



REGD. No. 1720-S

**Sher-e-Kashmir**  
**University of Agricultural Sciences and Technology**  
**Teaching Association Jammu**  
**SKUAST- TAJ**

No: AU/SKUAST/TAJ/GBM/14-15/61

Date: 10/10/2014

**CIRCULAR**

The minutes of the General Body Meeting (GBM) held on September 01, 2014 at 12.30 p.m. in the Conference Hall, SKUAST of Jammu, Main Campus Chatha, Jammu are mentioned below for the information of esteemed teaching fraternity of SKUAST-Jammu.

(Dr. Vikas Sharma)

**PRESIDENT TEACHING ASOCIATION**  
**SKUAST-JAMMU**

Copy to:

1. SVC for information of Hon'ble Vice Chancellor, SKUAST-J
2. Director Extension, SKUAST-J for circulation among KVKs
3. Director Research, SKUAST-J for circulation among research stations & schemes
4. Director Education, SKUAST-J for information
5. Registrar, SKUAST-J for information
6. PPMO, SKUAST-J for information
7. Comptroller, SKUAST-J for information
8. Dean FoA, SKUAST-J for circulation among divisions and schools
9. Dean F.VSc, SKUAST-J for circulation among divisions
10. Incharge, Central library, SKUAST-J
11. Incharge, University Examination Cell, SKUAST-J
12. All Heads/Coordinators/PCs/Incharge research stations & schemes
13. President, NTEA, SKUAST-J for circulation among non teaching employees

**SKUAST**  
**Jammu**

# SKUAST-TEACHING ASSOCIATION JAMMU (SKUAST-TAJ) Office, Main Campus Chatha, Jammu - 180009, J&K



## Minutes of the General Body Meeting (GBM) held on September 01, 2014 at 12.30 p.m. in the Conference Hall, SKUAST of Jammu, Main Campus Chatha, Jammu

The meeting of the General Body of SKUAST-TAJ was held on September 01, 2014 at the Conference Hall of SKUAST- Jammu, Main Campus Chatha, Jammu.

*One hundred fifty seven (157)* members of teaching fraternity from Faculty of Agriculture, Research Stations and KVKs were present.

The session of the meeting was chaired by Prof. R.K. Samnotra, Prof. D.P. Abrol, Prof. R.K Gupta, Dr. Susheel Sharma and Dr. Amrish Vaid whereas Dr. Sachin Gupta, Dr. Satish Kumar, Dr. Anil Bhatt and Dr. Ajay Gupta were the rapporteurs

At the outset, Dr. Vivek M. Arya, General Secretary of the Association, welcomed all the members of teaching association. He further informed the house that the GBM was called to discuss some important issues pertaining to the welfare of the teaching fraternity and overall development of Varsity.

Dr. Vikas Sharma, President of SKUAST-TAJ, welcomed the teachers/scientists in the *1<sup>st</sup> GBM 2014-15* and informed the house that since its inception, SKUAST-TAJ is working to watch professional interests and to secure satisfactory condition of work/service for the members of teaching association. Dr. Vikas Sharma further proceeded with a power point presentation and highlighted the salient achievements of the association since the new body came to power (March, 2014) along with future targets.

### **Salient achievements:**

1. Release of 4 advance increments @ 3% of basic in 6<sup>th</sup> pay commission for teachers/scientists who have joined the University between 01.01.2006 to 31.08.2008 with Ph.D degree.
2. Release of 3 advance increments @ 3% of basic in 6<sup>th</sup> pay commission for teachers/scientists who have obtained their Ph.D degree between 01.01.2006 to 31.08.2008.
3. Release of arrears of *Jr. Scientists* who got *Senior Scale* on or after 2008.
4. Release of unpaid and regular release of salaries of four Scientists, who were facing very hard since 2008.
5. Regular release of salaries of AICRP and KVK Scientists since April, 2014.

6. Implementation of long pending Carrier Advancement Scheme (CAS) for Scientists.
7. Disbursement of cash amount of Rs. 75,000 to Dr. Komal Kumar Bhat (Computer Programmer, Data Centre) and of Rs. 35,000 to Late Sh. Bansi Lal (OCC, Div. of Soil Science & Agril. Chemistry) for medical treatment.
8. Allotment of separate office for SKUAST- -TAJ.
9. Enhancement of retirement age of varsity teachers from 60 to 62 years.
10. Arrangement of grand farewell for Dr. Ajay Koul (Director Research, SKUAST-J) and Sh. R.L. Bhagat (Assistant Professor, Division of Sericulture, SKUAST-J) on their superannuation.
11. Signing of MoU with IIIM-CSIR, Jammu (*formerly RRL, Jammu*) for collaborative research.

