MINUTES OF THE 11th MEETING OF THE STANDING ACADEMIC COMMITTEE OF ALL INDIA INSTITUTE OF MEDICAL SCIENCE, BHUBANESWAR HELD ON 13th November 2024 AT 11:00 A.M. IN DIRECTOR'S CONFERENCE HALL, ADMINISTRATIVE BUILDING, AIIMS, BHUBANESWAR

The Eleventh meeting of the Academic Committee of AIIMS, Bhubaneswar, was held on 13th November 2024 AT 11:00 AM in the Director's Conference Hall, Administrative Building, AIIMS, Bhubaneswar under the Chairmanship of Prof. (Dr.) Yogesh K Chawla. The following members were present:

1. Prof. (Dr.) Yogesh K Chawla Professor & Ex-Director, PGIMER, Chandigarh Chairman

Prof. (Dr.) Nitish Naik,
 Professor, Dept. of Cardiology, Cardiothoracic Centre,
 AIIMS, New Delhi

Vice Chairman

3. Dr. Atul Goel, DGHS, MoH&FW,

Member

 Prof. (Dr.) Shailesh Kumar Professor, Department of Surgery, Dr. RML PGIMER, New Delhi & President, AIIMS, Bhubaneswar Member

Prof. (Dr.) K K Sharma,
 Professor, Dept. of Microbiology,
 Sri Venkateswara Institute of Medical Science (SVIMS) Tirupati (A.P.)

Member

 Prof. (Dr.) Ashutosh Biswas, Executive Director, AIIMS, Bhubaneswar

Member Secretary

The following members could not attend the meeting:

- 1. Prof. (Dr.) Vivek Lal, Director, PGIMER, Chandigarh
- 2. Prof. (Dr.) Shreepad Karmalkar, Director, IIT, Bhubaneswar

The following officers of AIIMS, Bhubaneswar, were invited and attended the meeting as special invitees:

- 1. Prof. (Dr.) Prasanta R Mohapatra, Dean (Academics)
- 2. Lt. Col. Abhijit Sarkar, DDA
- 3. Prof. (Dr.) Sudipta Ranjan Singh, Registrar

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At the outset, it was noted that the quorum was complete. The Chairman, SAC, requested the Member Secretary to introduce the committee members and agenda for the Standing Academic Committee.

Agenda No. AC: 11/01:

The welcome address by the Executive Director, AIIMS, Bhubaneswar

Prof. (Dr.) Ashutosh Biswas, Executive Director, AIIMS Bhubaneswar, and Member Secretary of the 11th Standing Academic Committee, welcomed the Chairman and Hon'ble members. He expressed his gratitude for sparing their valuable time to attend the meeting. With the Chairman's permission, the Member Secretary shared a detailed update on the institute's progress, recent developments, and key academic achievements. The Member Secretary requested the Chairman of the SAC to address the members.

Agenda No. AC: 11/02:

Address by the Chairman, Standing Academic Committee

Prof. (Dr.) Yogesh K. Chawla, Chairman of the Standing Academic Committee of AIIMS Bhubaneswar, warmly welcomed all the members. He praised the Executive Director for his leadership and commended the team's collective efforts in improving both the hospital's development and academic progress. He then invited the Member Secretary to present the agenda items.

Agenda No. AC: 11/03

Action Taken Report of the Meeting of 10th Standing Academic Committee of AIIMS, Bhubaneswar, held on 27th June 2024.

The Member Secretary presented the ATR report and the Committee confirmed the minutes of the 10th SAC held on 27th June 2024.

Agenda No. AC: 11/04: Department: Academic Section

11/04/A: Proposal to modify the UG Professional Exam eligibility.

The Committee discussed and approved the examination regulations as below:

SI. No	Examination Regulations
1.	Examination Regulations – A student has to pass in all the subjects of a particular professional examination, in order to be allowed to appear in the next professional examination.
	Minimum criteria for qualifying to appear in professional examinations. Attendance:
	A) MBBS students must obtain 75% attendance in aggregate, with a minimum of 65% in each of the subjects (Theory and Practical separately), before they are permitted to appear in the 1 st , 2 nd , 3 rd and 4 th Professional examinations.

