



ISLAMIA COLLEGE PESHAWAR

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No. 9149 /Meetings

Dated: 16/06/2022

To

All members of the Syndicate
Islamia College Peshawar

Subject:- MINUTES OF THE 32nd MEETING OF THE SYNDICATE, ISLAMIA COLLEGE, PESHAWAR HELD ON JUNE 01, 2022

Dear Sir/Madam,

I am directed to refer to minutes issued vide letter No. 9116/Meeting dated 09.06.2022 and to inform you that since no observations have been received, therefore, the minutes of the 32nd meeting of the Syndicate held on June 01, 2022 have been confirmed.

Thanking you.


Registrar 16/06/22

Copy to:

1. The Deputy Registrar (Estt)
2. The Deputy Registrar (Meetings)
3. The PSO to Vice-Chancellor

Registrar

MINUTES OF THE 32nd MEETING OF THE SYNDICATE, ISLAMIA COLLEGE PESHAWAR HELD ON 1st JUNE, 2022 AT 09:00AM IN THE MAIN COMMITTEE ROOM, ISLAMIA COLLEGE PESHAWAR

The 32nd Meeting of the Syndicate, Islamia College Peshawar was held on 1st June, 2022 at 09:00 AM in the Main Committee Room, Islamia College Peshawar under the chairmanship of 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. **Ms. Justice (Rtd) Irshad Qaiser**,
Nominee of the Chief Justice, Peshawar High Court, Peshawar
3. **Prof. Dr. Muhammad Asif Khan**,
Ex-Vice Chancellor, University of Peshawar
Nominee of the Higher Education Commission
4. **Prof. Dr. Abdus Salam**,
Department of English, Islamia College Peshawar
5. **Dr. Muradullah**,
Director Student Affairs, Islamia College Peshawar
6. **Mr. Adnan Farid**,
Additional Secretary (Admn),
Nominee of the Secretary,
Finance Department,
Government of Khyber Pakhtunkhwa
7. **Mr. Javed Iqbal**,
Deputy Secretary (Universities),
Nominee of the Secretary,
Higher Education, Archives & Libraries Department,
Government of Khyber Pakhtunkhwa
8. **Mr. Syed Habib ul Hasan Gilani**
Deputy Secretary (Establishment),
Nominee of the Secretary,
Establishment Department,
Government of Khyber Pakhtunkhwa
9. **Mr. Hamid Mehmood Khan**,
Treasurer, Islamia College Peshawar
10. **Mr. Zakaria**
Assistant Librarian, Central Library, ICP
11. **Mr. Ali Shah**
Deputy Director (Web), Islamia College Peshawar
12. **Dr. Qasim Mansoor Jalali**,
Registrar, Islamia College Peshawar

The meeting started with recitation of few verses from the Holy Quran. The Honorable Vice-Chancellor welcomed and thanked all the members of the Syndicate, specially the external



members, for sparing their precious time to attend the meeting. He apprised that with the valuable input from the members of this august forum in the previous meetings, improvements have been made in certain areas and the administration is determined to learn and benefit from the diverse experience shared by the learned Syndicate members. He further added that like in the past, the forum will ensure to make all the decisions strictly in accordance with the rules and statutes in vogue. At this stage, an elected member of the Syndicate raised query about the quorum of the meeting. It was clarified in response that the quorum for holding meeting of the Syndicate is two-third of the total members, excluding the vacant categories and, therefore, the quorum of the instant meeting is not an issue.

Afterwards, the Secretary was asked to present the agenda items of the meeting one by one.

Item No.01: MINUTES AND COMPLIANCE REPORTS OF THE 31ST MEETING OF THE SYNDICATE HELD ON 27.02.2022 RESPECTIVELY

Discussion: Threadbare discussion took place on the decision made in respect of grant of MPhil allowance to the holders of MS/LLM degrees. Three members of the Syndicate from the administrative officers' constituencies requested that the matter be reconsidered because it has minimum financial impact upon the University. But it was clarified in response that once a decision is made by the Syndicate, without a vote of dissent being recorded against it during the meeting, and the same is recorded correctly, it cannot be altered, deferred or withdrawn upon "request" while confirming the minutes. Sufficient clarification was also provided on what constitutes a "dissent" vis-à-vis "observation" and how the instant plea is only a "request".

Decision: The Syndicate considered the minutes and compliance report of the 31st meetings of the Syndicate and confirmed the same.

Item No.02: CONSIDERATION OF THE MINUTES OF THE 19TH MEETING OF THE FINANCE AND PLANNING COMMITTEE HELD ON 23.05.2022

Decision: After threadbare discussion, the Syndicate considered the minutes of the 19th meeting of the Finance and Planning Committee held on 23.05.2022 and decided as under:

Item No.	Agenda	Decision of the Syndicate.
01	Minutes and Compliance Report on the 18th Meeting of the Finance & Planning Committee	Confirmed