**Targets to be achieved:**

1. Central Agricultural University status for SKUAST-Jammu.
2. Enhancement of retirement age of varsity teachers from 62 to 65 years.
3. Faculty Club and Housing Colony for teachers of SKUAST-Jammu.
4. Permanent transport facility for teachers of SKUAST-Jammu.
5. Normal admission fees for University Wards.

## **Agenda items for the General Body Meeting**

### **Item No.1 in the Agenda**

#### **Sub: Expansion in the Executive Committee of the Association**

*Under Article 5, Section 3 of the constitution, President announced expansion in the executive committee of the association for the full term of 3 years. The decision regarding this has already been taken in the 5<sup>th</sup> executive committee meet of SKUAST-TAJ. Accordingly, two Counselors namely Dr. R. K. Samnotra, Prof. & Head, Division of Vegetable Science & Floriculture, Dr. Sushil Sharma, Assoc. Prof. & Head, Division of Agricultural Engineering and three Executive Members (from the left out units of the university) namely Dr. Lalit Upadhyay (SMS, KVK Reasi), Dr. A.P. Singh (SMS, KVK Kathua) and Dr. Puneet Choudhary (SMS, KVK Rajouri) were inducted in the Executive Body of SKUAST-TAJ.*

***Resolution: Two Counselors and three Executive Members were nominated and inducted in the Executive Body of SKUAST-TAJ.***

### **Item No. 2 in the Agenda**

#### **Sub: Amendment in the Constitution of Association**

*Amendment in Article 1, Section 1: It was proposed that the headquarter of the association should be at Main Campus Chatha of the University and the house agreed for the proposal.*

Amendment in Article 3, Section 3: It was proposed that the Membership Fee and the Annual Subscription Fee for the members need to be revised. The house agreed to increase the membership fee from the existing Rs 10 to Rs. 200/annum and annual subscription from the existing Rs 30 to Rs 1000/member. In this context, Dr. Virender Koul (I/c Examination Cell, SKUAST-Jammu) suggested the association to include all the expenses met by the association throughout the year in the subscription amount. Dr. R. K. Nanda (Head, Division of Extension Education) suggested to create a separate fund for welfare purpose.

Several members raised the query about the mode of payment. After discussion, it was resolved that the annual subscription fee has to be deposited with the executive member at each station/KVK/place by the end of 31<sup>st</sup> March every year.

**Resolution:** *Headquarter of the association will be at Main Campus Chatha of the University and membership fee of the association will be Rs. 200 with annual subscription fee of Rs 1000/member.*

### **Item No. 3 in the Agenda**

#### **Sub: Induction of President Teaching Association and Senior Most Professor of the University in BOM and University Council**

The agenda was put for discussion and suggestions of the House. While discussing the issue, Dr. Pramod Baru (Assoc. Director, Directorate of Extension) clarified that no seniority list exists in the University and suggested that one member from each cadre *i.e.*, Professor, Associate Professor and Assistant Professor should be inducted in BOM and University Council. Dr. J. P. Sharma (Dean, FoA) suggested to induct the President of the Association and he argued that the President is itself a representative of all the cadres and his induction in BOM and University council will have a good impact. Dr. Virender Koul endorsed the suggestion of Dr. J. P. Sharma.

In its sidelines, Dr. Pramod Baru raised the issue of non participation of Veterinary Faculty in the GBM which was further carried by Dr. R. R. Jat (Assoc. Director Research). Dr. Jat sought reasons from the President for non participation of Veterinary Faculty in the meet and the issue was also raised by other members in the house.

*President and General Secretary informed the house about their efforts regarding the inclusion of Veterinarians in the association. President told that till date they have circulated each and every letter of association to Veterinary Faculty including the holding of 1<sup>st</sup> GBM (they have the record), but still the Veterinarians are reluctant to join the association. Addressing the issue, Dr. J.P. Sharma asked the President to approach Veterinary Faculty once again and consider them in the association for better representation.*

**Resolution:** *After thorough discussion, it was resolved in general house for inclusion of only President Teaching Association in BOM and University Council. It was immediately endorsed by chairpersons of the meet.*

### **Item No. 4 in the Agenda**

#### **Sub: One man - one post**

The Agenda was put for suggestions in the General Body. Dr. D.P Abrol (Head, Div. of Entomology) endorsed the idea while others suggested new themes for the agenda like One member- one post, One member - one scheme/project, One member- one duty *etc.*

Dr. Pramod Baru and Dr.J.P. Sharma while supporting the item said that in order to improve the efficiency of work and to give fair opportunity to all the Scientists, there is a need to adopt the doctrine of one man-one post. After discussion, the House gave its nod for the agenda and it was resolved that the Association needs to work towards the implementation of the agenda of One man-one post

***Resolution: Implementation of the Agenda of One man-one post***

### **Item No. 5 in the Agenda**

#### **Sub: One man-one committee (as chairman)**

The Agenda was discussed thoroughly and the General House gave its consent in Toto. It was agreed upon by all the members that any scientist/officer can be nominated again as Chairman of any University committee only if he or she has finished the assignment allotted to him/her in the previous committee as chairman.

