



# ISLAMIA COLLEGE PESHAWAR

KHYBER PAKHTUNKHWA (PAKISTAN)

Tel: +92-91-9222013, Exchange: +92-91-9222227-31, Fax: +92-91-9222190

URL: [www.icp.edu.pk](http://www.icp.edu.pk) Email: [assistantregistrar@icp.edu.pk](mailto:assistantregistrar@icp.edu.pk)



No. 8900 /Meetings

Dated: 14/02/2022

To

All members of the Syndicate  
Islamia College Peshawar

Subject:- APPROVED MINUTES OF THE 30<sup>th</sup> MEETING (EMERGENCY) OF THE SYNDICATE, ISLAMIA COLLEGE, PESHAWAR HELD ON 03.02.2022

Dear Sir/Madam,

I am directed to enclose herewith a copy of the approved Minutes of the 30<sup>th</sup> meeting (Emergency) of the Syndicate held on 03.02.2022 at 02:00 pm in the Lawn, Registrar Office, Islamia College, Peshawar for your information and record.

It is clarified that being an emergency meeting of the Syndicate with a single item agenda, the decisions made by the Syndicate were recorded, proofread and got signed from the members on the same date, i.e., 03.02.2022

Thanking you.

Enclosed: As stated above

  
Registrar 14/02/22

Copy to:

1. Principal Secretary to the Honorable Chancellor ICP / Governor KP
2. Deputy Registrar (Meetings), ICP
3. Deputy Registrar (Academics), ICP
4. PSO to Vice-Chancellor, ICP
5. PS to Registrar, ICP
6. Master File

  
Registrar

**MINUTES OF THE 30<sup>th</sup> MEETING (EMERGENCY) OF THE SYNDICATE, ISLAMIA COLLEGE PESHAWAR HELD ON 03<sup>rd</sup> FEBRUARY 2022 AT 02:00PM IN THE MAIN COMMITTEE ROOM, ISLAMIA COLLEGE PESHAWAR**

The 30<sup>th</sup> Meeting (Emergency) of the Syndicate, Islamia College Peshawar was held on 3<sup>rd</sup> February, 2022 at 02:00PM in the Main Committee Room, Islamia College Peshawar under the chairmanship of the Prof. Dr. Gul Majid Khan, Vice-Chancellor, Islamia College Peshawar. The following attended the meeting:

1. **Prof. Dr. Gul Majid Khan**  
Vice Chancellor, Islamia College Peshawar
2. **Engr. Syed Imtiaz Hussain Gilani,**  
Nominee of the Chairman,  
Higher Education Commission, Islamabad
3. **Ms. Justice(R) Irshad Qaiser,**  
Nominee of Chief Justice,  
Peshawar High Court
4. **Prof. Dr. Abdus Salam,**  
Department of English
5. **Dr. Muradullah,**  
Director Student Affairs
6. **Dr. Saleem-ur-Rehman,**  
Department of Islamic Theology
7. **Mr. Adnan Farid,**  
Additional Secretary (Admn),  
Nominee of the Secretary to Government,  
Finance Department,  
Government of Khyber Pakhtunkhwa
8. **Mr. Javed Iqbal,**  
Deputy Secretary (Universities),  
Nominee of the Secretary to Government,  
Higher Education, Archives & Libraries Department,  
Government of Khyber Pakhtunkhwa
9. **Mr. Syed Habib ul Hasan Gilani**  
Deputy Secretary (Establishment),  
Nominee of the Secretary to Government,  
Establishment Department,  
Government of Khyber Pakhtunkhwa
10. **Dr. Khalid Khan,**  
Department of Chemistry
11. **Mr. Salah-ud-Din,**  
Department of Computer Science



12. **Mr. Hamid Mehmood Khan,**  
Treasurer,  
Islamia College Peshawar
13. **Mr. Zakaria**  
Assistant Librarian
14. **Mr. Ali Shah**  
Deputy Director (Web)
15. **Dr. Qasim Mansoor Jalali,**  
Registrar,  
Islamia College Peshawar

The meeting started with recitation of the Holy Quran. The Honorable Vice Chancellor welcomed and thanked the members of the Syndicate for attending the meeting which was called on a very short notice due to the urgency of the case. He also welcomed the three new members of the Syndicate from amongst the administrative officers of the University who were recently elected in their respective constituencies. He briefed the members of the Syndicate on the background of the case and the need for convening the instant meeting, after which the forum was opened for discussion.

