



**MINUTES OF THE 10th MEETING OF
THE SYNDICATE**
Tuesday, 09th February, 2016
Islamia College Peshawar





ISLAMIA COLLEGE PESHAWAR

KHYBER PAKHTUNKHWA (PAKISTAN)

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of Glory

No. 456 / (Meetings):

Dated: 11 / 03 / 2016

To

All Members of the Syndicate
Islamia College, Peshawar

Subject: MINUTES OF THE 10th MEETING OF THE SYNDICATE,
ISLAMIA COLLEGE, PESHAWAR.

Dear Sir/Madam,

I am directed to send herewith a copy of the final Minutes of the 10th meeting of the Syndicate, Islamia College Peshawar held on 9th February, 2016 in the Main Committee Room, Islamia College, Peshawar for your information and record.

Thanking you.

Encl: as stated above.

Sincerely

(Prof. Dr. Sareer Badshah)
Registrar

Copy to:

1. The Deputy Registrar (Estt.) for record and necessary action.
2. The Deputy Registrar (Academics) for record and necessary action.
3. The Assistant Registrar (Meetings) for record and necessary action.
4. The PS to Vice-Chancellor

MINUTES OF THE 10th MEETING OF THE SYNDICATE, ISLAMIA COLLEGE, PESHAWAR HELD ON 09th FEBRUARY, 2016

The tenth meeting of the Syndicate was held under the chairmanship of Mr. Ajmal Khan, Vice-Chancellor, Islamia College, Peshawar on 09th February, 2016 at 10:00 hrs in the Main Committee Room, Islamia College Peshawar (List of the participants attached).

The meeting started with the recitation of the Holy Quran.

The Vice-Chancellor welcomed all the participants and stated that they would go precisely through the agenda and decide the cases as per rules/statutes.

After thorough discussion on the membership of Principal, Islamia College for Girls it was decided that the Principal of the constituent colleges would be elected through proper procedure mentioned in the Act and notified accordingly.

Regarding membership of Prof. Dr. Nisar Muhammad, the Vice-Chancellor apprised the members that the Higher Education Commission, on account of his plagiarism case, vide letter No. DD-QA/HEC/201/98 dated February 27, 2015 has imposed a ban on his membership of statutory body during January 27, 2015 to January 27, 2017.

The Syndicate directed the administration of the university to adopt the plagiarism policy/rules of Higher Education Commission first and then decide the case of Prof. Dr. Nisar Muhammad without any further delay.

The meeting formally started with item one of the agenda by the Registrar.

Item No 1: Approval of minutes of the 5th Meeting of the Academic Council held on June 19, 2015.

Decision:-

Minutes of the 5th meeting of the Academic Council held on June 19, 2015 were approved by the Syndicate.

Item # 2:- Waiver in M.Phil/Ph.D. fee for the employees of Islamia College Peshawar

Decision:-

The item was withdrawn as it had already been routed through Finance & Planning Committee and would be placed before the ensuing Syndicate's meeting.



Item # 3:- Approval of the appointment of Chairperson of the Teaching Departments, Islamia College Peshawar

Decision:-

The Syndicate approved the appointment of the following teachers as chairmen of the teaching departments as mentioned against each for a period of three years.

| S. No | Chairperson | Teaching Department | Tenure |
|-------|---------------------------------|---------------------|-----------------------------|
| 1. | Prof. Dr. Shad Ali Khan | Chemistry | 04/06/2015 to 03/06/2018 |
| 2. | Dr. Gohar Zaman | Management Sciences | -do- |
| 3. | Prof. Dr. Muhammad Naeem Khalid | Physics | -do- |
| 4. | Prof. Dr. Ali Muhammad | Zoology | -do- |
| 5. | Dr. Izhar Ullah Izhar | Urdu | 27/01/2016 to 26/01/2019 |
| 6. | Dr. Muhammad Saleem | Botany | 27/01/2016 to 26/01/2019 |

In case of Chairmanship of Prof. Dr. Nisar Muhammad, Department of Islamic Theology, the Syndicate endorsed the action taken by the Vice-Chancellor vide 3379/Estt: dated 27th October, 2015.

