



ISLAMIA COLLEGE PESHAWAR

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100
Years
of
Glory

No. 9475 /Meetings

Dated: 12/10/2022

To

All members of the Syndicate
Islamia College Peshawar

Subject:- FINAL MINUTES OF THE 33rd MEETING (EMERGENCY) OF THE SYNDICATE, ISLAMIA COLLEGE, PESHAWAR HELD ON 15.09.2022

Dear Sir/Madam,

I am directed to send herewith a copy of the final Minutes of the 33rd meeting (Emergency) of the Syndicate held on 15.09.2022 for your information please.

Thanking you.

Encl: As stated above.


Registrar

Copy to:

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


Registrar

MINUTES OF THE MEETING OF 33RD SYNDICATE (EMERGENCY) HELD ON 15.09.2022 AT 09:30 AM IN THE MAIN COMMITTEE ROOM, ISLAMIA COLLEGE PESHAWAR

The 33rd Meeting of the Syndicate, Islamia College Peshawar was held on 15th September 2022 at 09:30 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** *In Chair*
Vice Chancellor, Islamia College Peshawar
2. **Ms. Justice (Rtd) Irshad Qaiser**,
Nominee of the Chief Justice,
Peshawar High Court, Peshawar
3. **Engr. Imtiaz Hussain Gilani**, *Online*
Chairman, National Technology Council
Nominee of the Higher Education Commission
4. **Prof. Dr. Izhar Ahmad**,
Department of Botany,
Islamia College Peshawar
5. **Dr. Muradullah**,
Director Student Affairs,
Islamia College Peshawar
6. **Dr. Amir Ullah Khan**
Chairman, Department of Political Science,
Islamia College Peshawar
7. **Dr. Amjad Ali**
Department of Statistics,
Islamia College Peshawar
8. **Dr. Fazl-e-Wahid**
Department of Economics,
Islamia College Peshawar
9. **Mr. Awal Said**
Department of English,
Islamia College Peshawar
10. **Mr. Yousaf Khan**,
Deputy Secretary,
Nominee of the Secretary, Finance Department,
Government of Khyber Pakhtunkhwa



11. **Mr. Fayaz Khan**
Deputy Secretary (Universities),
Nominee of the Secretary, Higher Education,
Archives & Libraries Department,
Government of Khyber Pakhtunkhwa
12. **Mr. Sadaqat Ullah**
Deputy Secretary(Reg),
Nominee of the Secretary, Establishment Department,
Government of Khyber Pakhtunkhwa
13. **Mr. Hamid Mehmood Khan,**
Treasurer, Islamia College Peshawar
14. **Mr. Zakaria**
Assistant Librarian, Central Library, ICP
15. **Mr. Ali Shah**
Deputy Director (Web), Islamia College Peshawar
16. **Dr. Qasim Mansoor Jalali,** Member/Secretary
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, especially the external members, for sparing their precious time to attend the meeting on a very short notice. He welcomed the newly elected members of the Syndicate. He apprised the forum 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, Prof. Dr. Izhar Ahmad, an elected member of the Syndicate raised query about the nature of emergency for which this meeting has been convened. It was clarified in response that the Government has directed the Universities to place the recommendations of the Selection Board before the Syndicate as a single agenda item. Therefore, as per Rules of Business, the administration has only one option of convening the emergency meeting of the Syndicate. On another query, it was clarified that as per Rules of Business, Special meeting of the Syndicate can only be convened at the request of 1/3rd of the members.

On a query, the Vice-Chancellor clarified that all appointments shall be made as per rules. Furthermore, fresh inductees, at the rank of Assistant Professor, will be appointed on TTS; however, the incumbents having three years of minimum service will be offered both BPS/TTS. The Nominee of the Establishment Department pointed out that in current financial crunch, is it viable to appoint more faculty? The Vice-Chancellor responded that these posts were advertised in 2017/2018, and the Syndicate in its 29th meeting held on 07.01.2022, while taking the very difficult decision of relieving the time barred contract

faculty members had directed the Islamia College Peshawar Administration to expedite the Selection process against the previously advertised positions in order to provide a fair opportunity of selection to such faculty members; and at such belated stage, not processing the same will further complicate the situation. The Nominee of the Establishment Department also sought clarity regarding any conflict of interest arising from the presence of a member whose case is placed on the agenda of the meeting. The Registrar apprised that Mr. Awal Said is also one of the recommendees whose case is placed in the instant meeting and he may leave the meeting on ethical grounds. However, Prof. Dr. Izhar Ahmad opposed the suggestion by stating that at the discussion of the specific item, the member will leave the forum, but he/she can participate in the remaining agenda items.

Afterwards, the Secretary was asked to present the agenda items of the meeting one by one. The Registrar presented the items via PowerPoint. He informed the Syndicate that two advertisements were published by the University, the first on 19.05.2017 and the second on 20.12.2018. He clarified that the advertisement dated 20.12.2018, was also followed by the Corrigendum/Addendum dated 23.12.2018. He further stated that a complaint was received by the Additional Secretary HED during the meeting of 41st Selection Board regarding the corrigendum/addendum to the advertisement. Thereafter, the forum was open for discussion on this specific issue, i.e., the corrigendum/addendum.

Some members of the Syndicate including Dr. Amjad Ali, Dr. Amir Ullah, nominees of the Government, nominee of the HEC questioned the legality of the Corrigendum/Addendum. They argued that the Corrigendum/Addendum was floated without approval of the competent authority, therefore, the same cannot be considered. On the other hand, other members including Prof. Dr. Izhar Ahmad, Dr. Fazl e Wahid, Mr. Awal Said and Mr. Ali Shah were of the opinion that the same was virtually approved by the Vice-Chancellor, though approval was tacit in nature because the same was never rebutted after floating. Therefore, both should be considered.

The Vice-Chancellor, at this moment, sought the advice of the House on a question that "Shall corrigendum/addendum be floated on the pattern of advertisement or Vice-Chancellor/Registrar can do it on their own?" Most of the members held that the same process shall be followed for both type as these involve confirmation of vacant budgeted posts, creation of posts (if required), financial impact, need of the department and transfer of the floating position, if required.

After quite detailed deliberation, the Nominee of HEC suggested to consider and finalize the original advertisement at this stage and to process the corrigendum/addendum through the required statutory formalities in order to legalize it and to avoid future complications and litigations. However, after consistent resistance and demands by some of the elected representatives, he agreed that office orders for all the appointments shall be issued from the date of the instant meeting (i.e., 15.09.2022). This suggestion was supported by the Nominee of the Chief Justice, Peshawar High Court Peshawar. However, the Nominees of the Establishment and Finance Departments held that this will further complicate the situation.

An elected member, Prof. Dr. Izhar Ahmad asked that where and how do Act, Statutes etc. are violated regarding Corrigendum/Addendum? He was responded that the same must be processed through the statutory bodies following the prescribed process as required in the case of a normal advertisement.

The Nominee of the HEC once again suggested that it is very much clear from the thorough deliberation that the Corrigendum/Addendum was added to the original advertisement without fulfilling the codal formalities. Therefore, in order to facilitate the University as well as the applicants, the Syndicate may appoint the recommendees of the advertisement dated 20.12.2018 forthwith, whereas the Corrigendum/Addendum should go through the statutory formalities first. After fulfilling all the requirements, the cases of the recommendees of the Corrigendum/Addendum shall be placed before the ensuing meeting of the Syndicate but their appointment orders will be issued with effect from today's meeting (i.e.15.09.2022). However, an elected member Dr. Fazle Wahid supported by other elected representatives insisted that appointment orders of all the recommendees of this meeting as well as next meeting be issued on same day. After a very lengthy discussion of more than two hours, the House finally agreed on this point and directed that the statutory requirements including Need Assessment shall be fulfilled and the report may be placed before the next meeting of the Syndicate which may be convened shortly to consider the Need Assessment report and accord approval of the rest of the appointments against the posts advertised through Corrigendum/Addendum, or otherwise.