**Agenda Item:** CONSIDERATION OF THE DECISION OF THE APPELLATE AUTHORITY / THE HONORABLE CHANCELLOR ISLAMIA COLLEGE PESHAWAR IN THE CASE OF DR. MADIHA ASGHAR, ASSISTANT PROFESSOR (TTS), DEPARTMENT OF PSYCHOLOGY, ICP

**Discussion:** The Syndicate was apprised that the case of Dr. Madiha Asghar, Assistant Professor (TTS), Department of Psychology, Islamia College Peshawar was placed on the agenda of the 27<sup>th</sup> meeting of the Syndicate held on 11.09.2021. It was inter alia decided in the said meeting to terminate her services and an Office Order No. 1924/Estt: dated. 06.10.2021 was issued to this effect. However, Dr. Madiha Asghar filed representation against her termination before the Worthy Governor, Khyber Pakhtunkhwa / Chancellor, Islamia College Peshawar in pursuance of Section 40 of the Khyber Pakhtunkhwa Universities Act 2012 (Amended 2016) and after hearing the stand of the Appellant and the respondent/Islamia College Peshawar, the Honorable Chancellor decided the appeal vide Order dated: 25.01.2022 which is reproduced as under:

*"And Now THEREFORE, in the light of above, I, Shah Farman, the Appellate Authority / Governor Khyber Pakhtunkhwa, in exercise of powers conferred upon me under Section 40 of the Khyber Pakhtunkhwa Universities Act, 2012, hereby set aside*



*the impugned order dated 06.10.2021 as the Syndicate has not exercised due diligence to meet the ends of justice. The Appellant is accordingly reinstated. However, the Syndicate may proceed against the Appellant upon considering a comprehensive evaluation report by DTRC or holding a regular inquiry that evaluates the performance of the Appellant on tenure track as per the laid down policy. The Appellant be served with a Show Cause Notice and afforded an opportunity of personal hearing by the Syndicate. The DTRC or Inquiry Committee must also give a patient hearing to the Appellant”.*



The cited Order dated. 25.01.2022 of the Honorable Chancellor was read by all members of the Syndicate so as to have a clearer picture of the background and reasons of the said Order and to arrive at a better line of action in light of the same.

The Nominee of the HED pointed out that since he was part of the decision made in the 27<sup>th</sup> meeting of the Syndicate as well as the hearing of the appeal of Dr. Madiha Asghar at the Chancellor's Secretariat, the main ground for the reinstatement of the Appellant are the minutes of the Departmental technical Review Committee (DTRC) dated 24.06.2016 wherein it has been recommended that the Appellant be tenured as Assistant Professor. He added that since these minutes were not placed before the Syndicate in its 27<sup>th</sup> meeting, it appeared as if the Syndicate has been kept in darkness about these minutes and consequently an uninformed decision had been taken. Due to this, it was difficult for the University administration to justify the order of the Appellant's termination at the stage of appeal. However, it was clarified to the forum that the DTRC minutes dated. 24.06.2016 are neither part of the personal file of the Appellant nor the Office of the Registrar and, therefore, the same could not be presented before the Syndicate. This point was endorsed by the Nominee of the Chief Justice as well as by the Nominee of the Establishment Department who both clarified that these minutes along with many other important letters/documents/correspondence came to surface only recently in the wake of the first meeting of the Committee dated. 03.01.2022. This Committee was constituted by the Syndicate in its 27<sup>th</sup> meeting held on 11.09.2021 with the mandate to fix responsibility on those responsible in the instant case and both the Nominee of the Chief Justice and the Nominee of the Establishment Department were present in the said meeting of the Committee. The record was mostly retrieved from the office of the then Dean, Faculty of



Social Sciences Arts and Languages. However, this record was unavailable at the time of the 27<sup>th</sup> meeting of the Syndicate and during the hearing of the appeal of Dr. Madiha Asghar and this apparently strengthened her case at the appeal stage which was accordingly decided in her favour.