02	Consideration of the Revised Budget for FY 2021-22 and Budget Estimates for FY 2022-23	<p>Discussion: The Treasurer briefed the forum about the Revised Budget for FY 2021-22 and Budget Estimates for FY 2022-23. Nominee of the Secretary Finance drew attention to the directives given by the Governor's Secretariat regarding preparation of budget for the next financial year. He further added that justification for the increase in Establishment and other charges may also be provided. Regarding, the increase in Establishment charges, the Registrar informed the Syndicate that some of the posts have been advertised in 2017 and 2019 which are being processed through the statutory bodies. The Treasurer informed that two months vacant posts impact has been reflected in the budget estimates FY 2022-23 which is approximately Rs. 72-million. Furthermore, the DRA @15% notified by the Finance Department, Government of Khyber Pakhtunkhwa has been reflected in the Budget Estimates FY 2022-23 which is approximately Rs. 61.288-million. It was further informed that an amount of 154-million has been allocated in the Budget Estimates FY 2022-23 under the head contribution/transfer to pension fund. With reference to a query by the nominee of Secretary Finance regarding the surplus of Rs. 49.931 million in the revised estimates FY 2021-22, the Treasurer informed that Rs. 75 million grant has been received from the Provincial government and Rs. 200 million will be received shortly are included in the revised estimates. Furthermore, an amount of Rs. 29.865-million has been allocated in the Revised Estimates FY 2021-22 instead of 167.649 million in the Budget Estimates FY 2021-22. In addition to this, the university has taken various measures that has significantly reduced various expenditures.</p> <p>Decision: The Syndicate recommended the Revised Estimates 2021-22 & Budget Estimates 2022-23 for approval of the Senate along with the incorporation of financial impact of the changes made by the Syndicate.</p>
03	Increase in the rate of House Rent Allowance 2021	Deferred.
04	Grant of Disparity Reduction Allowance @15% 2022	Recommendations of the F & PC approved.
05	Game Instructor Allowance @ Rs.3000/- per month(for ICS)	Approved




06	Across the board implementation of Late Fee Policy	Approved														
07	Across the board implementation of Admission Fee refund policy	Approved														
08	Consideration of the recommendations of the committee constituted vide Notification no.3326/Acad dated 20.12.2019(<i>regarding remuneration of BS Student thesis/research report evaluation</i>)	After extensive discussion, it was unanimously decided that payment rates in connection to BS level shall be sought from Public Sector Universities of Khyber Pakhtunkhwa, the average of that be routed through F&PC and got approved from the Syndicate for onward payment.														
09	Fee for verification of documents from abroad students @ 20\$	Approved														
10	Minutes of the meeting of the committee regarding rates for supervision of M.Phil and Ph.D notified vide No.1100/Estt: dated: 13/05/2022 held on 16/05/2022 at 11:00 AM in the Committee Room of Registrar Office, Islamia College, Peshawar.	After extensive discussion, it was unanimously decided that payment rates in connection to M.Phil/Ph.D level shall be sought from Public Sector Universities of Khyber Pakhtunkhwa, the average of that be routed through F&PC and got approved from the Syndicate for onward payment.														
11	Re-appropriation of budgetary heads for the Financial Year 2021-22	Approved														
12	Post creation/re-designation	<p>The Syndicate did not accede to the recommendations of the Finance & Planning Committee regarding constitution of the Committee and decided to re-designate the following vacant budgeted positions as mentioned against each in the Budget Estimates 2022-23.</p> <table border="1"> <thead> <tr> <th>Name of the existing post</th> <th>Re-designated As</th> </tr> </thead> <tbody> <tr> <td>Deputy Director Sports (BPS-18)</td> <td>Deputy Registrar (BPS-18)</td> </tr> <tr> <td>Deputy Director Training (BPS-18)</td> <td>Deputy Registrar (BPS-18)</td> </tr> <tr> <td>Staff Officer (BPS-19)</td> <td>Deputy Registrar (BPS-18)</td> </tr> <tr> <td>Senior M.O Ali Muhammad Jan Orakzai (BPS-19)</td> <td>Deputy Controller of Examinations (BPS-18)</td> </tr> <tr> <td>Deputy Treasurer(Procurement) (BPS-18)</td> <td>Deputy Director Audit (BPS-18)</td> </tr> <tr> <td>Museum Curator Zoology (BPS-18)</td> <td>Deputy Librarian</td> </tr> </tbody> </table>	Name of the existing post	Re-designated As	Deputy Director Sports (BPS-18)	Deputy Registrar (BPS-18)	Deputy Director Training (BPS-18)	Deputy Registrar (BPS-18)	Staff Officer (BPS-19)	Deputy Registrar (BPS-18)	Senior M.O Ali Muhammad Jan Orakzai (BPS-19)	Deputy Controller of Examinations (BPS-18)	Deputy Treasurer(Procurement) (BPS-18)	Deputy Director Audit (BPS-18)	Museum Curator Zoology (BPS-18)	Deputy Librarian
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			(BPS-18)
		Librarian (BPS-20)	Deputy Librarian (BPS-18)
		Director Training (BPS-20)	Deputy Provost (BPS-18)
13	Policy/frame work for matters pertaining to Internal Audit Function	Approved	
14	Consideration of the Developmental Budget for FY 2022-23	Approved	

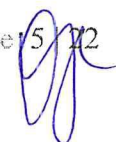
Item No.03: APPROVAL OF THE MINUTES OF THE 38TH SELECTION BOARD HELD ON 29-30 JANUARY, 2022

Discussion: The Registrar informed the Syndicate regarding HED letter No.SO(U-I)/HE/8-10/ICP/Syndicate dated: 27th May, 2022 wherein it was instructed that Selection Board agenda item may be removed from the instant Syndicate meeting and the same be placed in separate Syndicate meeting as single agenda item to discuss in detail the recommendations of Selection Board.