Thereafter, the Agenda was taken up for consideration:



1.1 RECOMMENDATIONS OF THE 38TH MEETING OF THE SELECTION BOARD HELD ON 29-30.01.2022 AT 09:30 AM IN THE MAIN COMMITTEE ROOM, VICE-CHANCELLOR SECRETARIAT, ISLAMIA COLLEGE PESHAWAR

The Syndicate discussed in detail the recommendations of the Selection Board. It was decided that 15 days' time be given to the appointees for joining their duties. Dr. Fazl e Wahid pointed out the specific case of Professor of Physics, wherein a candidate Dr. Mushtaq Ahmad has been recommended to be appointed. He informed the Syndicate that the said candidate had been appointed at many universities but he has not joined those universities. He suggested that the next candidate should be appointed on the position. The Registrar informed that such suggestion cannot be entertained as there could be many legal complications in doing so and such suggestion needs to be considered carefully to avoid litigation and/or complications. He informed the Syndicate that in the past many candidates who were next on merit list approached the Court as well as the University requesting to be appointed on the seats which fell vacant due to non-joining of the appointees. However, such requests were declined by the University due to the absence of any statutory provision to support such requests. After such candidates approached the Courts, they were denied any relief by the Courts too and the stance of the University was endorsed. He further informed the Syndicate that the UET, Peshawar maintains a Waiting List for six Months, for which they have proper rules devised by a Committee constituted by their Syndicate, and the Committee's proposed rules are duly approved by the UET Peshawar's Syndicate. However, it is not possible to resort to a Waiting List in our case without such rules in vogue and in absence of any recommendation of the Selection Board regarding the appointment of candidates on waiting list.

The Nominee of HEC suggested that in future, the Selection Board may be requested to recommend two names on Waiting list for two posts and the same may be retained for six months so that if any of the appointees does not join the position, the same can be offered to next on merit. The Nominee of Finance Department opined that in case of government, a Waiting List is maintained for 6 months and if any post falls vacant, the person from waiting list (in order of merit) is appointed.

Decision:

After threadbare discussion, the Syndicate decided that:

- a. 15 days joining time will be given to the appointees and no extension will be allowed.




- b. In case any appointee does not join the post within 15 days, the same shall be referred back to the Selection Board for recommendation of alternate candidates in order of merit, or otherwise in future.

Thereafter recommendations of the Selection Board were approved as under:

Agenda Item	Recommendations of the Board	Decision of the Syndicate
Item # 01: Appointment of Professor of English (BPS-21/TTS), Islamia College Peshawar	<i>The Board recommended against the two posts of Professor of English (BPS-21) the following:</i> 1. Dr. Syed Zahid Ali Shah 2. Dr. Muhammad Iqbal	Approved the appointment of following as Professors of English (BPS-21): 1. Dr. Syed Zahid Ali Shah 2. Dr. Muhammad Iqbal
Item # 02:- Consideration of the request Of Dr. Yousaf Khan, Assistant Professor of Pashto, GPGC Bannu to change the mode of appointment from TTS to BPS	<i>"The Selection Board did not accede to the request of Dr. Yousaf Khan."</i>	Recommendations of the Selection Board approved.
Item # 03: Appointment / Promotion of Dr. Sher Ali to Associate Professor (Tenured), Department of Economics, Islamia College Peshawar	<i>"Based on the DTRC and TRP evaluation reports, Dr. Sher Ali is hereby recommended by the Selection Board for appointment as Tenured Associate Professor of Economics"</i>	The Syndicate approved the recommendations of the Selection Board and endorsed w.e.f date of DTRC subject to submission of duly signed declaration to HEC.
Item # 04: Consideration of case of Mr. Muhammad Nazir for the post of Lecturer in Economics (BPS-18)	<i>"In compliance with the directive of Supreme Court of Pakistan, the applicant was interviewed but the Selection Board did not find him suitable/upto the mark for appointment as lecturer, therefore, the Board did not recommend him".</i>	Recommendations of the Selection Board approved.
Item # 05: Appointment of Lecturer of (BPS-18), Islamia College Peshawar	<i>Board recommended the following as Lecturers (BPS-18) in Electronics in order of merit:</i> 1. Mr. Faiz Ullah 2. Mr. Mukhtar Ahmad	Recommendations of the Selection Board approved.

Agenda Item	Recommendations of the Board	Decision of the Syndicate
Item # 06: Decision made by the Syndicate in its 27th meeting held on 11.09.2021 regarding the appointment case of Mr. Israr Iqbal Awan, Lecturer, Department of Computer Science, Islamia College Peshawar	<i>"In compliance to the decision of the Honorable Peshawar High Court, Peshawar the Selection Board thoroughly examined the case and recommended to repeat the process of re-evaluation according to the Statutes in vogue at that time and to place the same before the Selection Board and Syndicate for decision."</i>	Recommendations of the Selection Board approved.
Item # 07: Appointment/Promotion of Dr. Sami Ul Haq to Associate Professor (Tenured), Department of Mathematics, Islamia College Peshawar	<i>"Based on the DTRC and TRP evaluation reports, Dr. Sami Ul Haq is hereby recommended by the Selection Board for appointment as tenured Associate Professor of Mathematics."</i>	The Syndicate approved the recommendations of the Selection Board and endorsed w.e.f date of DTRC subject to submission of duly signed declaration to HEC.
Item#08: Appointment of Professor of Physics (BPS-21/TTS), Islamia College Peshawar	<i>The Board recommended the following two as Professor of Physics (BPS-21) in order of merit:</i> 1. <i>Dr. Aurnag Zeb</i> 2. <i>Dr. Mushtaq Ahmad</i>	Approved the appointment of following as Professor of Physics(BPS-21): 1. Dr. Aurang Zeb 2. Dr. Mushtaq Ahmed
Item # 09:Appointment/Promotion of Dr. Muhammad Adil to Associate Professor (Tenured), Department of Physics, Islamia College Peshawar	<i>"Based on the DTRC and TRP evaluation reports, Dr. Muhammad Adil is hereby recommended by the Selection Board for appointment as tenured Associate Professor of Physics"</i>	The Syndicate approved the recommendations of the Selection Board and endorsed w.e.f date of DTRC subject to submission of duly signed declaration to HEC.
Item # 10: Appointment/Promotion of Dr. Muhammad Ajmal to Associate Professor (Tenured), Department of Physics, Islamia College Peshawar	<i>"Case of Dr. Muhammad Ajmal was discussed. The Selection Board recommended to defer the instant case till the decision of disciplinary proceeding."</i>	Recommendations of the Selection Board approved.  

