NATIONAL INSTITUTE OF TECHNOLOGY KURUKSHETRA-136119

Minutes of the 19th meeting of the Board of Governors, National Institute of Technology, Kurukshetra held on 29th December, 2009 at 11.00 AM in the Senate Hall of the Institute.

Present:

1. Prof. J.K. Palit,
Chairperson
Board of Governors,
NIT, Kurukshetra.

In Chair

Dr. M.N.Bandyopadhyay,
 Director,
 National Institute of Technology,
 Kurukshetra.

Member

3. Sh. Navin Soi
Director (Finance), IFD,
MHRD, New Delhi
Representative of Sh. S.K. Ray,
Financial Advisor(IFD),
Department of Higher Education,
Ministry of Human Resource Development,
Government of India,
Shastri Bhawan,
New Delhi-110001

Member

4. Sh. Sunil Seth,
Joint Director,
Directorate of Technical Education, Haryana
Representative of Sh. M.P. Gupta,
Director,
Technical Education, Haryana,
Sector-4, Bays No. 7-12,
Panchkula

Member

5. Dr. Hari Mohan Prasad,
University Head,
Department of English,
Magadh University,
Bodh Gaya (Bihar)

Member

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- 6. Dr.(Mrs.) Sudesh Mukhopadhyay, Member Professor & Head,
 Deptt. of Inclusive Education,
 National University of Education Planning & Administration,
 17-B, Aurobindo Marg,
 New Delhi 110 016
- 7. Dr. V.K. Arora,
 Professor
 Civil Engineering Department,
 N.I.T. Kurukshetra.

Member

8. Prof. C.P.Bansal, Lecturer(SG), Electrical Engineering Department, N.I.T. Kurukshetra Member

9. Sh. R.P.S. Lohchab, Registrar, NIT, Kurukshetra Secretary ,

The Joint Secretary(T), Govt. of India, Deptt. of Higher Education, MHRD, New Delhi could not attend the meeting.

Before taking up the agenda items, Sh. R.P.S. Lohchab, Registrar-cum-Secretary extended hearty welcome to the Hon'ble Chairperson, Board of Governors, the Director, NIT, Kurukshetra and other members present in the meeting.

The Board of Governors took the following decisions:-

19.1 To confirm minutes of 17th meeting of the Board of Governors held on 09.09.2009.

The Board noted the comments offered by Dr. V.K. Arora and Prof. C.P. Bansal and decided that Dr. S.M. Gupta and Dr. Arun Geol be confirmed on the posts of Assistant Professors in Civil Engg. Deptt. w.e.f. 18.05.2009 as per details furnished in the agenda item 17.16.

The minutes of 17th meeting of the Board of Governors held on 09.09.2009 were confirmed by the Board after incorporating above change in the minutes.

19.2 To confirm minutes of the 18th (Spl.) meeting of the Board of Governors held on 12.10.2009.

The Board confirmed minutes of the 18th (Spl.) meeting of the Board of Governors held on 12.10.2009.

19.3 To note action taken report on the minutes of the 16th (Spl.) meeting of the Board of Governors held on 30th July, 2009.

The Board noted action taken report on the minutes of the 16th (Spl.) meeting of the Board of Governors held on 30th July, 2009.

19.4 To note action taken report on the minutes of the 17th meeting of the Board of Governors held on 9th September, 2009.

The Board noted action taken report on the minutes of the 17th meeting of the Board of Governors held on 9th September, 2009 with the following observations:-

- i) Regarding action on the agenda item No. 17.16 relating to confirmation of Dr. S.M. Gupta, and Dr. Arun Geol, decision taken by the Board in the agenda item 19.1 be referred to.
- ii) The required action in respect of Sh. Rajender Kumar with reference to the agenda item 17.23 be tken in a time bound process. The committee should submit its detailed report in the matter within a period of two months.
- iii) The required details be furnished in important items.
- 19.5 To note action taken report on the minutes of the 18th (Spl.) meeting of the Board of Governors held on 12th October, 2009.

The Board noted action taken report on the minutes of the 18th (Spl.) meeting of the Board of Governors held on 12th October, 2009. The Board was intimated that the Institute will hold interviews to fill up the posts under reference during January, 2010 after the MHRD nominee is decided.