Decision: The Syndicate deferred the item and directed to place it before a separate meeting of the Syndicate as single agenda item.

Item No.04(a): REPLY TO THE SHOW CAUSE NOTICE SERVED UPON DR. MADIHA ASGHAR, ASSISTANT PROFESSOR (TTS), DEPARTMENT OF PSYCHOLOGY, ICP AND PERSONAL HEARING

Discussion: The house was apprised that Dr. Madiha Asghar was initially appointed as Assistant Professor on TTS basis vide Office Order No. 193; dated. 11.03.2010 and she joined her duties vide Letter dated. 11.03.2010. After completion of the first three years on probation, her performance was evaluated by the Departmental Technical Review Committee (DTRC) in March 2013 which recommended to grant her extension for the second term. Notwithstanding serious flaws in her performance review (like DTRC consisting only of four members (Dr. Naushad Khan, Dean Faculty of S&B Behavioral Sciences, Dr. Sareer Badshah, Director Quality Enhancement Cell, Dr. Nasib Dar Mohammad, Convener TTS Review Committee and Dr. Kaneez Fatima, Deptt. of Psychology, UoP), their irrelevancy to the field of Psychology, and awarding her 163 marks out of 100 marks), she was granted second term probation vide Office Order No. 00401/Estt; dated. 29.06.2013 without mentioning effect / date of renewal.

As per the TTS Statutes/Rules, Dr. Madiha Asghar was duty bound to perform according to a well-established TTS criteria. And to evaluate her performance, she was bound to submit a dossier on the prescribed format/proforma consisting of her performance data for consideration of the DTRC, which would be followed by her performance evaluation by a Technical Review Panel (TRP) from technologically advanced/developed countries.

The record reveals 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. The letter was addressed to Prof. Dr. Muhammad Jehanzeb Khan, Chairman Department of Psychology, University of Peshawar, Prof. Dr. Maha Nazir Riaz, Ex-Dean, Faculty of Social Sciences, University of Peshawar, Prof. Dr. Iram Irshad, Ex-Chairperson, Department of Psychology, University of Peshawar and Prof. Dr. Syed Kaneez Fatima, Principal, College of Home Economics, University of Peshawar. 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.

In this connection, another meeting of the DTRC of the Department of Psychology was scheduled on 02.06.2016 (just after a gap of only one day) 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. Iram 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.”

Needless to highlight that the above recommendations refer to a previous meeting of the DTRC that might have been ended without any conclusive and written decision, and that could not be traced in the official record.

A letter No. 989/Psy, dated. 06.06.2016 was addressed by Dr. Madiha Asghar to the Dean Faculty of Social Sciences Arts and Languages with the subject of “Revised TTS Self Evaluation Report” which is accompanied by six envelopes containing proformas of her yearly performance reports. However, these proformas neither bear the signatures of the respective members of the relevant committee, nor the signature of Dr. Madiha Asghar herself. She also requested for arrangement of her DTRC meeting in the same letter.

Later on, another meeting of the DTRC was scheduled on 24.06.2016 which was attended by Prof. Dr. Naushad Khan, Dean Faculty of Social Sciences Arts and Languages (Convener), Prof. Dr. Iram Irshad, Ex-Chairperson, Department of Psychology, University of Peshawar (Member), Prof. Dr. Syed Kaneez Fatima, Principal, College of Home Economics, University of Peshawar (Member) and Dr. Hafiz Hifazat Ullah, Department of Islamic Theology, ICP (Co-opted member). Once again, no dossier was submitted by Dr. Madiha that contained the research, academic and teaching progress/performance and final term review of Dr. Madiha Asghar. Hence, the following faculty recommendations were made in respect of Dr. Madiha Asghar:

“To be tenured as Assistant Professor”.

It is worth mentioning that no such position of “Tenured Assistant Professor” exists in the TTS Statutes. Dr. Madiha Asghar forwarded the minutes of the above-mentioned meeting of the DTRC to the office of the Registrar vide her letter No. 1001/Psy, dated. 30.06.2016. However, she did not attach any dossier which could clarify her research, academic and teaching progress/performance for the past six years except six yearly unsigned evaluation proformas.



Dr. Madiha Asghar vide letter No. 1029/Psy, dated. 28.07.2016 requested the Vice Chancellor that her TTS evaluation is not complete due to non-evaluation by TRP. She requested that arrangements be made for her performance evaluation by TRP. Once again, she did not attach any dossier with her letter.

The record further reveals that she addressed another letter No. 1192/Psy, dated. 23.12.2016 to the Assistant Registrar (Meetings) requesting that her case for TRP may be expedited. As usual, there was no dossier attached with her letter without which her case could not be processed further.