Agenda Item	Recommendations of the Board	Decision of the Syndicate
Item # 11: Appointment/Promotion of Dr. Atta Ur Rahman To Associate Professor (Tenured), Department of Physics, Islamia College Peshawar	<i>"Based on the DTRC and TRP evaluation reports, Dr. Atta Ur Rahman is hereby recommended by the Selection Board for appointment as tenured Associate Professor of Physics"</i>	The Syndicate approved the recommendations of the Selection Board and endorsed w.e.f date of DTRC subject to submission of duly signed declaration to HEC.
Item # 12: Appointment/Promotion of Dr. Amir Ullah to Associate Professor (Tenured), Department of Physics, Islamia College Peshawar	<i>"Based on the DTRC and TRP evaluation reports, Dr. Amir Ullah is hereby recommended by the Selection Board for appointment as tenured Associate Professor of Physics"</i>	The Syndicate approved the recommendations of the Selection Board and endorsed w.e.f date of DTRC subject to submission of duly signed declaration to HEC.
Item # 13: Appointment/Promotion of Dr. Khalid Khan to Associate Professor (Tenured), Department of Chemistry, Islamia College Peshawar	<i>"Based on the DTRC and TRP evaluation reports, Dr. Khalid Khan is hereby recommended by the Selection Board for appointment as tenured Associate Professor of Chemistry".</i>	The Syndicate approved the recommendations of the Selection Board and endorsed w.e.f date of DTRC subject to submission of duly signed declaration to HEC.
Item#14: -Appointment of Lecturer of Zoology (Bps-18), Islamia College Peshawar	<p><i>The Board recommended the following as Lecturer in Zoology (BPS-18) in order of merit:</i></p> <ol style="list-style-type: none"> 1. <i>Dr. Farhad Ullah</i> 2. <i>Mr. Hussain Shah</i> 3. <i>Mr. Amjad Khan</i> 	Recommendations of the Selection Board approved.
Item#15: - Court Case of Dr. Zafar Hussain, Assistant Professor, Department of Islamic Theology, Islamia College Peshawar	<i>"In compliance of the directives of the Honorable Peshawar High Court, Peshawar, the Selection Board thoroughly discussed the case. After threadbare discussion, the Board authorized the Vice-Chancellor to constitute a Re-assessment/Re-evaluation Committee to re-evaluate as per the Statute in vogue at that time and report the case to Selection Board."</i>	Recommendations of the Selection Board approved.




Agenda Item	Recommendations of the Board	Decision of the Syndicate
Item # 16: Appointment/Promotion of Dr. Hafiz Hifazat Ullah to Professor (Tenured), Department of Islamic Theology, Islamia College Peshawar	<i>"Based on the DTRC and TRP evaluation reports, Dr. Hafiz Hifazat Ullah is hereby recommended by the Selection Board for appointment as tenured Professor of Islamic Theology."</i>	The Syndicate approved the recommendations of the Selection Board and endorsed w.e.f date of DTRC subject to submission of duly signed declaration to HEC.
Item # 17: -Appointment of Assistant Professor of Islamic Theology (BPS-19/TTS), Islamia College Peshawar	<i>The Board recommended the following for appointment as Assistant Professor (BPS-19) in order of merit:</i> 1. <i>Dr. Ashfaq Ali</i> 2. <i>Dr. Najeeb Zada</i> 3. <i>Dr. Muhammad Nasir</i>	Approved

The attention of the Syndicate was drawn to the recommendation of the Selection Board regarding the issue of appointment on BPS/TTS which is reproduced below:

"The Vice-Chancellor further proposed to appoint all fresh inductees on TTS, whereas incumbent regular employees of Islamia College Peshawar will be offered the post on BPS owing to decision of Courts in such like cases in the past.


However, they will be requested to opt for TTS, to which the house agreed".


Decision:

The Syndicate agreed that fresh induction at the rank of Assistant Professor will be made on TTS; however, the incumbents already serving on BPS at Islamia College Peshawar will be offered both BPS/TTS.

1.2 RECOMMENDATIONS OF THE 39TH MEETING OF THE SELECTION BOARD HELD ON 04-05.06.2022 AT 09:30 AM IN THE MAIN COMMITTEE ROOM, VICE-CHANCELLOR'S SECRETARIAT, ISLAMIA COLLEGE PESHAWAR

The Syndicate considered the minutes of the 39th Selection Board which were thoroughly discussed. At that moment, the Registrar informed the forum that the cases of Dr. Dil Nawaz Khan and Dr. Fayaz Ali Shah were reported in the GIT Report. Syndicate in its 23rd meeting constituted committees, report of which will be placed before the Syndicate. Thereafter, the recommendations of the 39th Selection Board were approved as:

Agenda Item	Recommendations of the Board	Decision of the Syndicate
Item # 01: Appointment/Promotion of Dr. Dil Nawaz Khan to Associate Professor (Tenured), Department Of Mathematics, Islamia College Peshawar	<i>"Based on the DTRC and TRP evaluation reports, Dr. Dil Nawaz Khan is hereby recommended by the Selection Board for appointment as Tenured Associate Professor of Mathematics"</i>	The Syndicate approved the recommendations of the Selection Board and endorsed w.e.f date of DTRC subject to submission of duly signed declaration to HEC.
Item # 02:-Appointment of Assistant Professor of Mathematics (BPS-19/TTS), Islamia College Peshawar	<i>"The Selection Board interviewed the candidates. After threadbare discussion, it was unanimously recommended to re-advertise the posts as no candidate was found up to the mark".</i>	The Syndicate approved recommendations of the Selection Board.
Item # 03:-Appointment of Assistant Professor of Electronics (BPS-19/TTS), Islamia College Peshawar	<i>The Board after threadbare deliberation decided to interview the candidates and award marks accordingly. However, rest of the quantification be referred back to the Scrutiny and Quantification Committee for re-evaluation. Thereafter, the marks will be added and recommendations will be made accordingly. Therefore, the Board interviewed the candidates and awarded marks accordingly</i>	The Syndicate approved recommendations of the Selection Board.
Item # 04: – Report Of The Committee Constituted by the 38 th Selection Board with regard to the case of Mr. Israr Iqbal Awan	<i>The Board also re-evaluated the marks awarded and endorsed the same. The Board, after threadbare discussion, recommended as: "Based on re-evaluation/re-quantification the Board recommends Mr. Israr Iqbal Awan as Lecturer in order of merit".</i>	The Syndicate approved recommendations of the Selection Board.
Item # 05: Appointment of Associate Professor of	<i>After examining the referee reports and finding them positive,</i>	The Syndicate approved recommendations of  the

Agenda Item	Recommendations of the Board	Decision of the Syndicate
Pakistan Studies (BPS-20/TTS), Islamia College Peshawar	<i>the candidate viz Dr. Noor ul Amin was interviewed and recommended for the position of Associate Professor of Pakistan Studies (BPS-20)</i>	Selection Board.
Item # 06: Appointment/Promotion of Dr. Sadaf Manzoor to Associate Professor (Tenured), Department of Statistics, Islamia College Peshawar	<i>"Based on the DTRC and TRP evaluation reports, Dr. Sadaf Manzoor is hereby recommended by the Selection Board for appointment as Tenured Associate Professor of Statistics".</i>	The Syndicate approved the recommendations of the Selection Board and endorsed w.e.f date of DTRC subject to submission of duly signed declaration to HEC.
Item # 07: Appointment/Promotion of Dr. Raza Ullah to Associate Professor (Tenured), Department of Management Science, Islamia College Peshawar	<i>"Based on the DTRC and TRP evaluation reports, Dr. Raza Ullah is hereby recommended by the Selection Board for appointment as Tenured Associate Professor of Management Science".</i>	The Syndicate approved the recommendations of the Selection Board and endorsed w.e.f date of DTRC subject to submission of duly signed declaration to HEC.
Item # 08: Appointment/Promotion of Dr. Fayaz Ali Shah to Associate Professor (Tenured), Department of Management Science, Islamia College Peshawar	<i>"Based on the DTRC and TRP evaluation reports, Dr. Fayaz Ali Shah is hereby recommended by the Selection Board for appointment as tenured Associate Professor of Management Science".</i>	The Syndicate approved the recommendations of the Selection Board and endorsed w.e.f date of DTRC subject to submission of duly signed declaration to HEC.
Item # 09:-Appointment of Assistant Professor of Sociology (BPS-19/TTS), Islamia College Peshawar	The Selection Board recommended the following candidate as Assistant Professor in Sociology (BPS-19): Dr. Rais Gul	The Syndicate approved recommendations of the Selection Board.
Item # 10:-Appointment of Assistant Professor of Islamic Theology (BPS-19/TTS), Islamia College Peshawar	The Selection Board recommended the following candidate as Assistant Professor in Islamic Theology (BPS-19): Dr. Muhammad Aziz.	The Syndicate approved recommendations of the Selection Board.
Item # 11: Report of the Committee constituted by the 38 th Selection Board	<i>"The Board upheld the recommendations of the 27th Selection Board duly approved by</i>	The Syndicate approved recommendations of the Selection Board. 

