



# ISLAMIA COLLEGE PESHAWAR

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No. 9556 /Meetings

Dated: 24/11/2022

To

All members of the Syndicate  
Islamia College Peshawar

**Subject:- FINAL MINUTES OF THE 34<sup>th</sup> MEETING (EMERGENCY) OF THE SYNDICATE, ISLAMIA COLLEGE, PESHAWAR HELD ON 23.10.2022**

Dear Sir/Madam,

I am directed to refer to the draft minutes issued vide letter No. 9522/Meeting dated 08.11.2022 and to inform you that since no observations have been received. Therefore, the minutes of the 34<sup>th</sup> meeting (Emergency) of the Syndicate held on 23.10.2022 may be treated as final.

Thanking you.

  
Registrar

**Copy to:**

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3. The PSO to Vice-Chancellor
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Registrar  


**MINUTES OF THE 34<sup>th</sup> MEETING (EMERGENCY) OF THE SYNDICATE, ISLAMIA COLLEGE PESHAWAR HELD ON 23<sup>rd</sup> OCTOBER, 2022 AT 10:00AM IN THE MAIN COMMITTEE ROOM, ISLAMIA COLLEGE PESHAWAR**

The 34<sup>th</sup> Meeting (Emergency) of the Syndicate, Islamia College Peshawar was held on 23<sup>rd</sup> October, 2022 at 10:00 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. **Prof. Dr. Khan Bahadur Marwat,**  
Former Vice Chancellor, SBBU, Sheringal, Dir Upper  
Nominee of the Higher Education Commission
3. **Prof. Dr. Izhar Ahmad,**  
Department of Botany, Islamia College Peshawar
4. **Dr. Muradullah,**  
Director Student Affairs, Islamia College Peshawar
5. **Mr. Kamran Khan,**  
Additional Secretary (Admn),  
Nominee of the Secretary,  
Finance Department,  
Government of Khyber Pakhtunkhwa
6. **Mr. Javed Iqbal,**  
Additional Secretary (Universities),  
Nominee of the Secretary,  
Higher Education, Archives & Libraries Department,  
Government of Khyber Pakhtunkhwa
7. **Mr. Syed Habib ul Hasan Gilani**  
Deputy Secretary (Establishment),  
Nominee of the Secretary,  
Establishment Department,  
Government of Khyber Pakhtunkhwa
8. **Dr. Amjad Ali,**  
Department of Statistics, Islamia College Peshawar
9. **Dr. Fazl e Wahid,**  
Department of Economics, Islamia College Peshawar
10. **Mr. Awal Said,**  
Department of English, Islamia College Peshawar
11. **Mr. Hamid Mehmood Khan,**  
Treasurer, Islamia College Peshawar

12. **Mr. Ali Shah**  
Deputy Director (Web), Islamia College Peshawar
13. **Mr. Zakaria**  
Assistant Librarian, Central Library, ICP
14. **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 for sparing their time to attend the meeting. He particularly thanked the external members who spared their time to attend the meeting on Sunday. The Vice-Chancellor clarified to the forum that he is absolutely neutral in the instant case and has no intention of favoring any of the applicants for these posts or otherwise. He invited the forum to guide and even criticize him in case the house feels that the Vice-Chancellor is biased in the case of appointments. He, however, stressed that any decision taken by the forum shall be such that it may be able to withstand judicial scrutiny, and for this purpose, any decision taken must be in accordance with the statutory provisions.

The Vice Chancellor further apprised the house that this meeting is being held in continuation of the previous (33<sup>rd</sup>) meeting of the Syndicate held on 15.09.2022 and, therefore, majority of the members are well aware of the background of the case. However, since there are a few members who were not present in the previous meeting, the Convenor informed them of the background of the case, elaborating that certain faculty positions were advertised by the University on 20.12.2018 which was followed by a corrigendum/addendum on 23.12.2018. Likewise, an internal advertisement as per Islamia College Peshawar Statutes 2016 was floated for teaching vacancies within the Islamia Collegiate School, too. Applications were received against these various advertised posts and the same were processed as per rules of the University. As part of the recruitment process, Selection Boards were held and recommendations were made against these advertised posts. Needless to mention that the cases of promotion of a number of faculty members serving in the TTS cadre were also recommended by the Selection Boards. All these recommendations of the Selection Boards were lastly placed before the preceding 33<sup>rd</sup> meeting (Emergency) of the Syndicate held on 15.09.2022. However, during the 41<sup>st</sup> meeting of the Selection Board held on 11-10.09.202, Additional Secretary HED (Nominee of the Chancellor) raised a question as to whether the Corrigendum/Addendum dated. 23.12.2018 was floated as per the prescribed procedure and whether approval by the Competent Authority was obtained for the same? This question was

