offer the understanding of renewable energy demands and efficiency of different energy conversion technologies
- To deliver learning of the principles, technologies, advantages and disadvantages of renewable energy conversions
- To learn about the energy economics, policies and governance schemes of renewable energy in India

Unit I: Energy and Environment: Introduction to energy and environment; Overview and classification of energy sources; Conventional energy sources; Renewable energy sources; Overview of the Global/Indian energy scenario; Nexus between energy, environment and sustainable development.

Unit II: Bioenergy: Biomass energy; Biomass resources and energy crops; Conversion of biomass into biofuels; Biodiesel - transesterification; Bioethanol – fermentation; Biogas – anaerobic digestions; Bioelectricity – bio electrochemical cells; Biohydrogen - microbial fuel cells; Bio-oils – hydrothermal liquefaction/pyrolysis; Biofuel standards; Environmental and health impacts of bioenergy and biofuels.

Unit III: Solar energy: Solar constant; Solar radiation spectrum; Solar cell classification; First generation solar cells; Second generation solar cells; Third generation solar cells; Hybrid solar cells; Solar thermal systems; Applications of solar photovoltaic and solar thermal systems.

Unit IV: Miscellaneous renewable energies: Wind energy: Introduction, energy conversion principles, technologies, advantages and disadvantages; Geothermal energy: Introduction, energy conversion principles, technologies, advantages and disadvantages; Ocean energy: Introduction, energy conversion principles, technologies, advantages and disadvantages, Elementary of Electrical Vehicles, Hybrid Forms of Energy.

Unit V: Energy Economics and Policies: National and International Energy Sectors; Energy Supply Sources and Production Trends; Energy Market and Society; Energy Economics; Safety–Equity–Environmental Sustainability Index, Carbon Credits, Energy Audit, MNRE Policies.

REFERENCES:

1. Energy and the Challenge of Sustainability, World Energy assessment, UNDP, N York, 2000.
 2. Solar Energy: principles of Thermal Collection and Storage, S.P. Sukhatme, Tata McGraw-Hill (1984).
 3. Wind Energy Conversion Systems, L.L. Freris, Prentice Hal 1990.
 4. Geothermal Energy: From Theoretical Models to Exploration and Development by Ingrid Sober and Kurt Bucher, Springer, 2013.
 5. Ocean Energy: Tide and Tidal Power by R. H. Charlier and Charles W. Finkl, Springer 2010
-

Artificial Intelligence

Objectives:

- To understand the Artificial Intelligence
- To understand the Machine Learning
- To learn the enterprise AI strategy and planning techniques
- To learn about the Business applications and challenges
- To know the role of AI for Enterprise functions.

UNIT -1: Introduction about AI: Needs of Business leaders, basic terminologies in AI, Modern AI Techniques, Machine Intelligence Continuum, promises of AI- Challenges of AI and its effects, Designing safe and Ethical AI

UNIT-2: Machine Learning Overview: Types of ML - Accuracy of ML models - Specific ML Methods: A Deep Dive - Model Selection and Validation

UNIT-3: Developing an enterprise AI strategy: Invest in technical Talent, Plan Implementation, Collect and prepare data, Building Machine Learning Model, Experiment and Iterate

UNIT-4: Business Applications: Recommender Systems - Impact of recommenders on markets - Other forms of personalization on the web - Challenges with personalization - ML in Finance: Fraud Detection - ML in Finance: Additional applications

UNIT-5: AI for Enterprise functions: Obstacles and opportunities, General and administrative, human resources and talent, business intelligence and analytics, Software Development, Marketing, Sales, Customer support- ethics of enterprise AI Generating AI, Data Protection Laws, Regulatory Aspects of AI.

REFERENCES:

1. Tom Markiewicz & Josh Zheng, Getting started with Artificial Intelligence, Second Edition, O'Reilly Media Inc.2020
 2. Mariya Yao, Marlene Jia, Adelyn Zhou, Applied Artificial Intelligence.
www.appliedaibook.com
-

2024.149.31

TO RATIFY THE MINUTES OF THE MEETING OF THE BOARD OF STUDIES FOR MASTER OF BUSINESS ADMINISTRATION IN THE DIRECTORATE OF DISTANCE EDUCATION, PONDICHERRY UNIVERSITY HELD ON 03-04-2024.