It is pertinent to mention that most of the above correspondence (para 4 to para 10 above like letter vide No. 762/Estt: dated 27.04.2021, 1020/Estt: dated 26.05.2021, 237/Estt: dated 28.04.2021, 248/Estt: dated 27.05.2021, 331/FBBS: dated 27.02.2020, 289/DFBSS/ICP dated 3.01.2020, 312/DFBSS dated 18.02.2020, 8311/Meetings dated 11.03.2020, 312/DFBSS dated 10.02.2020, 243/FBSS dated 14.10.2019, 245/FBSS dated 21.10.2019, 2233/Acad dated 09.07.2018, 2297/Acad dated 05.09.2018) pertaining to the DTRC/TRP of Dr. Madiha Asghar 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 27th meeting held on 11.09.2021 with the mandate to fix responsibility on those responsible in the instant case. The record was mostly retrieved from the office of the then Dean, Faculty of Social Sciences Arts and Languages.

As per the record available in the personal file of Dr. Madiha Asghar, she was asked by the Office of the Registrar to submit her dossier for evaluation on numerous occasions. For instance, the Registrar, Islamia College Peshawar vide letter No. 2233/Acad; dated. 09.07.2018 and letter No. 2297/Acad dated. 05.09.2018 asked her to conduct and submit evaluation as per the prescribed proforma after calling the DTRC meeting.

In response to the above letters, Dr. Madiha Asghar, being the Head of Department herself, issued call letters for DTRC meeting on 13.11.2018 thereby scheduling a meeting of the DTRC on 27.11.2018. It merits mentioning that 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.



After Dr. Madiha Asghar did not respond positively to these letters, she was issued more than ten letters between March 2019 and May 2021 asking her to submit her dossier on prescribed proforma for evaluation by the DTRC and to be sent for evaluation by the Technical Review Panel (TRP) from technological advanced / developed countries. However, she failed to do the needful in this connection. It is worth mentioning that in response to one such Letter bearing No. 312/DFBSS/ICP; dated. 18.02.2020, she 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.

Dr. Madiha Asghar also sent an email to the Registrar of the University on 13.06.2021 asking for support in pursuing the case of recognition of her journal at HEC and issuance of NOC for this purpose. This shows that she was solely relying on the anticipatory recognition of her journal by HEC in which she had published her research papers, which, as per her desire, would be presented in the dossier that she would submit for evaluation by the DTRC and TRP.

It is clear from the preceding paras that Dr. Madiha Asghar did not comply with the requirements of her TTS position. In particular, she miserably failed to be appointed /tenured as Associate Professor after completion of 6 years on probation as envisaged in the HEC's Letter No. CON.QA/HEC/TTS-137/322, dated. 04.12.2017 as follows:

On completion of six year probation period as Assistant Professor, University must finalize his/her case for appointment/tenure as Associate Professor for which the evaluation process must be initiated soon after completion of five and a half years. After six years, if the decision is not taken, all the financial cost will be borne by the university itself for Assistant Professor on tenure track.

After Dr. Madiha Asghar failed to respond positively to the calls of the University administration, her case was placed for final decision before the DTRC which held its meeting on 23.08.2021. Since no dossier was presented by her even this time, the DTRC recommended that:

The case seems quite old. The DTRC suggests that the instant case may be discussed at proper forum for a decision as per HEC's guidelines/TTS Statutes.

In pursuance of the DTRC's recommendation, her case was placed before the 27th meeting of the Syndicate held on 11.09.2021 and after thorough deliberation, the Syndicate decided as follows:

“Decision: Therefore, the Syndicate decided the following;

(1) Dr. Madiha Asghar is terminated with immediate effect under intimation to Higher Education Commission Islamabad.

(2) The following Committee is constituted to fix responsibility on those responsible in the instant case;

- 1. Ms. Justice (Retd) Irshad Qaiser..... Convener***
- 2. Dr. Tahir Sarwar, Ex-Director QEC, AUP.....Member***
- 3. Nominee of HED.....Member***
- 4. Nominee of EstablishmentMember***
- 5. Registrar or his nominee.....Secretary***

ToRs of the Committee are;

- A. To fix responsibility and recommend action against those responsible for keeping Dr. Madiha Asghar in service of the University in utter violation of the relevant Statutes.***
- B. The Committee shall submit its report before the ensuing meeting of the Syndicate”.***

As per the decision of the Syndicate, the services of Dr. Madiha Asghar were terminated. A committee was also constituted which held its first meeting dated 31.12.2021 to probe into the case and fix responsibility upon those who kept her in the service of the University for so long.

In response to her termination, she preferred an appeal to the Chancellor. Simultaneously, Dr. Madiha Asghar had also filed a writ petition in the

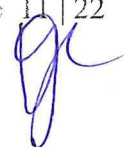
Honorable Peshawar High Court in violation to the statutory requirements to be followed in such cases. Later on, the said petition was withdrawn by her. The Honorable Chancellor, Islamia College Peshawar/Governor, Khyber Pakhtunkhwa decided her appeal vide Order dated 25.01.2022. Operative part of the Order is reproduced as under:

07. 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 evaluated 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 Syndicate in its 30th Meeting (Emergency) thoroughly discussed the Order of the Chancellor dated 25.01.2022 and decided as:

“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.”**

In pursuance of decision of the Syndicate the Committee was notified vide No.346/Estt: dated 04.02.2022; whereas Dr. Madiha Asghar was informed vide letter No.344/Estt: dated 04.02.2022 to submit dossier, complete in all respect, on or before 09.02.2022,

Meeting of the Committee was convened vide letter No.353/Estt: dated 07.02.2022, whereas Dr. Madiha Asghar was directed to appear before DTRC vide letter No.361/Estt: dated 08.02.2022.

