



ISLAMIA COLLEGE PESHAWAR

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of Glory

No. 8427/(Meetings)

Dated: 24/10/2018

To

All Members of the Syndicate
Islamia College Peshawar

Subject: MINUTES OF THE 16TH MEETING OF THE SYNDICATE, ISLAMIA COLLEGE PESHAWAR

Dear Sir/Madam,

I am directed to enclose herewith a copy of the final minutes of the 16th Meeting of the Syndicate, Islamia College Peshawar held on **Friday, August 31, 2018 at 9:00 am** in the Main Committee Room, Vice-Chancellor Secretariat, Islamia College Peshawar for your information and record.

Thanking you.

Enclosed: As stated above.

Sincerely,

(Dr. M. Tauqir Alam)
Registrar

Copy to:

1. The Deputy Registrar (Estt), ICP for record.
2. The Deputy Registrar (Academics), ICP for record
3. The Deputy Registrar (Meetings), ICP for record
4. PS to Vice-Chancellor, ICP
5. Syndicate File

Registrar

**MINUTES OF 16th MEETING OF THE SYNDICATE OF ISLAMIA COLLEGE PESHAWAR,
HELD ON 31ST AUGUST, 2018 AT 9 AM IN THE MAIN COMMITTEE ROOM, ICP**

The 16th meeting of the Syndicate was held on 31st August, 2018 at 09.00 am in the Main Committee Room of Islamia College Peshawar. Prof. Dr. Habib Ahmad, Vice-Chancellor, Islamia College Peshawar convened the meeting. The following members attended the Meeting:

1. **Prof. Dr. Habib Ahmad** **In-Chair**
Vice-Chancellor, Islamia College Peshawar
2. **Mr. Justice (retired) Abdul Aziz Kundi**
Nominee of the Chief Justice of the Peshawar High Court, Peshawar
3. **Prof. Dr. Zahoor Ahmad Swati**
Former Vice Chancellor, Agricultural University, Peshawar, (Nominee of the HEC, Islamabad).
4. **Mr. Ayaz Khan**
Deputy Secretary, Higher Education Department (HED), Government of KP, Nominee of the Secretary, HED, KP.
5. **Mr. Khursheed Alam**
Deputy Secretary, Finance Department, Nominee of the Secretary Finance Department, Government of KP.
6. **Mr. Nasir Aman**
Deputy Secretary, Nominee of the Secretary to Government of KP, Establishment Department.
7. **Prof. Dr. Naushad Khan**
Dean, Faculty of Arts & Languages, Islamia College, Peshawar
8. **Prof. Dr. Syed Inayat Ali Shah**
Dean, Faculty of Technologies & Engineering Sciences, Islamia College Peshawar
9. **Prof. Dr. Nisar Muhammad**
Dean, Faculty of Religious and Legal Studies, Islamia College Peshawar
10. **Prof. Dr. Sareer Badshah**
Dean, Faculty of Basic & Social Sciences Islamia College Peshawar
11. **Prof. Dr. Imtiaz Ahmad**
Dean, Faculty of Natural Sciences, Islamia College Peshawar
12. **Prof. Dr. Rubina Shaheen**
Department of Urdu, University of Peshawar, Nominee of the Chancellor ICP
13. **Prof. Dr. Iqbal Hussain**
Department of Chemistry, Islamia College Peshawar
14. **Dr. Muhammad Saleem Khan**
Associate Professor, Department of Botany, Islamia College Peshawar
15. **Dr. Izhar Ahmad**
Assistant Professor, Department of Botany, Islamia College Peshawar
16. **Mr. Awal Said**
Lecturer, Department of English, Islamia College Peshawar
17. **Mr. Zakria**
Assistant Librarian, Islamia College Peshawar
18. **Mr. Zafar Khan**
Treasure, Islamia College, Peshawar
19. **M. Tauqir Alam (Ph. D), Registrar, Islamia College Peshawar.** **Member/Secretary**

The meeting started with recitation from the Holy Quran. The Vice Chancellor welcomed and thanked the members of the Syndicate for sparing time to attend the Meeting. In his opening remarks Vice-Chancellor stressed upon the need of making constant efforts towards promoting quality education in accordance with the emerging needs of the country. He briefed the Syndicate regarding the recent fetching of developmental projects worth billions of rupees out of funding from both federal and provincial governments. He further told that two years back, when he took charge of the University as Vice Chancellor, the bandwidth of the University's Net system was 43 MB, which has been upgraded to 1000 MB in a short span of time. The University, he continued, has been transformed into a Smart University with the installation of 800 CCTV cameras with virtual security and night vision capability of the system. A Network of Fiber Optics has also been laid down, which is supporting 400 Wi-Fi devices thus enabling ICP students to get faster and improved access to the digital world. The project has been completed with a cost of nearly one billion rupees. The Project named as "IT Industrial Innovation and Strengthening of Islamia College" started off with Rs.1.389 billions. The purchase of lab equipment, chemicals and buses for student's facilitation have been completed. Construction of 8 major components like Academic Block, Administration Block, Library, Research Centers, Social Sciences Block, Foreign Faculty Hostel and residential flats were about to take off.

During the last two years Ten meetings of the Selection Board, Eight meetings of the Advanced Studies and Research Board, Four meetings of the Syndicate, one meeting of Senate (second Senate meeting is in the pipeline), and Two meetings of the Academic Council were held, which made the environment of the University more conducive for the students, faculty and employees. The Pakistan Qualification Register of the University was updated, Research Gate ID obtained for updating and sharing the research outcome of ICP. It has recently got registered with (QS) for the World University Rankings, the Vice Chancellor informed the members of Syndicate.

The Vice Chancellor Prof. Habib Ahmad highly appreciated the hard work, zeal and fervor of Registrar and his team and members of statutory bodies for their consistent and untiring contribution towards progress of the University.

The Registrar was then asked to take up the agenda item wise:

Item No. 1. Minutes and action taken on the 14th & 15th Meetings of the Syndicate held on 30th December, 2017 and 31st May, 2018 respectively

Minutes of the 14th & 15th meetings of the Syndicate, Islamia College Peshawar held on 15th December, 2016 and 31st May 2018, respectively, were presented for information and its compliance report/action taken were tabled, which were considered and endorsed, accordingly.

Item No. 2. Consideration of the Annual Report 2017-18, Annual Work Plan 2018-19 & Strategic Business Plan 2018-22, Islamia College Peshawar

The Vice Chancellor presented the Annual/Progress Report on academics, research and developmental activities of the University. He apprised that all the statutory bodies and authorities of the University are well in place and functioning in a befitting manner. He admired the generous contribution of Higher Education Commission (HEC), especially its Ex Chairman, Prof. Mukhtar Ahmad towards the development of Islamia College Peshawar and strengthening of its academic and research output.

Prof. Dr. Zahoor Ahmad Swati, nominee of the HEC, highly appreciated the determination of Prof. Habib Ahmad for transforming Islamia College Peshawar into a hub of internationally recognized academic and research activities. He suggested that the Annual Report may be presented through Power Point Presentation for elaborating things more effectly.

After threadbare discussion the Annual Report 2017-2018, Annual Work-plan 2018-2019 and Strategic Business Plan 2018-22 of Islamia College Peshawar were considered and recommended to the Senate for approval. Moreover it was suggested to revisit grammatical and technical aspects of the report before circulation and tabling to the Senate.

Item No.3. APPROVAL OF MINUTES OF THE 8th MEETING OF THE ACADEMIC COUNCIL HELD ON 28st May, 2018

The Syndicate after threadbare discussion considered and confirmed the minutes of the 8th meeting of the Academic Council, Islamia College Peshawar

Item No. 4. Approval of standing list of experts for Selection Board

Under provision of clause vii of sub-section-I of Section-5 of the Islamia College Peshawar Constitution, Functions and Powers of the Authorities of the University Statutes-2016 the Syndicate approved the standing lists of Subject Experts duly recommended by the Board of Studies of the following Departments:

- 4.1 Department of Archaeology,
- 4.2 Department of Islamic Theology
- 4.3 Department of Arabic

Item No. 5. Appointment of Chairpersons of the Academic Departments

The cases of the appointment of Chairpersons of Academic Departments / Centers were discussed. The Chairmanship of the Departments of Physics, Zoology and Urdu came under consideration. It was noticed that the absence of chairpersons in teaching departments is causing snags in smooth transaction of administrative and academics affairs. The Syndicate authorized the Vice Chancellor to appoint/ remove or extend the tenure of the Chairpersons as he may deem fit.