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- B) Even if there is shortage of attendance in one subject, he/ she will be detained for the full examination and will appear in supplementary examination.
- C) 1. Special consideration/relaxation of 2% attendance may be granted by the Dean to those students who participated or represented AIIMS, Bhubaneswar in inter-college/inter institutional/ state/ national events of cultural/academic/sports or Organised events of AIIMS, Bhubaneswar like CHIASMA/WISEN etc.
 - 2. Those students who obtain an aggregate of 72% attendance can be permitted in the Professional examinations with the permission of the Executive Director, considered on merit of each case.
- D) Students cannot appear in part or separately in individual subjects during the first appearance in each Professional examination.
- E) Attendance eligibility for debarred students: -
 - 1) If a student is debarred (failing to qualify for the first professional examination) to appear in the Professional Examination due to insufficientattendance, he/she would be required to attend extra classes or classes with their junior batch to achieve the required number of hours and his/her attendance eligibility will be rechecked before the supplementary examination of their batch. If found eligible, he may attend the supplementary examination. If, after rechecking, he is still not eligible, he/she has to start the classes afresh for the next regular examination of the next batch.
 - 2) If a student is debarred to appear in the Professional Examination (other than 1st professional examination) due to insufficient attendance, he/she would be required to attend extra classes or classes with their junior batch to achieve the required number of hours and his attendance eligibility will be rechecked before the supplementary examination of their batch. If found eligible, he may attend the supplementary examination. If, after rechecking, he is still not eligible, he/she has to show the required number of hours before being allowed to sit in the next professional examination.
- F. Internal marks eligibility for debarred students: -
 - 1) If a student is debarred (failing to qualify for the *first professional examination*) to appear in the first professional examination due to *less internal marks*, an *improvement examination** will be conducted by the concerned department for such candidates before the supplementary examination. If a candidate scores 50% for theory and practical separately, he/she will be allowed to appear in the Supplementary examination of the current batch (This will be reflected in the result and will be considered as an attempt in their certificate). Failing which he/she will have to start the classes afresh and continue with the next batch. To appear in the next professional examination, he/she has to secure 50% marks for theory and practical separately through internal assessments examination with their junior batch.
 - 2) If a student is debarred to appear in the Professional Examination (other than 1st professional examination), due to less internal marks, an improvement examination* will be conducted by the concerned department for such candidates before the supplementary examination. If a candidate scores 50% for theory and practical separately, he/she will be allowed to appear in the Supplementary examination of the current batch (This will be reflected in the result and will be considered as an attempt in their certificate). Failing which, he/she will have to appear in the next professional exam after securing more than 50% marks for theory and practical separately through a fresh improvement test before the next professional examination.

*The improvement examination has to be conducted and results to be submitted to Academic Section at least one-week before the start of professional examination. Each improvement test will be considered as an attempt.

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2. Marks for passing examination:

- A) Students must secure at least 50% of total marks to pass in any examination conducted in any subject (theory and practical separately).
- B) If a candidate fails either in theory or in practical/clinical examination of a subject, he/she will be declared failed in that subject and he/she will have to appear for both theory and practical/clinical examination again.

Weightage of internal assessment marks:

A) For main professional examinations:

(1st, 2nd, 3rd & 4th): 50% of total marks are based on internal assessments, and 50% on the basis of performance in the professional examination; (Theory and practical considered separately).

B) For supplementary examinations*:

25% of total marks will be based on internal assessment and 75% on the basis of performance in the professional examination; (Theory and practical considered separately).

*(This weightage will also be applicable for the candidates who have failed in the supplementary examination and are appearing in the main professional examination with the next batches.)

3. Internal assessment:

(For eligibility to appear in professional examination:

- a. A student has to pass a minimum of n-1 tests conducted in the department and the end semester examination (n= total number of exams). The calculation would be as per the formula ∑(n-1)/ n-1.
- A minimum of aggregate 50% internal marks (separately in theory & practical) is required to pass and make the student eligible to sit in the professional examination. (Amended to SAC Agenda 09/10: Serial no.2)

In the 1st -Year, during 1st Professional examination, 1st mid-semester, 1st end-semester, 2nd mid-semester will be conducted as an internal assessment. (Amended to 3(f) at page no. 5 of MBBS curriculum 2017-18)

4. A student failing in a single subject of the 1st prof exam will be promoted to the 2nd prof but will have to pass the failed subject of the 1st prof before being allowed to appear for the 2nd prof exam. (Amended Point no. 5 at page no. 7 of MBBS curriculum 2017-18)

5. Eligibility criteria to appear in Compartmental Exam (only for 4th Professional MBBS)

This is given when the candidate fails in only one subject of the 4th MBBS (Final) Professional Exam. The eligibility is as below:

1. Failure in one subject AND has 40% marks or more marks in aggregate in that subject in the 4th Professional AND has 50% or more in internal assessment in that subject.