HEC Notification No. 15-54/HEC/A&C/2020/1883 dated 16.10.2020 adopted by the Syndicate Islamia College Peshawar in its 24th meeting held on 30.12.2020 was discussed at length.

The DTRC held its 1st meeting on 10.02.2022. Dr. Madiha Asghar submitted dossier on 09.02.2022 containing the following documents:

1. ***My Academic Record / Job experience / Workshops Seminars Attended before 2010/and my contributions in Islamia College Peshawar.***
2. ***Documents for the Year 2010-2011***
3. ***Documents for the Year 2011-2012***
4. ***Documents for the Year 2012-2013***
5. ***Documents for the Year 2013-2014***
6. ***Documents for the Year 2014-2015***
7. ***Documents for the Year 2015-2016***
8. ***Documents for the Year 2016-2017***
9. ***Documents for the Year 2017-2018***



10. Documents for the Year 2018-2019

11. Documents for the Year 2019-2020

12. Copies of Articles Published

13. Research Journal, Peshawar Journal of Psychology and Behavioral Sciences (Internationally indexed in indexing agencies of repute duly recognized by HEC yet pending in HEC, Islamabad since 2019 to be recognized).

Research Articles were sent to Director Quality enhancement Cell, ICP vide letter No. 8897/Meetings dated 09.02.2022 for evaluation. Report received from Assistant Registrar (QEC) vide letter No. 189/QEC/ICP dated 09.02.2022 states that she had only **two valid publications** between March'2010 to March'2019. Although, according to the TTS Statutes she was required to publish 10+3=13 articles during 9-years. In pursuance of Order dated 25.01.2022 of the Honorable Governor/Chancellor, Islamia College Peshawar, Dr. Madiha Asghar was also heard in person where different questions were posed upon her but she could not respond satisfactorily.

After thread-bare discussion, the DTRC recommended to give her another additional chance that:

“She is required to submit self-assessment report in consolidated form for the period 2010-2019 (year wise) for review by the DTRC constituted for the purpose by the Syndicate on or before 16.02.2022, in case of failure, ex-party decision will be taken”.

In order to consider dossier along with self-assessment report for the review period i.e. 2010-2019, the second meeting was convened. However, no such dossier and self-assessment report was submitted by Dr. Madiha Asghar, as she was informed vide Letter No. 389/Estt: dated 11.02.2022.

During the meeting, Sections 2.10.2.3, 2.1 (a) & (b) of TTS Statutes, 2016 were discussed at length.

The Committee was informed that Dr. Madiha Asghar had sent an email on 19.02.2022 to the Chairman, Higher Education Commission with respect to recognition of the Journal of the Department. The same email was then forwarded to Mr. Asif Hussain, Director (Research Publication Section),

Research & Innovation Division, HEC. She also approached the Governor, Khyber Pakhtunkhwa/Chancellor on 21.02.2022 with subject "Application for issuance for Directions to Higher Education Commission, Islamabad, Pakistan".

The Committee, after going through the whole record, found that despite repeated requests, the candidate could not submit proper dossiers for evaluation as per TTS Statutes. After looking into different parameters, the Committee, based on QEC report regarding her list of publications, found that only 02 publications are endorsed in the HEC recognized journals considered for TTS, whereas, the required number of publications in the instant case is 13 (4+3 in last 05 years are required) in the 09 years' time till March 2019. A TTS faculty (Assistant Professor) is retained on probation for 06 years (03 years first term followed by a 03 years second term appointment) which can be extended to 09 years at maximum, whereas, the candidate has been serving on TTS as Assistant Professor since March'2010.

Based on this deficiency, the Committee could not recommend her for a tenured position of Associate Professor. However, she, if feels aggrieved, may approach Higher Education Commission as per letter No. 15.54/Coord/2019/HEC/(QAD)/119 dated 07.02.2022.

Recommendations of the DTRC were placed before the 31st meeting of the Syndicate held on 27.02.2022. The Syndicate decided as under:

"In light of the above facts and to ensure compliance of the directives of the Honourable Governor, Khyber Pakhtunkhwa issued vide Order Dated: 25.01.2022, a Show Cause Notice be served upon Dr. Madiha Asghar, Assistant Professor (TTS), Department of Psychology, Islamia College Peshawar under the Islamia College Peshawar Tenure Track System Statutes, 2016 read with the Islamia College Peshawar Efficiency & Discipline Statutes, 2016 by the Vice-Chancellor, Islamia College Peshawar. It is worth mentioning here that under the TTS Statutes, there is no requirement of serving Show Cause Notice in case of those who are unable to fulfill the eligibility requirements for promotion to Tenured Associate Professor within a period of 06 years (now extendable by 03 years-up to a total of 09 years).

Moreover, the forenamed be given a chance to appear for personal hearing before the ensuing meeting of the Syndicate, if she desires so".