Agenda Item	Recommendations of the Board	Decision of the Syndicate
with regard to the Court Case of Dr. Zafar Hussain, Assistant Professor, Department of Islamic Theology, Islamia College Peshawar	<i>the 16th Syndicate dated 31.08.2018 with regard to Dr. Hussain Farooq”.</i>	

1.3 RECOMMENDATIONS OF 40th MEETING OF THE SELECTION BOARD, ISLAMIA COLLEGE PESHAWAR HELD ON. 24.08.2022 AT 10.00AM IN THE COMMITTEE ROOM, REGISTRAR OFFICE, ISLAMIA COLLEGE PESHAWAR

The Syndicate considered minutes of 40th Selection Board and decided as under:

Item	Recommendations of the Board	Decision of the Syndicate
Agenda Item No. 01 (ICS-01): Promotion of Mr. Masoom Khan	<i>“In compliance with the directives of the Honorable Peshawar High Court Peshawar in WP No. 784-P/2019 followed by COC No. 160-P/2021 which is pending disposal, the Selection Board referred the case to the Syndicate, Islamia College Peshawar to decide the same in light of the self-explanatory Order Sheet in the cited COC dated 17.08.2022.”</i>	The Syndicate considered case of the petitioner and approved his appointment to the post of Additional Senior Master (BPS-19) with immediate effect; however, his seniority will be determined from the date of deferment i.e. 04.05.2019.
Agenda Item No. 02 (ICS-02): Promotion of Mr. Inayat ur Rahman	<i>“The Selection Board noted that the judgement of the Honorable Peshawar High Court Peshawar in WP No. 1869-P/2017 and the subsequent judgment in Civil Petition No. 2301 of 2018 by the Honorable Supreme Court of Pakistan have already been complied with by the University vide Office Order No. 4022/Estt; dated. 12.07.2018 and therefore, no further action is required in the matter. With respect to the request of Mr. Inayat ur Rahman and other petitioners in the cited cases, the Selection Board decided that there exists no legal</i>	The Syndicate approved recommendations of the Selection Board.

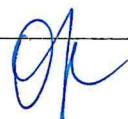
Item	Recommendations of the Board	Decision of the Syndicate
	<p><i>provision in the Statutes governing the University which support retrospective promotion. Therefore, the subject request was regretted."</i></p>	
<p>Agenda Item No. 03 (ICS-03): Promotion of Mr. Iftikhar Khattak</p>	<p><i>The Board observed that the case of Mr. Iftikhar Khattak is identical to the case of Mr. Inayat ur Rahman as he was also a petitioner in the said case. Therefore, the Board decided the case of Mr. Iftikhar Khattak in the same terms as follows:</i></p> <p><i>"The Selection Board noted that the judgement of the Honorable Peshawar High Court Peshawar in WP No. 1869-P/2017 and the subsequent judgment in Civil Petition No. 2301 of 2018 by the Honorable Supreme Court of Pakistan have been complied with by the University vide Office Order No. 4022/Estt; dated. 12.07.2018 and therefore, no further action is required in the matter.</i></p> <p><i>With respect to the request of Mr. Inayat ur Rahman and other petitioners in the cited cases, the Selection Board decided that there exists no legal provision in the Statutes governing the University which support retrospective promotion. Therefore, the subject request was regretted."</i></p>	<p>The Syndicate approved recommendations of the Selection Board.</p>
<p>Table Agenda Item: Promotion of Ms. Sabra Khan</p>	<p>As the case of Ms. Sabra Khan and Mr. Iftikhar Khattak, both being petitioner in W.P. No. 1869-P/2017, were similar to Mr. Inayat ur Rahman (agenda item No.02). Hence, it was discussed hereunder item No.03.</p> <p><i>The Board observed that the case of Ms. Sabra Khan is also identical to the</i></p>	<p>The Syndicate approved recommendations of the Selection Board.</p>

Item	Recommendations of the Board	Decision of the Syndicate
	<p><i>case of Mr. Inayat ur Rahman as she was also a petitioner in the said case. Therefore, the Board decided the case of Ms. Sabra Khan in the same terms as follows:</i></p> <p><i>“The Selection Board noted that the judgement of the Honorable Peshawar High Court Peshawar in WP No. 1869-P/2017 and the subsequent judgment in Civil Petition No. 2301 of 2018 by the Honorable Supreme Court of Pakistan have been complied with by the University vide Office Order No. 4022/Estt; dated. 12.07.2018 and therefore, no further action is required in the matter.</i></p> <p><i>With respect to the request of Mr. Inayat ur Rahman and other petitioners in the cited cases, the Selection Board decided that there exists no legal provision in the Statutes governing the University which support retrospective promotion. Therefore, the subject request was regretted.</i></p>	
<p>Agenda Item No. 04 (ICS-04): Promotion to the Post of Master/Mistress (BPS-18), advertised dated. 13.11.2019</p>	<p><i>The Board after threadbare discussion recommended the following five candidates, in order of merit, for the position of Master/Mistress BPS-18 (leaving the remaining vacant posts in BPS-18 to be 05):</i></p> <p><i>“The Selection Board evaluated credentials of all the eligible candidates in light of recommendations of the Performance Evaluation Committee and recommended the following candidates for the posts of Master / Mistress (BPS-18) advertised dated 13.11.2019;</i></p> <p>1. Mr. Iftikhar Khattak</p>	<p>The Syndicate approved recommendations of the Selection Board.</p> <p>In addition, the Registrar informed the Syndicate that as per approved rules for quantification, MA/MSc is basic qualification and marks are awarded for having additional qualification of M.Ed, while the Performance Evaluation Committee has inadvertently awarded marks for MA/MSc, which have been</p>

Item	Recommendations of the Board	Decision of the Syndicate
	<ol style="list-style-type: none"> 2. Mr. Rahmat Khan 3. Dr. Jehangir Shah 4. Mr. Khan Badshah 5. Ms. Sabra Khan 	<p>deducted. resultantly, the merit will be as under:</p> <ol style="list-style-type: none"> 1. Mr. Iftikhar Khattak 2. Dr. Jehangir Shah 3. Mr. Rahmat Khan 4. Mr. Khan Badshah 5. Ms. Sabra Khan <p>The Syndicate approved the same.</p>
<p>Agenda Item No. 05 (ICS-05): Promotion to the Post of Assistant Master/Mistress (BPS-17), advertised dated. 27.02.2020</p>	<p><i>In view of the above discussion, the Board recommended the following 16 applicants, in order of merit, for the posts of Assistant Master/Mistress BPS-17, advertised dated. 27.02.2020:</i></p> <p><i>"The Selection Board evaluated credentials of all the eligible candidates in light of recommendations of the Performance Evaluation Committee and recommended the following candidates for the posts of Assistant Master / Mistress (BPS-17) advertised dated 27.02.2020:</i></p> <ol style="list-style-type: none"> 1. Mr. Said Masood Shah 2. Mr. Muhammad Shahzad 3. Mr. Zahid Ullah Shah 4. Ms. Jan Bano 5. Ms. Riffat Naz 6. Mr. Muhammad Hamayun Khan 7. Ms. Nighat Begum 8. Ms. Lubna 9. Mr. Kafeel Ahmad 10. Ms. Rehana 11. Mr. Wajid Ali Awan 12. Ms. Rozina Raza 13. Mr. Miraj Muhammad 14. Ms. Saiqa Naz 15. Mr. Nasim Zada 16. Mr. Rashid Abbas 	<p>The Syndicate approved recommendations of the Selection Board.</p>

