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AGENDA ITEM NO.1

TO CONSIDER THE MINUTES OF THE NINTH MEETING OF THE GOVERNING BODY.

The minutes of the ninth meeting of the Governing Body PAJANCOA(Karaikal) Society were circulated among the members of the Governing Body by the Dean(Member-Secretary) in his letter No.Dean/PAJANCOA/2324/Governing Body/90 dt.31.1.91. No member took any exception on the minutes circulated.

The Governing Body is requested to confirm the minutes of its ninth meeting.

## AGENDA ITEM NO.2

TO REVIEW THE ACTION TAKEN ON THE MINUTES OF THE NINTH MEETING OF THE GOVERNING BODY.

Agenda Item No.1: To consider the minutes of the eighth meeting of the Governing Body

No action is called for since no exception was taken.

Agenda Item No.2: To review the action taken on the minutes of the eighth meeting of the Governing Body

No action is called for since the Governing Body approved the action already taken on the minutes of the eighth meeting.

Agenda Item No.3: To consider the norms for selection of candidates for admission into B.Sc., (Ag.) degree programme in PAJANCOA, under the reservation category "Sports Person".

The norms for selection under "Sports Person" will be adopted for selection from the ensuing academic year.

Agenda Item No.4: To consider sharing the expenditure of vigilance cell to be set up for investigation in public undertakings and autonomous bodies by the PAJANCOA, Karaikal.

The Vigilance cell has been informed the decision of the Governing Body to share three percent of its expenditure.

Agenda Item No.5: To consider the permission to staff members to attend international symposia and conference held in India.

The directions of the Governing Body were noted for future guidance.

Agenda Item No.6: To consider the payment of incentives to the students for three Agronomy courses(Plot Cultivation)

The decision of the Governing Body was taken note of.

Agenda Item No.7: To consider the budget estimate of PAJANCOA Karaikal for the year 1991-1992.

The budget estimate was recast and presented to the Secretary (Planning-Cum-Development Commissioner and Secretary to Government (Finance) and got approved.

Agenda Item No.8: To consider the recruitment rules of Teaching Staff of PAJANCOA, Karaikal.

As directed by the Governing Body, this subject is again brought before the current meeting of the Governing Body for consideration.

## AGENDA ITEM NO.3

TO REVIEW THE ACTION TAKEN ON THE CIRCULATION AGENDA dt.17.12.90

The circulation agenda on the appointment of the Dean was placed on circulation among the members of the Governing Body. All the members have approved the proposal to recommend the first ranking person in the panel sent by Tamil Nadu G.D.Naidu Agril. University, Coimbatore for the appointment of Dean, PAJANCOA, Karaikal. Based on the recommendation of the Governing Body the proposal for appointment of the Dean has been sent to the Government for further action.

The Governing Body is requested to approve the action taken on the circulation agenda on the appointment of Dean, PAJANCOA; Karaikal.

## AGENDA ITEM NO.4

TO CONSIDER THE RECRUITMENT RULES OF THE TEACHING PERSONNEL OF PAJANCOA, KARAİKAL.

Since the start of PAJANCOA, Karaikal, the teaching personnel were drawn on deputation from Tamil Nadu G.D.Naidu Agrl. University Kerala Agricultural University and Department of Agriculture, Pondicherry.

Now three years have passed and many of the staff members are completing their deputation. Some deputationees are seeking absorption in the institution. Hence framing the recruitment rules for the teaching personnel is felt essential. This subject was brought before the Governing Body at its ninth meeting held on 30.1.91 (vide Agenda No.8). While considering this subject the Governing Body suggested that recruitment rules followed by some of the Agricultural Universities may be obtained and placed before the Governing Body for its consideration. The recent advertisements released by Gujarat Agricultural University and Punjab Agricultural University were obtained. The qualifications prescribed in these advertisements for the recruitment of teaching personnel in the categories of Assistant Professor, Associate Professor and Professor in comparison with those of TNGDNAU are placed below. The recruitment rules now framed for recruitment in PAJANCOA are mostly in unison with the qualifications prescribed by the Universities.

In this context the Governing Body is also informed that the Agricultural Officers on deputation from Department of Agriculture, Pondicherry to serve this college in the cadre of Assistant Professor now gaining teaching experience are willing to continue their service in this college. They do attempt to get absorbed in PAJANCOA, Karaikal. This has also necessitated the framing of recruitment rules for the teaching personnel of this college.

The Governing Body is requested to consider the proposals on recruitment rules and the absorption of personnel in the light of the proposed recruitment rules and approve the same.

Recruitment Rules for teaching staff in four Universities

Name of the post	Gujarat Agricultural University Advt.No.1/91	Punjab Agricultural University Advt.No.4/91	Kerala Agricultural University G.O.(P)No. 170/90/AD, dt.25.6.90	TNGDFNAU G.O.Ms.(208) dt.27.3.89
Assistant Professor	II Class Masters' degree. Two years experience Ph.D is preferable.	Master's degree with OGRA of 3.20/4.00 or 55% marks	Master's degree with a minimum OGRA of 3.00/4.00 or its equivalent	Master's degree with a minimum OGRA of 3.50/4.00 or 80% marks
Associate Professor	Ph.D with seven years experience	Ph.D with seven years experience	Currently career advancement programme suggested	Currently career advancement programme suggested
Professor	Ph.D with ten years experience out of which five years of experience as Associate Professor	Ph.D degree with twelve years experience out of which three years of experience as Associate Professor	-do-	-do-

RECRUITMENT RULES FOR THE POST OF ASSISTANT PROFESSOR

1. Name of the Post : Assistant Professor
2. Classification of Post : Group
3. Scale of Pay : 2200-75-2800-100-4000
4. Education and other qualifications : Master's degree in the subject concerned with OGPA of 3.50/4.00 and above or first class with 50% marks and above.  
  
OGPA/marks are relaxable in case of SC/ST candidates and candidates with experience.
5. Method of recruitment : By direct recruitment/deputation from Govt. of Pondicherry and TNGDNAU/regularisation of deputees from Govt. of Pondicherry.
6. Selection committee : Staff (Teaching) selection committee as prescribed in the Rules & Regulations of the PAJANCOA(Karaikal) Society, (vide paragraph 13(2) V)
7. Remarks : NIL



RECRUITMENT RULES FOR THE POST OF ASSOCIATE PROFESSOR

1. Name of the Post : Associate Professor
2. Classification of post : Group ' A '
3. Scale of pay : 3700-125-4950-150-5700
4. Educational and other qualifications : Ph.D. degree with five years of experience in teaching/research in the subject concerned.
5. Method of recruitment : By direct recruitment/deputation from Govt.Of Pondicherry/TNGDNAU
6. Recruitment by promotion : The Assistant Professors in service in PAJANCOA shall be appointed on selection by a selection committee.
7. Selection committee : Staff(Teaching) Selection committee as prescribed in the Rules & Regulations of the PAJANCOA(Karaika Society (vide para 13(2) V)
8. Remarks : NIL

RECRUITMENT RULES FOR THE POST OF PROFESSOR

1. Name of the post : Professor
2. Classification of post : Group ' A '
3. Scale of pay : 4500-150-5700-200-7300
4. Education and other qualification : Ph.D degree with ten years experience in teaching/research in the subject concerned.
5. Method of recruitment : By direct recruitment/deputation from Govt of Pondicherry and TNGDNAU.
6. Recruitment by promotion : The Associate Professors in service in PAJANCOA shall be appointed on selection by selection committee
7. Selection committee : Staff(Teaching) selection committee as prescribed in the Rules & Regulations of the PAJANCOA(Karaikal Society (vide para 13 (2) V)
8. Remarks : NIL

## TO CONSIDER THE CREATION OF POST OF PROFESSOR IN THE DISCIPLINE HORTICULTURE.

Most of the teaching staff were taken on deputation from Tamil Nadu G.D.Naidu Agrl.University for manning the teaching personnel of PAJANCOA, Karaikal, since this college was affiliated to the above University. In order to develop the College to suit to the requirements of ICAR, teaching personnel in the cadre of Professor, Associate Professor, <sup>and</sup> Assistant Professor were initially drawn from TNGDNAU. Since the implementation of the revised UGC scale of pay as per G.O.Ms.No.208 dt.27.3.89 of the Agriculture(AU) Department, Tamil Nadu, the TNGDNAU follows the career advancement of its staff. Therefore the senior Associate Professors are having the chance of becoming Professors under this person oriented cadre advancement programme.

The Associate Professor in Horticulture, PAJANCOA, Karaikal has recently been advanced to Professor cadre under career advancement scheme with effect from 27.2.91. Being a senior member, he is reaching the minimum in the scale of pay of the Professor cadre with effect from 1.1.91. Hence, due to career advancement the monetary benefit accruing to the incumbent is only marginal-Rs.200/- (Rupees two hundred only).

