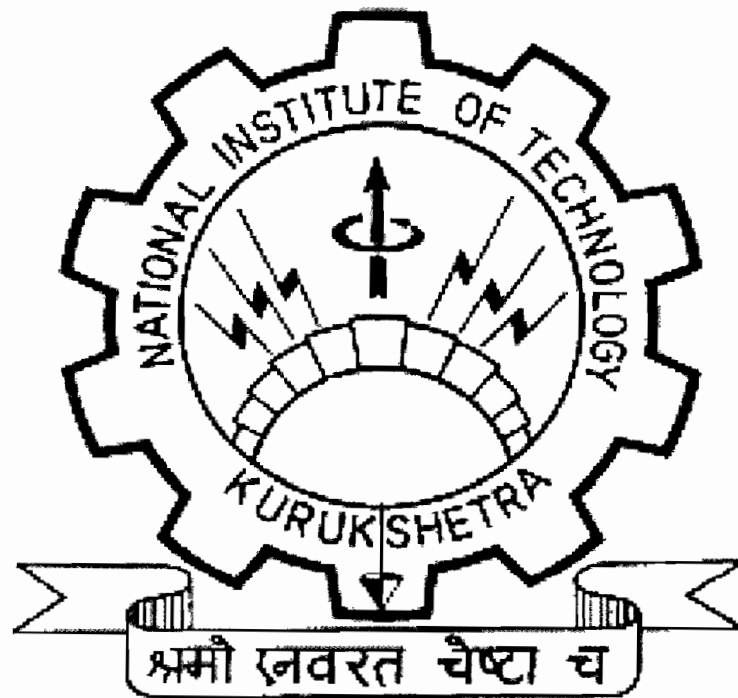


R/29/7/2009

**NATIONAL INSTITUTE OF TECHNOLOGY  
KURUKSHETRA-136119**

**AGENDA  
OF  
BOARD OF GOVERNORS MEETING**



**16<sup>TH</sup> (Spl.) MEETING  
TO BE HELD ON 30.07.2009**

(i)

**NATIONAL INSTITUTE OF TECHNOLOGY  
KURUKSHETRA-136119**

**Agenda** : For the 16<sup>th</sup> (Spl.) meeting of  
Board of Governors.

**Place** : Meeting Hall,  
NIT Transit House,  
A-1/267, Safdarjung Enclave,  
New Delhi

**Day, date and time** : Thursday, the 30<sup>th</sup> July, 2009  
At 11.00 AM

Item No.	Subject	Page No.
16.1	To confirm the minutes of the 15 <sup>th</sup> meeting of the Board of Governors held on 18.5.2009.	1-15
16.2	To consider the matter regarding qualifying service and eligibility for promotion as Professor under CAS in respect of some faculty members.	16-72
16.3	To consider filling up the non-teaching promotional posts.	73-75
16.4	To consider appointment of Medical Officer on contract basis in the Health Centre, NIT, Kurukshetra	76-77

**Item 16.1**

**To confirm the minutes of the 15<sup>th</sup> meeting of the Board of Governors held on 18.5.2009.**

The minutes of the 15<sup>th</sup> meeting of the Board of Governors held on 18.5.2009 were circulated to all the members of the Board vide letter No. NITK/BOG 15<sup>th</sup> /3823-28 dated 26.5.2009 and Endst. No. NITK/ BOG 15<sup>h</sup>/3829-33 dated 26.5.2009. A copy of the minutes is enclosed as Appendix-I from page 2 to 15.

The comments received from the representatives of the MHRD will be placed before the Board of Governors on table for consideration.

It is also intimated to the Board that the Board in its said meeting vide agenda item 15.7 considered the matter of writing off the Camera lost while performing official duty abroad. In the agenda item it was inadvertently mentioned that the said Camera was purchased from the Students Fund but actually it was purchased from the Plan Grant of the Institute and the cost of the camera was Rs. 35976.50 instead of Rs. 44,000/- (app.) as mentioned in the agenda item. The mistake is regretted.

The Board may please confirm the minutes.

*Draft  
minutes*

**APPENDIX-I**

**NATIONAL INSTITUTE OF TECHNOLOGY  
KURUKSHETRA-136119**

**Minutes of the 15<sup>th</sup> meeting of the Board of Governors, National Institute of Technology, Kurukshetra held on 18<sup>th</sup> May, 2009 at 11.30 AM in the Senate Hall of the Institute.**

**Present:**

- |    |   |          |
|----|---|----------|
| 1. | Prof. J.K. Palit,<br>Chairperson<br>Board of Governors,<br>NIT, Kurukshetra.  | In Chair |
| 2. | Dr. M.N.Bandyopadhyay,<br>Director,<br>National Institute of Technology,<br>Kurukshetra.  | Member   |
| 3. | Sh. Madan Mohan,<br>Director (NITs)<br>Representative of the Joint Secretary(Tech.),<br>Department of Higher Education,<br>Ministry of Human Resource Development,<br>Government of India,<br>Shastri Bhawan,<br>New Delhi. 110 001.  | Member   |
| 4. | Sh. S. Mohan,<br>Director (Finance)<br>Representative of the Financial Adviser (IFD),<br>Department of Higher Education,<br>Ministry of Human Resource Development,<br>Government of India,<br>Shastri Bhawan,<br>New Delhi. 110 001. | Member   |
| 5. | Dr. Hari Mohan Prasad,<br>University Head,<br>Department of English,<br>Magadh University,<br>Bodh Gaya (Bihar)   | Member   |

- |    |  |           |
|----|--|-----------|
| 6. | Dr.(Mrs.) Sudesh Mukhopadhyay,<br>Professor & Incharge,<br>Deptt. of Comparative Education & International Cooperation,<br>National University of Education Planning & Administration,<br>17-B, Aurobindo Marg,<br>New Delhi – 110 016 | Member    |
| 7. | Dr. V.K. Arora,<br>Professor<br>Civil Engineering Department,<br>N.I.T. Kurukshetra.   | Member    |
| 8. | Prof. C.P.Bansal,<br>Lecturer(SG),<br>Electrical Engineering Department,<br>N.I.T. Kurukshetra   | Member    |
| 9. | Sh. R.P.S. Lohchab,<br>Registrar,<br>NIT, Kurukshetra  | Secretary |

Sh. M.P. Gupta, Director, Technical Education Department, Haryana, Chandigarh expressed his inability to attend the meeting.

Before the start of the meeting, the Director of the Institute and the Hon'ble Chairperson of the Board extended hearty welcome to the BOG members present in the meeting. The following decisions were taken:-

**15.1 To note the re-constitution of Board of NIT, Kurukshetra as per NIT Act, 2007.**

The Board noted the re-constitution of the Board of Governors, NIT, Kurukshetra as per NITs Act, 2007 as per details furnished in the agenda item 15.1.

The Board also noted that Sh. R.P.S.Lohchab, Registrar acts as Secretary of the Board in terms of clause 18(2) of the NITs Act, 2007.

**15.2 To confirm the minutes of the 14<sup>th</sup> meeting of the Board of Governors held on 20.1.2009.**

The Board confirmed the minutes of the 14<sup>th</sup> meeting of the Board of Governors held on 20.1.2009.

The Board, however, noted that Dr. M.N.Bandyopadhyay, Director acted as Chairperson of the BOG meeting held on 20.1.2009 and the FC meeting held on 21.2.2009 only in absence of the regular Chairperson.

Accordingly Dr. Bandyopadhyay signed the Degrees presented at the time of Convocation and also presided over the Convocation held on 28.1.2009.

The Board observed that the heading of the agenda item 14.38 should be "To approve the recommendations of the Selection Committee for the appointment of Deputy Registrar (Accounts)" instead of "To approve the recommendations of the Selection Committee or the appointment of Deputy Registrar (Accounts)"

**15.3 To note the action taken report on the minutes of the 14<sup>th</sup> meeting of the Board of Governors held on 20<sup>th</sup> January, 2009.**

The Board noted/made certain observations as under:-

- i) 14.12: No action was taken for appointing the Dean(Administration) as the Institute was waiting for the Statutes from the Ministry of Human Resource Development.
- 14.43: While considering the Annual Report, Audited Statements of Accounts and Audit Report of the Institute for the year 2007-08 which were placed before the BOG on table at the time of discussion, the Board noted that the said documents received by the MHRD from the Institute are likely to be placed before the Parliament in near future.
- 14.45 The issue in respect of Mrs.(Dr.) Manjula Sharma, Asstt. Professor for Sabbatical Leave is to be considered by the BOG through the agenda item 15.26.

**15.4 To consider nomination of the Board of Governors on the Finance Committee and Building & Works Committee of National Institute of Technology, Kurukshetra.**

The Board noted the composition of the Finance Committee and that of the Building & Works Committee as per the First Statutes for NITs which have been notified by the MHRD on 23.04.2009.

The Board decided that Dr. Hari Mohan Prasad, University Head, Department of English, Magadh University, Bodh Gaya (Bihar), member of the Board and Dr. V.K. Arora, Professor, Civil Engineering Department, N.I.T. Kurukshetra and member of the BOG will be the nominee of the Board of Governors on the Finance Committee.

Further the Board authorized the Hon'ble Chairperson to nominate one member on the Building & Works Committee on behalf of the Board of Governors in consultation with the Director.

- 15.5 To ratify action taken by Hon'ble Chairperson, BOG for making reimbursement/payment of Children Education Allowance to the employees of NIT, Kurukshetra.**

After detailed discussion the Board decided that the matter be referred to the MHRD for clarification and in the meantime the payment made to the employees in respect of any two children be stopped henceforth. The over payment made may be recovered, if required, after the clarification is received from the MHRD.

- 15.6 To ratify the action taken by the Institute for appointment of Executive Engineer (Civil) on contract basis in Construction Cell of the Institute.**

The Board ratified the action taken by the Institute in appointing the Executive Engineer(Civil) on contract basis in Construction Cell of the Institute. The Board, However, desired that henceforth the contractual appointment(s) may be given as per the Statutes and increase in salary, if any, should be considered by the Finance Committee.

- 15.7 To consider and ratify minutes of 15<sup>th</sup> meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 21.2.2009.**

The Board ratified the minutes of 15<sup>th</sup> meeting of the Finance Committee of the Institute held on 21.2.2009.

While discussing the Revised Budget Estimates for the year 2008-09 and the Original Budget Estimates for the year 2009-10 (Non-Plan) as contained in the budget, the Board noted that a part provision for the revised pay scales of the staff members was included in the Budget Estimates and the same will be reviewed at the time of preparing the Revised Budget Estimates for the year 2009-10.

The Board also made the following observations on some of the recommendations made by the Finance Committee:-

- i) Regarding opening an account with the HDFC Bank for foreign exchange purposes (FC agenda item 15.9), the Board desired that preference should be given to the branches of SBI at Kurukshetra.

It was also advised that matter be taken up with the higher authorities of the SBI to introduce such facilities at Kurukshetra.



- ii) Regarding FC items 15.12, 15.13 and 15.14, the Board advised that the matter should be referred to the MHRD for proper instructions in the matter.
- iii) Regarding FC agenda item 15.18, the Board desired that 40% of the arrears due to implementation of 6<sup>th</sup> Pay Commission Report may be released to ex employees of the Institute who retired after 1.1.2006 after taking proper legal undertaking from them. In case any recovery is required to be made, the same may be adjusted against 60% arrears to be paid later on as per instructions of the MHRD.
- iv) Regarding FC agenda item 15.25, the Board constituted a committee consisting of Sh. Madan Mohan, Director(NITs), MHRD, New Delhi, Sh. S. Mohan, Director (Finance), IFD, MHRD, New Delhi and Mrs. (Dr.) Sudesh Mukhopadhyay to examine the matter regarding promotion of the non teaching staff as mentioned in the agenda item. The committee will be assisted by the Registrar/Deputy Registrar(Estt.) of the Institute. The committee will meet at New Delhi in the next week preferably on 25<sup>th</sup> or 26<sup>th</sup> May, 2009. The committee will submit its report within a fortnight to the Hon'ble Chairperson, BOG for final decision.
- v) Regarding FC Agenda item 15.26, the Board decided that the consolidated salary being paid by the Institute to the Senior Medical Officer plus pension drawn by him from the State Govt. should not exceed last emoluments drawn by him at the time of his retirement from the services of the State Govt.

The Board desired that a proposal regarding enhancement of hostel charges from the students residing in new hostels which are having better physical conditions/facilities may be placed before the Finance Committee in its next meeting.

The Board further desired that the Ministry of Social Justice/Tribal Development may be approached for availing the facility of scholarship schemes for SC/ST students etc.

**15.8 To consider and approve the minutes of the 12<sup>th</sup> meeting of the Senate, National Institute of Technology, Kurukshetra held on 19.01.2009.**

The Board ratified the minutes of the 12<sup>th</sup> meeting of the Senate of the Institute held on 19.01.2009 as per details furnished in the agenda item 15.8.

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- 15.9 To consider and approve recommendations of the Screening Committee relating to screening of the non-teaching staff at the age of 58 years.**

The representative of the Integrated Finance Division, Ministry of Human Resource Development intimated that there was no need of screening of the non-teaching staff at the age of 58 years in NITs.

The Board also observed that there is no provision of such screening in the First Statutes.

However, the Board approved the recommendations of the Screening Committee relating to screening of the non-teaching staff at the age of 58 years as per details furnished in the agenda item 15.9.

- 15.10 To consider interest free Wheat Loan of Rs. 10,000/- to Class-III and Class-IV employees of National Institute of Technology, Kurukshetra.**

The BOG noted instructions of the Integrated Finance Division, MHRD already conveyed that there is no provision of the scheme of Wheat Loan in the Financial Rules of the Govt. of India. Hence the proposal was not approved.

- 15.11 To consider enhancement in sitting allowance to the Hon'ble Chairperson and Members of the BOG, Senate, FC, B&WC and External Experts of various Selection Committees.**

The Board decided that the sitting allowance for the Hon'ble Chairperson and members of the statutory bodies like Board of Governors, Finance Committee, Senate and Building & Works Committee be enhanced to Rs. 2000/- (Rupees two thousands only) per sitting except to those who are internal members from the Institute.

The Board further decided that the sitting allowance for the external members of various selection committees/sub-committees of the BOG and outside experts for delivering expert lectures will be Rs. 1500/- (Rupees one thousand five hundred only) per sitting.

- 15.12 To consider facilities for Hon'ble Chairman, BOG during visits to NIT, Kurukshetra/New Delhi.**

The matter may be placed before the Finance Committee in its next meeting with detailed financial implications.

*RH*

- 15.13 To consider introduction of Pension-cum-GPF Scheme for the employees of NIT, Kurukshetra at par with other NITs.**

The Board authorized the Hon'ble Chairperson to meet the Hon'ble Finance Minister, Govt. of India and the Hon'ble Human Resource Development Minister, Govt. of India along with the Directors of NIT, Kurukshetra, BRA, NIT, Jalandhar and NIT, Silchar for pursuing the matter once more.

- 15.14 To consider the seniority of faculty members promoted under CAS at par with direct recruits.**

The Board advised that the Institute should maintain status-quo in the matter for the time being.

- 15.15 To consider writing off the Camera lost while performing official duty abroad.**

The matter was discussed at length.

The Director (Finance), Integrated Finance Division, Ministry of Human Resource Development, the representative of the Financial Advisor (IFD), MHRD opined that cost of the Camera under reference may not be written off. He further said that as per rules the cost of the lost camera should be recovered from the members of the delegation.

It was brought to notice of the BOG that all efforts were made by the delegation to find out the lost camera which could not be recovered.

In view of the circumstances the Hon'ble Chairperson was of the view that it was not fault of any individual and therefore it may be written off. The Hon'ble Chairperson also referred to clause 6(o) of the NITs Act, 2007 under which the Institute is empowered to do all such things as may be necessary, incidental or conducive to the attainment of all or any of the object of the Institute.

The Hon'ble Chairperson in the matter gave his ruling in terms of clause 4(12) of the Statutes that the camera under reference which was purchased from the Students Fund be written off as it was lost by the Institute Delegation in foreign country while performing official duty.

RM

- 15.16 To approve the panel of external experts to act as nominees of the Board on the Selection Committee for Non-teaching posts and scientific staff below the scale of the post of Lecturer.**

The Board decided that the matter regarding panel of external experts on the selection committees for non-teaching posts and scientific staff below the scale of post of Lecturer be reviewed as per the Statutes received from the MHRD.

- 15.17 To consider confirmation of Professor and Assistant Professors.**

The Board decided that the faculty members be confirmed from the due date of confirmation as per details furnished in the agenda item.

- 15.18 To ratify action taken by the Hon'ble Chairman of Board of Governors for the grant of enhanced Dearness Allowance to the employees of the Institute on the Central Government pattern.**

The Board ratified the action taken by the Hon'ble Chairperson, BOG, NIT, Kurukshetra for the grant of enhanced Dearness Allowance to the employees of the Institute on the Central Government pattern.

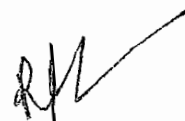
- 15.19 To consider applicability of orders issued by the Government on revision of Pension and various allowances to the employees of Central Government in pursuance of the 6<sup>th</sup> CPC recommendations as accepted by the Government to the employees of Central Autonomous Bodies.**

The Board decided that various allowances announced by the Govt. of India from time to time be adopted by the Institute as per details furnished in the agenda item 15.19.

The representative of the Integrated Finance Division, Ministry of Human Resource Development advised that all allowances announced by the Govt. of India from time to time alongwith subsequent amendments, if any, be implemented in the Institute without waiting for communication from the MHRD.

- 15.20 To ratify action taken by the Chairperson, Board of Governors in granting approval to the faculty visiting from the foreign universities.**

The orders passed by the Hon'ble Chairperson were circulated to the members of the Board. The Board observed that there was some discrepancy regarding stay of the visiting faculty from the foreign



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universities. In fact the orders of the Hon'ble Chairperson as communicated to the Institute are as under:-

- i) The faculty visiting from foreign universities are allowed to stay for a period of not exceeding one month.
- ii) A remuneration of Rs. 40,000/- (forty thousand) per month for duration of their stay at NIT Campus alongwith free lodging and fooding facility in NIT Guest House and to and fro air ticket shall be arranged by NIT, Kurukshetra.

The Board ratified the orders of the Hon'ble Chairperson as mentioned above.

**15.21 To consider upgradation of the posts of Junior Engineers (Electrical and Civil) and promotion of Shri D K. Kaushik and Shri S N Kaushik as Assistant Engineers (Electrical and Civil) in the pay scale of Rs. 8000-13500.**

The Registrar-cum-Secretary narrated the detailed compelling circumstances under which Sh. D.K. Kaushik, Junior Engineer(Elect.) and Sh. S.N.Kaushik, Junior Engineer(Civil) were allowed promotion on temporary basis in the pay scale of Rs. 8000-13500 against their substantive posts of Junior Engineers duly upgraded by the Finance Committee in its 12<sup>th</sup> meeting held on 15.10.2007.

The Board decided that the matter regarding their promotion be re-examined by the Institute keeping in view Pay Band and Grade Pay as per 6<sup>th</sup> Pay Commission Report corresponding to the pre-revised pay scale of Rs. 8000-13500 and Rs. 7450-11500 and the matter be again placed before the BOG in its next meeting.

**15.22 To consider providing Medical facilities to the employees of NIT, Kurukshetra at par with Central Govt. employees.**

The Board agreed in principle that the employees of NIT, Kurukshetra should be allowed reimbursement of medical expenses incurred on there treatment in Govt./Private Hospitals/Diagnostic Centers recognized by the CGHS in Delhi/Chandigarh and other places in India at full rates charged by the concerned hospital on production of payment vouchers duly signed by the concerned HOD/Officer of the hospital.

The Board decided that detailed rules on the medical re-imbursement on CGHS pattern be framed by the Institute and placed before the Finance Committee with financial implications involved.



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**15.23 To approve the recommendations of the Selection Committee for the grant of Senior Scale/Selection Grade and promotion as Assistant Professor and Professor of faculty under Career Advancement Scheme (CAS).**

The Board approved the recommendations made by the Selection Committees in their meetings held on 3.3.2009 as presented to the Board by the Registrar and Secretary for promotion/placement under Career Advancement Scheme in NIT, Kurukshetra as per guidelines of AICTE/MHRD and as per rules of the Institute.

Accordingly the following faculty members be placed/promoted under CAS:-

**1. As Professor in the pay scale of Rs. 16400-450-20900-500-22400.**

- (i) Dr. Surjit Angra, Assistant Professor, Mech. Engg. Department.
- (ii) Dr. R.S. Bhatia, Assistant Professor, Elect. Engg. Department.
- (iii) Dr. G.L. Pahuja, Assistant Professor, Elect. Engg. Department.
- (iv) Dr. K.K. Singh, Assistant Professor, Civil Engg. Department.

**2. As Assistant Professor in the pay scale of Rs. 12000-420-18300.**

- (i) Dr. S.C. Gupta, Lecturer, Mech. Engg. Department.
- (ii) Dr. V.P. Singh, Lecturer, Civil Engg. Department.
- (iii) Dr. Vinod Kumar, Lecturer, Mech. Engg. Department.
- (iv) Dr. (Mrs.) Meenu, Lecturer, Mech. Engg. Department.
- (v) Dr. (Mrs.) Kiran, , Lecturer, Hum. & Social Sciences Department.
- (vi) Dr. Praveen Aggarwal, Lecturer, Civil Engg. Department.
- (vii) Dr. Praveen Kumar Saini, Lecturer, Mech. Engg. Department.

**3. As Lecturers (Selection Grade) in the pay scale of Rs.12000- 420-18300.**

- (i) Sh. N.K. Singh, Lecturer, Mech. Engg. Department.

**4. As Lecturer (Senior Scale) in the pay scale of Rs. 10000-325-15200.**

- (i) Dr. Punit Kumar, Lecturer, Mech. Engg. Department.

The Board decided that the result of Dr. Vikas Choudhary, Lecturer (Selection Gr.), Hum. & Social Sciences Department may be kept in the



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sealed cover and further necessary action be taken after receipt of directions of the Hon'ble Punjab & Haryana High Court, Chandigarh.

Further the Board did not take cognizance of the representations submitted by Ms. Paratibha Aggarwal, Dr. Babita Saini and Ms. Verma Saraswati RS as enclosed with the recommendations in respect of the Civil Engineering Department.

The Board decided that the faculty members mentioned in the minutes be allowed the financial benefit with immediate effect. The Board authorized the Hon'ble Chairman to approve minutes on the agenda item 15.23 so that they may get the benefit from 18.05.2009 itself.

**15.24 To consider grant of pay scale of Rs. 16400-450-20900-500-22400 to Sh. R.P.S. Lohchab, Registrar in terms of latest Recruitment Rules for the post of Registrars in National Institutes of Technology.**

Sh. R.P.S. Lohchab left the meeting when the agenda item came up for discussion.

The Director (Finance), Integrated Finance Division, Ministry of Human Resource Development, representative of the Financial Advisor (IFD), MHRD was of the opinion that Sh. R.P.S. Lohchab, present incumbent on the post of Registrar does not fulfill the required educational qualification for the post which requires 55% marks in Master's degree. The Hon'ble Chairperson made it clear that in the Govt. of India Gazette published on 14<sup>th</sup> July, 2008 it is explicitly mentioned that the said requirement of 55% marks shall not be insisted upon in case of existing incumbents who are already in the NITs system and therefore Sh. R.P.S. Lohchab is fully qualified for the pay scale of Rs. 16400-450-20900-500-22400.

The Director(NITs), Ministry of Human Resource Development, representative of the Joint Secretary(T), Deptt. of Higher Education, MHRD pointed out towards a corrigendum dated 9<sup>th</sup> March, 2009 issued by the MHRD in this connection. The BOG felt that the said corrigendum also provides the above relaxation. One of the clauses as contained in the corrigendum reads as under:-

*"15 years of administrative experience out of which eight years as Deputy Registrar or an equivalent post.*

*The minimum requirement of 55% marks shall not be insisted upon in the case of existing incumbents who are already in NIT system".*

RPL

The Director of the Institute pointed out that Sh. R.P.S.Lohchab, Registrar, NIT, Kurukshetra is fulfilling the above Clause and further due to his commendable performance as Registrar, the Director was pleased to recommend for adoption of Recruitment Rules for the post of Registrar, NITs in the Institute and grant of pay scale of Rs. 16400-450-20900-500-22400 to Sh. R.P.S. Lohchab, Registrar of the Institute. ML

The Board approved the recommendations of the Director of the Institute which will be effective from date of the BOG meeting i.e. 18.5.2009.

**15.25 To consider Extraordinary Leave (without pay) and Deputation rules for employees of the Institute.**

The Board decided that the decision on the Extraordinary Leave to the faculty members as already taken by the BOG in their 14<sup>th</sup> meeting held on 20.1.2009 stands for the time being. The said decision is reproduced below:-

*"The frequently allowing Extra Ordinary Leaves to senior faculty is hampering the studies at the Institute. Hence the EOL may be granted maximum only for two years at a stretch for the purpose of heading any other Institution. The remaining EOL if permissible as per rules can be granted for other purposes".*

The Institute was advised by the Board to frame its own rules on Extra Ordinary Leave and deputation.

**15.26 To consider the request of Mrs. Manjula Sharma, Assistant Professor, Humanities and Social Sciences Department for grant of Sabbatical Leave for three months (July, 2009 to September, 2009).**

The Board did not agree to grant Sabbatical Leave of three months to Mrs. Manjula Sharma being not covered under the rules.

**15.27 To consider the recommendations of the Committee constituted at the Institute level relating to qualifying service and eligibility for promotion as Professor under CAS.**

The Board noted the following decision taken in its 13<sup>th</sup> meeting held on 24.1.2008:-

*"The Board approved the eligibility criteria for promotion as Professor under Career Advancement Scheme (CAS) as per details furnished in the Agenda Item 13.37. Accordingly*

*clubbing of experience rendered as Lecturer (Selection Grade) and Assistant Professor as clarified by the AICTE in its letter No. FD/PSSC/Clarif./2003/1 dated 10.9.2003 will not be allowed in future for the purpose of promotion as Professor under CAS. A Lecturer (Selection Grade) will be designated as Asstt. Professor after obtaining Ph.D. Degree and after following proper procedure as laid down under CAS with due permission of the Board".*

The Board did not agree to consider the cases.

**15.28 To consider the seniority of Lab. Attendants/Lib. Attendants and APDs for the allotment of F-Type houses.**

The Board decided that the House Allotment Rules of the Institute may be revised in view of the revised pay scales as per 6<sup>th</sup> Pay Commission Report and in the meantime the hardship cases, if any, may be dealt with as per the present House Allotment Rules.

**15.29 To consider proposal to setup a Centre for Continuing Education and External Collaboration (CCEC) at NIT, Kurukshetra.**

The Board noted the proposal as enclosed with the agenda item 15.29.

The Board decided that the detailed proposal for setting up a Centre for Continuing Education and External Collaboration (CCEC) at NIT, Kurukshetra be framed at the earliest possible and placed before the BOG in next meeting with required details and financial aspects.

**15.30 To consider providing facilities in the Health Centre for medical care of employees of the Institute.**

The Board agreed in principle for introduction of General Ward, Intensive Care Unit (ICU) and purchase of an Ambulance for the Health Centre of the Institute.

Being a financial matter it may be placed before the Finance Committee in its next meeting with detailed financial implications.

**15.31 To consider organizing the International Conference on Energy and Environment by the Institute.**

The Board noted that the Institute organized an International Conference on Energy and Environment "EnviroEnergy-2009" at Hotel Taj Chandigarh, Chandigarh from 19.3.2009 to 21.3.2009.

The Board appreciated the efforts made by Dr. Pankaj Chandna, Conference Chair and Dr. Surinder Deswal, Convener of the Conference



for making the event a great success and desired that they may be appreciated through formal letter of appreciation.

**15.32 To consider faculty position of the Institute in pursuance of the approval by the Ministry of Human Resource Development.**

The Board noted that the MHRD vide their letter No. F.10-38/2008-TS-III dated 10<sup>th</sup> February, 2009 sanctioned 83 additional faculty posts as per details furnished in the agenda item 15.32. Now the total strength of faculty posts will be 233.

The Board approved 44 faculty posts for the Departments of Physics, Chemistry, Mathematics and Humanities & Social Sciences out of the said 233 posts as proposed by the Institute in the agenda item.

**15.33 To note First Statutes for National Institute of Technology, Kurukshetra.**

The Board noted the First Statutes for NITs received from the MHRD.

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

Submitted for approval please.

Director

*[Signature]*  
20/5/09

Hon'ble Chairperson, BOG

*[Signature]*  
20/5/09

Registrar & Secretary,  
BOG, NIT, Kurukshetra

*[Signature]*  
20/5/2009

**Item 16.2 To consider the matter regarding qualifying service and eligibility for promotion as Professor under CAS in respect of some faculty members.**

The said matter was placed before the Board of Governors in its 15<sup>th</sup> meeting held on 18.5.2009 vide agenda item 15.27 (copy of the item alongwith its enclosures containing all relevant references is enclosed herewith as Appendix-II from pages 18 to 45 ). The Board decided as under:-

*"The Board noted the following decision taken in its 13<sup>th</sup> meeting held on 24.1.2008:-*

*"The Board approved the eligibility criteria for promotion as Professor under Career Advancement Scheme (CAS) as per details furnished in the Agenda Item 13.37. Accordingly clubbing of experience rendered as Lecturer (Selection Grade) and Assistant Professor as clarified by the AICTE in its letter No. FD/PSSC/Clarif./2003/1 dated 10.9.2003 will not be allowed in future for the purpose of promotion as Professor under CAS. A Lecturer (Selection Grade) will be designated as Asstt. Professor after obtaining Ph.D. Degree and after following proper procedure as laid down under CAS with due permission of the Board".*

*The Board did not agree to consider the cases".*

Subsequently the Hon'ble Chairperson, Board of Governors received representations from some of the faculty members of the Institute regarding re-fixing the date of eligibility for their promotion as Professor under CAS. The Hon'ble Chairperson, BOG constituted the following committee with a view to re-examine each case keeping in view the points raised in their representations so that justice may be given to them if something wrong has been done to them at any stage:-

1. Dr. Krishan Gopal, Dean(P&D), NIT, Kurukshetra
2. Prof. Sudesh Mukhopadhyaya, Member, BOG
3. Dr. V.K. Arora, Member, BOG

Copies of the representations of Dr. Hari Singh, Dr. P.C. Tiwari, Dr. L.M. Saini, Dr. S.K. Patidar, Dr. Ashwani Jain and Dr. S.M. Gupta, all Assistant Professors are enclosed as Appendix-III from page 46 to 64.

The Institute has received report of the said committee, copy of which is enclosed with the agenda item as Appendix-IV from page 65 to 70.

The Board of Governors may peruse recommendations of the said committee. After receipt of these recommendations, the Institute referred back the issue to the Committee with a request that specific recommendations may be given. Vide her letter No. F.90-NIT-Governing Body/Inc.Edu/2009-10 dated July 17, 2009 Dr.(Mrs.) Sudesh Mukhopadhyay has made further observations which may also be seen by the Board (copy enclosed as Appendix-V from page 71 to 72). As far as comments of the Institute are concerned, we agree with the observations of Dr.(Mrs.) Sudesh Mukhopadhyay. The faculty members mentioned above are eligible for promotion to the post of Professors under CAS on 30.6.2008/30.6.2009 as mentioned in Table No. 2 of the report of the Committee in terms of the AICTE instructions issued prior to the year 2006 but they will be eligible for the said promotion only after 30.6.2009 (some faculty on 30.6.2009, some on 30.6.2010 and some on 30.6.2012) as indicated in Table No. 3 of the Report in terms of the instructions of the MHRD issued in and after 2006.

The Board may consider and decide as to whether we will follow AICTE instructions issued in the year 2003 or the instructions of the MHRD issued in and after 2006.

- Item To consider the recommendations of the Committee constituted at the Institute level relating to qualifying service and eligibility for promotion as Professor under CAS

Some faculty members were selected as Assistant Professor (CAS) in 2004. At that time the eligibility of Assistant Professor under CAS was "Master's Degree and completed five years of service at the level of Lecturer (Senior Scale)." Those who do not have Ph.D. Degree, they are required to obtain Ph.D. Degree within a period of seven years from the date of his/her promotion to the post of Assistant Professor".

The MHRD vide letter dated 25.10.2006 informed that a Lecturer(Selection Grade) can be designated as Assistant Professor from the date he/she obtained a Ph.D Degree and his/her services as Assistant Professor would count from that date only. The MHRD vide their letter No. F.10-9/2007-TS.III dated 26.9.2007 also clarified that Ph. D. is must for the purpose of promotion as Assistant Professor under Career Advancement Scheme. The above matter was placed before the Board of Governors of the Institute in their 13<sup>th</sup> meeting held on 24.1.2008. The Board decided as under:-

"The Board approved the eligibility criteria for promotion as Professor under Career Advancement Scheme (CAS) as per details furnished in the Agenda Item 13.37. Accordingly clubbing of experience rendered as Lecturer (Selection Grade) and Assistant Professor as clarified by the AICTE in its letter No. FD/PSSC/Clarif./2003/1 dated 10.9.2003 will not be allowed in future for the purpose of promotion as Professor under CAS. A lecturer (Selection Grade) will be designated as Asstt. Professor after obtaining Ph.D. Degree and after following proper procedure as laid down under CAS with due permission of the Board."

The faculty members who were promoted as Assistant Professor under CAS with M.Tech qualifications represented that the above decision of the Board may not be implemented in their case. Their qualifying service as Assistant Professor under CAS should be as per existing rules prevalent at that time. So a Committee at the Institute level was constituted to examine the issues relating to (i) date of qualifying service and (ii) eligibility for promotion as

Professor under GAS which is linked with date of qualifying service in respect of faculty members who were granted designation of Assistant Professor (CAS) without Ph.D.

The recommendations of the Committee were placed before the Board of Governors of the Institute in its 14<sup>th</sup> meeting held on 20.1.2009 (copy enclosed at pages 21 to 38). The Board desired that the matter may be referred to the MHRD for their consideration and decision. Accordingly the matter was referred to the MHRD vide letter No. Estt.-I/926 dated 11.2.2009. The MHRD vide their letters dated 26.2.2009 and 2.3.2009 replied that since the Committee was constituted by the Institute, it is for the Institute to see whether the recommendations made by the Committee are as per the relevant guidelines for making promotion as Professors under CAS. The Institute may take appropriate action without any violation of rules on the recommendations of this Committee provided the Institute is satisfied that the recommendations are as per the relevant guidelines. In the meantime the interviews for promotion under CAS were fixed on 3.3.2009.

The above letters of the MHRD were referred to the Committee constituted at the Institute level to scrutinize the eligibility of the candidates for CAS. The Committee vide their letter dated 3.3.2009 (copy enclosed at page 39) recommended that none of the candidates viz. Dr. Hari Singh, Dr. P.C. Tiwari, Dr. L.M. Saini and Dr. S.M. Gupta was eligible for promotion to the position of Professor under CAS as on 1.7.2008 and these recommendations were approved by the Director. Hence there was no question of interviewing the said faculty members on 3.3.2009 when the interviews were going on. However, the Committee members on their own just after sometime on 3.3.2009 itself (copy enclosed at page 40) gave recommendations differently in supersession of their earlier letter dated 3.3.2009 that the said candidates may be considered eligible for interview for promotion to the position of Professor under CAS. These subsequent recommendations of the Committee were not approved by the Director since he had already approved their earlier recommendations. By that time interviews for one Department were also already over. Then as requested

by the said faculty members, the Committee at the Institute level was once more constituted to review the matter strictly as per AICTE/MHRD guidelines relating to above matter. The latest recommendations of the Committee made on 2.5.2009 are enclosed at pages 41 to 45. These recommendations are also creating confusion.

The matter is placed before the Board for consideration and decision.

- Item 14.35            To consider the recommendations of the Committee constituted to examine the issues relating to (i) date of qualifying service and (ii) eligibility for promotion as Professor under CAS which is linked with date of qualifying service.

As per instructions issued by the AICTE vide their letter No. FD/PSSC/Clarif./2003/1 dated 17.12.2003 a Lecturer in the senior scale will be eligible for promotion to the post of Assistant Professor if he/she has Master's Degree and completed five years of service at the level of Lecturer (Senior Scale). Those who do not have Ph.D degree, they are required to obtain Ph.D degree within a period of seven years from the date of his/her promotion to the post of Assistant Professor.

Accordingly the Lecturers (Senior Scale) were promoted as Assistant Professor under CAS. The MHRD, IFD, New Delhi vide their letter dated 25.10.2006 informed that a Lecturer(Selection Grade) can be designated as Assistant Professor from the date he/she obtained a Ph.D Degree and his/her services as Assistant Professor would count from that date only. The MHRD vide their letter dated 4.4.2007 clarified that irrespective of the date on which a faculty completes prescribed length of service under CAS regulations there would be a uniform date i.e. 1<sup>st</sup> July. The MHRD further clarified that the notional service rendered in the grade of Lecturer (Selection Grade) and Assistant Professor cannot be clubbed together for the purpose of qualifying service for the post of Professor. The service rendered as Assistant Professor alone would only count as qualifying service for the post of Professor.

In view of above instructions the dates of qualifying service for Senior Scale, Selection Grade and designation of Assistant professor were shifted to 1<sup>st</sup> July of the year in which they were eligible (prior to 1<sup>st</sup> July of the year) vide letters dated 20.6.2007 except the faculty members

who were not Ph.D. at the time of grant of designation of Assistant Professor under CAS.

To decide the qualifying service of the faculty who were promoted as Assistant Professor (CAS) without Ph.D., the MHRD vide this office letters dated 16.7.2007 & 19.9.2007 was requested to clarify the following :-

1. Whether a non Ph.D Lecturer (Senior Scale) is eligible to become Assistant Professor under CAS as per guidelines issued by the AICTE

OR

Only Ph.D Lecturer (Senior Scale) can become Assistant Professor under CAS and that too from the date he/she acquired Ph.D Degree irrespective of his/her date of eligibility to become Assistant Professor as per guidelines issued by the MHRD.

2. Whether the experience rendered as Assistant Professor under CAS can be counted towards experience required for the post of Professor advertised under direct recruitment.

In response to letter referred to above, the MHRD vide letter dated 26.9.2007 clarified that Ph.D. is must for the purpose of promotion as Assistant Professor under CAS.

The letters dated 25.10.2006 and 4.4.2007 were also placed before the Board of Governors in their 13<sup>th</sup> meeting vide item 13.37 for ratification. The Board of Governors of the Institute in their 13<sup>th</sup> meeting held on 24.1.2008 decided as under:-

"The Board approved the eligibility criteria for promotion as Professor under Career Advancement Scheme (CAS) as per details furnished in the Agenda Item 13.37. Accordingly clubbing of experience rendered as Lecturer (Selection Grade) and Assistant Professor as clarified by the AICTE in its letter No. FD/PSSC/Clarif./2003/1 dated 10.9.2003 will not be allowed in future for the purpose of promotion as Professor under CAS. A lecturer (Selection Grade) will be designated as Asstt. Professor after obtaining Ph.D. Degree and after following proper procedure as laid down under CAS with due permission of the Board."



Some faculty members are representing that the above decision of the Board may not be implemented in their case because when they were selected as Assistant Professor (CAS) in 2004 the eligibility of Assistant Professor was "Master's Degree and completed five years of service at the level of Lecturer (Senior Scale). Those who do not have Ph.D. Degree, they are required to obtain Ph.D. Degree within a period of seven years from the date of his/her promotion to the post of Assistant Professor". They have further stated that their qualifying service as Assistant Professor under CAS should be as per existing rules at that time. So a Committee at the Institute level was constituted to examine the issues relating to (i) date of qualifying service and (ii) eligibility for promotion as Professor under CAS which is linked with date of qualifying service in respect of faculty members who were granted designation of Assistant Professor (CAS) without Ph.D.

The Committee recommended that a faculty is required 8 years of service as Lecturer (Selection Grade) for promotion to the post of Professor under CAS. He must possess Ph.D. at the time of eligibility for promotion to the post of Professor under the CAS. The date of eligibility will be considered on coming 30<sup>th</sup> June. The earlier date of award of Lecturer Selection Grade has been considered as 5.11.1999. The recommendations of the Committee are enclosed at pages 24 to 38.

The matter is placed before the Board for consideration and decision.

**NATIONAL INSTITUTE OF TECHNOLOGY  
KURUKSHETRA- 136 119**

No.

Dated: 16.6.2008

**Subject: Recommendations of the committee to examine the issues relating to (i) Date of qualifying service (ii) Eligibility for promotion as Professor under CAS for various faculty member as per office order No. Estt.-I/PF/ dated 16.05.2008.**

The committee met in the office of Dean (Academic) on various dates and the final recommendations of the Committee which met on 16<sup>th</sup> June, 2008 at 3:00 PM are as under:

The CAS interviews for the post of Assistant Professor were held in July/August, 2004 and beside other faculty members, the faculty members mentioned in Column A of Table 1 were promoted to the post of Assistant Professor vide notification No. GA-1/CAS/7762 dated 29.10.2004 (Annexure-1). The date of their eligibility was notified vide this office letter No. GA-I/CAS/1584 dated 21.2.2006 (Annexure-II) as per recommendations of 4<sup>th</sup> BOG meeting notification No. BOG-4/4.19/1209 dated 6.2.2004 (Annexure II a). The date of qualifying service as Assistant Professors for these faculty members was notified as given in Column B of Table-1. It may be mentioned here that the eligibility condition for the post of Assistant Professor under CAS at that time was M.Tech with five years of service at senior scale level and to acquire Ph.D within seven years from the date of his/her promotion (As per AICTE norms Annexure-III).

**Table 1**

Sr. No.	A Name Dr./Prof./Sh./Ms	Department	B Date of qualifying service already notified as Asstt. Prof.	C Re-fixed date of qualifying service as Assistant Professor	D Date of eligibility for Professor under CAS
1	Hari Singh	Mechanical	5.11.1999	1.7.2000	30.6.2008
2	P.C.Tiwari	Mechanical	5.11.1999	1.7.2000	30.6.2008
3	S.K Patidar	Civil	2.8.2000	1.7.2001	30.6.2009
4	Ashwani Jain	Civil	3.8.2000	1.7.2001	30.6.2009
5	A.K. Singh	Computer	9.10.2003	1.7.2004	30.6.2012
6	L.M. Saini	Electrical	6.11.1999	1.7.2000	30.6.2008
7	Jyoti Ohri	Electrical	9.10.2003	1.7.2004	30.6.2012(if she attains Ph. D.

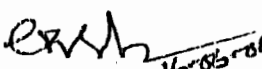
The MHRD letter no. F.20-18/2003-TS-III dated 4.6.2004 for re-fixing the date of qualifying service for all the candidates promoted under CAS was fixed as first July of every calendar year in which they were eligible was implemented by the Institute after approval in the 12<sup>th</sup> BOG meeting (Annexure-V). The re-fixing was done vide notification No. GA-I/CAS/4751 (Annexure VI) dated 20.6.2007- but the matter of re-fixing of qualifying date as Assistant Professor for these candidates was kept under examination as per the same notification. The Committee feels that the re-fixing of qualifying date as Assistant Professor for these faculty members may also be adopted as for other candidates as per Column C of Table-1.

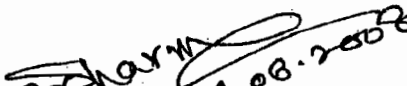
Further the recommendations of the 13<sup>th</sup> BOG meeting vide Item 13.37 as notified vide notification No. GA-I/2543 dated 5<sup>th</sup> March, 2008 (Annexure-VII) should be made applicable for future promotions under CAS. Thus the candidates listed in Table-1 who were promoted and their promotions were approved in the 6<sup>th</sup> BOG meeting should be eligible for the post of Professor after 8 years of qualifying service as Assistant Professor which is given as per Column-D of Table 1.


Table 2

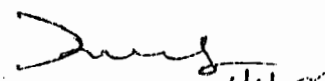
Sr. No.	Name Dr./Prof./Sh./Ms	Department	E Date of qualifying service already notified as Asstt. Prof.	F Re-fixed date of qualifying service as Assistant Professor	G Date of eligibility for Professor under CAS
1.	S. Deswal	Civil	5.11.2004	1.7.2005	30.6.2013

Further, as notified by notification No. GA-I/CAS/6069 dated 30.5.2006, the date of qualifying service as Assistant Professor of Sh. S Deswal was as per Column E of Table 2. Also as per notification No. GA-I/CAS/4747 dated 20.6.2007, the re-fixing of qualifying date of this candidate was under examination. Using the same criteria, as for other seven candidates, the Committee recommends that the date of eligibility of Sh. S Deswal may be made as per Column F and G of Table 2. The case of Mrs. Manjula Sharma would be taken up separately in the next meeting of the Committee.

  
(G.R. Samantaray) 16.08.2008

  
(S.K. Sharma) 16.08.2008

  
(S.P. Jain) 16/11/08

  
(R.K. Bansal) 16/6/08

NATIONAL INSTITUTE OF TECHNOLOGY  
(DEEMED UNIVERSITY)  
KURUKSHETRA-136 119

No GA-I/CAS/ 776-2

Dated: 29/10/2004

OFFICE ORDER

On the basis of recommendations made by the Selection Committee meetings held on 31.7.2004 and 1.8.2004 relating to implementation of the Career Advancement Scheme, duly approved by the Board of Governors in their 6<sup>th</sup> meeting held on 30.9.2004, the following Lecturers(Senior Scale/Selection Grade) are hereby promoted as Assistant Professors in the pay scale of Rs. 12,000-420-18,300 under the Career Advancement Scheme as per instructions of AICTE/MHRD. They will get actual monetary benefits on account of the aforesaid promotion from the date of approval of above mentioned recommendations by the Board of Governors i.e. 30.9.2004:-

<u>Sr.No.</u>	<u>Name</u>	<u>Department</u>
1.	Dr. Dinesh Kumar (Selection Grade)	Chemistry Department
2.	Dr. D.P. Singh (Selection Grade)	Chemistry Department
3.	Dr. S.K. Malina (Selection Grade)	Physics Department
4.	Dr. J.K. Quamara (Selection Grade)	Physics Department
5.	Dr B.K. Kaushik (Selection Grade)	Physics Department
6.	Ms. Manjula Sharma (Sr.Scale)	Humanities Department
7.	Dr. P.J. Philip (Selection Grade)	Humanities Department
8.	Dr. Puneet Tandon (Senior Scale)	Mechanical Engg. Deptt.
9.	Dr. Hari Singh (Selection Grade)	Mechanical Engg. Deptt.
10.	Dr. P.C. Tiwari (Selection Grade)	Mechanical Engg. Deptt.
11.	Dr. Arun Gool (Sr.Scale/AP)	Civil Engg. Deptt.
12.	Dr. S.M. Gupta ( Selection Grade/AP)	Civil Engg. Deptt.
13.	Dr. N.T. Rao (Selection Grade)	Civil Engg. Deptt.
14.	Dr. K.K. Singh (Senior Scale)	Civil Engg. Deptt.
15.	Dr. S.K. Patidar (Senior Scale)	Civil Engg. Deptt.
16.	Dr. Ashwani Jain (Senior Scale)	Civil Engg. Deptt.
17.	Dr. Mayank Dave (Senior Scale)	Computer Engg. Deptt.
18.	Dr. A.K. Singh (Senior Scale)	Computer Engg. Deptt.
19.	Dr. Rajoo Pandey (Senior Scale)	ECE Department
20.	Dr. L.M. Saini (Selection Grade)	Electrical Engg. Deptt.
21.	Dr. G.N. Pillai (Senior Scale)	Electrical Engg. Deptt.
22.	Ms. Jyoti Ohri (Senior Scale)	Electrical Engg. Deptt.

Further as per AICTE instructions a Lecturer (Senior Scale) without Ph.D. Degree will be required to obtain Ph.D. Degree within a

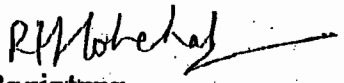
P.T.O.

period of 7 years from the date of his/her promotion to the post of Assistant Professor. Accordingly Mrs. Jyoti Ohri, Lecturer (Senior Scale), Electrical Engineering Department is required to obtain Ph.D. Degree within a period of 7 years from the date of her promotion as Assistant Professor, failing which she will be reverted back to her present position. However, Mrs. Manjula Sharma, Lecturer (Senior Scale), Humanities Department is required to obtain Ph.D. Degree before her retirement on superannuation, failing which she will abide by the decision which may be taken by the Board in this regard in future.

It may however be mentioned that Dr. Arun Goel and Dr. S.M. Gupta are already working as Assistant Professor w.c.f. 3.9.2001 through Direct selection.

Their pay fixation will be done separately as per rules.

PS: Dr. G.N. Pillai and Dr. N.T. Rao are presently on EOL. They will be eligible to get financial benefit on their return from EOL.

  
Registrar  
for Director

Copy of the above is sent to the following for information and necessary action:-

1. Above concerned persons.
2. Chairmen of the concerned Departments.
3. Deputy Registrar (Ac.).
4. Estate Officer.
5. Personal files of the concerned persons.

NATIONAL INSTITUTE OF TECHNOLOGY  
(DEEMED UNIVERSITY)  
KURUKSHETRA-136119

No. GA-I/CAS/1584

Dated : 21-2-2006

OFFICE ORDER

This refers to the office order bearing No. GA-I/CAS/7762 dated 29.10.2004 in connection with promotion of the Lecturers (Senior Scale/Selection Grade) as Assistant Professors in the pay scale of Rs. 12000-420-18300 under the Career Advancement Scheme as per instructions of AICTE/MHRD. The dates of qualifying service as Assistant Professor would be as under and the date of actual monetary benefit on account of the aforesaid promotion would remain as 30.9.2004 as already notified:-

Sr. No	Name Dr./Prof./Sh./Ms	Department	Date of qualifying service as Asstt.Prof.
1.	Dinesh Kumar (Selection Grade)	Chemistry	5.11.1999
2.	D.P. Singh (Selection Grade)	Chemistry	5.11.1999
3.	S.K. Mahna (Selection Grade)	Physics	5.11.1999
4.	J.K. Quamara (Selection Grade)	Physics	5.11.1999
5.	B.K. Kaushik (Selection Grade)	Physics	5.11.1999
6.	P.J. Philip (Selection Grade)	Humanities	5.11.1999
7.	Puneet Tandon (Sr. Scale)	Mech. Engg.	2.8.2000
8.	Hari Singh (Selection Grade)	Mech. Engg.	5.11.1999
9.	P.C. Tiwari (Selection Grade)	Mech. Engg.	5.11.1999
10.	Arun Goel (Sr. Scale./AP)	Civil Engg.	3.8.2000
11.	S.M. Gupta (Selection Grade)	Civil Engg.	5.11.1999
12.	N.T. Rao (Selection Grade), Resigned	Civil Engg.	10.6.2000
13.	K.K. Singh (Senior Scale)	Civil Engg.	5.11.1999
14.	S.K. Patidar (Senior Scale)	Civil Engg.	2.8.2000
15.	Ashwani Jain (Senior Scale)	Civil Engg.	3.8.2000
16.	Mayank Dave (Senior Scale)	Computer Engg.	9.10.2003
17.	A.K. Singh (Senior Scale)	Computer Engg.	9.10.2003
18.	<del>Rajendra Prasad (Senior Scale)</del>	<del>EC</del>	<del>9.10.2003</del>
19.	L.M. Saini (Selection Grade)	Elect. Engg.	6.11.1999
20.	G.N. Pillai (Sr. Scale), Resigned	Elect. Engg.	31.12.2001
21.	Jyoti Ohri (Senior Scale)	Elect. Engg.	9.10.2003

(11)

As per AICTE/MHRD instructions the period between the date of qualifying service and the date of actual monetary benefit shall not be counted towards any financial liability - notional or actual - on part of the Institute.

It may be noted that the above office order is subject to terms and conditions of CAS as issued by the AICTE and the MHRD from time to time.

*J. Chinnappa*  
21/2/2006

Deputy Registrar (GA)  
for Director

Copy of the above is sent to the following for information and necessary action :-

1. All concerned.
2. Chairmen of the concerned departments.
3. Deputy Registrar (Acs.)
4. Estate Officer.
5. Personal files of the concerned.

Give a copy to  
all teachers.

Dr  
6/2

-30-

ANNEXURE-IIa

**NATIONAL INSTITUTE OF TECHNOLOGY,  
(DEEMED UNIVERSITY)  
KURUKSHETRA-136119**

No. BOG-4/4.19/ 1209

Dated: 6/2/2004

**Item 4.19 To consider the implementation of Career Advancement Scheme (CAS) as per latest instructions of Govt. of India and AICTE.**

The Board of Governors of the Institute in their 4<sup>th</sup> meeting held on 8.12.2003 has decided as under:-

"After detailed discussion the Board decided as under:-

- (iii) The matter regarding seniority of persons recruited through CAS vis-a-vis those recruited directly be deferred and put up in the next BOG meeting.
- (iv) As per revised Career Advancement Scheme issued by the AICTE vide its letter No. FD/PSSC/Clarif./2003/1 dated 10.9.2003, promotion as Professor has to be made from the post of Assistant Professor after 8 years of service as Assistant Professor.

However, as per clarification furnished by the AICTE in the same letter of 10.9.2003, the experience of Selection Grade Lecturer is to be considered equivalent to that of Assistant Professor after acquiring the Ph.D. A clarification should be sought whether period of service as Selection Grade Lecturer prior to acquiring Ph.D. is to be considered equivalent to that of Assistant Professor.

- (iii) As per clarifications issued by the Govt. of India, MHRD vide their letter F.No. 37-104/95-TS-II dated 14.6.1999, the benefits of the CAS be allowed w.e.f. 9.10.1998 or from the date of eligibility for promotion under the CAS whichever is later.
- (iv) The Board decided to adhere to the clarifications in all other matters as per clarifications furnished by the AICTE vide its letter No. FD/PSSC/Clarif./2003/1 dated 10.9.2003.
- (v) The clarifications issued by the AICTE vide its letter No. FD/PSSC/Clarif./2003/1 dated 19.9.2003 under sub paras (ii), (iii) and (iv) may also be adhered to.
- (vii) As per instructions contained in the Govt. of India, MHRD, New Delhi letter No. F.20-18/2003-TS.III dated 15.9.2003, the promotion under CAS shall be effective after approval of recommendations of the Selection Committee by the BOG of the Institute.



- (ix) The Board noted and ratified composition of the Selection Committee for promotion to the level of Professors, Assistant Professors and Lecturers under CAS as well as for direct recruitment as contained in the Govt. of India, letter dated 15.9.2003 under reference.

The Board referred to the constitution of the Selection Committee for teaching posts as per rule no. 12(3) of the Rules/MOA of the Institution and decided that in addition to above Committee, Head of the Department concerned in the Institute (in place of one of the nominees of the Board, if the post for which selection is being made is lower in status than the one occupied by the Head of the Department) will also act as member on the Selection Committee for CAS as well as for direct recruitment.

The Board authorized the Chairman of the Board to nominate two external experts out of the panel of experts on behalf of the Board on the above Selection Committees required from time to time.

The eligibility criteria and other terms & conditions for promotion under CAS shall be the same as circulated by the Govt. of India and AICTE from time to time".

This is for your information and necessary action.

Encl: BOG Agenda Item 4.19

*R. H. Lal*  
REGISTRAR *26/02/2004*

1. Dean Academic.
2. Chairmen, all Teaching Deptts\*\*
3. Dy.Registrar (GA).
4. Dy.Registrar(Accounts).

\*for circulation amongst faculty.

Appendix-1

Revised Career Advancement Schemes for Teachers of  
Degree Level Technical Institutions.

1.1 General

1.1.0 Minimum length of service for eligibility to move into the grade of Lecturer (Senior Scale) would be four years for those with Ph.D., five years for those with M. Phil., M.Tech., and six years for others at the level of Lecturer, and for eligibility to move into the grade of Lecturer (Selection Grade)/Assistant Professor, the minimum length of service as Lecturer (Senior Scale) shall be uniformly five years.

1.1.1 For movement into grades of Professor, the minimum eligibility criterion would be Ph.D. Those without Ph.D. can go up to the level of Lecturer (Selection Grade)/Assistant Professor.

1.1.2 An Assistant Professor with a minimum of eight years of service in that grade will be eligible to be considered for appointment as a Professor.

1.1.3 The Selection Committees for Career Advancement shall be the same as those for Direct Recruitment for each category.

1.2 Lecturer (Senior Scale):

A Lecturer will be eligible for placement in a senior scale through a procedure of selection if she/ he has:

- (i) Completed 6 years of service after regular appointment with relaxation of one year and two years respectively, for those with M.Phil., M.E.,/ M. Tech. and Ph.D.
- (ii) Participated in summer / winter schools of total duration of 4 weeks, or engaged in other appropriate continuing education programme of comparable quality as may be specified or approved by the All India Council for Technical Education (AICTE).

- (iii) Consistently satisfactory performance appraisal reports.

### 1.3 Lecturer (Selection Grade):

Lecturers in the Senior Scale who do not have Master's degree or equivalent published work, and who do not meet the scholarship, and research standards, but fulfil the other criteria given below for the post of Assistant Professor, and have a good record in teaching and, preferably, have contributed in various ways such as to the corporate life of the institution, examination work, or through Research & extension activities, will be placed in the Selection Grade, subject to the recommendations of the Selection Committee which is the same as for promotion to the post of Assistant Professor. They will be designated as Lecturers in the Selection Grade. They could offer themselves for fresh assessment after obtaining Master's degree and/or fulfilling other requirements for promotion as Assistant Professor and if found suitable, could be given the designation of Assistant Professor.

### 1.4 Assistant Professor:

1.4.1 A Lecturer in the senior scale will be eligible for promotion to the post of Assistant Professor if he/ she has:

- ✓ (i) Master's Degree and completed five years of service at the level of Lecturer (senior scale). Those who do not have Ph.D degree, they are required to obtain Ph.D degree within a period of seven years from the date of his/her promotion to the post of Assistant Professor.

AND

- (ii) Made some mark in the areas of Scholarship and Research; as evidenced e.g. self assessment, report of referees, quality of publication, contribution to education /innovation, development of new courses and curricula and extension activities.
- (iii) After placement in the senior scale participated in winter/ summer schools (short-term courses) of total duration of 4 weeks, or engaged in other appropriate continuing education programmes of comparable quality as may be specified / approved by the AICTE.

No.F.20-18/2003-TS-III

Government of India

Ministry of Human Resource Development  
Department of Secondary & Higher Education

New Delhi

June 4, 2004

OFFICE MEMORANDUM

**SUBJECT:** - Introduction of Career Advancement Scheme (CAS) for members of faculty in National Institutes of Technology (NITs) - Clarification regarding crucial date, qualifying service & seniority etc.

\*\*\*\*\*

The undersigned is directed to refer to this Ministry's Office Memorandum (OM) of even number dated 15<sup>th</sup> September 2003 and subsequent clarifications issued on 4<sup>th</sup> March and 6<sup>th</sup> April 2004 respectively on the subject mentioned above and to say that the initial date of introduction of CAS in a REC/NIT shall be the actual date of notification regarding implementation of the revised scale of pay in the Institute but not the retrospective date of implementation of the revised scales of pay i.e. 01-01-1996. Further, the crucial date for determining the fulfilment of eligibility criteria for promotion under CAS shall be 1st July of every calendar year. This is to say that all those persons who have fulfilled the prescribed criteria for promotion prior to 1st July shall be considered *en bloc* as a batch and the *inter-se* seniority of those actually promoted, as a batch shall be maintained with reference to their original seniority in the initial entry grade. However, where promotion of more than one batch has taken place together, all persons of the first batch shall rank senior *en bloc* to the next batch and like wise.

9/10/98

signature w  
5/11/99

2. It is also clarified that the period between the crucial date and the date of the meeting of the BOG in which promotions recommended under CAS are approved shall count as qualifying service for future promotion without entailing any financial liability - notional or actual - on part of the Institute. However, this would not be applicable in respect of those who have not been found suitable for promotion in the first instance where the benefits would be given from the date of the meeting of the BOG only.

3. All cases of promotions made to be made under CAS in NITs may accordingly be regulated as per this clarifications excepting those where a member of the faculty has already retired.

(Dr. G. L. Jambulkar)

Deputy Educational Adviser

Tel: 2339 1276

- Item No. 12.36 To consider the retention of House No. BA-3 by Smt. Usha Rani Arora, w/o Late Sh. Ramesh Kumar Arora, Ex-Finance Officer of this Institute.

The Board noted that several houses are lying vacant in the campus. The Board decided that Smt. Usha Rani Arora w/o Late Sh. Ramesh Kumar Arora, Ex-Finance officer of this Institute be allowed to retain the Institute accommodation House No. BA-3 for a period of one year w.e.f. 4.4.2007 on market rent. The Board did not agree to give the house to her beyond 3.4.2007 on normal license fee

- Item No. 12.37 To consider provision of CAS for Dr. Krishan Gopal, Librarian under the Career Advancement Scheme (CAS)

The Board decided that this matter be referred to the MHRD for advice.

- Item No. 12.38 To consider the superannuation age in respect of the Lecturer of Physical Education


The Board decided that this matter be referred to the MHRD for advice.

- Item No. 12.39 To consider delegation of powers to the Director to appoint Lecturers on contract basis in Teaching Departments of the Institute.

The Board delegated the powers to the Director to appoint Lecturers on contract basis upto one academic year against vacant posts in Teaching Departments of the Institute to maintain efficiency of teaching.

- Item No. 12.40 To consider date of qualifying service for placement/promotion of faculty members under Career Advancement Scheme (CAS).

The Board noted as under:-



- (i) In July 2000 the Institute implemented Career Advancement Scheme w.e.f. 9.10.1998 or from the date of eligibility whichever was later as per instructions of the MHRD.
- (ii) Thereafter the CAS was put to hold till 2003 as per instructions of the State Govt. of Haryana and the MHRD.
- (iii) The MHRD issued instructions on implementation of the CAS during 2003 and after 2003.

The Board decided that the Institute should re-fix the dates of qualifying service of the faculty members who have already got Senior Scale/Selection Grade and promotion under CAS as 1st July of the year in which they were eligible (prior to 1st July of the year) as per instructions contained in the MHRD letter No. F.20-18/2003-TS-III dated 4.6.2004 and letter No. F.29-3/2006-IFD dated 4.4.2007 received from the Integrated Finance Division of the MHRD.

copy?

**Item No. 12.41 To consider promotion under Career Advancement Scheme (CAS) after two years in case a faculty member is found unfit during 1<sup>st</sup> attempt.**

The Board decided that a faculty member who is found unfit during 1<sup>st</sup> attempt may be re-considered for promotion under Career Advancement Scheme after two years from the 1st July of the year in which he was eligible for promotion.

**Item No. 12.42 To consider prescribing higher threshold limit for qualifications of faculty in the interest of academic excellence.**

The Board decided that while making recruitment of faculty as well as making promotions under CAS, the following qualifications and experience be adopted by the Institute:

**i) Qualifications for making recruitment of Lecturers in Engineering/Technology**

A first class Master's Degree in the appropriate branch of Engineering/ Technology together with a First Class Bachelor's Degree in the appropriate branch of Engineering Technology.

**OR**

First Class Bachelor's degree in the appropriate branch of Engineering/Technology or equivalent, valid GATE score, minimum

NATIONAL INSTITUTE OF TECHNOLOGY  
(DEEMED UNIVERSITY)  
KURUKSHETRA

(119)  
**ANNEXURE-VI**

No. GA-I/CAS/ 4757

Dated: 20/6/07

OFFICE ORDER

This is in partial modification of this office letter No. GA-I/CAS/1584 dated 21.02.2006 in connection with the dates of qualifying service in respect of some faculty as Assistant Professor promoted under CAS. As per Govt. of India, MHRD, Integrated Finance Division, New Delhi letter No. F.29-3/2006-IFD dated 4<sup>th</sup> April 2007 and the BOG decision taken in their 12<sup>th</sup> meeting held on 25.04.2007, the dates of their qualifying service have been re-fixed as under. However, the date of actual monetary benefit on account of the aforesaid placement would remain the same as already notified: -

Sr. No.	Name Dr./Prof./Sh./Ms.	Department	Date of qualifying service already notified as Asstt. Professors	Re-fixed date of qualifying service as Asstt. Prof.
1.	Dinesh Kumar	Chemistry	05.11.1999	01.07.2000
2.	D.P. Singh	Chemistry	05.11.1999	01.07.2000
3.	S.K. Mahna	Physics	05.11.1999	01.07.2000
4.	J.K. Quamara	Physics	05.11.1999	01.07.2000
5.	B.K. Kaushik	Physics	05.11.1999	01.07.2000
6.	P.J. Philip	Humanities	05.11.1999	01.07.2000
7.	K.K. Singh	Civil Engg.	05.11.1999	01.07.2000
8.	Mayank Dave	Computer Engg.	09.10.2003	01.07.2004
9.	Rajoo Pandey	E & CE	09.10.2003	01.07.2004

The matter as regards re-fixing the dates in respect of Dr. Hari Singh, Dr. P.C. Tiwari, Dr. S.K. Patidar, Dr. Ashwani Jain, Dr. A.K. Singh, Dr. L.M. Saini and Ms. Jyoti Ohri are being examined and a separate notification in this respect will follow.

The case of Mrs. Manjula Sharma is also being examined and will be notified later on.

  
 Assistant Registrar (GA)  
 for Director

Copy to the above is sent to the following for information and necessary action: -

1. All Concerned
2. Chairmen of the concerned Departments.
3. Assistant Registrar (Acs.)
4. Personal file of the concerned
5. DS to Registrar for kind information of the Registrar
6. PS to Director for kind information of the Director.

Stamp

C

WJ  
2/1/6

NATIONAL INSTITUTE OF TECHNOLOGY  
KURUKSHETRA-136119.

No. GA-II/ 2543

Dated : 5/3/08

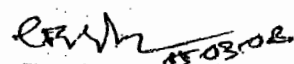
NOTIFICATION

**Eligibility criteria for promotion as Professor under Career Advancement Scheme (CAS).**

The Board of Governors of the Institute in their 13<sup>th</sup> meeting held on 24.1.2008 decided as under :

"The Board approved the eligibility criteria for promotion as Professor under Career Advancement Scheme (CAS) as per details furnished in the Agenda Item 13.37. Accordingly clubbing of experience rendered as Lecturer (Selection Grade) and Assistant Professor as clarified by the AICTE in its letter No. FD/PSSC/Clarif./2003/1 dated 10.9.2003 will not be allowed in future for the purpose of promotion as Professor under CAS. A lecturer (Selection Grade) will be designated as Asstt. Professor after obtaining Ph.D. Degree and after following proper procedure as laid down under CAS with due permission of the Board."

The above decision of the Board may be brought to the notice of all the faculty members.

  
Deputy Registrar (Estt.)  
for Director

To

Chairmen of all Departments for circulation.



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NATIONAL INSTITUTE OF TECHNOLOGY  
KURUKSHETRA-136 119

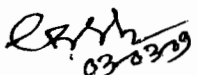
Dated: 3.3.2009

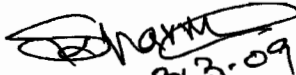
This is in reference to letter No. F-20-18/2003 TS III dated 26.2.2009 received from MHRD, Govt. of India, Technical Education Bureau, New Delhi and as ordered by the Director, NIT, Kurukshetra to re-consider the eligibility of the four candidates for promotion to the position of Professor under CAS. This is to inform you as under:

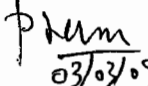
As per Institute notification no. GA-1/CAS/1584 dated 21.2.2006 and as per the qualifying service as Assistant Professor mentioned in that letter, all the candidates, viz., Dr. Hari Singh, Dr. P.C Tiwari, Dr. L.M Saini and Dr. S.M Gupta were considered eligible for promotion to the position of Professor under CAS.

But in view of letters of Shri B.K Ray, Assistant Financial Advisor, MHRD, number F.No. 1-12/2006/IFD dated 25.10.2006 and F.No. 29-3/2006-IFD dated 4.4.2007, none of the above candidates is eligible for promotion to the position of Professor under CAS as on 1.7.2008.

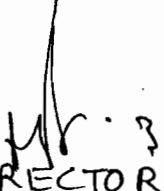
This is for your kind information and necessary action please.

  
(G.R SAMANTRAY)

  
(S.K. SHARMA)

  
(S.P JAIN)

  
(R.K BANSAL)

  
DIRECTOR

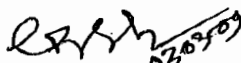
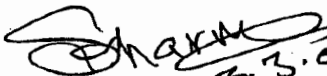
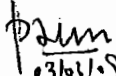
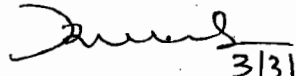
NATIONAL INSTITUTE OF TECHNOLOGY  
KURUKSHETRA-136 119

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Dated: 3.3.2009

This is in supersession of our letter dated 3.3.2009 and in view of clarification given by the Registrar regarding the date of qualifying service as Assistant Professor, the Committee recommends that the following candidates may be considered eligible for interview for promotion to the position of Professor under CAS:

1. Dr. Hari Singh
2. Dr. P.C Tiwari
3. Dr. L.M Saini
4. Dr. S.M Gupta

 03/03/09  
(G.R SAMANTRAY)  3.3.09  
(S.K. SHARMA)  03/03/09  
(S.P JAIN)  3/3/09  
(R.K BANSAL)

DIRECTOR

**OFFICE OF THE DEAN (PLANNING&DEVELOPMENT)  
NATIONAL INSTITUTE OF TECHNOLOGY KURUKSHETRA**

No. Dean (P&D)/29

Dated: 4.5.2009

With reference to office order No. Estt.-I/PF/2404 dated 26.3.2009  
regarding CAS, the report of the committee is enclosed herewith.

Encl: As above

DIRECTOR

*K. Gopal*  
(Krishna Gopal)  
Dean (P&D)

N.I.T. KURUKSHETRA						
Sl. No.		Date				
R	DPD	PE	CCN	CVO	CoE	C
E	M	PT	EC	EC	EC	Ma
Hu	EC	EC	EC	EC	EC	EC
PE	CCN	PT	EC	EC	EC	GA
A	SO	EC	EC	EC	EC	EC

*R*  
*PI examination*  
*4/5/2009*

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**NATIONAL INSTITUTE OF TECHNOLOGY  
KURUKSHETRA-136119**

Dean(P&D)/29

Dated : 2.5.2009.

The Committee consisting of the following was constituted by the Director vide letter no. Estt.-I/PF/2404 dated 26.3.09 to review matters regarding date of qualifying service and eligibility for promotion as Professor under CAS as per AICTE/MHRD guidelines.

1. Dr. Krishna Gopal, Dean(P&D)
2. Dr. R K Bansal, Dean(Acad.)
3. Dr. S P Jain, Dean( Student Welfare)
4. Dr. S K Sharma, Dean( ECEM)
5. Sh. G R Samantaray, DR(GA&L)

The Committee met on 21.4.09, 27.4.09 and 28.4.09. However, the meetings of the committee were not attended by Mr. G R Samantaray, DR(GA&L).

The minutes of these meetings and the recommendations of the Committee are as under:

1. The Committee noted that the CAS was introduced through the pay revision notification issued in October, 1998 by Govt. of India. The CAS scheme was notified by AICTE in March, 2000. This scheme was to be implemented as per the guidelines to be issued by AICTE.
2. AICTE issued guidelines for CAS on 31.7.2001.
3. The first implementation of CAS took place in our Institute in July, 2000, but this implementation was limited to grant of Senior/Selection grade to Lecturers.
4. After this implementation the scheme was put on hold through the notification by Govt. of Haryana in May, 2001. In January, 2003 clarifications regarding CAS were issued and in Sept., 2003 clarifications regarding effective dates for CAS were issued. Accordingly the effective date for CAS in our Institute was fixed as 5.11.99, the date on which the State Govt. implemented revised pay scales in our Institute.

5. The CAS in our Institute since then have been implemented in 2004, 2005, 2006 and 2008 (results of 2008 are yet to be notified ). No CAS was implemented in 2007.
6. Therefore, the first full implementation of CAS took place in our institute only in 2004 as per revised CAS scheme notified by AICTE vide No. FD/PSSC/Clarif./2003/1 dated 17.12.2003.
7. Keeping in view, the various notifications made available to the Committee and the clarifications issued by MHRD from time to time, the Committee recommends as under:

S.No.	Name & Department	Date of BOG approval / Selection Comm. Meeting	Date of qualifying service already notied as Asstt. Professor	Refixed date of qualifying service as Asstt. Professor	Date of eligibility for Professor under CAS
1.	Dr. L M Saini, E	30.09.2004	5.11.1999	1.7.2000	30.6.2008
2.	Dr. Hari Singh, M	30.09.2004	5.11.1999	1.7.2000	30.6.2008
3.	Dr. P C Tiwari, M	30.09.2004	5.11.1999	1.7.2000	30.6.2008
4.	Dr. Ashwani Jain, C	30.09.2004	3.8.2000	1.7.2001	30.6.2009
5.	Dr. S K Patidar, C	30.09.2004	2.8.2000	1.7.2001	30.6.2009
6.	Dr. A K Singh, C	30.09.2004	9.10.2003	1.7.2004	30.6.2012
7.	Mrs. Jyoti Ohri, E	30.09.2004	9.10.2003	1.7.2004	30.6.2012(if she attains Ph.D. before 9.10.2010)
8.	Dr. Arun Goel, C	30.09.2004	3.8.2000	1.7.2001	30.6.2009
9.	Dr. S M Gupta, C	30.09.2004	5.11.1999	1.7.2000	30.6.2008
10.	Dr. Surinder Deswal. C	25.02.2006	5.11.2004	1.07.2005	30.6.2013

The case of Dr,(Mrs.) Manjula Sharma needs to be dealt separately, as it involves different issues.

8. The above recommendations are based on

- No clubbing of experience as Selection Grade Lecturer and Asstt. Prof.
- Qualifications prevailing at the time of selection in each case.
- Qualifying service date for the batch becoming eligible on or after 1<sup>st</sup> July of a year to 30<sup>th</sup> June of the subsequent year as 1<sup>st</sup> July of the subsequent year i.e., qualifying service date for all candidates becoming eligible from July 1, 2001 to June 30, 2002 to be fixed uniformly as July 1, 2002.
- The date of eligibility for the post of Professor in CAS given above is subject to fulfillment of qualifications as prevailing at the time of selection in each case.

'] 'A'

The above are approved by the committee in its meeting held on 2.05.09.

Not Available

(GR Samantray) (SK Sharma) (SP Jain) (RK Bansal) (Krishna Gopal)  
DR(GA&L) Dean(ECEM) Dean(SW) Dean(Acad.) Dean(P&D)

\* Subject to their fulfilling the educational qualification requirements for APs per AICTE norms for CAS on the date given in column 5 of the Table on page 2. ] 'B'

Urgent

Discussed with the DIR.  
It is evident from 'A' & 'B' above that the date of eligibility indicated by the Committee under last column i.e. Column 5 is confusing. The Committee is requested to pl. convey clear date of eligibility after examining guidelines of AICTE / MHAD.  
Submitted for orders pl.

Chairman of the Committee

DIR

RPL 4/5/2009

4/5/2009

1. Portions marked 'A' and 'B' on previous page are unrelated and refer to different aspects.
2. It has been observed that educational qualifications and other requirements under CAS have been frequently changing. 'A' has been introduced to guard against any changes which may take place in future for the Post of Professor.
3. 'B' is a difference of opinion from majority opinion.

CRSh  
05/05/09  
(GR Samantary)

On leave.  
(SK Sharma)

pterm  
5/1/09  
(SP Jain)

Jain  
5/5/09  
(RK Bannal)

KgR  
5/5/09  
(Kishore G.P.)

Dir. KgR  
01/5/09

As  
Director mt 6/12/09

Discussed with the DIR  
The whole matter keeping in  
view above observations may  
be placed before the BOG.

DR (Estt) CRSh RR  
06/05/09 6/5

D.S. (Estt)  
Estt. I

ADVANCE COP

(Through Proper Channel)

To

The Hon'ble Chairperson,  
Board of Governors,  
NIT Kurukshetra

**Subject: INTERVIEW FOR THE POST OF PROFESSOR UNDER CAS (ELIGIBILITY  
DATE: 30.6.2008)**

I appeared for the post of Assistant Professor (under CAS) before duly constituted selection committee in 2004 and the **date of my qualifying service as Assistant Professor was notified as 5.11.1999** vide Office Order No. GA-I/CAS/1584 dated 21.2.2006. The selections were approved by 6<sup>th</sup> meeting of BOG held on 30.9.2004.

On the advice of MHRD (Office Memorandum No. F.20-18/2003-TS-III dated June 4, 2004) the **date of qualifying service was to be re-fixed uniformly as 1<sup>st</sup> July as approved in 12<sup>th</sup> BOG meeting.** Accordingly, the date of qualifying service of some faculty members was re-fixed vide Office Order No. GA-I/CAS/4751 dated 20.6.2007; whereas, re-fixing of my date of qualifying service as Assistant Professor was kept under examination.

On my request for re-fixing of my date of qualifying service as Assistant Professor for promotion to the post of Professor, a **Committee of three Deans and DR (GA & L)** was constituted by the worthy Director in May 2008. The Committee **submitted its recommendations to re-fix my date of qualifying service as 1.7.2000 and thus declaring me eligible for the post of Professor w.e.f. 30.6.2008.**

The recommendations of the Committee were placed before the Board of Governors of the Institute in its 14<sup>th</sup> meeting held on 20.1.2009 and the matter was referred to the MHRD on 11.2.2009.

The CAS interviews were fixed for 3.3.2009 without waiting for any final outcome of the matter referred to the MHRD.

MHRD vide its Fax dated 26.2.2009 desired that the Institute may examine the report and indicate whether the guidelines issued by MHRD have been followed in re-fixing the date of qualifying service and eligibility for promotion under CAS, before a final view is taken by MHRD.

In response to MHRD Fax dated 26.2.2009, the Institute sent its reply on 28.2.2009.



The MHRD Fax dated 2.3.2009 remarked that the Institute has not responded properly to the MHRD letter dated 26.2.2009. It further remarked that the Committee was constituted by the Institute and it is for the Institute to see whether the recommendations made by the Committee are as per relevant guidelines for making promotion as Professor under CAS.

On 3.3.2009, the very day of holding Interviews, the Director ordered the same Committee of Deans and DR (GA&L) to re-consider the eligibility to the position of Professor under CAS and the Committee after long deliberations finally declared me eligible for the interview.

The CAS interviews were held on 3.3.2009 but I was not interviewed despite being declared eligible as per MHRD and AICTE guidelines.

On 5.3.2009, I made a request to the Director of the Institute to look into the matter and hold CAS interviews for the post of Professor at the earliest in continuation of the interviews held on 3.3.2009. It was further requested that the results of interviews held on 3.3.2009 may be declared along with the results of the interviews to be held for my candidature so that there is no disparity on this account. The copy of this request was also sent to MHRD and Chairman, BOG, NIT Kurukshetra.

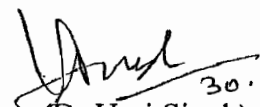
On 8.4.2009, reminder of my earlier request dated 5.3.2009 was also given to the Director of the Institute. The copy of this reminder was also sent to MHRD and Chairman, BOG, NIT Kurukshetra.

It is reliably learnt that a new Committee was constituted by the Director to review the recommendations of the previous Committee strictly as per MHRD/AICTE guidelines. The recommendations of this Committee were put up in the 15<sup>th</sup> BOG meeting held on 18.5.2009. It is my apprehension that the recommendations of this Committee have not been considered by the Board.

Sir, I met you on 19.5.2009 (along with Dr. L M Saini and Dr. P C Tewari) in presence of the Director and the Registrar in the institute's guest house and requested you to kindly direct the authorities to re-fix my date of qualifying service as A.P. and declare my date of eligibility for the post of Professor. It was very kind of you to have assured us to review our case on urgent basis so as to hold CAS interviews before 30.6.2009.

#### PRAYER

Since being eligible w.e.f. 30.6.2008 as per AICTE/MHRD guidelines and at par with the other Assistant Professors interviewed on 3.3.2009 and subsequently promoted as Professors, it is humbly prayed that the interviews for my candidature be held before 30.6.2009 in continuation of the interviews held on 3.3.2009 so as to accord parity as regards seniority and financial benefits and thus delivering natural justice to me.

  
(Dr Hari Singh)  
30.5.09  
Assistant Professor

(Through Proper Channel)

To

The Hon'ble Chairperson,  
Board of Governors,  
NIT Kurukshetra

Subject: **INTERVIEW FOR THE POST OF PROFESSOR UNDER CAS (ELIGIBILITY DATE: 30.6.2008)**

I appeared for the post of Assistant Professor (under CAS) before duly constituted selection committee in 2004 and the **date of my qualifying service as Assistant Professor was notified as 5.11.1999** vide Office Order No. GA-I/CAS/1584 dated 21.2.2006. The selections were approved by 6<sup>th</sup> meeting of BOG held on 30.9.2004.

On the advice of MHRD (Office Memorandum No. F.20-18/2003-TS-III dated June 4, 2004) the **date of qualifying service was to be re-fixed uniformly as 1<sup>st</sup> July as approved in 12<sup>th</sup> BOG meeting.** Accordingly, the date of qualifying service of some faculty members was re-fixed vide Office Order No. GA-I/CAS/4751 dated 20.6.2007; whereas, re-fixing of my date of qualifying service as Assistant Professor was kept under examination.

On my request for re-fixing of my date of qualifying service as Assistant Professor for promotion to the post of Professor, a **Committee of three Deans and DR (GA & L)** was constituted by the worthy Director in May 2008. The Committee **submitted its recommendations to re-fix my date of qualifying service as 1.7.2000 and thus declaring me eligible for the post of Professor w.e.f. 30.6.2008.**

The recommendations of the Committee were placed before the Board of Governors of the Institute in its 14<sup>th</sup> meeting held on 20.1.2009 and the matter was referred to the MHRD on 11.2.2009.

**The CAS interviews were fixed for 3.3.2009 without waiting for any final outcome of the matter referred to the MHRD.**

MHRD vide its Fax dated 26.2.2009 desired that the Institute may examine the report and indicate whether the guidelines issued by MHRD have been followed in re-fixing the date of qualifying service and eligibility for promotion under CAS, before a final view is taken by MHRD.

In response to MHRD Fax dated 26.2.2009, the Institute sent its reply on 28.2.2009.

The MHRD Fax dated 2.3.2009 remarked that the Institute has not responded properly to the MHRD letter dated 26.2.2009. It further remarked that the Committee was constituted by the Institute and it is for the Institute to see whether the recommendations made by the Committee are as per relevant guidelines for making promotion as Professor under CAS.

On 3.3.2009, the very day of holding Interviews, the Director ordered the same Committee of Deans and DR (GA&L) to re-consider the eligibility to the position of Professor under CAS and the Committee after long deliberations finally declared me eligible for the interview.

The CAS interviews were held on 3.3.2009 but I was not interviewed despite being declared eligible as per MHRD and AICTE guidelines.

On 5.3.2009, I made a request to the Director of the Institute to look into the matter and hold CAS interviews for the post of Professor at the earliest in continuation of the interviews held on 3.3.2009. It was further requested that the results of interviews held on 3.3.2009 may be declared along with the results of the interviews to be held for my candidature so that there is no disparity on this account. The copy of this request was also sent to MHRD and Chairman, BOG, NIT Kurukshetra.

On 8.4.2009, reminder of my earlier request dated 5.3.2009 was also given to the Director of the Institute. The copy of this reminder was also sent to MHRD and Chairman, BOG, NIT Kurukshetra.

It is reliably learnt that a new Committee was constituted by the Director to review the recommendations of the previous Committee strictly as per MHRD/AICTE guidelines. The recommendations of this Committee were put up in the 15<sup>th</sup> BOG meeting held on 18.5.2009. It is my apprehension that the recommendations of this Committee have not been considered by the Board.

Sir, I met you on 19.5.2009 (along with Dr. L M Saini and Dr. Hari Singh) in presence of the Director and the Registrar in the institute's guest house and requested you to kindly direct the authorities to re-fix my date of qualifying service as A.P. and declare my date of eligibility for the post of Professor. It was very kind of you to have assured us to review our case on urgent basis so as to hold CAS interviews before 30.6.2009.

#### PRAYER

Since being eligible w.e.f. 30.6.2008 as per AICTE/MHRD guidelines and at par with the other Assistant Professors interviewed on 3.3.2009 and subsequently promoted as Professors, it is humbly prayed that the interviews for my candidature be held before 30.6.2009 in continuation of the interviews held on 3.3.2009 so as to accord parity as regards seniority and financial benefits and thus delivering natural justice to me.

P C Tewari  
30/05/09  
(Dr. P. C. Tewari)  
Assistant Professor

(Through Proper Channel)

To

The Hon'ble Chairperson,  
Board of Governors,  
NIT Kurukshetra

Subject: **INTERVIEW FOR THE POST OF PROFESSOR UNDER CAS (ELIGIBILITY DATE: 30.6.2008)**

I appeared for the post of Assistant Professor (under CAS) before duly constituted selection committee in 2004 and the **date of my qualifying service as Assistant Professor was notified as 6.11.1999** vide Office Order No. GA-I/CAS/1584 dated 21.2.2006. The selections were approved by 6<sup>th</sup> meeting of BOG held on 30.9.2004.

On the advice of MHRD (Office Memorandum No. F.20-18/2003-TS-III dated June 4, 2004) the **date of qualifying service was to be re-fixed uniformly as 1<sup>st</sup> July as approved in 12<sup>th</sup> BOG meeting.** Accordingly, the date of qualifying service of some faculty members was re-fixed vide Office Order No. GA-I/CAS/4751 dated 20.6.2007; whereas, re-fixing of my date of qualifying service as Assistant Professor was kept under examination.

On my request for re-fixing of my date of qualifying service as Assistant Professor for promotion to the post of Professor, a **Committee of three Deans and DR (GA & L)** was constituted by the worthy Director in May 2008. The Committee submitted its recommendations to re-fix my **date of qualifying service as 1.7.2000** and thus declaring me eligible for the post of **Professor w.e.f. 30.6.2008.**

The recommendations of the Committee were placed before the Board of Governors of the Institute in its 14<sup>th</sup> meeting held on 20.1.2009 and the matter was referred to the MHRD on 11.2.2009.

The CAS interviews were fixed for 3.3.2009 without waiting for any final outcome of the matter referred to the MHRD.

MHRD vide its Fax dated 26.2.2009 desired that the Institute may examine the report and indicate whether the guidelines issued by MHRD have been followed in re-fixing the date of qualifying service and eligibility for promotion under CAS, before a final view is taken by MHRD.

In response to MHRD Fax dated 26.2.2009, the Institute sent its reply on 28.2.2009.

The MHRD Fax dated 2.3.2009 remarked that the Institute has not responded properly to the MHRD letter dated 26.2.2009. It further remarked that the Committee was constituted by the Institute and it is for the Institute to see whether the recommendations made by the Committee are as per relevant guidelines for making promotion as Professor under CAS.

On 3.3.2009, the very day of holding Interviews, the Director ordered the same Committee of Deans and DR (GA&L) to re-consider the eligibility to the position of Professor under CAS and the Committee after long deliberations finally declared me eligible for the interview.

The CAS interviews were held on 3.3.2009 but I was not interviewed despite being declared eligible as per MHRD and AICTE guidelines.

On 5.3.2009, I made a request to the Director of the Institute to look into the matter and hold CAS interviews for the post of Professor at the earliest in continuation of the interviews held on 3.3.2009. It was further requested that the results of interviews held on 3.3.2009 may be declared along with the results of the interviews to be held for my candidature so that there is no disparity on this account. The copy of this request was also sent to MHRD and Chairman, BOG, NIT Kurukshetra.

On 8.4.2009, reminder of my earlier request dated 5.3.2009 was also given to the Director of the Institute. The copy of this reminder was also sent to MHRD and Chairman, BOG, NIT Kurukshetra.

It is reliably learnt that a new Committee was constituted by the Director to review the recommendations of the previous Committee strictly as per MHRD/AICTE guidelines. The recommendations of this Committee were put up in the 15<sup>th</sup> BOG meeting held on 18.5.2009. It is my apprehension that the recommendations of this Committee have not been considered by the Board.

Sir, I met you on 19.5.2009 (along with Dr. Hari Singh and Dr. P C Tewari) in presence of the Director and the Registrar in the institute's guest house and requested you to kindly direct the authorities to re-fix my date of qualifying service as A.P. and declare my date of eligibility for the post of Professor. It was very kind of you to have assured us to review our case on urgent basis so as to hold CAS interviews before 30.6.2009.

#### PRAYER

Since being eligible w.e.f. 30.6.2008 as per AICTE/MHRD guidelines and at par with the other Assistant Professors interviewed on 3.3.2009 and subsequently promoted as Professors, it is humbly prayed that the interviews for my candidature be held before 30.6.2009 in continuation of the interviews held on 3.3.2009 so as to accord parity as regards seniority and financial benefits and thus delivering natural justice to me.

*Latit Saini*  
30/05/09  
(Dr. L. M. Saini)  
Assistant Professor  
Elect Engg. D.

(Through Proper Channel)

To

The Hon'ble Chairperson  
Board of Governors  
NIT Kurukshetra

Subject: **Re-fixing of the date of qualifying service as Assistant Professor for promotion to the post of Professor under CAS.**

Sir,

I wish to submit the following:

1. I appeared for the post of Assistant Professor (under CAS) before duly constituted selection committee in 2004. As per Office Order No. GA-I/CAS/7762 dated 29-10-2004, I was promoted as Asstt. Professor under CAS on the basis of recommendations made by selection committee and duly approved by the BOG in their 6<sup>th</sup> meeting held on 30.09.2004. Subsequently, as per Office Order No. GA-I/CAS/1584 dated 21-02-2006, my date of qualifying service as Asstt. Professor under CAS for future promotions was notified as 2-8-2000.
2. The eligibility criteria for aforesaid promotion, and qualifying service were decided as per decisions of the 4<sup>th</sup> BOG meeting held on 8-12-2003. As per approved eligibility conditions, **"A lecturer in the senior scale will be eligible for promotion to the post of Asstt. Professor, if he/she has master's degree and completed five years of service at the level of Lecturer (Senior Scale). Those who do not have Ph.D. degree, they are required to obtain Ph.D. degree within a period of seven years from the date of his/her promotion to the post of Assistant Professor"**. As such, Ph. D. was not an essential condition for promotion as Assistant Professor under CAS.
3. On the advice of MHRD, Office Memorandum No. F.20-18/2003-TS-III dated June 4, 2004, the **date of qualifying service was to be re-fixed uniformly as 1<sup>st</sup> July as approved in 12<sup>th</sup> BOG meeting**. Accordingly, the date of qualifying service of some faculty members was re-fixed vide Office Order No. GA-I/CAS/4751 dated 20.6.2007; whereas, re-fixing of my date of qualifying service as Assistant Professor was kept under examination.
4. On my request for re-fixing of my date of qualifying service as Assistant Professor for promotion to the post of Professor, a **Committee of three Deans and DR (GA & L)** was constituted by the worthy Director in May 2008. The Committee **submitted its recommendations and re-fixed my date of qualifying service as 1.7.2001 and thus declaring me eligible for the post of Professor w.e.f. 30.6.2009.**

5. The recommendations of the Committee were placed before the Board of Governors of the Institute in its 14<sup>th</sup> meeting held on 20.1.2009 and as per decision of the BOG, the matter was referred to the MHRD on 11.2.2009.
6. **MHRD vide its Fax dated 26.2.2009 desired that the Institute may examine the report and indicate whether the guidelines issued by MHRD have been followed in re-fixing the date of qualifying service and eligibility for promotion under CAS, before a final view is taken by MHRD.**

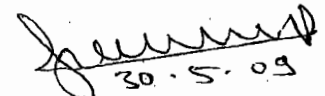
In response to MHRD Fax dated 26.2.2009, the Institute sent its reply on 28.2.2009.

**The MHRD Fax dated 2.3.2009 remarked that the Institute has not responded properly to the MHRD letter dated 26.2.2009. It further remarked that the Committee was constituted by the Institute and it is for the Institute to see whether the recommendations made by the Committee are as per relevant guidelines for making promotion as Professor under CAS.**

It is reliably learnt that a new Committee was constituted by the Director to review the recommendations of the previous Committee strictly as per MHRD/AICTE guidelines. The recommendations of this Committee were put up in the 15<sup>th</sup> BOG meeting held on 18.5.2009. It is my apprehension that the recommendations of this Committee have not been considered by the Board.

It is humbly prayed that the date of my **qualifying service as Assistant Professor for promotion to the post of Professor under CAS** may kindly be re-fixed as per the recommendations of the Committee so that I become eligible to appear in interviews for the post of Professor under CAS w.e.f. 30.06.2009.

Yours faithfully,



(Dr. S K Patidar)

Asstt. Professor  
Deptt. of Civil Engineering  
N I T Kurukshetra-136119

Advance Copy

(Through Proper Channel)

To

The Hon'ble Chairperson  
Board of Governors  
NIT Kurukshetra

Subject: **Re-fixing of the date of qualifying service as Assistant Professor for promotion to the post of Professor under CAS.**

Sir,

I wish to submit the following:

1. I appeared for the post of Assistant Professor (under CAS) before duly constituted selection committee in 2004. As per Office Order No. GA-I/CAS/7762 dated 29-10-2004, I was promoted as Asstt. Professor under CAS on the basis of recommendations made by selection committee and duly approved by the BOG in their 6<sup>th</sup> meeting held on 30.09.2004. Subsequently, as per Office Order No. GA-I/CAS/1584 dated 21-02-2006, my date of qualifying service as Asstt. Professor under CAS for future promotions was notified as 3-8-2000.
2. The eligibility criteria for aforesaid promotion, and qualifying service were decided as per decisions of the 4<sup>th</sup> BOG meeting held on 8-12-2003. As per approved eligibility conditions, "A lecturer in the senior scale will be eligible for promotion to the post of Asstt. Professor, if he/she has master's degree and completed five years of service at the level of Lecturer (Senior Scale). Those who do not have Ph.D. degree, they are required to obtain Ph.D. degree within a period of seven years from the date of his/her promotion to the post of Assistant Professor". As such, Ph. D. was not an essential condition for promotion as Assistant Professor under CAS.
3. On the advice of MHRD, Office Memorandum No. F.20-18/2003-TS-III dated June 4, 2004, the **date of qualifying service was to be re-fixed uniformly as 1<sup>st</sup> July as approved in 12<sup>th</sup> BOG meeting.** Accordingly, the date of qualifying service of some faculty members was re-fixed vide Office Order No. GA-I/CAS/4751 dated 20.6.2007; whereas, re-fixing of my date of qualifying service as Assistant Professor was kept under examination.
4. On my request for re-fixing of my date of qualifying service as Assistant Professor for promotion to the post of Professor, a **Committee of three Deans and DR (GA & L)** was constituted by the worthy Director in May 2008. The Committee **submitted its recommendations and re-fixed my date of qualifying service as 1.7.2001 and thus declaring me eligible for the post of Professor w.e.f. 30.6.2009.**



5. The recommendations of the Committee were placed before the Board of Governors of the Institute in its 14<sup>th</sup> meeting held on 20.1.2009 and as per decision of the BOG, the matter was referred to the MHRD on 11.2.2009.
6. **MHRD vide its Fax dated 26.2.2009 desired that the Institute may examine the report and indicate whether the guidelines issued by MHRD have been followed in re-fixing the date of qualifying service and eligibility for promotion under CAS, before a final view is taken by MHRD.**

In response to MHRD Fax dated 26.2.2009, the Institute sent its reply on 28.2.2009.

**The MHRD Fax dated 2.3.2009 remarked that the Institute has not responded properly to the MHRD letter dated 26.2.2009. It further remarked that the Committee was constituted by the Institute and it is for the Institute to see whether the recommendations made by the Committee are as per relevant guidelines for making promotion as Professor under CAS.**

It is reliably learnt that a new Committee was constituted by the Director to review the recommendations of the previous Committee strictly as per MHRD/AICTE guidelines. The recommendations of this Committee were put up in the 15<sup>th</sup> BOG meeting held on 18.5.2009. It is my apprehension that the recommendations of this Committee have not been considered by the Board.

It is humbly prayed that the date of my **qualifying service as Assistant Professor for promotion to the post of Professor under CAS** may kindly be re-fixed as per the recommendations of the Committee so that I become eligible to appear in interviews for the post of Professor under CAS w.e.f. 30.06.2009.

Yours faithfully,

*Ashwani Jain*  
30/5/2009

(Dr. Ashwani Jain)

Asstt. Professor

Deptt. of Civil Engineering

N I T Kurukshetra-136119

71

To

The Chairman.  
B.O.G.,  
N.I.T. Kurukshetra.

**Subject: Regarding CAS Interview for the Post of Professor held on 03.03.2009  
at N.I.T. Kurukshetra .**

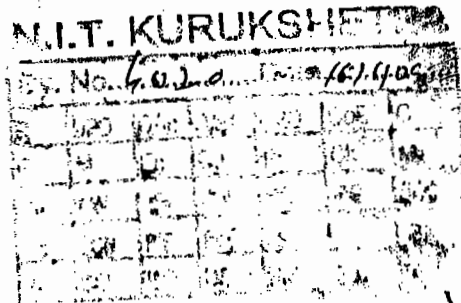
Respected Sir,

This has reference to my earlier representation on the subject cited above. (All relevant documents attached). I understood that a committee has been constituted by your good self to reconsider the case of qualifying service & eligibility. Since I fall under the same category, so I request that my case may also be considered by the same committee.

Hoping you will do the needful in this regard.

Yours sincerely,

*[Signature]*  
Dr. S.M. Gupta  
A.P. C.E.D.  
14.6.09



Registration

This case also appears to be of same nature as that of Dr. Hari Singh & others for whom I have constituted a committee to re-examine the cases and submit its report. Hence, case of Dr. Gupta also be referred to same Committee for consideration & needful.

Copy to: Director for the kind information

*[Signature]* 16/6

*[Signature]* 16.06.09

DISPATCHED 2/7/09

To

The Chairman,  
B.O.G.,  
N.I.T.  
Kurukshetra.

**Subject: Regarding CAS Interview for the Post of Professor held on 03.03.2009  
at N.I.T. Kurukshetra .**

Respected Sir,

In this regards, the brief sequence of events is as under:

<b>DATE</b>	<b>EVENT</b>
16.05.2008	Committee constituted to check the date of qualifying Service & eligibility.
16.06.2008	Committee gives his recommendation & the faculty members are considered eligible as on 01.07.2000. (Copy of recommendation of committee attached )
31.07.2008	On the basis of the recommendation of committee, applied for the post of Professor under CAS.
25.11.2008	Seruting committee considered applications & declared eligible for the post of Professor. (The minutes of committee are in the GA section).
20.1.2009	Recommendations of committee were placed before the 14 <sup>th</sup> B.O.G. meeting held on 20.01.2009.
11.02.2009	As per the Board decision, the recommendations of committee were referred to MHRD for the consideration & decision.
18.02.2009	In the mean time the institute fixed the interview under CAS on 03.03.2009 without waiting the reply from the MHRD.
02.03.2009	MHRD has given the reply of the letter (written by institute ). The Copy of the letter attached).
03.03.2009	The institute again referred the MHRD reply to the committee for reconsideration. The committee recommended us not eligible & then eligible. (Copy of both recommendation of the committee attached).

03.03.2009

Inspite of that, the institute has not allowed to appear in the interview..

15.03.2009

As per representation to the Director on 05.03.2009, the institute again constituted a committee to re-examine the case.

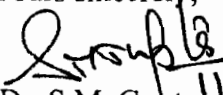
08.05.2009

The committee gives the recommendation & to be put as an Agenda item in the next BOG meeting to be held on 18.05.2009 ..

Keeping in view the above facts, I request you to look into the matter & hold the CAS interview for the post of professor at the earliest in continuation of the interview held on 03.03.2009. The recommendation of the selection committee for the interview held on 03.03.2009 & that of mine to be held at the earliest (decided by your good self) should be taken at single agenda item in the BOG meeting for approval so that I may not lose my seniority.

Hoping you will do the needful in this regards.

Yours sincerely,

  
Dr. S.M. Gupta 11.5.09  
A.P. C.E.D.

**NATIONAL INSTITUTE OF TECHNOLOGY  
KURUKSHETRA- 136 119**

No.

Dated: 16.6.2008

**Subject: Recommendations of the committee to examine the issues relating to  
(i) Date of qualifying service (ii) Eligibility for promotion as Professor  
under CAS for various faculty member as per office order  
No. Estt.-I/PF/ dated 16.05.2008.**

The committee met in the office of Dean (Academic) on various dates and the final recommendations of the Committee which met on 16<sup>th</sup> June, 2008 at 3:00 PM are as under:

The CAS interviews for the post of Assistant Professor were held in July/August, 2004 and beside other faculty members, the faculty members mentioned in Column A of Table 1 were promoted to the post of Assistant Professor vide notification No. GA-1/CAS/7762 dated 29.10.2004 (Annexure-1). The date of their eligibility was notified vide this office letter No. GA-I/CAS/1584 dated 21.2.2006 (Annexure-II) as per recommendations of 4<sup>th</sup> BOG meeting notification No. BOG-4/4.19/1209 dated 6.2.2004 (Annexure II a). The date of qualifying service as Assistant Professors for these faculty members was notified as given in Column B of Table-1. It may be mentioned here that the eligibility condition for the post of Assistant Professor under CAS at that time was M.Tech with five years of service at senior scale level and to acquire Ph.D within seven years from the date of his/her promotion (As per AICTE norms Annexure-III).

**Table 1**

Sr. No.	A Name Dr./Prof./Sh./Ms	Department	B Date of qualifying service already notified as Asstt. Prof.	C Re-fixed date of qualifying service as Assistant Professor	D Date of eligibility for Professor under CAS
1	Hari Singh	Mechanical	5.11.1999	1.7.2000	30.6.2008
2	P.C.Tiwari	Mechanical	5.11.1999	1.7.2000	30.6.2008
3	S.K Patidar	Civil	2.8.2000	1.7.2001	30.6.2009
4	Ashwani Jain	Civil	3.8.2000	1.7.2001	30.6.2009
5	A.K. Singh	Computer	9.10.2003	1.7.2004	30.6.2012
6	L.M. Saini	Electrical	6.11.1999	1.7.2000	30.6.2008
7	Jyoti Ohri	Electrical	9.10.2003	1.7.2004	30.6.2012(if she attains Ph. D. before 9.10.2010)

(Annexure-IV)  
The MHRD letter no. F.20-18/2003-TS-III dated 4.6.2004 for re-fixing the date of qualifying service for all the candidates promoted under CAS was fixed as first July of every calendar year in which they were eligible was implemented by the Institute after approval in the 12<sup>th</sup> BOG meeting (Annexure-V). The re-fixing was done vide notification No. GA-I/CAS/4751 (Annexure VI) dated 20.6.2007 but the matter of re-fixing of qualifying date as Assistant Professor for these candidates was kept under examination as per the same notification. The Committee feels that the re-fixing of qualifying date as Assistant Professor for these faculty members may also be adopted as for other candidates as per Column C of Table-1.

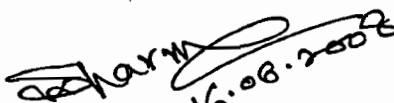
Further the recommendations of the 13<sup>th</sup> BOG meeting vide Item 13.37 as notified vide notification No. GA-I/2543 dated 5<sup>th</sup> March, 2008 (Annexure-VII) should be made applicable for future promotions under CAS. Thus the candidates listed in Table-1 who were promoted and their promotions were approved in the 6<sup>th</sup> BOG meeting should be eligible for the post of Professor after 8 years of qualifying service as Assistant Professor which is given as per Column-D of Table 1.


**Table 2**

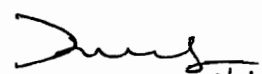
Sr. No.	Name Dr./Prof./Sh./Ms	Department	E Date of qualifying service already notified as Asstt. Prof.	F Re-fixed date of qualifying service as Assistant Professor	G Date of eligibility for Professor under CAS
1.	S. Deswal	Civil	5.11.2004	1.7.2005	30.6.2013

Further, as notified by notification No. GA-I/CAS/6069 dated 30.5.2006, the date of qualifying service as Assistant Professor of Sh. S Deswal was as per Column E of Table 2. Also as per notification No. GA-I/CAS/4747 dated 20.6.2007, the re-fixing of qualifying date of this candidate was under examination. Using the same criteria, as for other seven candidates, the Committee recommends that the date of eligibility of Sh. S Deswal may be made as per Column F and G of Table 2. The case of Mrs. Manjula Sharma would be taken up separately in the next meeting of the Committee.

  
(G.R. Samantaray) 16.06.08

  
(S.K. Sharma) 16.06.2008

  
(S.P. Jain) 11/11-8

  
(R.K. Bansal) 16/6/08

SPEED-POST

NATIONAL INSTITUTE OF TECHNOLOGY  
KURUKSHETRA-136119.

No. Estt.-/ 926

Dated : 11/2/09

Sh. Madan Mohan,  
Director(NITs),  
Govt. of India,  
Ministry of Human Resource Development,  
Department of Higher Education  
Shastri Bhawan,  
New Delhi

Subject:- To examine the recommendations of the Committee constituted regarding (i) date of qualifying service and (ii) eligibility for promotion as Professor under CAS which is linked with date of qualifying service.

Sir,

cp-26-30  
As per instructions issued by the AICTE vide their letter No. FD/PSSC/Clarif./2003/1 dated 17.12.2003 a Lecturer in the senior scale will be eligible for promotion to the post of Assistant Professor if he/she has Master's Degree and completed five years of service at the level of Lecturer (Senior Scale). Those who do not have Ph.D degree, they are required to obtain Ph.D degree within a period of seven years from the date of his/her promotion to the post of Assistant Professor.

cp-98  
cp-131  
Accordingly the Lecturers (Senior Scale) were promoted as Assistant Professor under CAS. The MHRD, IFD, New Delhi vide their letter dated 25.10.2006 informed that a Lecturer(Selection Grade) can be designated as Assistant Professor from the date he/she obtained a Ph.D Degree and his/her services as Assistant Professor would count from that date only. The MHRD vide their letter dated 4.4.2007 clarified that irrespective of the date on which a faculty completes prescribed length of service under CAS regulations there would be a uniform date i.e. 1<sup>st</sup> July. The MHRD further clarified that the notional service rendered in the grade of Lecturer (Selection Grade) and Assistant Professor cannot be clubbed together for the purpose of qualifying service for the post of Professor. The service rendered as Assistant Professor alone would only count as qualifying service for the post of Professor.

Some faculty members are representing that the above clarifications may not be implemented in their case because when they were selected as Assistant Professor (CAS) in 2004 the eligibility of Assistant Professor was "Master's Degree and completed five years of service at the level of Lecturer (Senior Scale). Those who do not have Ph.D. Degree, they are required to obtain Ph.D. Degree within a period of seven years from the date of his/her promotion to the post of Assistant Professor". They have further stated that their qualifying service as Assistant Professor under CAS should be as per existing rules at that time.

Therefore, a Committee at the Institute level was constituted to examine the issues relating to (i) date of qualifying service and (ii) eligibility for promotion as Professor under CAS which is linked with date of qualifying service in respect of faculty members who were granted designation of Assistant Professor (CAS) without Ph.D. The recommendations of the Committee were placed before the Board of Governors of the Institute in its 14<sup>th</sup> meeting held on 20.1.2009. The Board desired that the matter may be referred to the MHRD for their consideration and decision.

Further, as per existing norms, no financial benefit is to be given for the period between the date of eligibility of a candidate promoted under CAS and the date of BOG meeting for approval of the recommendations of the selection committee. The financial benefits are given only from the date of BOG meeting. Therefore there is no financial implication on the institute on account of re-fixing of the qualifying service as Assistant Professor of the faculty members as recommended by the Committee.

In view of above decision of the Board, the recommendations of the Committee are enclosed to examine the issues relating to (i) date of qualifying service and (ii) eligibility for promotion as Professor under CAS which is linked with date of qualifying service.

Yours faithfully,

DA : As above

  
Registrar(I/C)

o/c  
8/11/2009  
2  
11/11/09



NATIONAL INSTITUTE OF TECHNOLOGY  
KURUKSHETRA-136 119

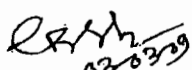
Dated: 3.3.2009

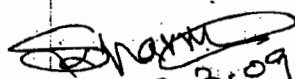
This is in reference to letter No. F-20-18/2003 TS III dated 26.2.2009 received from MHRD, Govt. of India, Technical Education Bureau, New Delhi and as ordered by the Director, NIT, Kurukshetra to re-consider the eligibility of the four candidates for promotion to the position of Professor under CAS. This is to inform you as under:

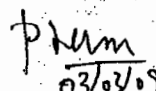
As per Institute notification no. GA-1/CAS/1584 dated 21.2.2006 and as per the qualifying service as Assistant Professor mentioned in that letter, all the candidates, viz., Dr. Hari Singh, Dr. P.C Tiwari, Dr. L.M Saini and Dr. S.M Gupta were considered eligible for promotion to the position of Professor under CAS.

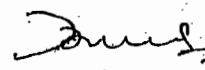
But in view of letters of Shri B.K Ray, Assistant Financial Advisor, MHRD, number F.No. 1-12/2006/IFD dated 25.10.2006 and F.No. 29-3/2006-IFD dated 4.4.2007, none of the above candidates is eligible for promotion to the position of Professor under CAS as on 1.7.2008.

This is for your kind information and necessary action please.

  
(G.R SAMANTRAY)

  
(S.K. SHARMA)

  
(S.P JAIN)

  
(R.K BANSAL)

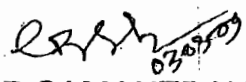
DIRECTOR

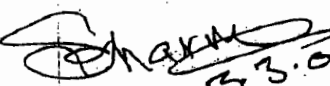
NATIONAL INSTITUTE OF TECHNOLOGY  
KURUKSHETRA-136 119

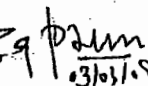
Dated: 3.3.2009


This is in supersession of our letter dated 3.3.2009 and in view of clarification given by the Registrar regarding the date of qualifying service as Assistant Professor, the Committee recommends that the following candidates may be considered eligible for interview for promotion to the position of Professor under CAS:

1. Dr. Hari Singh
2. Dr. P.C Tiwari
3. Dr. L.M Saini
4. Dr. S.M Gupta

  
(G.R SAMANTRAY)

  
(S.K. SHARMA)

  
(S.P JAIN)

  
(R.K BANSAL)

DIRECTOR

**APPENDIX-IV**

Gurpal

**OFFICE OF THE DEAN(P&D)  
NATIONAL INSTITUTE OF TECHNOLOGY  
KURUKSHETRA-136119**

Dean(P&D)/44

Dated : 2.7.2009.

Please refer to your Endst. No. Estt.I/CAS/4208 dated 11.6.2009. The report of the Committee constituted by Hon'ble Chairperson, BOG in connection with some CAS cases is enclosed herewith for information and further necessary action.

K. Gopal  
(Krishna Gopal)  
Dean(Plg. & Dev.)

Encl : A/a.

Director

2/7/2009

**NATIONAL INSTITUTE OF TECHNOLOGY  
KURUKSHETRA - 136 119**

No. D(P&D)/44

Date 2-7-09

The Hon'ble Chairman, BOG, NIT Kurukshetra constituted the Committee consisting of following members on 10.06.2009 :-

- |    |   |        |
|----|---|--------|
| 1. | Dr. Krishna Gopal,<br>Dean (P&D), Professor,<br>Electrical Engg. Department   | Member |
| 2. | Dr. (Mrs.) Sudesh Mukhopadhyay,<br>Member, BOG, Professor & Head,<br>Deptt. of Inclusive Education,<br>NUEPA, New Delhi | Member |
| 3. | Dr. V.K. Arora,<br>Member, BOG, Professor,<br>Civil Engineering Department  | Member |

To re-examine the cases of following Assistant Professors (AP) for promotions to the post of Professor under CAS:

1. Dr. Hari Singh, Assistant Professor, Mech. Engg. Department
2. Dr. P.C. Tiwari, Assistant Professor, Mech. Engg. Department
3. Dr. L.M. Saini, Assistant Professor, Elect. Engg. Department
4. Dr. S.K. Patidar, Assistant Professor, Civil Engg. Department
5. Dr. Ashwani Jain, Assistant Professor, Civil Engg. Department

Later on 14.06.2009, the Hon'ble Chairman ordered to reexamine the case of Dr. S.M. Gupta also. The Committee met on 23.06.2009 in the office of Dr. (Mrs.) Sudesh Mukhopadhyay, Member, BOG, Professor & Head, Deptt. of Inclusive Education, NUEPA, New Delhi.

The Committee observed that the Government of India notified revision of pay scales in Central Funded Technical Institutions vide its office letter No. F.37-104/95-TS.II dated 09.10.1998. This notification approved for implementation of CAS subject to details being notified by AICTE. The details in this regard were notified by AICTE in March, 2000. However, in June, 2004, MHRD issued a memorandum vide which CAS was to be implemented in REC's / NIT's from actual date of notification regarding implementation of revised pay scales in the Institute. The revised pay scales in the then RECK were notified on 05.11.1999 vide memo No. 40/5/89-4TE by the State Government of Haryana. The qualifications for promotions to the post of A.P. under CAS were as under:

- (i) Completed 5 years of service in the Senior Scale.
- (ii) Obtained a Ph.D. degree or has equivalent published work.

\* \* \*

The implementation of CAS for promotion to A.P. was withheld in the then RECK under instructions of MHRD which had withheld promotions and recruitment of all types. In the meantime AICTE vide its corrigendum dated 17.12.2003, revised the qualifications for promotion to the post of A.P. in CAS as under:-

- (i) Master's Degree and completed five years of service at the level of Lecturer (senior scale). Those who do not have Ph.D. degree, they are required to obtain Ph.D. degree within a period of seven years from the date of his / her promotion to the post of Assistant Professor.

\* \* \*

The first notification inviting applications for promotion to the post of A.P. under CAS were issued by Institute on 03.10.2003 vide No. GA-I/CAS/6699. Subsequently vide various notifications, the last date for submission of applications was extended to 06.02.2004. The first meetings of the Selection Committee for promotions to the post of A.P. under CAS in various departments were held in July / August, 2004. All the 06 candidates under consideration appeared before these Selection Committees and were recommended for the promotions to the post of A.P. in their respective Departments. The minutes of these Selection Committees were approved by BOG of the Institute in its 6<sup>th</sup> meeting held on 30.09.2004.

The issues which are involved in each of these 06 cases under reference are framed by this Committee as under:-

- 1) The date from which qualifying service as A.P. starts in each of these 06 cases.
- 2) The date on which each of these 06 candidates become eligible for promotion to the post of Professor under CAS.

The Committee considered each issue one by one as follows:-

#### ISSUE NO. 1

##### The date from which qualifying service as A.P. starts in each of these 06 cases

The MHRD issued a clarifications vide its letter F. 29-3/2006-IFD dated 04.04.2007 vide which the date of qualifying service under CAS would be the next 01<sup>st</sup> July of the date on which the candidates become eligible for promotion under CAS. To resolve the issue under consideration, the Committee framed following 05 questions and from the answers to these 05 questions, the Committee decided on the issue. The questions framed are as under:-

- 1) On which date the Selection Committee selected the candidates as A.P.?
- 2) What were the minimum qualifications for the promotion to the post of A.P. under CAS on the date of Selection?
- 3) On which date the selection related to question nos. 1 & 2 above were approved by BOG?
- 4) Was this the first selection under CAS for promotion to the post of A.P. in the concerned Departments?

*[Handwritten signature]*

- 5) On which date the candidates under consideration attained the qualifications of answer to question no. 2?

The answer to these questions in each of the 06 cases under reference is as follows:

Table 1

Sr. No.	Name of the candidate	On which date the Selection Committee selected the candidates as A.P.?	What were the minimum qualifications for the promotion to the post of A.P. under CAS on the date of Selection?	On which date the selection related to question nos. 1 & 2 above were approved by BOG?	Was this the first selection under CAS for promotion to the post of A.P. in the concerned Departments ?	On which date the candidates under consideration attained the qualifications of answer to question no. 2?
		Answer 1	Answer 2	Answer 3	Answer 4	Answer 5
1.	Dr. Hari Singh	31.07.2004	Master's Degree and completed	30.09.2004	Yes	31.05.1999
2.	Dr.P.C. Tiwari	31.07.2004	five years of service at the	30.09.2004		23.05.1999
3.	Dr. L.M. Saini	01.08.2004	level of Lecturer (senior scale).	30.09.2004		21.05.1999
4.	Dr. S.K. Patidar	31.07.2004	Those who do not have Ph.D	30.09.2004		02.08.2000
5.	Dr. Ashwani Jain	31.07.2004	degree, they are required to obtain Ph.D.	30.09.2004		03.08.2000
6.	Dr. S.M. Gupta(+)	31.07.2004	degree within a period of seven years from the date of his / her promotion to the post of Assistant Professor.	30.09.2004		03.08.1999

(+) Dr. SM Gupta on 30.09.2004, the date of approval of selections under CAS by BQG, had already been working for three years (w.e.f. 30.09.2001) as directly selected AP.

From answers to the above questions and the dates given as answer no. 5, the Committee is of the views that the date of notional qualifying service as A.P. shall start from the date mentioned below against each candidate.

*Sm*  
*7/8*  
*Signature*

Table 2

Sr. No.	Name of the candidate	Notional date of qualifying service as A.P.
1.	Dr. Hari Singh	01.07.2000
2.	Dr.P.C. Tiwari	01.07.2000
3.	Dr. L.M. Saini	01.07.2000
4.	Dr. S.K. Patidar	01.07.2001
5.	Dr. Ashwani Jain	01.07.2001
6.	Dr. S.M. Gupta	01.07.2000

As per AICTE scheme notified in March, 2000 for CAS and held in abeyance as per instructions of Government of India, the qualifications for promotion to the post of A.P. under CAS were as under:-

- (i) Completed 5 years of service in the Senior Scale.
- (ii) Obtained a Ph.D. degree or has equivalent published work:

\* \* \*

The candidates under consideration obtained their Ph.D. degree as mentioned against each candidates in the following table under column 2 and as per this consideration, the notional date of counting qualifying service of A.P. will be the date mentioned in the column no. 3 of the following table:-

Table 3

Sr. No.	Name of candidate	Date of Ph.D. obtained	Notional date of counting qualifying service as A.P.
1.	Dr. Hari Singh	02.08.2001	01.07.2002
2.	Dr.P.C. Tiwari	14.08.2003	01.07.2004
3.	Dr. L.M. Saini	07.02.2002	01.07.2002
4.	Dr. S.K. Patidar	17.05.2002	01.07.2002
5.	Dr. Ashwani Jain	25.03.2004	01.07.2004
6.	Dr. S.M. Gupta	30.04.2001	01.07.2001

However, the committee feels that the dates mentioned in Column 3 of above table do not meet the principle of natural justice and that two different qualifications, one for actual promotion and the other, and in fact a higher qualification, for notional date for counting of qualifying service would be not tenable.

#### ISSUE NO. 2

The date on which each of these 06 candidates become eligible for promotion to the post of Professor under CAS

The Government of India vide letter No. F.1-12/2006/IFD dated 25.10.2006 & F. 29-3/2006-IFD dated 04.04.2007 clarified that "the notional service rendered in the

grade of Lecturer (Selection Grade) and Assistant Professor cannot be clubbed together for the purpose of qualifying service for the post of Professor."

The Committee framed the following 02 questions to resolve this issue:-

6. What are current eligibility conditions for promotion to the post of Professor under CAS?
7. On which date the conditions of answer to question no. 6 are fulfilled by candidates under consideration?

Answers to these questions are as follows:

Answer No. 6 - (from AICTE No. FD/PSSC/Clarif/2003/1 dated 17.12.2003)

In addition to the sanctioned position of Professors which must be filled up through direct recruitment through all India advertisement promotion may be made from the post of Assistant Professor after 8 years of service as Assistant Professor.

\* \* \*

Answer No. 7 -

The following table gives the date on which the candidates become eligible for promotion to the post of Professor after completing 8 years of notional / actual qualifying service as A.P. only :-

Table 4

Sr. No.	Name of candidate	Date of eligibility for promotion to the post of Professor under CAS	
		On the basis of dates given in Table No. 2	On the basis of dates given in Table No. 3
1.	Dr. Hari Singh	30.06.2008	30.06.2010
2.	Dr. P.C. Tiwari	30.06.2008	30.06.2012
3.	Dr. L.M. Saini	30.06.2008	30.06.2010
4.	Dr. S.K. Patidar	30.06.2009	30.06.2010
5.	Dr. Ashwani Jain	30.06.2009	30.06.2012
6.	Dr. S.M. Gupta	30.06.2008	30.06.2009

It may also be observed that any retrospective upward revision the requirements, generally fails to pass the legal scrutiny.

Submitted for kind consideration of Chairman, Board of Governors through Director, NIT Kurukshetra.

(V.K. Arora)

(Sudesh Mukhopadhyay)

(Krishna Gopal)

1/7/2009





## राष्ट्रीय शैक्षिक योजना एवं प्रशासन विश्वविद्यालय

(भारत सरकार द्वारा विश्वविद्यालय अनुदान आयोग से अधिनियम 1956 की धारा 3 के अंतर्गत घोषित)

17-बी, श्री अरविंद मार्ग, नई दिल्ली 110 016

**NATIONAL UNIVERSITY OF EDUCATIONAL PLANNING AND ADMINISTRATION**

(Declared by the Govt. of India under Section 3 of the UGC Act, 1956)

17-B, Sri Aurobindo Marg, New Delhi 110 016

Telephone Off. 91-11-26862389 Res. 91-11-26862336 Fax 91-11-26853041, 26865180

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**Dr. (Mrs.) Sudesh Mukhopadhyay**  
Professor & Head  
Department of Inclusive Education

No.F.09-NIT-Governing Body/Inc.Edu/2009-10

July 17, 2009

Dear Prof. Palit,

This has reference to a communication from NIT, Kurukshetra dated July 14, 2009 regarding the reports submitted by the Committee regarding promotion under CAS.

There are certain reasons because of which I personally feel that this Committee is not very comfortable in making concrete recommendations.

The agenda note of 18.05.2009 BOG Meeting at page No.154 gives the Revised Career Advancement Scheme, as is being implemented by NIT, Kurukshetra.

1. The first para at point No.1.1.1 of this Scheme very clearly mentions that for the movement into grades of Professors, the minimum eligibility criteria would be Ph.D. Those without Ph.D. can go up to the level of Lecturer (selection grade)/ Assistant Professor.
2. It also mentions that the Assistant Professor with a minimum of eight years of services will be eligible to be considered for the appointment of Professor.

Subsequently there has been notification about the counting of these eight years of service, which indirectly implies that this experience is to be counted only after one has acquired the Ph.D. Degree.

I would further like to observe that even the earlier notifications; prior to 2004 by AICTE as per the website of the NIT, Kurukshetra itself refers to some conditions even as early as 2001 and also the subsequent clarifications issued in 2003. You may like to refer to Addendum regarding CAS F.No.1-65/CD/NEC/98-99 dated July 31, 2001 as notified by AICTE on 15 March 2000 (available on NIT website), which also records the same general conditions, which has been mentioned at 1.1.1 of the agenda note of BOG of May 15, 2009. Even if one looks at the clarifications given by the AICTE in January 2003 and further circulated and adopted by NIT in April 2003; this position is retained. NIT initiated and implemented only in 2004.

While discussing things in my room, we also referred to the file notes on these issues. If this condition of Ph.D. was not a necessary condition for counting experience as an Assistant Professor then NIT, Kurukshetra should have declared these people eligible for Assistant Professor along with all other members for which the notification was taken up as early as October 29, 2004 and subsequent circular declaring the date of qualifying

*Confidential / Confidential*

*Agreed, NIT K  
Pl. put up in  
the next BOG meeting with your  
comments  
23/7/09  
Chairman  
BOG, NIT, K*

*Dr. Sudesh Mukhopadhyay  
29/7/09*

service as Assistant Professor. I can be corrected for dates in this respect, as it is very difficult to keep track of so many circulars, which at times do not make cross-references to the earlier circulars, which might have been either reinterpreted or replaced. NIT Kurukshetra could have taken a position on this issue.

However, the fact remains that it is only after acquiring the Ph.D. qualification that the qualifying years of experience can be considered as per all notifications and circulars.

The report of the Committee led by Prof. Krishnan Gopal has captured both the scenarios though, it is but natural that the fellow colleagues may feel that the condition of Ph.D. should be overlooked and they may be given the benefit from the same date for notional date of qualifying as AP as might have been given to their colleagues who qualified with Ph.D. degrees in that batch. I feel this matter has become too technical and a legal person's advice may be taken to interpret these rules and circulars.

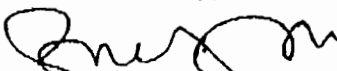
Since issue today is for the qualifying service for the Post of the Professor under CAS, I personally feel that qualifying service as per the existing rules and regulations should be from the date on which they have obtained Ph.D. degree, which they definitely did not possess in 1999.

Hence it is in the light of these circulars and clarifications issued by the AICTE on CAS, the file noting of the NIT Kurukshetra itself and the administrative reasons for which this notification was not done earlier; at least I, as a Member of this committee representing BOG, feels that this issue should be resolved after full discussion in the BOG itself and not through a report of the Committee as it may have implications for the day to day administrative work of the NIT, Kurukshetra and also creating precedence.

For consideration please.

With kind regards,

Yours sincerely,

  
(Sudesh Mukhopadhyay)

Prof. J.K. Palit,  
Chairperson, Board of Governors, NIT  
NLM, 56, Gautam Budh Road, Gaya (Bihar)

**Item: 16.3 To consider filling up the Non-teaching Promotional Posts.**

The Government of India, Ministry of Human Resource Development, New Delhi in May, 2003 issued instructions that no recruitments/promotions under the CAS and any other scheme should be made unless the new service rules are notified by the Ministry. However, on the request of Karamchari Sangh, a proposal was made to the Government of India, MHRD for filling up 62 non-teaching posts by way of promotion. Those posts were lying vacant since long.

The Government of India, MHRD vide letter No. F.9-7/2006-TS-III, dated 29.5.2006 permitted the Institute to fill up 62 non-teaching posts subject to the following conditions: -

1. No Direct Recruitments will be made till the ratio suggested by the recommendations of the Expenditure Reforms Commission (ERC) is achieved.
2. The resultant vacancies arising after promotions of the employees also not to be filled.
3. No consideration of candidates for promotion in Group-D Category is permissible.
4. No posts be filled on retirement of an employee unless this Ministry gives specific approval and such posts is essentially required.

In view the above approval of the MHRD, 35 posts were filled by way of promotion out of the 62 posts on 19.08.2006, as per the existing promotional rules of the Institute. The remaining 27 posts could not be filled up due to non availability of eligible candidates at that time.

Further, the Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi vide letter No. F.20-6/2005-TS-III, dated 2<sup>nd</sup> April, 2007 informed that the NITs should not resort to re-structuring cadre and re-designating staff revising their scales of pay and promote the employees against such non-existent posts. However, due to frequent retirements of the employees of the Institute, as well as resultant vacancies, which arose due to promotions already made, the vacancies of promotional posts were again increased from 27 to 71 as on 1.1.2008. Hence, on the request of Karamchari Sangh, a proposal was submitted before the then Chairman, BOG and after the approval by the Hon'ble Chairman, Board of Governors, 45 promotions were again made against 71 posts. These promotions were approved by the Board of Governors in its 13<sup>th</sup> meeting held on 24.1.2008.

Further due to more retirements as well as resultant vacancies which arose out of promotions already made, the promotional posts were again increased from 26 to 56 as on 01.02.2009.

In view of the above, the matter was placed before the Finance Committee in its 15<sup>th</sup> meeting held on 21.02.2009. The Finance Committee decided as under:-

**"The Finance Committee recommended to the Board that the promotions may be made as per Recruitment Rules of the Institution."**

The above minutes of the Finance Committee were placed before the BOG in its 15<sup>th</sup> Meeting held on 18.05.2009. The Board decided as under: -

**“iv) Regarding FC agenda item 15.25, the Board constituted a committee consisting of Sh. Madan Mohan, Director (NITs), MHRD, New Delhi, Sh. S.Mohan, Director (Finance), IFD, MHRD, New Delhi and Mrs. (Dr.) Sudesh Mukhopadhyay to examine the matter regarding promotion of the non teaching staff as mentioned in the agenda item. The Committee will be assisted by the Registrar/ Deputy Registrar (Estt.) of the Institute. The committee will meet at New Delhi in the next week preferably on 25<sup>th</sup> or 26<sup>th</sup> May, 2009. The committee will submit its report within a fortnight to the Hon'ble Chairperson, BOG for final decision”**

In view of the above, a proposal was submitted to the said Committee for consideration and approval on 25.05.2009. The Committee considered the proposal and recommended as under: -

“In view of the above, the Committee recommended that the Institute may be allowed to fill the 30 posts as per details furnished in the proposal, dated 25.5.2009 subject to following:

1. Promotions may be made on posts where vacancies exist. No fresh posts shall be created until further orders from Ministry of Human Resource Development.
2. Promotions may be made based on existing rules and regulations of the Institute, in the pay band and grade pay corresponding to the pre-revised scale of pay of the respective post.
3. **It will be enforced by the Institute that the vacancies arise out of promotions already made not filled up and due care is to be taken as indicated in the Ministry letter No. F-9-7/2006.TS.III, dated 29.5.2006.”**

The above recommendations of the Committee have been approved by the Chairman, Board of Governors on 13.07.2009 with the direction that further action is to be taken as per Clause 23(4) of the Statutes.

It is worth mentioning here that the Committee has allowed the Institute to fill up 30 posts subject to the conditions mentioned at Sr. No.1 to 3 above. However, due to condition No. 3, the promotions are held up as all the promotional posts arise only after the retirement of the employees in the promotion cadre as well as due to the resultant vacancies arising on account of promotions already made in the respective cadres.

Now, the Karamchari Sangh is pressing very hard for the promotions. Keeping in view the demand of the Karamchari Sangh as well as the problem being faced by the administration for the smooth functioning of the work at the Senior Level, the

Institute may be allowed to fill the following 18 posts only out of the 30 posts as a special case on the grounds mentioned below: -

Sr. No.	Name of the Post	Pay Scale	Promotional Vacancies to be filled
1.	Assistant	9300-34800+4200	03 (01SC, 02UR)
2.	Sr. Steno	9300-34800+4200	02 UR
3.	Accounts Clerk	9300-34800+4200	01 UR
4.	Sr. Storekeeper	9300-34800+4200	01 UR
5.	Tech. Gr. B (Phy)	5200-20200+2400	01 UR
6.	Clerk	5200-20200+1900	01 UR
7.	Restorer	5200-20200+1900	01 UR
8.	Lib. Attn.	5200-20200+1900	01 UR
9.	APD	5200-20200+1900	03 UR
10.	Lab. Attn. (Civil)	5200-20200+1900	01 UR
11.	Lab. Attn. (Phy)	5200-20200+1900	01 UR
12.	Lab. Attn. (Chy)	5200-20200+1900	01 UR
13.	Lab. Attn. (WS)	5200-20200+1900	01 SC
	Total		18

Grounds: -

1. The above promotional posts are within the sanctioned strength of the non-teaching posts and the Institute has not resorted/restructured the posts already sanctioned.
2. The total strength of the present staff will not be changed due to these promotions.
3. It is essential to fill up the Senior Level Posts which have fallen vacant due to frequent retirement of the employees. It will ensure smooth running of the Institute. In case it is not done, the junior persons and the persons being engaged on contract will not be in a position to do the work effectively.
4. In case the aforesaid promotional posts, which are critically needed, are not filled, various activities of the Institute such as running of classes, work in labs and administrative offices and other developmental activities of the Institute will be badly affected.
5. There will be nominal financial liability on Government of India.

The above promotions may be allowed as a special case in terms of clause 13(2(a)) of the NIT Act, which reads that the Board of every Institute shall take decisions on questions of policy relating to the administration and working of the Institute.

It is pertinent to mention here that after these promotions, the Institute will start process of mapping/restructuring of the existing posts with the new classifications made under Clause 22 of the First Statutes.

The Board may consider and decide.

**Item 16.4                      To consider appointment of Medical Officer on contract basis in the Health Centre, NIT, Kurukshetra.**

There is one post of Senior Medical Officer and other post of Medical Officer in the Health Centre of the Institute. Dr. K.K. Nagpal, Senior Medical Officer retired from the services of the Institute on 30.9.2005 on attaining the age of superannuation of 60 years. Dr. (Mrs.) S. Mangwana holding the post of lady Medical Officer retired on 31.8.2006 after attaining the age of 58 years as she was not allowed extension beyond 58 years. Since then both the regular posts are lying vacant in the Health Centre of this Institute. At present Dr. D.S. Saini Ex-Chief Medical Officer, Government of Haryana has been working as Senior Medical Officer and he has been granted extension for a period of 3 months w.e.f. 1.6.2009 or till further orders whichever is earlier on the terms and conditions already conveyed vide this Office letter No. Gen.-I/Health Centre/10816, dated 3.12.2008. So at present one post of Medical Officer is lying vacant.

The Institute advertised the post of Medical Officer to be filled on contract basis through Walk-in-interview vide advertisement No. 15/2009. The meeting of the Selection Committee constituted at the Institute level was held on 26.5.2009 and the Committee recommended the name of Dr. D.N. Gupta for the post of Medical Officer at consolidated salary of Rs. 30,000/- per month (recommendations of the committee are enclosed as Appendix-VI at page 77)

The matter is placed before the Board for engaging Dr. D.N. Gupta as Medical Officer in the Health Centre on contract basis on consolidated salary of Rs. 30,000/- per month for a period of six months. The Board may also decide regarding extension of contractual appointment of Dr. D. S. Saini beyond 31.08.2009. The extension in his contractual appointment is proposed for a period of three months i.e. 1.09.2009 to 30.11.2009 since Dr. Saini is attaining the age of 60 years on 30.11.2009. This will be his last extension.

NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA

Minutes of the Meeting of the Selection Committee held on  
26.5.2009 at 11.00 AM in the Director's office of the Institute.

Present:

- |    |  |          |
|----|--|----------|
| 1. | Dr. M.N. Bandyopadhyay,<br>Director, NIT, Kurukshetra      | Chairman |
| 2. | Sh. R.P.S. Lohchab,<br>Registrar, NIT, Kurukshetra         | Member   |
| 3. | Dr. Parveen Garg,<br>CMO, LNJP, Kurukshetra                | Member   |
| 4. | Dr. D.S. Saini<br>S.M.O., Health Centre, NIT, Kurukshetra. | Member   |

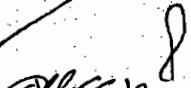
Recruitment to the post of Medical Officer on contract basis

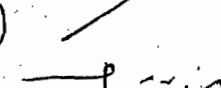
In response to advertisement No. 15/2009 published in  
"The Tribune" and "Dainik Bhaskar" dated 22.5.2009, the following  
candidates appeared for Interview for the post of Medical Officer: -

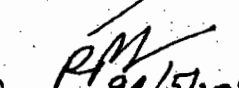
1. Dr. Madan Mohan
2. Dr. D.N. Gupta
3. Dr. (Mrs.) Sudha Gupta
4. Dr. (Ms.) Geeta Sharma

The Committee recommends the following in order of merit at  
consolidated salary of Rs. 30,000/- per month.

1. Dr. D. N. Gupta.
2. Dr. (Mrs.) Sudha Gupta.
3. Dr. Madan Mohan
4. Dr. (Mrs) Geeta Sharma.

  
(D.S. Saini)

  
(Parveen Garg)

  
(RPS Lohchab)

  
(M.N. Bandyopadhyay)