Item	Recommendations of the Board	Decision of the Syndicate
<p>Agenda Item No.06 (ICS-06): Promotion case of Mr. Rahmat Khan, Assistant Master to the post of Master (BPS-18) [Court Case].</p>	<p>The Board was informed that Mr. Rahmat Khan approached the Civil Court and filed a civil petition for correction in the Office Order of his appointment in BPS-17 which, as per his plaint, was erroneously issued from a later date which caused his ineligibility. However, before the Court could decide the matter finally, the application of Mr. Rahmat Khan for correction in his Office Order was positively entertained by the administration and the said Office Order was rectified vide No.1509/Estt: dated 11.11.2020, consequently, to which the suit was dismissed. As a result of the rectified Order, the Committee in its meeting held on 27.01.2022 made the applicant eligible for the position of Master BPS-18, advertised dated 13.11.2019 and recommended to place his case before the ensuing meeting of the Selection Board for consideration. In pursuance of the same, the case of Mr. Rahmat Khan was placed at Agenda Item No.04 for consideration and decided accordingly.</p>	<p>The Syndicate endorsed the decision of the Selection Board.</p>
<p>Agenda Item No. 07 (ICS-07): Promotion to the Post of Master/Mistress (BPS-18), advertised dated. 17.01.2022:</p>	<p><i>The Selection Board evaluated credentials of all the eligible candidates in light of recommendations of the Performance Evaluation Committee and recommended the following candidates for the posts of Master / Mistress (BPS-18) advertised dated 17.01.2022:</i></p> <ol style="list-style-type: none"> 1. Ms. Shabnam Rana 2. Mr. Alamgir Khan 3. Mr. Abdul Nasir 4. Mr. Obaid Ur Rahman 	<p>The Syndicate approved recommendations of the Selection Board.</p>

Item	Recommendations of the Board	Decision of the Syndicate
<p>Agenda Item No. 08 (ICS-08): Promotion to the Post of Additional Senior Master/Mistress (BPS-19), advertised dated. 12.05.2022:</p>	<p>5. <i>Mr. Muhammad Ejaz</i></p> <p><i>The Selection Board evaluated credentials of all the eligible candidates in light of recommendations of the Performance Evaluation Committee and recommended the following candidates for the posts of Additional Senior Master / Mistress (BPS-19) advertised dated 12.05.2022:</i></p> <ol style="list-style-type: none"> 1. <i>Mr. Sikandar Khan</i> 2. <i>Mr. Muhammad Hayat</i> 3. <i>Ms. Jehan Ara</i> 	<p>The Syndicate approved recommendations of the Selection Board.</p> <p>In addition, the Registrar informed the Syndicate that as per approved rules for quantification, MA/MSc is basic qualification and marks are awarded for having additional qualification of M.Ed, while the Performance Evaluation Committee has inadvertently awarded marks for MA/MSc, which have been deducted. However, the merit remained the same.</p>
<p>Table Agenda Item (ICS-Table Agenda): Court Case of Mr. Abdul Rasheed</p>	<p><i>The Board discussed the case thoroughly. It was unanimously agreed by the Board that the plea of the petitioners for ante-dated promotion (i.e., retrospective promotion) is similar to the request of other teachers of the Islamia Collegiate School. Since an in-principle decision based on the Statutes of the University/School has been made on this issue under agenda item No.1 above, therefore, the instant case is to be decided in light of the same. Resultantly, in compliance with the directives of the Honorable Court in writ petition No. 843-P/2018, the Board considered the case of the petitioners for ante-dated (retrospective) promotion and regretted the same as the same is not supported by any statutory provision.</i></p>	<p>The Syndicate approved recommendations of the Selection Board.</p>

The attention of the Syndicate was then drawn towards the recommendation of the Selection Board regarding various cases related to the requests for retrospective promotion of the Teachers and the change in nomenclature of posts of Islamia Collegiate School, as reproduced below:

Agenda Item No. 02 (ICS-02): Promotion of Mr. Inayat-ur-Rahman

Recommendations of the Selection Board:

In view of the background of the case, the Board unanimously decided that no action is required in the instant case as compliance with the direction of the Honorable Courts have already been made by the ICP vide office order No. 4022/Estt: dated 12.07.2018. It was further resolved by the Board that once a certain relief is granted by a court and the same judgment afterwards attains finality, the relief granted cannot be made ground for the grant of subsequent reliefs in other cases. Hence, the relief granted in the instant case was upgradation from BPS-16 to BPS-17 only and the same could not be made the basis for a specific subsequent benefit, i.e., retrospective promotion from BPS-17 to BPS-18.

At this juncture, the Board deemed it appropriate to address a relevant question of utmost importance which may be relevant to other cases: whether a request for Promotion /appointment in a certain grade effective from the date on which one becomes eligible for such appointment/promotion (i.e., the question of retrospective promotion) can be entertained and whether the same is supported by any Statutory provisions? This question was also important because of the application dated. 17.05.2021 of Mr. Inayat ur Rahman for retrospective promotion to BPS-18 with effect 14.07.2016 (i.e., the date of completion of 07 years' service in BPS-17).

The Board was of the opinion that the claim for retrospective promotion is not maintainable because there exists no statutory provision under which such benefit could be claimed. Besides, according to the Statutes, the service structure of the university/constituent school does not allow any automatic award of promotion to the next higher positions wherein mere completion of length of service required for promotion to the next grade could be sufficient for promotion from such date. Instead, there are other essential factors that need to be considered, including the availability of budgetary position, advertisement (internal or open), proper selection process (i.e., Selection Board and Syndicate) and the like.

In view thereof, the Selection Board unanimously concluded as a matter of principle that (regarding) claim/request for retrospective promotion, as is not supported under the relevant law and, therefore, the same shall not be entertained in any case.

Decision of the Syndicate:

The Syndicate thoroughly discussed the above recommendations of the Selection Board regarding retrospective promotion and unanimously endorsed the same.

Agenda Item No. 03 (ICS-03): Promotion of Mr. Iftikhar Khattak

Recommendations of the Selection Board:

The Board was informed that the Treasurer, ICP vide his Letter No. 1354/Treasurer/ICP, dated. 21.03.2022 confirmed that 02 posts of Additional Senior Master/Mistress BPS-19 are lying vacant whereas 04 posts of Additional Maser/Mistress BPS-19 are lying vacant, besides two vacant posts of "Additional Master/Mistress." However, the Board was apprised that there is no such post as "Additional Master/Mistress BPS-19" in the relevant Statutes. Therefore, the word "Additional Master/Mistress" seems to be a clerical mistake whereby the word "Senior" is omitted erroneously. Hence, the Board agreed that these two posts are actually Additional Senior Master/Mistress posts and the Board accordingly recommended to the Syndicate for correction of the same. Resultantly, the total number of posts for Additional Senior Master/Mistress BPS-19 is 06.