In order to have a better understanding of the case, the Syndicate was apprised about the service structure of the TTS which is different from the BPS service structure. A faculty member appointed on TTS can be at the level of Assistant Professor, or Associate Professor or Full Professor. In case of appointment as Assistant Professor (which is also the case with Dr. Madiha Asghar), the eligibility criteria for appointment is PhD in the relevant field. However, after appointment, the TTS appointee is regularly evaluated against a well-known benchmark set by the Higher Education Commission of Pakistan (HEC) and implemented in the Islamia College Peshawar Tenure Track System Statutes 2016. Accordingly, the performance of such an appointee is evaluated at the end of each year. In particular, mid-term evaluation takes place at the end of third year while the final term evaluation takes place at the end of sixth year. Such mid and final term evaluation is a comprehensive exercise wherein the academic, research and teaching performance of the appointee is checked comprehensively by the concerned DTRC consisting of at least five members that is tenured professors, tenured associate professors or experts from the relevant field. Once the DTRC makes positive recommendations, the case is then sent to a Technical Review Panel (TRP) who are experts from technologically advanced countries and in case of positive recommendations from the TRP, the TTS faculty is tenured/promoted to the next grade after recommendation by the Selection Board and approval of the same by the Syndicate. With following this rigorous process, a TTS faculty cannot be granted tenure or promoted to the next stage. However, the most important criteria for promotion/appointment in the next grade (Tenured Associate Professors in the instant case) is the publication of at least 10 research papers published only in Journals recognized by the HEC for the TTS in the case of Assistant Professor, along with meeting other specific performance indicators which are well-known to the faculty working under the TTS system.

  The house was next apprised about the service history of Dr. Madiha Asghar vis-à-vis the record currently available and the cursory evaluation of her performance against the benchmark set for TTS faculty. It was noted that Dr.

Madiha Asghar was appointed as Assistant Professor on TTS vide Office Order No. 193; dated. 11.03.2010. After completion of the first three years, her performance was evaluated by the DTRC in March 2013 which recommended to grant her extension for the second term. However, the Syndicate observed serious lapses in the process including the following:

1. The DTRC consisted of only four members whereas the minimum number of DTRC members is five.
2. The DTRC members are not relevant to the field of Psychology to which Dr. Madiha Asghar belonged.
3. She has been granted 163 marks out of 100 marks.
4. No dossier was presented to or evaluated by the DTRC.

Albeit such lapses in the process of her evaluation, Dr. Madiha Asghar was granted extension for the second term of three years vide Office Order No. 00401/Estt; dated. 29.06.2013.

The Syndicate noted further that when the second three years term of her TTS contract was about to expire, it was the duty of Dr. Madiha Asghar to submit a comprehensive dossier consisting of all details and relevant annexures pertaining to her research, academic and teaching performance as the DTRC would make recommendation about her solely on the basis of such dossier. However, the record reveals that she failed to provide any dossier. In this regard, the Syndicate noted that vide letter No. 989/Psy dated. 06.06.2016 addressed to the Dean Faculty of Social Sciences Arts and Languages with the subject of *"Revised TTS Self Evaluation Report,"* Dr. Madiha Asghar submitted six envelopes containing proforma of her yearly performance reports. However, these proforma neither bear the signatures of the respective members of the DTRC, nor the signature of Dr. Madiha Asghar herself. Hence, submission of such proforma is like the non-submission of dossier.

It was further observed by the Syndicate that the then Dean Faculty of Social Sciences Arts and Languages vide his letter No. 2429-32/Dean/ICP, dated. 30.05.2016 called a meeting of the DTRC in respect of Dr. Madiha Asghar on 31.05.2016. However, no dossier consisting the academic, teaching and research progress/performance of Dr. Madiha Asghar is attached to this letter.