In pursuance of decision made by the Syndicate in its 31st meeting, a show cause was served upon Dr. Madiha Asghar, Assistant Professor (TTS), Department of Psychology, ICP vide No. 916/Estt: dated 18.04.2022. She submitted her response vide No. Nil dated 25.04.2022, which was perused by the Syndicate in detail in its 32nd meeting held on June 1st 2022. As she had also requested for personal hearing before the Syndicate, therefore, she was informed vide No. 1206/Estt: dated 30.05.2022 to appear before the Syndicate.

Dr. Madiha Asghar was heard by the Syndicate patiently. She explained her case by focusing on her contribution in the form of initiating a Research Journal (not yet recognized by HEC) which she claimed to be of international repute and international standards. She also explained how she has been involved in delivering various trainings and starting a diploma in the Department of Psychology, Islamia College Peshawar. She also added that she alone established the Department of Psychology, Islamia College Peshawar. However, she was asked if she has published the required number of publications in HEC's recognized national and/or international journals during the period March-2010 to March-2019. She responded negatively. She was also asked to point out any provision whereby an Assistant Professor on TTS can be retained beyond the maximum period of 09 years, but she failed to refer to any such provision.

After threadbare discussion, the Syndicate found the response of Dr. Madiha Asghar non-satisfactory. Resultantly, it was concluded that the Syndicate has fulfilled all the legal and codal formalities in the case of Dr. Madiha Asghar as directed by the Honorable Chancellor and as required under the laws in vogue. It was also unanimously resolved that Dr. Madiha Asghar does not have the required number of publications under her belt even after the lapse of considerable years. Therefore, in light of the TTS Statutes, there can be no justification for keeping her in service of the University further.

Decision: After threadbare discussion, the Syndicate decided for the 2nd time to dispense with the services of Dr. Madiha Asghar, Assistant Professor, Department of Psychology, Islamia College Peshawar with immediate effect. Moreover, the Syndicate directed to pay her for the services she rendered from the date of her re-instatement i.e. 25.01.2022 (the date of the Order of



the Honorable Chancellor) till 01.06.2022 (the date of the 32nd meeting of the Syndicate).

Item No.04(b): CONSIDERATION OF THE CASE OF DR. LAL BADSHAH, ASSISTANT PROFESSOR, DEPARTMENT OF CHEMISTRY, ICP REGARDING ABSENCE FROM DUTY

Discussion: The forum was apprised that the Syndicate in its 28th meeting held on 18.12.2021 constituted a Committee to probe into the case of Dr. Lal Badshah and proceed against him under the Islamia College Peshawar Employees Efficiency & Discipline Statutes, 2016. Meanwhile, Dr. Lal Badshah applied for one year EOL for Post-Doctorate which was not acceded to and the same decision was communicated to him vide letter No.869/Estt Dated: 13.04.2022. However, he was absent from his duty since 30.03.2022 which was reported by the Chairman, Department of Chemistry vide letter 160/Chem dated: 04.04.2022. As a result of his unauthorized absence, he was issued notices of absentee on 20.04.2022 and 29.04.2022, respectively, to which he did not reply. Later on it was revealed that he had gone abroad without any NOC. Hence, Dr. Lal Badshah communicated with the Registrar through an email sent to him on 30.05.2022 wherein he stated that he has submitted an appeal to the Minister for Higher Education Department regarding rejection of his application for EOL which he hopes to be considered favourably. He further threatened in his email reply that if the University still does not want to grant him EOL/Leave without Pay, then he will render resignation so that after completion of Post-Doc studies, he can find a job in Peshawar on his return.

Decision: The Syndicate authorized the Vice-Chancellor to serve Show Cause Notice upon Dr. Lal Badshah on the grounds of willful absence, leaving the country without prior permission/NOC from the University and communicating/appealing to unauthorized/outside forum without routing it through proper channel. Further, it was decided that opportunity of personal hearing before the Syndicate may also be offered to him.



Item No.05: RE-CONSTITUTION OF THE COMMITTEE NOTIFIED VIDE NOTIFICATION NO. 1971/ESTT: DATED 13.10.2021 WITH REGARD TO FIXING RESPONSIBILITY ON THE OFFICER(S) WHO WAS / WERE INSTRUMENTAL IN MANIPULATING THE APPOINTMENT OF MR. MUHAMMAD SHEHZAD.

Discussion: The forum was apprised that the Committee held its meeting on 04.01.2022 under the Convenership of the Vice-Chancellor, University of Peshawar. However, the Convener thereafter excused in writing to continue, any further, as convener of the said committee. It was also shared with the House that all other members of the Committee have signed the minutes of the Committee wherein it has been recommended to serve show-cause upon those responsible in the instant case.

Decision: The Syndicate authorized the Vice-Chancellor to re-constitute the Instant Committee and to serve show cause upon all those identified in the report of the Probe Committee in light of the recommendations of the Instant Committee. The responses received therefrom will be placed before the reconstituted Committee for further proceedings under the Islamia College Peshawar Employees Efficiency & Discipline Statutes, 2016.