Decisions

The Syndicate unanimously approved:

- a. *the appointments of Chairpersons of the following Teaching Departments with immediate effect, for a period of three years:*

S. No.	Name	Department
1.	Dr. Aurang Zeb	Physics
2.	Prof. Dr. Ali Muhammad	Zoology

- b. *that Prof. Dr. Izhar Ullah Izhar, may continue as Chairperson Department of Urdu, till the completion of his tenure. His resign from the chairpersonship was not accepted.*
- c. *the delegation of powers under Section 23 (t) of the KP Universities Act 2012 (Amended) to the Vice Chancellor to appoint/remove a Chairperson/Director of any, Department, Center, constituent College or school, with immediate effect, with intimation of the decision to the ensuing meeting of the Syndicate.*

At the very outset the ex-officio members of the government departments raised objections regarding the on-table circulation of agenda regarding the recommendations of the Selection Board and urged that the Agenda should be circulated with the main agenda of the syndicate for proper deliberation. Moreover, they raised certain objections on the procedure of appointments to different posts which was clarified to them on case to case basis and House unanimously decided to take up the agenda accordingly.

Item No. 6. Approval of the Minutes of the Special Selection Board held on 10th August, 2018, Islamia College Peshawar

Minutes of the meeting of the Special Selection Board held on 10th August, 2018, Islamia College Peshawar for promotion of Professor (BPS-21) to Meritorious Professor (BPS-22) was tabled. The item was discussed in detail. Prof. Dr. Zahoor Ahmad Swati was of the opinion that selection to the position of Meritorious Professor needs an exceptionally high stature of scholarship. The Registrar explained the criteria for such selection, procedure of selection available in the

relevant statutes, and the lengthy process of evaluation of all the candidates of Meritorious Professor. The Syndicate unanimously decided as follows

Decision

The Syndicate considered the minutes of Special Selection Board and recommended Prof. Dr. Sayed Inayat Ali Shah for promotion as Meritorious Professor of Mathematics (BPS-22) to the Senate.

Item No. 7. Approval of the Minutes of the Selection Boards

Minutes of the 24th to 29th Selection Boards were tabled before the Syndicate, in accordance with Section 23 (2) (m) of the Khyber Pakhtunkhwa Universities Act, 2012, which were considered accordingly. The posts advertised under different advertisements came under discussion. The Syndicate after lengthy discussion, unanimously decided that number of appointments against various posts shall be made in accordance with:

- a. *The number of positions appeared in the relevant advertisement*
- b. *The TTS faculty shall follow their own ladder and do not tress pass in the same cadre faculty positions*
- c. *The TTS faculty applying for higher rank shall provide unconditional NOC from the employer*
- d. *The vacant positions in the University are floating in nature in their respective cadres and can be adjusted/transferred in accordance with the needs of the departments.*

7.1 Minutes of the Meeting of 24th Selection Board held on 06th to 08th July, 2018

The recommendations made by the Selection Board in its 24th meeting held on 06th to 08th July, 2018 were placed before the Syndicate, which were considered and decided as follow:

Item No.	Post	Pay Scale	Recommendations of the Selection Board	Decision of the Syndicate
1.	Lecturer in Computer Science	BPS-18	1. Mr. Mansoor Nasir S/O Munir Jan 2. Mr. Muhammad Wasim S/O Noor Said	Selection of both the candidates is approved
2.	Professor of Mathematics	BPS-21	The candidate Prof. Dr. Gul Zaman S/O Abbas Khan, is already working as Vice-Chancellor. He is unable to join ICP for the coming three years therefore, the Selection Board recommended to re-advertise the Post	Re-advertisement of the post is approved
3.	Lecturer in Law	BPS-18	Ms. Mehnaz Begum D/O Syed Mehmood	Selection of the candidate is approved
4.	Lecturer in Shariah	BPS-18	Mr. Muhammad Zamin S/O Jan Bahadar	Selection of the candidate is approved

5.	Assistant Professor of Psychology	BPS-19	The Selection Board recommended to re-advertise the post.	Re-advertisement of the post is approved
6.	Lecturer in Economics	BPS-18	Mr. Abid Ali S/O Muhammad Jan	Selection of the candidate is approved
7.	Assistant Professor of Pol. Science	BPS-19	Ms. Shabana Noreen D/O Faqir Muhammad	Selection of the candidate is approved
8.	Lecturer in Political Science	BPS-18	Mr. Shah Nawaz S/O Mahabat Shah	Selection of the candidate is approved
9.	Assistant Professor of Management Science	TTS	Dr. Fayaz Ali Shah S/O Muhammad Zahir Shah	Selection of the candidate is approved
10.	Lecturer in Management Science	BPS-18	1. Mr. Arif ul Haq S/O Haleem Dad 2. Mr. Syed Noman Mustafa S/O Syed Iftikhar Hussain	Selection of both the candidates is approved

7.2 Minutes of the meeting of 25th Selection Board held on 27th to 29th July, 2018

The recommendations made by the Selection Board in its 25th meeting held on 27th to 29th July, 2018 were placed before the Syndicate, which were considered by the Syndicate and decided as follow:

Item No	Post	Pay Scale	Recommendations of the Board	Decision of The Syndicate
1	Associate Professor of Pashto	BPS-20	Re-advertised the post	Re-advertisement of the post is approved
2	Associate Professor of Urdu	BPS-20	Re-advertised the post	Re-advertisement of the post is approved
3	Associate Professor of Statistics	BPS-20	Dr. Sajjad Ahmad Khan	Selection of the candidates is approved
4	Professor of Chemistry	BPS-21	Dr. Hamayun Khan	Approved, subject to verification from the HEC as per recommendation of Selection Board
5	Associate Professor of Zoology	BPS-20	1. Dr. Muhammad Zahid 2. Dr. Shahid Niaz Khan	Selection of the candidates is approved
6	Professor of Botany	BPS-21	1. Dr. Muhammad Saleem Khan 2. Dr. Sameen Jan 3. Dr. Izhar Ahmad	Selection of the candidates is approved

7	Associate Professor of Botany	BPS-20	1. Dr. Shujaul Mulik Khan 2. Dr. Wisal Muhammad Khan 3. Dr. Naveed Akhtar	Selection of the candidates is approved
8	Assistant Professor of Botany	BPS-19	1. Dr. Ishtiaq Ahmad 2. Dr. Arshad Iqbal 3. Dr. Sher Wali	Selection of the candidates is approved
9	Associate Professor of OMICS	BPS-20	1. Dr. Musharraf Jelani 2. Dr. Muhammad Fahim	Selection of the candidates is approved
10	Assistant Professor of OMICS	BPS-19	1. Dr. Muhammad Tariq 2. Dr. Muhammad Ilyas 3. Dr. Muhammad Ishfaq	Selection of the candidates is approved
11	Associate Professor of Computer Science	BPS-20	1. Dr. Zahoor Jan 2. Dr. Muhammad Sajjad	* Selection of the candidates is approved

*Both the candidates have secured equal marks in the evaluation process, appointment of both of them is approved as a special case, shall not be quoted as a precedent.

7.3 Minutes of the meeting of 26th Selection Board held on 4th to 5th August, 2018

The recommendations made by the Selection Board in its 26th meeting held on 04th to 05th August, 2018 were placed before the Syndicate, which were considered and decided as follow:

Item No	Advertised Post	Pay Scale	Recommendations of the Selection Board	Decision of The Syndicate
1	Associate Professor of Management Sciences	BPS-20	Re-advertise the post	Re-advertisement of the post is approved
2	Associate Professor of Mathematics	BPS-20	1. Dr. Arshad Ali 2. Dr. Hamid Khan	Selection of the candidates is approved
3	Associate Professor of Chemistry	BPS-20	1. Dr. Hameed Ullah 2. Dr. Liaqat Ali	Selection of the candidates is approved
3	Associate Professor of Political Science.	BPS-20	Dr. Amir Ullah Khan	Selection of the candidate is approved
4	Associate Professor of Physics	BPS-20	1. Dr. Saranjam Khan	Selection of the candidate is approved
5.	Assistant Professor of Law	BPS-19	1. Mr. Muhammad Haroon Khan 2. Mr. Muhammad Daud Zahid 3. Ms. Rafia Naz Ali	Selection of the candidates is approved

7.3.2. Minutes of the meeting of 26th Selection Board Supplementary/Additional Agenda, Islamia College Peshawar, held on 26.08.2018

Decisions:

- The Syndicate approved the promotion of Mr. Amir Izhar, Assistant Director Admission to Deputy Director Admission BPS-18.

b. *The Syndicate deferred the promotion of the following Administrative Officers to the next higher grade in accordance with the recommendations of the Selection Board:*

1. *Mr. Juniad Mehmood*
2. *Mr. Arif Ul Haq*
3. *Mr. Muhammad Zeshan*
4. *Mr. Zakria*

7.3.3 Promotion Case of Mr. Nadir Nawaz, Assistant Accounts Officer (BPS-17) to the Post of Deputy Director Audit (BPS-18), Islamia College Peshawar

The Syndicate discussed the promotion of Mr. Nadir Nawaz, Assistant Accounts Officer (BPS-17) to next higher grade.