Similarly, no record could be found as to whether the scheduled meeting was held on 31.05.2016 or not. Likewise, a meeting of the DTRC of the Department of Psychology was held on 02.06.2016 under the Convenership of the then

Dean Faculty of Social Sciences Arts and Languages which was attended by Prof. Dr. Naushad Khan, Dean Faculty of Social Sciences Arts and Languages (Convener), Prof. Dr. Erum Irshad, Ex-Chairman, Department of Psychology, University of Peshawar (Member), Prof. Dr. Syed Kaneez Fatima, Principal, Home Economics, University of Peshawar (Member) and Dr. Hafiz Hifazat Ullah, Department of Islamic Theology, ICP (Co-opted member). In the absence of any dossier that contained the research, academic and teaching progress/performance of Dr. Madiha Asghar, the following recommendations were made by the DTRC:

***“The proformas, provided by Dr. Madiha Asghar were found blanked and the maximum information therein were irrelevant. The committee decided that in this form and with such ‘progress’ report, her case cannot be processed. Needless to say, in the meetings of the DTRC in the past, which were attended by Prof Dr. Muhammad Jehanzeb Khan Chairman, Department of Psychology University of Peshawar and other members of the committee, no recommendation in favour of Dr. Madiha Asghar was made due to the same reason.”***

The Syndicate noted that not only the above recommendations of DTRC are negative but they also refer to the negative recommendations of a previous meeting of the DTRC. This testifies that there was a previous meeting of the DTRC which also gave negative recommendations about Dr. Madiha Asghar, albeit the record of such DTRC recommendation is not available.

The house next turned to the meeting of the DTRC dated. 24.06.2016 which contain a single line recommendation in respect of Dr. Madiha Asghar as under:

*“to be tenured as Assistant Professor”*

which indeed is no recommendation for her promotion as she had already been working as Assistant Professor and needed to be recommended for promotion to Tenured Associate Professor. After scrutinizing these minutes, the Syndicate observed many other serious flaws in the minutes notable the following:

1. These minutes are not part of the personal file of Dr. Madiha Asghar, of the official record of the University

2. These minutes were recently received by the University administration as annexure to the appeal of Dr. Madiha Asghar filed before the Worthy Chancellor, Islamia College Peshawar.
3. The members of the DTRC are irrelevant and their number is less than 5 which is the minimum required number for DTRC.
4. The DTRC was not presented with and it did not consider any dossier to evaluate the performance of the forenamed.
5. Vide her letter No. 1001/Psy dated. 30.06.2016, Dr. Madiha Asghar sent these recommendations to the Office of the Registrar whereas as a candidate whose performance was evaluated by the DTRC, the minutes were to be sent by the then Dean to the Office of the Registrar and they were to be treated confidential. In particular, the minutes were not to be shared with the candidate at any cost.

In addition to the above, the Syndicate further observed that in the wake of the dubious minutes of the DTRC dated. 24.06.2016, Dr. Madiha Asghar addressed a number of letters wherein she requested that arrangement for her TRP may be made. These include her letter No. 1029/Psy dated. 28.07.2016 addressed to the Vice Chancellor and letter No. 1192/Psy dated. 23.12.2016 to the Assistant Registrar (Meetings). But as usual, she did not submit the prescribed dossier to be sent for evaluation by the TRP from Technical Advanced Countries. While such letters apparently show that Dr. Madiha Asghar was vigilant about her case, the Syndicate noticed some interesting subsequent record/correspondence which reveals that Dr. Madiha Asghar knew for sure that due to the serious lacunas in the DTRC minutes dated. 24.06.2016 highlighted above, these minutes are insufficient to support her case for further processing and therefore she needs to have another DTRC as per rules and as per the requirements of the TTS. This record/correspondence by Dr. Madiha Asghar took place in the wake of the Office of the Registrar's Letter No. 2233/Acad; dated. 09.07.2018 and Letter No. 2297/Acade; dated. 05.09.2018 asking her to conduct and submit evaluation as per the prescribed proforma after calling the DTRC meeting. In response to these two letters, Dr. Madiha Asghar, being the Head of Department, issued call letters for DTRC meeting on 13.11.2018 thereby scheduling a meeting of the DTRC on 27.11.2018. The said meeting did not yield any fruit because according to the statement of the then Dean who convened this meeting, Dr. Madiha Asghar did not submit any dossier to the DTRC on the basis of which her performance



could be evaluated. Afterwards, when Dr. Madiha Asghar was issued more than 10 letters between March 2019 and May 2021 asking her to submit her dossier/proforma for evaluation of her performance by the DTRC which is to be next sent for evaluation to the Technical Review Panel (TRP) from technologically advanced/developed countries, she not only failed to respond positively to the same but in response to one such Letter bearing No. 312/DFBSS/ICP; dated. 18.02.2020, she openly confessed her inability to submit her dossier in the following words:

***“Sorry for the late reply, as I had been busy in my reply to HEC, Islamabad for the observations on our Research Journal, PJPBS and arrangement for the timetable and workload of the new semester. As already communicated to your good office that all the detail will be provided once, the decision of HEC regarding PJPBS is received regarding my case. However, other teachers have not yet submitted any document for the subject cited above.”***

Not only this, vide her email dated. 13.06.2021 to the Registrar of the University, she asked for support in pursuing the case of recognition of her journal at HEC and issuance of NOC for this purpose. The Syndicate firmly concluded from this correspondence of Dr. Madiha Asghar that she was aware of the fact that the DTRC minutes dated. 24.06.2016 are valueless and this is why she herself called a meeting of the DTRC two years later in 2018 and further requested for help in recognition of her own journal by HEC and that too in the category acceptable for TTS appointment so that she could meet the minimum research criteria for the TTS faculty by publishing her papers in her own journal that is even beyond imaginations.

Lastly, the house turned attention towards the minutes of the DTRC dated 23.08.2021. Since no dossier was presented by her even this time, the DTRC recommended that the case is very old, its resolution is outside the domain of the DTRC and therefore it be placed before the Syndicate. The case was accordingly placed before the 27<sup>th</sup> meeting of the Syndicate and her services were consequently terminated.

After threadbare discussion on all aspects of the case, the service history of Dr. Madiha Asghar, the minutes of the various DTRCs held in respect of her and the latest data retrieved with respect to this case, the Syndicate turned towards the Order dated. 25.01.2022 of the Honorable Chancellor, Islamia College Peshawar. This Order was discussed in extensive depth. Various

options were presented by the members as to how the Syndicate can respond to this Order. One elected member raised the point that although the Order is based on Section 40 of the Khyber Pakhtunkhwa Universities Act 2012 (Amended 2016), Section 9(5)(b) of the Act ibid also seems relevant under which this case is now to be sent to and decided by the Senate, Islamia College Peshawar. He suggested that the appropriate forum for decision of this case is the Senate of the University. However, the Nominee of the HED and the Nominee of Finance Department clarified that Section 9(5)(b) pertains to serious irregularities or mismanagement with respect to the affairs of the University which is not the case here. The appeal has been decided in favour of the Appellant purely on technical basis and not on the basis of some serious mismanagement or irregularity and, therefore, the Syndicate is the appropriate forum for deciding this case. The house agreed to this interpretation.

On the question of what options are available with the Syndicate/University in response to the Order, one member referred to filing a writ petition in the Honorable High Court to impugn this Order. However, the rest of the house did not agree to this suggestion. Next, the option of filing a review to the Honorable Chancellor was also discussed as there is no other appellate authority to challenge the Order dated. 25.01.2022. However, this suggestion was also not accepted because it was pointed out by the Nominee of the HED that at the appeal stage, both the Appellant and the University administration were properly heard and were afforded opportunity to contest each other's stance. Consequently, filing a review does not seem a logical option as the University has already been heard, its stance noted and made part of the Order. He also added that the Act does not contain any provision with respect to filing of a review and therefore this option should not be considered. The forum agreed to his opinion and decided not to file a review. After threadbare discussion, the house unanimously agreed that the best option is to comply with the Order dated. 25.01.2022 in letter and spirit.

On the question of how to comply with the Order of the Worthy Chancellor, the relevant part of the Order was read and studied many time. In particular, the last para of the Order was focused by the forum. The house unanimously agreed that Dr. Madiha Asghar is reinstated after the order of her termination has been set aside by the Worthy Chancellor. However, on the question of whether any fresh order would be needed to reflect her reinstatement, it was agreed after discussion that the administration should only issue an order to

the effect of withdrawing its earlier Office Order No. 1924/Estt: dated. 06.10.2021 and it would be sufficient for her reinstatement.