The meeting of Studies for Master of Business Administration in the Directorate of Distance Education, Pondicherry University held on 3rd April 2024, at 11.00 a.m. in the Committee Room of the Directorate of Distance Education, Pondicherry University.

The Board in continuation to BoS meeting held on 16-03-2024 has approved the following:

- To incorporate the letter grades and calculation of CGPA from the Academic Year 2023-24 (June session) batch onwards for students who are absent for the exam and students who are failed for want of minimum attendance.

The detailed minutes of the meeting are placed in Annexure. The Vice-Chancellor has approved the minutes of the meeting.

The above item was placed in the 88th Academic Council Meeting held on 08.04.2024, vide resolution No. 2024.88.99 and the same was ratified.

Submitted for consideration and ratification of the Executive Council.

MINUTES OF THE MEETING OF THE BOARD OF POST GRADUATE STUDIES FOR MBA OF THE DIRECTORATE OF DISTANCE EDUCATION, PONDICHERRY UNIVERSITY HELD ON 3rd April 2024, AT 11.00 AM IN THE COMMITTEE ROOM OF THE DIRECTORATE OF DISTANCE EDUCATION, PONDICHERRY UNIVERSITY.

MEMBERS PRESENT (IN PERSON)

Prof. Clement S. Lourdes, Director, Culture and Cultural Relations, PU	- Chairman
Dr. Punitha A, Assistant Professor, DDE, PU	- Member
Dr. Umasri. V, Assistant Professor, DDE, PU	- Member
Dr. Arvind Gupta, Director, DDE, PU	- Member

MEMBERS ATTENDED THROUGH VIRTUAL MODE

Prof. Malabika Deo, Dean School of Management, PU	- Member
Dr. Magesh N, Associate Professor, IIM, Nagpur	- Member
Dr. Sonal Sisodia, Principal, Daly College of Business Management, Indore	- Member

At the outset, the Chairman of the Board of Studies, Prof. Clement S. Lourdes, Director, Culture and Cultural Relations, Pondicherry University, Pondicherry, extended warm welcome to the members of the Board and explained the purpose of today's meeting. Subsequently, Dr. Arvind Gupta, Director, DDE, presented the agenda for discussion.

Agenda

To incorporate the letter grades and calculation of CGPA from the Academic Year 2023-24 (June session) batch onwards for students who are absent for the exam and students who are failed for want of minimum attendance.

The members have discussed about the incorporation of Grading System and CGPA for absent and failed students and suggested the following:

- A student failed due to shortage of Attendance to be given letter grade: FA
- A student Failed due to absent (Paid exam fee but not appeared for the exam) to be given letter Grade: AB.

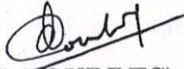
Accordingly, the revised table showing the letter grades and the corresponding grade points is as follows:

Table

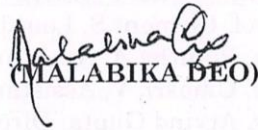
Range of Marks	Letter Grade	Weightage in calculating CGPA
91-100	O	10
81-90	A+	9
71-80	A	8
61-70	B+	7
56-60	B	6
50-55	C	5
Below 50	F	0
Failed due to shortage of Attendance	FA	0
Failed due to Absent	AB	0

The other matters pertaining to the Grading system will remain same as decided in the previous BOS meeting held on 16th March 2024.

The meeting ended with thanking the Chair.



(CLEMENT S. LOURDES)



(MALABIKA DEO)

Approved online on 03-04-2024

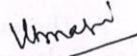
(MAGESH N)



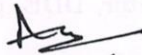
(PUNITHA. A)

Approved online on 03-04-2024

(SONAL SISODIA)



(V. UMASRI)



(ARVIND GUPTA)

2024.149.32

TO CONSIDER AND APPROVE OPERATING OF WAITING LIST FOR THE POST OF ASSISTANT PROFESSOR CENTRE FOR POLLUTION CONTROL & ENVIRONMENTAL ENGINEERING DUE TO DECLINE OF OFFER OF APPOINTMENT BY THE SELECTED CANDIDATE UNDER OBC (NCL) CATEGORY.

The minutes of the Selection Committee meeting for filling the vacant posts Centre for Pollution Control & Environmental Engineering under direct recruitment were approved by Executive Council vide Resolution No. 2023.146.27 which was held on 03.08.2023. The Selection Committee has drawn the select list and wait list.