19.6 To note minutes of 1st meeting of the Standing Committee of the Board held on 25.11.2009.

The Board noted minutes of the 1st meeting of the Standing Committee of the Board held on 25.11.2009.

19.7 To ratify minutes of the 17th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 03.11.2009.

The Board ratified minutes of the 17th meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 03.11.2009.

19.8 To ratify action taken by the Hon'ble Chairman, Board of Governors in accepting request of Dr. M.K. Soni, Professor, Electrical Engineering Department for voluntary retirement.

The Board ratified action taken by the Hon'ble Chairman, Board of Governors in accepting request of Dr. M.K. Soni, Professor, Electrical Engineering Department for voluntary retirement.

19.9 To ratify action taken by the Hon'ble Chairman, BOG in granting Extraordinary Leave (without pay) to Dr. S.K. Chakarvarti, Professor, Physics Department.

The Board ratified action taken by the Hon'ble Chairman, BOG in granting Extraordinary Leave (without pay) to Dr. S.K. Chakarvarti, Professor, Physics Department as per details furnished in the agenda item.

19.10 To ratify action taken by the Hon'ble Chairperson, BOG for approving the proposal of the Institute for outsourcing the services of security, housekeeping and maintenance work of the Institute.

The Board ratified action taken by the Hon'ble Chairperson, BOG in approving the proposal of the Institute for outsourcing the services of security, housekeeping and maintenance work of the Institute as per details furnished in the agenda item.

The Board further decided that the existing practice for engaging persons on contract basis may continue upto 31st March, 2010 or till the agencies are hired for providing the said services to the Institute whichever is earlier.

19.11 To ratify decision of the Hon'ble Chairperson in approving the proposal of the Institute for the qualifications and experience required for the recruitment of regular faculty in the Institute.

The Board approved that the Institute may adopt first division (60%) at Master's and/or Bachelor Degree level instead of 55% marks in the qualification and experience for the faculty positions of the Institute as advertised by the MANIT, Bhopal.

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Further the Board ratified the decision taken by the Hon'ble Chairperson, BOG in approving the proposal of the Institute for the qualifications and experience required for the recruitment of regular faculty in the Institute subject to above amendment.

19.12 To ratify action taken by the Hon'ble Chairperson, BOG in appointment of Officer on Special Duty (OSD) in the Institute.

The Board ratified action taken by the Hon'be Chairperson, BOG in appointment of Oficer on Special Duty (OSD) in the Institute.

19.13 To ratify action taken by Hon'ble Chairman, BOG for continuation of Dr. D.S. Saini as Senior Medical Officer of the Health Centre beyond 30.11.2009.

The Board ratified action taken by the Hon'ble Chairman, BOG for continuation of Dr. D.S. Saini as Senior Medical Officer of the Health Centre upto the date of BOG meeting.

The Board decided that the post of Medical Officer and Senior Medical Officer be filled up on regular basis.

The Board also decided that Dr. D.S.Saini be engaged as Medical Consultant for one year from the date of this BOG meeting i.e. 29.12.2009 to 28.12.2010 or till the post of Senior Medical Officer is filled up on regular basis whichever is earlier on his present salary, terms and conditions. His salary be charged against the vacant post of Senior Medical Officer.

19.14 To consider grant of Dearness Allowance on Rs. 79,000/- instead of Rs. 75.000/- to the Director of the Institute.

The Director left the meeting when this item came up before the Board.

The Board decided that the matter be referred to the Ministry of Human Resource Development, Govt. of India, New Delhi.

19.15 To consider the appointment of Deputy Director under clause 18 of the 1st Statutes under NITs Act – 2007.

The Board observed that necessary initiative may be taken by the Ministry of Human Resource Development, Govt. of India, New Delhi for appointing the Deputy Director as per the Statutes. The matter therefore, be referred to the MHRD.

19.16 To consider confirmation of Sh. Jagan Nath on the post of System Analyst.

The Board confirmed Sh. Jagan Nath on the post of System Analyst w.e.f.13.11.2009.

19.17 To consider confirmation of Sh. Gyana Ranjan Samantaray on the post of Deputy Registrar (GA&L).

The Board confirmed Sh. Gyana Ranjan Samantaray on the post of Deputy Registrar(GA & L) w.e.f.18.5.2009.

The Board further decided that the matter regarding grant of UGC pay scale to Sh. Gyana Ranjan Samantaray be examined by the Standing Committee of the Board and then the matter be placed before the Board in its next meeting for decision.

19.18 To consider un-authorized absence from duty in respect of Dr. A.K. Gupta, Professor in this Institute.

The Board decided that Dr. A.K. Gupta, Professor, Electronics & Communication Engg. Department be issued a warning with an advice to be careful in future and a copy of the warning be placed in his personal file for future reference and record.

19.19 To consider un-authorized absence from duty in respect of Dr. K.K. Singh, Professor(CAS), Civil Engineering Department.

The Board decided to extend the EOL period in respect of Dr. K.K. Singh, Professor(CAS) in Civil Engineering Department upto 15th January, 2010. In case he does not join his duty by 15th January, 2010, strict disciplinary action be initiated against him.

19.20 To consider incentive of three advance non-compounded increments for Ph.D. to Associate Professors.

The Board approved the benefit of three non-compounded increments to Assistant Professors, Associate Professors or to the persons in the pay scale of Associate Professor who acquired Ph.D. during their service career after 01.01.2006. In this connection, one of the members pointed out that this facility should be extended to those persons also who acquired Ph.D. during their service career before 01.01.2006. The Board decided that clarification be sought from MHRD as to whether the said benefit on account of Ph.D. should also be extended to those persons who acquired Ph.D. during their service career before 01.01.2006

19.21 To consider AGP of Rs. 12000 per month in PB-4 upto a 20% of the sanctioned post of Professors.

The Board decided that the Institute may wait the UGC guidelines for granting the AGP of Rs. 12000 per month in PB-4 upto a 20% of the sanctioned post of Professors.

19.22 To consider Cumulative Professional Development Allowance to the faculty for participating in National and International Conferences.

The Board decided that the Cummulative Professional Development Allowance to the tune of Rs. 3.00 Lacs for every block period of 3 years (Rs. One Lac per year) be made available to the faculty members on reimbursable basis to meet the expenses for participating in both national and international conferences, paying the membership fee of various professional bodies and contingent expenses be carried forward for next 6 months subject to a ceiling of Rs. 1.00 lac per year.

The Board desired that detailed guidelines be prepared in this regard and placed before the Standing Committee of the Board in its next meeting.

19.23 To consider to release 60% payment of 2nd installment of arrears on account of Pay Revision in respect of remaining non-teaching employees.

The Board decided that 60% payment of 2nd installment of arrears on account of 6th CPC be released provisionally to the non-teaching employees as per details given in the agenda item after taking an undertaking from them that aforesaid payment will be recovered from them in one lumpsum from their CPF in case approval of the MHRD is not received in a reasonable time.

The Board desired that the MHRD be requested to expedite the matter.

19.24 To consider release of balance 60% arrears w.e.f. 24.1.2008 to Sh. D.K. Kaushik and Sh. S.N. Kaushik as Assistant Engineers (Elect & Civil).

The Board observed that the case of upgradation of Sh. D.K. Kaushik and Sh. S.N. Kaushik as Asstt. Engineers (Elect. & Civil) has been referred to the MHRD time and again but the MHRD has never acceded to the proposal of the Institute. Hence balance 60% arrears to them w.e.f. 24.1.2008 can not be released without approval of the MHRD. The issue be accordingly taken up with the MHRD.

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19.25 To consider inclusion of a member belonging to SC/ST, Minority and woman in the Selection Committees constituted for the recruitment of members of staff.

The Board authorized the Director to prepare a penal of members belonging to SC/ST, Minority and woman for various selection committees constituted for recruitment.

19.26 To consider recommendations of the Committee for making payment to the faculty, administrative and non-teaching staff, who are directly/indirectly involved in the work relating to MBA and MCA Self Financing Courses.

The Board approved recommendations of the Committee for making payment to the faculty, administrative and non-teaching staff who are directly/indirectly involved in the work relating to MBA and MCA Self Financing Courses as per details furnished in the agenda item.

19.27 To consider amended House Allotment Rules of the National Institute of Technology, Kurukshetra.

The Board observed as under:-

- i) The House Allotment Rules should be framed for reasonably longer period keeping in view future requirements.
- ii) The provisions made should not be in contradiction to the Statutes.
- The suggestion of Dr. V.K. Arora, the faculty representative on the Board that an employee should be allowed to retain the accommodation on normal rent upto two years' EOL is acceptable.

The Board decided that the matter be examined by the Standing Committee keeping in view above observations and then it be placed before the Board in its next meeting.

19.28 To consider the development plan of Centre of Continuing Education and External Collaboration (CCEEC) at NIT, Kurukshetra.

Dr. Pankaj Chandna, Professor Incharge, CCEEC gave a presentation of organizational structure, infrastructural requirements, manpower requirements, activities to be undertaken and financial aspects in the form of PPT before the Board. During the presentation Dr. Chandna requested for an amount of Rs.10.00 lacs as seed money to start the function of the above Cell. Dr. Chandna assured the Board that the Cell will start its formal functioning within three months i.e. from 1st April, 2010.

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The Board decided to sanction 50% of the required seed money i.e. Rs. 5.00 lacs initially in the last quarter of current financial year 2009-2010 and the remaining 50% will be granted during next financial year on the basis of performance of the Cell.

19.29 To note action taken by the Institute in the allotment of H.Nos. GU-20, GU-80, GL-87, GL-75 and GU-11.

The Board noted action taken by the Institute in the allotment of House Nos. GU-20, GU-80, GL-87, GL-75 and GU-11.

19.30 To consider recommendation of the Committee constituted by the Board for engaging staff on contractual basis for smooth running of the Institute.

The Board accepted recommendations made by Dr. Hari Mohan Prasad Committee with the following observations:-

- i) The appointment of faculty for MBA and MCA be made on long contract basis for five years.
- ii) The contractual appointments in respect of Drivers and Junior Engineer(M) be treated to have been made under Clause 28(2) instead of Clause 17(8) of the Statutes.
- iii) The Board will consider the issue of promotion of Sh. D.K. Kaushik and Sh. S.N. Kaushik when the agenda item 19.31 comes for discussion.

19.31 To consider promotion of Sh. D.K. Kaushik and Sh. S.N. Kaushik as Assistant Engineers (Eectrical & Civil).

The Board decided as under:-

- The status-quo in these two cases cannot be further allowed in view of the MHRD letter dated 19.11.2008 and 28.07.2009 as referred to in the agenda item. Accordingly the posts of Asstt. Engineer(Civil) and Asstt. Engineer(Elect.) be downgraded to those of Junior Engineer(Civil) and Junior Engineer(Elect.) respectively and both the incumbents be reverted back to their substantive posts of Junior Engineer(Civil) and Junior Engineer(Elect.)
- ii) The Board decided to create one post of Assistant Executive Engineer(Civil) and one post of Assistant Executive Engineer(Elect.) of proper Govt. pay scales. Qualified officers be appointed on contract basis under Clause 28(2) of the Statutes through walk-in-interview and all issues relating to filling up these two posts on contract basis be decided by the Hon'ble Chairperson,



BOG so that various ongoing construction activities may continue smoothly as per rules.

19.32 To consider rules on Extra Ordinary Leave, Lien and Deputation.

The Board decided that the Standing Committee may consider this matter. The Board also made the following observations:-

- i) Detailed rules on EOL, Lien and Deputation be framed.
- ii) Advice of an legal expert in the matter be obtained.

19.33 To consider anomalies in the Scheme of Revision of pay scales in respect of teachers and other staff.

As recommended by the High Level Committee constituted at Institute level to examine the anomalies arising out of the pay fixation of faculty, the Board decided that incumbent Assistant Professors on 01.01.2006 be provisionally designated as Associate Professors and placed in the PB-4 with AGP of Rs. 9000/- w.e.f. 01.01.2006 and their pay be provisionally fixed as per pay fixation formula of 6th CPC. This be also followed for the Assistant Professors appointed between 01.01.2006 and 18.08.2009 from their date of joining itself. The decision taken under this agenda item shall be reviewed after final decision is taken in the matter.

The Board further decided that other anomalies be examined by the Standing Committee of the Board.

19.34 To approve the Panel of External Experts for the selection of Technical, Administrative and other staff under various Selection Committees of the Institute.

The Board approved the panel of external experts for the selection of Technical, Administrative and other staff under various Selection Committees of the Institute.

Further the Board suggested the following names to be included in the above panel:-

Dr. Janardan Prasad Kesari (for Civil Engg. Deptt.)
 Associate Professor,
 Mahatma Gandhi Institute for Combating Climate Change,
 Bakoli, Alipur, Delhi – 1120 036
 (Ph. No. 011-27207327(O), 011-27872242(R), 09313806926(Mob.)

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Dr. M.K. Jha
 Professor
 Deptt. of Chemical Engineering,
 NIT. Jallandhar

(for Chemistry Deptt.)

19.35 To consider installation of the IGbps Internet Leased Line Connection for the Institute out of OBC Plan Grant.

The Board considered the the installation of the IGbps Internet Leased Line Connection for the Institute out of the OBC Plan Grant and decided that being a financial matter this be placed before the Finance Committee.

19.36 To consider and approve the minutes of the 13th meeting of the Senate, National Institute of Technology, Kurukshetra held on 03.12.2009.

The Board appreciated decision of the Senate regarding conferment of Honorary Degree of D. Litt. To Shri Pranab Mukherjee, Hon'ble Union Finance Minister.

The Board approved minutes of the 13th meeting of the Senate, National Institute of Technology, Kurukshetra held on 03.12.2009.

19.37 To consider superannuation age of 62 years for Director for Sports of the Institute.

The Board decided that orders of the Hon'ble Punjab & Haryana High Court, Chandigarh be implemented.

The Board further decided that the matter regarding re-designation of Director of Sports be considered by the Standing Committee.

19.38 To consider superannuation age of 62 years for Registrar of the Institute.

The Board decided that orders of the Hon'ble Punjab & Haryana High Court, Chandigarh be implemented.

19.39 To consider superannuation age of 62 years for Lecturer, Physical Education f the Institute.

The Board noted that since no 'stay' has been granted by the Hon'ble High Court in the CWP No. 17164/09, Sh. Zile Singh, Lecturer in Physical Education stands retired on 31.12.2009. The Institute is bound to

implement further directions as and when given by the Hon'ble Punjab & Haryana High Court, Chandigarh in respect of Sh. Zile Singh.

19.40 To consider the panel of external experts for recruiting Academic Staff (excluding the Director and the Deputy Director) in various subjects.

The Board decided that the matter regarding panel of external experts for recruiting Academic Staff be placed before the Standing Committee in its next meeting.

19.41 To consider and approve recommendations of the Committee constituted for mapping of existing non-faculty posts with the new classifications as per 1st statutes, requirement of non-faculty staff as per suggested ratio and filling up posts of urgent nature.

The Board decided that the agenda item 19.41 be circulated amongst the Board members for consideration and decision thereon.

19.42 To consider and approve recommendations of the Committee on the Code of Conduct for employees of the Institute.

The Board deferred this item to the next meeting of the Board.

Any other item

Under 'any other item' the following three issues were also discussed and decided as under:-

i) Regarding indiscipline created by two employees of the Institute:

The Hon'ble Chairperson, BOG made the following observations:-

- a) The conduct of Sh. Mahesh Kumar Gupta, Asstt. Professor, Mechanical Engg. Deptt. amounts to serious violation of service rules. He is in the habit of writing against the Institute and its management for long to different higher authorities i.e. Hon'ble President of India, PMO, New Delhi, Hon'ble HRD Minister, the Secretary, Deptt. of Higher Education, MHRD and the members of BOG. Even he is advising and suggesting the Hon'ble Chairperson, BOG to review the decision of the BOG, which is neither concerning him nor in any manner he is aggrieved party. He is in the habit of such misconduct for long.
- b) Sh. Phool Kumar, Lab. Attendant, Chemistry Department is also in the habit of writing letters to the Hon'ble HRD Minister, Govt. of India against the Institute and its management. Even the subject matter of the letters is

not related to the affairs of NIT, Kurukshetra. Sh. Phool Kumar is also in the habit of such misconduct for long.

c) Under the circumstances mentioned above strict disciplinary action should be taken against aforesaid employees in the interest of the Institute. Otherwise for their whimsical attitude the Institute is being defamed without any reason.

The Director emphasized that the development of the Institute would be seen on priority basis, so these types of letters should not be given much importance. He further alleged that he was not in favour of initiating any disciplinary action against them and only a lenient view in the matter would be taken as they are in habit of doing so for a long time. Such kind of action at this stage would affect normal functioning in the Institute. During last few years the progress of the Institute have become excellent both from the points of view of infrastructure and academics. So during his tenure he is interested to improve the status of the Institute in the level of IITs.

After detailed discussion, the Board finally decided that show cause notices should be issued to Sh. M.K. Gupta and Sh. Phool Kumar asking them as to why action should not be taken against them for writing to the higher authorities such as Hon'ble President of India, PMO, New Delhi, Hon'ble HRD Minister, and the members of the Board against the Institute and its management.

ii) Pension-cum-GPF Scheme:-

About 25 ex-employees of the Institute including some senior Professors met the Board of Governors when the meeting was going on to emphasize their request for grant of Pension-cum-GPF Schem as is applicable to other NITs of the country except NIT, Kurukshetra, BRA-NIT, Jallandhar and NIT, Silchar. The delegation expressed that it is an act of high discrimination as employees of NIT, Kurukshetra have been deprived of the benefit of Pension-cum-GPF Scheme in view of Clause 29 of the Statutes which reads as under:-

"Employees of the Institute appointed prior to 1.1.2004 will be governed by Central Civil Services (Pension) Rules, 1972 and Central Provident Fund (Central Services) Rule, 1960 and the Employees appointed on or after 1.1.2004 will be governed by New Pension Scheme of Central Government".

Further the delegation presented following arguments in support of their request:-

- Dr. Manmohan Singh, Hon'ble Prime Minister of India declared Pensioncum-GFP Scheme few years back for the employees of Punjab University, Chandigarh.
- b) A news item appeared in the 'Business Bhaskar' dated 29th November, 2009 as regards opting the Pension Scheme from the year 1993 for the employees of PSU Banks and it was mentioned in the news item that the Govt. of India will incur an amount of Rs. Six thousand crores on this account.
- The Board of Governors of REC, Kurukshetra in their 83rd meeting held on c) 09.05.1994 approved introduction of Pension Scheme and GPF Scheme for the employees of the Institute on State Government pattern w.e.f. The Board of Governors in their 86th meeting held on 01.04.1994. 23.01.1996 also approved the Pension and GPF Rules duly considered by the Finance Committee. At that time it was decided by the Board that before implementing the Pension and GPF Scheme approval of the Central Government and the State Government of Haryana be obtained. The Harvana Government in 2001 intimated that the State Government agreed in principal to introduce the Pension Scheme in REC. Kurukshetra subject to certain terms and conditions enclosing therewith draft Rules of Pension and GPF duly approved by the Finance Department of Government of Haryana. At that time there was no necessity to take approval of the Ministry of Finance, Government of India. However the Institute failed to implement the Pension-cum-GPF Scheme at that time.

After hearing genuine request/grievance of the delegation, the Board recommended to the Govt. of India that the Pension-cum-GPF-Scheme as applicable prior to 01.01.2004 may be extended to the employees of NIT, Kurukshetra also. The Board desired that the matter be accordingly referred to the MHRD for necessary action at their end.

iii) Regarding increase in the tuition fee of M.Tech. students:-

Some of the M.Tech. students met the Board members with their grievance that they have been asked to pay tuition fee @ Rs. 35,000/- as laid down by the MHRD from the 1st semester of the academic year 2009-10 but this increased tuition fee was not mentioned in the Prospectus and hence it is creating financial hardship to them. They requested the Board that they should not be charged the increased tuition fee from the 1st Semester as has been done by NIT, Rourkela for their M.Tech. students.

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The Board decided that the matter be referred to the Finance Committee for consideration and the M.Tech. 1st year students be charged tuition fee at the existing rate till the Finance Committee reviews the issue and takes a decision. The Finance Committee should meet at the earliest.

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

(M.N. Bandyopadhyay)

Director NIT, Kurukshetra

P.S. Lobobah OH 01 2010

(R.P.S.Lohchab)
Registrar-cum-Secretary
NIT, Kurukshetra

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Chairperson, BOG NIT, Kurukshetra