Attention was then turned towards the question of whether to constitute an Inquiry committee or to arrange a DTRC meeting and this question was thoroughly deliberated. While both the options and their respective pros and cons were discussed, it was finally decided that instead of conducting inquiry, meeting of the DTRC would be arranged in compliance with the Order of the Honorable Chancellor. Dr. Madiha Asghar would be asked to present dossier consisting of her teaching, research and academic performance for the first nine years on TTS in light of the HEC rules. Such dossier would be examined by the DTRC which would also give its recommendation about her performance on the basis of the dossier presented to it. Once the DTRC gives its recommendations, the same would be placed before the Syndicate in its next meeting for further action.

The house also discussed the composition of the DTRC because currently, there are no Deans of faculties in the University. Likewise, the Department of Psychology, Islamia College Peshawar does not have Professors and Associate Professor (on BPS and TTS both). Due to this absence of Dean, Professors and Associate Professors, members from outside the Department would be required to compose the DTRC. After detailed deliberation, the Syndicate agreed to constitute a DTRC under the Convenership of the worthy Vice Chancellor, Islamia College Peshawar in place of the Dean Concerned and other external members of prominence which include both subject experts in Psychology and eminent researchers having expertise in TTS related affairs. The composition of the DTRC was diversified to make it as neutral and rich with expertise as possible.

After agreeing on the final decisions as noted below, the Syndicate directed the administration to issue an Office Order with respect to reinstatement of Dr. Madiha Asghar. It was further directed that she be issued a letter to submit a comprehensive dossier for the purpose of evaluation of her performance by the DTRC. Lastly, it was directed that the proposed meeting of the DTRC be held on 10.02.2022. It was directed that the administration should take action with respect to these three directions of the Syndicate without any further delay.



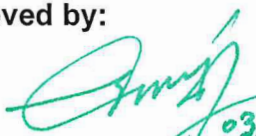
**DECISIONS:**

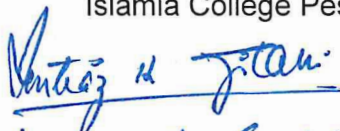
In light of the order of the Worthy Governor, Khyber Pakhtunkhwa/Chancellor, Islamia College Peshawar dated 25.01.2022, the Syndicate decided as follows:


1. Office Order No. 1924/Estt: dated. 06.10.2021 is hereby withdrawn.
2. The Syndicate decided to hold a fresh DTRC on 10.02.2022 to come up with comprehensive evaluation report in respect of Dr. Madiha Asghar.
3. Members of the DTRC mentioned in 2 above are:
  - a. The Vice Chancellor, Convener  
Islamia College Peshawar
  - b. Prof. Dr. Muhammad Jehanzeb Khan, Member  
Vice Chancellor, FATA University (Subject Expert)
  - c. Prof. Dr. Johar Ali, Member  
Vice Chancellor, Khushal Khan Khattak University, Karak
  - d. Prof. Dr. Hizbullah Member  
University of Peshawar
  - e. Prof. Dr. Imtiaz Ahmad, Member  
University of Peshawar
  - f. Prof. Dr. Farhana Jehangir, Member  
University of Peshawar (Subject Expert)
  - g. Prof. Dr. Erum Irshad, Member  
University of Peshawar (Subject Expert)
4. The DTRC shall only count dossier/testimonial up to Nine years from initial appointment as per HEC guidelines.

  
**Dr. Qasim Mansoor Jalali**  
Registrar,  
Islamia College Peshawar


**Approved by:**


  
**Prof. Dr. Gul Majid Khan**  
Vice-Chancellor,  
Islamia College Peshawar

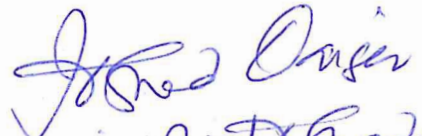
  
**IMTIAZ H. GILANI**


  
**ADNAN FARID.**


Minutes of the 30<sup>th</sup> Syndicate


  
**Dr. Muzafar Ullah**

  
**Zakia**

  
**Justice R. T. Ghadafi**

  
**Syed Habibul Hassan Gillani**

  
**Jawed Ishaq**  
DSL (I) H&I

  
**Prof. Abdus Salam**