Decision of the Syndicate:

The Syndicate agreed to the same and approved the recommendation. Furthermore, the Treasurer was directed to rectify the clerical mistake and reflect the correct title, i.e. Additional Senior Master/Mistress BPS-19.

1.4 RECOMMENDATIONS OF THE MEETING OF THE 41ST SELECTION BOARD, ISLAMIA COLLEGE PESHAWAR HELD ON. 10/11.09.2022 AT 08.30 AM IN THE MAIN COMMITTEE ROOM, ISLAMIA COLLEGE PESHAWAR

The Syndicate considered minutes of 41st Selection Board and approved the same as under:

Agenda	Recommendations of the Board	Decision of the Syndicate
Item # 01: Appointment of Assistant Professor of Chemistry (BPS-19/TTS), Islamia College Peshawar	<i>The Board, after thorough interview, recommended the following two candidates, in order of merit, for the positions of Assistant Professor (TTS):</i> 1. Dr. Javed Ali 2. Dr. Akhtar Muhammad	Approved the appointment of the following two candidates, in order of merit, for the position of Assistant Professor (TTS): 1. Dr. Javed Ali 2. Dr. Akhtar Muhammad

<p>Item # 02: Appointment/ Promotion of Dr. Behramand to Associate Professor (Tenured), Department of Chemistry, Islamia College Peshawar</p>	<p><i>Based on the DTRC and TRP evaluation reports, Dr. Behramand is hereby recommended by the Selection Board for appointment as Tenured Associate Professor of Chemistry</i></p>	<p>The Syndicate approved the recommendations of the Selection Board and endorsed w.e.f date of DTRC subject to submission of duly signed declaration to HEC.</p>
<p>Item # 03: Appointment of Assistant Professor of Geography (BPS-19/TTS), Islamia College Peshawar</p>	<p><i>The Board recommended the following candidate as Assistant Professor (TTS) in Geography:</i></p> <ul style="list-style-type: none"> • <i>Dr Abdur Raziq</i> 	<p>The Syndicate approved recommendations of the Selection Board.</p>
<p>Item # 04: Appointment of Assistant Professor of English (BPS-19/TTS), Islamia College Peshawar</p>	<p><i>After threadbare discussion, the Board recommended the following five candidates for the positions of Assistant Professor (BPS- 19/TTS), in order of merit, subject to the condition that "The Syndicate may decide number of posts as per Budget, Advertisement & Corrigendum":</i></p> <ol style="list-style-type: none"> 1. <i>Mr. Riaz Hussain (Assistant Professor BPS-19)</i> 2. <i>Dr. Rasib Mahmood (Assistant Professor TTS)</i> 3. <i>Mr. Falak Naz Khan (Assistant Professor BPS-19)</i> 4. <i>Mr. Awal Said (Assistant Professor BPS-19)</i> 5. <i>Mr. Muhammad Waqar Ali (Assistant Professor BPS-19)</i> 	<p>Approved S. No. 1 & 2 as advertised in the original advertisement dated 20.12.2018 and referred the remaining positions, which were added in the Corrigendum/Addendum, for processing through the Need Assessment Committee and for placing again before the forthcoming Syndicate for approval.</p>
<p>Item # 05: Appointment/ Promotion of Dr. Mustafa Afeef to Associate Professor (Tenured), Department of</p>	<p><i>"Based on the DTRC and TRP evaluation reports, Dr. Mustafa Afeef is hereby recommended by the Selection Board for appointment as Tenured</i></p>	<p>The Syndicate approved the recommendations of the Selection Board and endorsed w.e.f date of DTRC subject to</p>

Management Science, Islamia College Peshawar	<i>Associate Professor of Management Science”.</i>	submission of duly signed declaration to HEC.
Item # 06: Appointment of Assistant Professor of Electronics (BPS-19/TTS), Islamia College Peshawar	<i>“Referred back to the Quantification Committee to re-evaluate based on pre and post experience in BPS appointment. Also members of the Selection Board were different”.</i>	The Syndicate approved recommendations of the Selection Board.
Table Agenda: Consideration of Judgment of the Peshawar High Court Peshawar in Wp No. 6451-P/2018 with regard to the Appointment Case of Associate Professor of Pushto, Islamia College Peshawar, Advertised Dated 10.06.2017	<i>The Selection Board discussed the case in light of judgment of Peshawar High Court Peshawar in WP No. 6451-P/2018 and recommended that the case may be placed before the Selection Board once the deferred case of Dr. Abaseen Yousafzai regarding his correction in date of birth is decided by the Syndicate.</i>	The Syndicate approved recommendations of the Selection Board.

1.5:- ENDORSEMENT OF TTS CASES, APPROVED BY THE SYNDICATE IN ITS 27TH MEETING W.E.F 30.12.2020 (24TH MEETING OF THE SYNDICATE)


In light of the decision of the Syndicate made in its 32nd meeting held on 01.06.2022 (regarding the adoption of letter No. 15-54/Coors/2019/HEC/(QAD)/119 dated February 07, 2022), the Syndicate endorsed the promotion of the following with effect from 30.12.2020 (Date of 24th meeting of the Syndicate) as noted against each:

S#	Name of Faculty Member	Department	Promoted to	Date of effect
1.	Dr. Muneeb-ur-Rehman	Physics	Tenured Professor	30.12.2020
2.	Dr. Amjad Ali	Statistics	Tenured Associate Professor	30.12.2020
3.	Dr. Naveed Islam	Computer Science	Tenured Associate Professor	30.12.2020
4.	Dr. Gohar Ali	Mathematics	Tenured Associate Professor	30.12.2020
5.	Dr. Ghulam Murtaza	Physics	Tenured Associate Professor	30.12.2020
6.	Dr. Shamim Khan	Physics	Tenured Associate Professor	30.12.2020


Furthermore, the Syndicate directed that the TTS declaration Form shall be sent to HEC for further necessary action.

The meeting ended with mutual vote of thanks.

Minutes recorded by:


The Registrar, 11/10/22
Islamia College Peshawar.

Approved by:


The Vice-Chancellor,
Islamia College Peshawar. 12/10/22

Observations on Minutes of 33rd meeting of the Syndicate held on 15.09.2022

Minutes recorded in agenda item	Observations	Remarks
S.No. 1	<p><u>Observations made by Dr. Fazle Wahid, member of the Syndicate</u></p> <p>The undersigned has read the minutes of the cited meeting thoroughly and want to submit the following observations for your kind consideration.</p> <p>1. <u>Page 3, Last Paragraph; Page 4, all Paragraphs:</u> <u>The decision has been recorded incorrectly. It is written several times in all these paragraphs that only the Corrigendum/Addendum should go through the Statutory formalities i.e. Need Assessment.</u></p> <p>The decision should be corrected as follows: The Syndicate decided that Need Assessment is a Statutory requirement and that it shall be done for all those posts for which Need Assessment has not been done according to the ICP Statutes.</p> <p>2. <u>Page 4, Last Paragraph:</u> <u>The decision has been recorded incorrectly. It was not decided that "the next meeting of the Syndicate shall accord approval of the rest of the appointments against the posts advertised through the corrigendum/Addendum, or otherwise."</u></p> <p>The correct decision was as follows.</p> <p>The Syndicate approved all the recommendations including those advertised through the Corrigendum/Addendum from the date (September 15, 2022) of this meeting of the Syndicate and that appointment orders shall be issued to all the appointees. However, it further directed that only the Statutory formality of the need assessment shall be fulfilled.</p> <p>3. <u>Page 20, Item 04:</u> <u>The decision has been recorded incorrectly. The correct decision was as follows.</u> It was decided that the Syndicate approved all the recommended candidates against the posts in the Advertisement and the Corrigendum/Addendum and that only the Statutory formality of the Need Assessment should be fulfilled for all the positions including those in the Corrigendum/Addendum.</p> <p>4. As regards the TTS recommendations of the Selection Board, the Syndicate has approved these recommendations but has not endorsed them.</p>	<p>Minutes recorded correctly</p> <p>Minutes recorded correctly</p> <p>Minutes recorded correctly</p> <p>The Syndicate approved the recommendations of the Selection Board and endorsed w.e.f</p>