Item # 4:- Court Case of Mr. Shakeel Iqbal for Appointment on Disable Quota

Decision:

Keeping in view the court decision, the Syndicate deferred the case with the observation that the prevailing government policy for disable quota may be implemented in all future advertisements to ensure compliance of High Court directions in all subsequent recruitments. Thereafter, the case of the petitioner would be considered against the said quota as per his qualification, in consonance with law. Furthermore, a committee would be constituted by the administration to look into the High Court judgments against the University interest for recommending them for moving CPLA to the Supreme Court of Pakistan in fit cases only.

Item # 5:- Court case of Ms. Sarwat Zakir for Regularization of services

Decision:-

In compliance of Peshawar High Court judgment, the case of the petitioner was considered at par with other employees, since she has not qualified the NTS test therefore, her case for regularization could not be entertained at this stage. However, she can apply against disabled quota incorporated in future advertisements.

Item # 6:- Approval of the Recommendations of the Fourteenth Selection Board

Decision:-

The Syndicate approved the recommendations of the fourteenth Selection Board held on 28th to 29th January, 2016 as follow:

| S.No | Post | No. of Posts | Recommendations of the Selection Board | Syndicate's Decision |
|------|--|--------------|--|----------------------|
| 1. | Assistant Professor of Zoology (BPS-19) | 01 | Mr. Gul Nabi Khan S/O Hazrat Umar | Approved |
| 2. | Assistant Professor of Law (BPS-19) | 02 | 1. Mr. Iftikhar Ahmad Khan S/O Mushtaq Ahmad 2. Mr. Faisal Shahzad S/O Jehan Afsar | Approved |
| 3. | Assistant Professor of Economics (BPS-19) | 01 | Mr. Faheem S/O Muhammad Hakeem | Approved |
| 4. | Assistant Professor of Economics (TTS) | 03 | The board recommended re-advertising the post. | Approved |
| 5. | Assistant Professor of English (BPS-19) | 01 | The board recommended re-advertising the post. | Approved |
| 6. | Assistant Professor of Political Science (TTS) | 01 | The board recommended re-advertising the post. | Approved |
| 7. | Associate Professor of Islamic Theology | 02 | Dr. Salim-Ur-Rahman S/O Muhammad Anwar Khan (Subject to clarification of his case by the HEC) | Approved |

In case of Assistant Professor of Botany (BPS-19), the Chairman, Department of Botany informed the participants that there is no need of appointment of another teacher at the department of Botany due to no extra work load.

In this regard a committee comprising the following members was constituted to look into the work load of the Department of Botany and if no new appointment is required then all the advertised/in process posts would be cancelled for the said department including Assistant Professor of Botany:

1. **Vice-Chancellor**----- Convener
Islamia College Peshawar
2. **Chairman**----- Member
Department of Botany, Islamia College Peshawar
3. **Dr. Khalid Khan** ----- Member
Additional Secretary, Higher Education Department, Peshawar
4. **Registrar**-----Member-cum-Secretary
Islamia College Peshawar

The Syndicate directed that details of posts, number of candidates (applied, eligible, ineligible and recommended) should be placed on the table.

Item #7:- Extension of Condition of Post Ph.D. experience for appointment of Professor and Associate Professor

Decision:

The Syndicate approved the relaxation of requirement of post Ph.D. experience of 8 years for appointment of Professors and 4 years for appointment of Associate Professors in the Universities/Degree awarding institutions of the country for further period of 5 years (i.e. upto June 30, 2020).

Item #8:- Request of Dr. Mohamamd Tariq Nishtar for Burial Place at Islamia College Peshawar

Decision:

The action taken by the University in this particular case was approved by the Syndicate and decided that only those who have outstanding contribution in Islamia College Peshawar would be allowed to be buried in the graveyard of Islamia College Peshawar.

Item #9:- House Requisition / House Subsidy Form

Decision:

The Syndicate directed the administration of the University to decide the case as it was in its preview.

Item #10:- Revision of rental ceiling for hiring of residential accommodation at six specified stations i.e. Islamabad, Rawalpindi, Lahore, Quetta, Karachi and Peshawar

Decision:

The Syndicate approved revised rates of rental ceiling accommodation in Federal Ministries/Divisions/Attached Departments/Subordinate Offices at Islamabad, Rawalpindi, Karachi, Lahore, Quetta and Peshawar vide Office Memorandum No. F.4(8)/92-policy dated 01.10.2014 for the employees of Islamia College Peshawar as follow w.e.f 01.03.2015:

| Entitlement BPS | Existing Rental Ceiling | | Revised Rental Ceiling | |
|-----------------|-------------------------|--------------------------|------------------------|--------------------------|
| | Islamabad | Other specified stations | Islamabad | Other specified stations |
| 1-2 | Rs. 2410/- | Rs. 2260/- | Rs. 3254/- | Rs. 3051/- |
| 3-6 | Rs. 3765/- | Rs. 3310/- | Rs. 5083/- | Rs. 4469/- |
| 7-10 | Rs. 5625/- | Rs. 5035/- | Rs. 7594/- | Rs. 6797/- |
| 11-13 | Rs. 8485/- | Rs. 7360/- | Rs. 11455/- | Rs. 9936/- |
| 14-16 | Rs. 10660/- | Rs. 9305/- | Rs. 14391/- | Rs. 12562/- |
| 17-18 | Rs. 14110/- | Rs. 12310/- | Rs. 19049/- | Rs. 16619/- |
| 19 | Rs. 18760/- | Rs. 16055/- | Rs. 25326/- | Rs. 21676/- |
| 20 | Rs. 23560/- | Rs. 20260/- | Rs. 31806/- | Rs. 27351/- |
| 21 | Rs. 28210/- | Rs. 24385/- | Rs. 38084/- | Rs. 32920/- |
| 22 | Rs. 33760/- | Rs. 30600/- | Rs. 45576/- | Rs. 41310/- |

Item #11:- Grant of pre-mature increment on up-gradation

Decision:

The Syndicate directed to pass the case of grant of pre-mature increment to employees BPS-17 and above on up-gradation through the Finance & Planning Committee and then place it before the Syndicate.

Item #12:- Mobile and land line telephone allowance for BPS-20 & 21

Decision:

The item was referred to the Finance & Planning Committee.

Item #13 & 14:- Regularization of contract services of Accountants (BPS-16) & Computer Operators (BPS-12), Islamia College Peshawar

Decision:

The Syndicate deferred both the agenda items with the observations that the regularization of the employees from BPS-2 to BPS-16 is the mandate of the Vice-Chancellor, as per prescribed rules and regulation; the matter shall only be reported to the Syndicate in accordance with the University Act.

Item #15:- Grant of BPS-17 to the Superintendents BPS-16 in the University

Decision:

The Syndicate regretted to grant of (BPS-17) to the Superintendent (BPS-16) i.e. Mr. Naseer Shah, Mr. Arshad Iqbal, Mr. Shahid Hussain and Ms. Farkhanda Nazneen Farooqi.

The Syndicate decided that Statutes should be framed on priority basis as per government of Khyber Pakhtunkhwa, Finance Department Notification No. FD/SO (FR) 10-22-2014 dated 20.05.2014 and then the employees would be upgraded accordingly.

Item #16:- Gratuity of Dr. Qadar Bakhsh Baloch, Ex-assistant Professor, Department of Management Sciences, Islamia College Peshawar

Decision:

Grant of gratuity to Dr. Qadar Bakhsh Baloch, Ex-Assistant Professor was rejected by the Syndicate due to deficiency of 18 days service in the year 2014.

Item #17:- The appeal of Mr. Amir Ullah, Assistant Professor, Department of Political Science, Islamia College Peshawar

Decision:

The Syndicate approved the appointment of Mr. Amir Ullah as Assistant professor of Political Science of w.e.f 03.02.2015. i.e. 9th Syndicate's meeting.

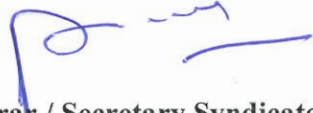
Item #18:- Up-Gradation case of Mr. Irfanullah Marwat, Physical Instructor, Islamia College Peshawar

Decision:


In case of up-gradation of Mr. Irfan Ullah Kamran Marwat, Physical Instructor, Islamia College Peshawar, the following committee was constituted to look into the matter and submit its recommendation to the Syndicate.

1. **Prof. Dr. Muhammad Jehanzeb Khan**-----Convener
Chairman, Department of Psychology, University of Peshawar
2. **Additional Secretary**-----Member
Establishment Department, Government of Khyber Pakhtunkhwa
3. **Mr. Muhammad Zakria** -----Member
Assistant Librarian, Islamia College Peshawar
4. **Registrar/Nominee** -----Secretary

The meeting ended with a vote of thanks by and to the chair.