Item No.06: ADOPTION OF HIGHER EDUCATION COMMISSION NOTIFICATION(S) (REGARDING TTS FACULTY)

Discussion: The forum was apprised that previously, cases of TTS faculty regarding their initial appointment and promotion were sent to HEC for endorsement. But now, HEC has authorized the Universities to deal cases of initial appointment, grant of tenureship and promotion of TTS faculty members without the need for HEC endorsement. Nominee of the HEC, Prof. Dr. Muhammad Asif Khan, Ex-Vice-Chancellor, University of Peshawar suggested to incorporate these changes in the Islamia College Peshawar TTS Statutes-2016, so as to avoid complication in the future. It was however clarified that these directives are only procedural in nature and there is no need for amendments in the Statutes for incorporation of the same.

During the course of discussion, attention of the forum was drawn to the query that whether the TTS faculty carry their posts at the time of promotion, or they occupy the already vacant positions in their respective Departments. It was clarified at this query that currently in ICP, the TTS faculty occupy the higher



vacant posts on their promotion available in the budget and the lower posts are vacated.

The house was apprised that the TTS faculty only need a vacant budgetary post at the time of their initial recruitment on TTS basis, but there is no such requirement at the time of their promotion to the next higher position. To endorse this position, the Secretary of the Syndicate drew the attention of the forum to the Office Orders of TTS faculty issued by the University of Agriculture, Peshawar containing the word: "along with the upgradation of their substantive post." The house unanimously agreed with suggestion to upgrade the posts to next higher grades and reflect its impact in the budget.

Decision: The Syndicate unanimously agreed to the suggestion regarding the upgradation of TTS posts along with the incumbents. The Treasurer was directed to reflect the changes in the Budget accordingly to be placed before the Senate.

Item No.6 (a): ADOPTION OF THE HIGHER EDUCATION COMMISSION NOTIFICATION NO.15-54/COORD/2019/HEC/(QAD)/119 DATED 07.02.2022 (REGARDING INITIAL APPOINTMENT OF TTS FACULTY MEMBERS, GRANT OF TENURE TO TTS FACULTY MEMBERS AND PROMOTION OF TTS FACULTY MEMBERS)

Decision: The Syndicate considered the letter and adopted the same. The Syndicate authorized the Vice-Chancellor to constitute a committee to review the cases of initial appointment, grant of tenure and promotion before the cases are endorsed by the University as per HEC guidelines.

Item No.6 (b): ADOPTION OF THE HIGHER EDUCATION COMMISSION NOTIFICATION NO.15-54/COORD/2019/HEC/(QAD)/212 DATED 02.03.2022 (REGARDING APPOINTMENT OF TTS FACULTY ON ACADEMIC ADMINISTRATIVE POSITIONS)

Decision: The Syndicate considered the letter and adopted the same.

Item No.6(c): ADOPTION OF THE HIGHER EDUCATION COMMISSION NOTIFICATION NO.15-54/COORD/2019/HEC/(QAD)/213 DATED 02.03.2022 (REGARDING RESTRICTION ON REAPPOINTMENT AS TTS FACULTY AFTER RESIGNATION FROM TTS SERVICE)

Decision: The Syndicate considered the letter and adopted the same.

Item No.07: CONSIDERATION OF HIGHER EDUCATION DEPARTMENT NOTIFICATION NO. SO(U-V)HE/1-1/4118 DATED 03.01.2022 REGARDING RECRUITMENT UNDER SECTION-11(5)(D) & 11(5)(E) OF THE KHYBER PAKHTUNKHWA UNIVERSITIES ACT, 2012 (AMENDED) 2016

Decisions: The Syndicate considered directives of the Chancellor/Governor, Khyber Pakhtunkhwa and adopted the same for contract appointments under Section 11(5) d and Section 11(5) e of Khyber Pakhtunkhwa Universities Act, 2012 (Amended 2016).

Item No.08: APPOINTMENT OF THE CHAIRPERSON OF THE DEPARTMENT OF STATISTICS, ISLAMIA COLLEGE PESHAWAR

Decision: The Syndicate perused and agreed with the action taken by the Vice-Chancellor with regard to the appointment of the Chairman, Department of Statistics.

Item No.09: CONSIDERATION OF THE LETTER OF THE TREASURER, ICP REGARDING RECOVERY OF CONVEYANCE ALLOWANCE FROM EMPLOYEES

Decision: The Syndicate referred the item to F&PC for detailed working and deliberation.

Item No.10: CONSIDERATION OF THE MINUTES OF THE COMMITTEE NOTIFIED VIDE NOTIFICATION NO. 23/ESTT: DATED 04.01.2022 TO EXAMINE SPACE FOR TUBE-WELLS (SOLAR AND NON SOLAR BASED)

Decision: The Syndicate considered the recommendations of the Space Allocation Committee constituted for the purpose of installation of Tube-Wells (Solar & Non Solar) on the campus of Islamia College Peshawar and approved the same.

Item No.11: CONSIDERATION OF RULES WITH REGARD TO THE ARMS LICENSE

Discussion: The house was informed that the Administration is receiving requests from employees regarding grant of NOC for obtaining Arms License. Since, there is no policy for addressing/entertaining such requests, hence the Khyber Pakhtunkhwa Arms Rules (2014) on the subject matter have been placed before the Syndicate for adoption.

Decision: The Syndicate considered the rules and adopted the same.