Based on the Executive Council Resolution the offer of Appointment was sent to Dr. Tejaswini Gowda Madapura Eregowda for Assistant Professor, Centre for Pollution Control & Environmental Engineering, Pondicherry University under OBC (NCL) category, vide Ref. No. PU/Estt(T)/ET1/Offer of Appt./2023/159, dt. 22.08.2023. Dr. Tejaswini Gowda Madapura Eregowda has declined to join as Assistant Professor in this University due to personal reasons. Further, the waiting list have been operated and the same has been approved by the University Authority dt. 02.01.2024.

Hence, as per the approval accorded by the University Authority, the wait listed candidate may be appointed as detailed below:

Name of the Department/Centre	Name of the Declined Candidate	Name of the wait list candidate
Centre for Pollution Control & Environmental Engineering	Dr. Tejaswini Gowda Madapura Eregowda	Dr. T. D. Rushendra Revathy

Submitted for consideration and approval of the Council.

[Type here]

2024.149.33

TO CONSIDER AND APPROVE OPERATING OF WAITING LIST FOR THE POST OF ASSOCIATE PROFESSOR DEPARTMENT OF PHYSICS DUE TO NON JOINING OF THE SELECTED CANDIDATE UNDER GENERAL CATEGORY.

The minutes of the Selection Committee meeting for filling the vacant posts of Associate Professor in Department of Physics were approved by the Executive Council vide Resolution No. 2023.146.27 which was held on 03.08.2023. The Selection Committee has drawn the select list and wait list.

Based on the Executive Council Resolution the offer of Appointment was sent to Dr. R. R. Sumathi for Associate Professor, Department of Physics, Pondicherry University under General category, vide Ref. No. PU/Estt(T)/ET1/Offer of Appt./2023/146, dt. 22.08.2023. Based on the request, Dr. R. R. Sumathi were given multiple extension of time for joining the offered post upto 10.05.2024. Even after 10.05.2024 the Selected Candidate Dr. R. R. Sumathi did not report for joining. Further, the operation of waiting list have been approved by the University Authority dt. 21.05.2024.

Hence, as per the approval accorded by the University Authority, the wait listed in the General Category candidate may be appointed as detailed below:

Name of the Department/Centre	Name of the Candidate – the not joined	Name of the wait list candidate
Department of Physics	Dr. R. R. Sumathi	Dr. Bir Bikram Singh

Submitted for consideration and approval of the Council.

[Type here]

2024.149.34

TO CONSIDER AND APPROVE THE RECOMMENDATION OF THE COMMITTEE CONSTITUTED TO THE REGULARIZATION OF THREE TEACHING STAFF IN THE DIRECTORATE OF DISTANCE EDUCATION, PONDICHERRY UNIVERSITY.

The recommendation of the three member Committee constituted to consider the regularization of the services of the following three teaching staff in the Directorate of Distance Education was placed in the 144th Meeting of the Executive Council in its meeting held on 27.02.2023.

Sl. No.	Name	Department	Date of Joining
1.	Dr. A. Punitha	Management in HRM	24.09.2008
2.	Dr. V. Umasri	Management in Finance	06.10.2008
3.	Dr. Sk. Md. Nizamuddin	Management in Marketing	24.10.2008

The Executive Council approved in Principle for the Regularization of their services of DDE, however, recommended to obtain approval of the UGC on this matter.

Based on the above Resolution of the Executive Council vide letter dated 21.06.2023 letter was sent to the Secretary, UGC for approval of the Executive Council Resolution for Regularization of their services with immediate effect.

Reminder letters were also sent to UGC on 07.11.2023 and 07.02.2024 for approval of the Executive Council Resolution.

Since, more than a year has lapsed and no reply has so far been received from UGC on this issue and as the Faculty members have already completed more than 15 years of service on contract basis, it is submitted for kind consideration of the Executive Council that in view of the non-reply by the UGC and also the fact that UGC is not a funding agency for Directorate of Distance Education which is a self financing unit of the University, whether the Resolution of 144th Meeting of EC for regularization of services of these three DDE Faculty members may be implemented, without waiting any longer for UGC approval.

It is also pertinent to mention that the matter of regularization of the above mentioned faculty members was considered by 2nd Faculty Grievance Committee held on 21.03.2024, based on grievance submitted by them, and the Committee recommended for regularization of their services.