***Resolution: Association needs to work towards the implementation of the Agenda of One man-one committee (as chairman)***

### **Item No. 6 in the Agenda**

#### **Sub: Identification of land to construct Housing Colony for teachers of SKUAST-Jammu**

The idea was applauded by the house and the President suggested to constitute a committee for the cause. Dr. D.P. Abrol, suggested that a committee has to be decided by the Teaching Association, SKUAST- Jammu and the association/committee has to take up the matter with concerned authority (JDA) for land acquisition and construction thereof.

Dr. R. K. Samnotra advised the association to float the proposal among both the teaching and non teaching staff and seek consent before finalization. To frame cooperative society of teachers initially before floating the proposal was suggested by Dr. A.K. Bhat (Coordinator, School of Genomics and Microbiology). Finally, the Agenda was agreed by the House with one voice.

***Resolution: Constitution of Committee by the association for the implementation of the Agenda Item No. 6***

### **Item No. 7 in the Agenda**

#### **Sub: Welfare fund for teachers of SKUAST-Jammu**

The idea for creation of fund for the welfare purpose was applauded by the members sitting in the house, but Dr. J.P. Sharma raised apprehension regarding the maintenance of the record and monitoring of this fund whereas Dr. D.P. Abrol suggested to create a separate fund by regular month wise subscription from the teachers.

Dr Pramod Baru suggested the annual amount for *Professors (Rs. 1000/)*, *Associate Professors (Rs.750)* and *Assistant Professors (Rs. 500)* whereas Dr. R.K. Gupta suggested the body to keep the option of contribution open to the members and don't impose any rates for this noble cause.

After strong deliberations, the House agreed upon the suggestions made by Dr. Pramod Baru and advised the association to collect the amount regularly from the members. It was

resolved that a fixed amount should be collected whenever need arises and the collection for welfare fund will be cadre based.

**Resolution:** *The fixed amount cadre wise i.e., Rs. 1000 for Professors, Rs. 750 for Associate Professors and Rs. 500 for Assistant Professors will be collected whenever need arises.*

### **Item No. 8 in the Agenda**

#### **Sub: Seniority wise rotation of HODs without interview with in the same cadre.**

In his statement, Dr. Pramod Baru once again reiterated the house that the University has not any proper seniority list of teachers and therefore rotation in such case is typical. Clarifying the case, Dr. Bodu Ram Bazaya (Assistant Prof. Division of Agronomy) informed the house that there is a seniority list prepared by the University which was earlier circulated among the teachers, but later on withdrawn for unknown reasons.

Dr. R. K. Samnotra, on this matter opined that such rotation should be within the persons of same cadre *i.e.*, only Professors. He was of the view that no junior cadre should be included in the rotation of HODs.

Dr. Virender Koul sought clarification regarding the fate of rotation in some divisions where there is only one Professor. The President told that only Professors are eligible for rotation for the post of HODs and the seniority wise rotation of HODs without interview within Professors is to be tenure based (for a period of 3 years). The Associate Professors cannot become a Head on rotation after 03 years, if there is only one Professor in the division. Further, the house clarified that an Associate Professor can become a Head, if there is no Professor in the division.

**Resolution:** *The Agenda was discussed in length and the house agreed for seniority wise rotation of HODs without interview within Professors for a period of 3 years. Division wise seniority list is to be prepared and displayed on University Website.*

### **Item No. 9 in the Agenda**

#### **Sub: Regular holding of Research Council Meet (RCM) with the increase in funding**

Speaking on the issue of RCM which has been currently stopped by the University, Dr. B.B. Gupta, (Registrar, SKUAST-Jammu) and Dr. R.K. Samnotra while showing concern over the bad impact on research suggested for regularization of RCM with appropriate funding.

