



CONFIDENTIAL

**PONDICHERY UNIVERSITY
PUDUCHERRY**

**ONE HUNDRED AND FIFTY FIFTH MEETING OF THE
EXECUTIVE COUNCIL**

**DATE: 22.07.2025
TIME: 10:30 A.M.**

**VENUE: Council Hall
Pondicherry University**

Sl. No.	Resolution No.	Agenda	Pg. No.
For Consideration/ Approval/Apprise			
1	2025.155.01	To confirm the Minutes of the 153 rd Meeting of the Executive Council held on 23.01.2025. ANNEXURE – I	1
2	2025.155.02	To record the Action Taken Report of the 153 rd Meeting of the Executive Council held on 23.01.2025. ANNEXURE – II	1
3	2025.155.03	To confirm the Minutes of an Emergent Meeting of 154 th Executive Council held on 18.03.2025. ANNEXURE – III	2
4	2025.155.04	To record the Action Taken Report of an Emergent Meeting of the 154 th Executive Council held on 18.03.2025. ANNEXURE – IV	2
5	2025.155.05	To apprise the Agenda and Minutes of the item No.2025.C.01 (Annual Accounts) sent by circulation on 20.05.2025.	3

6	2025.155.06	To apprise the Agenda and Minutes of the item No.2025.C.02 (Annual Report) sent by circulation on 20.05.2025.	6
7	2025.155.07	To apprise the Executive Council about revised budget estimates for the year 2024-25 and the budget estimates for the year 2025-26. ANNEXURE – V	9
8	2025.155.08	To consider the report of the Committee constituted by the direction of the Executive Council during its 154 th Meeting held on 18.03.2025 on the assumption of charge by Dr. Sasi Kanta Dash as Registrar.	10
9	2025.155.09	To consider and approve the questionnaire to conduct feedback survey for Non-Teaching staff of Pondicherry University.	11
10	2025.155.10	To consider and approve the minutes of the meeting held on 08.02.2025 regarding the issue of revised Promotion Order (revision of date) from Associate Professor (Stage IV) to Professor (Stage V) under UGC - CAS in r/o Dr. S. Arulselvan, Dept. of Electronic Media & Mass Communication of this University.	20
11	2025.155.11	To consider and approve the revision of date of eligibility for award of CAS promotion of Dr. Paokholal Haokip, Assistant Professor, Department of History from Stage II to Stage III.	22
12	2025.155.12	To consider the request of the donor regarding enhancement of endowment amount for award of gold medal to the best PG student in Sanskrit.	23
13	2025.155.13	To consider the Medical Fitness Certificate and continuation of service of Shri K. Manogaran, Office Attendant, School of Social Sciences and International Studies, Pondicherry University, Puducherry.	24

14	2025.155.14	To approve the consideration of SC/ST/OBC/EWS/PH Student Admission Committee for the Pondicherry University	47
For Ratification			
15	2025.155.15	To ratify the extension of Extraordinary Leave to Dr. Ramasamy Murugan, Professor, Department of Physics, School of Physical, Chemical & Applied Sciences for further period of one year w.e.f. 28.01.2025 to 27.01.2026 to continue the research at Quantum Scape Battery Inc., USA.	48
16	2025.155.16	To ratify the appointment of Dr. Ruman Banerjee, Assistant Professor, Department of History, Pondicherry University as Public Relations Officer(i/c) and Dr. Sinouvassane, Assistant Professor, Department of Management Studies, Pondicherry University as Additional Public Relations Officer(i/c) of this University with effect from 19.11.2024.	49
17	2025.155.17	To consider and ratify the re-constitution of the Internal Complaints Committee (ICC) Erstwhile (SHPC) Sexual Harassment and Prevention Committee of Pondicherry University for a period of three years with effect from 30.08.2024.	50
18	2025.155.18	To ratify the extension of services of personnel engaged on contract basis in the various Sections/Departments/Centres/Community College /Library, Central Instrumentation Facility, Community College Mahe Centre and other places.	55
19	2025.155.19	To approve and ratify the guidelines framed for Proctorial Board ANNEXURE - VI	67
For Consideration/ Approval/Apprise			
20	2025.155.20	To consider and approve the revision of date of eligibility for award of CAS promotion of Dr. S. Sujaritha, Assistant Professor, Department of English, Pondicherry University Community College, Lawspet, Puducherry from Stage II to III and Stage III to IV.	69

21	2025.155.21	To consider and approve the recommendations of the Selection Committee Meetings held on 24.05.2025 & 26.06.2025 for award of CAS promotion from Professor (Stage-V) to Senior Professor (Stage-VI).	70
22	2025.155.22	To consider and approve the revision of the date of promotion under CAS in respect of Dr. Ritu Tyagi Associate Professor Department of French School of Humanities from Assistant Professor Stage III to Associate Professor Stage IV	71
23	2025.155.23	To consider and approve the recommendations of the Selection Committee and Screening-cum-Evaluation committee meetings held on February 2025 for award of CAS promotions from Assistant Professor (Stage I to Stage II), Assistant Professor (Stage II to Stage III), Assistant Professor (Stage III) to Associate Professor (Stage IV) & Associate Professor (Stage IV) to Professor (Stage V) under UGC Career Advancement Scheme.	72
24	2025.155.24	To apprise the Council about the joining of Dr. Sasi Kanta Dash as Registrar of Pondicherry University in pursuance of Judgement dated 19.02.2025 passed by the Hon'ble High Court of Madras	74
25	2025.155.25	To consider exemption of Differently Abled Students staying in hostels from payment of Boarding and Lodging expenses	76
26	2025.155.26	To report to the Executive Council on the formal taking over of newly constructed International Convention Centre with 2500 capacity constructed in the International Standard	78
27	2025.155.27	To apprise the Council about Pondicherry University's Achievement in Securing an "A+" Grade in the 5th Cycle of NAAC Accreditation ANNEXURE - VII	79

28	2025.155.28	To apprise the Agenda and Minutes of the item No.2025.C.03 (Draft Annual Accounts for the year 2024-2025) sent by circulation on 04.07.2025.	81
29	2025.155.29	To consider and approve the revision of date of eligibility for Award of CAS promotion of Dr. Shailendra Singh, Assistant Professor, Department of Earth Sciences from Stage - I to Stage - II.	84
30	2025.155.30	To consider the reinstatement of Dr. Pramod Singh, Associate Professor, Department of Earth Sciences as Professor for having completed the punishment period of two years.	86
For Ratification			
31	2025.155.31	To ratify the acceptance of resignation tendered by Dr. Ujjwal Jana, Professor, Department of English, School of Humanities of this University so as to continue the post of Professor, Department of English, University of Delhi, New Delhi	92
32	2025.155.32	To ratify the acceptance of resignation tendered by Dr. Vidya Sarveswaran, Associate Professor (on lien) Department of English, School of Humanities of this University w.e.f. 10.06.2025	93
33	2025.155.33	To consider and ratify confirmation of Faculty Members consequent on completion of probation period	94
34	2025.155.34	To ratify the appointment of Head(i/c) [Director(i/c)], Educational Multi-Media Research Centre [EMMRC] and Co-ordinator, Central Instrumentation Facility	96
35	2025.155.35	To ratify the appointment of Head of the Department under Statute 7 of Pondicherry University Act and Statutes	97
36	2025.155.36	To ratify the appointment of Dr. P.G. Arul, Professor, Department of International Business, School of Management, Pondicherry University as Director (i/c), UGC-Malaviya Mission Teacher Training Centre (MMTTC) of this University with effect from 01.07.2025.	100

37	2025.155.37	To ratify the appointment of Dr. S.K.V Jayakumar, Professor & Head, Department of Computer Science, Pondicherry University as Systems Manager & Centre Head Incharge, Computer Centre of the University in addition to his normal duties	101
38	2025.155.38	To ratify the Pondicherry University Cadre Recruitment Rules, 2025 by adopting the Model CRR of UGC and to make part of the ordinance ANNEXURE – VIII	102
39	2025.155.39	To ratify the Re-constitution of the internal Complaints Committee (ICC) Erstwhile (SHPC) Sexual Harassment and Prevention Committee of Pondicherry University for a period of three years with effect from 30.08.2024. (Change of Chairperson)	105
40	2025.155.40	To consider and ratify the extension of period of transfer in respect of Dr. R. Lakshmi, Associate Professor & Dr. K. Vaitheki, Assistant Professor in the Dept. of Computer Science (Main Campus) for one more semester.	110
41	2025.155.41	To ratify the constitution of reservation roster Committee for Non-Teaching posts of Pondicherry University	111

2025.155.01

To confirm the Minutes of the 153rd Meeting of the Executive Council held on 23.01.2025

ANNEXURE – I

2025.155.02

To record the Action Taken Report of the 153rd Meeting of the Executive Council held on 23.01.2025.

ANNEXURE – II

2025.155.03

To confirm the Minutes of an Emergent Meeting of 154th Executive Council held on 18.03.2025.

ANNEXURE – III

2025.155.04

To record the Action Taken Report of an Emergent Meeting of 154th Meeting of the Executive Council held on 18.03.2025.

ANNEXURE – IV

2025.155.05

**TO APPRISE THE AGENDA AND MINUTES OF THE ITEM NO.2025.C.01
(ANNUAL ACCOUNTS) SENT BY CIRCULATION ON 20.05.2025.**

The following Agenda Item was sent by circulation to the EC members on 20.05.2025 in view of urgency and the same was approved by the members of EC.

2025.C.01 To apprise the Executive Council about the Certification of Annual Accounts for the year 2023-24 by the Principal Director of Audit (Central) Chennai, Tamil Nadu, on behalf of the CAG of India by circulation on 20.05.2025

Copy of the Agenda and Minutes are enclosed.

Submitted for appraisal of the Council.

2025.C.01

TO APPRAISE THE EXECUTIVE COUNCIL ABOUT THE CERTIFIED ANNUAL ACCOUNTS FOR THE YEAR 2023-24 BY THE PRINCIPAL DIRECTOR OF AUDIT (CENTRAL) CHENNAI, TAMIL NADU, ON BEHALF OF THE CAG OF INDIA.

The Audit of the Annual Accounts of the University for the Financial Year 2023-24 was conducted by the Principal Director of Audit (Central) Chennai, Tamil Nadu and Puducherry, from 17.12.2024 to 05.02.2025.

The Audited Annual Accounts have already been approved by the Finance Committee, in its 62nd Meeting held on 24.02.2025.

The Certified Annual Accounts for the financial year 2023-24 along with Audit Certificate is placed before the Executive Council for approval so as to forward the same to the Ministry of Education for placing it before both the Houses of Parliament.

PONDICHERRY UNIVERSITY PUDUCHERRY



MINUTES OF THE EXECUTIVE COUNCIL ON THE AGENDA ITEM SENT BY CIRCULATION ON 20.05.2025

2025.C.01 To Apprise the Executive Council about the Certified Annual Accounts for the year 2023-24 by the Principal Director of Audit (Central) Chennai, Tamil Nadu, on behalf of the CAG of India.

Approved

2025.155.06

**TO APPRISE THE AGENDA AND MINUTES OF THE ITEM NO.2025.C.02
(ANNUAL REPORT) SENT BY CIRCULATION ON 20.05.2025**

The following Agenda Items was sent by circulation to the EC members on 20.05.2025 in view of urgency and the same was approved by the members of EC.

2025.C.02 To approve the draft 38th Annual Report for the year 2023-24 of Pondicherry University

Copy of the Agenda and Minutes are enclosed.

Submitted for appraisal of the Council.

2025.C.02

**TO APPROVE THE DRAFT 38TH ANNUAL REPORT FOR THE YEAR
2023-2024 OF PONDICHERRY UNIVERSITY**

The 38th Annual Report for the year 2023-2024 has been compiled the data collected from various Departments, Centres, Sections and Affiliated Institutions of the University. The Vice-Chancellor constituted a Committee to scrutinize the Annual Report. The committee has reviewed the compiled data and finalized the draft of the 38th Annual Report for the year 2023-2024 of Pondicherry University.

The draft Annual Report is placed below for approval of the Court.

PONDICHERRY UNIVERSITY PUDUCHERRY



MINUTES OF THE EXECUTIVE COUNCIL ON THE AGENDA ITEM SENT BY CIRCULATION ON 20.05.2025

**2025.C.02 To approve the draft 38th Annual Report for the year 2023-2024
of Pondicherry University.**

Approved

2025.155.07

TO APPRAISE THE EXECUTIVE COUNCIL ABOUT REVISED BUDGET ESTIMATES FOR THE YEAR 2024-25 AND THE BUDGET ESTIMATES FOR THE YEAR 2025-26.

In accordance with the provisions contained in the Pondicherry University Act, the Revised Budget Estimates 2024-25 and the Budget Estimates for the year 2025-26 under Salary, Recurring and Capital Asset were submitted to the Finance Committee for consideration and approval.

The Revised Budget Estimates 2024-25 and the Budget Estimates for the year 2025-26 under Salary, Recurring and Capital Asset have been approved by the Finance Committee, in its 62nd Meeting held on 24.02.2025.

The Revised Budget Estimates for the Financial year 2024-25 and the Budget Estimates for the Financial year 2025-26 is placed before the Executive Council for approval.

ANNEXURE - V

TO CONSIDER THE REPORT OF THE COMMITTEE CONSTITUTED BY THE DIRECTION OF THE EXECUTIVE COUNCIL DURING ITS 154TH MEETING HELD ON 18.03.2025 ON THE ASSUMPTION OF CHARGE BY DR. SASI KANTA DASH AS REGISTRAR

The Executive Council in its 154th meeting held on 18.03.2025, resolved to constitute a Committee to examine the circumstances relating to the assumption of charge as Registrar, in light of the incident that occurred on 14.03.2025 and submit the report. The Committee should preferably have external members and the inquiry should be completed in a stipulated time bound manner.

Accordingly, the Committee with the following composition was constituted:

1. **Justice M. Sathiyamarayanan** – *Chairman*
Former Judge, High Court of Madras,
Chennai
2. **Dr. Bipin P. Varghese** – *Member*
Deputy Director (Administration),
All India Institute of Medical Sciences, Bibinagar,
Yadadri Bhuvanagiri District,
Hyderabad
3. **Dr. Pramod Kumar** – *Member*
Professor of Chemistry,
Sri Aurobindo College, Delhi University
Former Registrar, Jawaharlal Nehru University (JNU)

The Committee met on 05.05.2025 at the University and submitted its report in a sealed cover. The same is now placed before the Executive Council for its consideration.

2025.155.09

**TO CONSIDER AND APPROVE THE QUESTIONNAIRE TO CONDUCT
FEEDBACK SURVEY FOR NON-TEACHING STAFF OF PONDICHERRY
UNIVERSITY**

IQAC has initiated to prepare the feedback survey format for Non-Teaching staff of Pondicherry University prepared by the duly constituted committee met on 28.05.2024 & 10.06.2024 and meeting of the minutes is enclosed Annexure – I.

The draft questionnaire has been approved by the authorities and IQAC meeting on 28.11.2024, the meeting of the minutes is enclosed Annexure – II. Hence, the same is submitted for consideration and approval of the Executive Council.

Submitted for Approval of the Council.

MINUTES OF THE MEETING ON FRAMING THE FEEDBACK QUESTIONNAIRE FOR NON-TEACHING EMPLOYEES OF PONDICHERRY UNIVERSITY HELD ON 28.05.2024 AT 11.00 A.M IN THE ADJACENT TO THE DIRECTOR (SEI&RR) CHAMBER, DR. B.R. AMBEDKAR ADMINISTRATIVE BUILDING, PONDICHERRY UNIVERSITY.

Member Present:


Sl. No.	Name and Designation	Status
1.	Dr. S. Sudalai Muthu Professor, Dept. of Banking Technology & Dean, Subramania Bharathi School of Tamil Language & Literature	Chairman
2.	Dr. R. Vishnu Vardhan Deputy Coordinator (IQAC)	Member
3.	Shri. Gautam Kumawat Deputy Registrar (Admin)	Member
4.	Dr. N. Ravi Assistant Registrar Academic Section	Member
5.	Shri. M. Sundaramohan Information Officer Computer Centre	Member

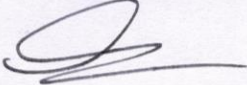
The chairman welcomed the members and Deputy Coordinator (IQAC) explained the need of framing the questionnaire for non – teaching staff of Pondicherry University.

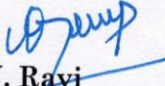
After detailed discussions, the following resolutions were made:

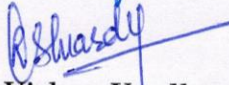
1. Resolved to prepare questionnaire for collecting feedback from non-teaching staff on a five – point rating scale.
2. It is resolved to bring out the questionnaires in Tamil, Hindi and English languages.
3. The next meeting is planned during second/third week of June 2024.


The meeting is ended with thanks to chairman and members.


Shri. M. Sundaramohan


Shri. Gautam Kumawat


Dr. N. Ravi


Dr. R. Vishnu Vardhan


Dr. S. Sudalai Muthu

MINUTES OF THE MEETING ON FRAMING THE FEEDBACK QUESTIONNAIRE FOR NON-TEACHING EMPLOYEES OF PONDICHERRY UNIVERSITY HELD ON 10.06.2024 AT 11.30 A.M IN THE ADJACENT TO THE DIRECTOR (SEI&RR) CHAMBER, DR. B.R. AMBEDKAR ADMINISTRATIVE BUILDING, PONDICHERRY UNIVERSITY.

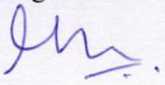
Member Present:


Sl. No.	Name and Designation	Status
1.	Dr. S. Sudalai Muthu Professor, Dept. of Banking Technology & Dean, Subramania Bharathi School of Tamil Language & Literature	Chairman
2.	Dr. R. Vishnu Vardhan Deputy Coordinator (IQAC)	Member
3.	Shri. Gautam Kumawat Deputy Registrar (Admin)	Member
4.	Dr. N. Ravi Assistant Registrar Academic Section	Member
5.	Shri. M. Sundaramohan Information Officer Computer Centre	Member


The chairman welcomed the members and draft questionnaire containing 5 categories covering Work management, Training and Promotion, Facilities and Motivation, Employer - Employee Relationship and Satisfaction was placed before the committee members for discussion and vetting.

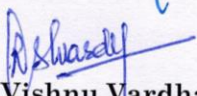
After detailed discussions, it is resolved to approve the draft questionnaire and also to have a pilot study to know about the perceptions on the same. The form can be brought out in google form for conducting the survey.

The meeting is ended with thanks to chairman and members.


Shri. M. Sundaramohan


Dr. N. Ravi


Shri. Gautam Kumawat


Dr. R. Vishnu Vardhan


Dr. S. Sudalai Muthu

ஆசிரியர் அல்லாத பணியாளர்களுக்கான கருத்து வினாத்தாள்
गैर-शिक्षण कर्मचारियों हेतु प्रतिक्रिया प्रश्नावली
Feedback Questionnaire for Non-Teaching Staff

Note: பின்வரும் கேள்விகளுக்கான உங்கள் பதில்களை 5 புள்ளி மதிப்பீடு அளவில் மதிப்பிடவும்
 कृपया निम्नलिखित प्रश्नों पर अपने उत्तरों को 5-पॉइंट रेटिंग पैमाने पर रेटिंग दें
 Please rate your responses to the following questions on a 5 – point rating scale

வலுவாக ஒப்புக்கொள்ளத்தக்கது/ दृढ़तापूर्वक सहमत/ Strongly Agree	ஒப்புக்கொள்ளத்தக்கது/ सहमत/ Agree	நடுநிலை/ तटस्थ/Neutral	ஏற்றுக்கொள்ள முடியாதது/ असहमत/ Disagree	வலுவாக ஏற்றுக்கொள்ள முடியாதது/ दृढ़तापूर्वक असहमत/ Strongly Disagree
5	4	3	2	1

வரிசை எண்/ S.No	வினாக்கள் / प्रश्न / Questions	5	4	3	2	1
A. பணி மேலாண்மை/ कार्य प्रबंधन / Work Management						
1.	பல்கலைக்கழகத்தில் பின்பற்றப்படும் பணி முறை மிகவும் பயனுள்ளதாக உள்ளது विश्वविद्यालय में अपनाई जाने वाली कार्य प्रवाह प्रक्रिया प्रभावी है। The work flow procedures followed in the University is effective					
2.	பணி ஒதுக்கீடு நியாயமானது कार्य आबंटन की व्यवस्था उचित रूप से है। The work allotment is fair					
3.	பணிச்சுமை ஏற்கத்தக்கது कार्यभार तर्कसंगत है। The work is reasonable					
4.	பணியாளர்களின் பணி ஒதுக்கீடு பணி தேவைகளுக்கு ஏற்ப உள்ளது कर्मचारियों का कार्य आबंटन कार्य अपेक्षाओं के अनुरूप है। The work allotment of the employees is as per the job requirements					
5.	ஊழியர்கள் தங்கள் கடமைகள் மற்றும் பொறுப்புகள் பற்றிய தெளிவான புரிதலைக் கொண்டுள்ளனர் कर्मचारियों को अपने कर्तव्यों और जिम्मेदारियों की समझ स्पष्ट रूप से है। The employees are having clear understanding of their duties and responsibilities					
B. பயிற்சி மற்றும் பதவி உயர்வு/ प्रशिक्षण एवं पदोन्नति / Training and Promotion						
1	ஊக்குவிப்பு நடவடிக்கைகள் சரியான நேரத்தில் மேற்கொள்ளப்படுகின்றன पदोन्नति गतिविधियाँ समय पर संचालित होती हैं। Promotion activities carried out in time					
2	பல்கலைக்கழகத்தின் பதவி உயர்வு கொள்கைகள் ஊக்கமளிக்கிறது विश्वविद्यालय की पदोन्नति नीतियाँ कैरियर उन्नति योजना एमएसीपी के कार्यान्वयन में तत्परता उत्साहवर्धक हैं। The promotion policies of the University are encouraging Promptness in implementing the career advancement scheme MACP					
3	பல்கலைக்கழகம் ஏற்பாடு செய்துள்ள பயிற்சித் திட்டங்கள் வேலை தொடர்பான திறன் மேம்பாட்டிற்காக உதவிகரமாக உள்ளன. विश्वविद्यालय द्वारा आयोजित प्रशिक्षण कार्यक्रम कार्य संबंधी कौशल विकास के लिए सहायकपूर्ण हैं। The training programmes For work related Skill Development organized by the University are helpful.					