Decision:

The Syndicate unanimously approved the recommendation of the Selection Board accordingly.

7.3.4. Promotion of Mr. Tahsinullah, Cataloguer, (BPS-17) to the Post of Librarian (BPS-20), Islamia College Peshawar

The request of Mr. Tahsinullah, Cataloguer (BPS-17) for promotion to the post of Librarian (BPS-20) was considered and could not be entertained as "Three Steps Promotion" is not allowed. It was recommended that the post of Deputy Librarian (BPS-18) may be created. Subsequently eligibility of applicant may be determined.

Decision:

The Syndicate unanimously approved the recommendations of the Selection Board accordingly.

7.3.5. Promotion of the Masters of Islamia Collegiate School to the positions of Additional Senior Master/Mistress (BPS-19)

The Syndicate discussed the promotion cases of Masters and one Mistress BPS-18 to the next higher position Senior Master/Mistress, and deferred their promotion for the reason that the matter is sub-judice in the Peshawar High Court in Writ Petition No. 843-P/2018.

7.3.6. Promotion of the Teachers of Islamia Collegiate School, Islamia College Peshawar to the positions of Master/Mistress (BPS-18)

The Syndicate approved the promotion of the following Assistant Masters (BPS-17) to the posts of Master (BPS-18)

1. Mr. Rooh Ullah, Master Islamia Collegiate School
2. Mr. Zulfiqar Ali Jamil, Master Islamia Collegiate School
3. Mr. Musharaf Khan, Master Islamia Collegiate School
4. Mr. Ghulam Jillani, Master Islamia Collegiate School

(10)

7.3.7. **Promotion of Mr. Irfanullah Kamran Marwat, Physical Instructor (Bps-17) to the Post of Additional Director Sports (Bps-19)**

The request of Mr. Irfanullah Kamran Marwat, Physical Instructor (BPS-17) for promotion to the post of Additional Director Sports (BPS-19) was considered but turned down due to the fact that 'Two Steps Promotion' is not allowed. It was decided that the post of Deputy Director Sports (BPS-18) may be created. Subsequently eligibility of applicant may be determined.

Decision:

Referred to the F&PC for the creation of post and re-consideration accordingly.

7.3.8 **Promotion of Mr. Zia-Ud-Din, System Administrator (BPS-17) and Mr. Ali Shah, Assistant Controller IT (BPS-17) to the Post of Deputy Director IT (BPS-18) and Deputy Director Web (BPS-18)**

The Syndicate discussed the promotion cases of IT Officers to the post of Deputy Director IT and Deputy Director Web and recommended Mr. Zia Ud din for promotion as Deputy Director IT (BPS-18).

However, in the promotion case of Mr. Ali Shah, Assistant Controller IT (BPS-17) to Deputy Director Web (BPS-18), Prof. Dr. Zahoor Ahmad Swati recorded his reservations, and rechecking his relevance of experience, to be re-confirmed by the Selection Board.

Decision:

The Syndicate approved the promotion of Mr. Zia Ud Din as Deputy Director IT (BPS-18) and referred back the case of Mr. Ali Shah to the Selection Board for rechecking his relevance of experience for the post of Deputy Director Web/IT (BPS-18).

7.4 **Minutes of the meeting of 27th Selection Board held on dated 11th to 12th August, 2018**

The recommendations made by the Selection Board in its 27th meeting held on 11th to 12th August, 2018 were tabled before the Syndicate, which were considered accordingly. The syndicate discussed the appointment of Assistant Professor on TTS in the Departments of Geography, Economics and Statistics in the light of Annex G of the Tenure Track System Statutes (TTS), 2016.

Decision

The Syndicate approved the recommendations of the Selection Board and regretted the appointments of TTS in the same rank, as the candidates have already been working in the same rank and position in their parent university. Moreover the case of Mr. Shafiq,

recommended as Assistant Professor in Department of Statistics is regretted due to bond signed by him in KUST.

The following cases were considered and approved accordingly:

Item No	Advertised Post	Pay Scale	Recommendations of the Board	Decision of the Syndicate
1	Assistant Professor of Physics	BPS-19	Dr. Saeed Ullah Jan	Selection of the candidate is approved
2	Assistant Professor of Zoology	BPS-19	Mr. Muhammad Ismail Khan	Selection of the candidate is approved
3	Assistant Professor of Economics	BPS-19	1. Dr. Bashir Ahmad	Selection of the candidate is approved
		BPS-19	2. Dr. Fazl Wahid	Selection of the candidate is approved
		BPS-19	3. Dr. Saima Urooge	Selection of the candidate is approved
4	Associate Professor of Islamic Theology	BPS-20	Dr. Muhammad Riaz Khan	Selection of the candidate is approved
5	Associate Professor of Islamic Theology	BPS-20	Dr. Hussain Farooq	Selection of the candidate is approved
6	Professor of Islamic Theology		Re-advertise the post	Re-advertisement of the post the post is approved

7.5 Minutes of the Meeting of 28th Selection Board held on 18th to 19th August, 2018

The recommendations made by the Selection Board in its 28th meeting held on 18th to 19th August, 2018 were placed before the Syndicate, which were considered and decided as follow:

Item No	Advertised Posts	TTS/ BPS	Recommendations of the Board	Decision of the Syndicate
1	Assistant Professor of Shariah Law	BPS-19	Mr. Muhammad Jan	Selection of the candidate is approved
2	Assistant Professor of Electronics	TTS	Dr. Shafiullah Khan	Selection of the candidate is approved
3	Assistant Professor of Statistics	BPS-19	1. Ms. Shumaila Ehtisham 2. Mr. Adnan Khan	Selection of the candidates is approved
4	Professor of English	BPS-21	Dr. Shazia Ghulam Mohammad	Selection of the candidate is approved
5	Assistant Professor of English	TTS	Dr. Muhammad Umer	Selection of the candidate is approved
		BPS-19	Ms. Sanaa Maliakah Noor	Selection of the candidate is approved
6	Associate Professor of English	BPS-19/ TTS	1. Dr. Syed Zahid Ali Shah 2. Dr. Muhammad Iqbal	Selection of the candidates is approved

Note: For the appointment of Assistant Professor Shariah Law, Justice (retired) Abdul Aziz Kundi, seconded by Prof. Dr. Zahoor Ahmad Swati raised objection on professional experience and evaluation Performa. However, the Registrar clarified that accordingly.

7.6 Minutes of the Meeting of 29th Selection Board held on 29th August 2018

The recommendations made by the Selection Board in its 29th meeting held on 29th August 2018, were placed before the Syndicate for consideration. The minutes were considered and decided upon as follow:

Item No	Advertised Post	TTS/BPS	Recommendations of the Board	Decision of the Syndicate
1	Assistant Professor of Education	BPS- 19	1. Dr. Waqar Un Nisa Faizi	Selection of the candidate is approved
		TTS	2. Dr. Niaz Muhammad Aajiz	Selection of the candidate is approved
2	Assistant Professor of political Science	BPS-19	1. Ms. Ghazala Rafi 2. Dr. Faiza Bashir	Selection of the candidates is approved
3	Assistant Professor of Pakistan Studies	BPS-19	Dr. Noor Ul Amin	Selection of the candidate is approved

Item No.8. Consideration and approval of draft rules, Islamia College Peshawar

Under Section 31(2) of the Khyber Pakhtunkhwa, Universities Act-2012 (amended), draft rules as under were framed by the Rules framing committee, Islamia College Peshawar.

- 8.1 Grant of No Objection Certificate for admission to higher studies at Higher Education Institutes of Pakistan, 2018.
- 8.2 Endowment Fund Rules-2018
- 8.3 House Requisitioning and Subsidy Rules-2018
- 8.4 Employees Medical Attendance Rules-2018
- 8.5 Appointment, Evaluation and Quantification, rules for BPS-2-17 in the Islamia College Peshawar and its Constituent Institution(s)
- 8.6 School Teachers Appointment/Promotion Rules-2018.
- 8.7 Transport Rules, 2018.
- 8.8 Exemption of Fee for Employees of Islamia College Peshawar & their Wards-2018.
- 8.9 Evaluation of TTs Employees Rules-2018.

Decision

The Syndicate constituted the following committee to vet the Rules before tabling it to the ensuing meeting of the Syndicate

1. Prof. Dr. Sareer Badshah (Convener)
Dean, Faculty of Basic and Social Sciences
2. Secretary HED or his Nominee (Member)
3. Secretary Establishment or his Nominee (Member)
4. Prof. Dr. Iqbal Hussain (Member)
5. Registrar / Nominee (Member/Secretary)

Item No. 9. Admissibility of House Rent Allowance to married government servants where either of the spouses has been provided with government accommodation

The Finance Division (Regulations Wing), Government of Pakistan, has modified the policy of the Government regarding Adoption of Government of Pakistan Finance Division (Regulation wing) vide office memorandum No. F.2(1)R-5/2007 dated 18th April, 2013 regarding Admissibility of house rent allowance to married government servants.

Decision:

The Syndicate adopt the amended policy regarding House Rent Allowance.

Item No. 10. Delegation of power to the Vice-Chancellor on the analogy of other universities

Decision

The item was dropped and will be placed before ensuing meeting of the Syndicate

Item No.11. Consideration/Recommendations of the Minutes of the Anomaly Committee, Islamia College Peshawar

Decision

The item was dropped and will be placed before ensuing meeting of the Syndicate

Item No.12. Consideration of Minutes of the Meeting of the Committee constituted of the 14th Meeting of Syndicate regarding appeal of Computer Operators, Islamia College Peshawar

Decision

The agenda item was dropped.

Item No.13. Case of Dr. Ghulam Sadiq, Lecturer, Department of Physics for Faculty Status w.e.f. 07.06.2013

Decision

The item was dropped and will be placed before ensuing meeting of the Syndicate.

Additional Agenda Item: Request of Prof. Dr. Naushad Khan, Dean, Faculty of Arts & Languages for Grant of BPS-22 as Personal Grade

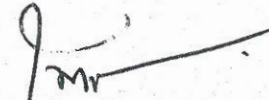
The Dean Faculty of Arts & Languages, Prof. Dr. Naushad Khan submitted an application seeking personal grade (BPS-22) on account of his completion of 12 years as Professor in BPS-22. The matter was discussed in detail and it was resolved that as the case of appointment in BPS-22 is unique in nature, it needs thorough deliberations, hence can brought along with other such cases supported by proper legal provisions.

Decision

The matter was put off till ensuing meeting of the Syndicate. It will be decided in the light of prevailing rules, regulations and Statutes along with other such cases.

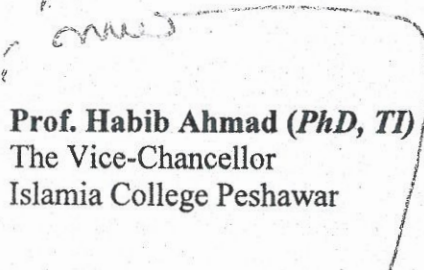
The Vice Chancellor, Prof. Dr. Habib Ahmad highly appreciated the active participation of all the members of the Syndicate for sparing their precious time for this meeting. He appreciated the special cooperation of Dr. S. Inayat Ali Shah, Dr M Saleem Khan, Dr. M Izhar and Prof Dr. Noshad Khan, who temporarily abstained and remained out of the proceedings, when their respective cases were tabled during the meeting. The meeting concluded on a positive note of more active participation in future for running the matters of the University, and a mutual thanks to and by the Chair.

Minutes recorded by:



M. Tauqir Alam (PhD)
Registrar, Islamia College Peshawar

Confirmed by:



Prof. Habib Ahmad (PhD, TI)
The Vice-Chancellor
Islamia College Peshawar

**OBSERVATIONS MADE ON THE MINUTES OF 16TH MEETING OF THE SYNDICATE,
ISLAMIA COLLEGE PESHAWAR HELD ON 31.08.2018**

Minutes Recorded in Agenda Item	Observations	Remarks
<p>Agenda Item No. 01</p>	<p><u>Observations made by Mr. Muhammad Ayaz Khan, Deputy Secretary, Higher Education Dept., Mr. Khurshid Alam, Deputy Secretary Finance Dept. and Mr. Nasir Aman, Deputy Secretary, Establishment Dept.</u></p> <p>We asked whether the confirmation of the minutes of 14th & 15th Syndicate is not required from the Syndicate, because the ex-officio members had already forwarded observations on both the meetings and those observations and action taken in light of these meetings needed further discussion, to which the reply was not convincing and we informed them that we stood by our observations conveyed on both the meetings. As far as recording of the minutes and its confirmation is concerned, para-13 of Rules of Business (RoB) of Syndicate of Islamia College Peshawar is clear which says:</p> <p>“The Secretary shall maintain and preserve the record of proceedings of the meeting both in hard and soft copies and get it approved by the Chairman of the meeting. Copies of such proceedings shall be circulated among all the Syndicate within seven days of the issuance of the minutes recorded, the minutes will be considered approved. On the other hand, if an objection or observation is raised by a member, his/her objection should be considered by the Chairperson whose judgment shall be forwarded to the member concerned. If the member is still not satisfied and his view, is endorsed in writing by at least 1/3 of the total present members, the matter shall be placed before the Syndicate in its next meeting for final decision”.</p> <p>As far as the table agenda items of Selection Board was concerned, the ex-officio members have already shown their concern and asked for constitution of a committee, because the agenda was provided to them on table which needed proper examination. However, their request was not honored so they abstained from the issue of the Selection Board. However, observations/guidance were forwarded for record and rectification.</p> <p>Under the same item report of implementation of the earlier Syndicate meeting (mostly related to Selection Board i.e. appointment cases) were included in the agenda. It is worth mentioning that the ex-officio members had abstained from the Selection Board item of the previous Syndicate. However, perusal of various notifications issued by the Registrar office which are not in conformity with Law/Statutes/Rules are quoted hereunder in tabulated form for ready reference with observation against each in remarks column:</p>	<p>The Rules of Business quoted in the observations are self-explanatory where it has been clearly mentioned that if any objection/observation is endorsed in writing by at least 1/3rd members of the Syndicate, then the matter shall be placed before the next meeting of the Syndicate for final decision. The observations made by the members hold no legal ground for the reasons that the two Honourable members; Deputy Secretary Higher Education Department and Deputy Secretary Establishment Department were not present in the 14th and 15th meeting of the Syndicate, then how come they raised observations on the minutes of that meeting in which they were not participants, rather Mr. Kabir Afridi, Additional Secretary Higher Education Department and Mr. Abdul Qadar Safi, Additional Secretary Establishment Department were the nominees of their respective Departments and the observations forwarded by the latter were incorporated accordingly where needed and it was his observation on the Agenda Item No. 03 as reflected on Page No. 06 of the observations on the 14th meeting of the Syndicate, which are as produced below;</p> <p><i>It was a compliance report placed before the Syndicate just for information as per practice, therefore, confirmation of the same</i></p>

