

Minutes of the 53rd meeting of the Board of Governors of Central University of Tibetan Studies, (Deemed to be University), Sarnath, Varanasi held on August 08, 2015 at 11.00 a.m. in the Committee Room of the Academic Building of the University at Sarnath, Varanasi.

The following members attended the meeting:-

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| 1. Prof. Lobsang Norbu Shastri
Director
CUTS, Varanasi. | Chairman |
| 2. Smt. Arvind Manjit Singh
Jt. Secretary, Government of India
Ministry of Culture, New Delhi. | Member |
| 3. Ven. Doboam Tulku Rinpoche
Ex-Director,
Tibet House, New Delhi | Member |
| 4. Ven. Yeshe Phuntsok
Tibetan Parliamentary and Policy Research Centre,
H-10, 2 nd Floor, Lajpat Nagar- III
New Delhi. | Member |
| 5. Shri Tenzin Lungtok
Ministry of Religion and Culture
Central Tibetan Administration
Dharamsala (HP) | Member |
| 6. Shri Yash Veer Singh
Under Secretary (BTI)
Govt. of India
Ministry of Culture
New Delhi | Special Invitee, MOC |
| 7. Shri T.D. Sehra
Finance Officer (IFO)
Govt. of India
Ministry of Culture, New Delhi | Representative of IFO, MOC |
| 8. Dr. B.B. Chakravarty
CUTS, Sarnath, Varanasi | Member |
| 9. Dr. S.P. Mathur
Registrar, IIT, BHU. | Special Invitee |
| 10. Dr. Deo Raj Singh
Registrar | Secretary |

CUTS, Sarnath, Varanasi.

Ven. Yeshe Thabkey, nominees of the Govt. of India to the Board, Director (China), Ministry of External Affairs, Govt. of India, New Delhi and Prof. Lobsang Tenzin could not attend the meeting.

At the outset, the Chairman welcomed the members of the Board of Governors- particularly to Smt. Arvind Manjit Singh, Joint Secretary, Govt. of India, Ministry of Culture, New Delhi for coming all the way to attend the meeting of the CUTS in spite of her very busy schedule in Delhi. He also thanked Ven. Daboom Tulku Rinpoche for coming such a long way for the purpose of CUTS in spite of his health problems. He also added and thanked Ven. Yeshe Phuntsok, Shri Yash Veer Singh (Special invitee, MOC), Shri Tenzin Lungtok, Shri T.D. Sahra, representative IFD, (MOC) and all other members including Dr. S.P. Mathur (Special Invitee) for attending the BOG meeting. He expressed his extreme hope for the guidance, support and cooperation of the luminaries for further augmentation of University's activities towards its goal of objectives.

The BOG thereafter discussed the matter item-wise as noted below:-

Agenda **Confirmation of the Minutes of the last(52nd) meeting**
Item No. **of the Board of Governors held on January 10, 2015**
53.1 **in the Committee Room of the Academic Building of**
 the University at Sarnath, Varanasi.

A little bit deliberations were made on the issue related to approval of the last Board in respect promotions of two employees due to which the seniority of other employees were hampered and which resulted a lot of complaints from concerned employees. . The Board was apprised that blames are being imposed on the Board with regard to the decisions taken in its last meeting held on January 10, 2015 under agenda item No. 52.8. It was felt and realized by the Board that the University itself did not give clear picture stating the name of those employees whose seniorities were likely to be hampered on account of the said decisions of the Board- otherwise the Board would have also taken care of those factors too. Acharya Yeshe Phuntsok strongly supported the views of the Board and expressed his grief for blaming the Board by some people indicating on the decisions taken under Agenda Item No. 52.8, which was due to non-furnishing the clear picture by the University's administration. However, the Board felt that the justice has been done in the light of rules and as such if the cases of other employees are considered and tackled in view of the last Board decision taken under agenda item No. 52.8, it be dealt accordingly.

With above observations, the minutes of the last (52nd) meeting of the Board of Governors held on January, 10, 2015 were confirmed.