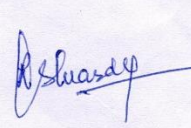
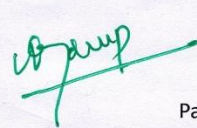

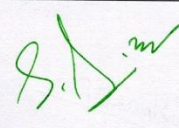
வரிசை எண் / S.No	வினாக்கள் / प्रश्न / Questions	5	4	3	2	1
4	கூடுதல் கற்றல் வளங்கள் மற்றும் பொழுதுபோக்கு வசதிகள் ஏற்பாடு செய்யப்படுகின்றன अतिरिक्त शिक्षण संसाधनों और मनोरंजक सुविधाओं का प्रावधान किया जा रहा है। Provisioning of additional learning resources and recreational facilities are being organized					

C. வசதிகள் மற்றும் உந்துதல் ஊக்கம்/ सुविधाएँ एवं प्रेरणा/ Facilities and Motivation

1	உள்கட்டமைப்பு வசதிகள் பணிச்சூழலை ஊக்குவிக்கின்றன बुनियादी सुविधाएँ कार्य वातावरण के अनुकूल हैं। The infrastructure facilities are supporting the work environment					
2	எந்த வகையிலும் பாகுபாடு இல்லை வளாகத்தில் பாலின சமத்துவம் உட்பட किसी भी रूप में परिसर में लैंगिक समानता सहित पक्षपात की संभावना लागू नहीं है। No discrimination in any form Including Gender equality in the campus					
3	பல்கலைக்கழக வளர்ச்சிக்கு பங்களிக்க ஊழியர்களுக்கு வாய்ப்பு உள்ளது कर्मचारियों को विश्वविद्यालय विकास प्रक्रिया में योगदान करने का अवसर प्राप्त होता है। The employees have the opportunity to contribute for University process development					
4	பல்கலைக்கழகம் ஊழியர்களின் குடும்ப உறுப்பினர்களுக்கு ஆதரவையும் உதவியையும் வழங்குகிறது विश्वविद्यालय कर्मचारियों और उनके परिजनों को अवसर और सहायता प्रदान करता है। The University provides opportunities and support to the Staff and their Family members					
5	ஆட்சேர்ப்பு மற்றும் பதவி உயர்வில் இட ஒதுக்கீடு கொள்கை பின்பற்றப்படுகிறது भर्ती प्रक्रिया में आरक्षण नीति का कार्यान्वयन है। Implementation of reservation policy in the recruitment					
6	ஊழியர்நல சங்க நடவடிக்கைகளில் பங்கேற்க சுதந்திரம் கல்யாண சங்க கி கிவிதிகள் மீ பாக லேன கி சுவத்ரதா லை। Freedom to participate in the welfare association activities					
7	ஊழியர் குடியிருப்புகள், குழந்தைகள் பகல்நேர பராமரிப்பு மையம், சுகாதார மையம், சிற்றுண்டிச்சாலை, உடற்பயிற்சி கூடம் மற்றும் வணிக வளாகம் போன்ற வளாக வசதிகள் நன்கு சென்றடைகின்றன/பராமரிக்கப்படுகின்றன. परिसर में स्टाफ क्वार्टर, डे केयर सेंटर, स्वास्थ्य केंद्र, कैफेटेरिया, व्यायामशाला और शॉपिंग कॉम्प्लेक्स जैसी सुविधाओं की उपलब्धता सुखद है। Campus amenities such as staff quarters, day care centre, health centre, cafeteria, gymnasium and shopping complex are well reached/maintained.					
8	மாற்றுத் திறனாளி ஊழியர்களுக்கான வசதிகள் உள்ளன दिव्यांग कर्मचारियों हेतु सुविधाएँ पूर्णतया उपलब्ध हैं। Facilities for the differently abled employees are well covered.					

D. பணியாளர் உறவுமுறை/ नियोक्ता-कर्मचारी संबंध / Employer – Employee Relationship

1	அதிகாரி-ஊழியர்களின் உறவுகள் நன்கு பராமரிக்கப்படுகின்றன वरिष्ठ-अधीनस्थ कर्मचारियों का संबंध अच्छी तरह से कायम है। The superior – subordinate relationships are well maintained.					
---	--	--	--	--	--	--

வகை எண் / S.No	வினாக்கள் / प्रश्न / Questions	5	4	3	2	1
	வழிகாட்டுதல் ஊக்கமளிக்கிறது प्राधिकारियों द्वारा प्रदान की गई प्रेरणा/सहायता/मार्गदर्शन उत्साहवर्धक है। Motivation / Assistance / guidance provided by the authorities are encouraging.					
3	ஒதுக்கப்பட்ட பணிகள் / வேலைகளை முறையாக / சீராக செய்யப்படுகிறது सौपे गए मानक/कार्यों को व्यवस्थित रूप से समानता: पूर्ण किया जाता है। Systematic completion of tasks / works assigned are uniformly done.					
4	சரியான நேரத்தில் வேலையை முடித்தல் நேர மேலாண்மை समय पर कार्य समय प्रबंधन पूर्ण किया जाता है। Completion of work in Time management					
5	குறைகளை நிவர்த்தி செய்யும் பொறிமுறையானது பல்கலைக்கழகத்தில் திறம்பட பின்பற்றப்படுகிறது विश्वविद्यालय में प्रभावी रूप से शिकायत निवारण तंत्र का पालन किया जाता है। Effective Grievance redressal mechanism followed in the university					
6	ஊழியர்களின் குறைகள் பல்கலைக்கழகத்தால் நியாயமான முறையில் தீர்க்கப்படுகின்றன कर्मचारियों की शिकायतों का निष्पक्ष तरीके से निपटारा किया जाता है। The employee grievances are settled fairly					
E. வேலை திருப்தி / नौकरी से संतुष्टि / Job Satisfaction						
1	பல்கலைக்கழக நிர்வாகத்தின் ஒட்டுமொத்த ஆதரவு विश्वविद्यालय प्रशासन से समग्र रूप से सहयोग प्राप्त होता है। Overall support from the university administration					
2	பணிச்சூழலில் ஒட்டுமொத்த திருப்தி कार्य वातावरण के प्रति समग्र संतुष्टि है। Overall satisfaction about working environment					
3	பல்கலைக்கழக வளாகத்தின் ஒட்டுமொத்த சூழல் विश्वविद्यालय परिसर के समग्र वातावरण पर प्रतिक्रिया। Overall ambience of the University campus					
4	பல்கலைக்கழக நடைமுறைகளில் வெளிப்படைத்தன்மை विश्वविद्यालय की कार्यप्रणाली में पारदर्शिता है। Transparency in University practices					
5	வளாகத்திற்குள் சமூக-கலாச்சார-பிராந்திய பன்முகத்தன்மையை பராமரித்தல் परिसर के भीतर सामाजिक-सांस्कृतिक-क्षेत्रीय विविधता का रखरखाव किया जाता है। Maintenance of Socio-cultural- regional diversity inside the campus.					





PONDICHERRY UNIVERSITY
INTERNAL QUALITY ASSURANCE CELL

**MINUTES OF THE MEETING OF THE INTERNAL QUALITY ASSURANCE CELL
HELD ON 28.11.2024 AT 3.00 P.M. IN THE COUNCIL HALL**

Members present:

1. Prof. K. Tharanikkarasu, Vice-Chancellor (i/c) & Coordinator (IQAC)	Chairman
2. Prof. Malabika Deo, Dept. of Commerce	Member
3. Prof. P. Natarajan, Department of Commerce	Member
4. Prof. P. Tirupathi Rao, Department of Statistics	Member
5. Prof. Y. Venkata Rao, Department of Tourism Studies	Member
6. Prof. S. Victor Anandkumar, Department of Management Studies	Member
7. Prof. R. Vishnu Vardhan, Dept. of Statistics	Member
8. Dr. M.S. Nanda Kishor, Dept. of Politics & International Studies	Member
9. Prof. Rajneesh Bhutani, Registrar (i/c)	Member
10. Prof. D. Lazar, Finance Officer (i/c)	Member
11. Dr. Manju Rahi, Director, ICMR – VCRC	Member

The following members could not attend the meeting:

1. Prof. Prasant Kumar Panda, Department of Economics	Member
2. Dr. S. Surender, Chairman, CII Puducherry State Council	Member

The Vice-Chancellor (i/c) welcomed all the members present and thereafter, the following agenda items were taken up for discussion:

Sl. No.	ITEM NO	AGENDA
1	2024.03.01	CONFIRMATION OF MINUTES OF THE PREVIOUS IQAC COMMITTEE MEETING HELD ON 04.04.2024. Approved.
2	2024.03.02	ACTION TAKEN REPORT ON MINUTES OF THE PREVIOUS IQAC COMMITTEE MEETING. Approved.
3	2024.03.03	TO CONSIDER AND APPROVE THE REPORT ON FEEDBACK SURVEY OF VARIOUS STAKEHOLDERS OF PONDICHERRY UNIVERSITY FOR THE YEAR 2023-24. Approved.
4	2024.03.04	TO CONSIDER AND APPROVE THE REPORT OF EXTERNAL ACADEMIC AND ADMINISTRATIVE AUDIT COMMITTEE OF THE PONDICHERRY UNIVERSITY. Approved.


5	2024.03.05	TO RATIFY THE ANNUAL QUALITY ASSURANCE REPORT FOR THE YEAR 2022-23 & APPROVE THE ANNUAL QUALITY ASSURANCE REPORT FOR THE YEAR 2023-24. Ratified the AQAR for the year 2022-23 & Approved the AQAR for the year 2023-24.
6	2024.03.06	TO CONSIDER AND APPROVE THE REPORT OF INTERNAL ACCESSIBILITY AUDIT (IAA) OF THE PONDICHERRY UNIVERSITY. Approved.
7	2024.03.07	TO CONSIDER AND APPROVE THE REPORT OF GENDER AND DIVERSITY AUDIT. Approved.
8	2024.03.08	TO CONSIDER AND APPROVE THE REPORT OF GREEN AUDIT Approved.
9	2024.03.09	TO CONSIDER AND APPROVE THE POLICY ON THE DISASTER MANAGEMENT & EMERGENCY PREPAREDNESS PLAN. Approved.
10	2024.03.10	TO APPRAISE ABOUT 5 th CYCLE OF NAAC SELF STUDY REPORT AND PREPAREDNESS OF NAAC PEER TEAM VISIT TO PONDICHERRY UNIVERSITY. Appraised.
11	2024.03.11	TO CONSIDER AND APPROVE THE REVISED VISION, MISSION & CORE VALUES OF PONDICHERRY UNIVERSITY. Approved.
12	2024.03.12	TO CONSIDER AND APPROVE THE FORMAT OF BEST FACULTY/RESEARCHER AWARD FOR THE FACULTY MEMBERS OF PONDICHERRY UNIVERSITY. Discipline wise committee to be re-constituted for revising the format.
13	2024.03.13	TO CONSIDER AND APPROVE THE QUESTIONNAIRE TO CONDUCT FEEDBACK SURVEY FOR NON-TEACHING STAFF OF PONDICHERRY UNIVERSITY. Approved.
14	2024.03.14	TO CONSIDER AND APPROVE THE PONDICHERRY UNIVERSITY SPELLING CORRECTION IN THE OFFICIAL LOGO. Approved.
15	2024.03.15	TO CONSIDER AND APPROVE THE OFFICIAL TEMPLATES OF POWER POINT PRESENTATION & LATEX FOR ACADEMIC PRESENTATIONS. Committee to be re-constituted with each member from Management, Media, Library and Computer Science to revise the PPT.
16	2024.03.16	ANY OTHER ITEM WITH THE PERMISSION OF THE CHAIRMAN

After detailed deliberations, the following resolutions were made:

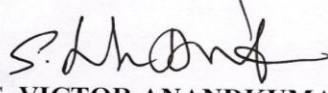
1. AAAC report to be circulated to all departments
2. Conduct an accessibility audit to make barrier free environment for Persons with Benchmark Disabilities (PwBD).
3. Conduct regular safety audits: schedule periodic fire drills in collaboration with the local fire department, OSD (Vigilance and Security), NCC and Engineering wing of Pondicherry University considering the increasing number of multi-storey buildings on campus.
4. Provide LinkedIn training for faculty members to enhance professional visibility, networking, and brand-building, similar to the training provided for students.
5. Strongly encourage the use of official email domains (e.g., pondiuni.edu.in or pondiuni.ac.in) for all communication, discouraging the use of private email accounts like Gmail or Yahoo.
6. Revisiting the format for Best Faculty/Researcher Award.
7. Revisiting of format for PPT for academic presentations.
8. To constitute Committees for the following activities:
 - a. A Canteen Management Committee to oversee cafeteria operations.
 - b. A Hostel Monitoring Committee to ensure smooth hostel administration.
 - c. Transcript Automation Committee to streamline transcript-related processes.
9. Hosting of medical camps, cyber security awareness sessions, and ensuring recent publications are updated on the university website.

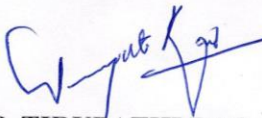
The meeting ended with the vote of thanks.


M.S. NANDA KISHOR

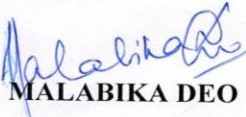

R. VISHNU VARDHAN

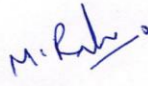

Y. VENKATA RAO

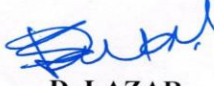

S. VICTOR ANANDKUMAR



P. TIRUPATHI RAO


P. NATARAJAN


MALABIKA DEO


MANJU RAHI


D. LAZAR


RAJNEESH BHUTANI


K. THARANIKKARASU
28/11/2024

TO CONSIDER AND APPROVE THE MINUTES OF THE MEETING HELD ON 08.02.2025 REGARDING THE ISSUE OF REVISED PROMOTION ORDER (REVISION OF DATE) FROM ASSOCIATE PROFESSOR (STAGE IV) TO PROFESSOR (STAGE V) UNDER UGC-CAS IN R/O DR. S. ARULSELVAN, DEPT. OF ELECTRONIC MEDIA & MASS COMMUNICATION OF THIS UNIVERSITY.

Dr. Arulselvan joined as Reader on 27.07.2009, Dept. of Electronic Media and Mass Communication.

Prof. Sevukan, Dean, School of Media and Communication informed that there was an anomaly in the date of eligibility found in the pay fixation order of Prof. S. Arulselvan, Department of Electronic Media and Mass Communication, where he was promoted under CAS from Associate Professor to Professor w.e.f. 12.01.2017.

As per the Executive Council Resolution No.2010.105.107 dt. 07.08.2010, the date of eligibility for Associate Professor to Professor was fixed based on the first Ph.D. awarded under their guidance. Hence, he had stated that the first Ph.D. awarded under the guidance of Prof. S. Arulselvan was on 31.01.2017. He also has informed that the date of eligibility for Prof. Arulselvan was fixed as 12.01.2017 which was 20 days ahead of his actual date of eligibility (i.e. 31.01.2017).

Based on the letter dt. 25.07.2024 submitted by Prof. Sevukan, Dean, School of Media and Communication and as per the direction of the University authority, a committee was constituted to look into the above said representation. And the meeting was held on 08.02.2025. The committee members unanimously recommend as follow:

“Revised CAS promotion order from Associate Professor (Stage IV) to Professor (Stage V) may be issued in r/o Dr. S. Arulselvan, Dept. of Electronic Media & Mass Communication w.e.f. 31.01.2017 based on the first Ph.D. awarded under his guidance, subject to approval/ratification by the Executive Council.”

The Minutes of the above meeting is placed before the Council for approval.

MINUTES OF THE COMMITTEE MEETING CONSTITUTED TO
CONSIDER THE REPRESENTATION OF PROF. R. SEVUKAN, DEAN,
SCHOOL OF MEDIA & COMMUNICATION REGARDING THE CAS
PROMOTION ELIGIBILITY DATE IN R/O PROF. S. ARULSELVAN, DEPT.
OF ELECTRONIC MEDIA & MASS COMMUNICATION HELD ON
08.02.2025 AT 3.00 P.M, IN THE MEETING HALL OF THE DIRECTOR,
SEI & RR OFFICE, PONDICHERRY UNIVERSITY.

The following members were present:

1. Prof. G. Chandhrika - Chairperson
Department of History
School of Social Sciences & International
Studies
Pondicherry University
Puducherry
2. Prof. P. Sridharan - Member
Dept. of International Business
School of Management
Pondicherry University
Puducherry
3. The Deputy Registrar - Member
(Represented by Assistant Registrar) Secretary
Establishment Teaching Section
Pondicherry University
Puducherry

- The Chairperson extended welcome to all the members and discussed the representation of Prof. R. Sevukan, Dean, School of Media & Communication.

The Committee members were presented with brief facts about the case and available records in this regard.

The committee members unanimously recommend that a revised CAS promotion order from Associate Professor (Stage IV) to Professor (Stage V) may be issued in r/o Dr. S. Arulselvan, Dept. of Electronic Media & Mass Communication w.e.f. 31.01.2017 based on the first Ph.D. awarded under his guidance, subject to approval/ratification by the Executive Council.

K. P. G. Shanmugam
Assistant Registrar
(Member Secretary) 08/02/25

G. Chandhrika
Prof. G. Chandhrika
(Chairperson) 08/02/25

P. Sridharan
Prof. P. Sridharan
(Member) 08/02/25

TO CONSIDER AND APPROVE THE REVISION OF DATE OF ELIGIBILITY FOR AWARD OF CAS PROMOTION OF DR. PAOKHOLAL HAOKIP, ASSISTANT PROFESSOR, DEPARTMENT OF HISTORY FROM STAGE II TO STAGE III.

Dr. Paokholal Haokip, Assistant Professor, Department of History, School of Social Sciences & International Studies was promoted from Stage II to Stage III w.e.f. 05/05/2020 under UGC CAS Scheme vide Office Order No.: 63 & Ref.No: PU/Estt(T)/ET5/2021-22/253 dated: 16/06/2021. He has submitted letter dated 19/08/2024 for considering revision of date of promotion from stage II to stage III as per UGC Regulations and it was placed before the CAS Screening Committee as approved by the Competent Authority.

Hence, the CAS application of Dr. Paokholal Haokip for revision of date of promotion from stage II to III is scrutinized afresh for Assistant Professor Stage II to Stage III under UGC CAS as per UGC Regulations 2010 by the CAS Scrutiny Committee.

The Scrutiny Committee has recommended for date of eligibility for promotion under UGC CAS Scheme for Stage II to Stage III as 09/08/2019.

Sl. No	Name of the Faculty	Date of Promotion from Stage II to Stage III (issued Order)	Revised date of Promotion from Stage II to Stage III
1.	Dr. Paokholal Haokip	05/05/2020	09/08/2019

The statement of particulars for promotion to the post of Assistant Professor Stage II to Stage III under UGC CAS Scheme is enclosed herewith.
Submitted for approval of the Council.

TO CONSIDER THE REQUEST OF THE DONOR REGARDING ENHANCEMENT OF ENDOWMENT AMOUNT FOR AWARD OF GOLD MEDAL TO THE BEST PG STUDENT IN SANSKRIT.

Mr. V. Parthasarathy, Assistant Registrar (Retired), Pondicherry University had donated a sum of Rs. 1,00,000/- during May 2019 for creation of Endowment to award Gold Medal to the best PG Student in the Sanskrit Department of the University in the name of 'Smt. V. Thangam Gold Medal'.

The Cheque was handed over to the University Finance and it was credited to the University Endowment account in July 2019. The matter was placed before the Executive Council.

The Executive Council in its meeting held on 24.02.2020 resolved as follows:

“Approved.

The amount to be raised to Rs.5 lakhs to enable the Gold Medal be awarded out of the annual interest accrued.”

The Donor was requested to contribute the remaining amount of Rs.4 lakhs for creation of Gold Medal. But Mr. V. Parthasarathy has replied that the amount was paid earlier i.e. before Executive Council meeting in which enhancement to Rs. 5 lakhs was made.

As per directions of Competent Authority, the matter was placed before the Gold Medal Allocation Committee. The Gold Medal Allocation Committee unanimously decided to refer the case to Executive Council whether to consider his request, or to return the amount to Mr. V. Parthasarathy.

Submitted to the Council for consideration.

TO CONSIDER THE MEDICAL FITNESS CERTIFICATE AND CONTINUATION OF SERVICE OF SHRI K. MANOGARAN, OFFICE ATTENDANT, SCHOOL OF SOCIAL SCIENCES AND INTERNATIONAL STUDIES, PONDICHERRY UNIVERSITY, PUDUCHERRY.