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		<p><i>is out of place. The decision needs correction.</i></p> <p>Furthermore, Mr. Kabir Afridi, Nominee of Higher Education Department did not record any observation on the minutes of two referred Syndicate meetings. Honorable Deputy Secretary Finance attended both the meetings as nominee of his respective Department but did not record any observation within stipulated time which is seven days as enshrined in the Rules of Business of Syndicate, Islamia College Peshawar. The observation regarding the abstaining of Ex-Officio members from the approval of Selection Board recommendations were addressed by the Chair during the referred meeting of the Syndicate and the same matter was only agitated by the then nominee of the Establishment Department in his observations, which was overruled by the Chair as per Rules of Business of Syndicate accordingly. The two other Ex-officio members in the referred Syndicate did not make any observation on such matter as all the observations made by the members are duly annexed with the minutes of both the meetings of the Syndicate as a ready reference. Hence, the minutes were recorded correctly.</p>				
	<table border="1"> <thead> <tr> <th data-bbox="363 1400 603 1438">Item</th> <th data-bbox="603 1400 1077 1438">Remarks</th> </tr> </thead> <tbody> <tr> <td data-bbox="363 1438 603 1906">1. Page-110 of the agenda. No.754/Estt: dated 25.01.2018</td> <td data-bbox="603 1438 1077 1906">Through this office order in reference to 14th meeting of Syndicate held on 30th December, 2017, sixteen (16) various categories of teacher in BPS-17 to BPS-19 have been awarded personal grades, on the recommendations of F&PC (date of F&PC meeting not mentioned). In this connection, following observations are made:</td> </tr> </tbody> </table>	Item	Remarks	1. Page-110 of the agenda. No.754/Estt: dated 25.01.2018	Through this office order in reference to 14 th meeting of Syndicate held on 30 th December, 2017, sixteen (16) various categories of teacher in BPS-17 to BPS-19 have been awarded personal grades, on the recommendations of F&PC (date of F&PC meeting not mentioned). In this connection, following observations are made:	<p>The Finance and Planning Committee in its meeting held on 17.07.2017 recommended the personal upgradation of Islamia Collegiate School Teachers vide agenda item No. 32. The Decision is reproduced as under;</p> <p><i>The item was thoroughly discussed and was deferred with the observation that the personal grade may be awarded to the teachers who have served for more than 20 years as hardship cases.</i></p>
Item	Remarks					
1. Page-110 of the agenda. No.754/Estt: dated 25.01.2018	Through this office order in reference to 14 th meeting of Syndicate held on 30 th December, 2017, sixteen (16) various categories of teacher in BPS-17 to BPS-19 have been awarded personal grades, on the recommendations of F&PC (date of F&PC meeting not mentioned). In this connection, following observations are made:					

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	<p>i. F&PC did not recommend these up-gradations, rather an item regarding the request of these school teachers for up-gradation on the analogy of University teachers was there in the agenda, which was regretted, however the committee recommended that only those teachers who completed 20 years service in one scale and having no chances of promotion can be considered for one step up-gradation, after fulfillment of all formalities and through proper forum.</p> <p>ii. The Statutes of Islamia College Peshawar do not have any provision whatsoever for up-gradation.</p> <p>iii. It is not even know that if the Islamia College Peshawar Syndicate has adopted the up-gradation Policy of any Government. However, in accordance with the Provincial Government up-gradation policy the following conditions are provided for personal up-gradation of an incumbent:</p> <p>a) Up-gradation cases are to be considered/recommended by a proper forum. In the case of University employees the Selection Board is the proper forum which too subject to the provision of Statutes or a policy properly adopted by the Syndicate.</p> <p>b) There shall be no up-gradation beyond BPS-19.</p> <p>c) The incumbents must have more than ten (10) years service in the same position.</p> <p>d) The incumbent has not been elevated earlier through personal up-gradation.</p> <p>e) The post shall be down-graded as and when vacated by such incumbent.</p>	<p>The Syndicate in its 14th meeting held on 30.12.2017 approved the recommendations of the F&PC vide item No. 11.</p> <p>No single observation/objection has been raised by any member of F&PC and Syndicate in this regard within stipulated time and now the observations have been raised at belated stage after the lapse of statutory period. It is also pertinent to mention that such cases of up-gradation have already been postponed by the worthy Vice-Chancellor and referred to Law Department, Government of Khyber Pakhtunkhwa for its opinion.</p> <p>Hence, the minutes were recorded correctly.</p>
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		<p>In view of the above, the following points need to be thoroughly looked into:</p> <p>i. That Islamia College University Syndicate cannot give up-gradation without proper adaptation of the up-gradation policy of the Government.</p> <p>ii. The incumbent must have rendered service in the same grade/scale for ten (10) years or more.</p> <p>iii. That must be a hardship case and no further promotion prospects are available.</p> <p>iv. That up-gradation beyond scale-19 is not permissible under any circumstances.</p> <p>In view of the above, the Registrar office may be directed to look into the case in light of the above requisites of the policy and the same shall be subject to recommendation of the Selection Board, being proper forum.</p>	
	<p>2. Page-124 of the agenda No.1306/Estt: dated 05.03.2018</p>	<p>This notification is defective to the extent that Personal up-gradation beyond BPS-19 is not permissible as pointed out against notification at Page/125 in detail. Therefore, the same needs rectification as well.</p>	<p>Notifications of personal up-gradation beyond BPS-19 have not been processed for the reasons mentioned above.</p>
	<p>3. Page-125 of the agenda No.1488/Estt: dated 19.03.2018</p>	<p>The notification is required to be corrected as M.Phil Allowance only, not for equivalent qualification.</p>	<p>The HEC vide letter No. 1-1 (NQF)QAD/2017/HEC/49-176 dated 23.05.2017 under the subject "Grant of M.Phil allowance @Rs. 2500/- per Month has clearly mentioned that all those who have M.Phil or M.S Degrees (18 years of schooling) should be eligible to draw the allowance @ Rs. 2500/- per month.</p> <p>The Syndicate in its 14th meeting held on 30.12.2017 adopted the Government of Pakistan, Finance</p>

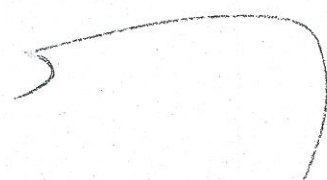
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			<p>Department, Finance Dept. O.M No. F.No. 3(6)Imp/2910-336 dated 01.07.2016. Hence, the minutes were recorded correctly.</p>
	<p>4. Page-127 of the agenda No.1578/Estt: dated 19.03.2018</p>	<p>The ex-officio members asked about the details and the approving authority/forum from which they approved these allowances in 11th meeting of the F&PC. They were not confirmed and explained that these are now reflected in their Statutes (made in April, 2017) but the amount is not mentioned so they want to adopt/regularize all these through F&PC and Syndicate. The item was then withdrawn by the Chair and they were asked to come up with complete details of all the 36 types of allowances being taken i.e. date of notification/approving authority etc.</p>	<p>The item was not discussed in the 11th F&PC meeting held on 18.05.2018 and was dropped. Subsequently, minutes of the F&PC were approved in the 15th meeting of the Syndicate, held on 31.05.2018. No observation was raised on this decision of the Syndicate, hence the observation raised at belated stages cannot be considered. Hence, the minutes were recorded correctly.</p>
	<p>5. Page-133 of the agenda No.591/Estt: dated 18.01.2018</p>	<p>How the Syndicate has up-graded the employee w.e.f 13.11.2007 even when the Islamia College Peshawar did not exist and that too with back benefits? The case needs thorough scrutiny of the Selection Board.</p>	<p>No observation/objection has been raised by the Ex-officio members of the Government Departments present in the Syndicate at that time and now observation on such decision at a belated stage is time barred. Hence, the minutes were recorded correctly.</p>
	<p>6. Page-135 of the agenda No.753/Estt: dated 25.01.2018</p>	<p>How the Syndicate of Islamia College University gave up-gradation to an employee of Peshawar University with back date and under which law? The case needs proper and thorough inquiry from the Registrar office.</p>	<p>It was the decision of the Syndicate as the statutory authority of the University and moreover, the decision was taken by the then Syndicate in the light of Honourable Peshawar High Court Judgment in Writ Petition No. 1578-P/2009 and no financial implication was borne by the University. Even observations were recorded by certain members that the financial benefits shall also be extended to the said employee which was overruled by the Chair to avoid legal complications.</p>

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		Hence, the minutes were recorded correctly.
Agenda Item No. 07	<p>As per past practice, working paper/minutes of the Selection Board were presented on the table and we objected to it on the grounds that it should have been provided to us with agenda well in time for examinations, to which the Chair replied that the same was not forwarded with the agenda because the unsuccessful candidates would go for Courts for Stay Orders which would delay the process. However, he assured that each and everything is available which can be presented to the members. So we started examining the minutes along-with record and almost in all the items various issues were found and few of them are as under:</p> <ol style="list-style-type: none"> i. In some cases posts advertised were less than the candidates recommended. In some cases no budgeted posts were available and recommendations had been made. ii. In some cases the Selection Board decided to re-advertise the posts without assigning/recording any reason. It is worth mentioning that these candidates were called for Selection Board after being declared eligible by the scrutiny committee. iii. Experience/extra marks given/denied in some cases needed further examination. iv. The Hon'ble Justice (Rtd) being member of the Selection Board raised serious objections that the Proforma signed by him was replaced with another Proforma where his signatures were missing/not obtained. The Registrar office clarified that only the Registrar being member of the Selection Board is supposed to give marks for the candidates of administrative position. However, inadvertently he had given marks to the teaching position in the case. However, the Syndicate was unanimous that such correction should have been brought into the notice of the Hon'ble member and his signature should have been obtained in the revised Proforma with justification. v. In case of AP, Computer Science where one post was advertised and Selection Board recommended two candidates having equal marks, despite the fact that Statutes of ICU 	<p>The Convener of the Syndicate extensively briefed the house regarding the whole procedure of appointment in University. He held that all the recommendations were made by the Selection Board duly constituted under the relevant statutes.</p> <p>The Chair also briefed the house in detail regarding the non-provision of minutes of the Selection Board with the main agenda and the reasons for non-circulation of minutes of Selection Board as these minutes are classified and their disclosure before the meeting of the Syndicate tends to litigations.</p> <ol style="list-style-type: none"> i. The Registrar briefed the house regarding the sanctioned strength in each category of teaching faculty and then it was unanimously decided that recommendations shall be approved in accordance with the number of posts advertised as the sanctioned strength is available in each category. Hence, the minutes were recorded correctly. ii. Minutes were recorded correctly. iii. Minutes were recorded correctly. <p>*) The observation is self-explanatory as the Registrar clarified the matter as the name of the recommendee was duly signed by the Honourable Justice (Rtd.) Abdul Aziz Kundi and the proforma was shown to him during the meeting of the Syndicate bearing his signatures on the recommendation proforma to avoid any misunderstanding and the issue was resolved</p>

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	<p>empowers the Vice-Chancellor in case of tie in marks in Selection Board.</p> <p>In light of all these revelations we requested the Chair to constitute a committee from amongst the members of the Syndicate which may go through each and everything regarding Selection Board and complete its task within few days which should be brought before the Syndicate as and when called by the Chair. The Chair did not agree. We requested time and again but in vain.</p> <p>In contrary to the assurances given by the Chair earlier, the agenda items were pushed hurriedly and other members were even not taken on board.</p> <p>Keeping in view the positions explained, we hereby convey the above observations to be reflected in the minutes and corrective measures be taken accordingly. Moreover, other observations (if any) will be conveyed as and when the draft minutes of the meeting are received.</p>	<p>amicably. Moreover, the Honourable member has not raised observations on the minutes which certify that the matter was clarified during the meeting. Hence, the minutes were recorded correctly.</p> <p>5) In the case of Associate Professor Computer Science, it is correct to the extent that the Vice-Chancellor has casting marks in case of tie between two candidates in Selection Board, but for the reason the Vice-Chancellor did not exercise his power, that's why the matter was placed before the Syndicate as approving authority, otherwise in case the Vice-Chancellor exercise his power, there was no need to place the case of both the recommendees before the Syndicate and in the instant case, recommendations of both the candidates were approved as special case by the Syndicate unanimously. Hence, the minutes were recorded correctly.</p> <p>The suggestion regarding the constitution of a committee to look into the cases of the recommendees were only the version of the Ex-officio members of the Government Departments. The remaining sixteen (16) members of the Syndicate were of the view that recommendations of the Selection Board should be honoured as the Selection Board is also the statutory body.</p> <p>The agenda items were not pushed hurriedly and all the members were taken on board by explaining to them each and every thing and their objections, if any raised, were addressed accordingly. Hence, the minutes were recorded correctly.</p>
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	<p><u>Observations made by Prof. Dr. Syed Inayat Ali Shah, Dean, Faculty of Technologies & Engineering Sciences on the minutes of the Meeting of 24th Selection Board Held on 06th to 08th July, 2018.</u></p> <p>1. These observations/suggestions are sent to your good self and requested to be incorporated as per the decision/commitment made by the Vice-Chancellor's in the 10th Vice-Chancellor's Conference held on April 18, 2018 under the chair of the Chancellor of KP Universities communicated to all Universities on May 14, 2018/1658-6</p>	<p>No observation whatsoever was recorded by the worthy member during the proceedings of the Syndicate meeting and the recommendations were approved unanimously.</p> <p>At the very outset, suggestions are not allowed as per Rules of Business of the Syndicate, however, the observations may be addressed.</p>
<p>Agenda Item No. 7.1</p>	<p>Minutes of the Meeting of 24th Selection Board Held on 06th to 08th July, 2018. Item No.3 and 4: provision of posts of lecturers (Law and Sharia) as per Budget?</p>	<p>The Syndicate vide agenda item No. 07 unanimously decided that the number of appointments against various posts shall be made in accordance with the number of positions appeared in the relevant advertisement. Hence the minutes were recorded correctly.</p>
<p>Agenda Item No. 7.2</p>	<p>Minutes of the Meetings of 25th Selection Board held on 27th to 29th July, 2018, Item No.1 and 2: Justified reason of the re-advertisement because in the statutes there is no provision/option to fail any eligible candidate in the interview.</p> <p>Item No.4: Why not send the cases of Associate Professor of OMICS, Associate Professor of Chemistry and Associate Professor of Botany working on TTS as Assistant Professor before applying to these posts in their respective institutions of HEC to treat any individual uniformly and with one yard stick. Dr. Hamayun as a human being is not an animal.</p> <p>Item No.9: Provision of posts of Associate Professor and Assistant Professor in the Budget 2017-2018. I raised objection in the Selection Board too.</p> <p>Item No.10: Notification/issuing of office order of the candidates as per decision of Selection Board. As the petitioner Dr. Siffat Ullah has already appeared in Selection Board and his case for the post of Associate Professor has been processed as per statutes and rules. His stay order from the court has no stand in this case.</p>	<p>Recommendations/ Non-Recommendations or re-advertisement regarding appointments of employees in BPS-17 & above is the mandate of the Selection Board as the statutory authority of the University.</p> <p>It was the decision of Selection Board strictly in accordance with the prevailing statutes.</p> <p>No objection was raised. The minutes were recorded correctly.</p> <p>The matter is sub-judice in the Honorable Peshawar High Court.</p>

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<p>Agenda Item No. 7.3</p>	<p>Minutes of the meeting of 26th Selection Board held on 4th to 5th July, 2018</p> <p>Item No. 1: Reason of the re-advertisement because in the statutes there is no provision/option to fail any eligible candidate in the interview.</p> <p>Item No.3: Teaching experience of Dr. Amir Ullah Khan selected as Associate Professor is overlapped with his studies period of doing M.Phil as regular student from 2006 to 2009 in Department of Political Science UOP without obtaining NOC from ICO. This program was offered in the morning not in the evening. Moreover the experience claimed by Dr. Ayaz was turned without any cogent reason because what was given in advertisement that was provided by Dr. Ayaz, a second candidate for the post of Associate Professor in Political Science. I raised this issue in the Appellate Committee please revisit all the experiences claimed by the applicant and accepted by the administration. In this case favoritism has been observed.</p> <p>Item No.4: Clear violation has been done by the Scrutiny Committee admitted by the dean concerned convener of quantification committee too. Therefore revisit of the case was necessary before issuing the office order of Dr. Saranjam Khan which is illegal and unlawful.</p>	<p>Recommendations/ Non-Recommendations or re-advertisement regarding appointments of employees in BPS-17 & above is the mandate of the Selection Board as the statutory authority of the University.</p> <p>The minutes were recorded correctly.</p> <p>The matter is sub-judice before the Honourable Peshawar High Court, hence, the minutes were recorded correctly.</p>
<p>Agenda Item No. 7.4</p>	<p>Minutes of the meeting of 27th Selection Board held on dated 11th to 12th August, 2018</p> <p>Item NO.3: Dr. Tariq was recommended and approved by the Syndicate as Assistant Professor of TTS in Economics. Nobody has recorded anything against this recommendation of Selection Board. His name is missing in the minutes of Syndicate. About Dr. Shafiq the Treasurer, Mr. Zafar of ICP has recorded his statement that amount of Bond or other penalties mentioned in the NOC obtained from KUST is the job of the applicant. The University issues him the office order and asks him to get clearance within stipulated time to join his new assignment in ICP. All the members endorsed his statement. Do not agree the minutes recorded.</p> <p>Item No.5: As for the Selection Board conducted for the Associate Professor in Islamic Theology is concerned of the advertisement 2015, the Dean concerned has admitted in written that the wrong calculation leads the Selection process infructuous (attached) i.e. Dr. Zafar Hussain has got</p>	<p>The minutes were recorded correctly.</p> <p>The matter is sub-judice before the Honourable Peshawar High Court.</p>

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<p>Agenda Item No. 7.5</p>	<p>more marks than Dr. Hussain Farooq. Being a Professor of Mathematics I calculated too and Mr. Ali Shah the person concerned also admitted this fact. See the final marks of the three candidates in the proforma's (2015/2017) of the Selection Board (attached). A simple calculation is available for your guidance please.</p> <p>Item NO.6: Without cogent reason, how the re-advertisement decided by the Selection Board.</p> <p>Minutes of the meeting of 28th Selection Board held on 18th to 19th August, 2018</p> <p>Item No.1: Astonishingly the Honorable member of the Selection Board justice (retired) Abdul Aziz Kundi has a very rightly rejected the proforma of the Selection Board and demanded that how come the Proforma which he has signed is replaced by a new Proforma and the candidate on number 1 becomes 2 without his consent. All the members were also wondering and agreed that if there is anything wrong then every signatory be called and collectively decide the matter. Therefore the case was referred back for reconsideration to the quarter concern. Note we observe that the other candidate Dr. Diyan has more marks even if the registrar marks and the subject expert (Co-opt member) marks are subtracted. Because the candidate Dr. Diyan has given 3 marks instead of 5 marks for his Gold Medal and merit certificate as per statutes of ICP. Therefore the case for reconsideration is mandatory.</p> <p>Item No.2: Dr. Tariq is out/missing recommended by the Selection Board and approved by Syndicate in Economics and Saima Urooj has given the chance to become Assistant Professor in Economics, then if Dr. Muhammad Umer did not respond till now then Mr. Riaz just like Saima Urooj be considered for the post of Assistant Professor in English too.</p> <p>Note: As per the rules of business of the Syndicate the above observations/suggestions on the minutes must be addressed in written to the undersigned before its confirmation.</p> <p>2. I (Prof. Dr. Syed Inayat Ali Shah) raised the objection in the 16th meeting of the Syndicate which is not recorded in the minutes that if the promotions need posts in the budget of the administrative staff and on this pretext their promotions were turned down by the Selection Board. Then</p>	<p>Recommendations/ Non-Recommendations or re-advertisement regarding appointments of employees in BPS-17 & above is the mandate of the Selection Board as the statutory authority of the University.</p> <p>The Registrar as the Secretary of the Syndicate clarified the matter before the August forum which has been clarified earlier in the remarks.</p> <p>The observation regarding the calculations of marks is concocted, hence the minutes were recorded correctly.</p> <p>The Syndicate has neither approved the increase policy recommended by the election Board and nor approved the recommendations of Mr. Riaz as Assistant Professor in the Department of English.</p> <p>The minutes of the 14th meeting Syndicate already stand confirmed and 1/3rd of the total members present at the then meeting did not support your observation, hence</p>
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<p>Agenda Item No. 7.3.8.</p>	<p>how the same Selection Board had recommended (i) Liaison Manager (BPS-19 (2) Director Student Affairs DSA (BPS-20) etc in the previous Selection Board and approved by Syndicate. Moreover some of the administration position were not recommended by the Selection Board on the pretext that their ACR's (PER's) were not available and they were deprived of their genuine promotion. But how come the position of Registrar, DSA, Additional Provost etc without having their PER's (ACR's) recommended by the same Selection Board and approved in the last Syndicate (15th meeting of the Syndicate, ICP). Recently as for the faculty positions advertised for the posts of Lecturer in Law, Lecturer in Sharia, Assistant Professors and Associate Professors in OMICS are not available in the approved budget 2016-2017, 2017-2018. But they have been appointed which is beyond the undersigned understanding.</p>	<p>the minutes were recorded correctly.</p>				
<p>3. The following observation is also conveyed on agenda item No. 7.3.8. Mr. Zia-ud-Din and Mr. Ali Shah have been promoted to Deputy Director ,IT and Web respectively however, according to Islamia College Peshawar Statutes, 2016, the criteria for promotion to the cited posts is as under;</p>	<p>The minutes were recorded correctly</p>					
<p>IT Officers Schedule – II Posts to be filled by Promotion</p>						
<table border="1"> <tr> <td data-bbox="375 1187 414 1411">3.</td> <td data-bbox="422 1187 638 1411">Deputy Director Network/Web/System/IT</td> </tr> </table>	3.	Deputy Director Network/Web/System/IT	<table border="1"> <tr> <td data-bbox="654 1187 734 1411">BPS 18</td> </tr> </table>	BPS 18	<table border="1"> <tr> <td data-bbox="750 1187 1053 1411">05 years service in BPS-17 as Network Administrator/System Administrator/Web Administrator/Assistant Director IT in the University.</td> </tr> </table>	05 years service in BPS-17 as Network Administrator/System Administrator/Web Administrator/Assistant Director IT in the University.
3.	Deputy Director Network/Web/System/IT					
BPS 18						
05 years service in BPS-17 as Network Administrator/System Administrator/Web Administrator/Assistant Director IT in the University.						
<p>It is to mention here that neither Mr. Zia-ud-Din and nor Mr. Ali Shah have 05 years service in their entire career. Mr. Zia-ud-Din has less than 03 years service while Mr. Ali Shah has less than two years service and also designation of Mr. Ali Shah is Assistant Controller of Examinations IT, therefore, even he cannot be promoted to Deputy Director IT if he even has 05 years service.</p>						
<p>In view of the above it clear that both the cited officers do not meet the eligibility criteria for the post of Deputy Director IT and Web and the Syndicate recorded their strong observations on the recommendations of Selection Board.</p>						

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	<u>Observations made by Mr. Zakria, Assistant Librarian, Dr. Muhammad Saleem, Chairman, Dept of Botany and Mr. Awal Said, Lecturer, Dept. of English</u>	
Agenda Item No. 7.3.2	<p>a. Regarding minutes of the meeting of 26th Selection Board Supplementary/Additional Agenda Islamia College Peshawar, held on 26.08.2018, The Syndicate, Islamia College Peshawar in its 16th meeting, under item No.7 (d), has unanimously decided as follows; “The vacant positions in the University are floating in nature in their respective cadres and can be adjusted/transferred in accordance with the needs of the departments”.</p> <p>Furthermore, the same Syndicate has made various appointments in some departments where the budgetary position did not exist, (“the minutes of the 24th Selection Board may please be seen in this regard”). Apart from the above, in various departments, the number of vacant position was one and more than one appointments were made on the basis of the aforesaid Syndicate’s decision. On the analogy of teaching cadre appointment cases, the Syndicate decided as following; “After the detail discussion on the recommendations of the Selection Board, it was decided that all promotion cases of the Administrative officers which the Board did not recommend because of non-availability of the posts concerned in the budget would be dealt in accordance with the vacant positions of the same cadre i-e Deputy level positions, in the budget, and they will be promoted to the next higher grade accordingly. Therefore, the case was referred to a committee which shall be constituted by the Vice-Chancellor for its finalization”.</p> <p>It is worth mentioning that cases of Mr. Irfanullah Kamran Marwat, Mr. Zeeshan Ullah and Zakria were eligible for next higher grades in all aspects i-e, their designation were available in Schedule – II, they have completed their required length of service in BPS-17, they have good CR’s and relevant length of service, but unfortunately their cases were turned down due to the reason on non-availability of the vacant positions in their concern sections, which is against the prevailing rules of the syndicate. As there are more than 08 vacant positions available in the cadre of Administrative Officers in the budget. Therefore, they be promoted against the vacant positions on the analogy of other departments.</p>	<p>No observation whatsoever was recorded by the worthy members during the proceedings of the Syndicate meeting and the recommendations were approved unanimously.</p> <p>The decision regarding the vacant positions in the University is only to the extent of teaching faculty as in the case of faculty, there is only fresh appointment to the upper post, while in case of administrative officers, the availability of respective vacant post is mandatory.</p>