raised on the basis of a complaint/letter submitted by a senior Professor of the University to the concerned member of the Selection Board. Consequently, a threadbare discussion took place on the status of the Corrigendum/Addendum. After several hours of deliberation, the Selection Board reached at a consensus that since the Board can only make recommendation, the issue may be placed before the Syndicate for decision as the Syndicate is the appropriate body for making decisions in all matters relating to appointment.

The Syndicate in its 33<sup>rd</sup> meeting held on 15.09.2022, deliberated on the matter in detail and finally approved the recommendations made against posts advertised in the main advertisement dated 20.12.2018 (along-with approval against the posts advertised in the year 2017, those advertised for the teachers of Islamia Collegiate School and the cases of TTS faculty members) whereas the approval of posts advertised through Corrigendum/Addendum was deferred till the instant meeting so that the statutory formality of need assessment is fulfilled first by routing the case through the respective Need Assessment Committees and placing the reports thereof before the ensuing meeting of the Syndicate. It was further agreed in the same meeting that Office Orders for all the approved cases would be issued from the date of the 33<sup>rd</sup> meeting (Emergency) of the Syndicate, i.e., 15.09.2022. The Vice Chancellor then asked the Registrar to further explain the need assessment process undertaken in the case.

The Secretary apprised the forum that in pursuance of the decision made in the 33<sup>rd</sup> meeting (Emergency) of the Syndicate dated: 15.09.2022, a joint meeting of the Need Assessment Committees of the all the four Departments (i.e., the Department of English, Computer Science, Pakistan Studies and Economics, various posts whereof were advertised or increased through the corrigendum/addendum) was called on 23.09.2022. However, the meeting did not yield positive result. Thereafter, another meeting of the Need Assessment Committees for the Department of English was called on 13.10.2022 but the same, once again, did not prove fruitful due to the non-availability of the members of the Need Assessment Committee. Lastly, meeting of the Need Assessment Committee for the Department of Pakistan Studies and Economics was called on 20.10.2022 whereas that of the Department of English and Computer Science was called on 21.10.2022. The same was attended by members of the Need Assessment Committees of all the four Departments and the reports thereof are annexed with the agenda of the instant meeting of the Syndicate for perusal.

The Nominee of the Secretary HED stated that it is normal to increase or decrease the number of posts advertised through corrigendum. However, the same has to be done in the prescribed manner and after the necessary approval. He added that the forum today is discussing matters which should have been discussed, clarified and processed in the year 2018. He expressed his disappointment over the situation that the process of recruitment continued for years without any objection being raised on the same with respect to fulfillment of the prescribed procedure. His opinion was endorsed by all members of the Syndicate. However, the Registrar referred to a decision of the Syndicate made in its 16<sup>th</sup> meeting wherein the Syndicate decided that the "*appointments against various posts shall be made in accordance with the number of positions appeared in the relevant advertisement*".

The Nominee of the HEC stated that in universities there is proper need assessment procedure. Similarly, there is a practice of increasing or decreasing the number of advertised posts. At times, the Chairman of a department may be biased towards some of his colleagues/faculty members. But it is the responsibility of respective Deans as well as the Vice Chancellor to look after the interest and rights of all the teaching community. He further added that the advertisement has not been cancelled till date and the same is, therefore, intact. Therefore, the forum shall move forward towards the resolution of the problem. The matter could therefore be resolved by adopting a benevolent approach without compromising on the rules and procedures. He further added that both the main advertisement and the Corrigendum/Addendum are still intact and the same have not been revoked. Therefore, we should only look into whether the respective Need Assessment Committees have identified need in the Departments and whether budgetary positions are available? In case, need has been identified and budgetary positions are available, the Syndicate can approve the recommendations of the Selection Boards. Dr. Fazl-e-Wahid also supported the stance that since both the advertisement and the corrigendum/addendum are still intact, appointment against both would be justified.

At this juncture, Prof. Dr. Izhar Ahmad drew the attention of the house to the point that during the last meeting of the Syndicate, it was decided that need assessment would be done for the posts advertised through corrigendum/addendum. Since the same has been done and the reports of the Need Assessment Committees are placed for consideration, therefore it would be only appropriate if the Syndicate could focus on the reports itself and not discuss issues which have been discussed for many hours in the previous meeting. The Nominee of the HEC

endorsed this stance and stated that once positive need assessment reports are available and vacant position are there in the budget, the issue should not be discussed any further. However, the Nominee of the Secretary HED clarified that this is an opportunity to learn lesson for the future. Need assessment should not be done at the Syndicate stage and the process of recruitment should be conducted properly in the future. Rules and procedures should be followed and things should not take place in arbitrary manner. He particularly highlighted that as he was a member in the Selection Board too, he noticed that 72 candidates were interviewed for a single post. This, in his opinion, was something to do with the Statutes of the University which gives opportunity to appear before the Selection Board to every eligible candidate without putting a limit on the number of candidates to be called for interview. This creates a difficulty for the University and, therefore, this may be removed while moving forward in the right direction. He asserted that necessary reforms may be made in light of the "removal of difficulty" notion of the law/Statutes by placing the same as an item before the Syndicate for necessary clarification/decision. Whereas the house unanimously agreed with this opinion, the Vice Chancellor in particular clarified that the current processing/appointments are being made against posts advertised in the year 2018 and 2019. Therefore, the usual process has to be followed where there is no limit on the number of candidates to be called for interview. However, the Vice Chancellor expressed his will to bring major changes/reforms in the current rules, regulations, Statutes and processes pertaining to advertisements to be made in the future by placing the same on the agenda of the Syndicate.

During the discussion, the Nominee of the Secretary HED inquired whether there was any disagreement by any member during the recent need assessment. To this, the Secretary/Registrar responded that he, as member of the Committee, did record his disagreement with the process on the grounds that it is not justifiable, in his opinion, to do need assessment for the positions, in the year 2022, which have been advertised in the year 2018. He specially read the relevant paras of the Need Assessment Committees Reports wherein he had recorded his dissent with the process of need assessment undertaken at such a belated stage. He further clarified his point by adding that when these posts were advertised in the year 2018, certain appointments were made subsequently to such advertisement made earlier in 2017, meaning thereby that the need has changed after fresh appointments were made in the respective departments. Therefore, need assessment taking place in the year 2022 to investigate the need prevailing in the year 2018 would by no means be justified,



particularly when certain appointments have been made in the respective departments due to which the need scenario must have changed.

However, the stance of the Registrar was not supported by the remaining members of the Syndicate. They were of the opinion that it was unanimously decided to conduct need assessment and see if currently there exists need for fresh induction in the respective departments. The question of whether need assessment for the year 2018 could be made in the year 2022 was not brought under discussion. This is because the nature of need of a particular department is such that it may vary with the passage of time. Most importantly, need assessment is made on the basis of "existing" or "current" need and not the need in the previous years. Therefore, if the respective Need Assessment Committees have carried out need assessment process and identified the existence of need, the same is sufficient for granting approval to the recommendations of the Selection Board. Ideally, the University should have catered for need assessment before making the advertisement. But once the University administration did not do the needful on its part and the process continued for years without any objection been raised on it, it will be only wise to conclude the process based on the current need of the respective departments as identified by the Need Assessment Committees pursuant to the direction of the Syndicate in the 33<sup>rd</sup> meeting. The Nominee of the HEC in particular stressed that since the Need Assessment Committees have prepared reports in light of the directions of the Syndicate, it will be apt to proceed with the same recommendations and to avoid making further complications.

The Registrar, however, was not convinced with the stand of the Syndicate. He therefore asked permission and read two letters to the forum: one by Dr. Fazl-e-Wahid when he was Secretary General of the Teaching Staff Association and the other by the faculty members of the Department of Economics, Islamia College Peshawar. Dr. Fazl-e-Wahid had demanded in his letter dated. 14.12.2018 that only those teaching positions should be advertised which have been recommended by concerned Chairman/Coordinator/HoDs through Need Assessment Committee, and where they did not express their consent, then in their concerned departments, unnecessary advertisement of teaching positions should be avoided so as to protect the University from financial liabilities. Likewise, the faculty members of the Department of Economics have demanded in their letter No Nil dated. 08-06-2022 resubmitted on 18.10.2022 that the post of Associate Professor in Economics shall not be processed because there is no need for further recruitment in the department. Relying on these two letters, the

Registrar was of the opinion that it will be unjustified to conduct need analysis for the year 2018 in the year 2022. He reiterated that by raising his voice, he intends to perform his duty as Registrar, Secretary of the Syndicate and holder of the common seal of the University and is not personal with any faculty member(s), rather his only request was that the Syndicate shall make a considered and well-informed decision.

The members of the Syndicate responded to the question raised by the Registrar one by one. Dr. Fazl-e-Wahid stated that we have fresh information about the need and requirements of the concerned departments today. Hence, it is sufficiently clarified that there is need in these department and recruitment is accordingly justified. Dr. Amjad Ali stated that the Registrar had raised this query during the Need Assessment Committee and it was clarified therein that there is need in the department as of today. Prof. Dr. Izhar Ahmad likewise expressed that it is due to the need in various departments that a good number of faculty has been recruited on visiting basis very recently. The Nominee of the Secretary Establishment Department added that it was duty of the University administration to address all such questions and follow the required procedure back in the year 2018. But when the same was not done, the Syndicate is only removing the shortcomings of the process undertaken so far. Hence, the need assessment in the year 2022 is helping the University perform its obligation. He further added that universities are centers of learning and growth/expansion takes place in these centers, resulting in the creation of further resources. Recruitment of faculty members is thus vital for the very purpose of the universities. Since the Syndicate had directed in the last meeting to do need assessment, the same has been done accordingly by the Committees and we are required further to do the needful in light of the reports submitted by the Need Assessment Committees. After detailed discussion and thorough response to the queries raised by the Registrar, the Nominee of the Secretary HED asked that the reports of the Need Assessment Committees be read one by one so that the forum may carefully examine the same.

The Registrar clarified that although the Need Assessment Committee for the Department of Economics decided that the post of Associate Professor in Economics advertised through corrigendum/addendum may be processed, the letter by faculty members of the said department referred to earlier requested not to process it due to no workload. The Syndicate after thorough deliberation decided not to process the said post due to no workload in the Department of Economics.





With respect to the remaining departments, i.e., Department of English, Computer Science and Pakistan Studies, the Registrar read the reports of all the Committees, respectively. It was pointed out by the Nominee of the Secretary HED that the "Decision" part of the report is inaccurate because the Committees could only give recommendations to the Syndicate and not a decision. He likewise pointed out that even the decision is not a "decision" per se, rather it is only the opinion of the members of the Need Assessment Committees. Thus, the Committee did not do its job as it was required and expected to. He further clarified that in this situation, the Syndicate cannot approve a document/decision which only consists of the opinion of the members without any clearcut recommendations given to the Syndicate. Nominee of the Secretary Establishment Department was also of the same opinion as Nominee of the Secretary HED and he suggested that since no clear recommendation has not been given, therefore, the case may be referred back to the Committees for doing the needful. This view was also supported by the Nominee of the HEC. The Nominee of the Secretary Establishment Department further asserted that there was no need to dig into discussion and give opinions in such meetings; only clear recommendations should be given on the matter involved as it is only the recommendation that ultimately matters. The Nominee of the Secretary HED also clarified that if the Syndicate takes a decision and makes recommendation on the basis of such decision/opinion (and no recommendation) of the Need Assessment Committee, the same may be questioned in the future and it will create problems for all.

Mr. Awal Said, an elected member stated that although the words used by the Need Assessment Committees may be inappropriate to communicate the intended meaning, one should look at the essence of the words and the underlying intention behind the words used. He further added that since the appointments are being made in the year 2022 and the same will be effective with effect from 2022, therefore, it is inaccurate to say that we cannot do need assessment for the year 2018 (as need is analyzed for the year 2022 and not 2018). This view was supported by Prof. Dr. Izhar Ahmad who added that faculty members have been waiting for their appointments since years and such long wait has subjected them to mental torture, making them unable to focus on their teaching and research. Therefore, such minor technicalities may be ignored in the larger interest of the community and for the betterment of the University. The Syndicate shall look at the spirit of the words used and not merely the black letters. It is the mandate of the Syndicate to correct such ambiguities, if any, and move forward towards the resolution of the issues. No appointments have been made during the last four to five years whereas the need of the University is so huge that very recently, dozens of teachers

have been recruited on visiting basis in various departments. Therefore, the Syndicate shall make a decision keeping in view all these factors.

The Nominee of the Secretary HED responded by saying that everyone speaks based on their respective experience and background. He elaborated that the external members of the Syndicate representing various Government Offices are questioned over the decisions taken during the Syndicate. Therefore, if a decision is taken by the Syndicate on the basis of a decision/opinion which is vague or difficult to justify, this creates problems for external members at various forum, including during meetings, for instance, with the Honorable Chancellor, ICP, before the Senate and GIT. This stance was supported by other members of the Syndicate hailing from outside the University.

Mr. Zakaria, an elected member from the administrative officers, suggested a way forward towards resolution of the problem. He stated that since all members of the Need Assessment Committees are either sitting in the instant meeting of the Syndicate, or they are housed within the campus of the University, it is very much possible that the Syndicate direct that concerned members of the Need Assessment Committees may be called instantly to make necessary corrections of the expression/words/opinion/decision made earlier and rephrase the same by giving proper recommendations for consideration of the Syndicate. In this way, not only the earlier decision/opinion of the Need Assessment Committees would be rectified accordingly, but it would also enable the Syndicate to consider the corrected recommendations of the Need Assessment Committees and take appropriate action on the same. After thorough deliberation, the house unanimously agreed to this proposal and directed that the respective Need Assessment Committee shall rephrase the expressions and re-submit its recommendations for consideration of the Syndicate. At this stage, the launch/Prayer break was announced. During this time, members of the Need Assessment Committee revisited the wording of their earlier decision/opinion and need correction accordingly.

After the break, the house resumed the proceedings. The Secretary apprised the forum that all the three Committees have revised/rephrased their decision/opinion in light of the directives of the Syndicate and made corrections therein accordingly by giving clearcut recommendations to the Syndicate for consideration. The Secretary read the revised/corrected recommendations which read that: *In view of above-mentioned facts and taking into consideration the current work load of the Department of English, the Need Assessment Committee recommended that*

*the posts advertised in the Corrigendum/Addendum of December 23rd ,2018 are as per needs of the department and may be processed. The Registrar did not agree. Similar recommendations were also given by the other two departments, i.e. Department of Computer Science and Pakistan Studies.*

At this juncture, the Registrar with the permission of the Vice-Chancellor, drew the attention of the Syndicate to the following:

The Registrar informed that meeting of the Need Assessment Committee for each department as given in Section 3(1)(a) of ICP Teachers Appointment & Scales of Pay Statutes, 2016 had not been convened and a consultative meeting of the Deans of faculties chaired by the then Vice-Chancellor participated by the Registrar and the Treasurer, has been held, minutes of which were issued and on the basis of which the advertisement dated 20.12.2018 was published.

He requested the Syndicate that in order to avoid issues in future, the following sentence shall be made part of the decision:

*"The Syndicate approved the Advertisement dated 20.12.2018, Corrigendum/Addendum dated 23.12.2018, the minutes of meeting of Deans of Faculties dated 12.12.2018 for identifying the need and the posts advertised over and above those identified by the meeting dated 12.12.2018. The Registrar did not agree".*

But the Syndicate did not agree to the same saying that since the minutes of the Selection Board have been approved in the last meeting and the task given by the Syndicate was only restricted to the Need Assessment of the posts advertised in Corrigendum/Addendum, therefore, the Syndicate does not have any justification for doing so.

After exhaustive discussion, the Syndicate approved with the recommendations made by the Need Assessment Committees and decided as follows:

*08/11/2018*

**Decisions:**

After threadbare discussion, the following decisions were made unanimously:

1. The Syndicate agreed with the recommendations made by the respective Need Assessment Committees dated. 20.10.2022 and 21.10.2022 and advised to rephrase some of the expressions used therein. In this connection, the needful was done accordingly.
2. The rephrased recommendations of the Need Assessment Committees constituted pursuant to the decision of the 33rd Syndicate (Emergency) held on 15.09.2022 were considered and approved by the Syndicate.

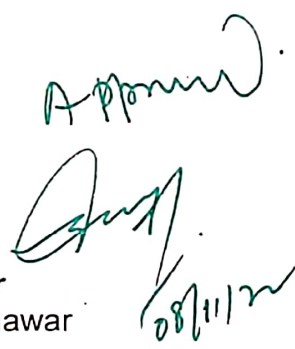
The meeting concluded with mutual vote of thanks to and by the Chair.

Minutes recorded by:

  
08/11/2022

**Registrar**  
Member-cum- Secretary  
Islamia College Peshawar

Approved by:

  
08/11/2022

**Vice-Chancellor**  
Islamia College Peshawar