The services of the present incumbent are necessary to offer the courses in Horticulture which amounts to 12 credits requiring 33 contact hours. He is also offering commercial Agriculture course- "Nursery Technology-Horticulture" for which experienced person is essential. While College campus is developed the experienced person in Horticulture will be required to lay out the Botanical Garden, raise Avenue Trees and hedge plants and develop land scaping. Hence the continuance of the present incumbent is necessary.

The Governing Body is requested to consider the proposal and approve the creation of post of professor in Horticulture with effect from 27.2.91.

TO CONSIDER THE CREATION OF POST OF PROFESSOR FOR PAJANCOA, KARAİKAL.

The college is reaching the fourth year of its functioning. All the four sets of students are now under going the undergraduate degree programme. The services of teaching personnel in the cadre of Professor are required to organise the departments in the college for the future development. This college is in need of two Professors in the disciplines of Soil Science and Agricultural Chemistry, and Plant Pathology. These disciplines are important disciplines under the faculty of Agriculture. Further they should be senior members in the cadre of Professor. It is therefore proposed to creat the following posts for the PAJANCOA, Karaikal.

1. Professor of Soil Science and Agrl.Chemistry
2. Professor of Plant Pathology

The Governing Body is requested to consider the proposal and approve the same.

## AGENDA ITEM NO:7

## TO CONSIDER CREATION OF SUPPORTING STAFF IN PAJANCOA, KARAİKAL.

The different disciplines in the faculty of Agriculture are developing in full shape in PAJANCOA, Karaikal. Besides, the land has been acquired and only formal placement of the land for the utilization of the college by the Department of Agriculture is awaited. At this stage services of some of the supporting staff are required essentially. There are seven vehicles such as staff car, jeep, trekker, minibuses, mini lorry and Omni bus. Besides a tractor has to be purchased for ploughing the farm lands. The Engineering Cell has been constituted and one more vehicle has to be purchased for them. Thus services of drivers are also required. But for the present services of following categories of staff are required for effective functioning of college:

- |                         |     |
|-------------------------|-----|
| 1. Storekeeper Grade II | - 1 |
| 2. Fieldman             | - 4 |
| 3. Drivers              | - 2 |
| 4. Group 'D' servants   | - 4 |

The Governing Body is requested to consider the proposal and approve the same.

## AGENDA ITEM NO.9

TO CONSIDER PERMISSION TO STAFF MEMBERS TO PROSECUTE HIGHER STUDIES.

At present number of Master's degree holders have joined the college as Assistant Professors on deputation. Many of them seek absorption in the same cadre in the college. But in future they may have to acquire higher degree - Doctoral degree - to seek selection to higher posts like Associate Professor and Professor. In the event of becoming regular staff of this college, the staff members may proceed to higher studies by availing study leave with a binding that they will serve the institution for a prescribed period after their study. At present, two deputees from Government of Pondicherry who are working as Assistant Professors in the college have been selected for Ph.D programme in TNGDNAU. They have applied for study leave to the Government. Their acquisition of higher degree is not only beneficial to the individual but also to institution in dissemination of latest technologies to the students.

The Governing Body is therefore requested to consider this proposal and may permit two staff members of this college to prosecute their higher studies on study leave every year, provided they have become the regular staff of the college.

AGENDA ITEM NO.9.A

14

TO CONSIDER THE APPOINTMENT OF DEAN, PAJANCOA, KARAIKAL.

The decision of the circulation agenda (vide agenda item No.3 of the 10th meeting of Governing Body) appointing the person ranking first in the panel of selected candidates for the appointment of Dean, PAJANCOA, Karaikal from Tamil Nadu G.D. Naidu Agricultural University (TNGDNAU) could not be effected due to administrative rearrangements. Subsequently, the University was addressed for the deputation of the person ranking second in the panel of the TNGDNAU. The University conceded to the request of the Government of Pondicherry and issued orders appointing Dr.A.Gopalswamy, person ranking second in the panel of TNGDNAU, for the post of Dean, PAJANCOA, Karaikal on deputation (vide proceedings No.R2/BM.35.VIII.2/9131/90 dated 13.6.91 of the Vice-chancellor, TNGDNAU, Coimbatore)

Consequently, the Government of Pondicherry have requested the Dean, PAJANCOA, Karaikal to place the proposal on the appointment of Dr.A.Gopalswamy, as Dean, PAJANCOA, Karaikal for its approval. Accordingly, the proposal on the appointment of Dr.A.Gopalswamy as Dean, PAJANCOA, Karaikal is placed before the Governing Body, as additional agenda to the 10th meeting of the Governing Body.