Based on the assurance/undertaking dated 30.11.2020 (**ENCLOSURE-I**) and in pursuance of the Executive Council Resolution No.2021.141.22 dated 22.12.2021 (**ENCLOSURE-II**) in connection to the imposition of penalty for the charges levelled against Shri K. Manogaran, Office Attendant, School of Social Sciences and International Studies for his unauthorized absence period between 20.11.2018 to 08.12.2020 (734 days) has resolved that:

- i) a severe warning to be issued to him*
- ii) two increments may be withheld with cumulative effect for a period of two years*
- iii) he may be referred to JIPMER for getting fitness certificate to continue his service.*

Accordingly, severe warning issued to Shri K. Manogaran for his unauthorized absence and the penalty of withholding of two increments in the pay matrix Level-3, for a period of two years with cumulative effect is imposed upon him with immediate effect and thus, his increment due for 01.07.2022 is postponed with cumulative effect for a period of two years, and the period of unauthorized absence from 20.11.2018 to 04.01.2019 (46 days) and from 21.01.2019 to 08.12.2020 (688 days) are treated as Extra Ordinary Leave, vide Office Order No.417, dated 02.03.2022. (**ENCLOSURE-III**)

Also, letter was sent to JIPMER on 02.03.2022 (**ENCLOSURE-IV**) to verify the Physical Fitness of Shri K. Manogaran.

Reminder letter dated 30-05-2022 was sent to JIPMER to submit medical report of Shri K. Manogaran.

Note dt.29-09-2022 (**ENCLOSURE-V**) received from JIPMER requested to direct Shri K. Manogaran along with complete set of medical documents to carry out medical fitness by the board.

Letter dated 21-11-2022 (**ENCLOSURE-VI**) was sent to Shri K. Manogaran to appear before the HOD, Surgery, JIPMER to verify the Physical Fitness along with complete set of medical documents.

Reminder letter dated 18-05-2023 was sent to JIPMER to submit medical report of Shri K. Manogaran.

Note dt.27.05.2023 (**ENCLOSURE-VII**) received from JIPMER requested to direct Shri K. Manogaran along with complete set of medical documents to re-evaluate the present condition of the patient by the board and issue necessary medical opinion/certificate.

Letter dated 13.06.2023 (**ENCLOSURE-VIII**) was sent to Shri K. Manogaran to appear before the HOD, Surgery, JIPMER to verify the Physical Fitness along with complete set of medical documents.

Medical Fitness Certificate No.JIP/SUR/FIT/CER/2023, dated 06-07-2023 (**ENCLOSURE-IX**) in respect of Shri K. Manogaran has been received.

Wherein it is stated that Shri K. Manogaran was assessed in person by the undersigned on 15.03.2022 and further stated that he was admitted in the Emergency Department under Surgery Unit-6 on 06-10-2021. Investigations revealed that he had thrombosis of the superior mesenteric artery with jejunal gangrene (part of his intestine was not receiving adequate blood supply). He underwent emergency surgery (jejunal resection and anastomosis) on 07.10.2021. His recovery was slow and gradual. In the course of his recovery, he developed break down of his surgical wound, which was managed with regular dressings. He was eventually discharged on 25.10.21. At the time of his discharge, he was tolerating normal diet, and was able to mobilize independently. He was asked to continue Tablet Warfarin. His last medical consultation in JIPMER was on 27.02.2022.

Further stated that Shri K. Manogaran informed the Medical Board that he rejoined his duties at Pondicherry University in November 2021, and is able to complete all works assigned to him.

Further stated that Shri K. Manogaran is able to take a normal diet and has regular bowel movements. He is able to independently perform all his daily activities. He can climb two flights of stairs without becoming breathless. He drives a two-wheeler to work and has been doing so without any difficulty in the last 4-5 months. He does not

report any difficulty in his day-to-day routine at present. On examination, he is comfortable at rest, and can move without any difficulty. He uses an abdominal binder, and has a small raw area at the site of his laparotomy, which he manages by dressings (self).

Based on the above observations, the **Medical Board opines that Shri K. Manogaran is fit to continue in service.**

Further stated that “Postscript (PS) : * The above report is a reproduction of the report that was mailed to Pondicherry University by speed post on 15th March 2022. No fresh assessment has been made.” (no such report dt.15.03.2022 was received)

He has resumed duty on 09.12.2020. **(ENCLOSURE-X)**

The Service details of Shri K. Manogaran, Office Attendant is enclosed. **(ENCLOSURE-XI)**

Submitted as a reporting item for consideration of the Council.

ഭരതം, ഗുരുജിവിന്റെ ദാമിനീദാസം
പ്രതിജ്ഞാദാസം പരമേശ്വരദാസം
പ്രതിജ്ഞാദാസം ദാമിനീദാസം ദാമി-
നീദാസം ദാമിനീദാസം ദാമിനീദാസം
ദാമിനീദാസം ദാമിനീദാസം ദാമിനീദാസം
ദാമിനീദാസം ദാമിനീദാസം ദാമിനീദാസം

ദാമിനീദാസം ദാമിനീദാസം ദാമിനീദാസം
ദാമിനീദാസം ദാമിനീദാസം ദാമിനീദാസം
ദാമിനീദാസം ദാമിനീദാസം ദാമിനീദാസം

ദാമിനീദാസം

ദാമിനീദാസം
M. M. S.
30/11/2020

PONDICHERRY UNIVERSITY
PUDUCHERRY



MINUTES OF THE 141st MEETING OF THE
EXECUTIVE COUNCIL HELD ON 22.12.2021

2021.141.22 TO CONSIDER THE IMPOSITION OF PENALTY
FOR THE CHARGES AGAINST SHRI K.
MANOGARAN, OFFICE ATTENDANT,
ESTABLISHMENT (NT) SECTION, PONDICHERRY
UNIVERSITY, PUDUCHERRY.

It is resolved that

- (i) a severe warning to be issued to him*
- (ii) two increments may be withheld with cumulative effect
for a period of two years.*
- (iii) he may be referred to JIPMER for getting fitness
certificate to continue his service.*

2021.141.22 ✓

TO CONSIDER THE IMPOSITION OF PENALTY FOR THE CHARGES
AGAINST SHRI K. MANOGARAN, OFFICE ATTENDANT,
ESTABLISHMENT (NT) SECTION, PONDICHERRY UNIVERSITY,
PUDUCHERRY

Based on the complaint of the Head, Dept. of History, Shri.K. Manogaran was served a memorandum dated 31.12.2018 for his unauthorized absence from 20.11.2018 and was directed to report for duty immediately and to submit his explanation and further his salary was stalled from the month of November 2018 onwards vide I.D note dated 26.12.2018.

In this regard, he submitted explanation along with medical leave application and certificate for his absence from 20.01.2018 to 04.01.2019.

In the meantime Shri.K. Manogaran has unauthorizedly abstained himself from duty from 21.01.2019 and disciplinary proceedings was initiated against him by issuing charge sheet and served upon Shri K. Manogaran, Office Attendant, Establishment (NT) Section for his unauthorized absence from 21.01.2019 onwards, vide Memo No. PU/ESTT/NT3/1176/2019-2020/34, dt. 24.04.2019 seeking his defence statement (Annexure -VI(a)).

The details of Charges are:

Article - I

That the said Shri.K. Manogaran, Office Attendant, Dept. of History has again abstained himself from duty from 21.01.2019 onwards without obtaining prior permission/sanction of leave.

Article - II

That the said Shri.K. Manogaran, Office Attendant, Dept. of History is in the habit of absenting himself unauthorizedly from the year 2007 onwards and submitting leave applications and Medical Certificates belatedly at the time of joining duty.

Even though he was served several warnings, he has not rectified his mistakes and repeatedly doing the same mistake.

However, Shri. K. Manogaran has not submitted any defence statement for the charges framed against him within the stipulated time.

Hence, Inquiry Authority and Presenting Officer were appointed on 27.08.2019 to inquire the charges framed against Shri.K. Manogaran, Office Attendant and requested to submit the report.

6/25
507
URGENT
NT3
6/1/22

Meanwhile, Shri K Manogaran submitted an undertaking/request on 30.11.2020 (in tamil) that due to his personal and family problem he was not able to attend the duty regularly from 21.01.2019 and further submitted his undertaking as follows:

1. *"Hereafter I will come to office regularly and will do my work properly.*
2. *Hereafter I will not take leave without proper permission and I will come to office without fail*
3. *Further, in future if any mistake on my side and taking leave without proper permission, the University Authorities may take necessary action and I will obey for the order/decision of University Authorities."*

Further, he also requested to allow him to join in duty.

Considering the undertaking and keeping in view of the assurance, Shri. K. Manogaran was granted permission to rejoin the duty subject to outcome of the disciplinary proceedings pending against him.

Shri. K. Manogaran joined duty on 09.12.2020 as Office Attendant in the Establishment NT Section, PU. His salary was released w.e.f 09.12.2020, pending outcome of the disciplinary proceedings for the period of unauthorized absence from 20.11.2018 to 08.12.2020.

Findings of the Inquiry Officer:

Inquiry was conducted on 06.02.2020, 14.09.2020 and 25.02.2021. The Inquiry Authority has submitted the detailed report dt. 03.05.2021 that Article-I is proved and Article-II also stands proved. (Annexure -VI(b)).

The copy of the Inquiry Report was supplied to the Charged Official vide this office Memorandum dated 05.07.2021 with the direction to submit his explanation on the Inquiry report if any on or before 20.07.2021 (Annexure -VI(c)).

He submitted his explanation dated 12.07.2021 that due to his family circumstances, he abstained from duty unauthorizedly for several spells. Further he has accepted the charges framed against him and apologized for the act of misconduct, insubordination and dereliction of duties. Also, he has assured that such kind of misbehavior will not be repeated in future and has requested to condone his mistake and regulate his leave without any punishment (Annexure -VI(d)).

- 66 -

The spells of unauthorized absence are as follows:

1. 20.11.2018 to 04.01.2019 (16 days)
2. 21.01.2019 to 08.12.2020 (688 days)

Further his salary has been withheld for the above period.

The Service details of Shri. K. Manogaran, Office Attendant is enclosed (Annexure -VI(e)).

List of Penalties is attached as (Annexure -VI(f)).

Submitted for consideration of the Council.

PONDICHERRY UNIVERSITY
PUDUCHERRY

CONFIDENTIAL

Ref.No.PU/Estt/NT3/1176/2021-22/231

24.02.2022

02.03

OFFICE ORDER No. A17

Sub: PU – Estt – Shri K. Manogaran, Office Attendant, O/o. the Dean, School of Social Sciences and International Studies – Acts of Unauthorized absence – Inquiry conducted – Issue of Severe warning-Penalty awarded – Withholding two increments for a period of two years with cumulative effect – Order issued – Reg.

Ref: 1. Memorandum No. PU/ESTT/NT3/1176/2019-2020/34, dt. 24.04.2019
2. Inquiry report dated 03.05.2021
3. Executive Council Resolution No.2021.141.22, dated 22.12.2021

Whereas, Disciplinary action was initiated against Shri.K. Manogaran, Office Attendant, O/o. the Dean, School of Social Sciences and International Studies for his unauthorized absence 20.11.2018 to 04.01.2019 (46 days) and from 21.01.2019 to 08.12.2020 (688 days) by framing the charges against him vide Memo No. PU/ESTT/NT3/1176/2019-2020/34, dt. 24.04.2019 and the same was served upon him instructing him to submit statement of defense if any, on the charges leveled against him.

And whereas Shri.K. Manogaran, failed to submit his defense statement against the charges within the stipulated time and submitted his explanation belatedly on 14.06.2019.

And Whereas, Inquiry Authority was appointed to inquire into the charges levelled against Shri. K. Manogaran.

And Whereas the Inquiry Authority submitted his report dated 03.05.2021 concluding that the Charged Official himself had accepted the charges of the Article I, II vide his deposition dated 25.02.2021 and hence the Article I and Article – II stand proved.

And Whereas the copy of the Inquiry Report was sent to Shri.K. Manogaran, to submit his explanation, if any, on the inquiry report and he submitted his explanation dated 12.07.2021 adducing family circumstances, for his unauthorized absence in several spells and accepted the charges framed against him duly apologizing for the act of misconduct, insubordination and dereliction of duties and assured that such kind of misbehavior will not be repeated in future.

...2/-

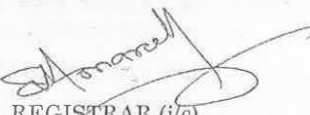
And whereas his case was placed before the Executive Council in the 141st E.C. held on 22.12.2021 and the Executive Council has resolved to issue a severe warning and to impose the penalty of withholding two increments for a period of two years with cumulative effect.

Now, therefore, based on his assurance/undertaking dated 30.11.2020 and in pursuance of the Executive Council Resolution No: 2021.141.22, dt:22.12.2021, the penalty of withholding of two increments in the pay matrix Level – 3, for a period of two years with cumulative effect is imposed upon Shri.K. Manogaran with immediate effect and thus, his increment due for 01.07.2022 is postponed with cumulative effect for a period of two years.

Also, Shri. K. Manogaran is hereby severely warned to be more careful and to avoid such recurrence of such misconduct in future performing the assigned duties with all sincerity failing which stringent action will be taken as per rules.

The period of unauthorized absence from 20.11.2018 to 04.01.2019 (46 days) and from 21.01.2019 to 08.12.2020 (688 days) are treated as Extra Ordinary Leave (EOL).

The receipt of the above order may be acknowledged.


REGISTRAR (i/c)

To

Shri. K. Manogaran

... Through Proper Channel

Office Attendant
O/o. the Dean, School of Social Sciences & International Studies
Pondicherry University
Puducherry – 605 014

Copy to:

1. The Dean, School of Social Sciences & International Studies, Pondicherry University
2. The Deputy Registrar (F&A), Pondicherry University.
3. The Deputy Registrar, Vice-Chancellor's Secretariat, Pondicherry University
4. The Assistant Registrar, Registrar's Secretariat, Pondicherry University.
5. The Private Secretary, Finance Officer's Secretariat, Pondicherry University.
6. Office Order file
7. Personal file



PONDICHERRY UNIVERSITY
(A Central University)

*Dr. B.R. Ambedkar Administrative Building,
R. Venkataraman Nagar, Kalapet, Puducherry - 605 014*

M.P.T SAGAYARAJA, M.A., B.Ed.,
DEPUTY REGISTRAR (Admn.)

CONFIDENTIAL
MOST URGENT

Ref.No.PU/ESTT/NT-3/1176/2021-22/ 232

24.02.2022
02.03

To
The Medical Superintendent
Jawaharlal Institute of Post-graduate
Medical Education and Research (JIPMER)
Puducherry.

Sir,

Sub: PU – ESTT – Shri.K. Manogaran, Office Attendant, O/o the Dean, School of Social Science and International Studies – Constitution of Medical Board to verify his physical status – Requested – Reg.

Ref: Executive Council resolution No:2021.141.22, dt:22.12.2021

I am directed to inform you that Shri.K. Manogaran, Office Attendant, O/o. the Dean, School of Social Science and International Studies, Pondicherry University was unauthorizedly absent for a long time and he is referred to JIPMER for getting fitness certificate to continue in service.

Therefore, I request you to constitute the Medical Board as early as possible to verify the Physical Fitness of Shri.K. Manogaran and kindly intimate the convenient date for his Medical Examination, to this office over telephone No.2654935/2654931/2654554 so as to direct the concerned employee to appear before the Medical Board, at JIPMER.

Thanking you,

Yours faithfully,

DEPUTY REGISTRAR (ADMN.)

Copy to:

Shri. K. Manogaran
Office Attendant
O/o. the Dean, School of Social Sciences and International Studies
Pondicherry University

... Through Proper Channel



PONDICHERRY UNIVERSITY
(A Central University)

Dr. B.R. Ambedkar Administrative Building,
R. Venkataraman Nagar, Kalapet, Puducherry – 605 014

M.P.T SAGAYARAJA, M.A., B.Ed.,
DEPUTY REGISTRAR (Admn.)

REMINDER
CONFIDENTIAL
MOST URGENT

Ref.No.PU/ESTT/NT-3/1176/2022-23/54

26.05.2022

30

To

The Medical Superintendent
Jawaharlal Institute of Post-graduate
Medical Education and Research (JIPMER)
Puducherry.

Sir,

Sub: PU – ESTT – Shri.K. Manogaran, Office Attendant, O/o. the Dean, School of
Social Science and International Studies – Constitution of Medical Board to
verify his physical status – Request to submit the report – Reg.

Ref: 1. Executive Council resolution No:2021.141.22, dt: 22.12.2021
2. This office Lr.No: PU/ESTT/NT-3/1176/2021-22/232, dt:02.03.2022

Kindly refer to the letter second cited wherein it was requested to constitute the
Medical Board to verify the Physical Fitness of Shri.K. Manogaran, Office Attendant,
O/o. the Dean, School of Social Science and International Studies. No reply has been
received in this regard. Therefore, I am directed to request you to submit the report of the
same at the earliest for further action at our end.

This may be treated as "MOST URGENT"

Thanking you,

Yours faithfully,


DEPUTY REGISTRAR (ADMN.)

dc
26/5/22
26/5/22
h



जवाहरलाल सातकोत्तर आयुर्विज्ञान शिक्षा एवं अनुसंधान संस्थान
JAWAHARLAL INSTITUTE OF POST GRADUATE MEDICAL EDUCATION & RESEARCH
(स्वास्थ्य एवं परिवार कल्याण मंत्रालय, भारत सरकार के अधीन राष्ट्रीय महत्व का संस्थान)
(An Institution of National Importance under Ministry of Health & Family Welfare)
भारत सरकार / GOVERNMENT OF INDIA, धनवंतरी नगर, पुदुच्चेरी / Dhanvantri Nagar,
Puducherry- 605 006.
Website: www.jipmer.edu.in
Phone: 0413 - 2296022 Fax: 0413 - 2272067- 2272735



OFFICE OF THE MEDICAL SUPERINTENDENT

No.H.O./JIP/M.B./Manogaran/2022

Dated:

NOTE

29 SEP 2022

To,

Deputy Registrar (ADMIN)
Pondicherry University,
Dr. BR Ambedkar Administrative Building,
R. Venkataraman Nagar, Kalapet
Puducherry-605 014.

Sub: Constitution of Medical Board in respect of Shri K. Manogaran, Office
Attendant, Pondicherry University, - Reg.

Ref: Pondicherry University letter No. PU/ESTT/NT-3/1176/2021-2022/232
Dated 02/03/2022 and even No. dated 23/26/09/2022.

Sir,

With reference to the above, it is informed that, constitution of medical board in respect of the above named individual has already been initiated, vide our letter No. H.O(3)/JIP/M.B./Manogaran/2022 dated 11.03.2011. A copy of the said letter is enclosed herewith for your information. You are, therefore requested to direct the above individual along with complete set of medical documents to carry out medical fitness by the board.

Thanking you,

Yours faithfully,

Encls : One

Copy to :-

The HOD of Surgery, JIPMER

ADDL. MEDICAL SUPERINTENDENT

- for information wrt above. A copy of above said letters are enclosed for your information and necessary action.

PU/Admin/NT/No: 6086

PU/ADMN./ सं. वि. / XI

Received on / प्राप्त हुआ. 14 MAR 2022



जवाहरलाल नेहरू पदोन्नति शिक्षा एवं अनुसंधान संस्थान
JAWAHARLAL INSTITUTE OF POST GRADUATE MEDICAL EDUCATION & RESEARCH
(स्वास्थ्य एवं परिवार कल्याण मंत्रालय, भारत सरकार के अधीन राष्ट्रीय महत्व का संस्थान)
(An Institution of National Importance under Ministry of Health & Family Welfare)
भारत सरकार / GOVERNMENT OF INDIA, धनवंतरी नगर, पुदुच्चेरी / Dhanvantri Nagar
Puducherry- 605 006
Website: www.jipmer.edu.in
Phone: 0413 - 2296022 Fax: 0413 - 2272067- 2272735



OFFICE OF THE MEDICAL SUPERINTENDENT

No.H.O./JIP/M.B./Manogaran/2022

Dated: 11 MAR 2022

NOTE

Sub: Constitution of Medical Board in respect of Shri K. Manogaran, Office Attendant, Pondicherry University, - Reg.

Ref: Pondicherry University letter No. PU/ESTT/NT-3/1176/2021-2022/232
Dated 02/03/2022

With reference to the above, the Deputy Registrar (ADMN.) Pondicherry University has requested the undersigned to constitute a Medical Board to examine Shri K. Manogaran, Office Attendant, Pondicherry University, who had unauthorisedly absent from service for a long time.

In this regard, the undersigned has constituted the Medical Board with the following members to ascertain and to arrange to issue necessary Medical Report.

1. The HoD of Surgery or his nominee - Chairman
2. A Faculty of Dept. of Surgery - Member

In view of the above, the Chairman or his nominee of the Medical Board is requested to fix the date and ascertain the health condition of the above mentioned staff and the detailed Medical Report may be submitted to the undersigned in a confidential cover. It is also requested to intimate the date of Medical Examination of the above individual directly to the Deputy Registrar (ADMN.), Kalapet, Pondicherry University, Pondicherry-605 014. The telephone number of the above office is 2654935/2654931/2654554

**MEDICAL SUPERINTENDENT
MEDICAL SUPERINTENDENT
JIPMER HOSPITAL
PONDICHERY - 605 006**

To

The HoD of Surgery, JIPMER, Puducherry.- The complete set of documents received from Deputy Registrar (ADMN.), Kalapet, Pondicherry University is enclosed herewith.