OR

- 2. Student who could not appear because of bereavement in immediate family or illness at the time of the exam or just preceding it AND has more than 50% marks in internal assessment in that subject.
- Compartmental Exam will not be counted as an attempt
- The weightage of the internal marks will be the same. (Amended to Point no. 5 at page no. 7 of MBBS curriculum 2017-18)
- 6. Number of examiners for Exit examination for Post-Doctoral Fellowship:

Internal Examiners - 01

External Examiners - 01

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In case of any unforeseen situation not covered under these changes the decision of the Executive Director, AIIMS, Bhubaneswar shall be final.

11/04/B: Approval of Ph.D. Curriculum

The Committee **approved** the Ph.D. Curriculum (Annexure-1). Further, the Committee advised to frame a revised guideline for the Internal faculty members and staffs to pursue Ph.D. Programme at AIIMS, Bhubaneswar.

11/04/C: Re-appropriation of SR seats on the basis of Functional Requirement.

The Committee discussed the agenda in detail and advised that the Executive Director can execute temporary re-appropriation based upon various functional requirements. The provisioned eight (08 No.s) Academic seats for Dept. of Pulmonary medicine & Critical Care, GI Surgery and Cardiology, as proposed are also advised to be reappropriated temporarily from those departments whose seats are remaining unfilled after repeated advertisements (03 or more).

11/04/D: Proposal of review of Paramedical Curriculum

The committee perused the matter and approved to initiate 6 Months Compulsory Internship for all B.Sc. Paramedical courses from 2025 and include the same in their curriculum. The stipend during such an internship is to be at the same rate as AIIMS, New Delhi or as approved by the SFC direction.

The Committee also approved to start of paramedical courses like Bachelor of Optometry and B.Sc. in Audiology as there is a great need for quality paramedical workers in these disciplines.

Agenda No. AC: 11/05: Department: Burns & Plastic Surgery

Proposal to increase the M.Ch. (Plastic & Reconstructive Surgery) seats to 6 per year (3 per session)

The committee **approved** the agenda. This to be implemented within the present available sanctioned SR strength of the department.

Agenda No. AC: 11/06: Department: General Medicine

<u>11/06/A:</u> Approval of the Curriculum of PDF in Rheumatology, AIIMS Bhubaneswar and to start the course from January 2025 session.

The Committee approved the Curriculum to start the of the PDF course in Rheumatology.

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11/06/B: DM programme in Intensive Care Medicine @ 02/year.

The committee approved the agenda in principle. Subjected to submission of detailed curriculum and approval of the same. To be implemented within the present available sanctioned SR strength of the department. (@ 02/year)

Agenda No. AC: 11/07: Department: Pathology and Lab Medicine

11/07/A: Proposal to Start Doctorate of Medicine (DM) Program in Histo-pathology @ 01/year

The committee perused the proposal and did **not Approve**. However, opined that the MD, Pathology and Lab Medicine program is largely designed for Histo-pathological aspects. Hence, a revised proposal with a detailed curriculum may be submitted to the next SAC.

11/07/B: Proposal to Start Doctorate of Medicine (DM) Hematopathology @ 01/year

The committee approved the agenda in principle. Subjected to submission of detailed curriculum and approval of the same. To be implemented within the present available sanctioned SR strength of the department. (@ 01/year)

11/07/C: Proposal to start PDCC in Cytopathology (Duration- 01 Year) @ 01/year

The proposed course to be renamed as PDF for uniformity.

The committee approved the agenda in principle. Subjected to submission of detailed curriculum and approval of the same. To be implemented within the present available sanctioned SR strength of the department. (Duration- 01 Year, @ 01/year)

Agenda No. AC: 11/08: Department: College of Nursing

Proposal for Amendment to Curriculum & Regulations for B.Sc. (Hons.) Nursing (Revised Scheme-1)

The Committee did **not approve** the agenda. As the AIIMS, Curriculum may not be as exact as the INC (Indian Nursing Council).