**Resolution:** *The General House consented in Toto for regular holding of RCM with the increase in funding (association to pursue the matter).*

### **Item No. 10 in the Agenda**

#### **Sub: Restart of Village Visit Programme**

Dr. R.K. Samnotra deliberated upon the loopholes and weaknesses of the programme which were later clarified by the Head, Division of Extension Education, Dr. R. K. Nanda. He informed that this programme has expanded the presence of SKUAST-J among farmers and already 2600 villages have been covered under this programme. On this matter, Dr.J.P. Sharma, Dean, FoA, apprised the house about the importance of this programme and urged that such

interactive programmes should not be stopped as the scientists know the rural life and livelihood of farmers, while visiting various villages.

***Resolution: This Agenda was, however, dropped on the recommendation of the House.***

### **Item No. 11 in the Agenda**

#### **Sub: Farm labour problem being faced by the scientists for research purpose**

The President informed the House that the scientists engaged in research activities are facing serious labour shortage and suggestions of the House were invited on the Agenda. Discussing the set back on research component (student as well as divisional research) due to lack of manpower/labour, Dr.R.K Samnotra urged the association to frame 2 member committee for resolving this issue.

Dr.R.K.Gupta suggested the house to entrust HODs/PIs for engaging of labour for their respective experiments, if funds are available. The matter was also raised by Dr.M.K. Pandey and Dr.Tuhena Dey (Assistant Professors, Division of Plant Pathology and PBG respectively).

***Resolution: The house recommended for the formulation of 2 member committee for resolving this issue.***

### **Item No. 12 in the Agenda**

#### **Sub: Transfer policy of the university**

Speaking on the issue, President, SKUAST-TAJ, Dr. Vikas Sharma appraised the house about the clarification sought from registry regarding the implementation of transfer policy in the university which was thoroughly discussed by all the members in the 5<sup>th</sup> Executive Committee Meet. Dr. Pramod Baru welcomed the policy and suggested to implement it on the basis of grades. He also informed the house about various loopholes in the policy and cautioned the house about its smooth implementation.

While objecting the comments from Dr. S.P. Sing (Asstt. Prof., Economics) regarding the inclusion of SMS in the teaching cadre, Dr. Vishal Mahajan (SMS, Agroforestry) sought clarification on the term used in the policy like Teacher and stressed that SMS is equivalent to Assistant Professor/Jr.Scientist. Dr R.K. Samnotra reserved his comments till the policy is implemented.

Dr. R. K. Nanda and Dr. Virender Koul suggested to implement the same grade for SMS as prevalent in SKUAST-Kashmir and reduce the tenure of transfer from 5 years to 3 years as also suggested by Dr.R. K. Samnotra.

Dr.Vivak M. Arya (Gen.Secretary, TAJ) assured the house that the all the suggestions raised by the members will be communicated to the concerned quarter. Dr. Arti Sharma (Assistant Professor, Division of Fruit Science) suggested to exclude lady teachers from this policy which got endorsement from all the members.

In its modification, Dr. D. P. Abrol suggested to implement location specific posts in the University Advertisements. Dr. Vishal Raina (Jr.Scientist, PBG, Bhandarwah) raised apprehensions about the policy and stressed upon its time bound implementation.

Dr. Pramod Baru suggested that executive body of the association may sit together and gave its concrete suggestions while Dr. R. K. Gupta suggested to place couples at one working place/station.

***Resolution: The General House agreed to have policy implemented accordingly as suggestions communicated by the association to the concerned quarter.***

**Other miscellaneous issues raised by the members of association:**

- Dr. R. R. Jat raised the issue of Mediclaim Insurance Policy of the University.
- Dr. R.K. Nanda stressed upon the posting of minutes of BOM and University Council on the University Website.
- Dr. Anuradha Saha (Jr.Scientist, Agronomy) appraised the house about the pathetic approach of the university regarding the disbursement of arrears in KVK and AICRP schemes.
- Dr.Poonam Parihar (Assistant Professor, Extension Education) raised the issue on time bound framework for any designated committee of the university and urged upon fast delivery of the pending cases. In her support, Dr. R.K. Nanda claimed to include members from the association in the designated committees constituted regarding grievance purpose, which was further supported by Dr. D.P. Abrol, who suggested to include any person nominated by the President-SKUAST-TAJ in such committees.
- Dr.D.P.Abrol urged for early withdrawal of the letter issued by Registrar, SKUAST-Jammu regarding forwarding of applications of teachers for jobs outside the university up to the maximum of three / annum by Controlling Officers.

The meeting ended with a formal vote of thanks by Dr. Vinod Gupta, SMS, KVK Jammu.

**Sd/-  
Dr. Vivek M. Arya  
GEN. SECRETARY  
SKUAST-TAJ**

*No: AU/SKUAST/TAJ/GBM/14-15/61*

*Date: 10/10/2014*