Agenda **Action taken/present position on the resolution**
Item No. **of the Governing Body taken at its last(52nd)**
53.2 **meeting held on January 10, 2015.**

While the Board was discussing the matter relating constitution of a Committee to formulate DPR for re-starting the Rigorous Course, Acharya Yeshe Phuntsok attracted the attention of the Board

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towards the decision of the last Board to constitute a Committee consisting of three members whereas the University has itself constituted a Committee consisting of 7 members. He further added with grief that he could not understand what has been the value of the Board's decision here? The Chairman of the Board clarified the position which constrained the University to make a Committee of seven members, which the Board endorsed.

The matter related to engagement of 6 persons was discussed and the Registrar of the University apprised the Board that we have already received several applications and process of appointments will be completed soon. The Board heard and resolved that a short listing Committee may be constituted soon to expedite the recruitment and directed that wherever there are less application, recruitments should be completed within 3 weeks' time and wherever it is more may be completed in 4 weeks' time.

The MOU issue was also discussed and it was apprised by the University side that the MOU was sent to the Ministry duly signed after approval of the last Board held on January 10, 2015 but till date the University has not received it back from the Ministry. The Ministry people expressed their apprehension in the matter and assured that they will arrange to send it back soon on their return to Delhi. However, the Board resolved that on receipt back of MOU from the administrative ministry, the University will arrange to circulate the report of the actions taken and completed in the light of the MOU among the BOG members.

With above observations the Board endorsed the action taken report.

**Agenda
Item No.**

Reporting Items:

53.3

53.3.1

**Resignation of Ven. Thupten Lekshey on health
Grounds w.e.f. 11th April, 2015**

The Board noted the action taken by the Director on the resignation of Ven. Thupten Lekshey on his health grounds w.e.f. from 11th April, 2015 and endorsed the same and remarked that the post be advertised.

**Agenda
Item No.
53.4**

**Draft Annual Statement of final Accounts of the
University for the year 2014-15.**

The Board approved the Annual Statement of final Accounts of the University in the light of the approval of the Finance Committee held on August, 7, 2015.

**✓ Agenda
Item No.
53.5**

**Continuation of appointment of Mr. Trinley Dhargey
for the remaining periods of 12th Plan.**

The Board discussed the matter elaborately and inquired whether there stands such post i.e. System Administrator-Cum-Lecturer on regular basis in the University. The Board was apprised that there stands no such post on regular basis. However, the post in question was created under plan proposal since 10th Plan and remain continued in the 11th, and the same is again continued in 12th Plan too. The Board felt that in absence of regular post, appointment without break would not be given. The Board also directed that while giving extension to contractual employees an undertaking must be taken that such engagement on contractual basis will not entitle them to make claim for any regular appointment against any post of the University. The Board also directed that no assurances should be given from University side to any employee of such category.

Acharya Yeshi Phuntsok again invited attention of the Board and stated that he is surprised to see that the Web-site of the University is still not updated. He himself has seen that the name of earlier Board members still persist on the Web-site and like-wise other information too persist there after expiry of the purpose for which it is uploaded. The Board inquired into the matter and the Registrar of the University explained that in spite of the instructions given to update the Web-site, it has not been followed. The Board took this seriously and directed that responsibility must be fixed for not updating the Web-site. It was also decided that regular monitoring of the Web-site should be ensured and Asstt. Registrar may be directed to look after the same and keep the authority informed about updating position of the Web-site every week. However, the Registrar of the University should also monitor the updating of Web-site from time to time.

Agenda **Re-appropriation of funds in the Budget made**
Item No. **as per expenditures during 2014-15.**
53.6

The Board approved the re-appropriation of funds made at the level of the Director in the light of the approval of the Finance Committee in its meeting held on August 7, 2015 under agenda item No. - 47.3.