Copy to:

Deputy Registrar (ADMN.), Pondicherry University, Kalapet, Pondicherry- for info wrt above. You are requested to direct the above individual with complete set of medical documents to JIPMER on hearing from HOD of Surgery or his nominee.

Shri Manogaran, Office Attendant, O/o Dean. School of Social Sciences and International Studies, Pondicherry University. - for information wrt above.



PONDICHERRY UNIVERSITY
(A Central University)

*Dr. B.R. Ambedkar Administrative Building,
R. Venkataraman Nagar, Kalapet, Puducherry – 605 014*

M.P.T SAGAYARAJA, M.A., B.Ed.,
OFFICER ON SPECIAL DUTY (Admn.)

CONFIDENTIAL
MOST URGENT

Ref.No.PU/ESTT/NT-3/1176/2022-23/ 230

21.11.2022

To

Shri. K. Manogaran ... Through Proper Channel
Office Attendant
O/o. the Dean, School of Social Sciences and International Studies
Pondicherry University

Sir,

Sub: PU – ESTT – Shri.K. Manogaran, Office Attendant, O/o. the Dean, School of Social Science and International Studies – Constitution of Medical Board to verify his physical status – Requested – Reg.

- Ref: 1. Executive Council resolution No:2021.141.22, dt:22.12.2021
2. This office Lr.No: PU/ESTT/NT3/1176/2021-2022/232, dt:02.03.2022
3. Letter No: H.O/JIP/M.B/Manogaran/2022, dt:22.09.2022 received from Additional.Medical Superintendent, JIPMER Hospital, Puducherry.

With reference to the letter 3rd cited above, I am directed to inform that you are requested to appear before the Medical Board (HoD of Surgery) constituted to verify the Physical Fitness along with the complete set of medical documents at JIPMER, Puducherry immediately.

Yours faithfully,

OFFICER ON SPECIAL DUTY (ADMN.)

Copy to:

The Medical Superintendent
Jawaharlal Institute of Post-graduate
Medical Education and Research (JIPMER)
Puducherry.

ok [Signature] 21/11/22 [Signature] 21/11/22 [Signature]



PONDICHERRY UNIVERSITY
(A Central University)

*Dr. B.R. Ambedkar Administrative Building,
R. Venkataraman Nagar, Kalapet, Puducherry - 605 014*

M.P.T. SAGAYARAJA
OFFICER ON SPECIAL DUTY (Admn.)

CONFIDENTIAL

MOST URGENT
REMINDER-II
18.05.2023

Ref.No.PU/ESTT/NT-3/1176/2023-24/30

To
The Medical Superintendent
Jawaharlal Institute of Post-graduate
Medical Education and Research (JIPMER)
Puducherry.

Sir,

Sub: PU - ESTT - Shri. K. Manogaran, Office Attendant, O/o. the Dean,
School of Social Science and International Studies - Constitution of
Medical Board to verify his physical status - Request to submit the
report - Reg.

- Ref: 1. Executive Council Resolution No:2021.141.22, dt: 22.12.2021
2. This Office Lr.No: PU/ESTT/NT-3/1176/2021-22/232,dt:02.03.2022
3. This office reminder Lr.No: PU/ESTT/NT-3/1176/2022-
23/57,dt:30.05.2022
4. Letter No: H.O/JIP/M.B/Manogaran/2022, dt:29.09.2022 received
from Additional Medical Superintendent, JIPMER Hospital,
Puducherry.
5. This office letter No. PU/ESTT/NT-3/1176/2022-23/230,
dt.21.11.2022 to Shri K. Manogaran, Office Attendant, PU

Kindly refer to the letter second cited wherein it was requested to constitute the Medical Board to verify the Physical Fitness of Shri.K. Manogaran, Office Attendant, O/o. the Dean, School of Social Sciences and International Studies. As per your letter dated 29.09.2023 Vide Ref.4&5 cited above, Shri K. Manogaran had been directed to appear before the Medical Board immediately. However, no reply has been received in this regard.

It may be kindly noted that the verification of Physical Fitness in respect of Shri K. Manogaran has been referred to JIPMER based on the Resolution made by the Executive Council of Pondicherry University.


Therefore, I am directed to request you to submit the report of the Medical Board at the earliest for further action at our end.


This may be treated as "MOST URGENT"

Thanking you,

Yours faithfully,

OFFICER ON SPECIAL DUTY (Admn.)


जवाहरलाल सातकोत्तर आयुर्विज्ञान शिक्षा एवं अनुसंधान संस्थान
JAWAHARLAL INSTITUTE OF POST GRADUATE MEDICAL EDUCATION & RESEARCH
 (स्वास्थ्य एवं परिवार कल्याण मंत्रालय, भारत सरकार के अधीन राष्ट्रीय महत्व का संस्थान)
 (An Institution of National Importance under Ministry of Health & Family Welfare)
 भारत सरकार / GOVERNMENT OF INDIA, धनवंतरी नगर, पुदुच्चेरी / Dhanvantri Nagar,
 Puducherry- 605 006.
 Website: www.jipmer.edu.in
 Phone: 0413 - 2296022 Fax: 0413 - 2272067, 2272735


 U/A Min/NT/No. (65)

OFFICE OF THE MEDICAL SUPERINTENDENT
 No.H.O./JIP/M.B./Manogaran/2023 Dated: 27 MAY 2023

NOTE

To,
 Officer on Special Duty (ADMIN)
 Pondicherry University,
 Dr. BR Ambedkar Administrative Building,
 R. Venkataraman Nagar, Kalapet
 Puducherry-605 014.

Sub: Constitution of Medical Board in respect of Shri K. Manogaran, Office
 Attendant, Pondicherry University, - Reg.

Ref: Pondicherry University letter No. PU/ESTT/NT-3/1176/2021-2023-
 24/30 dated 18.05.2023

Sir,

With reference to the above, it is informed that, constitution of medical board
 in respect of the above named individual has already been initiated vide our letter No.
 H.O(3)/JIP/M.B./Manogaran/2022 dated 11.03.2022 and the same was intimated to
 you vide our letter No. H.O(3)/JIP/M.B./Manogaran/2022 dated 29.09.2022. Copies of
 the said letters are enclosed herewith for your information. It is further suggested that,
 the above named individual may kindly be again directed to report the department of
 Surgery, JIPMER along with his complete set of medical documents to re-evaluate the
 present condition of the patient by the board and issue necessary medical
 opinion/certificate.

Thanking you.

Yours faithfully,

ADDL. MEDICAL SUPERINTENDENT
 अपर चिकित्सा अधीक्षक
 JIPMER HOSPITAL
 जिल्मेर अस्पताल
 पॉडिच्चेरी / PONDICHERRY - 605 006

Encls : One

Copy to :-

The HOD of Surgery, JIPMER - for information wrt above. A copy of above said
 letters are enclosed for your information and
 necessary action.

30/5/23
 AA (Admin)
 So (Admin) (1)
 31/5/23
 15/3
 31/5/23
 Purup
 Urgent per.



PONDICHERRY UNIVERSITY
(A Central University)

*Dr. B.R. Ambedkar Administrative Building,
R. Venkataraman Nagar, Kalapet, Puducherry - 605 014*

M.P.T SAGAYARAJA, M.A., B.Ed.,
OFFICER ON SPECIAL DUTY (Admn.)

CONFIDENTIAL
MOST URGENT

Ref.No.PU/ESTT/NT-3/1176/2023-24/ 39

13-06-2023

MEMORANDUM

Sub: PU - ESTT - Shri. K. Manogaran, Office Attendant, O/o. the Dean, School of Social Sciences and International Studies - Constitution of Medical Board to verify his physical status - Requested - Reg.

- Ref. : 1. Executive Council resolution No:2021.141.22, dt:22.12.2021.
2. This office Lr.No: PU/ESTT/NT3/1176/2021-2022/232, dt:02.03.2022.
3. Letter No: H.O/JIP/M.B/Manogaran/2022, dt:29.09.2022 received from Additional Medical Superintendent, JIPMER Hospital, Puducherry.
4. Letter No: H.O/JIP/M.B/Manogaran/2023, dt:27-05-2023 received from Additional Medical Superintendent, JIPMER Hospital, Puducherry.

Shri K. Manogaran, Office Attendant, O/o. the Dean, School of Social Sciences and International Studies is directed to appear along with the complete set of medical documents before the Medical Board (HoD of Surgery) constituted to re-evaluate his present Physical Fitness at JIPMER, Puducherry immediately, failing which appropriate action will be taken against you.

// BY ORDER //


OFFICER ON SPECIAL DUTY (ADMN.)

To

Shri. K. Manogaran
Office Attendant
O/o. the Dean, School of Social Sciences
and International Studies
Pondicherry University

... Through Proper Channel

Copy to:

1. The Addl. Medical Superintendent
Jawaharlal Institute of Post-graduate
Medical Education and Research (JIPMER)
Puducherry - 605 006
2. The Head
Dept. of Surgery
JIPMER, Puducherry - 605 006

Encl: X

सं.सं.वि./प्र./Ref.No.PU/Admn/ 2529
तारीख/Date: 0 DEC 2020

Date: 09-12-2020

From

K. Manogaran
Office Attendant
Establishment (NT) Section
Pondicherry University
Puducherry – 605 014.

So. H
19/12
10/12/2020

To

The Assistant Registrar (Admn)
Establishment (NT) Section
Pondicherry University
Puducherry – 605 014.

Respected Sir,

Sub: Submission of joining report as Office Attendant – Reg.

Ref: Memorandum No.PU/Estt/NT3/2019(14)/2020-21/152
dated 09-12-2020,

With reference to subject mentioned above, I hereby report for duty on 09-12-2020 as Office Attendant in the Establishment Non – Teaching Section, Pondicherry University.

I assure that I will not take any leave without prior permission and any mistake on my part in future.

Thanking You,

Yours faithfully,

K. Manogaran
(K. MANOGARAN) 09/12/2020

PONDICHERRY UNIVERSITY
PUDUCHERRY

**SERVICE DETAILS OF SHRI K. MANOGARAN, OFFICE ATTENDANT,
PONDICHERRY UNIVERSITY**

1. Date of Birth : 20.02.1972
2. NMR Service : 01.07.1991 to 30.12.1993 – 839 days
3. Consolidated Service : 31.12.1993 to 30.12.1994 – 1 year
4. Date of appointment : 31.12.1994 A.N. (Watchman)
5. Confirmed in the entry post : 31.12.1996 A.N.
6. Re-designation : Redesignated as Office Attendant,
vide circular dt. 19.06.2006
7. Promotion availed : MACP-I (01.09.2010 (1900 GP) &
MACP-II (31.12.2014 (2000 GP)
8. Level in Pay Matrix : Level 3
9. Basic Pay : Rs.35,000/- Level 3
10. **Administrative actions on the unauthorized absence of Shri K. Manogaran :-**
 1. Issued Memo dt. 04.04.2008 for his explanation. **Warning** memo had been issued for **17 days** & Leave has been regularized as EL.
 2. Issued Memo dt. 14.11.2011 – called for explanation. **Warning** memo dt. 03.01.2012 issued for **61 days**. Leave has been regularized as ML.
 3. Issued Memo dt. 03.02.2015 & 25.03.2015 – called for explanation. **Warning** memo dt.23.09.2015 issued for **61 days**. Leave has been regularized as EL & ML.
 4. Issued Memo dt.08.07.2015 called for explanation. **Warning** memo dt. 13.08.2015 had been issued for 37 days. Leave has been regularized.
 5. Issued Memo dt. 20.02.2017– called for explanation. **Severe & Final warning** memo dt.10.07.2017 had been issued for **74 days**. Leave has been regularized.
 6. Issued memo dt.29.11.2017 for **44 days** -leave recommended by the Head, Dept. of History. **Warning** memo. Dated 23.11.2019 issued and his leave to be regularized, availability of leave at his credit.
 7. Issued memo dt.10.09.2018 for **60 days**. Explanation received without the remarks of the HOD. **Warning** memo. Dated 23.11.2019 issued and his leave to be regularized, availability of leave at his credit.
 8. Issued memo. dt. 31.12.2018 for **46 days** of unauthorized absence. Explanation forwarded to the HOD for remarks and the same was forwarded from the Head vide letter dated 13.03.2019 for consideration.

9. Charges were framed against him for unauthorized absence from 21.01.2019 onwards vide memo dt:24.04.2019. Inquiry Report submitted before the Executive Council. Executive Council Resolution No.2021.141.22 dated 22.12.2021 has resolved that:

- i. *a severe warning to be issued to him*
- ii. *two increments may be withheld with cumulative effect for a period of two years*
- iii. *he may be referred to JIPMER for getting fitness certificate to continue his service.*

11. Resumed duty on : 09.12.2020
12. Disciplinary action initiated in the past / punishment imposed if any : Severe Warning & Penalty imposed dated 02.03.2022 withholding two increments in the pay matrix Level-3 for a period of two years from 20.11.2018 to 04.01.2019 and from 21.01.2019 to 08.12.2020, pay regulated as follows, vide ID Note dt.15.12.2022.

Unauthorised absence, annual periodical increment is not sanctioned
01.07.2018 to 30.06.2019 Rs.33,000/-
01.07.2019 to 30.06.2020 Rs.33,000/-
01.07.2020 to 30.06.2021 Rs.33,000/-

Annual periodical increment sanctioned
01.07.2021 to 30.06.2022 Rs.34,000/-
Punishment begins vide order dt. 02.03.2022
01.07.2022 to 30.06.2023 Rs.34,000/-
01.07.2023 to 30.06.2024 Rs.34,000/-
Punishment ends on 30.06.2024
01.07.2024 to 30.06.2025 Rs.35,000/-
13. Medical Fitness Certificate from JIPMER dated : 06.07.2023

2025.155.14

**TO APPROVE THE CONSTITUTION OF SC/ST/OBC/EWS/PH STUDENT
ADMISSION COMMITTEE FOR THE PONDICHERRY UNIVERSITY**

This relates to constitution of SC/ST/OBC/EWS/PH student admission committee for Pondicherry University, which will monitor and ensure the effective implementation of the reservation policies in the student's admitted in various Programmes offered by the Pondicherry University.

2025.155.15

TO RATIFY THE EXTENSION OF EXTRAORDINARY LEAVE TO DR. RAMASAMY MURUGAN, PROFESSOR, DEPARTMENT OF PHYSICS, SCHOOL OF PHYSICAL, CHEMICAL & APPLIED SCIENCES FOR FURTHER PERIOD OF ONE YEAR W.E.F. 28.01.2025 TO 27.01.2026 TO CONTINUE THE RESEARCH AT QUANTUM SCAPE BATTERY INC., USA.

Dr. Ramasamy Murugan was appointed in the post of Professor, Department of Physics w.e.f. 06.09.2010.

He was sanctioned Extra Ordinary Leave for the period from **28.01.2022 to 27.01.2023** vide Office Order No. PU/Estt(T)/ET-8/2021-22/116 dt. 07.02.2022 and Executive Council in its Meeting held on 19.03.2022 (E.C. Resolution No. 2022.142.36) and again sanctioned Extra Ordinary Leave for the period from **28.01.2023 to 27.01.2024** vide Office Order No. PU/Estt(T)/ET-4/2022-23/165 dt. 18.01.2023 Executive Council in its Meeting held on 27.02.2023 (E.C. Resolution No. 2023.144.55).

Based on his request, he was sanctioned Extra Ordinary Leave for an extended period of one year from **28.01.2024 to 27.01.2025** vide Office Order No. PU/Estt(T)/ET-4/2023-24/189 dt. 24.01.2024 and accordingly he has undertaken Research at Quantum Scape Battery Inc. USA. The same was also ratified by the Executive Council in its Meeting held on 09.04.2024 (E.C. Resolution No. 2024.148.71).

Again he has requested for extension of EOL for further period of one year from 28.01.2025 to 27.01.2026 to carry out Research at Quantum Scape Battery Inc. USA and further extension of EOL from **28.01.2025 to 27.01.2026** was granted as per the rule 8.4.6 of the Chapter XX of Academic Ordinance of Pondicherry University to him vide Office Order No. PU/Estt(T)/ET-4/2024-25/180, dt. 28.01.2025, subject to ratification of the Executive Council.

Submitted for ratification of the Council.

TO RATIFY THE APPOINTMENT OF Dr. RUMAN BANERJEE, ASSISTANT PROFESSOR, DEPARTMENT OF HISTORY, PONDICHERRY UNIVERSITY AS PUBLIC RELATIONS OFFICER(i/c) AND Dr. SINOUVASSANE, ASSISTANT PROFESSOR, DEPARTMENT OF MANAGEMENT STUDIES, PONDICHERRY UNIVERSITY AS ADDITIONAL PUBLIC RELATIONS OFFICER(i/c) OF THIS UNIVERSITY WITH EFFECT FROM 19.11.2024

Expression of interest was invited from the willing Faculty (in the Academic Level 10 or above) of the University to serve as Public Relations Officer (i/c) of this University, in addition to their normal duties vide Circulars dated 31.05.2024 & 30.08.2024. In response to the Circulars, 04 faculties had expressed their interest for the post of Public Relations Officer (i/c), Pondicherry University.

Based on the recommendations of the Committee constituted to scrutinize the applications and recommendations names to serve as Public Relations Officer (i/c), Dr. Ruman Banerjee, Assistant Professor, Dept. of History of this University was selected for Public Relation Officer in-charge and was directed to hold additional charge of the post of Public Relations Officer (i/c) with immediate effect for a period of one year vide Office Order No.261,dt:08.11.2024 and he had assumed charge as Public Relations Officer (i/c) of this University on 19.11.2024.

Moreover, the Committee had selected Dr. Sinouvassane, Assistant Professor, Department of Management Studies of this University for Additional Public Relation Officer in-charge. Accordingly, Dr. Sinouvassane was directed to hold additional charge of the post of Additional Public Relations Officer (i/c) with immediate effect for a period of one year vide Office Order No.262,dt:08.11.2024 and he had assumed charge as Additional Public Relations Officer (i/c) of this University on 19.11.2024.

For ratification by the Council.

2025.155.17

TO CONSIDER AND RATIFY THE RE-CONSTITUTION OF THE INTERNAL COMPLAINTS COMMITTEE (ICC) ERSTWHILE (SHPC) SEXUAL HARASSMENT AND PREVENTION COMMITTEE OF PONDICHERRY UNIVERSITY FOR A PERIOD OF THREE YEARS WITH EFFECT FROM 30.08.2024

The two-year term of Sexual Harassment Prevention Committee (SHPC) expired on 17.08.2023. Hence the Internal Complaints Committee (ICC) erstwhile (SHPC) was re-constituted with the following members for a period of three years w.e.f. 30.08.2024 and hosted in the University website.

The committee has been constituted as per the Ministry of Human Resource Development (UGC), New Delhi Notification dated the 2nd May, 2016 and the Sexual Harassment of Woman at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (No. 14 of 2013) dated 22nd April 2013.

Sl.No	Name & Designation of the Member		Contacts
1.	Dr.Malabika Deo Dean & Professor Department of Commerce School of Management Pondicherry University Puducherry	Chairperson	Ph No : 0413-2654367 Mobile No: 9442140745 Email : malabika.com@pondiuni.edu.in
2.	Dr. Vidyaa Ramkumar External Member Internal Complaint Committee Pondicherry University Puducherry	External Member	Mobile No: 9952459317 Email : vidramk@gmail.com
3.	Dr.S.Victor AnandKumar Professor Dept. of Management Studies School of Management Pondicherry University Puducherry	Member	Ph No: 0413-2654310 Mobile No: 9488085167 Email: victor.dms@pondiuni.edu.in

4.	Shri. Birinder Singh , Assistant Registrar (Estt- Teaching Section & Legal Cell) Pondicherry University Puducherry	Member	Ph No: 0413-2654227 Mobile No: 7710407884 Email : ar_estt@pondiuni.ac.in
5.	Smt.B. Kanchana Section Officer Examination Wing Pondicherry University Puducherry.	Member	Ph No: 0413-2654211 Mobile No: 9442396140 Email : kesavkanch@gmail.com
6.	Dr.Sreekala E Professor School of Education Pondicherry University Puducherry	Member	Ph No: 0413-2654618 Mobile No: 8903140656 Email : sreekala3048@yahoo.co.in
7.	Shri. Gautam Kumawat Deputy Registrar (Admn.) Pondicherry University Puducherry	Member Secretary	Ph No: 0413-2654935 Mobile No: 7869301909 Email : dradm@pondiuni.edu.in
8.	One student member from Under-Graduate Courses, to be co-opted by ICC.		
9.	One student member from Post-Graduate Courses, to be co-opted by ICC.		
10.	One student member from Research Scholar level to be co-opted by ICC.		

The above re-constitution of the Internal Complaints Committee (ICC) erstwhile (SHPC) is for ratification of the Council.