	<p>5. Page 5, Paragraph 01: It is requested that the sentence "He informed the Syndicate that the said candidate had been appointed..... those universities." Be expunged from the minutes.</p> <p>You are therefore requested to kindly incorporate the above observations/correction in the minutes of the subject meeting of the Syndicate.</p>	<p>date of DTRC subject to submission of duly signed declaration to HEC. Hence, Minutes corrected accordingly.</p>
<p>S. No 2.</p>	<p><u>Observations made by Prof. Dr. Izhar Ahmad, member of the Syndicate</u></p> <p>The undersigned has read the minutes of the cited meeting thoroughly and want to submit the following observations for your kind consideration.</p> <p>1. <u>Page 3, Last Paragraph; Page 4, all Paragraphs:</u> The decision has been recorded incorrectly. It is written several times in all these paragraphs that only the Corrigendum/Addendum should go through the Statutory formalities i.e. Need Assessment.</p> <p>The decision should be corrected as follows: The Syndicate decided that Need Assessment shall be done for all those posts for which Need Assessment has not been done according to the ICP Statutes.</p> <p>2. <u>Page 4, Last Paragraph:</u> The decision has been recorded incorrectly. It was not decided that "the next meeting of the Syndicate shall accord approval of the rest of the appointments against the posts advertised through the corrigendum/Addendum, or otherwise." The correct decision was as follows.</p> <p>The Syndicate approved all the recommendations of 38th, 39th, 40th and 41st Meetings of the Selection Boards from the date of 33rd meeting of the Syndicate (emergency) i.e. September 15, 2022 and that appointment orders shall be issued to all the appointees. However, it further directed that only the statutory formality of the need assessment shall be fulfilled.</p> <p>3. <u>Page 20, Item 04:</u> The decision has been recorded incorrectly. The correct decision was as follows. It was decided that the Syndicate approved all the recommended candidates against the posts in the Advertisement and the Corrigendum/Addendum and that only the Statutory formality of the Need</p>	<p>Minutes recorded correctly.</p> <p>Minutes recorded correctly.</p> <p>Minutes recorded correctly.</p>

	<p>Assessment should be fulfilled for all the positions including those in the Corrigendum/Addendum.</p> <p>4. As regards the TTS recommendations of the Selection Board, the Syndicate has approved these recommendations but has not endorsed them.</p> <p>5. Page 5, Paragraph 01: It is requested that the sentence "He informed the Syndicate that the said candidate had been appointed..... those universities." be expunged from the minutes.</p> <p>6. Page 4, Paragraph 02: On my query regarding the rules for corrigendum/addendum, the registrar responded that no such rules exists.</p> <p>You are therefore requested to kindly incorporate the above observations/correction in the minutes of the subject meeting of the Syndicate.</p>	<p>The Syndicate approved the recommendations of the Selection Board and endorsed w.e.f date of DTRC subject to submission of duly signed declaration to HEC. Hence, Minutes corrected accordingly.</p> <p>Minutes recorded correctly.</p> <p>Minutes recorded correctly.</p>
S. No. 03	<p><u>Observations made by Mr. Ali Shah, Member of the Syndicate</u></p> <p>With due respect, it is bring into your kind notice, that most of the advertisements / Corrigendum in the past had been floated without need assessment while those advertisements had been processed and appointment had been made against those advertisements. At this stage it will complicate the matter. Therefore, it is requested to re-consider the decision of the need assessment in the ensuing meeting of the Syndicate.</p>	<p>Not an observation it is a request / suggestion, hence, the Minutes recorded correctly.</p>
S. No. 04	<p><u>Observations made by Mr Awal Said, Member of the Syndicate</u></p> <p>The undersigned has read the minutes of the cited meeting thoroughly, submits the following observations to be treated according to the Rules of Business of the Syndicate and demands that the decisions be corrected accordingly.</p> <p>1. For ensuring uniformity and the application of a single yardstick in decision making, it was agreed in the start of the meeting that all decisions would be subject to reconsideration by the Syndicate in case any decision on a later item affects the decision on an earlier item, so none of the</p>	<p>Minutes recorded correctly</p>

decisions on the teaching positions advertised through the Advertisement dated December 20, 2018 and the Corrigendum/Addendum dated December 23, 2018 are final for which the need assessment according to the ICP Statutes has been done. All decisions of the subject meeting are open for discussion.

The above paragraph must be made part of the minutes of the subject meeting of the Syndicate.

2. **Page 3, Last Paragraph; Page 4, all Paragraphs:** The decision has been recorded incorrectly. It is written several times in all these paragraphs that only the Corrigendum/Addendum should go through the Statutory formalities i.e. Need Assessment.

Minutes recorded correctly.

Need Assessment is a Statutory requirement and its procedure has been explicitly laid down on Page 75 in the ICP approved Statutes. The approved Statutes of ICP clearly mention that the need assessment for new hiring shall be done by a Need Assessment Committee comprising the following:

1. Dean of the concerned faculty
2. Chairman/HoD
3. Two teachers of the concerned faculty to be nominated by Dean
4. One member the Syndicate from faculty to be nominated by the Vice Chancellor
5. Registrar or his nominee (not below the rank of Deputy Registrar)
6. Treasurer or his nominee (not below the rank of Deputy Treasurer)

While deciding so, the Syndicate was given this impression that the then VC Prof Dr. Habib Ahmad (Late) had arranged meetings of the Need Assessment Committee for the Advertisement dated December 20, 2018, but not for the Corrigendum/Addendum. Whereas the fact is that the Need Assessment Committee meetings as per the approved Statutes (Page 75) have not been convened for the Advertisement too, particularly the need assessment of the two posts of AP of English and the two posts of professor of English in the Advertisement has not been done.

If the Syndicate demands Need Assessment for the Corrigendum/Addendum as per the procedure laid down in the Statues of ICP, it shall demand the same on the same Statutory procedure for all those posts for which Need Assessment has not