Agenda **Approval for purchase of Ambulance for the students**
Item No. **of the University.**
53.7

The Board discussed the matter elaborately and it was clarified by Smt. Arvind Manjit Singh, Jt. Secretary, Govt. of India (MOC) that under present norms of the Government there stands ban on purchase of vehicle. The Board members emphasized and kept the discussions continued further for purchase of Ambulance-particularly Ven. Daboom Tulku pleaded and apprised the Board relating the need of an Ambulance in the University. Noticing all this, the Ministry people inquired about the conditions, which exigencies could not be managed in absence of an Ambulance. It was clarified from University side that as the students are from Himalayan and other Boarders areas, they receive climatic effects very quickly and as such there remain 2-3 cases every week which are sent for medical checkup out-side campus in Varanasi. The Registrar apprised the Board about the death of a student in the last year. It was also stated that the University is situated in areas where in the night it is a hard task to approach to a vehicle on need. Taking all this issues, firstly, it was suggested that University may explore the procurement of an ambulance as advised by the F.C. in its last meeting held on August 7, 2015 under agenda item No. 47.5. Further, it was also decided that in the mean- time the University will chalk out the details of expenses likely to be incurred in

keeping an ambulance hired for 24x 7 in comparison of an Ambulance, if purchased and with detailed work out information arrange to send a proposal with detailed justification to the Ministry for consideration. Further, it was also decided that the no separate post of driver will be created and the University will manage to run the Ambulance with their present strength of drivers, if it is purchased.

Acharya Yeshe Phuntsok pointed out that Rama Krishna Mission run a hospital in Varanasi and previously their charges were nominal but now-a-days they also have been charging heavy amount for treatment where the students of this University mostly use to receive treatment. Smt. Arvind Manjit Singh, Jt. Secretary, Govt. of India (MOC) stated that Rama Krishna Mission receive(s) some grants from the Ministry of Culture and she would see the possibility and write to Rama Krishna Mission to provide treatment to the staff and students of this University on nominal charges.

**Agenda
Item No.
53.8'**

**Training of existing staff for deployment
of sign language interpreters.**

The Registrar of the University apprised the Board about contents of a letter bearing F.No. 21-II/2015-CON dated 19th January, 2015 received from Ministry of Culture (Coordination Section) relating training of existing staff for deployment of sign language interpreter at various public places. The Board took note of the same and observed that it is not the core objective of the University. However, taking into account the directives of the Hon'ble High Court of Delhi order in the matter the Board decided that some employee preferably young one may be deputed for training of sign language. It was also decided that the employee concerned trained in sign language interpreter may be given some extra honorariums for the day his services is utilized as Sign Language Interpreter by the University.

✓ **Agenda
Item No.
53.9'**

**Constitution of a High level Cadre Review
Committee to consider and suggest various
aspects relating career advancement of Isolated
Posts**

The Board discussed the proposal for constitution of a High Level Cadre Review Committee and decided that the Committee may be constituted consisting of the below mentioned officials:

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| 1. Dr. S.P. Mathur | |
| Registrar, IIT, BHU | Chairman |
| 2. Dr. B.K. Singh, | |
| Registrar, | |
| Rastriya Sanskrit Sansthan | Member |
| Delhi. | |
| 3. Dr. Penpa Dorjee | |

CUTS, Sarnath, Varanasi	Member
4. Shri T. Dakpa	
Dy. Registrar(Adm-I)	Member Secretary
CUTS	

Further the board also decided that the Committee may be requested to submit its report within two months' time from the date of the constitution of the Committee.

**Agenda
Item No.
53.10**

Approval for holding convocation as well as finalizing the date, time, name of the Guest of Honours for conferring Honoris Causa Degree and the name of the Chief Guest.

The Board discussed the matter related to holding the Convocation and in the light of the recommendation of the Academic Council approved the same with below mentioned changes in the names of scholars for conferring Honoris Causa Degree and the name of the Chief Guest, which are as under:

1. Ven. Thich Nahat Hanh
2. Prof. S. Rinpoche
3. H.E.Menri Trizin
4. Mrs. Jetsun Pema

As regards finalization of the date for holding the convocation, the Board authorized the Director to decide.

The matter related to expenditure, to be incurred, on holding the convocation, was also discussed and it was decided that the detailed expenditure will be brought before the F.C. for approval in its next meeting.

**Agenda
Item No.
53.11**

Extension of the Project of Ven. Beri Jigme for further two years.

