

## PRESS RELEASE

On

**The Report of the Comptroller and Auditor General of India**

**on**

**Working of University of Jammu  
for the period ended March 2022**

**Government of Union Territory of Jammu and Kashmir**

**Report No. 03 of 2025**

**(Performance Audit - Civil)**

This Report has been prepared in accordance with the provisions of Section 72 of the Jammu and Kashmir Reorganisation Act, 2019. The Report was forwarded to the Government of Jammu and Kashmir on 17 November 2025. The Report has been laid on the table of the Jammu and Kashmir legislature on 30.03.2026.

This Report covers matters arising out of the Performance Audit of University of Jammu. The Performance Audit covered the period from 2017-18 to 2021-22. Instances relating to the period subsequent to 2021-22 have also been included, wherever necessary.

The audit findings of the Performance Audit Report are grouped into the following five chapters: Chapter 1: Introduction, Chapter 2: Academic and Research Activities, Chapter 3: Human Resources Management, Chapter 4: Infrastructure Management and Chapter 5: Financial Management.

### **Chapter I and II: Introduction and Academic and Research Activities**

The University did not make efforts to establish industry academia linkage to make the students job ready. Choice based Credit system was partially implemented restricting choices available to students. The evaluation system suffered from operational and monitoring inadequacies. Delays in evaluation of results and thesis of PhD students were indicative of serious systemic problems affecting career mobility and academic progression of students. Monitoring research projects was inadequate as there were instances of abandoned projects and delays in completion of projects. Facilitation for innovation and entrepreneurship development programmes was dismal as the University Business Incubation and Innovation Centre (UBIIC) and Special Purpose Vehicle (SPV) set up for providing incubation support to potential startups remained non-functional. In 51 physically verified colleges (Government: 17 and Non-Government: 34), out of 331 teachers appointed in 24 Non-Government colleges, 113 teachers did not possess the prescribed qualifications.

### **Chapter III: Human Resources Management**

Human Resources Management in the University was not efficient as there were irregular appointments and premature/ undue promotions. Recruitment Rules had not been framed for 77 out of 142 categories of non-teaching posts. Regularisation of adhoc/ contractual teaching/ academic staff was adopted as a mode of appointment. Lateral entry to direct entry level posts of Deputy Librarians led to undue favour to in-service employees. Appointments of in-service Assistant Registrars against open merit posts of Deputy Registrars were made in violation of UGC norms. Irregular appointments to the posts of Readers/ Associate professors without required teaching experience compromised the minimum standards prescribed by UGC for maintaining quality of teaching. In absence of RRs for all posts, there was no uniform policy for career advancement of non-teaching staff. While a three-tier scheme was in operation for some non-teaching positions, there was undue extension of academic grade pays and Career Advancement Scheme of teachers to a selective group of non-teaching posts treated as non-vocation academic posts. UGC Career Advancement Scheme was extended to non-teaching posts treating them as equivalent to Assistant Registrars and Deputy Registrars which are regulated by UGC. Irregular financial upgradations with retrospective effect were allowed to non-teaching employees putting a burden on the State exchequer.

### **Chapter IV: Infrastructure Management**

Inability of the University to start infrastructure works of off-site campuses before expiry of the 11<sup>th</sup> Plan (2007-12) resulted in disallowance of central grants which further led to stoppage of 30 works of which 15 projects were lying abandoned since March 2015. Due to significant variations in structural design and construction of additional floors not contemplated earlier, work on Girls Hostel was held up for nearly nine years. Getting additional works executed out of savings of tendered and allotted cost, through the same contractors, was a norm rather than an exception, which not only compromised transparency in allotment of works, but also resulted in undue benefit to contractors. There were also instances when equipment procured by various departments were lying idle due to lack of technical manpower.

### **Chapter V: Financial Management**

The University could not optimally utilise financial assistance received from UGC, Department of Science and Technology etc. for infrastructure strengthening resulting in non-release of further installments. Due to non-preparation of a Consolidated Local Fund, balances under local funds of various PG departments and constituent offices remained outside the main account of the University resulting in understatement of revenue in the budget estimates. The University had not prepared annual account and balance sheet since its inception indicating lack of commitment on the part of the University. By specifying particular makes and models, the University had carried out purchases from single source resulting in non-transparency in the procurement process and reduced opportunity to get better prices and products through competitive bidding.

Some of the key recommendations made are:

*The University may:*

- *Take strict measures to avoid delay in evaluation of answer scripts and PhD thesis;*
- *May put in place a well-defined fair and transparent recruitment policy;*
- *Recruitment Rules may be finalised for all posts with well-defined stages of promotion to ensure probity and transparency in recruitment;*
- *Take measures for completion of held up works; and*
- *Devise a robust mechanism to ensure optimum utilization of equipment procured.*