புதுவைப் பல்கலைக்கழகம்
पांडिच्चेरी विश्वविद्यालय
PONDICHERRY UNIVERSITY
(केंद्रीय विश्वविद्यालय/A Central University)

பேராசிரியர் ரஜ்நீஷ் பூடானி
பதிவாளர்(பொ.)
प्रो.रजनीश भूटानी
कुलसचिव(प्र.)
PROF. RAJNEESH BHUTANI
REGISTRAR (i/c)

भारत रत्न डॉ. बी.आर. अम्बेडकर प्रशासनिक भवन/
BHARAT RATNA DR. B.R. AMBEDKAR ADMINISTRATIVE BUILDING
आर.वेंकटरामन नगर/ R.VENKATARAMAN NAGAR
कालापेट/KALAPET
पुदुच्चेरी/PUDUCHERRY-605014
भारत/ INDIA

□□/No.PU/ESTT/NT5/2024-25/

□□□/Date: 30.08.2024

Dear Sir/Madam,

Sub : PU- Internal Complaints Committee (ICC) – erstwhile SHPC – Reg.

---X---

In supersession of the communication no : PU/Estt./NT5/2024-25/33 dated 22.08.2024 and in terms of University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015, the Vice Chancellor is pleased to re-constitute the Internal Complaints Committee (ICC) [erstwhile SHPC] with the following composition to look into the grievances and related matters in respect of Sexual Harassment of Women (Students, Staff, and other aggrieved women) :-

Sl.No	Name & Designation of the Member		Contacts
1.	Dr.Malabika Deo Dean & Professor Department of Commerce School of Management Pondicherry University Puducherry	Chairperson	Ph No : 0413-2654367 Mobile No: 9442140745 Email : malabika.com@pondiuni.edu.in
2.	Dr. Vidyaa Ramkumar Chairperson Dowry Prohibition Advisory Board, Govt. of Puducherry Puducherry	External Member	Mobile No: 9952459317 Email : vidramk@gmail.com

3.	Dr.S.Victor AnandKumar Professor Dept. of Management Studies School of Management Pondicherry University Puducherry	Member	Ph No: 0413-2654310 Mobile No: 9488085167 Email: victor.dms@pondiuni.edu.in
4.	Shri. Birinder Singh , Assistant Registrar (Estt- Teaching Section & Legal Cell) Pondicherry University Puducherry	Member	Ph No: 0413-2654227 Mobile No: 7710407884 Email : ar_estt@pondiuni.ac.in
5.	Smt.B. Kanchana Section Officer Examination Wing Pondicherry University Puducherry.	Member	Ph No: 0413-2654211 Mobile No: 9442396140 Email : kesavkanch@gmail.com
6.	Dr.Sreekala E Professor School of Education Pondicherry University Puducherry	Member	Ph No: 0413-2654618 Mobile No: 8903140656 Email : sreekala3048@yahoo.co.in
7.	Shri. Gautam Kumawat Deputy Registrar (Admn.) Pondicherry University Puducherry	Member Secretary	Ph No: 0413-2654935 Mobile No: 7869301909 Email : dradm@pondiuni.edu.in
8.	One student member from Under-Graduate Courses, to be co-opted by ICC.		
9.	One student member from Post-Graduate Courses, to be co-opted by ICC.		
10.	One student member from Research Scholar level to be co-opted by ICC.		

The Internal Complaints Committee (ICC) shall deal with any complaint involving sexual harassment against women employees and students. The complaint if any shall be addressed to Dr.Malabika Deo, Dean & Professor, School of Management, Pondicherry University and Chairperson of Internal Complaints Committee.

The student members shall be nominated by the Dean, Students Welfare in consultation with the Chairperson, ICC. The respective student member shall be invited to attend meetings in case of matters involving students.

The Member Secretary may initiate action to convene the meetings. The Committee may meet at least once in three months. A quarterly report on the actions taken by the Committee may be sent to the Vice Chancellor.

The term of the committee will be for a period of three years from date of issue of this letter.

//BY ORDER//

Yours faithfully,

REGISTRAR (i/c).

To

All the Members of the Committee.

Copy to

1. All Directors/Deans/HODs/
Co-ordinators/Officers ... for Circulation among Students/Faculty
Members/Staff
 2. The Assistant Registrar --- for kind information of VC.
VC's Secretariat, Pondicherry University
 3. The Registrar's Secretariat, Pondicherry University
 4. The Dean, Students Welfare, Pondicherry University
 5. The Systems Manager, Computer Centre --- for hosting in the Website
 6. Notice Board
 7. File Copy
-

TO RATIFY THE EXTENSION OF SERVICES OF PERSONNEL ENGAGED ON CONTRACT BASIS IN THE VARIOUS SECTIONS/DEPARTMENTS/ CENTRES/ COMMUNITY COLLEGE/ LIBRARY, CENTRAL INSTRUMENTATION FACILITY, COMMUNITY COLLEGE MAHE CENTRE AND OTHER PLACES

The University in order to meet the manpower requirements of various Departments/Centres/Sections mainly due to overall increase in infrastructure facilities, scientific equipments, computerization and eventual increase in workload consequent upon significant expansion and development in all areas, engaged personnel in a phased manner on contract basis through advertisement and proper selection committee / without advertisement for a fixed tenure during **2005-06 to 2011-12** Their initial appointments have been ratified by the Executive Council vide EC Resolution No.2008.98.153, 2009.101.173, 2011.110.169, 2013.117.144, 2016.120.61, 2016.121.116, 2018.132.74 & 2022.143.31. Their extensions of engagements were ratified by the Executive Council in its meetings periodically up to 30.11.2020.

Subsequently, their payment is being released every month based on the monthly appraisal report from the concerned Heads and after issuing administrative approval.

The respective Committee for extension of contract employees met on 14.11.2023 and 06.05.2024. The Committee perused the statement of Annual Performance Appraisal report in respect of 54 Nos. of contractual employees for the year 2021-22 & 2022-23 placed before the Committee.

Based on the APARs for the year 2021-22 and 2022-23 in respect of 54 Nos. of employees excepting Shri. Kewal Krishnan, VC's Secretariat, the Committee recommended the following:

- i) To grant extension for one year from 1st May 2024 to 30th April 2025 for 54 employees in ANNEXURE-I except that Shri. M. Sundaram, Junior Assistant (on contract) is recommended for extension from 1st May 2024 to 6th June 2024, as he is retiring on 06.06.2024.

- ii) The Committee also noted that following 3 employees have been granted extension separately for the period mentioned below and they are also recommended by this Committee for extension up to 30th April 2025:

Sl. No.	Name & Designation of the employee	Place of posting	Period upto which extension already granted
1.	Shri. K. Venkatachalapathi Care Taker	University Guest House	Until further orders
2.	Shri.D.Selvam Junior Assistant	Pondicherry University Community College	Upto 25.10.2024
3.	Shri.A.Mourouguessane Sanitary Attendant	Pondicherry University Community College	Until further orders

- iii) The Committee has also noted that extension was given to the contract employees periodically up to 30th November 2020. Thereafter, pending extension of Contract engagement, salary was disbursed for contractual employees every month based on the performance appraisal/assessment report received from the concerned Heads and with the approval of the Competent Authority every month.
- iv) **Due to non-receipt of APARs in respect of** Shri. Kewal Kishnan from VC's Secretariat, salary may be released subject to specific approval.
- v) In respect of 5 Nos of EMRC staff, Shri. I. Arivoly and Shri. S. Balabaskaran the extension is subject to outcome of court cases.

Based on the recommendations of committee/approval of the Authorities, orders for extension of engagement to the respective personnel have been issued on 06.09.2024, subject to ratification by the Executive Council.

Copy of Minutes of recommendations is enclosed (**ANNEXURE-II**)

For ratification of the Council

ANNEXURE -I

PONDICHERY UNIVERSITY
(A Central University)

List of Contract Employees

Time Scale:

Sl. No	Name and Designation	Place of Work	Date of completion of contract	Present Pay drawn
1	Mrinal Mukherjee Multi Task Staff	Finance and Accounts Section	30.11.2020	Pay in the Pay Band of Pay Rs.5200-2020 + G.P. Rs.1800 Rs. 5410/- + GP Rs. 1300/-

Sl. No	Name and Designation	Place of Work	Date of completion of contract	Present Pay drawn
1	Arivoly. I Sr. Prog. Asst	Finance & Accounts Section	30.11.2020	Pay in the Pay Band of Rs.9300-34800 + G.P. of Rs.4200 Rs. 12,430/- + GP Rs.4200/-

Sl. No	Name and Designation	Place of Work	Date of completion of contract	Present Pay drawn
1	NikashMarak Personal Attendant	University Guest House	30.11.2020	Pay in the Pay Band of Rs.4440 - 7440 + G.P. of Rs.1650 Rs. 5790/- + GP Rs. 1300/-

Sl. No	Name and Designation	Place of Work	Date of completion of contract	Present Pay drawn
1	D. Prabhanandan Office Attendant	Planning & Development Section	30.11.2020	Pay in the Pay Band of Rs.4440 - 7440 + G.P. of Rs.1650 Rs. 5790/- + GP Rs. 1300/-

Sl. No	Name and Designation	Place of Work	Date of completion of contract	Present Pay drawn
1	S. Balamurugan Production Assistant	Centre for Electronic Media	30.11.2020	Pay in the Pay Band of Rs.9300-34800 + G.P. of Rs.4600 Rs.17,710/- + GP Rs. 4600/-

2	G. Sivakumar Cameraman	Centre for Electronic Media	30.11.2020	Pay in the Pay Band of Rs.9300-34800 + G.P. of Rs.4200 Rs. 15100/- + GP Rs.4200/-
3	M. Manamathi Graphic Assistant	Centre for Electronic Media	Re-engaged on 01.11.2021	Pay in the Pay Band of Rs.9300-34800 + G.P. of Rs.4200 Rs.15,100 + GP Rs.4200
4	M. Iyyanar Technician (EM)	Centre for Electronic Media	30.11.2020	Pay in the Pay Band of Rs.9300-34800 + G.P. of Rs.4200 Rs.15100 + GP Rs.4200/-
5	D. DuraiVijayan Shooting Assistant	Centre for Electronic Media	30.11.2020	Pay in the Pay Band of Rs.5200 - 20200 + G.P Rs.2400 Rs. 10,570/- +GPRs. 2400/-

Consolidated Salary:

Sl. No	Name and Designation	Place of Work	Date of completion of contract	Present Pay drawn
1	S. Venu Sr. Lab. Asst	Community College	30.11.2020	Consolidated pay of Rs.39,340/-
2	M. Soundaram Junior Assistant	Community College	30.11.2020	Consolidated pay of Rs.25,330/-
3	R. Dinadayalane Junior Assistant	Community College	30.11.2020	Consolidated pay of Rs.25,330/-
4	Sivasekar. A Group D	Community College	30.11.2020	Consolidated pay of Rs.18,410/-
5	P. Krishnaraj Group D	Community College	30.11.2020	Consolidated pay of Rs.18,410/-
6	K. Sarala Sanitary Attendant	Community College	30.11.2020	Consolidated pay of Rs.19,250/-
Sl. No	Name and Designation	Place of Work	Date of completion of contract	Present Pay drawn
1	G. Sangeetha Care Taker	Day Care Centre	30.11.2020	Consolidated pay of Rs.23,680/-
2	M. Murugajuria Pre - Primary Teacher	Pre - Primary School	30.11.2020	Consolidated pay of Rs.21,030/-
3	J. Sagayamarie Pre - Primary Teacher	Pre - Primary School	30.11.2020	Consolidated pay of Rs.21,030/-



Sl. No	Name and Designation	Place of Work	Date of completion of contract	Present Pay drawn
1	P. Anandhakumar Tech. Asst (N/C)	Examination Wing	30.11.2020	Consolidated pay of Rs.33,810/-
2	S. Lalida Labourer on contract	Examination Wing	30.11.2020	Consolidated pay of Rs.15,260/-
3	Vimala. K Labourer on contract	Examination Wing	30.11.2020	Consolidated pay of Rs.15,260/-
4	Murugan. R Labourer on contract	Examination Wing	30.11.2020	Consolidated pay of Rs.15,260/-
5	Arumugam. I Labourer on contract	Examination Wing	30.11.2020	Consolidated pay of Rs.15,260/-
6	Balamurugan. E Labourer on contract	Examination Wing	30.11.2020	Consolidated pay of Rs.15,260/-

Sl. No	Name and Designation	Place of Work	Date of completion of contract	Present Pay drawn
1	J. R. Josephine Gym Instructor	O/o the Director, Directorate of Phy. Edn. & Sports	Re-engaged on 03.01.2022	Consolidated pay of Rs.38,890/-
2	B. Indumathi Gym Instructor	O/o the Director, Directorate of Phy. Edn. & Sports	Re-engaged on 03.01.2022	Consolidated pay of Rs.38,890/-
3	T. Thananjayan Gym Instructor	O/o the Director, Directorate of Phy. Edn. & Sports	Re-engaged on 03.01.2022	Consolidated pay of Rs.39,340/-
4	R. Senthilkumar Gym Instructor	O/o the Director, Directorate of Phy. Edn& sports	Re-engaged on 03.01.2022	Consolidated pay of Rs.16,000/-

Sl. No	Name and Designation	Place of Work	Date of completion of contract	Present Pay drawn
1	A. Rajesh Kannaa Tech. Asst (N/C)	Centre for Bioinformatics	30.11.2020	Consolidated pay of Rs.33,810/-
2	M. Ponraj Tech. Asst (N/C)	Centre for Bioinformatics	30.11.2020	Consolidated pay of Rs.33,810/-

Sl. No	Name and Designation	Place of Work	Date of completion of contract	Present Pay drawn
1	B. Chithra Lab. Assistant (Comp)	Computer Centre	30.11.2020	Consolidated pay of Rs.25,630/-
2	Ganabathi. A Tech. Asst (N/C)	Computer Centre	30.11.2020	Consolidated pay of Rs.33,810/-



Sl. No	Name and Designation	Place of Work	Date of completion of contract	Present Pay drawn
1	N.Kirubakaran Lab. Assistant((CIF)	Central Instrumentation Facility	30.11.2020	Consolidated pay of Rs.22,000/-
2	P. Xavier Arul Raja Lab. Assistant (CIF)	Central Instrumentation Facility	30.11.2020	Consolidated pay of Rs.22,000/-
3	K. ManuneethiSriram Lab/Workshop Attendant	Central Instrumentation Facility	30.11.2020	Consolidated pay of Rs.16,000/-
4	M. Rajesh Lab/Workshop Attendant	Central Instrumentation Facility	30.11.2020	Consolidated pay of Rs.16,000/-

Sl. No	Name and Designation	Place of Work	Date of completion of contract	Present Pay drawn
1	J. Arivoli Library Assistant	Central Library	30.11.2020	Consolidated pay of Rs.25,630/-
2	K. Vasumadhi Library Assistant	Central Library	30.11.2020	Consolidated pay of Rs.25,630/-
3	P. Srinivasan Sr. Tech. Asst (JMC)	Central Library	30.11.2020	Consolidated pay of Rs.32,800/-

Sl. No	Name and Designation	Place of Work	Date of completion of contract	Present Pay drawn
1	R. Tharanasingh Labourer on contract	Establishment (NT) Section	30.11.2020	Consolidated pay of Rs.15,260/-
2	Vinayagamoorthy. A Labourer on contract	Establishment (NT) Section	30.11.2020	Consolidated pay of Rs.15,260/-

Sl. No	Name and Designation	Place of Work	Date of completion of contract	Present Pay drawn
1	V. Sreena Sr. Lab. Asst.	Dept. of Ecology	30.11.2020	Consolidated pay of Rs.39,340/-
2	V. Manibalan Labourer on contract	Dept. of Ecology	30.11.2020	Consolidated pay of Rs.15,260/-

Sl. No	Name and Designation	Place of Work	Date of completion of contract	Present Pay drawn
1	S. Murugesan Lab. Assistant (Comp)	Dept. of Mathematics	30.11.2020	Consolidated pay of Rs.25,630/-



Sl. No	Name and Designation	Place of Work	Date of completion of contract	Present Pay drawn
1	Danasekaran. P Labourer on contract	Dept. of Physical Education & Sports	30.11.2020	Consolidated pay of Rs.15,260/-

Sl. No	Name and Designation	Place of Work	Date of completion of contract	Present Pay drawn
1	R. Rajes Labourer on contract	Services & Hostels	30.11.2020	Consolidated pay of Rs.15,260/-

Sl. No	Name and Designation	Place of Work	Date of completion of contract	Present Pay drawn
1	Djeatchandirane. P Labourer on contract	Dept. of Social Work	30.11.2020	Consolidated pay of Rs.15,260/-

Sl. No	Name and Designation	Place of Work	Date of completion of contract	Present Pay drawn
1	Vijayavel. A Labourer on contract	Dept of Food Science & Technology	30.11.2020	Consolidated pay of Rs.15,260/-

Sl. No	Name and Designation	Place of Work	Date of completion of contract	Present Pay drawn
1	Govindhan. K Labourer on contract	School of Physical, Chemical and Applied Sciences	30.11.2020	Consolidated pay of Rs.15,260/-

Sl. No	Name and Designation	Place of Work	Date of completion of contract	Present Pay drawn
1	Murugan. A Labourer on contract	Dept. of Earth Sciences	30.11.2020	Consolidated pay of Rs.15,260/-

Sl. No	Name and Designation	Place of Work	Date of completion of contract	Present Pay drawn
1	Sivasakthi. M Labourer on contract	Centre for Pollution Control	30.11.2020	Consolidated pay of Rs.15,260/-

Sl. No	Name and Designation	Place of Work	Date of completion of contract	Present Pay drawn
1	Adhimoolam. H Labourer on contract	Department of Commerce	30.11.2020	Consolidated pay of Rs.15,260/-



Sl. No	Name and Designation	Place of Work	Date of completion of contract	Present Pay drawn
1	Amit Singh Jr. Asst.	VC 's Secretariat	30.11.2020	Consolidated pay of Rs.20,000/-
2	Kewal Kishan Attendant	V.C's Secretariat	30.11.2020	Consolidated pay of Rs.20,000/-

Sl. No	Name and Designation	Place of Work	Date of completion of contract	Present Pay drawn
1	S. Balabaskaran Programmer	Examination Wing	30.11.2020	Consolidated pay of Rs.62,620/-

Abstract of contract employees in the Dept./Sections:

Sl. No	Name of the Department/Section	No. of employees
1.	Finance & Accounts Section	2
2.	University Guest House* (1+1)	2
3.	VC's Secretariat	2
4.	Planning & Development Section	1
5.	PU Community College* (6+2)	8
6.	Day Care Centre & Pre-Primary School	3
7.	Examination Wing	7
8.	O/o the Director, Directorate of Sports & Education	4
9.	Centre for Bioinformatics	2
10.	Computer Centre	2
11.	Central Instrumentation Facility	4
12.	Central Library	3
13.	Establishment (NT) Section	2
14.	Dept. of Ecology & Env. Sciences	2
15.	Dept. of Mathematics	1
16.	Dept. of Physical Education & Sports	1
17.	Services & Hostels	1
18.	Dept. of Social Work	1
19.	Dept. of Food Science & Technology	1
20.	O/o the Dean, SOPCAS	1
21.	Dept. of Earth Sciences	1
22.	Centre for Pollution Control	1
23.	Dept. of Commerce	1
24.	Centre for Electronic Media	5
TOTAL		58

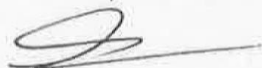


*

Shri. K. Venkatachalapathi, Care Taker, VC's Official Residence – Extension granted until further orders.

Shri. D. Selvam. Junior Assistant, Pondicherry University Community College – Extension granted up to 25.10.2024.

Shri. A. Mourougnessane, Sanitary Attendant, Pondicherry University Community College - Extension granted until further orders.

A handwritten signature in black ink, consisting of a stylized 'S' followed by a horizontal line.

PONDICHERRY UNIVERSITY
PONDICHERRY

MINUTES OF THE MEETING OF THE COMMITTEE CONSTITUTED TO
CONSIDER EXTENSION OF CONTRACT ENGAGEMENTS HELD ON
06-05-2024 AT 3.30 P. M. IN THE O/o THE DIRECTOR (SEI&RR),
PONDICHERRY UNIVERSITY

The following members were present.

- 1) **Dr.Clement Sagayaradja Lourdes** --- Chairperson
Director of Culture & Cultural Relations
Pondicherry University
- 2) **Dr.Rajneesh Bhutani** --- Member
Registrar (i/c)
Pondicherry University.
- 3) **Dr.D.Lazar** — Member
Finance Officer (i/c)
Pondicherry University.
- 4) **Dr.G.Chandrika,** --- Member
Dean,
School of Social Sciences & International Studies,
Pondicherry University.
- 5) **The Deputy Registrar,** --- Coordinator
Finance & Accounts,
Pondicherry University.

At the outset, the Chairperson welcomed the Committee members.

The Committee met to consider the extension of services of personnel engaged
on contract basis.



The Committee perused the statement of Annual Performante Appraisal report in respect of 54 Nos. of contractual employees for the year 2021-22 & 2022-23 placed before the Committee.

Based on the APARs for the year 2021-22 and 2022-23 in respect of 54 Nos. of employees excepting Shri. Kewal Krishnan, VC's Secretariat, the Committee recommended the following:

- i) To grant extension for one year from 1st May 2024 to 30th April 2025 for 54 employees in ANNEXURE except that Shri. M. Sundaram, Junior Assistant (on contract) is recommended for extension from 1st May 2024 to 6th June 2024, as he is retiring on 06.06.2024.
- ii) The Committee also noted that following 3 employees have been granted extension separately for the period mentioned below and they are also recommended by this Committee for extension upto 30th April 2025:

S.No.	Name & Designation of the employee	Place of posting	Period upto which extension already granted
1.	Shri. K. Venkatachalapathi Care Taker	University Guest House	Until further orders
2.	Shri.D.Selvam Junior Assistant	Pondicherry University, Community College	Upto 25.10.2024
3.	Shri.A.Mourouguessane Sanitary Attendant	Pondicherry University Community College	Until further orders

- iii) The Committee has also noted that extension was given to the contract employees periodically up to 30th November 2020. Thereafter, pending extension of Contract engagement, salary was disbursed for contractual employees every month based on the performance appraisal/assessment report received from the concerned Heads and with the approval of the Competent Authority every month.

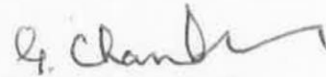


- iv) Due to non-receipt of APARs in respect of Shri. Kewal Kishnan from VC's Secretariat, salary may be released subject to specific approval.
- v) In respect of 5 Nos of EMRC staff, Shri. I. Arivoly and Shri. S. Balabaskaran the extension is subject to outcome of court cases.

With a vote of thanks to the Chair, the meeting came to an end.



Deputy Registrar (F&A)



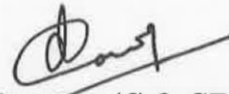
Dr. G. Chandrika



Finance Officer



Registrar (i/c)



Director (C & CR)

TO APPROVE AND RATIFY THE GUIDELINES FRAMED FOR PROCTORIAL BOARD

This relates to the framing of the Proctorial Board guidelines, which shall be called as PONDICHERRY UNIVERSITY DISCIPLINARY RULES AND CODE OF CONDUCT FOR STUDENTS.

As the University grows up in terms of large number of students and scholars, a Proctorial Board is required to make the students maintain general discipline and healthy environment.

The Competent Authority constituted a committee to frame the PU-Proctorial Board Regulations. The Committee gone through the following documents for preparing the Pondicherry University Proctorial Board Regulations: -

- The Acts & Statutes of the Pondicherry University
- Academic Ordinances of Pondicherry University
- Administrative Ordinances of Pondicherry University
- Hostel Manual of Pondicherry University
- Other previous disciplinary cases pertaining to the students of Pondicherry University and records obtained from the Academic section and Vigilance & Security Wing, PU
- The UGC Guidelines regarding the discipline and safety of the students in the University campuses
- Other Central Universities Proctorial Board Regulations/Guidelines

After detailed examination and gone through the above documents, the committee prepared the Pondicherry University Proctorial Board Regulations and the same was vetted by the Legal Cell, PU.

The PU-Proctorial Board Regulations which shall be called as PONDICHERRY UNIVERSITY DISCIPLINARY RULES AND CODE OF CONDUCT FOR STUDENTS came into force with effect from 24.05.2025.

These Regulations shall apply to all Regular, Part-time students and Distance / Online learning students of the University.

Submitted for ratification of the Council.

ANNEXURE - VI

2025.155.20

TO CONSIDER AND APPROVE THE REVISION OF DATE OF ELIGIBILITY FOR AWARD OF CAS PROMOTION OF Dr. S. SUJARITHA, ASSISTANT PROFESSOR, DEPARTMENT OF ENGLISH, PONDICHERRY UNIVERSITY COMMUNITY COLLEGE, LAWSPET, PUDUCHERRY FROM STAGE II TO III AND STAGE III TO IV.

Dr. S. Sujaritha, Assistant Professor, Department of English, PUCC, Lawspet, Puducherry has requested for change of eligibility for promotion from **Stage - II to Stage - III** under CAS from **28.02.2020 to 07.10.2019** and from **Stage-III to Stage-IV** from **28.02.2023 to 07.10.2022**.

In this regard, the Committee with the HoD, Department of English & Dean, School of Humanities was constituted.

The Committee met on 27.02.2025 and submitted its recommendations as follows:

1. As per UGC Regulation IIIrd amendment issued on 31st July 2023, the requirement of Orientation course and Refresher course for promotion under Career Advancement Scheme(CAS) shall not be mandatory upto 31.12.2024. Also in UGC Regulation 2023, a provision (clause 6.3 VIII) for the date of eligibility shall be retained as the date of promotion. On the date of submission of the application, the candidate should fulfil all eligibility criteria required for promotion.
2. The provisions at Sl.No.1 may be invoked for the CAS promotion of Dr.S.Sujaritha from Stage II to III and Stage III to IV.
3. According to Sl.No.1 above Dr.S. Sujaritha is eligible for promotion as shown in the Table below.

Sl. No.	Name of the Faculty	Date of Joining	Date of Promotion to Stage III	Revised date of Promotion to Stage III (Recommended for Approval)	Date of Promotion to Stage IV	Revised date of Promotion to Stage IV (Recommended for Approval)
1.	Dr.S. Sujaritha	04.04.2012	28.02.2020	07.10.2019	28.02.2023	07.10.2022

The Minutes of the committee is enclosed as Annexure.

Submitted for approval of the Council.

TO CONSIDER AND APPROVE THE RECOMMENDATIONS OF THE SELECTION COMMITTEE MEETINGS HELD ON 24.05.2025 & 26.06.2025 FOR AWARD OF CAS PROMOTION FROM PROFESSOR (STAGE-V) TO SENIOR PROFESSOR (STAGE-VI).

The duly constituted Selection Committee Meeting was conducted for CAS promotion from Professor (Stage-V) to Senior Professor (Stage-VI) under UGC Career Advancement Scheme, as detailed below:

Sl. No.	Name & Designation	Date of initial appt. & Designation	Date of Promotion as Professor (CAS)	Stage	Date of Selection Committee Meeting
01	Dr. D. Sultana Professor Department of Physical Education School of Humanities	01.08.1988 & Lecturer	10.11.2007	V to VI	24.05.2025
02	Dr. Mumtaz Begum Professor School of Education	20.08.2009 & Reader	30.01.2012	V to VI	26.06.2025

The Minutes of the above meeting are placed before the Council for approval.

2025.155.22

TO CONSIDER AND APPROVE THE REVISION OF THE DATE OF PROMOTION UNDER CAS IN RESPECT OF DR. RITU TYAGI ASSOCIATE PROFESSOR DEPARTMENT OF FRENCH SCHOOL OF HUMANITIES FROM ASSISTANT PROFESSOR STAGE III TO ASSOCIATE PROFESSOR STAGE IV

Dr. Ritu Tyagi, Associate Professor, Department of French, School of Humanities has requested to revise the date of promotion as Associate Professor Stage IV w.e.f. 10.09.2022 instead of 14.12.2022 as per UGC Regulations 3rd Amendment issued on 31.07.2023.

The Dean, School of Humanities and Head, Department of French after evaluation of her records has recommended that an appropriate corrigendum be placed before the Authorities concerned as *the requirement of Orientation course and Refresher course for promotion under Career Advancement Scheme (CAS) shall not be mandatory upto 31.12.2024, Also in UGC Regulation 2023, a provision (clause 6.3) for the date of eligibility shall be retained as the date of promotion. On the date of submission of the application, the candidate should fulfil all eligibility criteria required for promotion* and revise the date of promotion of Associate Professor Stage IV as follows:

Sl. No.	Name of the Faculty	Date of Joining	Date of Promotion to Stage IV	Revised date of Promotion to Stage IV (Recommended for Approval)
1.	Dr. Ritu Tyagi Associate Professor	03.04.2012	14.12.2022	10.09.2022

The Committee has further recommended that revised promotion orders may be issued to the Teacher concerned w.e.f. 10.09.2022.

Copy of the Minutes is enclosed.

For approval of the Council.

2025.155.23

TO CONSIDER AND APPROVE THE RECOMMENDATIONS OF THE SELECTION COMMITTEE AND SCREENING-CUM-EVALUATION COMMITTEE MEETINGS HELD ON FEBRUARY 2025 FOR AWARD OF CAS PROMOTIONS FROM ASSISTANT PROFESSOR (STAGE I TO STAGE II), ASSISTANT PROFESSOR (STAGE II TO STAGE III), ASSISTANT PROFESSOR (STAGE III) TO ASSOCIATE PROFESSOR (STAGE IV) & ASSOCIATE PROFESSOR (STAGE IV) TO PROFESSOR (STAGE V) UNDER UGC CAREER ADVANCEMENT SCHEME.

The duly constituted Selection Committee and Screening – cum – Evaluation Committee Meetings were held during the month of February 2025 as detailed below for award of CAS promotions for the following faculty members from Assistant professor (Stage I to Stage II), Assistant professor (Stage II to Stage III), Assistant professor (Stage III) to Associate Professor (Stage IV) & Associate Professor (Stage IV) to Professor (Stage V) under UGC Career Advancement Scheme.

Name of the faculty & Designation	Date of initial Appointment & Designation	Date of previous Stage Promotion	Promoted Stage	Date of Selection/ Screening – Cum – Evaluation Committee
SCHOOL OF ENGINEERING & TECHNOLOGY				
CENTRE FOR POLLUTION CONTROL & ENVIRONMENTAL ENGINEERING				
Shri. S. Sudalai Assistant Professor	08.05.2009 Assistant Professor	01.07.2015 (Stage II)	II to III	18.02.2025
SCHOOL OF PERFORMING ARTS				
DEPARTMENT OF PERFORMING ARTS				
Dr. K. R. Rajaravivarma Associate Professor (Currently in Karaikal Campus)	12.10.2007 Assistant Professor (Lecturer)	12.10.2019 (Stage IV)	IV to V	11.02.2025
Dr. M. Subbiah Assistant Professor	03.09.2010 Assistant Professor (Lecturer)	03.09.2019 (Stage III)	III to IV	11.02.2025

UGC - MALAVIYA MISSION TEACHER TRAINING CENTRE				
Dr. Srujana Kathi Assistant Professor	22.06.2022 Assistant Professor	22.06.2022 (Stage I - DOJ)	I to II	18.02.2025

The Minutes of the above Meetings are placed before the Council for approval.

2025.155.24

TO APPRISE THE COUNCIL ABOUT THE JOINING OF DR. SASI KANTA DASH AS REGISTRAR OF PONDICHERRY UNIVERSITY IN PURSUANCE OF JUDGEMENT DATED 19/02/2025 PASSED BY THE HON'BLE HIGH COURT OF MADRAS

The Hon'ble Madras High Court has passed judgement dated 19.02.2025 in Writ Appeal No.1190 of 2022 to put back Dr. Sasi Kanta Dash in the Service of Pondicherry University as Registrar. In pursuance of the said judgment Dr. Sasi Kanta Dash was relieved by Govt. of Pondicherry on 13.03.2025 with direction to report before the Vice Chancellor of the University.

In this regard agenda for taking action in pursuance of judgement dated 19/02/2025 passed by double bench of the Hon'ble Madras High Court in writ appeal no. 1190 of 2022 filed by one Dr. Sasi Kanta Dash was placed before Emergent Executive Council which was held on 18.03.2025.

As per the Executive Council Res. No: 2025.154.02, Office Order No: 475 (No. PU/ESTT/DR-ADMN/2024-25/266), dated 18.03.2025 was issued to Dr. Sasi Kanta Dash stating that the University accepts the joining of Dr. Sasi Kanta Dash on the post of Registrar of the University w.e.f 18.03.2025 afternoon and he is further placed on compulsory leave with immediate effect from 18.03.2025 afternoon until further orders to enable a fair enquiry into the acts of misconduct which is suspected of having committed. **(Enclosure).**

Further, a Committee having external members has been constituted by the Vice Chancellor's Office towards enquiry on the incidents which took place on 14.03.2025 and further proceedings of the enquiry is dealt by the said Office and the Legal Cell.

For information of the Council



புதுவைப் பல்கலைக்கழகம்
पांडिचेरी विश्वविद्यालय PONDICHERY UNIVERSITY
 (மத்திய பல்கலைக்கழகம் / केंद्रीय विश्वविद्यालय / A Central University)

கௌதம் குமாவத்

गौतम कुमावत

GAUTAM KUMAWAT

துணைப்பதிவாளர் (நிர்வாகம்)

उप रजिस्ट्रार (प्रशासन)

DEPUTY REGISTRAR (ADMN.)

பாரத் ரத்னா. டாக்டர். பி.ஆர். அம்பேத்கர் நிர்வாகக் கட்டிடம்.

भारत रत्न. डॉ. बी.आर. अम्बेडकर प्रशासनिक भवन

BHARAT RATNA. DR. B.R. AMBEDKAR ADMINISTRATIVE BUILDING

ஆர். வெங்கடராமன் நகர்/ஆர்.வெகடராமன் நகர்/R.VENKATARAMAN NAGAR

காலாப்பட்டு/காலாபேட்/KALAPET

புதுச்சேரி/புதுச்சேரி/PUDUCHERRY-605014

☎ 0413-2654935, Email: dradm@pondiuni.edu.in

No. PU/ESTT/DR-ADMN/2024-25/266

Dated: 18/03/2025

OFFICE ORDER NO. 475

Whereas the Hon'ble Madras High Court has passed judgement dated 19/02/2025 in Writ Appeal no. 1190 of 2022 putting back Dr. Sasi Kanta Dash in the service of Pondicherry University as its Registrar.

And whereas, in pursuance of the said judgement, the said Dr. Dash has been relieved by the Govt. of Puducherry on 13/02/2025 with direction to report before the Vice-Chancellor of the University.

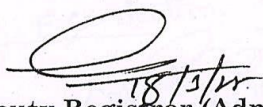
And whereas said Dr. Dash is suspected of committing various grave misconduct on 14/03/2025 upon reporting to the Vice Chancellor (i/c) for resuming duties on the post of Registrar, thereby preventing the University from taking any action on his joining report.

And whereas disciplinary proceedings are contemplated against the said Dr. Dash for the acts of grave misconduct.

And whereas the matter of compliance of the order of the Hon'ble Court and the report of misconduct by Dr. Dash was placed before the Emergency meeting of the Executive Council held on 18/03/2025.

And whereas the Executive Council has resolved to allow Dr. Sasi Kanta Dash to join as Registrar in compliance of the judgement dated 19/02/2025 and to conduct an enquiry into the issues for which he was previously repatriated and also into the incidents which took place on 14.03.2025, and in order to enable the University to conduct a fair enquiry into the matter, to place Dr. Sasi Kanta Dash under long leave.

Now therefore the Competent Authority of the University accepts the joining of Dr. Sasi Kanta Dash on the post of Registrar of the University w.e.f. 18/03/2025 afternoon and to further place the said Dr. Sasi Kant Das on the compulsory leave with immediate effect from 18/03/2025 afternoon and until further orders to enable a fair enquiry into the acts of misconduct which Dr. Dash is suspected of having committed.


Deputy Registrar (Admin)

To,

Dr. Sasi Kanta Dash, Principal (relieved), Tagore Government Arts and Science College, Puducherry.

Copy to,

1. The Deputy Registrar, Vice Chancellor's Secretariat.
2. Section Officer, Registrar's Secretariat.

TO CONSIDER EXEMPTION OF DIFFERENTLY ABLED STUDENTS STAYING IN HOSTELS FROM PAYMENT OF BOARDING AND LODGING EXPENSES

As part of the Welfare measure to encourage differently abled students, the EC at its 108th meetings held on 27.05.2011 had resolved to exempt all the differently abled students from payment of all fees for staying in hostels except insurance premium & refundable Caution Deposit.

A Committee has been constituted by the Authorities to examine and recommend the revision of the hostel fee to be incorporated from the Academic Year 2023-2024 onwards under the Chairmanship of Finance Officer. The Committee had gone through relevant records and found that the revision of hostel fee was not made after 2005 and hence the Committee recommended to revise the various Hostel fees viz. Hostel Room rent, General Amenities Fund and introduced Hostel Maintenance charges which covers electricity, water and general Maintenance.

The Committee also recommended to collect the revised Hostel fee from all the students desirous to avail the Hostel facility at the time of admission itself and the students exempt from payment of Hostel fee under different category (SC/ST, PH, SAF etc.) can claim it from the respective funding agencies/Fellowship/Award. Based on the Committees recommendation, the **Executive Council at its 145th meeting held on 05.05.2023** had approved the revision of Hostel fee from the Academic Year 2023-2024 onwards

After the implementation of the revised fees, it is understood from the Co-ordinator of the HEPSN Enabling Unit that the newly introduced concept of “Payment First and re-imbursement later” has created hardship to the Differently abled students physically and financially.

It is also stated that the Pondicherry University being a pioneering Institute in offering the free education to the Differently abled students way back from 2011, the new process of Hostel fee payment at the time of admission discourages the deserving students in joining Pondicherry University due to financial constrain. In order to validate the claim, the Hostel Office, the Hostel Office has collected the following data from the available records:

Total Number of Differently Abled Students admitted in Hostels in the past 06 Academic Years (2019 to 2024)

Year	Total No. of Students admitted	Boys	Girls	Total	Percentage
2019-2020	4305	80	12	92	2.13
2020-2021	Online Classes due to Covid19				
2021-2022	2665	46	11	57	2.13
2022-2023	5076	72	26	98	1.93
2023-2024	5432	55	19	74	1.36
2024-2025	5468	55	25	80	1.42

(*Data shows only the Total Nos. of students availed Hostel facilities)

After careful examination of the representation and the inference derived from the above data, it is submitted that the implementation of payment first and reimbursement later' has impacted in the overall intake of the differently abled students from the Academic Year 2023-24 onwards.

In view of the above, the Office of Hostels has initiated the file with a request to approve the exemption from payment of all hostel fees for Differently Abled Students staying in the Hostels from the Academic Year 2025-26 and previous batches of students admitted under the new scheme. The Competent Authority has duly approved the proposal and same has been implemented for the Differently Abled Students admitted in the Academic Year 2025-26.

The expenditure to be incurred for the differently abled students will be claimed from the University resources for the payment of the same to the service provider.

For ratification of the Executive Council.

2025.155.26

TO REPORT TO THE EXECUTIVE COUNCIL ON THE FORMAL TAKING OVER OF NEWLY CONSTRUCTED INTERNATIONAL CONVENTION CENTRE WITH 2500 CAPACITY CONSTRUCTED IN THE INTERNATIONAL STANDARD

The State of Art International Convention Centre with seating capacity of 2500 project was initiated during the year 2011-12 in the International standards with the built up area of 75,000 square feet and it is equipped with state of art amenities, where we can host a diverse range of academic and cultural events of National and International standards significantly.

The construction was completed in phases and the formal taking over was held on 16th July 2025 which has to be inaugurated and put into use.

For the information of the Council.

TO APPRISE THE COUNCIL ABOUT PONDICHERRY UNIVERSITY'S ACHIEVEMENT IN SECURING AN "A+" GRADE IN THE 5TH CYCLE OF NAAC ACCREDITATION

Pondicherry University, since its inception in 1985, has undergone 4 Cycles of NAAC Re-accreditation during the years 1999, 2006, 2011, and 2018. The 5th Cycle of NAAC was conducted in hybrid mode under Dual Mode University from 28th to 30th May, 2025. In the four cycles University scored Four Star, B++, A and A for 1st, 2nd, 3rd and 4th cycle respectively. **For the first time, University scored A+ grade in the 5th cycle.**

As per the NAAC guidelines on time to time, the University has successfully completed the following stages

- | | |
|--|--------------|
| 1. Submission of IIQA | : 27.06.2024 |
| 2. Acceptance of IIQA | : 08.08.2024 |
| 3. Submission of Self-Study Report (SSR) | : 04.10.2024 |
| 4. Data Validation & Verification (DVV) | : 08.11.2024 |
| 5. Pre-Qualification Stage Completed | : 25.02.2025 |

Based on the NAAC Committee's recommendation the Pondicherry University was awarded an **A+ Grade with a CGPA of 3.43**.

The recommendation of the 5th cycle of NAAC and comparative statement from previous cycle are given below: **The detailed report is attached as annexure – I**

4th Cycle				5th Cycle			
Criterion	Weightage	Score	CrGPA out of 4	Weightage	Score	CrGPA out of 4	Difference
1. Curricular Aspects	150	510	3.4	150	580	3.87	0.47
2. Teaching-learning and Evaluation	190	671	3.53	200	632	3.16	-0.37
3. Research, Innovations and Extension	231	544	2.35	250	889	3.56	1.21
4. Infrastructure and Learning Resources	100	380	3.8	100	340	3.4	-0.4
5. Student Support and Progression	86	271	3.15	100	330	3.3	0.15
6. Governance, Leadership and Management	100	253	2.53	100	314	3.14	0.61
7. Institutional Values and Best Practices	100	331	3.31	100	340	3.4	0.09

5th Cycle Recommendations

- IQAC should conduct regular meetings every year as prescribed in the regulations;
- University may consider to provide more outdoor sports facilities for the students and to expand the indoor facilities equally.
- University transportation facilities should be more strengthen
- Keeping in view of the employability and to align with NEP-2020 steps be taken to float more skill based courses.
- Necessary steps be taken to fill up vacant teaching and non-teaching positions.
- The University should provide more number of dedicated computer systems in the reading room of library with wi-fi facilities so that the students may have access to online resources/database in the library 24x7.
- To make governance more transparent and speedy, all relevant modules of SAMARTH be made active.
- Wellness infrastructure, such as mental health and counselling centers should be more strengthened to support the overall growth of its students.
- Internships and Placements of the students be strengthened
- Students grievance redressal mechanism need to be strengthened with special care for the vulnerable students.

Submitted for kind appraisal of the Council.

ANNEXURE - VII

2025.155.28

**TO APPRISE THE AGENDA AND MINUTES OF THE ITEM NO.2025.C.03
(DRAFT ANNUAL ACCOUNTS FOR THE YEAR 2024-2025) SENT BY
CIRCULATION ON 04.07.2025.**

The following Agenda Item was sent by circulation to the EC members on 04.07.2025 in view of urgency and the same was approved by the members of EC.