The Registrar apprised the Board about the research project of Ven. Beri Jigme stating the periods of time already consumed and further requirement of extension for completion of the research project. The Board expressed anxiety on non-completion of the research work within the prescribed period of two years and thereafter further extension of two years, and wanted to know what amount of work exactly was allotted to the concerned scholar, how much out of the allotted work has been completed and how much still are pending for completion? As no clear picture could be furnished to the Board during that time, the Board authorized the Director to examine the case and decide in the matter and if the need so persists the scholar may be given extension. It was also decided that the University will bring detailed report about the said research project in the next board for observation by the Board and also arrange to seek ex-post facto approval on extension to be granted at the level of Director.

The Board also resolved that all the ongoing projects should be maintained by the

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respective Head of the Deptts. and the progress report be submitted regularly. If a particular project requires further extension, the necessary steps should be taken well in advance before expiry of the extension period. For proper coordination and timely execution of all the ongoing projects, the Dy. Registrar (Academic) be asked to make proper corrodination with respective deptts.

✓ Agenda
53.12'

Issues related to group "D" posts.

The Registrar of the University apprised the Board that all group "D" posts have already been converted as MTS. He further explained that it has been observed through advertisement that many other organization of similar nature are making appointment of MTS. As such, the matter has been brought before the Board to re-consider the issue and permit the University to appoint our daily wagers on seniority basis, based on the recommendation of a Screening Committee, on post of MTS. Further, Dr. S.P. Mathur Registrar, IIT, BHU (special invitee) explained that they have made appointment in B.H.U. too on the basis of report of the Screening Committee to the post of MTS and accordingly emphasized that the CUTS may adopt the same procedure for appointment to the post of MTS, which are lying vacant. The Board agreed with the procedures stated above, however suggested to inquire from DOP&T on the issue that whether the post of MTS, which are lying vacant can be filled up or not? The Board also decided that a Committee may be constituted consisting of the below mentioned officials:

1. Dr. D.R. Singh
Registrar, CUTS
2. Dr. S.P. Mathur
Registrar, IIT, BHU
3. Ven. Acharya yeshi Phuntsok
Member of BOG, CUTS

Further, the Board decided that the Committee be requested to submit its report within two months' time from the date of 53rd BOG held on 8th August, 2015. For implementation of the Committee's report with respect to filling up the MTS posts, Special Board Meeting may be convened.

✓ Agenda
53.13'

Promotional criteria to the post of Asstt. Registrar

The Board observed the promotional criteria on the post of Asstt. Registrar in the light of the procedures being followed in other Autonomous Organization of the Central Government and directed to make the amendment in the R.R. of the University accordingly i.e. P.S. may also be treated equally eligible as of Section Officer for promotion to the post of Asstt. Registrar.

**Agenda
Item No.
53.14'**

Any other item with the permission of the Chair:

✓ 53.14.1

Considering to provide A.G.P. Rs. 10000/- to the post of Librarian

The Registrar of the University pointed out that the AGP of the Dy. Librarian and Librarian are the same whereas as per UGC norms the AGP of the Librarian should be Rs. 10000/-. The Board considered and approved the same and directed to seek approval of the Ministry of Culture, Govt. of India on this matter and then change the R.R. of the Librarian of the University accordingly.

✓ 53.14.2

Considering to provide AGP Rs. 6000/- to the post of Documentation Officer.

The Registrar of the University pointed out that initially AGP of Rs 5400/- has been provided for the post of D.O. But the UGC letter F. No. 6-7/97(JCRC) Vol. iv d t. 1st October, 2014 reveals that the post of D.O. should be given AGP of Rs. 6000/- and may be treated at par to Asstt. Librarian and further up to level of Senior Asstt. Librarian with AGP 7000/- but will not be treated at par to the Selection Grade of Asstt. Librarian ie. AGP Rs. 8000/- The Board considered the matter and approved to provided AGP Rs. 6000/- to the post of D.O. and directed to seek approval of the Ministry of Culture, Govt. of India on this matter and then change the R.R. of D.O. accordingly.

53.14.3

Considering the approval of the Minutes of the F.C. held on August 7, 2015

The Board considered and approved the Minutes of the Finance Committee held on August 7, 2015.