Table Agenda: 11/09: Department: Medical Oncology and Haematology

Proposal to creation of three Departments of Clinical Haematology, Medical Oncology and Paediatric Haematology-Oncology.

The Committee perused the proposal submitted by the Department. It was found that the faculty strength, Resident and other staff are in-adequate to run three Departments independently. Hence, the committee did **not approve** the agenda.

The meeting ended with vote of thanks to the chair.

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Ph.D. Curriculum

DURATION OF COURSE

- 1. The duration of the course shall be the time period from registration to submission of the thesis. The minimum period of registration in respect of all the candidates who are registered for Ph.D. shall be **three years**. The maximum period of registration shall not exceed five years. Extension beyond the period of 5 years can be given for a maximum period of 6 months on the recommendation of the Doctoral Committee and final approval by the Dean. Further extension beyond 5 years & 6 months can also be given by the competent authority for a maximum period of 6 months in highly exceptional circumstances (like medical exigencies, natural calamities etc) only for writing the thesis, subject to subsequent approval of the Academic Committee and such extension may not be given retrospectively. If the thesis is not submitted within these timelines, the registration of the candidate may be summarily cancelled.
- 2. The Chief guide of the Ph.D. student shall give a clear reason for the delay to the Academic Committee and must present the case before the Academic Committee. In case of extension beyond 6 years without justifiable reasons and circumstances as mentioned above, the PhD registration of the candidate shall be cancelled.
- 3. Failure to submit the thesis within a stipulated time period of maximum 5yrs. with extension after approval up to 5½ years (6 years in exceptional circumstances by prior approval of competent authority and subsequent approval of the Academic Committee) shall lead to cancellation of PhD registration of the candidate.

FORMATION OF DOCTORAL COMMITTEE (DC)

- The Chief guide should submit to the Dean, a panel of experts for the constitution of Doctoral Committee for the candidate, within three months (with extension of one month on prior approval of the Dean) of the candidate's registration.
- 2. During this initial period of three months after registration, the candidate is expected to

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familiarize himself/herself with the research projects being conducted in the Department/Lab of chief guide.

- 3. He/she shall be invited to submit to the DC his/her proposal(s) for the project(s).
- 4. The Doctoral Committee shall include the Chief Guide, who will be the chairman of the committee, one or more Co-Guide(s) for the said thesis work, two faculty members from the department out of which one shall be Professor, and any other member(s) of the Faculty or postdoctoral research staff of any department of the Institute/and or of other teaching/research Institutions located in the Bhubaneswar/Odisha.
- 5. The Chief Guide and Co-Guide(s) shall not be closely related to the candidate.
- 6. At least one Co-Guide should be from the Department where the candidate is registered for Ph.D. The Chief Guide and at least one of the Co-Guide(s) shall be able to take over each other's responsibilities in the event of protracted absence of any one of them from the Institute. In the event of Chief guide proceeding on protracted leave, the co-guide will be re-designated as chief guide and another co-guide will be appointed from the department.
- 7. It is preferable to include á Biostatistician in the DC.
- 8. After registration, candidate must complete course in research methodology within one year of registration & should pass the exit exam.
- 9. The change of research project of the Department may be permitted to a candidate provided it is recommended by the Doctoral Committee of the candidate concerned and approved by the Dean. Such changes shall be allowed only within the first six months of registration but not later than one year after the date of registration. However, no change of department shall be permissible at any point of time.

Foreign co-guides and rotation

 Co-guides will be permitted from Institutions outside India with whom AIIMS has specific MoUs for such common guided PhDs.

FEDICAL

Rotation/external training for a maximum period of 1 year during the 5 years' registration
period will be permitted at institutions of foreign co-guides as per clause 1 above. All
expenses for such rotation will be borne by the candidate unless specifically approved by
AIIMS.

Submission of thesis protocol

After the Doctoral Committee has been appointed by the Dean, the candidate shall prepare
a detailed protocol underlining his proposed research plan clearly stating his objectives and
methodology to be employed. The protocol should also contain a brief formulation of the

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experimental designs & the advice of a biostatistician should invariably be obtained.

