

Bharathiar University Teachers Association (BHUTA)

Bharathiar University , Coimbatore -641046

Reg.No.43/1986; Recognised by the University Syndicate (E2/5746/93, Dated 04.01.1991

E-mail: bhuta2020@gmail.com

Dear Comrades,

Greetings, The Executive committee meeting of BHUTA was held on 18.08.2021 and it was resolved to represent to the authorities , urgent issues faced by the members in order to find early solutions. The Executive Committee of Bharathiar University Teachers Association represented the following issues to Honourable Vice Chancellor and Respected Registrar on 19.08.2021. Honourable Vice Chancellor after fruitful deliberations assured that most of the issues represented by BHUTA will be resolved within a short time span. The issues represented and the possible time frame for the solution of these issues as offered by the authorities are given below for your kind perusal.

1.Process for CAS promotion from stage 1 to 2 and stage 2 to 3 for about 40 faculty members was completed long back and the same was approved by the syndicate. But still the orders were not issued to the faculty members. Hence it is requested that necessary action may kindly be initiated to issue the promotion orders to the teachers so as to enable them to apply for the recently advertised CAS.

Honourable Vice Chancellor and The Registrar have assured that the orders will be issued before 31 August.

2 Probation is not declared for some faculty members hence it is requested that probation may be declared at the earliest.

Authorities have assured that necessary action will be initiated. For those faculty members whose probation declaration process is over , the orders will be issued before 31 August.

3. Seniority list of the faculty members may be prepared and syndicate members for the cadres of Assistant Professor and Associate Professor may be appointed as early as possible in order to provide due representation to the faculty of the university.

Efforts will be taken to resolve the issues related to seniority list and to appoint Syndicate members

4. More than one additional positions given to faculty members may be redistributed to other faculty based on the seniority.

Authorities have assured to look into the issue seriously and to provide opportunities to all the faculty members . They have also assured to avoid repetition while forming committees for the organisation of events like Convocation, Formation day , Science Day etc.

5.Many faculty members are facing troubles in their promotion under CAS with Audit objections related to the completion of orientation / refresher courses and counting of past service. A committee may be appointed to look into the problems based on Government of TamilNadu and University Grants Commission Norms.

The authorities have assured that the benefits of relaxation offered by the UGC in 2018 for orientation / refresher courses will be given to Faculty members.

6.Domain expertise of the faculty members may be considered while appointing members to governing bodies to manage research projects like RUSA and PURSE.

The authorities have assured that this will be considered seriously for the future appointments.

7. We have received representations from the faculty members that they were not permitted to evaluate the examination papers for the reason of non declaration of their probation. This act by the officials of the office of the controller of examination seems to be arbitrary as those teachers were permitted to teach and evaluate the internal examination papers. Hence it is requested that necessary instructions may be given to the concerned officials to include the names of all faculty members of Bharathiar University.

The authorities have assured that all faculty members from the university departments will be permitted to evaluate papers with immediate effect.

8. Vehicle pass may be issued to the faculty members in order to provide hassle free entry into the campus and at the same time not compromising the security arrangements

The authorities have assured that this will be implemented with immediate effect.

9. Uniform criteria may be followed in changing the Heads of the Departments.

The authorities have assured that this will be considered.

The Executive committee of BHUTA records its sincere gratitude to Honourable Vice Chancellor and Respected Registrar for accepting our requests for the welfare of the teachers. The meeting with Honourable Vice Chancellor and the Registrar was highly encouraging and very much fruitful. BHUTA will strive to establish a congenial and holistic academic ambience for all its members and will commit itself for the greater benefit of the University.

Thanking You.



Bharathiar University Teachers Association (BHUTA)

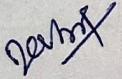
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Executive Committee Meeting

The executive committee meeting of BHUTA was held on 27.08.2021 to discuss about the scenario emerged because of the resignation of Dr. S. Narayanamoorthi, the treasurer of BHUTA , due to personal reasons. Dr. S.Narayanamoorthi , the treasurer handed over his resignation letter on 26.08.2021. After discussion the Executive Committee accepted the resignation of Dr.S . Narayanamoorthy. And the executive committee decided to discuss the issue in the General Body meeting and to nominate a suitable person. Accordingly , Dr. Dhanabhakiyam, Executive committee member was nominated and was unanimously elected as treasurer. The general Body of BHUTA approved the same.