[Type here]

2024.149.35

TO CONSIDER AND APPROVE THE RECOMMENDATIONS OF THE ENQUIRY COMMITTEE CONSTITUTED TO ENQUIRE THE COMPLAINT REGARDING THE PLAY “SOMAYANAM” PERFORMED AS A PART OF WORLD THEATRE DAY CELEBRATIONS

Event ‘EZHINI 2K24’ was an event organized by the Department of Performing Arts, Pondicherry University as a part of the World Theatre Day Celebrations, as a week-long event held from 27.03.2024.

As a part of the event ‘EZHINI 2K24’, the Drama viz., ‘Somayanam’ was performed on 29.03.2024 in the Drama Shed of the Department of Performing Arts, Pondicherry University.

On 30.03.2024, the PU students belonging to the ABVP made a protest in front of the Administrative Building, Pondicherry University and forwarded a representation stating that, the drama viz., ‘Somayanam’ which was performed on 29.03.2024 in the drama shed of the Department of the Performing Arts was based on the epic ‘Ramayana’ and its characters are mocked the epic ‘Ramayana’ which said to have hurt the sentiments of one religion.

The PU students belonging to the ABVP requested the PU Authorities to take action immediately on the persons involved in the above said drama. In this regard, the Competent Authority constituted a committee on 31.03.2024 to enquire the above issue and submit its report.

The Committee met on 01.04.2024 & 02.04.2024 and discussed the issue, and submitted the minutes of the committee stating that ***‘As an interim measure, the committee recommended the suspension of Mr.Pushparaj, I year student of MPA (Theatre Arts) & Director of the alleged drama ‘somayanam’ and also stated that, Mr.Pushparaj may be instructed to give the full and original script of the drama within 15 days, failing which appropriate action may be taken against him’.***

Based on the committee report, Mr. Pushparaj, I-year student of Department of Performing Arts & Director of the alleged drama ‘Somayanam’ was suspended vide this Office Order dated 15.04.2024.

[Type here]

Also, a Show Cause notice was issued to all the faculty members of the Department of Performing Arts, PU.

The committee constituted to enquire the above issue in its report recommended the following:-

Ethics of Art, including that of Performing Arts, is a complex landscape beset with issues like, cultural (mis) appropriation, controversial content, and ownership and reproduction. Creative expression and responsibility to society are two aspects which an artist has to take cognizance while creating a piece of art. In the present case the students have not been taught the importance of responsibility to society.

The total lack of ethics is at the root of the problem and has to be addressed properly by the faculty members of the Department of Performing Arts. It is recommended that the Department of Performing Arts device and teach a course on “Ethics in Performing Arts” in the first semester of the MPA Programme.

When students produce for the stage, theme selection, storyline, dialogues, costume designs, etc., need to be approved and a step-by-step monitoring mechanism and protocol should be established in the Department of Performing Arts.

The students are not criminal offenders but misguided youth who need guidance and counselling. The Bhartiya Nagarik Suraksha Sanhita (BNSS) and the Bhartiya Nyaya Sanhita (BNS) 2023 emphasize the principle of compassion in the pursuit of justice. The enquiry committee recommends the same principle of compassion to be applied in the case of the Performing Arts students while giving them severe warning, but not severe punishment so as to disable their further studies and future career. The concerned students should be made aware of both article 19(1) (a) as well as IPC, Section 295 (a) and the dire consequences of the abuse of the fundamental right of freedom of speech to insult or hurt the religious sentiments of any section of the people of India. They all should be asked to submit a letter of apology. The revocation of the suspension of Mr. Pushparaj is subject to the condition that he renders an apology.

Submitted for the approval of the council.

[Type here]

2024.149.36

TO RATIFY THE APPOINTMENT OF DR. P. THILAKAN, PROFESSOR, DEPARTMENT OF GREEN ENERGY TECHNOLOGY, PONDICHERRY UNIVERSITY AS DEAN (ACADEMIC) OF THE UNIVERSITY W.E.F. 19.02.2024.

Expression of Interest was invited from the Professors/Associate Professors of the University to work as Dean (Academic) in addition to their normal duties vide circular dt. 18.12.2023. In response to the circular, 13 applicants (12 Professors and 01 Associate Professor) have expressed their interest for the post of Dean (Academic), Pondicherry University.

The duties and responsibilities of Dean (Academic) shall be among others:

- Effective implementation of NEP.
- Implementation and revision of Academic Regulations of the University.
- To oversee all other academics matters.
- Any other matters related to Academic Section.