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<p>Agenda Item No. 08</p>	<p>b. Mr. Amir Izhar Assistant Director Admission promoted to Deputy Director Admission with immediate effect which is against the prevailing practice and decisions made by the Syndicate & Vice-Chancellor, Islamia College Peshawar in the past. Almost all promotion cases from BPS-2 to 20 had given effect from due date of promotion. Therefore the promotion case of Mr. Amir Izhar be considered from the due date instead of the immediate effect so as to secure the seniority of the officer in the University.</p> <p>Consideration and approval of draft rules, Islamia College Peshawar. The Syndicate constituted a committee to vet the rules made by the rules framing committee before tabling it to the ensuing meeting of Syndicate. I was nominated by the Syndicate as member of the aforesaid committee but the same has not been reflected in the minute and my name is missing being member of the committee.</p>	<p>The minutes were recorded correctly in line with the recommendations of the Selection Board and subsequent approval of the Syndicate.</p> <p>The minutes were recorded correctly.</p>
<p>Agenda Item No. 7.4</p> <p>Agenda Item No. 12</p>	<p><u>Observations made by Mr. Muhammad Zafar Khan, Treasurer, ICP</u></p> <p>In decision after "the university". May be added "moreover, the case of Mr. Shafiq recommended and it was agreed that offer/office order will be issued with Islamia College Peshawar admissible time of joining i.e. 15 days.</p> <p>"It was decided that benefits will be given from that date of Syndicate".</p>	<p>Minutes were recorded correctly</p> <p>Incorporated according.</p>
<p>Agenda Item No. 7.3 (4) & 7.5 (5)</p> <p>Agenda Item No. 7.2 (4)</p>	<p><u>Observations made by Prof. Dr. Imtiaz Ahmad, Dean, Faculty of Natural Sciences, ICP</u></p> <ol style="list-style-type: none"> 1. Approval of the following recommendations made under increase policy: <ol style="list-style-type: none"> a. Dr. Safeer Ahmad Arbab, Recommended for Associate Professor of Physics b. Mr. Riaz Hussain, Recommended for Assistant Professor of English 2. Approval of the recommendation of Dr. Hamayun for Professor of Chemistry. 	<p>No observations whatsoever was recorded by the worthy member during the proceedings of the Syndicate meeting and the recommendations were approved unanimously.</p> <p>The Syndicate unanimously disapproved the increase policy and unanimously decided that appointment against various posts shall be made as per advertised post(s).</p>
<p>Page 2 Paragraph 3</p>	<p><u>Observations made by Mr. Awal Said, Lecturer, Dept. of English, ICP</u></p> <p>Such comments (commendation) are not to be made part of the minutes as there were many adverse comments about</p>	<p>Minutes were recorded correctly</p>

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<p>Agenda Item No. 05</p>	<p>the Registrar's office on many occasions, particularly for showing no sanctioned posts while making appointments.</p>	<p>Minutes were recorded correctly</p>
<p>Agenda Item No. 06</p>	<p>The decision has been recoded incorrectly and should be corrected as follows: in order to ensure the smooth functioning of the Departments, the Vice-Chancellor was authorized to appoint chairpersons of teaching departments in anticipation of approval by the Syndicate. There was no mentioning of removing the chairpersons.</p>	<p>Minutes were recorded correctly</p>
<p>Agenda Item No.07(a)</p>	<p>The decision has not been recorded completely. The following statement was also part of the decision. Some members also pointed out certain glaring discrepancies in the statutes concerned. Finally, it was decided to get clearance from the HEC regarding the criteria and procedure adopted, prior to sending the case the Senate for approval.</p>	<p>Minutes were recorded correctly</p>
<p>Agenda Item No.07(a)</p>	<p>My vote of dissent has not been recorded. I remind and request the Secretary that my vote of dissent with my argument regarding this item be included in the minutes. Everywhere in the world, matters are decided on the basis of the relevant rules or precedence. The Syndicate ICP in its 12th meeting approved the extra recommendations of the Selection Board. Ironically, it didn't approve extra recommendations by the SB in this meeting. Hence, it has violated its own precedence which is now a rule. I drew the attention of the august members of the Syndicate, but the decision was taken otherwise.</p>	<p>Minutes were recorded correctly</p> 
<p>Agenda Item No. 7.2 (11)</p>	<p>The Syndicate approved the recommendations of both the candidates as Associate Professor. Regarding this decision the Syndicate was intentionally kept in dark. As per the statutes of ICP (Powers and Functions of the Selection Board), only one of the two candidates whose marks are equal shall be considered. None of the members including myself pointed out (and I didn't know) this rule in the statutes, and the Registrar/Secretary who knows the statutes well seemed to have intentionally kept mum. Anyhow, our ignorance doesn't conceal the fact that only one of the two candidates is Associate Professor.</p> <p>In this particular case, it has been mentioned that this shall not be quoted as precedence in future. This comment was not the decision of the Syndicate. Moreover, writing this is against human logic, is a heinous discrimination against the citizens of this country, and smacks of illegal favor for the candidates. Hence this additional comment should to be deleted.</p>	<p>Correct to the extent that the Vice-Chancellor has casting marks in case of tie between two candidates in Selection Board, but for the reason the Vice-Chancellor did not exercise his power that's why the matter was placed before the Syndicate as approving authority, otherwise in case the Vice-Chancellor exercise his power, there was no need to place the case of both the recommendees before the Syndicate and in the instant case, recommendations of both the candidates were approved as special case by the Syndicate unanimously. Hence, minutes were recorded correctly.</p>
<p>Agenda Item No. 7.4 (6)</p>	<p>My vote of dissent has not been recorded regarding this decision. As per the statutes of ICP, there is no pass and fail</p>	<p>Minutes were recorded correctly</p>

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**OBSERVATIONS MADE ON THE MINUTES OF 16TH MEETING OF THE SYNDICATE,
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	of the candidates by the members of the Selection Board. Two applicant were called for interview. Where they interviewed? If no, why? If yes, why and how did the SB decided to re-advertise the post of Professor.	
	<u>Observations made by Dr. Muhammad Saleem Khan, Chairman, Dept. of Botany, Dr. Izhar Ahmad, Assistant Professor, Dept. of Botany and Mr. Awal Said, Lecturer, Dept. of English</u>	No observations whatsoever was recorded by the worthy member during the proceedings of the Syndicate meeting and the recommendations were approved unanimously.
Page 2 Paragraph 3	Such comments (commendation) are not to be made part of the minutes as there were many adverse comments about the Registrar's office on many occasions, particularly for showing no sanctioned posts while making appointments.	Minutes were recorded correctly
Agenda Item No. 05	The decision has been recoded incorrectly and should be corrected as follows: in order to ensure the smooth functioning of the Departments, the Vice-Chancellor was authorized to appoint chairpersons of teaching departments in anticipation of approval by the Syndicate. There was no mentioning of removing the chairpersons.	Minutes were recorded correctly
Agenda Item No. 7.2 (11)	The Syndicate approved the recommendations of both the candidates as Associate Professor. Regarding this decision the Syndicate was intentionally kept in dark. As per the statutes of ICP (Powers and Functions of the Selection Board), only one of the two candidates whose marks are equal shall be considered. None of the members including myself pointed out (and I didn't know) this rule in the statutes, and the Registrar/Secretary who knows the statutes well seemed to have intentionally kept mum. Anyhow, our ignorance doesn't conceal the fact that only one of the two candidates is Associate Professor. In this particular case, it has been mentioned that this shall not be quoted as precedence in future. This comment was not the decision of the Syndicate. Moreover, writing this is against human logic, is a heinous discrimination against the citizens of this country, and smacks of illegal favor for the candidates. Hence this additional comment should to be deleted.	Correct to the extent that the Vice-Chancellor has casting marks in case of tie between two candidates in Selection Board, but for the reason the Vice-Chancellor did not exercise his power that's why the matter was placed before the Syndicate as approving authority, otherwise in case the Vice-Chancellor exercise his power, there was no need to place the case of both the recommendees before the Syndicate and in the instant case, recommendations of both the candidates were approved as special case by the Syndicate unanimously. Hence, minutes were recorded correctly.
Agenda Item No. 7.4 (6)	My vote of dissent has not been recorded regarding this decision. As per the statutes of ICP, there is no pass and fail of the candidates by the members of the Selection Board. Two applicant were called for interview. Where they interviewed? If no, why? If yes, why and how did the SB decided to re-advertise the post of Professor.	Minutes were recorded correctly

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