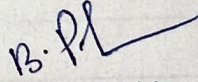


Dr.K.Vasanth.

President.

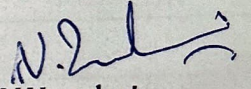
Dr.A.Manimekalan.

VicePresident



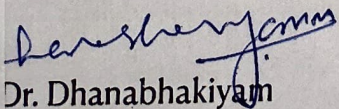
Dr.B.Padmanabhan

Secretary



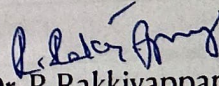
Dr. N.Umadevi

Joint Secretary



Dr. Dhanabhakiyam

Dr.V.Richard Paul



Dr. R.Rakkiyappan. Dr.Arulsamy

Executive Committee Members

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The Executive committee meeting of BHUTA was held on 24 September 2021 and the following resolutions were passed .

1. Audit objections were raised against faculty members who were not able to complete refresher and orientation courses on their due dates for promotion under CAS. Both UGC and Govt of TamilNadu have provided relief to such teachers and relief may be provided to the teachers while considering their applications for CAS. Audit objections raised in contradiction to UGC and Govt of TamilNadu regulation may be dropped.
2. Seniority list may be prepared and due representation to Assistant Professors and Associate professors may be given. Since the number of teaching departments in the university are 39 one more Professor may be nominated to the syndicate according to the Act and Statutes of Bharathiar University
3. Twelve faculty members were given Promotion and pay fixation may be done for them at the earliest.
4. More than one additional positions given to faculty members may be redistributed to other faculty based on the seniority. Those who were in additional position for more than three years may be relieved and others may be given opportunities.
5. The Process of CAS may be expedited in order to make the professors move forward in their academic careers.
6. Domain expertise of the faculty members, academic achievements like appearing in the list of TOP two percent researchers in the world and highly cited researchers may be recognised duly and they may be considered while appointing members to governing bodies to manage research projects like RUSA and PURSE.
7. Traffic Barricades may be placed at the entry of Main gate in order to stop the unnecessary vehicle movement inside the campus and all the vehicles entering without a valid vehicle pass issued by the university may be subjected to security check.
8. Every faculty member guiding research scholars may be provided a University Research Fellowship to offer to their scholars. The number of scholarships may be increased according to the number of guides or the amount may be raised to 12,000/-.
9. Enough parking facilities may be provided to faculty members in the departments.
10. A chief warden from the cadre of Professor may be appointed.
11. Faculty from some Departments informed that toilets are not properly maintained/ cleaned, hence it is requested that the administration may take necessary action to keep the facilities clean.

Further it was resolved to submit the same to the authorities.

B. P. L.



பாரதியார் பல்கலைக்கழக ஆசிரியர்கள் சங்கம்
BHARATHIAR UNIVERSITY TEACHERS ASSOCIATION (BHUTA)

BHARATHIAR UNIVERSITY, COIMBATORE - 641 046

Reg. No. 43/1985, Recognized by the University Syndicate No.: E2/5746/93 Dated: 4.01.1994
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Executive Committee : **Dr.S.Arulsamy | Dr. V. Richard/aul | Dr.R.Rakkiyappan**

- References 1. The Gazette of India : Extraordinary (Part III- Sec .4 Page No.80, Dated July 18,2018
2. UGC letter Number:F.17-7/2013(PS/Misc)Pt.F1 dated 27-02-2020
3. Govt. of TamilNadu letter – explanation of – GO-M.No.5 dated 11.01.2021
4. UGC letter Number : F.2-16/2002 (PS)Pt.Fi.II dated 16-10-2018

BHUTA requests the authorities to initiate the process of scrutinizing the applications for CAS irrespective of the audit objections related to past service and non completion of orientation and refresher courses. We request that delay in the process of CAS and partial processing of applications will create an unfavorable academic ambience and will result in unnecessary conflicts among teaching fraternity. BHUTA wishes to submit the following points in order to give a clear view as to why the audit objections are arbitrary and unsustainable.

