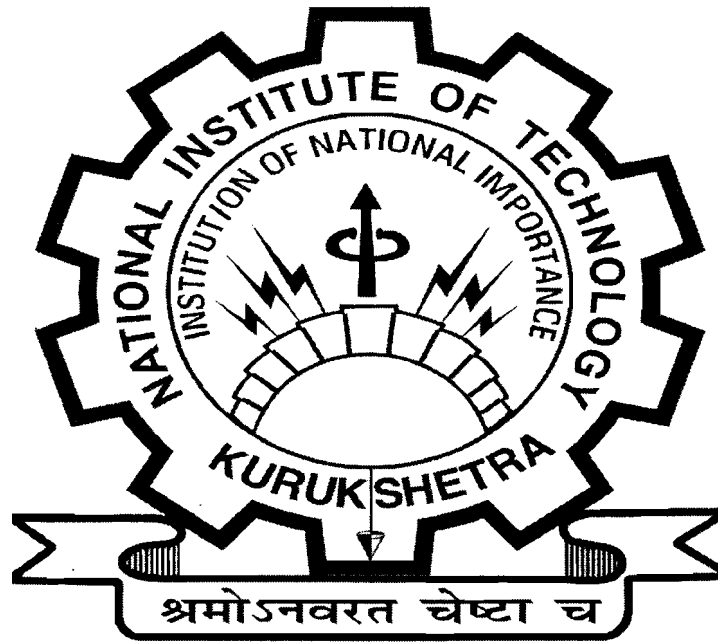
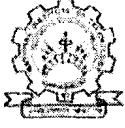


MINUTES OF THE 41st MEETING OF THE
BOARD OF GOVERNORS
HELD ON 31.01.2017



NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119



NATIONAL INSTITUTE OF TECHNOLOGY KURUKSHETRA
Kurukshetra - 136119. Haryana.

**MINUTES OF THE 41ST MEETING OF THE BOARD OF GOVERNORS
OF NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA**

The 41st meeting of the Board of Governors of National Institute of Technology, Kurukshetra was held on 31st January, 2017 at 10.00 a.m. in the Committee Room (New Building), Shri Lal Bahadur Shastri Rashtriya Sanskrit Vidyapeetha, Qutub Institutional Area, New Delhi-110016.

Present:-

- | | | |
|----|---|-------------|
| 1. | Shri Jagdish Khattar
Chairperson
BOG, NIT Kurukshetra. | Chairperson |
| 2. | Dr. Satish Kumar
Director
NIT, Kurukshetra. | Member |
| 3. | Shri S.P. Goyal
Joint Secretary (NIT & DL)
Ministry of Human Resource Development
Government of India, Shastri Bhawan
New Delhi-110001. | Member |
| 4. | Smt. Darshana M Dabral
Joint Secretary and Financial Advisor
Ministry of Human Resource Development
Government of India, Shastri Bhawan
New Delhi-110001. | Member |
| 5. | Shri Rajesh Aggarwal
Joint Director
Haryana State Technical Education Society
Directorate of Technical Education Haryana
Representative of
Director General, Technical Education Department
Government of Haryana,
Chandigarh-160 009. | Member |

- | | | |
|----|---|-----------|
| 6. | Dr. Akhilesh Swarup
Professor
Electrical Engineering Department
NIT, Kurukshetra. | Member |
| 7. | Ms. Sunita Chauhan
Associate Professor
Electrical Engineering Department
NIT, Kurukshetra. | Member |
| 8. | Shri G. R. Samantaray
Registrar (I/C)
NIT, Kurukshetra. | Secretary |

The Principal Secretary to the Government, Department of Technical Education, Government of Haryana, Chandigarh and the Director, IIT Ropar (Punjab) could not attend the meeting.

At the outset, Chairperson welcomed the members of the 41st meeting of the Board of Governors of the Institute. Thereafter, Chairperson asked Secretary to present the Agenda Items.

41.2 To confirm the minutes (Item No. 39.6 and 39.11) of the 39th meeting of the Board of Governors held on 05.04.2016.

- 41.2.1 The Board confirmed the minutes (Item No. 39.6) of the 39th meeting of the Board of Governors held on 05th April, 2016.

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41.2.2 The Board deferred considering the minutes (Item No. 39.11) of the 39th meeting of the Board of Governors held on 08th April, 2016 till the receipt of clarification from the MHRD in this regard.

41.3 To confirm the minutes of the 40th meeting of the Board of Governors held on 19.08.2016.

The Board confirmed the minutes of, the 40th meeting of the Board of Governors held on 19th August, 2016.

41.4 To note the action taken report on the minutes of 40th meeting of the Board of Governors held on 19.08.2016.

The Board noted the 'Action Taken' by the Institute on the decisions taken in the 40th meeting of the Board of Governors held on 19th August, 2016 with the following observations:-

Item 40.3: The Institute should wait for the clarifications sought from the MHRD.

Item 40.8: The Institute should have waited for the clarification sought from the MHRD.

To consider and approve the minutes of the 28th meeting of the Senate, NIT Institute of Technology, Kurukshetra held on 05.08.2016.

41.5.1 The Board noted the minutes of the 28th meeting of the Senate held on 05th August, 2016.

It was pointed out that there is no specific mention of the placement of the minutes of the meetings of the Senate or their approval by the Board of Governors in the NITSER Act, 2007 or the First Statutes of the NITs. It was also clarified that Statute No. 8 of the First Statutes of the NITs specifies the powers of the Senate, which under Statute Nos. 8(xii) and 8(xiii) includes matters which need to be placed before the Board of Governors for approval by the Senate.

- 41.5.3 The true role' of the Senate was emphasized so as to make it more vibrant and stressed that the meetings of the Senate be conducted strictly as per the provisions under the First Statutes of the NITs.
- 41.6 To consider **and** approve the minutes of 33rd meeting of the Finance **Committee**, National Institute of Technology, **Kurukshetra held** on 28.07.2016.
- The Board considered and approved the minutes of the 33rd meeting of the Finance Committee held on 28th July, 2016.
- 41.7 To approve **Annual Report and Audited Statement of Accounts & Audit Report of the Institute for** the year 2015-16.
- The Board approved the Annual Report, Audited Annual Statement of Accounts and the Audit Report for the year 2015-16.
- 41.8 To consider **and** approve the extension of validity for Panel of **External Experts for recruitment** of Academic Staff **(excluding the Director and the Deputy Director) in various subjects**.
- The Board decided to authorise the Chairperson, BoG for approving a new Panel of External Experts and placing it before the Board in its next meeting for ratification. The Board further desired that the approved Panel of External Experts should be replaced by a new Panel after two years.
- 41.9 **To consider and approve the extension of validity of Panel of the Senate Nominee of the experts on the Selection Committee of Academic Staff.**
- The Board decided that the Senate nominates its Nominees of experts on the Selection Committee of Academic Staff in its next meeting. The Board further desired that the Panel of Senate Nominees should be replaced by a new Panel after two years.




- 41.10 **To consider and approve the extension of validity of Panel of External Experts for recruitment of Technical, Administrative & Ministerial Staff and Senior Administrative and other comparable posts.**

The Board decided to authorise the Chairperson, BoG for approving a new panel of External Experts for recruitment of Technical, Administrative & Ministerial Staff Senior Administrative and other comparable posts carrying pay scale of Lecturer and above, as per First Statutes of the NITs under Statute No. 23(5 d), and placing it before the Board in its next meeting for ratification. The Board further desired that the approved Panel of External Experts should be replaced by a new Panel after two years.

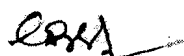
- 41.11 **To consider the report on the activities of the Special Group for Skill Development.**

The Board noted the report on the activities of the Special Group for Skill Development for the upgradation and improvement of skills of students with the following observations:

- i) A student's feedback mechanism be developed with respect to their reaction and response, and the effect of skill development programs also be analyzed and, in turn, a report be prepared by the Coordinator, SGSD and a summary of the report be submitted in the next Board meeting.
- ii) Workshop in collaboration with Regional Institute of English, Chandigarh be conducted at NIT Kurukshetra.
- iii) Mock interviews be conducted by the SGSD at the Institute.
- iv) The Coordinator, SGSD should aspire for making the programme as "Engine for Recognition" for the NITs.



- 41.12 To consider the report of External Peer Review Committee.
- 41.12.1 The Board noted and appreciated the report of the *External Peer Review Committee*. After detailed deliberations, the Board desired that the suggestions and recommendations of the *External Peer Review Committee* should be implemented for better transparency and overall performance enhancement of the Institute and that the report of the *External Peer Review Committee* for the Institute be placed before the Senate in its next meeting.
- 41.12.2 The Director apprised the Board that action has already been initiated on some of the recommendations of *External Peer Review Committee* as under:
- i. **High Powered Committee for upgrading Laboratories:**
A High Powered Committee with two external experts namely, Dr. A.K. Kapoor, Former Distinguished Scientist, DROO, New Delhi, as Chairman, Prof. G. Swaminathan, Dean (Planning & Development), NIT Jalandhar and Prof. V.K. Arora, Department of Mechanical Engineering as members has been constituted for upgradation of Laboratories. Based on the report of the Committee, the first phase of improvement has already been initiated; while, the other two phases of upgrading the Laboratories with state of the art facilities and establishing new Laboratories in the emerging areas of engineering and technology will be taken up in a time-bound manner.
 - n. **Curriculum Revision Committees:**
Curriculum Revision Committees at three levels namely, Apex Committee, Central Committee and Departmental Committee have been constituted having external experts from the Industry, reputed Research Laboratories and Alumni. The new curriculum is planned to be implemented from the coming academic session.



iii. High Level Committee:

A High Level Committee to look into the long-standing issues related to the grievances of faculty and non-faculty members of the Institute has been constituted consisting of Shri S. C. Narang, former Chief Controller, DRDO & Chairman, Centre for Personnel Talent Management, New Delhi and Shri Suresh Chand, former Chief Administrative Officer from DRDO so as to minimize the court cases with an overall aim of boosting the morale of the employees of the Institute and creating a healthy environment to improve the, image of the Institute. The Committee has already submitted its report on Some of the issues and further work of the Committee is in progress.

- 41.12.3 The Chairperson suggested that the report be circulated to Deans and all concerned for preparation of an action plan for effective implementation of the recommendations in a time-bound manner. Further, it was suggested that Dr. Akhilesh Swarup, nominee of Senate as member on the BoG, may coordinate in the preparation of an action plan.
- 41.12.4 It was resolved that existing Laboratories be upgraded with state of the art facilities and new Laboratories in the emerging areas of engineering and technology be established so as to enrich the academic and research ent of faculty and enhance the skills and employability of the students.
- 41.12.5 It was suggested that Student's Feedback mechanism be introduced to review the faculty performance.
- 41.12.6 To inculcate a sense of competitiveness and performance incentivization among the faculty, it was emphasized that Institute should establish an annual 'Faculty Award' program wherein well performing faculty are identified and awarded on basis of transparent criteria.

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- 41.12.7 It was desired that a detailed study of Institute's medical facilities, including utilization of pathology and radiology, be carried out. Further, it was emphasized that the applicability of medical allowances to autonomous institutions be ensured.
- 41.12.8 The Institute to ensure that the curriculum be designed to emphasize on skill development of the students so as to enhance their employability.
- 41.12.9 It was decided that the performance with respect to admission and placement of MBA, MCA and other PG Courses be reviewed and placed before the Board. In addition, the Institute to apprise the Board about the admission scenario during the last 3/4 years. Further, it was decided that all the courses need to be revised in light of their relevancy and performance and, in turn, to ensure that curriculum be designed to emphasize on skill development of the students so as to enhance their employability.
- 41.12.10 It is/certificates of students availing fee concession and scholarships should be carefully examined and verified. Further, the language of due diligence of certificates of scholarship needs to be more specific.
- 41.12.11 It was suggested that the possibility of leasing out of existing and new hostels be explored so as to improve services/facilities and judicious utilization of funds of the Institute.
- 41.12.12 It was resolved that the ACR Performance be revised as per the Central Government guidelines and norms.
- 41.12.13 It was emphasized that Institute should take necessary steps to address and resolve pending cases, court cases, etc. of faculty and non-faculty members of the Institute.



41.12.14 The Joint Secretary (NIT & DL) was requested to collate best practices along NITs and share with all other for the collective and enhanced growth of NITs.

41.13 To consider requirement of additional Faculty and Non-faculty posts on the basis of students strength for the year 2015-16 and 2016-17.

The Board approved the proposal of the Institute regarding requirement of additional faculty and non-faculty posts on the basis of students strength for the year 2015-16 and 2016-17 as per norms issued by the MHRD and desired that a proposal for sanction of additional Faculty and Non-faculty posts be sent to the MHRD expeditiously.

To consider **implementation** of Dynamic Assured Career Progression (DACP) in respect of Senior Medical Officer and Medical Officers of the Institute.

The Board decided that a clarification be sought from the MHRD regarding applicability of the DACP scheme to NITs.

41.15 To consider the extension of contractual appointment by two years of **Shri V. S. Nagendra Reddy B. Assistant Professor, Mechanical Engineering Department** appointed on three years contract under the standard 3 tiers rigid faculty structure.

This Agenda Item was deferred for being taken up in the next meeting of the BOG.

41.16 To consider the proposal for appointment of Temporary Faculty as per the provision of the Recruitment Rules of NITs.

The Board considered and accepted the proposal for appointment of Temporary Faculty on contract as per the provisions of the Recruitment Rules of NITs. The Board further advised that the



provisions under Statute Nos. 27 & 28 of the First Statutes of the NITs be scrupulously followed while making appointments on contract. In addition, it should be ensured that the total number of faculty including regularly appointed and on contract should in no case exceed the sanctioned strength of faculty for the Institute.

41.17 To note **revision** of fees in the National Institute of Technology (NITs) as per decision of the Council of NITs.

The Board noted the analysis put forth by the Institute and decided to send this analysis to the Ministry for being placed before the Council of NITs in its next meeting.

41.18 To note the **quarterly Financial Statement of the Institute for the quarter ended 31.12.2016.**

The Board noted the quarterly Financial Statement of the Institute for the quarter ended 31.12.2016.

41.19 **To consider the case of pay anomalies of the faculties arising out of the implementation of 6th Central Pay Commission.**

The Board considered the following recommendations of the High Level Committee: -

“(i) The increments so granted to the junior faculty members for acquiring the degree of Ph.D. should be shown as a separate element than merging it with basic pay.

(ii) Keeping in the principle of ‘natural justice’, the seniors so affected by the said implementation may be considered for granting the emoluments equal to their juniors w.e.f. the date the juniors start drawing the higher emoluments that their seniors as ‘personal pay’ as has been done in NIT Allahabad.”



The above recommendations were discussed and the following observation of the High Level Committee was also noted:

"... As per the MHRD letter F. NO.-33-71/2011-TS.III dated 18th March, 2013 these increments were not for CFTIs including NITs."

Accordingly, the following decisions were taken:

1. **From now onwards**, the increments erroneously granted to the junior faculty members for acquiring the degree of Ph.D. be withdrawn and their pay be refixed as it actually should have been without the grant of these increments.
- ii. The responsibility for granting these increments and merging **them with the basic pay** leading to an overpayment to the concerned junior faculty members be fixed and disciplinary proceedings be initiated against those responsible.
- iii. The Institute should examine the legality of recovering the overpayment made to the concerned junior faculty members.

41.20

To consider the appointment of a Counsellor for the Students, the Faculty and the Staff of the Institute.

This agenda item was deferred for being taken up in the next meeting of the BoG.



41.21 To consider the engagement of Consultants against the sanctioned posts of Assistant Registrars on contract basis.

The Board considered and approved the engagement of Consultants against the sanctioned posts of Assistant Registrars on contract basis as per the provisions under Statute Nos. 27 & 28 of the First Statutes of the NITs. In addition, it should be ensured that the total number of non-faculty staff including regularly appointed and on contract should in no case exceed the sanctioned strength of non-faculty staff for the Institute.

41.22 **To consider and approve the revised financial implications for the payment of additional scholarships on account of enhanced number of Ph.D. scholarships.**

The Board considered the proposal and decided as follows:-

- i. The scholarship to Research Scholars and Graduate (M.Tech./ M.E. etc.) Students should be paid strictly in accordance with MHRD's letters F. No. 17-2/2014-TS.I dated 2nd March, 2015 and F. No. 17-2/2014-TS.I dated 18th February, 2015. Research Scholars and Graduate Students with GATE/ NET qualifications as specified in these letters only should be provided scholarship.
- ii. As far as the enhancement of Research Scholars is concerned, the number of Research Scholars should be examined in terms of the desired outcome and the same be placed before the Board in its next meeting.

41.23 **To consider the future financial health of the Institute.**

This agenda item was deferred for being taken up in the next meeting of the BoG.

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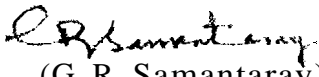
Any other item:

The Board accepted the proposal of the Director to hand over the charge of Registrar Incharge to Dr. Surinder Deswal, Professor, Civil Engineering Department of the Institute in addition to his existing responsibilities till the appointment of regular Registrar or till further orders whichever is earlier. The Board further clarified that Dr. Deswal shall not be entitled for any additional salary in lieu of this charge.

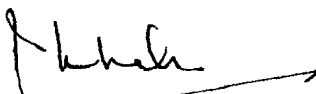
The Board confirmed the minutes of this agenda item and authorized the Institute to implement the above decision.

The meeting ended with a vote of thanks to the Chair.

Note: The minutes of *Agenda item: Any other item* was authenticated by the Chairperson, BoG on 22⁰⁰ February, 2017 as Part-minutes.


(G. R. Samantaray)
Registrar C/I/e & Secretary
Board of Governors
NIT Kurukshetra


(Satish Kumar)
Director
NIT Kurukshetra


(Jagdish Khattar)
Chairperson
Board of Governors
NIT, Kurukshetra