2. Protocol shall be submitted to the Doctoral Committee, together with the faculty of the department, within 3 months of the formation of Doctoral Committee (but no later than 6 months from the date of registration). The Doctoral Committee together with faculty of the department will recommend the feasibility of the proposed research plan recommending such modification as they seem fit for further approval by Dean.

3. The protocol of research with proof of submission for ethics approval must be submitted within 6 months of registration with extension of one month on prior approval of the Dean.

4. Ethics Committee approval of the project must be submitted within 2 months of submission of the protocol.

Doctorate Committee meetings must be held every 6 months.

Assessment of the work of the candidates

1. The progress of the candidate's work shall be periodically assessed by the Doctoral committee and a report regarding the same shall be submitted to the Dean through the Chief guide at the end of every 6 months. The grading of the candidate shall be done as Excellent/ good/ satisfactory/ poor. Any grading less than good is not acceptable. In case the report of DC is below the accepted standard of good for two consecutive times, the candidate will be given a warning, and in case further DC reports mention the same grading, the registration of such candidates will be cancelled.

2. The Dean shall convey to the candidate about the assessment report in writing (Excellent/Good/Satisfactory/Poor) and should also advise the candidate about his/ her shortcomings.

In case during the registration period, in any two consecutive reports submitted by the Doctoral to the Dean it is mentioned that the candidate is incapable of continuing the work of the desired standard, the Dean may then warn the candidate and give one more chance to improve his work during the next six months. In case the work of the candidate is still unsatisfactory at the end of this period, his/her registration shall be cancelled by the Dean.

THESIS AND EXAMINATION

No candidate will be allowed to submit a thesis without the approval of the Doctoral Committee. The final Doctoral committee meeting should be held at least 6 months before the end of the maximum registration period (of 5 years or as the case may be) and once satisfied, the committee will grant writing permission to the candidate. The same will be informed to the Dean in the DC report which should include a brief resume of the work done.

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- Candidate must submit thesis within 6 months of grant of permission to write thesis.
 However, extension for maximum up to 3 months can be given by the Dean on the recommendation of chief guide mentioning justifiable reasons.
- 3. For the award of degree of Doctor of Philosophy the candidate shall submit four copies of his thesis along-with soft copy in CD/DVD not earlier than prescribed minimum period of 3 years and no later than the maximum period of registration (5 years or above as the case may be). The thesis shall be certified by both the Guide and by the Co-Guide(s) before its submission. No extension for this period will be granted.
- 4. The chief guide in consultation with the Doctoral committee shall submit a panel of examiners at the time of submission of the final Doctoral Committee report that is at least six months before the expected date of submission of the thesis (end of registration period). The panel shall include eight examiners (of whom up to three may be from abroad). The examiners, on the basis of their published work, should be acknowledged leaders in the field of study undertaken by the candidate. A reminder for the submission of such a panel will be sent by the academic section at least 9 months prior to the date of end of registration, so that this may be discussed during the final Doctoral committee meeting.
- 5. A board of four examiners shall be appointed by the Dean Examination with the approval of a competent Authority for the assessment of the thesis. One of them shall be the Chief Guide of the candidate, who shall act as co-coordinator and internal examiner. The other three will be external examiners from the panel of examiners as above. In cases where the panel included members from abroad, one of the four examiners selected can be from abroad. However, the appointment of examiners from abroad may not be necessary.
- 6. The examiners (including the foreign examiner) shall submit the evaluation report within the period of three months of receipt of the thesis.
- 7. The foreign examiner may be requested to send some questions to the candidate at the time of the viva voce examination to seek clarification. These comments shall be made available to the examiners appointed for conducting the viva voce examination before the commencement of the viva voce examination.
- 8. After the thesis has been approved by the external and internal examiners, a public defence of the thesis will be held, as well as the viva voce examination to adjudge the general proficiency of the candidate in the subject(s) allied to the candidate's field of work.