53.14.4

Considering the approval of the Minutes of the Academic Council held on 3rd August, 2015.

The Board considered and approved the Minutes of the Academic Council held on 3rd August, 2015.

✓ 53.14.5

Considering the Report of the Grievance Committee

A sealed envelope was brought before the Board by the Chairman and which the Chairman opened with permission of the Board and the copy of the same was put up before all august members of the Board. Thereafter the Dr. S.P. Mathur, Registrar, IIT, BHU, Chairperson of Grievance Redressal Committee and Special Invitee to the Board highlighted the recommendation of the Grievance Committee point-wise and the board decided as under:-

I. Case of Tsering Dakpa, Dy. Registrar

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The Board heard the recommendation of the Grievance Committee and approved the same for implementation. Accordingly, he may be given next higher grade of Rs. 8900/- on completion of 10 years of service i.e. with effect from 17-11-2008 under 1st MACPS and re-designated as Joint Registrar w.e.f. 1-1-2014 with stipulation that the post will revert as Dy. Registrar when it falls vacant.

2. **Case of Shri Lavesh Kumar Mishra, SR. Asst. (Account)**
3. **Case of Shri Sarbeshwar Bhattacharya, Sr. Asstt. (Exam)**

The Board heard the recommendation of the Grievance Committee and referred back the same again to the Grievance Committee to review its report in the light of the Recruitment Rules, Promotional avenues and other relevant factors of that time and then submit its report in the matter.

4. **Case of Shri Hausila Singh, Sr. Asstt. (Adm-II)**
5. **Case of Shri S.K. Chaudhary, Sr. Asstt. (Adm-II)**
6. **Case of Shri K.N. Shukla, Sr. Asstt. (Account)**
7. **Case of Shri D.P. Tiwari, Sr. Asst. (Adm-II)**
8. **Case of Shri Kunsang Namgyal, U.D.C. (Adm-II)**
9. **Case of Shri J.P. Vishwakarma, U.D.C. (Adm-II)**
10. **Case of Shri M.L. Singh, U.D.C. (Adm-II)**

The Board heard the recommendations of the Grievance Committee in above cases and decided to get all the cases settled through Review D.P.C. in the light of the Grievance Committee recommendation.

II. Case of Shri Deepankar Tripathi, Steno-Typist

The Board heard the recommendation of the Grievance Committee and approved with the recommendation of the Grievance Committee i.e. he was paid Rs. 7600/- (pay in the P.B. Rs. 5200 + 2400 G.P.) instead of Rs. 9910 (7510 + 2400) as stipulated in the 6th C.P.C. as such erroneous fixation needs to be rectified in view of the 6th CPC orders along with arrears.

12. **Case of Shri Phuntsok Dorjee, E.O.**
13. **Case of Shri Sunil Kumar, Private Secretary**

The Board heard the recommendation of the Grievance Committee and agreed to its recommendations that both the cases have no merit for upgradation of Rs. 4800/- at this stage.

14. Case of Shri Raja Ram, Plumber

The Board heard the recommendation of the Grievance Committee and noted that this case has no merit in absence of ITI certificate on that date i.e. to provide him pay scale of Rs. 950-1500 w.e.f. 1-10-1986 in place of pay scale of Rs. 750-900.

15. Case of Shri Rajiv Ranjan Singh, U.D.C.


The Board heard the recommendations of the Grievance Committee. Apprehension was expressed that if full salary is not given to the claimant, no increment be entertained to the concerned. However, the matter may again be put up before the next Board.


Further, the Committee was apprised by Dr. S.P. Mathur that there are some cases of Library, research, publication as well as Contractual/Temporary and daily wagers which could not be taken by the Committee due to paucity of time and will be taken up in its next meeting.

Further the Board felt that only those cases should be brought before the Board which require policy decision rest cases should be finalised under rule by the authority of the University.

It was also resolved by the Board to invite Dr. S.P. Mathur, as Special invitee for the remaining periods of this Board.

There being no further items for discussion the meeting ended with the vote of thanks to the Chair.


DR. D.R. Singh
Registrar


Prof. L.N. Shastri
Director