2025.C.03 To appraise the Executive Council about the approval of Finance Committee for submission of draft Annual Accounts for the year 2024-25 to the Principal Director of Audit (Central) Chennai, Tamil Nadu, on behalf of the CAG of India

Copy of the Agenda and Minutes are enclosed.

Submitted for appraisal of the Council.

2025.C.03

TO APPRAISE THE EXECUTIVE COUNCIL ABOUT THE APPROVAL OF FINANCE COMMITTEE FOR SUBMISSION OF DRAFT ANNUAL ACCOUNTS FOR THE YEAR 2024-25 TO THE PRINCIPAL DIRECTOR OF AUDIT (CENTRAL) CHENNAI, TAMIL NADU, ON BEHALF OF THE CAG OF INDIA.

The Annual Accounts of the University for the Financial Year 2024-25 has been approved by the Finance Committee through its Meeting dated 30.06.2025. The Draft Annual Accounts of Financial Year 2024-25 is enclosed for the kind information and submitted for approval to send it to the Principal Director of Audit (Central) Chennai for Audit.

PONDICHERRY UNIVERSITY PUDUCHERRY



MINUTES OF THE EXECUTIVE COUNCIL ON THE AGENDA ITEM SENT BY CIRCULATION ON 04.07.2025

2025.C.03 To appraise the Executive Council about the approval of Finance Committee for submission of draft Annual Accounts for the year 2024-25 to the Principal Director of Audit (Central), Chennai, Tamil Nadu, on behalf of CAG of India.

Approved

TO CONSIDER AND APPROVE THE REVISION OF DATE OF ELIGIBILITY FOR AWARD OF CAS PROMOTION OF Dr. SHAILENDRA SINGH, ASSISTANT PROFESSOR, DEPARTMENT OF EARTH SCIENCES FROM STAGE -I TO STAGE-II.

Dr. Shailendra Singh, Assistant Professor, Department of Earth Sciences has requested for change of date of eligibility for promotion from **Stage-I to Stage-II** under CAS from **10.08.2023 to 27.06.2022**.

In this regard, the Committee with the HoD, Department of Earth Sciences & Dean, School of Physical, Chemical & Applied Sciences was constituted.

The Committee met and examined the request submitted by **Dr. Shailendra Singh**, Assistant Professor, Department of Earth Sciences, Pondicherry University regarding revision of his eligibility date of CAS promotion **Stage-I to Stage-II** from **10.08.2023 to 27.06.2022**.

The Committee Observed the Following:

- (1) As per UGC Regulation **3rd Amendments** issued on **31st July 2023**, the requirement of Orientation course and Refresher Course for promotion under Career Advancement Scheme(CAS) shall not be mandatory up to 31.12.2024. Also in **UGC Regulation 2023**, a provision (**clause 6.3 VIII**) for the date of eligibility shall be retained as the date of promotion. On the date of submission of the application, the candidate should fulfill all eligibility criteria required for promotion.
- (2) The provision at **Sl.No.1** may be invoked for the CAS promotion of Dr. Shailendra Singh from **Stage-I to Stage-II**.
- (3) Accordingly to Sl.No.1 above Dr. Shailendra Singh is eligible for promotion as shown in the Table below.

Hence, his date of eligibility may be revised as follows:

Sl. No.	Name of the Faculty	Date of Joining	Date of Promotion to Stage II	Revised date of Promotion to Stage II (Recommended for Approval)
1	Dr. Shailendra Singh	27.06.2022	10.08.2023	27.06.2022

The Minutes of the Committee is enclosed as Annexure.

Submitted for approval of the Council.

TO CONSIDER THE REINSTATEMENT OF DR. PRAMOD SINGH, ASSOCIATE PROFESSOR, DEPARTMENT OF EARTH SCIENCES AS PROFESSOR FOR HAVING COMPLETED THE PUNISHMENT PERIOD OF TWO YEARS.

Based on a complaint lodged by a Ph.D Scholar, Dr. Pramod Singh, Professor, Department of Earth Science was found guilty by the Sexual Harassment Prevention Committee of the University. The Committee based on detailed enquiry and assessment of witnesses, found the following acts of sexual harassment as defined in Chapter 8, Ordinances Governing the Code of Conduct and Discipline for Protection of Women Against Sexual Harassment under Section 2(g) have been committed by Dr. Pramod Singh:

- I. Touching or brushing against the body, and the like
- II. Forcible physical touch or molestation and
- III. Otherwise making the study/work environment hostile or intimidating for students/employees

The SHPC unanimously made the following recommendations:

1. Appropriate penalty/disciplinary actions to be imposed upon Prof. Pramod Singh for his offenses/misbehavior in accordance with Chapter 8, Section 6(1) of the Administrative ordinances.
2. Appropriate penalty/disciplinary actions to serve as a deterrent measure to prevent such incidents in future.
3. No female students/scholars to be assigned under his supervision/guideship for projects, research etc.,
4. Not to consider him for any administrative position of authority such as Head of the Department, Dean of the School and so on, to prevent any sort of victimization until the complainant completes her Ph.D research work.
5. Committee suggests immediate psychological support to help the victim as her complaint reveals that she is in deep mental distress, trauma and anxiety due to the unfortunate happenings.
6. In case of any future incidents of intimidation/ threat/ victimization/ interference faced by the complainant, the complainant shall report the same to the Chairperson, SHPC and seek immediate redressal.

7. Any request from a female scholar for change of guide or discontinuation of Ph.D to be referred to Women's Cell for clearance.
8. As a Central University with zero tolerance policy towards sexual harassment, Pondicherry University aims to provide a safe working space and academic environment for women in order to ensure their holistic well-being. Hence, SHPC recommends periodic sensitization of all stakeholders regarding POSH Act, prevention and redressal mechanisms in place in case of such acts of sexual harassment.

The agenda to consider the report of the Sexual Harassment Prevention Committee was placed in the 145th meeting of the Executive Council. **(Enclosure I)**

The Council vide its resolution no. 2023.145.14 approved the SHPC Recommendations and resolved that:

- a) Dr. Pramod Singh, Professor, Department of Earth Sciences shall be placed under suspension with immediate effect for a period of two years.
- b) He shall be demoted as Associate Professor for a period of two years with immediate effect.
- c) After two years his case will be reconsidered by the Executive Council and if he shows himself to be a reformed person; he shall be reinstated as Professor without any further assessment.

(Enclosure II)

In pursuance of the EC resolution an Office Order No. 19 bearing ref. no. PU/Estt(T)/ET4/2023-24/23 dated 10.05.2025 was issued to Dr. Pramod Singh communicating the punishment.

Against the above mentioned Office Order, Dr. Pramod Singh filed a Writ Petition No. 17012 of 2023 before the Hon'ble High Court of Madras. The writ petition is pending before the Hon'ble Court and is sub-judice.

Now, as per the EC Resolution no. 2023.145.14 the two-year period of punishment of suspension and demotion to lower post awarded to Dr. Pramod Singh is completed on 10.05.2025.

Submitted for directions of the council.

Enclosure I

2023.145.14

TO CONSIDER THE REPORT OF THE SEXUAL HARASSMENT PREVENTION COMMITTEE

A Ph.D scholar of the Department of Earth Sciences lodged a written complaint with the Chairperson of the Sexual Harassment Prevention Committee alleging instances of sexual harassment by her guide Dr. Pramod Singh, Professor, Department of Earth Sciences vide ref no: PU/SHPC/2022-23/01 dated 24.01.2023.

Details of the Complaint:

The complainant, Ms. S. N. Aneesharani appeared before the sexual harassment prevention committee (SHPC) on 08.02.2023 and explained in detail the nature of harassment and associated incidents.

Based on the complaint the SHPC held enquires on 15.02.2023, 22.02.2023, 15.03.2023 and 31.03.2023.

Dr. Pramod Singh appeared before the SHPC on 15.03.2023. The SHPC has given him fair opportunity to represent in writing as well as for personal appearance. However Dr. Pramod Singh has denied the allegations leveled against him.

The conclusions made by the SHPC are as follows:

From the detailed enquiry and assessment of witnesses, it is evident to the committee that the following acts of sexual harassment as defined in Chapter 8, Ordinances Governing the Code of Conduct and Discipline for Protection of Women Against Sexual Harassment under Section 2(g) have been committed by Prof. Pramod Singh as mentioned in the written complaint dated 24.01.2023 from Ms. Aneesharani:

1. Touching or brushing against the body, and the like
2. Forcible physical touch or molestation and
3. Otherwise making the study/work environment hostile or intimidating for students/employees

The SHPC finds the behavior of Prof. Pramod Singh squarely falls within the scope of the definition of Sexual Harassment" as provided under the Ordinances Governing the Code of Conduct and Discipline for Protection of Women Against Sexual Harassment: "commission of any verbal, physical or other conduct including comment, gesture or conduct of sexual nature, individually or collectively by men against women....."

During the process of enquiry with respect to the current complaint from Ms. Aneesharani, the committee came across two past instances of similar acts of Sexual Harassment committed by Prof. Pramod Singh against students under his supervision.

- I. The committee took cognisance of a reference to a judgment of Central Information Commission vide Decision No: CIC/YA/A/2016/000019/SB in public domain in respect of a RTI seeking information pertaining to a complaint against Dr. Pramod Singh during the year 2005-06 alleging sexual harassment and molestation .
- II. Ms. Veena Vishwam who submitted her statement by email and also deposed before the committee over a video call wherein she explained the sexual harassment faced from Prof. Pramod Singh which made her to discontinue her Ph.D Pondicherry University and get it transferred to another University.
- III. During the enquiry process SHPC received another complaint from Dr. Manisha Kumari, Assistant Professor, Department of Earth Sciences (dated 15.02.2023) and the committee interacted with the complainant on the same day. She explained before the committee the temperamental issues and verbal abuses she has faced from Dr. Pramod Singh which has been causing her mental trauma, humiliation and mental depression. Since it was not directly related to sexual harassment, she was advised to seek redressal from the Women's Cell, Pondicherry University. Similar such temperamental issues were reported by Ms. Aneesharani and most of the witnesses during the enquiry.

(All correspondence, AV recording and date statements pertaining to the enquiry are available with the Chairperson, SHPC for any clarification upon request.)

Recommendations:

The SHPC unanimously made the following recommendations:

1. Appropriate penalty/disciplinary actions to be imposed upon Prof. Pramod Singh for his offenses/misbehavior in accordance with Chapter 8, Section 6(1) of the Administrative ordinances.
2. Appropriate penalty/disciplinary actions to serve as a deterrent measure to prevent such incidents in future.
3. No female students/scholars to be assigned under his supervision/guidance for projects, research etc.,

4. Not to consider him for any administrative position of authority such as Head of the Department, Dean of the School and so on, to prevent any sort of victimization until the complainant completes her Ph.D research work.
5. Committee suggests immediate psychological support to help the victim as her complaint reveals that she is in deep mental distress, trauma and anxiety due to the unfortunate happenings.
6. In case of any future incidents of intimidation/ threat/ victimization/ interference faced by the complainant, the complainant shall report the same to the Chairperson, SHPC and seek immediate redressal.
7. Any request from a female scholar for change of guide or discontinuation of Ph.D to be referred to Women's Cell for clearance.
8. As a Central University with zero tolerance policy towards sexual harassment, Pondicherry University aims to provide a safe working space and academic environment for women in order to ensure their holistic well-being. Hence, SHPC recommends periodic sensitization of all stakeholders regarding POSH Act, prevention and redressal mechanisms in place in case of such acts of sexual harassment.

Penalties:

The list of penalties given under clause 6 of the Ordinances Governing the Code of Conduct and Discipline for Protection of Women against Sexual Harassment is given below:

- (1) In case of teaching staff:
 - a. Warning, reprimand, or censure or written apology or bond of good behaviour.
 - b. Removal from an administrative position at the Centre, School and/or University levels.
 - c. Debarring from holding an administrative position at the Centre/Department, School and/or University levels.
 - d. Stopping of increments/promotions.
 - e. Reversion/Demotion.
 - f. Suspension from service for a limited period.
 - g. Compulsory retirement.
 - h. Dismissal from service.

The report of the Sexual Harassment Prevention Committee is placed on the table.

For consideration of the Council please.

2023.145.14

To consider the Report of the Sexual Harassment Prevention Committee.

The SHPC Recommendations are approved.

It was resolved that

- Dr. Pramod Singh, Professor, Department of Earth Sciences shall be placed under suspension with immediate effect for a period of two years.*
- He shall be demoted as Associate Professor for a period of two years with immediate effect.*
- After two years his case will be reconsidered by the Executive Council and if he shows himself to be a reformed person; he shall be reinstated as Professor without any further assessment.*

2025.155.31

TO RATIFY THE ACCEPTANCE OF RESIGNATION TENDERED BY DR.UJJWAL JANA, PROFESSOR, DEPARTMENT OF ENGLISH, SCHOOL OF HUMANITIES OF THIS UNIVERSITY SO AS TO CONTINUE THE POST OF PROFESSOR, DEPARTMENT OF ENGLISH, UNIVERSITY OF DELHI, NEW DELHI

Dr. Ujjwal Jana, was appointed on 17.09.2010 as Lecturer, Department of English, Pondicherry University. He was sanctioned Extra Ordinary Leave (EoL) for a period of two years w.e.f. 22.02.2023 to 21.02.2025 vide Office Order Ref. No. PU/Estt(T)/ET-2/2022-23/1797 dated 16.02.2023 to hold the post of Professor, Department of English, University of Delhi, New Delhi. The Executive Council in its Meeting held on 05.05.2023 has ratified the same vide Executive Council Resolution No. 2023.145.21.

Now, he has submitted his technical resignation letter from the post of Professor, Department of English, School of Humanities of this University to permanently continue as Professor Department of English, University of Delhi, New Delhi.

Therefore, he was relieved from the service of this University w.e.f. 21.02.2023.A.N., i.e. the date on which he proceeded on Extra Ordinary Leave vide Office Order Ref. No. PU/Estt(T)/ET-2/Tech./2024-25/376 dated 12.03.2025, subject to ratification by the Executive Council.

Submitted for Ratification of the Council.

2025.155.32

**TO RATIFY THE ACCEPTANCE OF RESIGNATION TENDERED BY
DR. VIDYA SARVESWARAN, ASSOCIATE PROFESSOR (ON LIEN)
DEPARTMENT OF ENGLISH, SCHOOL OF HUMANITIES OF THIS
UNIVERSITY W.E.F. 10.06.2025**

Dr. Vidya Sarveswaran was joined on 22.06.2023 in the post of Associate Professor, Department of English, School of Humanities on lien basis for two years lien from 22.06.2023 to 15.06.2025. Previously, she was working as Associate Professor in the School of Liberal Arts, Indian Institute of Technology, Jodhpur. Now, she tendered her technical resignation to join back her parent Institution vide letter dated 08.05.2025

In view of the above and based on her request, the University Authority has relieved Dr. Vidya Sarveswaran from the service of this University w.e.f. 10.06.2025 consequent upon her resignation tendered by her, after giving one month notice in writing to the University and subject to ratification by the Executive Council.

Submitted for ratification by the Council.

TO CONSIDER AND RATIFY CONFIRMATION OF FACULTY MEMBERS CONSEQUENT ON COMPLETION OF PROBATION PERIOD

Faculty members joined during the period from August 2022 to September 2023 on direct recruitment. The 14 Faculty members have fulfilled the following conditions for declaration of probation and confirmation:

- 1) Individual scores obtained from IQA Cell
- 2) Genuineness of Community Certificate verified
- 3) Character / Antecedents verified
- 4) Resigned the lien in the post held with previous organization (wherever applicable)

Hence, in accordance with the provisions contained in Chapter XX of the Academic Ordinance of Pondicherry University r/w UGC regulations, the following Faculty have satisfactorily completed their probation period of one year from the date mentioned in column (5) and were confirmed from the date as mentioned in column (6). Declaration of Probation and confirmation order was issued subject to ratification by the Executive Council (vide Office Order Nos. 11 & 12 dated 21.04.2025).

S.N	Name	Designation Department	Date of Appoint- ment	Date of Completion of Probation	Date from which Confirmed
(1)	(2)	(3)	(4)	(5)	(6)
1.	Dr. Sukhvinder Singh	Assistant Professor, Dept. of Computer Science (Main Campus)	08.08.2022	07.08.2023	08.08.2023
2.	Dr. Jeyakumar Kandasamy	Associate Professor, Dept. of Chemistry	01.09.2022	31.08.2023	01.09.2023
3.	Dr. Velmurugan. K	Assistant Professor, Dept. of Philosophy	01.06.2023	31.05.2024	01.06.2024

4.	Dr. A. Annamalai	Professor, Dept. of Food Science & Technology	05.06.2023 A.N	05.06.2024 F.N	05.06.2024 A.N
5.	Dr. Senthilselvan. J	Associate Professor, Centre for Nano Science & Technology	07.08.2023	06.08.2024	07.08.2024
6.	Dr. Vijayarangamuthu. K	Assistant Professor, Dept. of Physics	28.08.2023	27.08.2024	28.08.2024
7.	Dr. Lydia Rathnam	Assistant Professor, Dept. of Physics	28.08.2023	27.08.2024	28.08.2024
8.	Dr. Nagarajan V	Professor, Dept. of Electronic Engineering	29.08.2023	28.08.2024	29.08.2024
9.	Dr. M. Karnan	Associate Professor, Dept. of Physics	29.08.2023	28.08.2024	29.08.2024
10.	Dr. Pavithra	Assistant professor, Dept. of Performing Arts	31.08.2023	30.08.2024	31.08.2024
11.	Dr. Priyanka Sharma	Assistant Professor, Dept. of Performing Arts	05.09.2023	04.09.2024	05.09.2024
12	Dr. Siddheswaran R	Assistant Professor, Dept. of Physics	05.09.2023	04.09.2024	05.09.2024
13.	Dr. Appalakondaiah Samudrala	Assistant Professor, Dept. of Physics	06.09.2023	05.09.2024	06.09.2024
14.	Dr. Senthil Kumar P	Associate Professor, Centre for Pollution Control & Environmental Engineering	15.09.2023	14.09.2024	15.09.2024

For ratification of the Council.

**TO RATIFY THE APPOINTMENT OF HEAD(i/c) [DIRECTOR(I/C)],
EDUCATIONAL MULTI-MEDIA RESEARCH CENTRE [EMMRC] AND CO-
ORDINATOR, CENTRAL INSTRUMENTATION FACILITY**

The following faculty members are appointed as Head(i/c) [Director(i/c), EMMRC and Co-ordinator, Central Instrumentation Facility, Pondicherry University as per details given below:-

Sl. No	Name	Appointed as	Date of Appointment	Appointed for upto
1	Dr. M. Shuaib Mohamed Haneef, Professor, Department of Electronic Media & Mass Communication, School of Media & Communication	Head(i/c) [Director(i/c), Educational Multi-Media Research Centre(EMMRC),	21.01.2025	Period of One year or until a full time Director is appointed
2	Dr. Ragupathy Dhanusuraman, Professor Central Instrumentation Facility, School of Physical, Chemical and Applied Sciences	Co-ordinator, Central Instrumentation Facility,	29.04.2025	Until further orders

For ratification by the Executive Council.

**TO RATIFY THE APPOINTMENT OF HEAD OF THE DEPARTMENT
UNDER STATUTE 7 OF PONDICHERRY UNIVERSITY ACT AND
STATUTES**

The following Head of Department have been appointed under Statute 7 of Pondicherry University Act & Statutes:

Sl. No	Name	Date of Appointment	Appointed for upto
1	Dr. P. Sridharan, Professor as Head(i/c), Dept. of Performing Arts	01.04.2024	Until Further Orders
2	Dr. A. Sankaran, Professor as Head, Department of Economics, School of Management	18.11.2024	17.11.2027
3	Dr. Alok Sharan, Professor as Head, Department of Physics	20.01.2025	19.01.2028
4	Dr. Navin Chandra, Professor as Head Dept. of Statistics	14.12.2023	13.12.2026
5	Dr. R. Krishna, Professor as Head, Department of Bioinformatics.	20.01.2025	19.01.2028
6	Dr. A. Balakrishnan, Professor as Head, Department of Banking Technology	20.01.2025	19.01.2028
7	Dr. C. Sivasankar, Professor as Head, Department of Chemistry	20.01.2025	19.01.2028

8	P. Thangadurai, Professor as Head, Centre for Nanoscience & Technology	20.01.2025	19.01.2028
9	Dr. G. Kumaravelan, Associate Professor as Head, Department of Computer Science, Karaikal Campus.	05.02.2025	04.02.2028
10	Dr. P. B. Shankar Narayan, Professor as Head, Department of Social Work	05.03.2025	04.03.2028
11	Dr. P. S. Sibi, Professor as Head, Department of Tourism Studies	05.03.2025	04.03.2028
12	Dr. Pradeep Kumar Parida, Professor as Head, Department of Sociology	18.03.2025	17.03.2028
13	Dr. Binu Zachariah, Professor as Head, Department of English	18.03.2025	17.03.2028
14	Dr. Narayanasamy Sangeetha, Professor as Head, Department of Food Science & Technology	18.03.2025	17.03.2028
15	Dr. S. I. Humayun, Professor as Head, Centre for South Asian Studies	05.05.2025	04.05.2028
16	Dr. Chakaradhar Behera, Professor as Head, Department of Sanskrit.	05.05.2025	04.05.2028
17	Dr. S. Indira, Professor as Head, Department of Philosophy	13.05.2025	12.05.2028
18	Dr. Rajeesh Viswanathan, Professor as Head, Department of International Business	17.05.2025	16.05.2028

19	Dr. P. Samundiswary, Professor as Head, Department of Electronics Engineering	17.05.2025	16.05.2028
----	--	------------	------------

For ratification by the Executive Council.