The Governing Body is requested to consider the proposal and approve the same.

## TO CONSIDER THE PAYMENT OF INCENTIVES TO THE STUDENTS FOR THREE AGRONOMY COURSES (PLOT CULTIVATION)

Proposals on disbursement of incentives of the students who have taken up plot cultivation under three Agronomy practicals courses were placed before the Governing Body at its ninth meeting held on 30.1.21. The Governing Body decided that 50% of the net profit realised from the students' plot cultivation may be paid in cash to them and the rest may be utilised for the improving amenities to the students. But the students represent that the procedure followed in the colleges of TNGDNAU, may be adopted in this college also in this regard, because this college is affiliated to TNGDNAU. In TNGDNAU, the students are paid the incentives in full as per the proceedings of the 28th meeting of the Academic Council of the TNGDNAU, Coimbatore held on June 9, 1980. This decision has been taken on the guidelines given by the ICAR under earn while learn programme.

Since this college is affiliated to the TNGDNAU and the students of other campuses of TNGDNAU are enjoying the full benefit of the scheme, the students of this college should also be extended the same benefit on equal footing. The incentives given to the students also vary according to the labour put in by the concerned individual students. Therefore when 50% of the amount is utilised for common purposes, the loss to the student who strained more will be higher than the students who had put in less labour in plot cultivation. A disparity in the treatment of the students will arise due to this. Hence, the net profit obtained from the plot cultivation that accrues after deducting the cost of inputs has to be paid to the students concerned as an incentive.

The Governing Body is requested to consider the proposal and permit the Dean to disburse in full the net profit gained by the individual student as an incentive.



TO CONSIDER THE REVISION IN THE OFFICE HOURS OF PAJANCOA, KARAİKAL.

At present office hours of the college starts from 8.45 a.m. and ends by 5.45 p.m. with an hour lunch break between 1.00 to 2.00 p.m. in accordance with the office hours prescribed for office of the Union Territory of Pondicherry. However, the staff of this college attend to duty from 7.00 a.m. to 6.00 p.m. in order to carry out the teaching and research programmes in fields contemplated by the college.

Office hours prescribed for the office of the Union Territory of Pondicherry will not be suitable for a college involved in teaching and field research in a subject like Agriculture. Hence the office hours should be advanced to 8.00 a.m. from 8.45 a.m. In this connection, the Governing Body is informed that the office hours prescribed in the colleges of TNGDNAU is as follows:

- a. Forenoon session : 8.00 a.m. to 12.00 noon
- b. Afternoon session: 1.30 p.m. to 5.00 p.m.

Since this being an Agricultural college and affiliated to TNGDNAU, the office hours may fall in line with the office hours of the TNGDNAU. Since the farm operations are to be attended from early morning starting the college by 8.00 a.m. as in other campuses of the University is essential.

Therefore the Governing Body is requested to consider the proposal and approve that the office hours of the PAJANCOA, Karaikal will be 8.00 a.m. to 12.00 noon and 1.30 p.m. to 5.00 p.m.

ANY OTHER ITEM

PROFESSOR OF ENTOMOLOGY - CLAIMING OF ARREARS FROM 14.2.90 TO 7.6.91 - APPROVAL REQUESTED.

As per the recommendation of the University Grant Commission, the career Advancement scheme is being implemented at the Tamil Nadu G.D.Naidu Agrl.University, Coimbatore. Under this scheme the teaching staff are elevated to the higher cadre on assessment and interview. This is person oriented.

One of the senior Associate Professors of Entomology Dr.A.Mohamed Hanifa was promoted as Professor of Entomology under the above scheme and joined duty as Professor on 14.2.90. But he continued in the post of Associate Professor of Entomology because of another Professor of Entomology Dr.R.Janarthanan was posted earlier to Dr.A.Mohamed Hanifa. Dr.R.Janarthanan, Professor of Entomology was transferred on 7.6.91 and Dr.A.Mohamed Hanifa was shown in the place of Dr.R.Janarthanan.

Dr.A.Mohamed Hanifa is due for the higher scale of pay as Professor. But he was not given for want of post as explained above. Now Dean, Pandit Jawaharlal Nehru College of Agriculture, Karaikal may be permitted to draw the arrears to Dr.A.Mohamed Hanifa due to him from 14.2.90 to 7.6.91 in the present post of Professor of Entomology. The financial implementations as a way of arrears would be about Rs.3,000/- to the college.

It is placed before the Governing Body for consideration and approval.