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- Candidate shall be allowed to appear in public defence/viva voce only after having 2 publications in peer reviewed index Journal.
- 10. There shall be a public defense of the thesis by the candidate. The topic, date and the time of the defence of thesis shall be announced by the Examination Section well in advance so that the Faculty members and others interested in the topic of the thesis can be present. At the viva voce examination, the candidate's general proficiency in the subjects allied to the field of his study shall also be evaluated. Those attending the pubic defence who are not members of the board of examiners, can also participate by asking relevant questions. The board of examiners shall take into consideration the views and criticism if any, of the Faculty members and others participating in the public defence of thesis. However, the result of the examination shall be decided solely by the members of the board of examiners.
- 11. The Public Defence Viva shall be conducted within three months of receipt of examiners' evaluation report. This viva voce examination and the public defence should be within the 6 months from the completion of registration period.
- 12. The candidate shall be entitled to appear at the defence of thesis viva voce examination only if the thesis is unanimously approved by the Board of Examiners for the thesis.
- 13. If the thesis is rejected by more than one examiner, it will stand rejected and shall not be referred to any other examiner.
- 14. In the event that the thesis is rejected by only one examiner, it will be referred to another examiner from among the approved panel. In case the thesis is approved by this examiner, it will be considered as unanimously approved.
- 15. If one or more examiner recommends re-submission of the thesis after modifications it shall be done within a maximum period of 3 months (6 months in case some new experiment is recommended) from the date on which the candidate is so informed by the Dean.
- 16. If the reports from all the external examiners are not received within 3 months, a copy of the thesis be sent to another examiner from amongst the approved panel.
- 17. The board of examiners for the viva voce examination shall consist of two external and two internal examiners. Ordinarily, the Chief guide and one the co-guides of the thesis will be the internal examiners. The external examiners, from India who assessed the thesis of the candidate will act as the external examiners at the viva voce examination.

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18. In the event of non-availability of one of the external examiners who examined the thesis, another examiner from amongst the panel be called for the viva voce examination at the discretion of the Dean.

RESULT

- The candidate shall be declared eligible for the award of the degree of Doctor of Philosophy only, on the unanimous recommendations of the members of the board of examiners at the viva voce examination.
- In case, the examiners are not satisfied with the performance of the candidates in the above examination, the candidate shall be required to reappear for another viva voce examination after a period of two months provided such specific recommendations is made by the board of examiners.

LEAVES AND OTHER RULES

- 1. During the term of his/her Ph.D course, he/she will be entitled for leave as under:
 - a. First year 30 days leave: The competent authority has decided that the student will be entitled to the leave calculated on Pro- rata basis i.e. (2.5 days per completed month)
 - b. Second year 30 days leave.
 - c. Third year 30 days leave.

As per rule, leave cannot be carried forward and they are not entitled to any other leave except the above-mentioned leave. If leave availed exceed 30 within a year, then the period beyond 30 days is treated as Extra Ordinary Leave and the minimum registration will be extended for the same duration as EOL. However, extraordinary leave (EOL) cannot be more than 3 months in the entire registration period of 5 years. Any such avail beyond 3 months shall lead to the registration being cancelled. Balance leave cannot be encashed.

- Maternity and paternity leaves and other such statutory leaves shall be permitted as per existing rules but shall result in extension of registration period.
- 3. In case the Chief Guide recommends a candidate for specific training or project related work outside AIIMS (within India or abroad), the leaves shall be treated as on duty/Study leave. This study leave shall not be more than 6 months in the entire registration period. The proof of acceptance of the candidate for such training/work outside should be submitted and on return, the report of such training/work done shall be required to be submitted to the Dean, by the candidate through the chief guide.

HOSTELS

Hostel accommodation will be provided for a maximum of 5 years irrespective of the status of thesis, from the date of registration, as per availability. Unmarried Ph.D. students will be provided partially

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furnished accommodation subject to availability. Those married and living with family will be provided, subject to availability, partially furnished married hostel accommodation on recovery of rent as per rules of A.I.I.M.S. However, the sponsored Ph.D. students will be charged a sum of Rs. 450/- per month for single room hostel accommodation and a sum of Rs. 650/- per month for married hostel accommodation.

ADDITIONAL POINTS ON CONDUCT OF PHD COURSE

- A number of mandatory courses will be defined and developed for all PhD students where attendance and evaluation will be compulsory. A certificate will be issued for courses attended by the candidates.
- Failure to fulfil any of the above clauses will lead to issue of caution memorandum on first default, warning on second default and the registration of the candidate will be summarily cancelled on third default.
- The Dean may initiate an enquiry into the conduct of the guide for failure to adhere to timelines, complaints, and for cancellation of student registration. Based on the recommendations of such enquiries, faculty may be barred from recruiting PhD students for variable periods of time and their existing students may be reassigned to other faculty. The committee may also recommend additional penalties if required.

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