Registrar / Secretary Syndicate
Islamia College, Peshawar

Confirmed:


Mr. Ajmal Khan
Vice Chancellor / Chairman Syndicate

OBSERVATIONS MADE ON THE MINUTES OF THE 10TH
MEETING OF THE SYNDICATE HELD ON 09TH FEBRUARY, 2016

| Minutes Recorded in agenda Item | Observations | Remarks |
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| Agenda Item # 03 | <p><u>Observations made by Mr. Awal Said, Member of the Syndicate, Islamia College Peshawar</u></p> <p><u>Prof. Dr. Nisar Muhammad's Membership of the Syndicate</u> A notification under the signature of the sitting registrar shown to the Syndicate by Dr. Muhammad Saleem Khan clearly says that Prof. Dr. Nisar Muhammad had been elected for the remaining period of the Syndicate and that consequently his term expired on 28/02/2015. Contrary to the fact, the registrar denied that the notification was signed by him. Calling a non-member to the meeting of the Syndicate and heinous lies in this regard raise a big question mark on the integrity and impartiality of the registrar.</p> | <p>Biased and irrelevant statement: Prof. Dr. Nisar Muhammad was not invited to the 10th meeting of the Syndicate.</p> <p>The Registrar has notified it for the remaining period vide No. 1574/Estt. dated 16.12.2013. He was referring to the notification issued by then Registrar vide notification No. 447/Regr. Dated 28.03.2013.</p> |
| | <p><u>Approval of the Appointment of the Chairpersons of the Teaching Departments of Islamia College Peshawar</u></p> <p>The appointment of all chairpersons was approved w.e.f. 18/06/2015. Whereas Dr. Izhar Ullah Izhar at Serial 5 and Dr. Muhammad Saleem at Serial 6 were appointed chairman on 27/01/2016 and were Assistant Professors till the 9th meeting of the Syndicate held on 20/11/2015. Here too, the negligence and carelessness of the registrar is obvious. The registrar should have written (and has to write now) as to when the notifications of the chairmanship of other Professors/Associate Professors were issued and when their last term expired. As a secretary-cum-registrar, he has to take every item seriously and provide all the relevant information to the members.</p> <p>When the chairmanship of the Department of Physics was being discussed, Dr. Inayat Ali Shah made references to some letters sent by the HEC regarding Dr. Shazia Naeem, teaching staff member in the said department. At this moment, Dr. Muhammad Saleem, a member of the Syndicate, showed and read aloud a letter sent by the HEC to the HED and the registrar on June 04, 2015. The letter is a long-awaited reply to the by-the-HEC confirmation of the eligibility of Dr. Inayat Ali for the post of Professor in the Department of Mathematics. The registrar-cum-secretary has concealed the letter from the competent authorities till date. This too convinces us to consider the registrar</p> | <p>Dates will be corrected.</p> <p>Imaginative statement: Prof. Dr. Syed Inayat Ali Shah's case was brought into the knowledge of the Vice-Chancellor well in time. The case will be placed before the Syndicate meeting with the approval of the competent authority.</p> |