	<p>been done according to the approved Statutes of ICP, in order to maintain justice and fair-play and avoid discrimination.</p> <p>Therefore, the decision should be corrected as follows: In order to fulfill the Statutory formality of the need assessment, the Need Assessment Committee meeting(s) shall be arranged for all those recommended positions in the Corrigendum and the Advertisement for which it has not been arranged.</p> <p>3. <u>Page 4, Last Paragraph:</u> The decision has been recorded incorrectly. It was not decided that “the next meeting of the Syndicate shall accord approval of the rest of the appointments against the posts advertised through the corrigendum/Addendum, or otherwise.” The correct decision was as follows.</p> <p>The Syndicate approved all the recommendations including those advertised through the Corrigendum/Addendum from the date (September 15, 2022) of this meeting of the Syndicate and that appointment orders shall be issued to all the appointees. However, it further directed that only the Statutory formality of the need assessment shall be fulfilled.</p> <p>4. <u>Page 20, Item 04:</u> The decision has been recorded incorrectly. The decision must be corrected as follows.</p> <p>It was decided that the Syndicate approved all the recommended candidates against the posts in the Advertisement and the Corrigendum/Addendum and that only the Statutory formality of the Need Assessment should be fulfilled for all the positions including those in the Corrigendum/Addendum.</p> <p>5. The following must be made part of the minutes. As regards the TTS recommendations of the Selection Board, the Syndicate has approved these recommendations but has not endorsed them. Moreover, it must be ensured that the early promotion of TTS recommendations have been processed according to the ICP Statutes.</p> <p>6. The following must be made part of the minutes. During the meeting, I made it loud and clear that it is not binding on the Syndicate to approve the</p>	<p>Not an observation it is a request / suggestion, hence, the Minutes recorded correctly.</p> <p>Minutes recorded correctly.</p> <p>The Syndicate approved the recommendations of the Selection Board and endorsed w.e.f date of DTRC subject to submission of duly signed declaration to HEC. Hence, Minutes corrected accordingly.</p> <p>Minutes recorded correctly.</p>
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	<p>recommendations on the teaching positions by the Selection Board if there are no classes in certain departments like physics, English and zoology.</p> <p>7. Page 5, Paragraph 01: It is requested that the sentence "He informed the Syndicate that the said candidate had been appointed..... those universities." be expunged from the minutes.</p> <p>You are therefore requested to kindly incorporate the above observations/corrections in the minutes of the subject meeting of the Syndicate.</p>	<p>Minutes recorded correctly.</p>
<p>S. No. 5</p>	<p><u>Observations made by Treasurer, ICP, Member of the Syndicate</u></p> <p>I hereby submit the following observations on the draft minutes of the 33rd meeting of the Syndicate, Islamia College Peshawar, held on 15-09-2022.</p> <p>1. In the discussion section, it is mentioned on several occasions that the need assessment shall be done for the Corrigendum/Addendum in order to meet the statutory requirements.</p> <p>The minutes shall be rephrased as follows:</p> <p>'It was discussed that Need Assessment is a Statutory requirement and that it shall be done for all those posts for which Need Assessment has not been done according to the ICP Statutes.'</p> <p>2. During the discussion on 38th meeting of the Selection board the Following discussion has not been recorded in the minutes:</p> <p>"Some of the Syndicate members including the Treasurer raised the point that it is not binding on the Syndicate to approve the recommendations of the selection board as there are some departments where the faculty members are in excess and there exists no work load to be assigned to the new faculty member to be appointed. Furthermore, the Treasurer informed that there is only one post of Professor in the Department of Physics in BE FY 2022-23. The Registrar informed that the faculty positions are all floating and the available positions of Professors, Associate Professors, Assistant Professors and Lecturers are in excess of the currently advertised posts."</p>	<p>Minutes recorded correctly.</p> <p>Part of discussion not the decision, hence, the minutes recorded correctly.</p>

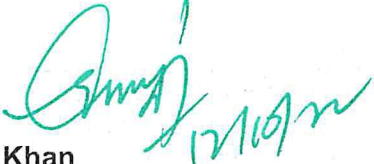
	<p>3. With reference to item no. 1.1 to 1.4, it is suggested that the Syndicate may approve the cases, provided that all statutory requirements including need assessment are fulfilled.</p>	<p>It is a suggestion, not an observation, hence, the Minutes recorded correctly.</p>
<p>S. No. 6</p>	<p><u>Observations made by the following members of the Syndicate:</u></p> <p><u>1. Dr. Izhar Ahmad, Prof of Botany and Members Syndicate</u> <u>2. Dr. Murad Ullah, Director Students Affairs and Members Syndicate</u> <u>3. Dr. Fazle Wahid, AP of Economics and Member Syndicate</u> <u>4. Awal Said, Lecturer in English and Member Syndicate</u></p> <p>The undersigned has read the minutes of the cited meeting thoroughly, submits the following observations to be treated according to the Rules of Business of the Syndicate and demands that the decisions be corrected accordingly.</p> <p>1. It was agreed in the start of the meeting that all decisions would be subject to reconsideration by the Syndicate in case any decision on a later item affects the decision on an earlier item, so none of the decisions on the teaching positions advertised through the Advertisement dated December 20, 2018 and the Corrigendum/Addendum dated December 23, 2018 are final for which the need assessment according to the ICP Statutes has been done. All decisions of the subject meeting are open for discussion.</p> <p>The minutes of the subject meeting of the Syndicate be corrected accordingly.</p> <p><u>2. Page 3, Last Paragraph; Page 4, all Paragraphs:</u> The decision has been recorded incorrectly. It is written several times in all these paragraphs that only the Corrigendum/Addendum should go through the Statutory formalities i.e. Need Assessment. The decision should be corrected as follows: The Syndicate decided that Need Assessment is a Statutory requirement and that it shall be done for all those posts for which Need Assessment has not been done according to the ICP Statutes.</p> <p><u>3. Page 4, Last Paragraph:</u> The decision has been recorded incorrectly. It was not decided that "the next meeting of the Syndicate shall accord approval of the rest of the appointments against the posts advertised through the corrigendum/Addendum, or otherwise."</p>	<p>Minutes recorded correctly.</p> <p>Minutes recorded correctly.</p>

	<p>The correct decision was as follows.</p> <p>The Syndicate approved all the recommendations including those advertised through the Corrigendum/Addendum from the date (September 15, 2022) of this meeting of the Syndicate and that appointment orders shall be issued to all the appointees. However, it further directed that only the Statutory formality of the need assessment shall be fulfilled for these recommendations and others of similar nature too.</p> <p>4. Page 20, Item 04: The decision has been recorded incorrectly. The correct decision was as follows.</p> <p>It was decided that the Syndicate approved all the recommended candidates against the posts in the Advertisement and the Corrigendum/Addendum and that only the Statutory formality of the Need Assessment should be fulfilled for all the positions including those in the Corrigendum/Addendum.</p> <p>5. Page 20, Item 04: The decision has been recorded incorrectly. The decision should be corrected as follows. While considering this item, Prof Dr. Izhar Ahmad pointed out that Dr. Rasib Mahmood has been recommended as AP on TTS, but scrutiny and quantifications have been done on BPS. He has been awarded marks for research journals in Y-Category journal which is not acceptable for appointment on TTS.</p> <p>6. As regards the TTS recommendations of the Selection Board, the Syndicate has approved these recommendations but has not endorsed them. Moreover, it must be ensured that the early promotion of TTS recommendations have been processed according to the ICP Statutes.</p> <p>7. This observation should be made part of the minutes because Mr. Awal Said had told this during the meeting. He made it loud and clear that it is not binding on the Syndicate to approve the recommendations on the teaching positions by the Selection Board if there are no classes in certain departments.</p> <p>8. Page 5, Paragraph 01: It is requested that the sentence "He informed the Syndicate that the said candidate had been appointed..... those universities." be expunged from the minutes.</p>	<p>Minutes recorded correctly.</p> <p>Minutes recorded correctly.</p> <p>Minutes recorded correctly.</p> <p>The Syndicate approved the recommendations of the Selection Board and endorsed w.e.f date of DTRC subject to submission of duly signed declaration to HEC. Hence, Minutes corrected accordingly.</p> <p>Minutes recorded correctly.</p> <p>Minutes recorded correctly.</p>
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	You are therefore requested to kindly incorporate the above observations/corrections in the minutes of the subject meeting of the Syndicate.	
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Dr. Qasim Mansoor Jalali
Registrar,
Islamia College Peshawar

Approved by:


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