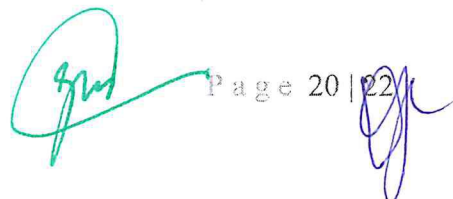
Item No.12: CONSIDERATION OF THE APPOINTMENT CASE OF DR. SAID QASIM IN THE DEPARTMENT OF GEOGRAPHY, ICP

Discussion: The case was thoroughly presented by the Secretary/Registrar. The house was apprised that Dr. Said Qasim had spent longer than required time as Assistant Professor (TTS) at his parent Department and was not promoted to the position of Tenured Associate Professor. Therefore, keeping in view the TTS Statutes in this regard and also in pursuance of the previous decision of the Syndicate, Dr. Said Qasim was asked to produce a number of documents and written permission of HEC that his time barred case will not impose any financial liability/penalty on part of ICP. He produced some of the documents asked for except any those related to his time-barred status. In the meanwhile the forenamed has been promoted to the post of Associate Professor (TTS) in his parent University, University of Baluchistan that have made his case further complicated. In such a situation he can neither be considered for appointment as Assistant Professor (TTS) due to his time-barred status at this level nor can he be considered for appointment as Associate Professor because this position has not been advertised by the Islamia College Peshawar for which he could apply. Additionally, in the instant situation his consideration for the position of Assistant Professor (TTS) will tantamount to violation of the HEC directives regarding TTS faculty who must be promoted to the post of Associate Professor within a maximum period of 09 years. Otherwise the financial burden will lie on part of ICP; Therefore, the Syndicate found no way to appoint him either as Assistant Professor (TTS) or as Tenured Associate Professor after his promotion to the post of Associate Professor (TTS) by his parent university.

Decision: After threadbare discussion, the Syndicate regretted the appointment of Dr. Said Qasim either as Assistant Professor (TTS) or Associate Professor (Tenured) in Islamia College Peshawar.

Item No.13: AMENDMENTS IN SERVICE STATUTES WITH REGARD TO CHANGE IN DATE OF BIRTH / NAMES

Discussion: The house was informed that the Administration is facing problems due to the requests of the employees regarding change in date of birth and names at belated stage. Furthermore, the existing rules/Statutes of the University do not cover such cases. Therefore, the issue may be resolved by adopting the relevant provisions of the ESTA CODE, Khyber Pakhtunkhwa.



Decision: The Syndicate considered the relevant policy/provisions in Establishment Code, Khyber Pakhtunkhwa (Revised Edition) and adopted the same.

Item No.14: IMPLEMENTATION OF POLICY ON DRUG AND TOBACCO ABUSE IN HIGHER EDUCATION INSTITUTIONS

Decision: The Syndicate considered the policy and adopted the same.

Item No.15: MODIFICATION / RECONSTITUTION OF SELECTION AND PROMOTION COMMITTEE

Decision: The Syndicate discussed the item in detail and authorized the Vice-Chancellor to reconstitute the Selection and Promotion Committee in light of the Islamia College Peshawar Statutes, 2016. Furthermore, the Syndicate ratified the cases recommended by the existing Selection & Promotion Committee and approved by the Vice-Chancellor.

Item No.16: REPORTING OF AWARD / PROMOTION OF LAB, TECHNICAL AND MINISTERIAL STAFF AND CLARIFICATION OF POLICY IN THIS CONNECTION

Decision: The Syndicate perused the promotion cases of Lab, Technical and Ministerial staff and deferred the same.

ADDITIONAL AGENDA ITEMS

Item A: GRANT OF AFFILIATION TO FRONTIER HOMEOPATHIC MEDICAL COLLEGE PESHAWAR FOR DIPLOMA IN CLINICAL PSYCHOLOGY

Decision: The Syndicate discussed the recommendations of the Affiliation Committee and approved to grant affiliation to the institute namely; Frontier Homeopathic Medical College Peshawar in the Diploma Program of Clinical Psychology. In order to ensure smooth functioning, the Syndicate authorized the Vice-Chancellor to deal with the issues/matters pertaining to admissions, exam and other matters related to affiliated institution(s), where needed.

Item B: CONSIDERATION OF THE CASE OF DR. ABASEEN YOUSAFZAI, EX-LECTURER, DEPARTMENT OF PASHTO, ICP

Decision: The Syndicate discussed the item but could not reach to any conclusive decision. Some of the members suggested to authorize the Vice-Chancellor to constitute a Committee for detailed working on the case, while others commented otherwise. Consequently, the House deferred the case till next meeting.

Item C: CONSIDERATION / APPROVAL OF STANDING LIST OF SUBJECT EXPERTS FOR DEPARTMENT OF SOCIOLOGY, ICP

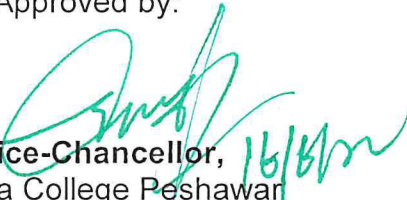
Decision: The Syndicate considered the list and approved the same.

The meeting concluded with mutual vote of thanks to and by the Chair.

Minutes recorded by:


Registrar,
Islamia College Peshawar

Approved by:


Vice-Chancellor,
Islamia College Peshawar