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| <p>Agenda Item # 06</p> | <p>partial and prejudiced in maintaining the affairs of the university. On demand from the members of the Syndicate, the Vice-Chancellor assured them that the case of the Dr. Inayat Ali Shah and all other such cases would be on the agenda of the coming meeting of the Syndicate.</p> <p>Furthermore, Mr. Zakira, a member of the Syndicate, demanded of the other members that the headship of the administrative departments should also be on rotation exactly on the pattern of the teaching departments. Being a justified one, the demand was decided positively.</p> <p><u>Approval of the Meeting of the Recommendations of the 14th Selection Board of Islamia College Peshawar</u></p> <p>The decision regarding the post of Assistant Professor in the Department of Botany has been wrongly recorded. The chairman concerned (who is also a member of the Syndicate) apprised the honorable members that the post was advertised without taking the workload of the department concerned into consideration of an outsider would overstaff the department concerned and overburden the exchequer of the university which is already short of funds. The secretary-cum-registrar tried to hoodwink the members of the Syndicate by saying that the department concerned and the TSA had demanded the said post but couldn't come up with proofs. Consequently, the Syndicate constituted a three-member committee comprising the Vice-Chancellor, the Chairman Department of Botany and Mr. Khalid Khan, Additional Secretary, Higher Education Department.</p> <p>It was never mentioned that the registrar would be even its secretary, let alone member of the said committee. Owing to this bias and partiality, the secretary-cum-registrar miss-quoted the decision. Blindfolded by his partiality and prejudice towards the department concerned and in utter disregard for the rules, the registrar recorded his person as secretary-cum-member of the said committee. Para 3-4a of the KP Public Sector Universities Act (Amended in 2015) says that the secretary-cum-registrar can't act as the member of any committee constituted by the Syndicate.</p> <p>Feeling himself at a loss in this case, the secretary-cum-registrar told that in case of no workload all the already advertised posts be abolished. To this, I Awal Said, a member of the Syndicate replied that the secretary was, by law, only to take notes and had no right to comment. I further added that in the government colleges, teachers get promoted to higher scales after a certain number of years. On the contrary, in the universities posts are advertised for the appointment of the eligible teachers</p> | <p>The item was not on the agenda. It was mere suggestion of a member.</p> <p>The minutes were recorded correctly. The word abolished will be replaced by cancelled.</p> <p>No observation regarding cancelation of the post advertised was made by the department at any stage of processing. Moreover, the Chairman sitting in the Selection Board did not object the same. Since the Registrar holds the records therefore, the presence of the Registrar is a must to help the committee and provide any relevant record which may be needed.</p> <p>Since this is a University and not a Government college, therefore, it has to act in accordance with its Act/statutes whereby, all teaching positions have to be advertised and selection made on the basis of merit only.</p> |
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| <p>Agenda Item # 11 and 12</p> | <p>against the higher scales. The universities can't confirm its teachers in the same scales for good even if the departments don't have workload. Moreover, the universities have to find teachers to become chairmen and deans in order to run the affairs.</p> <p>In brief, the Syndicate authorized the said committee to decide justification of the said post. It didn't authorize the committee to abolish the other posts. The members knew well that creating and abolishing posts is the domain of the F&PC.</p> <p>In the wake of all this, Prof. Dr. Masoom yaszai and Mr. Khalid Khan regretted that the secretary-cum-Registrar had not brought all the relevant data regarding the recommendations of the Selection Board despite the fact that he had been asked quite a few times before this. The Registrar assured that he would be careful in future.</p> <p><u>Grant of Premature Increment, Mobile and Land Line Allowance</u></p> <p>As regard item 11 and 12, the members censured the secretary-cum-registrar for putting them on the agenda of the Syndicate before their being recommended by the F&PC. The Syndicate criticized the willful negligence of the secretary-cum-registrar regarding financial matters which are to be recommended by the F&PC before approval by the Syndicate.</p> | <p>All record was available and was being provided on demand.</p> <p>The observations are biased. The minutes are recorded correctly.</p> |
| <p>Agenda Item # 03</p> | <p><u>Observations made by Mr. Arif-ul-Haq & Mr. Zakria Qasmi, Members of the Syndicate, Islamia College Peshawar</u></p> <p>While discussing the issue of Chairmen's appointment i.e. agenda No.3, we raised the point of one step up-gradation of administrative officers on the analogy of the other staff of the University. The Vice-Chancellor agreed that the said case may also be referred to committee to consider its feasibility. the recommendations of the committee will be placed before the syndicate in the next meeting.</p> <p>Secondly, during discussion on the agenda No.3 regarding the appointment of Chairmanship, I, Zikrya Qasmi suggested that where employees of the same scale are available, criteria of three years of headship on rotation basis, may also be implemented in the administrative departments of the University. The Chairman of the house agreed and advised to bring it as an agenda point in the next syndicate meeting.</p> <p>The above mentioned points may also be incorporated the minutes please.</p> | <p>The minutes were recorded correctly.</p> <p>The Syndicate directed that the case will be decided whenever, placed as agenda item.</p> |



Observations made by Prof. Dr. Syed Inayat Ali Shah and Dr. Gohar Zaman, Members of the Syndicate, Islamia College Peshawar

Kindly refer to the minutes of the Syndicate meeting held on 09.02.2016. We, the members of Syndicate request incorporation of the following observations in the minutes:

1. During the discussion regarding the legal status of Dr. Naeem Khalid, a question was raised that why the serious allegations and findings against him are not brought on the agenda of syndicate despite explicit directives from HED and written appeal from teaching community. The Vice-Chancellor first showed lack of knowledge about any such thing but after some arguments and factual revelations, he promised that the same will be put on the agenda of the next meeting of the Syndicate.
2. The condition attached to serial No. 7 in item No. 6 (i.e. subject to clarification of his case by the HEC) in case of Dr. Saleem-Ur-Rehman, Associate Professor, Islamic Theology was objected to be unfair and arbitrary on the grounds (i) that he had applied for the post in 2013 before the publication of questionable research paper bearing his name as co-author and the subsequent penalty recommendation by HEC in Feb. 2015, (2) that as the only eligible candidate he was issued call letters for appearing before the Selection Board but was deprived the opportunity on one reason or the other, (3) that the objectionable paper was formally withdrawn, a written apology was submitted for the mistake to the University administration and the Registrar Islamia College Peshawar vide Ref.679/Estt:23/02/2014 had requested HEC to file the case (4) that the Peshawar High Court in its judgment (Hussain Farooq Vs ICP) dated 28/04/2015 while dismissing petition of Dr. Hussain Farooq has specifically validated the eligibility of respondent No. 5 i.e., Dr. Saleem-Ur-Rehman and (5) that the penalty is totally void under section 11 -C-1 of the plagiarism policy of

The case was discussed as mentioned in the observation but the decision is recorded correctly.

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| | <p>the HEC as the co-author has neither listed the paper in question in his resume nor taken any benefit out of it.</p> <p><u>Observations made by Dr. Izhar Ahmad, Member of the Syndicate, Islamia College Peshawar</u></p> <p>The following observations on the tenth meeting of the Syndicate are submitted to your office to be considered for the needful.</p> <p>1.Membership of Prof. Dr. Nisar Muhammad Dr. Muhammad Saleem Khan, member Syndicate, pointed out by showing the notification about the membership of Dr. Nisar Muhammad. According to the notification, the membership of Prof. Dr. Nisar Muhammad expired on 29/11/2015 as he had been elected for the remaining period. He cannot sit in the meeting. Dr. Muhammad Saleem Khan further said that why Prof. Dr. Nisar Muhammad had been called for the tenth meeting of the Syndicate while the fact is that the latter is not member of the Syndicate. The Registrar is playing a negative role in the case. The Registrar commented that the notification about the membership was not issued under his signature and that it had mistakenly been issued by his predecessor. On the contrary, the letter clearly shows his signature as mentioned by Dr. M. Saleem Khan.</p> | <p>Biased and irrelevant statement: Prof. Dr. Nisar Muhammad was not invited to the 10th meeting of the Syndicate.</p> <p>The Registrar has notified it for the remaining period vide No. 1574/Estt. dated 16.12.2013. He was referring to the notification issued by then Registrar vide notification No. 447/Regr. Dated 28.03.2013.</p> |
| <p>Agenda Item # 02, 11&12</p> | <p>The Syndicate decided to send all these cases to F&PC. In addition to this, many of the members criticized the role of the Registrar office by not following the prescribed procedure for routing of such cases. The Vice-Chancellor assured the Syndicate that care would be taken next time.</p> | <p>The observations are biased. Minutes were recorded correctly.</p> |
| <p>Agenda Item # 03</p> | <p>The correction should be made in the appointments of the chairpersons of different departments by mentioning the date of appointment of the chairman. The Registrar office should take these matters seriously and provide every necessary piece of information from the present data.</p> <p>Prof. Dr. Inayat Ali Shah objected to the appointment of Prof. Dr. Naeem Khalid as chairman department of Physics. He argued that while Dr. Shazia Naeem was already working as chairperson of the said department, the HED had sent a few letters against her. At the moment Dr. Muhammad Saleem Khan</p> | <p>Dates will be corrected.</p> <p>Imaginative statement: Prof. Dr. Syed Inayat Ali Shah's case was brought into the knowledge of the Vice-Chancellor well in time.</p> |