Further a three Member Committee was constituted to scrutinize the applications received in response to Circular dt. 18.12.2023. Based on the recommendations of the committee constituted, Dr. P. Thilakan, Professor, Department of Green Energy Technology of this University was appointed to the post of Dean (Academic) of this University w.e.f. 19.02.2024 for a period of three years in addition to his normal duties as Professor, vide Office Order No. 344 dt. 19.02.2024 by the University Authority.

For ratification for the Council.

2024.149.37

TO CONSIDER AND RATIFY THE ACCEPTANCE OF VOLUNTARY RETIREMENT TENDERED BY DR. SUDHA SITHARAMAN, PROFESSOR, DEPARTMENT OF SOCIOLOGY, SCHOOL OF SOCIAL SCIENCES & INTERNATIONAL STUDIES OF THIS UNIVERSITY W.E.F. 17/11/2023 A.N.

Dr. Sudha Sitharaman joined this University on 30/09/2010 as Reader, Department of Sociology. Subsequently, Dr. Sudha Sitharaman was redesignated as Associate Professor on completion of three years of service as Reader w.e.f. 30/09/2013. Further, Dr. Sudha Sitharaman was promoted from Associate Professor to Professor under UGC's Career Advancement Scheme w.e.f. 30/09/2016.

Dr. Sudha Sitharaman is on long leave since 18/11/2018 on account of critical medical ailment. Dr. Sudha Sitharaman vide her letter dated 17/11/2023 has submitted for voluntary retirement from the University services.

Based on the request, considering the ailment and condition, Dr. Sudha Sitharaman was relieved from the services of this University w.e.f. 17/11/2023 subject to ratification by the Executive Council.

Submitted for ratification of the Council.

2024.149.38

TO RATIFY THE SANCTION OF EXTRAORDINARY LEAVE TO DR. S. THIYAGARAJAN, ASSISTANT PROFESSOR, DEPARTMENT OF INTERNATIONAL BUSINESS OF THIS UNIVERSITY FOR A PERIOD OF ONE YEAR FROM 01.05.2024 TO 30.04.2025 TO TEACH COURSES AT THE UNDERGRADUATE AND GRADUATE LEVEL AS SHORT TERM VISITING SCHOLAR AT SCHOOL OF BUSINESS AT INDIANA UNIVERSITY KOKOMO, USA

Dr. S. Thiyagarajan was appointed in the post of Assistant Professor, Department of International Business w.e.f. 09.07.2010.

Based on his request, he was sanctioned Extra Ordinary Leave for a period of one year from 01.05.2024 to 30.04.2025 (vide Office Order No: 352, dt. 27.02.2024) and was relieved on the afternoon of 30.04.2024 subject to usual conditions to carry out as a Short Term Visiting Scholar to teach courses in Quantitatives Techniques, Accounting and Finance, and Marketing Research both at the undergraduate and graduate levels at School of Business at Indiana University Kokomo, north-central Indiana, USA under Rule 8.iv.d of the Chapter XX of Academic Ordinance of Pondicherry University subject to ratification by the Executive Council.

Submitted for ratification of the Council.

2024.149.39

**TO RATIFY THE EXTENSION OF MOU WITH TWINING PROGRAMME
INSTITUTION ST. JOSEPH'S COLLEGE OF ARTS AND SCIENCE
(AUTONOMOUS), CUDDALORE UNDER DIRECTORATE OF DISTANCE
EDUCATION, PONDICHERRY UNIVERSITY.**

The Directorate of Distance Education is having tie-up with the **St. Joseph's College of Arts and Science (Autonomous), Cuddalore** which was expired on **31-05-2023**.

Based on the performance and recommendation of the Directorate the Hon'ble Vice-Chancellor has approved the extension of MoU for this institution for three years as follows:

Sl. No.	Name of the Institution	MOU extended	
		From	to
1	St. Joseph's College of Arts and Science (Autonomous), Cuddalore	01-06-2023	31-05-2026

Accordingly, the MoU with the St. Joseph's College of Arts and Science (Autonomous), Cuddalore has been extended for three years up to 31-05-2026.

Submitted for kind consideration and ratification of the Executive Council.

[Type here]



PONDICHERY UNIVERSITY

A Central University under Ministry of Education, Govt. of India.

www.pondiuni.edu.in

[Type here]