TO RATIFY THE APPOINTMENT OF Dr. P.G. ARUL, PROFESSOR, DEPARTMENT OF INTERNATIONAL BUSINESS, SCHOOL OF MANAGEMENT, PONDICHERRY UNIVERSITY AS DIRECTOR (i/c), UGC-MALAVIYA MISSION TEACHER TRAINING CENTRE (MMTTC) OF THIS UNIVERSITY WITH EFFECT FROM 01.07.2025

Expression of interest was invited from the Professors of this University to serve as Director (i/c), UGC-Malaviya Mission Teacher Training Centre (MMTTC) of the University, in addition to their normal duties vide Circular dated 09.05.2025. In response to the Circular, 10 Professors have expressed their interest for the post of Director (i/c), UGC-MMTTC, Pondicherry University.

Based on the recommendations of the committee constituted, Dr. P.G. Arul, Professor, Department of International Business, School of Management of this University was appointed to the post of Director (i/c), UGC-Malaviya Mission Teacher Training Centre (MMTTC) of this University w.e.f. 01.07.2025, for a period of two years, in addition to his normal duties as Professor in the Department of International Business, School of Management, vide Office Order No. 83, dated 01.07.2025.

For ratification by the Council.

2025.155.37

TO RATIFY THE APPOINTMENT OF Dr. S.K.V JAYAKUMAR, PROFESSOR & HEAD, DEPARTMENT OF COMPUTER SCIENCE, PONDICHERRY UNIVERSITY AS SYSTEMS MANAGER & CENTRE HEAD INCHARGE, COMPUTER CENTRE OF THE UNIVERSITY IN ADDITION TO HIS NORMAL DUTIES

Based on the approval of the Competent Authority, Dr. S.K.V. Jayakumar, Professor & Head, Department of Computer Science of this University was directed to hold additional charge of the post of Systems Manager & Centre Head (i/c), Computer Centre of this University with immediate effect for a period of two years vide Office Order No.83 dated 04.07.2025.

Dr. S.K.V Jayakumar, Prof. & Head, Department of Computer Science has assumed charge as Systems Manager & Centre Head (i/c), Computer Centre, Pondicherry University in the afternoon of 7th July 2025.

For ratification of the Council.

TO RATIFY THE PONDICHERRY UNIVERSITY CADRE RECRUITMENT RULES, 2025 BY ADOPTING THE MODEL CRR OF UGC AND TO MAKE PART OF THE ORDINANCE

In terms of Section 5(11) of the Pondicherry University Act, 1985 read with clause 12(2)(iii) of Pondicherry University Statutes read with clause 4(6)(ii) of Pondicherry University Administrative Ordinances, the University is empowered to create all non-academic posts and to frame recruitment rules for the same. Hence, the University's Cadre Recruitment Rules, 2019 (CRR 2019) were duly framed in terms of powers delegated to the Vice-Chancellor by the Executive Council vide any other Item no. 3 in its 135th meeting dated 17.05.2019. The duly framed Cadre Recruitment Rules were ratified by the Executive Council vide resolution no. 2021.141.28 in its 141st meeting held on 22.12.2021. The said fact was duly intimated to the UGC vide University's communication dated 21.01.2022, dated 11.05.2022 and dated 31.05.2023 in response to the UGC's communication dated 18.10.2021, dated 21.02.2022 and dated 12.05.2023 respectively.

Subsequently, the UGC vide letter dated 27.09.2022 has forwarded the Model CRR (UGC MODEL CRR 2022) for taking appropriate action. It has been stated by the UGC that the Universities having CRRs approved by the competent authority may continue with the recruitment processes for non-teaching positions as per their approved CRRs and in case, the Model CRRs of any specific post existing/sanctioned in any university is not covered in these rules, the university may refer the proposed CRRs of such post to the UGC for approval.

The above UGC communication was placed in the 144th meeting of the Executive Council and the EC vide Res.No.2023.144.22 dated 27.02.2023 has approved the submission of Model CRR of UGC to the Recruitment Rule Review Committee. The said Committee has conducted necessary proceedings but due to administrative reasons (like non-availability of external members), the final recommendations are yet to be received.

In the meantime, the process of adopting Recruitment Rules has been getting delayed resulting into various administrative issues like complaints from general public, and delay in issuing next recruitment advertisement, etc. As the new Vice-Chancellor has already joined and the Non-Teaching Recruitments (which were last done in the year 2021) needs to be done due to acute manpower shortage across the University, hence,

based on the UGC Model CRR, 2022 and the existing CRR, 2019 of the University, it is proposed to frame the Pondicherry University Cadre Recruitment Rules, 2025.

It is to clarify that UGC Model CRR, 2022 does not exhaustively cover all the positions sanctioned in the University and it makes no provision for certain positions which are part of existing sanctioned structure. Those positions in the University's existing structure for which the UGC Model CRR, 2022 does not have any provision were either created with the sanction of the UGC or with the specific sanction of the Executive Council. The summary of sanctioned positions which are part of UGC Model CRR, 2022 and which are not part of UGC Model CRR, 2022 is depicted in the **ENCLOSURE-I**.

It is also for clarification that the CRR, 2019 has included Recruitment Rules for various positions sanctioned by the UGC under different schemes which are co-terminus with the respective Schemes. Such Scheme specific positions, for which no provision is made in the UGC Model CRR, 2022 are not part of PU CRR, 2025 and it is proposed to frame Recruitment Rules for these scheme specific positions separately.

It is submitted to the Council that in the first instance, the recruitment rules for the positions for which provision is made in the UGC's Model Cadre Recruitment Rules, 2022 (UGC Model CRR, 2022) may be adopted directly from the said Model CRR and in respect of the positions for which provision is NOT made in the UGC Model CRR-2022, existing CRR, 2019 provisions may be approved for rollover and incorporation in the new Cadre Recruitment Rules 2025 (CRR 2025), subject to such minor modifications as have been suggested by the Recruitment Rules Review Committee are also not part of PU CRR, 2025 and it is proposed to frame Recruitment Rules for these positions separately.

Accordingly, as per approval of the Vice-Chancellor, the Pondicherry University Cadre Recruitment Rules, 2025 was notified on 08.07.2025 by adopting the UGC Model CRR, 2022 with immediate effect (**ENCLOSURE-II**).

Vide communication dated 06.10.2021, the University had allowed certain exemptions to existing employees from certain provisions of CRR, 2019 and the same was ratified by the Council in its 141st meeting cited above. It is proposed that these exemptions may be continued *mutatis mutandis* in the CRR, 2025 until the expiry of originally specified exemption period, after which the said exemptions will cease to operate.

Council may also approve in-principle the action to be taken by the University for advertising the vacancies / conducting promotions under the CRR, 2025, keeping in view the fact that against the sanctioned strength of 715 (including scheme positions), only 614 Non-teaching employees (including contract and outsourcing) are in position presently thereby creating acute administrative problems in running the University and delaying the recruitment process any further will severely undermine the operations. The approved CRR, 2025 will be forwarded to the UGC for the approval / intimation of the Ministry of Education to incorporate in the Ordinance.

Submitted for ratification of the Committee.

ANNEXURE - VIII

TO RATIFY THE RE-CONSTITUTION OF THE INTERNAL COMPLAINTS COMMITTEE (ICC) ERSTWHILE (SHPC) SEXUAL HARASSMENT AND PREVENTION COMMITTEE OF PONDICHERRY UNIVERSITY FOR A PERIOD OF THREE YEARS WITH EFFECT FROM 30.08.2024.

The two-year term of Sexual Harassment Prevention Committee (SHPC) expired on 17.08.2023. The Sexual Harassment Prevention Committee (SHPC) has been renamed/changed as Internal Complaints Committee (ICC) from this tenure onwards.

Accordingly, in terms of POSH Act Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 and University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015, the committee was re-constituted for a period of three years w.e.f 30.08.2024 and hosted in the University website on 30.08.2024. (Copy Enclosed)

The above said committee has been re-constituted on 10.04.2025 again with nomination of Dr. A Shahin Sultana, Professor as Chairperson/Presiding Officer, ICC in lieu of Dr.Malabika Deo who has been superannuated on 31.12.2024 and Smt.V.Ilayabharathi, Section Officer is appointed as a member in lieu of Smt.B. Kanchana, Section Officer. (Copy Enclosed)

The present composition is as follows:

Sl.No	Name & Designation of the Member		Contact information
1.	Dr. A Shahin Sultana Professor Department of Social Work School of Social Sciences & International Studies Pondicherry University	Chairperson	Ph No : 0413-2654954 Mobile No: 8903306712 Email : shahin.samroh@gmail.com
2.	Dr. Vidyaa Ramkumar NGO – External Member Internal Complaints Committee Pondicherry University	External Member	Mobile No: 9952459317 Email : vidramk@gmail.com

3.	Dr.S.Victor Anandkumar Professor Dept. of Management Studies School of Management Pondicherry University	Member	Ph No: 0413-2654310 Mobile No: 9488085167 Email: victor.dms@pondiuni.edu.in
4.	Dr.Sreekala E Professor School of Education Pondicherry University	Member	Ph No: 0413-2654618 Mobile No: 8903140656 Email : sreekala3048@yahoo.co.in
5.	Shri. Birinder Singh , Assistant Registrar (Estt- Teaching Section & Legal Cell)	Member	Ph No: 0413-2654227 Mobile No: 7710407884 Email : ar_estt@pondiuni.ac.in
6.	Smt.V. Ilayabharathi Section Officer Directorate of Studies, Educational, Innovation and Rural Reconstruction & Affiliation Wing	Member	Ph No: 0413-2654258 Mobile No: 9894155338 Email : director.studies@pondiuni.edu. in
7.	Shri. Gautam Kumawat Deputy Registrar (Admn.) Pondicherry University	Member Secretary	Ph No: 0413-2654935 Mobile No: 7869301909 Email : dradm@pondiuni.edu.in
8.	One student member from Under-Graduate Courses, to be co-opted by ICC.		
9.	One student member from Post-Graduate Courses, to be co-opted by ICC.		
10.	One student member from Research Scholar level to be co-opted by ICC.		

The above re-constitution of Internal Complaints Committee (ICC) [erstwhile SHPC] is submitted for ratification of the Council.



புதுவைப் பல்கலைக்கழகம்
पांडिच्चेरी विश्वविद्यालय PONDICHERRY
UNIVERSITY

(केंद्रीय विश्वविद्यालय/A.Central University)

பேராசிரியர் ரஜ்நீஷ் பூடானி
 பதிவாளர் (பொ.)
 प्रो.रजनीश भूटानी
 कुलसचिव (प्र)
 PROF. RAJNEESH BHUTANI
 REGISTRAR (i/c)

भारत रत्न डॉ. बी.आर. अम्बेडकर प्रशासनिक भवन/
 BHARAT RATNA DR. B.R. AMBEDKAR ADMINISTRATIVE BUILDING
 आर. वेंकटरामन नगर/ R.VENKATARAMAN NAGAR
 कालापेट/KALAPET
 पुदुच्चेरी/PUDUCHERRY-605014
 भारत/ INDIA

सं/No.PU/ESTT/NT5/2024-25/36

दिनांक/Date: 30.08.2024

Dear Sir/Madam,

Sub : PU- Internal Complaints Committee (ICC) – erstwhile SHPC – Reg.

---X---

In supersession of the communication no : PU/Estt./NT5/2024-25/33 dated 22.08.2024 and in terms of University Grants Commission (Prevention, Prohibition and Redressal of Sexual Harassment of Women Employees and Students in Higher Educational Institutions) Regulations, 2015, the Vice Chancellor is pleased to re-constitute the Internal Complaints Committee (ICC) [erstwhile SHPC] with the following composition to look into the grievances and related matters in respect of Sexual Harassment of Women (Students, Staff, and other aggrieved women) :-

Sl.No	Name & Designation of the Member	Contacts
1.	Dr.Malabika Deo Dean & Professor Department of Commerce School of Management Pondicherry University Puducherry	Chairperson Ph No : 0413-2654367 Mobile No: 9442140745 Email : malabika.com@pondiuni.edu.in
2.	Dr. Vidyaa Ramkumar Chairperson Dowry Prohibition Advisory Board, Govt. of Puducherry Puducherry	External Member Mobile No: 9952459317 Email : vidrank@gmail.com
3.	Dr.S.Victor AnandKumar Professor Dept. of Management Studies School of Management Pondicherry University Puducherry	Member Ph No: 0413-2654310 Mobile No: 9488085167 Email: victor.dms@pondiuni.edu.in
4.	Shri. Birinder Singh , Assistant Registrar Estt- Teaching Section & Legal Cell) Pondicherry University Puducherry	Member Ph No: 0413-2654227 Mobile No: 7710407884 Email : ar_estt@pondiuni.ac.in
5.	Smt.B. Kanchana Section Officer Examination Wing Pondicherry University Puducherry.	Member Ph No: 0413-2654211 Mobile No: 9442396140 Email : kesavkanch@gmail.com

6.	Dr.Sreekala E Professor School of Education Pondicherry University Puducherry	Member	Ph No: 0413-2654618 Mobile No: 8903140656 Email : sreekala3048@yahoo.co.in
7.	Shri. Gautam Kumawat Deputy Registrar (Admn.) Pondicherry University Puducherry	Member Secretary	Ph No: 0413-2654935 Mobile No: 7869301909 Email : dradm@pondiuni.edu.in
8.	One student member from Under-Graduate Courses, to be co-opted by ICC.		
9.	One student member from Post-Graduate Courses, to be co-opted by ICC.		
10.	One student member from Research Scholar level to be co-opted by ICC.		

The Internal Complaints Committee (ICC) shall deal with any complaint involving sexual harassment against women employees and students. The complaint if any shall be addressed to Dr.Malabika Deo, Dean & Professor, School of Management, Pondicherry University and Chairperson of Internal Complaints Committee.

The student members shall be nominated by the Dean, Students Welfare in consultation with the Chairperson, ICC. The respective student member shall be invited to attend meetings in case of matters involving students.

The Member Secretary may initiate action to convene the meetings. The Committee may meet at least once in three months. A quarterly report on the actions taken by the Committee may be sent to the Vice Chancellor.

The term of the committee will be for a period of three years from date of issue of this letter.

//BY ORDER//

Yours faithfully,



REGISTRAR (i/c).

To

All the Members of the Committee.

Copy to

1. All Directors/Deans/HODs/
Co-ordinators/Officers ... for Circulation among Students/Faculty
Members/Staff
2. The Assistant Registrar
VC's Secretariat, Pondicherry University --- for kind information of VC.
3. The Registrar's Secretariat, Pondicherry University
4. The Dean, Students Welfare, Pondicherry University
5. The Systems Manager, Computer Centre --- for hosting in the Website
6. Notice Board
7. File Copy

Tel:0413-2654202 (O)

Fax :0413-2655734

Email : registrar@pondiuni.edu.in



புதுவைப் பல்கலைக்கழகம்
पांडिचेरी विश्वविद्यालय
PONDICHERY UNIVERSITY
 (केंद्रीय विश्वविद्यालय/A Central University)

सं/No.PU/ESTT/NT5/2025-26/03

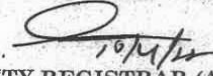
दिनांक/Date: 10.04.2025

NOTE

It is for general information of all that the Internal Complaints Committee (ICC) has been reconstituted vide University communication no: PU/Estt./NT5/2025-26/01 dated 08.04.2025 and Corrigendum No. PU/Estt./NT5/2025-26/02 dated 09.04.2025. The revised constitution of the committee is as under :

Sl.No	Name & Designation of the Member	Contact information
1.	Dr. A Shahin Sultana Professor Department of Social Work School of Social Sciences & International Studies Pondicherry University	Chairperson Ph No : 0413-2654954 Mobile No: 8903306712 Email : shahin.samroh@gmail.com
2.	Dr. Vidyaa Ramkumar NGO – External Member Internal Complaints Committee Pondicherry University	External Member Mobile No: 9952459317 Email : vidramk@gmail.com
3.	Dr.S.Victor Anandkumar Professor Dept. of Management Studies School of Management Pondicherry University	Member Ph No: 0413-2654310 Mobile No: 9488085167 Email: victor.dms@pondiuni.edu.in
4.	Dr.Sreekala E Professor School of Education Pondicherry University	Member Ph No: 0413-2654618 Mobile No: 8903140656 Email : sreekala3048@yahoo.co.in
5.	Shri. Birinder Singh , Assistant Registrar Estt- Teaching Section & Legal Cell) Pondicherry University	Member Ph No: 0413-2654227 Mobile No: 7710407884 Email : ar_estt@pondiuni.ac.in
6.	Smt.V. Ilayabharathi Section Officer Directorate of Studies, Educational, Innovation and Rural Reconstruction & Affiliation Wing Pondicherry University	Member Ph No: 0413-2654258 Mobile No: 9894155338 Email : director.studies@pondiuni.edu.in
7.	Shri. Gautam Kumawat Deputy Registrar (Admn.) Pondicherry University	Member Secretary Ph No: 0413-2654935 Mobile No: 7869301909 Email : dradm@pondiuni.edu.in
8.	Ms. Arya Nanda Menon Dept. of Education	Student Member (UG) Mobile No: 7736420366 Email : aryanandathekkepatt@gmail.com
9.	Mr A Angamuthu Dept. of Computer Science	Student Member (PG) Mobile No: 8124945790 Email : angamuthuloyal@gmail.com
10.	Ms. P Madhumathy Dept. of Banking Technology	Student Member (Ph.D) Mobile No: 7598106232 Email : ias1998madhu@gmail.com

//BY ORDER//


 DEPUTY REGISTRAR (ADMN.)

To

The Systems Manager, Computer Centre --- for hosting in the Website

TO CONSIDER AND RATIFY THE EXTENSION OF PERIOD OF TRANSFER IN RESPECT OF DR. R. LAKSHMI, ASSOCIATE PROFESSOR & DR. K. VAITHEKI, ASSISTANT PROFESSOR IN THE DEPT. OF COMPUTER SCIENCE (MAIN CAMPUS) FOR ONE MORE SEMESTER.

Dr. R. Lakshmi, Associate Professor, Dr. K. Vaitheki, Assistant Professor and Dr. A. Srinivasan, Professor were temporarily transferred to Pondicherry University (Main Campus) for a period of one even semester (Academic Year 2023-2024) and the same was ratified by the Executive Council, vide E.C. resolution No. 2024.148.77, dt. 09.04.2024.

And further, extension period of transfer for one more year (2024-2025) to Dr. R. Lakshmi, Associate Professor & Dr. K. Vaitheki, Assistant Professor was approved and ratified by Executive Council, vide EC Resolution No. 2025.153.21, dt. 23.01.2025.

Now, Dr. R. Lakshmi, Associate Professor has requested for extension of period of transfer based on medical and compassionate grounds and Dr. K. Vaitheki, Assistant Professor also requested for extension based on personal circumstance and humanitarian grounds.

Based on their request, the Competent Authority of this University has approved to extend their period of transfer for one more semester.

Accordingly, the extension of period of transfer order was issued to Dr. R. Lakshmi, Associate Professor vide ref. No. PU/Estt(T)/ET5/2025/45, dt. 17.07.2025 and to Dr. K. Vaitheki, Assistant Professor vide ref. No. PU/Estt(T)/ET5/2025/46, dt. 17.07.2025.

For ratification by the Council.

**TO RATIFY THE CONSTITUTION OF RESERVATION ROSTER COMMITTEE FOR
NON-TEACHING POSTS OF PONDICHERRY UNIVERSITY**

The Reservation Roster Committee has been constituted for Non-Teaching posts of Pondicherry University with the following composition:

- | | |
|--|--------------------------------------|
| 1. The Vice-Chancellor
Pondicherry University | --- Chairperson |
| 2. The Director
Studies, Educational Innovations and Rural
Reconstruction
Pondicherry University | --- Member |
| 3. The Liaison Officer
(Scheduled Castes/Scheduled Tribes)
Pondicherry University | --- Member |
| 4. Prof. B. Rangaiah
Professor,
Dept. of Applied Psychology
Pondicherry University | --- Member
[SC Representative] |
| 5. Dr. Rejoyson Thangal
Assistant Professor,
Dept. of Applied Psychology
Pondicherry University | --- Member
[ST Representative] |
| 6. Prof. S. Sudalai Muthu
Professor,
Dept. of Banking Technology
Pondicherry University | --- Member
[OBC Representative] |
| 7. The Coordinator
OBC Cell
Pondicherry University | --- Member |
| 8. Dr. Gurminder Kaur
Assistant Professor,
School of Law
Pondicherry University | --- Member
[Women Representative] |

- | | |
|--|-------------------------------------|
| 9. Prof. Binu Zachariah
Professor,
Dept. of English
Pondicherry University | --- Member
[PwBD Representative] |
| 10 Dr. Ruman Banerjee
Assistant Professor,
Dept. of History
Pondicherry University | --- Member
[EWS Representative] |
| 11 The Deputy Registrar
Special Reservation Cell
Pondicherry University | --- Member Convener |

The above constitution of Reservation Roster Committee is submitted for ratification of the Council.