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| <p>Agenda Item # 06</p> | <p>showed and read a letter from the HEC about the confirmation of eligibility of Prof. Dr. Syed Inayat Ali Shah for the post of professor whereas the Registrar had concealed the letter from the competent authorities. The Vice-Chancellor assured the members that his case with all other such cases would be put on the agenda of the upcoming Syndicate for discussion and decision.</p> <p>In the case of the appointment of Assistant Professor in the Department of Botany, the Chairman concerned and members Syndicate questioned the demand for the advertisement of the said post from the department concerned. He also argued on the basis of the workload that the department does not need the appointment of any new faculty from outside as this would be a financial burden on the University. Prof. Dr. Massom Yaseenzai, member Syndicate, showed dissatisfaction on the lack of strategic plan in the University and lack of coordination of the Registrar with the teaching departments. He said how we can accept a situation where the Chairman concerned clearly says that I do not need any further staff from outside and the University is pushing him for an additional staff- this would result in the overstaffing in the university while on the other hand the university is comprehensively crying about the financial crunch in the university. After thorough and lengthy discussion, the Syndicate constituted a three-member committee comprising:</p> <ol style="list-style-type: none"> 1. Mr. Ajmal Khan, Vice-Chancellor, Islamia College Peshawar 2. Dr. Mohammad Saleem Khan, Chairman, Department of Botany 3. Dr. Khalid Khan, Member Syndicate <p>No other person was nominated for this committee in any capacity. Moreover, the Registrar could not be a member of such committee (Khyber Pakhtunkhwa University Act-2012 Amended in 2015).</p> <p>The mandate given to the committee is to investigate the demand of the post and the existing workload of the department. This committee was never constituted for the other advertised and under process posts. Moreover, the committee of the Syndicate cannot create or/and abolish a post until it follows a prescribed procedure.</p> | <p>The case will be placed before the Syndicate's meeting with the approval of the competent authority.</p> <p>The minutes were recorded correctly. The word abolished will be replaced by cancelled.</p> <p>No observation regarding cancelation of the post advertised was made by the department at any stage of processing. Moreover, the Chairman sitting in the Selection Board didn't object the same.</p> <p>Since the Registrar holds the records therefore, the presence of the Registrar is a must to help the committee and provide any relevant record which may be needed.</p> |
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| <p>Agenda Item # 03</p> | <p><u>Observations made by Dr. Muhammad Saleem , Member of the Syndicate, Islamia College Peshawar</u></p> <p>Regarding the membership of Prof. Dr. Nisar Muhammad, the imposition of ban on his membership by HEC was not the only reason. It was also brought before the Syndicate that his membership expired on 29/11/2015. As he had been elected for the remaining period. There is guilty of concealing the facts and calling him for meeting.</p> <p>When the chairmanship of the Department of Physics was being discussed, the secretary/registrar did not record the decision of the Syndicate regarding the confirmation of eligibility by the HEC for the post of professor of Prof. Dr. Syed Inayat Ali Shah (as pointed out by Dr. Muhammad Saleem). The HEC sent a letter (No. 1-3/AD-1/HEC/HED(ICP)2015/313 dated June 04,2015) to the HED and sent its copy to the Registrar ICP on June 04,2015. The Registrar has concealed the letter and its contents from the Vice-Chancellor and the Syndicate. The Vice-Chancellor assured the members that the case of Prof. Dr. Syed Inayat Ali Shah would be thoroughly discussed in the next meeting of the Syndicate.</p> <p>About all financial cases i.e. item 2, 11 and 12, the Syndicate members remarked that it is the inefficiency of the administration that these cases were brought to the Syndicate before being recommended by the Finance & Planning Committee</p> <p>The decision was recorded not properly because the Chairman of the Department of Urdu and Botany at serial No. 5 and 6 were Assistant Professor on 18/01/2016, so the period of each Chairman should be properly mentioned against his/her name in these cases and in the others. Might we not deem this, negligence and inefficiency of the secretary-cum-Registrar?.</p> | <p>Biased and irrelevant statement: Prof. Dr. Nisar Muhammad was not invited to the 10th meeting of the Syndicate.</p> <p>The Registrar has notified it for the remaining period vide No. 1574/Estt. dated 16.12.2013. He was referring to the notification issued by then Registrar vide notification No. 447/Regr. Dated 28.03.2013.</p> <p>Imaginative statement: Prof. Dr. Syed Inayat Ali Shah's case was brought into the knowledge of the Vice-Chancellor well in time. The case will be placed before the Syndicate meeting with the approval of the competent authority.</p> <p>The observations are biased. Minutes were recorded correctly.</p> <p>Dates will be corrected.</p> |
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Observations made by Mr. Zakria Qasmi, Member of the Syndicate, Islamia College Peshawar

Kindly refer to the minutes of the syndicate meeting held on 09/02/2016 the following observations may please be incorporated in the minutes:

The condition attached to serial No. 07 in item No. 06 (i.e., subject to clarification of his case by the HEC) in case of Dr. Saleem-Ur-Rehman Associate Professor Islamic Theology was objected to be unfair and arbitrary on the grounds (i) that he had applied for the post in 2013 before the publication of questionable research paper bearing his name as co-author and the subsequent penalty recommendation by HEC in Feb. 2015. (2) that as the only eligible candidate he was issued call letters for appearing before the Selection Board but was deprived the opportunity on one reason or the other, (3) that the objectionable paper was formally withdrawn, a written apology was submitted for the mistake to the University administration and the Registrar ICP vide Ref. 676/Estt:23/05/2014 had requested HEC to file the case (4) that the Peshawar High Court in its judgment (Hussain Farooq Vs Islamia College Peshawar) dated 28/05/2016 while dismissal on the petition of Dr. Hussain Farooq has specifically validated the eligibility of respondent No. 5 i.e. Dr. Saleem-Ur-Rehman and (5) that the penalty is totally void under section 11-C-1 of the plagiarism Policy of the HEC as the co-author has neither listed the paper in question in his resume nor taken any benefit out of it.

The case was discussed as mentioned in the observation but the decision is recorded correctly.

Comments of the Chairman of the Syndicate/Vice-Chancellor:

The allegations/ charges made against the administration regarding concealment of facts, impartiality, negativity etc. seem unjustified and do not suit a teacher and particularly a member of Syndicate, *which should be avoided in future.*


Ajmal Khan.

Chairman Syndicate/ Vice-Chancellor

[Signature]
Registrar
Islamia College Peshawar







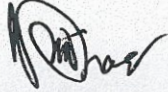
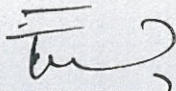
ATTENDANCE SHEET

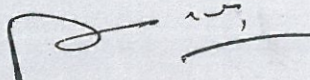
Participants of the 10th meeting of the Syndicate held on 09.02.2016 at the Main Committee Room, Islamia College Peshawar

| Sr.# | Name of Participants | Signature |
|------|---|---|
| 1. | Vice-Chancellor Islamia College Peshawar |  |
| 2. | Mr. Justice Rtd. Abdul Aziz Kundi |  |
| 3. | Prof. Dr. Syed Inayat Ali Shah Dean, Faculty of Physical & Numerical Sciences |  |
| 4. | Secretary to Govt. Higher Education Department or his nominee (Not below the rank of Additional Secretary) |  |
| 5. | Secretary to the Govt. Establishment Department or his nominee (Not below the rank of Additional Secretary) |  |
| 6. | Secretary to Govt. Finance Department or his nominee (Not below the rank of Additional Secretary) |  |
| 7. | Dr. Muhammad Saleem Khan Associate Professor, Department of Botany |  |
| 8. | Dr. Izhar Ahmed Assistant Professor, Department of Botany |  |
| 9. | Mr. Awal Said Lecturer, Department of English |  |
| 10. | Prof. Dr. Muhammad Naeem Khalid Principal, Islamia College for Girls, Islamia College Peshawar |  |
| 11. | Prof. Dr. Masoom Yasinzai Rector, Islamic International University Islamabad |  |
| 12. | Dr. Gohar Zaman Chairman, Department of Management Sciences, Islamia College Peshawar |  |

Tenth Meeting of the Syndicate, Islamia College Peshawar dated 09th February, 2016



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| 13. | Mr. Himayat Ullah Khan Member, National Electric Power Regulatory Authority (NEPRA), Islamabad |  |
| 14. | Mr. Fazal Karim Khattak Ex-Secretary, Industries, Commerce & Technical Education Department, Khyber Pakhtunkhwa |  |
| 15. | Lt. Gen. Mohammad Hamid Khan Director General, Ehtesab Commission, Khyber Pakhtunkhwa |  |
| 16. | Prof. Dr. Muhammad Jahanzeb Khan Chairman, Department of Psychology, University of Peshawar |  |
| 17. | Mr. Muhammad Raza Shah Director IT, Directorate of Information Technology, Khyber Pakhtunkhwa |  |
| 18. | Vice-Chancellor Abasyn University Peshawar |  |
| 19. | Mr. Arif-Ul- Haq Assistant Treasurer, Islamia College, Peshawar |  |
| 20. | Mr. Zakria, Assistant Librarian Islamia College, Peshawar |  |


(Prof. Dr. Sareer Badshah)
Secretary