1. UGC vide its letter F.2-16/2002 (PS)Pt.Fi.II dated 16-10-2018 and Tamil Nadu government GO : Ms.No.5 dated 11.01.2021 have made it clear that completion of refresher course or orientation course need not be insisted for promotion under CAS. Even though many of the faculty members have explained the fact through their letters, the very fact which is in black and white, the officials who look into the matter come out with bizarre incomprehensible answers and place the blame on others. This kind of indifference and anti teacher attitude will kill the spirit of the young teachers who proved their mettle by copy rights, projects, citations and patents. Hence BHUTA requests the authorities to look into the matter seriously and educate the officials concerned about the government orders and UGC regulations

Respected sir, BHUTA requests the authorities to take necessary action to drop all the audit objections related to non completion of Orientation and refresher courses as such an objection is not only unsustainable before the laws of this nation but uncharacteristic for an institution of this stature.

2. Past service rendered in the previous institution was taken into consideration for promotion under CAS. An experience certificate duly endorsed by the Regional Joint Director is required. Faculty members have utilized the consideration and got promoted under CAS. Research experience as post doctoral fellow was also considered for promotion as UGC order / Govt order clearly states that such an experience can be considered for promotion and appointments. Many faculty members have utilized this also. Many of them are still in service and some of them have retired. In such a scenario an objection related to this is suddenly rose which is bizarre by all standards. We have certain reservations in this because.

1. The officials who look after the issue do not have a clear view about self finance service with mandatory UGC qualifications, or there is no clear definition for what they call it as time scale salary. They were not able to distinguish Time scale and consolidated pay. Many of the teachers who were given two years of past service experience were given considering the following conditions



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- i) They fulfilled UGC conditions related to minimum qualifications for appointment
- ii) They received time scale, ie Basic pay+ DA+HRA, Annual increments, PF contribution, etc, which in common understanding perceived as Time Scale.
- iii) Their service certificates are duly endorsed by the Regional Joint Director of Collegiate Education.
- iv) They were given qualification approval by the concerned universities.

(or)

In the case of Post Doctoral researchers,

- i) They have submitted valid documents to prove their Post Doctoral experience.
- ii) The UGC regulations clearly indicate that the post doctoral experience should be continuous one for two years in a given period of time.
- iii) It is impossible to a post doctoral fellow to be in service till the evening day before joining here in our university.

More over Registrar office letter Dated : 09.07.2018 issued to the faculty members clearly states that the CAS promotion was made in accordance with **G.O.Ms.No.350, Higher Education (H1) Department, Govt . of TamilNadu, dated 09.09.2009, UGC regulations No.F3-1/2009,dated 30.06.2010 & UGC regulations No.F.1-2/2009 (EC/PS) V (i) Vol-II, dated 13.06.2018.** . The audit objection quotes the same UGC orders which is not only contradictory but raises serious concerns about the possibilities of interpreting government regulations.

If the above mentioned details are found to be false, necessary action should be initiated against the officials who prepared document.

BHUTA requests the authorities to consider the requests of the members favourably and to expedite the process of promotion so as to enable the faculty members to focus on their academic pursuits in which they have established supremacy over all technical and arts and science universities in TamilNadu.

BHUTA requests that CAS promotions be given to all eligible teachers at the earliest and assures on behalf of its members that the members will take all efforts to close the audit objections but sufficient time may be given to them to explore all possible opportunities to find a positive solution which is acceptable to them.



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Executive Committee was held on 04.02.2022 to discuss various issues represented by the members related to audit objections. It is resolved to represent to the authorities with necessary documents for the consideration of past service and relaxation of orientation and refresher courses. A detailed draft is to be prepared and to be submitted to the authorities.

Members Present:


President


Vice President


Secretary

Joint Secretary

Treasurer

EC Members: