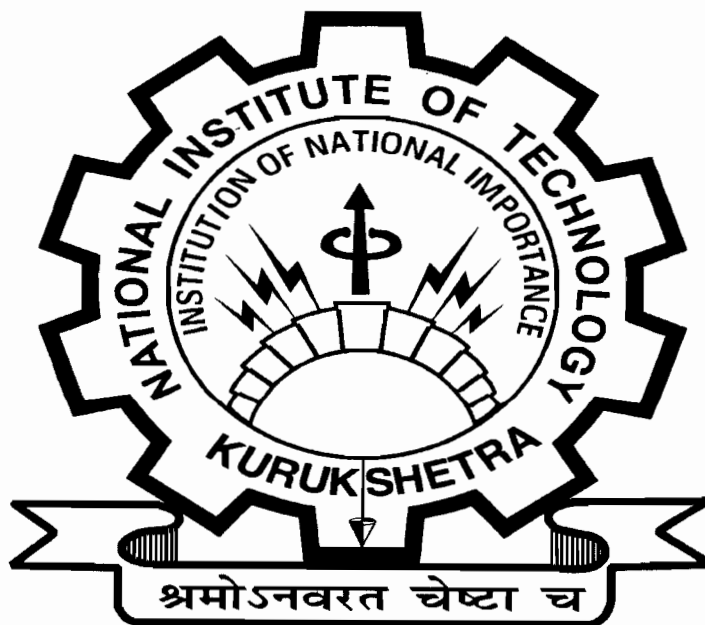


**NATIONAL INSTITUTE OF TECHNOLOGY  
KURUKSHETRA-136119**

**AGENDA  
OF  
BOARD OF GOVERNORS MEETING**



**32<sup>nd</sup> MEETING  
TO BE HELD ON 03.01.2014**

**NATIONAL INSTITUTE OF TECHNOLOGY  
KURUKSHETRA-136119**

**Agenda** : For the 32<sup>nd</sup> meeting of  
Board of Governors

**Place** : Board Room  
BrahMos Aerospace, DRDO  
16, Cariappa Marg, Kirby Place  
Delhi Cantt., New Delhi – 110 010

**Day, date and time** : Friday, the 3<sup>rd</sup> January, 2014  
at 11 a.m.

Item No.	Subject	Page No.
32.1	To note the nomination of faculty member on the BOG as Senate Nominee.	1
32.2	To confirm the minutes of the 31 <sup>st</sup> meeting of the Board of Governors held on 22.08.2013.	2-11
32.3	To note the action taken report on the minutes of the 31 <sup>st</sup> meeting of the Board of Governors held on 22 <sup>nd</sup> August, 2013.	12-17
32.4	To consider and approve the minutes of the 28 <sup>th</sup> meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 15.10.2013.	18-21
32.5	To consider the issue regarding appointment of Deputy Directors in the NITs.	22-24
32.6	To approve Annual Report and Audited Statement of Accounts & Audit Report of the Institute for the year 2012-13.	25
32.7	To consider the recommendations of the Committee on the Conduct Rules for employees of the Institute.	26-36
32.8	To consider de-recognition of Non-Teaching Employees Krantiya Sangthan, NIT Kurukshetra as per rules.	37-48
32.9	To consider complaint regarding plagiarism – Copy Right Violation by Dr. Pankaj Chandna, Professor, Department of Mechanical Engineering.	49-61
32.10	To consider the CBI Reports dated 29.03.2011 regarding Departmental action for minor penalty against Dr. Sandeep Singhal, Associate Professor, Department of Mechanical Engineering, NIT Kurukshetra	62-66

(ii)

<b>32.11</b>	<b>To consider and approve the recommendations of the Selection Committees for the appointment of Deputy Registrar (Academic), Executive Engineer and Students Activity &amp; Sports Officer.</b>	<b>67</b>
<b>32.12</b>	<b>To consider and approve the Panel of External Experts for recruiting Academic Staff (excluding the Director and the Deputy Director) in various subjects.</b>	<b>68</b>
<b>32.13</b>	<b>To consider and approve the Panel of External Experts for recruitment of Technical, Administrative &amp; Ministerial Staff, Senior Administrative and other comparable posts.</b>	<b>69</b>
<b>32.14</b>	<b>To report the approval accorded by the Hon'ble Chairperson, BOG.</b>	<b>70-76</b>
<b>32.15</b>	<b>Re-designation of the posts of Deputy Registrar (General Administration &amp; Legal), Deputy Registrar (Accounts) and Deputy Registrar (Academic) as Deputy Registrar</b>	<b>77-78</b>
<b>32.16</b>	<b>Any other item</b>	

**Item 32.1 To note the nomination of one Assistant Professor on the BOG as Senate Nominee.**

As per Section 11(f) of the National Institute of Technology Act - 2007, one Professor and one Assistant Professor or a Lecturer (Now Associate Professor and Assistant Professor) of the Institute are to be nominated by Senate on the Board of Governors. The term of office of the members so nominated shall be two years from the date of nomination as per Clause 12(c) of the NIT Act, 2007. Further the nomination of the Senate members on the Board under the Associate Professor / Assistant Professor category has to be on alternate basis.

Sh. Umesh Ghanekar, Associate Professor was Senate Nominee on the Board and he has ceased his membership on the Board of Governors due to promotion as Professor under CAS.

"The SCSA in its meeting held on 04.12.2013 approved the procedure for nomination of Senate nominees on the Board of Governors. It resolved that the Heads of all the Departments be requested to recommend TWO names of Professors, Associate Professors / Assistant Professors, as the case may be, in order of preference who have high credential in teaching, research, publications etc. and also have administrative acumen, for nomination as member(s) on the Board of Governors.

It further resolved that the Chairman, Senate may consider these names for nomination as members on the Board of Governors and if none of the above names is not found suitable then the Chairman, Senate, was authorized to decide the name(s) for nomination as Senate Nominee member(s) on the Board of Governors".

In accordance with the SCSA decision, all the Heads of Departments were requested to recommend two names of Assistant Professor, in order of preference who have high credential in teaching, research, publications etc. and also have administrative acumen, through DAC to finalize the nomination on BOG as Senate nominee.

In view of the above and keeping in view the academic experience, foreign exposure & good research output, the Chairman Senate has nominated Dr. C.P. Mariappan, Assistant Professor, as member of the Board as Senate Nominee.

The Board may please note the above nomination.

**Item 32.2 To confirm the minutes of the 31<sup>st</sup> meeting of the Board of Governors held on 22.08.2013.**

The minutes of the 31<sup>st</sup> meeting of the Board of Governors held on 22.08.2013 were circulated to all the members of the Board vide letter No. NITK/BOG 31<sup>st</sup> /7642 dated 30.08.2013 and Endst. No. NITK/BOG 31<sup>st</sup>/7643-45 dated 30.08.2013.

A copy of the minutes is enclosed as Appendix – I from pages 3 to 11.

No comments have been received from any member.

The Board of Governors may please confirm the minutes of the 31<sup>st</sup> meeting of the BOG held on 22.08.2013 as circulated to the members.

**NATIONAL INSTITUTE OF TECHNOLOGY  
KURUKSHETRA-136119**

**Minutes of the 31<sup>st</sup> meeting of the Board of Governors, National Institute of Technology, Kurukshetra held on 22<sup>nd</sup> August, 2013 at 03.00 p.m. in the Board Room, BrahMos Aerospace, DRDO, 16, Cariappa Marg, Kirby Place, Delhi Cantt., New Delhi.**

**Present:**

- |    |   |             |
|----|---|-------------|
| 1. | Dr. A. Sivathanu Pillai<br>Distinguished Scientist &<br>Chief Controller (R&D), DRDO &<br>CEO and MD, BrahMos Aerospace, &<br>Hon'ble Chairperson, BOG, NIT, Kurukshetra<br>16, Cariappa Marg, Kirby Place<br>Delhi Cantt., New Delhi | Chairperson |
| 2. | Prof. Anand Mohan<br>Director<br>National Institute of Technology<br>Kurukshetra  | Member      |
| 3. | Shri Yogendra Tripathi, IAS<br>Joint Secretary & Financial Advisor<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. | Prof. (Ms.) Sneha Anand<br>Professor & Head<br>Centre for Biomedical Engineering<br>Indian Institute of Technology<br>Hauz Khas<br>Delhi - 110 016  | Member      |
| 5. | Prof. M. K. Surappa<br>Director<br>Indian Institute of Technology<br>Ropar (Punjab)   | Member      |
| 6. | Prof. S. K. Sharma<br>Professor<br>Mechanical Engineering Department<br>N. I.T, Kurukshetra   | Member      |





7. Dr. Umesh Ghanekar  
Associate Professor  
Electronics & Communication Engineering Department  
N. I.T, Kurukshetra

Member

8. Dr. Shyam Narayan,  
Registrar-cum-Secretary, BOG  
National Institute of Technology,  
Kurukshetra

Secretary

Ms. Amita Sharma, IAS, Additional Secretary (Tech.), Department of Higher Education, Ministry of Human Resource Development Government of India, New Delhi and Dr. Chandra Shekhar, Director, Central Electronics Engineering Research, Institute, Pilani (Rajasthan) could not attend the meeting.

At the outset, the Hon'ble Chairperson, Board of Governors welcomed the members to the 31<sup>st</sup> meeting of the Board of Governors.

The agenda was taken up. The Board of Governors took the following decisions:

**31.1 To confirm the minutes of the 30<sup>th</sup> meeting of the Board of Governors held on 08.03.2013.**

The Board confirmed the minutes of the 30<sup>th</sup> meeting of the Board of Governors held on 08.03.2013 as circulated to the members.

**31.2 To note the action taken report on the minutes of the 30<sup>th</sup> meeting of the Board of Governors held on 08<sup>th</sup> March, 2013.**

The Board noted and approved the action taken report on the minutes of the 30<sup>th</sup> meeting of the Board of Governors held on 08<sup>th</sup> March, 2013.

**31.3 To consider and approve the minutes of the 22<sup>nd</sup> meeting of the Senate, National Institute of Technology, Kurukshetra held on 10.04.2013.**

The Board approved the minutes of the 22<sup>nd</sup> meeting of the Senate, National Institute of Technology, Kurukshetra held on 23.02.2013 as appended with the agenda item.

*Signature*



**31.4 To note approval accorded by the Hon'ble Chairperson, BOG for the appointment of Security Officer and Registrar of the Institute.**

The Board ratified the approval accorded by the Hon'ble Chairperson, BOG for the appointment of Shri Ajeet Singh Yadav, Security Officer and Dr. Shyam Narayan, Registrar of the Institute. Dr. Shyam Narayan, Registrar, opted to be out of the meeting when this agenda was considered.

**31.5 To ratify the approval of the Hon'ble Chairperson, Board of Governors for the appointment of adhoc faculty.**

The Board ratified the approval accorded by the Hon'ble Chairperson, Board of Governors for the constitution of adhoc Selection Committees and approval of recommendatons of the Adhoc Selection Committee Meetings.

**31.6 To report the approval of the Adhoc Selection Committee granted by the Hon'ble Chairperson, BOG for contractual appointment of Junior Engineer (Electrical) on short-term contract basis in the Institute.**

The Board ratified the approval accorded by the Hon'ble Chairperson, Board of Governors for the constitution of adhoc Selection Committee for contractual appointment of Shri Satinder Pal Singh, Junior Engineer (Electrical) on short-term contract basis for a period of one year.

**31.7 To extend the contractual period of the persons engaged in the Pension Cell.**

The Board decided to extend the contractual period of the 04 persons engaged in the Pension Cell upto the 31<sup>st</sup> October, 2013. It was also decided that no further extension will be granted to the persons engaged in the Pension Cell.

**31.8 To consider re-designation of Lecturers (Selection Grade) as Associate Professor in PB-4 of Rs. 37400-67000 + 9000.**

The Board decided that a comprehensive note be submitted to the Hon'ble Chairperson, BOG with all relevant documents, decision of the Board in





the matter including the letter of reversal decision taken by the then Chairperson, BOG. The Board authorized the Hon'ble Chairperson, BOG to take a final decision in the matter.

**31.9 To consider resignation of Dr. Gyan Chandra Singh Yadav from the post of Assistant Professor in Mathematics Department.**

The Board accepted the resignation of Dr. Gyan Chandra Singh Yadav from the post of Assistant Professor in Mathematics Department w.e.f. 24.06.2013 (AN).

**31.10 To consider the implementation of HAG scale to eligible Professors including the Directors on deputation or on any other engagement working elsewhere in the country and abroad.**

The Board resolved that the Institute may follow the Model Recruitment Rules and the MHRD letter dated 14<sup>th</sup> March, 2012 without any relaxation in the matter.

**31.11 To consider and approve the recommendations of the Selection Committees for the appointment on faculty positions.**

The Board approved the recommendations made by the Selection Committee in its meetings held from 11.07.2013 to 05.08.2013, 16.08.2013, 19.08.2013 and 20.08.2013 for appointment on the faculty positions in all the Departments except for the recommendations for the post of Assistant Professor in the Department of Business Administration in view of the interim directions of the Hon'ble High Court of Punjab & Haryana at Chandigarh in CWP No. 17793 of 2013 wherein the Petitioner (Dr. Kranti Walia) is to be interviewed for the post of Assistant Professor in the Department of Business Administration. Further, the Board authorized the Hon'ble Chairperson, BOG to approve the recommendations of the Selection Committee for the case where the Institute has to hold meetings of the Selection Committee in accordance with the orders of the Hon'ble High Court including the recommendations for the Department of Business Administration.



Further, the Board confirmed the minutes of the item and authorized the Director to issue the appointment letter to the recommended candidates.

**31.12 To consider and approve the recommendations of Selection Committees constituted under Career Advancement Scheme.**

The Board approved the recommendations made by the Selection Committee in its meeting held between 11.07.2013 to 05.08.2013 for promotion of faculty members under Career Advancement Scheme in various Departments of the Institute. Dr. Umesh Ghanekar opted to be out of the meeting when this agenda was considered as he was a candidate in the Career Advancement Scheme.

In view of the decision taken by the Board at its 24<sup>th</sup> meeting held on 07.02.2011 under agenda item 24.28 and as disciplinary proceedings enquiry is being held against Shri Sandeep Singhal, Associate Professor, Mechanical Engineering Department, the envelope containing the recommendations of the Selection Committee under the Career Advancement Scheme was not opened.

Further, the Board confirmed the minutes of the item and authorized the Director to issue the appointment letter to the recommended candidates.

**31.13 To consider and decide the unauthorized absence from duties w.e.f. 1.1.2013 to 28.05.2013 as Extraordinary Leave (without pay) of Dr. Pankaj Chandna, Associate Professor, Mechanical Engineering Department.**

The Board resolved that the period of 01.01.2013 to 28.05.2013 may be treated as Extraordinary Leave (without pay) in respect of Dr. Pankaj Chandna, Associate professor, Mechanical Engineering Department.

**31.14 To consider adoption of flexible 4-tier faculty cadre structure for the recruitment of faculty positions of the Institute.**

The Board allowed the Institute to adopt the flexible 4-tier faculty cadre structure for the recruitment of faculty positions in the Institute in accordance with the norms to be issued by the MHRD.



**31.15 To consider requirement of additional Faculty and Non-faculty posts on the basis of students strength for the current year 2012-13.**

The Board approved the proposal of the Institute regarding requirement of additional Faculty and Non-faculty posts on the basis of students strength for the current year 2013-14 as per norms issued by the MHRD i.e. 12:1:1.1. In view of the MHRD norms and strength of the students, following positions of Faculty and Non-faculty were recommended by the Board for approval by the Ministry:

Total No. of Students in UG and PG Courses	No. of faculty required as per MHRD norms (12:1)	No. of Non-faculty required as per MHRD norms (1:1.1)
4312	359	395
Already Sanctioned Posts	298	328
Additional Posts required	61	67

The Board further desired that the proposal of Faculty and Non-faculty staff requirements for the current year 2013-14 be sent to the MHRD for approval.

**31.16 To note the revision of age of superannuation of the Director of the Institute.**

Reference to letter no. D.O.F. No. 33-4/2012-TS III dated 18<sup>th</sup> July 2013 by MHRD, conveying the approval of the visitor on the revision of age of superannuation of the Director of the Institute from 65 year to 70 years, the Board adopted the changes to relevant Statutes of the Institute.

**31.17 To consider Recruitment Rules for the post of Driver and Library & Information Assistant (LIA).**

The Board approved the Recruitment Rules for the post of Library & Information Assistant. However, the Board desired the Institute to review the issue of Drivers.



**31.18 To consider for delegation of powers to the Director for approval of activities and expenditure under TEQIP-II.**

The Board delegated the powers to the Director for approval of activities and expenditures under TEQIP-II following the relevant rules.

**31.19 To consider establishment of an Extension Campus of the Institute.**

The Board considered the proposal of the Institute to establish an Extension Campus near Sonapat in 200 acres land belonging to the Govt. of Haryana. The Board also noted that recently in the Golden Jubilee year, the Institute has started four new schools of PG and Research studies in the emerging areas of - (i) VLSI Design and Embedded Systems, (ii) Renewable Energy and Efficiency, (iii) Bio-Medical Engineering and (iv) Material Science and Nano-Technology. It is also proposed by the Institute to start advanced schools in Earthquake Engineering, Environmental Science, Aerospace Engineering, Explosives Engineering, Robotics and Automations, Mechatronics, Polymer Technology and Computational Sciences in order to take the Institute to an advanced level of research and upgradation of technology standards.

The Board noted that the Institute was established in the Campus of Kurukshetra University with 300 acres and it is grossly inadequate for its growth in the advanced research areas. There is no scope for further expansion in that Campus. Hence, the vision of the Institute to get an Extension Campus in the same state of Haryana, but closer to Delhi, is in order to undertake advanced research, networking with multiple institutions and R&D organizations. The proposed area of 200 acres near Sonapat closer to the highway is an excellent suggestion to help the Institute's growth.

The Board also noted that during the initial discussions for the growth of technological institutions in Haryana, the Govt. of Haryana also showed inclinations for the allotment of this land for NIT Kurukshetra.



In view of the above, the Board strongly recommended the proposal of the Institute for establishing its Extension Campus in 200 acres of area located near Sonapat for the future development of the Institute. The Board requested the Chairman to forward the proposal to the Minister of HRD for his consideration.

**31.20 To consider counting of past service of retired employees for grant of pension.**

The Board resolved to count the past service rendered in the Central / State Government or Autonomous Bodies of Central / State Government by the employees of the Institute for the pensionary benefits as per the relevant Govt. of India orders. Only such service which qualifies for pension under the relevant rules of Government / Autonomous Bodies shall be taken into account for this purpose.

**31.21 To conduct written test for screening of the eligible candidates.**

The Board allowed the Institute to conduct written test for screening of eligible candidates for the posts of Assistant Librarian and Assistant Registrar and to issue the following addendum to the advertisement No. 27 / 2012:

*"In view of large number of applications for the posts of Assistant Librarian and Assistant Registrar advertised vide Advt. No. 27/2012, the Institute has decided to hold a written test for screening of applicants to be called for interview for these posts. The Institute will inform about the details of the screening test to the eligible candidates in due course. The test will be only of screening in nature and the final selection will be on the basis of performance in interview and on the recommendations of the duly constituted selection committee. In case, any of the candidate who has applied earlier does not agree with the screening test and desires to withdraw his / her candidature from the applied post, he / she may apply for the same by \_\_\_\_\_ (date) \_\_\_\_\_. In that case the Institute will refund the application fee to the candidate paid by him/ her".*



31.22 To consider and approve the minutes of the 27<sup>th</sup> meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 22.08.2013.

The Board approved the minutes of the 27<sup>th</sup> meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 22.08.2013.

**Any Other Item**

**To frame the Conduct Rules of the Institute.**

A few members of the Board raised the essential need of Conduct Rules for employees of the Institute. After discussion the Board constituted the following Committee to draft the Conduct Rules for the employees of the Institute:

- i) Dean (FW)
- ii) Dean (R&C)
- ii) Dean (Academic)
- iii) Dr. Umesh Ghanekar
- iv) Registrar

The Draft Conduct Rules may be placed before the Board for consideration and decision.

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

(Shyam Narayan)  
Registrar-cum-Secretary  
BOG, NIT, Kurukshetra

  
(Anand Mohan) 27/8/13  
Director, NIT, Kurukshetra  
(A. Sivathanu Pillai) 27/8/13  
Hon'ble Chairperson, BOG,  
NIT, Kurukshetra

**Item 32.3 To note the action taken report on the minutes of 31<sup>st</sup> meeting of the Board of Governors held on 22.08.2013.**

The action taken report on the minutes of the 31<sup>st</sup> meeting of the Board of Governors held on 22.08.2013 is given below:-

Item No.	Subject	Action Taken
31.1	<b>To confirm the minutes of the 30<sup>th</sup> meeting of the Board of Governors held on 08.03.2013.</b> The Board confirmed the Minutes.	No further action is required.
31.2	<b>To note the action taken report on the minutes of the 30<sup>th</sup> meeting of the Board of Governors held on 08<sup>th</sup> March, 2013.</b> The Board approved the action taken report.	The Board approved the action taken report and no further action is required.
31.3	<b>To consider and approve the minutes of the 22<sup>nd</sup> meeting of the Senate, National Institute of Technology, Kurukshetra held on 10.04.2013.</b> The Board approved the minutes of the 22 <sup>nd</sup> meeting of the Senate, National Institute of Technology, Kurukshetra held on 10.04.2013.	Action has been taken.
31.4	<b>To note approval accorded by the Hon'ble Chairperson, BOG for the appointment of Security Officer and Registrar of the Institute.</b> The Board ratified the approval accorded by the Hon'ble Chairperson, BOG for the appointment of Security Officer and Registrar of the Institute.	Security Officer and Registrar of this Institute have been appointed and joined their duties.
31.5	<b>To ratify the approval of the Hon'ble Chairperson, Board of Governors for the appointment of adhoc faculty.</b> The Board ratified the approval accorded by the Hon'ble Chairperson, Board of Governors for the constitution of adhoc Selection Committees and approval of recommendations of the Adhoc Selection Committee Meetings.	No further action is required.

31.6	<p><b>To report the approval of the Adhoc Selection Committee granted by the Hon'ble Chairperson, BOG for contractual appointment of Junior Engineer (Electrical) on short-term contract basis in the Institute.</b></p> <p>The Board ratified the approval accorded by the Hon'ble Chairperson, Board of Governors for the constitution of adhoc Selection Committee for contractual appointment of Junior Engineer (Electrical) on short-term contract basis for a period of one year.</p>	No further action is required in the matter.
31.7	<p><b>To extend the contractual period of the persons engaged in the Pension Cell.</b></p> <p>The Board decided to extend the contractual period of the 04 persons engaged in the Pension Cell upto the 31<sup>st</sup> October, 2013. It was also decided that no further extension will be granted to the persons engaged in the Pension Cell.</p>	The contractual period of the person engaged in the Pension Cell was extended upto 31.10.2013 after that all the persons (04 Nos) have been relieved.
31.8	<p><b>To consider re-designation of Lecturers (Selection Grade) as Associate Professor in PB-4 of Rs. 37400-67000 + 9000.</b></p> <p>The Board decided that a comprehensive note be submitted to the Hon'ble Chairperson, BOG with all relevant documents, decision of the Board in the matter including the letter of reversal decision taken by the then Chairperson, BOG. The Board authorized the Hon'ble Chairperson, BOG to take a final decision in the matter.</p>	The comprehensive note shall be submitted to the Hon'ble Chairperson, BOG shortly.
31.9	<p><b>To consider resignation of Dr. Gyan Chandra Singh Yadav from the post of Assistant Professor in Mathematics Department.</b></p> <p>The Board accepted the resignation of Dr. Gyan Chandra Singh Yadav from the post of Assistant Professor in Mathematics Department w.e.f. 24.06.2013 (AN).</p>	Action has been taken and Dr. Gyan Chandra Singh Yadav has been relieved w.e.f. 24.06.2013 (AN).



31.10	<p><b>To consider the implementation of HAG scale to eligible Professors including the Directors on deputation or on any other engagement working elsewhere in the country and abroad.</b></p> <p>The Board resolved that the Institute may follow the Model Recruitment Rules and the MHRD letter dated 14<sup>th</sup> March, 2012 without any relaxation in the matter.</p>	<p>The process for implementation of HAG scale to eligible Professors will be taken up.</p>
31.11	<p><b>To consider and approve the recommendations of the Selection Committees for the appointment on faculty positions.</b></p> <p>The Board approved the recommendations made by the Selection Committee in its meetings held from 11.07.2013 to 05.08.2013, 16.08.2013, 19.08.2013 and 20.08.2013 for appointment on the faculty positions in all the Departments except for the recommendations for the post of Assistant Professor in the Department of Business Administration.</p>	<p>As per the decision of the Board, appointment letters have been issued to the selected candidates.</p>
31.12	<p><b>To consider and approve the recommendations of Selection Committees constituted under Career Advancement Scheme.</b></p> <p>The Board approved the recommendations made by the Selection Committee in its meeting held between 11.07.2013 to 05.08.2013 for promotion of faculty members under Career Advancement Scheme in various Departments of the Institute.</p>	<p>As per the decision of the Board, office orders have been issued and the faculty members have joined.</p>
31.13	<p><b>To consider and decide the unauthorized absence from duties w.e.f. 1.1.2013 to 28.05.2013 as Extraordinary Leave (without pay) of Dr. Pankaj Chandna, Associate Professor, Mechanical Engineering Department.</b></p> <p>The Board resolved that the period of 01.01.2013 to 28.05.2013 may be treated as Extraordinary Leave (without pay) in respect of Dr. Pankaj Chandna,</p>	<p>As per decision of the Board, Dr. Pankaj Chandna has been granted EOL w.e.f. 01.01.2013 to 28.5.2013 vide letter No.Estt.-I/12575 dt 10.12.2013.</p>

	Associate professor, Mechanical Engineering Department.	
31.14	<p><b>To consider adoption of flexible 4-tier faculty cadre structure for the recruitment of faculty positions of the Institute.</b></p> <p>The Board allowed the Institute to adopt the flexible 4-tier faculty cadre structure for the recruitment of faculty positions in the Institute in accordance with the norms to be issued by the MHRD.</p>	Presently, the MHRD has deferred all selection process under four-tier flexible faculty structure vide letter No.F.No.33-9/2011-TS.III dated 12 <sup>th</sup> December, 2013 at Appendix-II on page 17.
31.15	<p><b>To consider requirement of additional Faculty and Non-faculty posts on the basis of students strength for the current year 2012-13.</b></p> <p>The Board approved the proposal of the Institute regarding requirement of additional Faculty and Non-faculty posts on the basis of students strength for the current year 2013-14 as per norms issued by the MHRD i.e. 12:1:1.1.</p>	As per the approval of the Board, a proposal has been sent to the MHRD for requirement of additional Faculty & Non-faculty posts.
31.16	<p><b>To note the revision of age of superannuation of the Director of the Institute.</b></p> <p>The Board noted the revision of age of superannuation of the Director of the Institute from 65 year to 70 years.</p>	Noted for compliance.
31.17	<p><b>To consider Recruitment Rules for the post of Driver and Library &amp; Information Assistant (LIA).</b></p> <p>The Board approved the Recruitment Rules for the post of Library &amp; Information Assistant (LIA).</p>	Noted for compliance.
31.18	<p><b>To consider for delegation of powers to the Director for approval of activities and expenditure under TEQIP-II.</b></p> <p>The Board delegated the powers to the Director for approval of Activities and expenditures under TEQIP-II following the relevant rules.</p>	Noted for compliance.
31.19	<p><b>To consider establishment of an Extension Campus of the Institute.</b></p> <p>The Board approved the proposal of the</p>	As per decision of the Board, action is being taken.

	Institute for establishing its Extension Campus located around Sonapat on Murthal – Tajpur Road for the future development of the Institute.	
<b>31.20</b>	<p><b>To consider counting of past service of retired employees for grant of pension.</b></p> <p>The Board resolved to count the past service rendered in the Central / State Government and organizations and autonomous bodies of Central / State Government by the employees of the Institute for the pensionary benefits as per the Govt. of India orders.</p>	Case-wise action is being taken for counting of past service of the retired employees of the Institute for grant of pension.
<b>31.21</b>	<p><b>To conduct written test for screening of the eligible candidates.</b></p> <p>The Board allowed the Institute to conduct written test for screening of eligible candidates for the posts of Assistant Librarian and Assistant Registrar</p>	As per the decision of the Board, the process for conducting written tests for the posts of Assistant Librarian and Assistant Registrar for screening of eligible candidates is under progress.
<b>31.22</b>	<p><b>To consider and approve the minutes of the 27<sup>th</sup> meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 22.08.2013.</b></p> <p>The Board approved the minutes of the 27<sup>th</sup> meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 22.08.2013.</p>	Action has been taken.
	<p><b>Any other item</b></p> <p><b>To frame the Conduct Rules of the Institute.</b></p> <p>The Board Constituted the following committee for the purpose:</p> <ul style="list-style-type: none"> <li>i) Dean (FW)</li> <li>ii) Dean (R&amp;C)</li> <li>iii) Dean (Academic)</li> <li>iv) Dr. Umesh Ghanekar</li> <li>v) Registrar</li> </ul>	An agenda item in this respect is being placed before the BOG in its 32 <sup>nd</sup> meeting.

The Board may please note the action taken on the 31<sup>st</sup> meeting of the Board of Governors held on 22.08.2013.

**F.No.33 – 9 / 2011 – TS.III**  
Government of India  
Ministry of Human Resource Development  
Department of Higher Education  
NITs Division  
\*\_\*\_\*\_\*\_\*

Shastri Bhawan, New Delhi,  
dated, the 12<sup>th</sup> December, 2013

To

The Directors of the 30 NITs

**Subject:- Implementation of 4 – tier flexible faculty structure in the National Institutes of Technology (NITs) – regarding.**

Sir / Madam,

I am directed to refer to this Ministry's letter of even number dated 23<sup>rd</sup> August, 2013 on the subject mentioned above and to say that the a Committee for working out the norms to ensure uniform implementation of the four-tier flexible faculty structure in all the Centrally Funded Technical Institutions (NITs, IIITs, ISM-Dhanbad etc.) is being constituted by the Ministry of Human Resource Development.

2. In view of the above, the Institutes are advised to defer all selection process under four-tier flexible faculty structure till the Committee constituted for uniform implementation of four-tier across NITs, IIITs & ISM – Dhanbad submits its report.

3. This issues with the approval of the competent authority in the Ministry.

Yours faithfully,

  
[Rajesh Singh]  
Director (NITs)  
Tel: 23073687  
Fax: 23384345

Copy to:- The Chairpersons, Board of Governor of National Institutes of Technology (NITs) for information and further necessary action.

22 GA

13/12/13

ER 201

**Item 32.4 To consider and approve minutes of 28<sup>th</sup> meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 15.10.2013.**

The minutes of the 28<sup>th</sup> meeting of the Finance Committee of National Institute of Technology, Kurukshetra held on 15.10.2013 at BrahMos Aerospace, 16, Cariappa Marg, Kirby Place, Delhi Cantt., New Delhi-110010 are enclosed at Appendix – III from pages 19 to 21. The agenda of the Finance Committee is enclosed as Annexure to Item 32.4 with the main agenda of the Board meeting.

The board of Governors may approve the minutes of the 28<sup>th</sup> Finance Committee held on 15.10.2013.

**NATIONAL INSTITUTE OF TECHNOLOGY  
KURUKSHETRA - 136119**

Minutes of 28<sup>th</sup> Meeting of the Finance Committee, NIT, Kurukshetra held on 15.10.2013 at 11:00 a.m at BrahMos Aerospace, 16, Cariappa Marg, Kirby Place, Delhi Cantt., New Delhi - 110 010.

Present:

1. Dr. A. Sivathanu Pillai  
Distinguished Scientist &  
Chief Controller (R&D), DRDO &  
CEO & MD, BrahMos Aerospace  
16, Cariappa Marg, Kirby Place,  
Delhi Cantt., New Delhi - 110 010. Chairperson
2. Prof. Anand Mohan  
Director  
National Institute of Technology  
Kurukshetra Member
3. Sh. Yogendra Tripathi, IAS  
Joint Secretary & Financial Advisor (IFD)  
Department of Higher Education  
Ministry of Human Resource Development  
Govt. of India, Shastri Bhawan  
New Delhi - 110 001 Member
4. Prof.(Ms.). Sneha Anand  
Professor & Head  
Centre for Biomedical Engineering  
Indian Institute of Technology  
Delhi. Member
5. Prof. M.K. Surappa  
Director  
Indian Institute of Technology  
Ropar, Punjab. Member
6. Dr. Shyam Narayan  
Registrar  
National Institute of Technology  
Kurukshetra Member-Secretary

*Shyam Narayan*

Ms. Amita Shrama, IAS, Addl. Secretary, Department of Higher Education, Ministry of Human Resource Development, Govt. of India, New Delhi could not attend the meeting.

At the outset, the Hon'ble Chairperson welcomed the members to the 28<sup>th</sup> meeting of the Finance Committee.

The agenda was taken up. The Finance Committee made recommendations/took decisions as under:

**Item 28.1: To confirm the minutes of 27<sup>th</sup> Meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 22.08.2013.**

The Finance Committee confirmed the minutes of the 27<sup>th</sup> Meeting of the Finance Committee held on 22.08.2013.

**Item 28.2: To note follow up action taken on the 27<sup>th</sup> meeting of the Finance Committee held on 22.08.2013.**

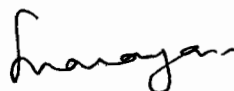
The Finance Committee noted the follow up action taken by the Institute on the 27<sup>th</sup> meeting of the Finance Committee held on 22.08.2013.

**Item 28.3: To consider remuneration for Examination work to faculty, non-faculty & technical supporting staff members.**

The examination work is an integral part of academic and administrative duty of faculty. Therefore, the Finance Committee felt that there is no merit in the proposal and hence declined to approve the proposal.

**Item 28.4: To consider reimbursement of residential telephone /mobile/Internet/data card use to Group A staff and Faculty members.**

The Finance Committee recommended to the Board of Governors for approving the reimbursement of residential/mobile/Internet/data card use to Group 'A' Staff and Faculty members as per office memorandum No.24(5)/E. Coord/2012 dated 11.05.2012 of Ministry of Finance, Govt. of India as per the agenda proposal.



**Item 28.5: To grant the fixed medical allowance to Pensioners & Family Pensioners consequent to implementation of Pension.**

The Finance Committee directed to collect the relevant data regarding fixed medical allowance to Pensioners & Family Pensioners from other NITs and to place the same before the next meeting of Finance Committee for consideration.

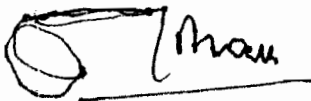
**Item 28.6: To consider Revised Budget Estimates for the year 2013-14 and Budget Estimates for the year 2014-15.**

The Finance Committee approved the Revised Budget Estimates for the year 2013-14 and Budget Estimates for the year 2014-15. For future, the Finance Committee desired to incorporate the details in the agenda item on the original budget estimates, expenditures incurred as on date, etc.

**Item 28.7 To consider dual cheque signatory on all cheque payments and delegation of routine work to Accounts Section.**

The Finance Committee approved to adopt the concept of dual signatory on all cheque payments with the Dy. Registrar (A/c) as the first signatory and Dy. Registrar (GA & Legal) or Registrar or Director as the second signatory. The system of bank transfer/RTGS/NEFT be evolved as more efficient mode of payments. The Finance Committee also approved the delegation of routine work of the account section as per proposed agenda item.

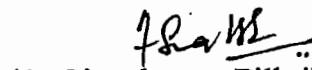
The meeting ended with a vote of thanks to the Chair.



(Anand Mohan)  
Director  
NIT Kurukshetra



(Shyam Narayan)  
Registrar & Member Secretary  
NIT Kurukshetra



17/10/13  
(A. Sivathanu Pillai)  
Hon'ble Chairperson  
FC & BOG, NIT Kurukshetra.



**Item 32.5 To consider the issue regarding appointment of Deputy Directors in the NITs.**

The Director (NITs), Government of India, Ministry of Human Resource Development, Department of Higher Education vide letter No. F. No. 33 – 6/2013-TS.III dated 2<sup>nd</sup> September, 2013 has advised that the proposal for appointment of Deputy Directors in the NITs may be placed as a regular item in their agenda for consideration by their respective BOGs.

It has further been informed that before the proposal (s) for amendment in the First Statutes are submitted for due consideration and approval by Hon'ble Visitor, the approval of the Board of Governors of the concerned NIT is required. As per the amendment in the National Institutes of Technology Act, 2007 in June, 2012, Section 17 (5) of the National Institutes of Technology, Science Education and Research Act, 2007 (hereafter called as the 'Act' as amended in June, 2012) there is a provision for appointment of the Deputy Director of every institute as under:

*"The Deputy Director of every Institute shall be appointed in such manner and on such terms and conditions as may be laid down by the Statutes and shall exercise such powers and perform such duties as may be assigned to him by this Act or the Statutes or by the Director"*

A copy of the letter No. F. No. 33 – 6/2013-TS.III dated 2<sup>nd</sup> September, 2013 referred to above, is enclosed as appendix - IV from pages 23 to 24 for kind consideration.

The Board may consider the issue regarding appointment of Deputy Director in this Institute.

**F.No.33 - 6 / 2013 - TS.III**  
Government of India  
Ministry of Human Resource Development  
Department of Higher Education  
\*-\*-\*

Shastri Bhawan, New Delhi,  
dated, the 2<sup>nd</sup> September, 2013

To

The Directors,  
of all the 30 National Institutes of Technology (NITs).

**Subject:- Proposal for appointment of Deputy Directors in the NITs regarding:**

Sir,

I am directed to state that consequent upon passage of the amendments in the National Institutes of Technology Act, 2007 in June, 2013, Section 17 (5) of the National Institutes of Technology, Science Education and Research Act, 2007 (hereafter called as the 'Act' as amended in June, 2012) provides for appointment of the Deputy Director of every Institute as under:-

*"The Deputy Director of every Institute shall be appointed in such manner and on such terms and conditions as may be laid down by the Statutes and shall exercise such powers and perform such duties as may be assigned to him by this Act or the Statutes or by the Director"*

2. After omission of the word "Deputy Director" in Section 24 of the Act, "all appointments of the staff of every Institute, except that of the Director, shall be made in accordance with the procedure laid down in the Statutes, by-

- (a) the Board, if the appointment is made on the academic staff in the post of Lecturer (now Assistant Professor) or above or if the appointment is made on the non-academic staff in any cadre the maximum of the pay scale for which exceeds rupees ten thousand five hundred;
- (b) the Director, in any other case."

(HAWA: NIT Policy 2013 Appointment of Deputy Director in NITs.docx)

Discussed with the Director ...contd./-

- A draft agenda be prepared for the next BoG meeting.

Director

Sharma  
16/9/13

DR G.A.

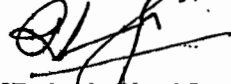
20/9/13

Discussed

3. In this regard, it may be stated that any proposal for amendment in the First Statutes of NITs can be initiated only with the approval of the Board of Governors of the concerned NIT. In this regard, attention is drawn to Statute No.5 of the First Statutes of all the NITs notified by the Central Government on 23.04.2009 which provides, inter-alia, that the Board shall be empowered to make, modify or cancel the Statutes with the approval of the Hon'ble Visitor, from time to time and the new Statutes, additions or amendments of the existing Statutes shall be applicable only after the assent of the Hon'ble Visitor. Since, the provisions for appointments of Deputy Directors in the NITs have now been prescribed in the NITSER Act, 2007 (as amended in June, 2012), which is in force from 07.06.2012, it is imperative that any resolution in this regard is made first by the Board of Governors of the Institute before the same is submitted to the Hon'ble Visitor for consideration and approval.

3. In view of the above, it is advised that each NIT shall bring a regular item in their agenda for consideration by their respective BOGs before the proposal(s) for amendment in the First Statutes of NITs in this regard are submitted for due consideration and approval by Hon'ble Visitor.

Yours faithfully,

  
[Rajesh Singh]  
Director (NITs)  
Tel: 23073687

Copy to: The Chairpersons, Board of Governors of all the National Institutes of Technology (NITs).

**Item 32.6 To approve Annual Report and Audited Statement of Accounts & Audit Report of the Institute for the year 2012-13.**

As per instructions of the Government of India, Ministry of Human Resource Development, Department of Secondary & Higher Education, New Delhi, fifty copies of Annual Report and Annual Accounts of the Institute are required to be sent to the Ministry duly approved by the Board of Governors for laying the same before the Parliament.

The Annual Report, Audited Statement of accounts and Audit Report for the year 2012-13 of the Institute have been prepared for printing. As per above instructions, these are to be got approved by the Board. So copies of Annual Reports, Audited Statement of Accounts and Audit Report for the year 2012-13 (in both English & Hindi versions) will be placed before the Board on the table.

Further it is worth mentioning here that the Annual Accounts had already been approved by the Finance Committee and the BOG in their meetings held on 22.8.2013(FN) and 22.8.2013(AN) respectively.

The Board may consider and approve the Annual Report, Audited Statement of Accounts and Audit Report of the Institute for the year 2012-13.

**Item 32.7 To consider the recommendations of the Committee on the Conduct Rules for employees of the Institute**

The Board of Governors of the Institute at its 31<sup>st</sup> meeting held on 22.08.2013 has decided as under:-

*"A few members of the Board raised the essential need of conduct Rules for employees of the Institute. After discussion the Board constituted the following Committee to draft the Conduct Rules for the employees of the Institute:*

- i) Dean (Faculty Welfare)*
- ii) Dean (Research & Consultancy)*
- iii) Dean (Academic)*
- iv) Dr. Umesh Ghanekar*
- v) Registrar*

*The Draft conduct Rules may be placed before the Board for consideration and decision".*

As per the decision of the Board, the Committee has drafted the Conduct Rules for the employees of the Institute which are enclosed as Appendix – V from pages 27 to 36.

The Board may consider and decide.

**NATIONAL INSTITUTE OF TECHNOLOGY  
KURUKSHETRA-136119**

Dated 14.12.2013

**Minutes of the Committee constituted to draft the Conduct Rules**

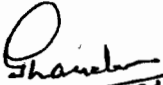
The Committee constituted for the purpose of drafting the Conduct Rules had earlier meetings to deliberate the issue. Its final meeting was held on 14.12.2013 in continuation to the earlier discussions.

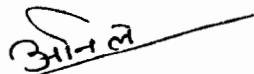
The following members were present:

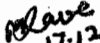
1. Prof. A. Swarup, Dean (Faculty Welfare)
2. Prof. Mayank Dave, Dean (R&C)
3. Prof. A. K. Gupta, Dean (Academic)
4. Prof. Umesh Ghanekar, Professor, ECE
5. Dr. Shyam Narayan, Registrar

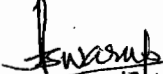
The Committee proposed the Conduct Rules for the employees of the Institute after due deliberations and discussions on each one of the clause. The Conduct Rules framed by the Committee are annexed herewith for considering in the Board of Governors.

  
17/12/13  
(Shyam Narayan)  
Registrar

  
17/12/13  
(Umesh Ghanekar)  
Professor, ECE


  
17/12/13  
(A. K. Gupta)  
Dean (Academic)

  
17.12.13  
(Mayank Dave)  
Dean (R&C)

  
17/12/13  
(A. Swarup)  
Dean (Faculty Welfare)

Encl.: As above

Director

  
18/12/13

**NATIONAL INSTITUTE OF TECHNOLOGY  
KURUKSHETRA-136119**

**CONDUCT RULES**

**Clause 1**

**Commencement & Application**

- (1) These rules shall come into force from such date as the Board may decide there for;
- (2) These rules shall apply to all employees of the Institute.

**Clause 2**


**Definitions**

In the Rules, unless the context otherwise requires:

- (1) "Competent Authority" means
  - (i) "The Board of Governors", hereinafter referred to as Board, in the case of the Faculty members and other Group 'A' staff members.
  - (ii) "The Director" in the case of all other employees.
- (2) "Members of the family" in relation to an employee includes,
  - (i) the spouse, child or step-child of such employee residing with and dependant on him/her.
  - (ii) any other persons related, whether by blood or by marriage, to the employee or to such employee spouse and wholly dependant on such employee, but does not include spouse legally separated from the employee or child or step-child who is no longer in any way dependant upon him/her, or whose custody the employee has been deprived of by law.
- (3) "Service" means service under the Institute.

**Clause 3**

**General**

- (1) Every employee shall, at all times, maintain absolute integrity and devotion to duty and also be honest and impartial in his / her official dealings.
  - (2) An employee should at all times be courteous in his / her dealing with other employees, students and members of the public.
  - (3) No employee shall indulge in verbal quarrel and/or physical fisticuffs or violent activities with any other employee or a student or a group of students/ employees or any other person. No employee shall use abusive / offensive
- 

language in letters/e-communications or in documents which may hurt the religious sentiments or otherwise of individuals. Similarly no employee shall indulge in creating or inflaming passion in individuals on the basis of gender, caste, ethnicity, creed, language, religion and culture. Indulgence in any such activity will invite disciplinary action against such employee irrespective of civil / criminal proceedings under Indian Civil / Penal Code.

- (4) No employee shall use public address system in the institute campus without the prior permission of the competent authority.

#### **Clause 4**

##### **Unfair means & Plagiarism**

- (1) Every employee shall conduct himself / herself with honesty and integrity and shall not indulge in any activity, and shall not adopt any unfair means in his / her academic / research / official activities, publication of research papers in conferences, journals, reports/ monographs, project reports, etc., and shall not indulge in any activity which may be considered to be even remotely connected with unfair means or plagiarism. Every employee is expected to uphold the sanctity and integrity of academic / research / administrative system and the credibility of the Institute. Any act in regard to unfair means and plagiarism shall be considered as a violation of Conduct Rules and disciplinary action shall be initiated against the employee concerned as per rules.
- (2) Any such act on unfair means and/or plagiarism shall be promptly taken cognizance of by the Institute and such matters shall be dealt with appropriately in such manner as to uphold the highest traditions of the academic and research integrity and the credibility of the Institute.

#### **Clause 5**

##### **Taking Part in Politics and Election**

- (1) No employee shall take part in politics or be associated with any party or organization, which takes part in political activity, nor shall subscribe in aid or assist in any manner any political party or movement or activity.
- (2) No employee shall canvass or otherwise interfere or use his/her influence in connection with or take part in election to any legislative body or local authority.

Provided that an employee of the Institute qualified to vote in any election of such bodies/authorities as given in (2) above may exercise his/her right to vote, but where he/she does so, he / she shall give no indication of the manner in which he/she proposes to vote or has voted.

*Am* *new* *to* *Q*



## **Clause 6**

### **Connection with Press or Radio or Television**

- (1) No employee shall, except with the previous sanction of the competent authority, own wholly or in part; and conduct or participate in the editing or managing any newspaper or other periodicals / publications / magazines/ websites of general / commercial interest.
- (2) No employee shall, except with the previous sanction of the competent authority or any other authority empowered by it in this behalf, or in the bonafide discharge of his / her duties, participate in a radio broadcast / telecast or contribute any article or write any letter either anonymously or in his own name or in the name of any other person to any newspaper or periodical.

Provided that no such sanction shall be required if such broadcast / telecast or such contribution is of a purely literary, artistic or scientific character or which is aimed at eliciting responses in the formulation of a policy which may impact on the science and technological education , research and development.

#### **Note:**

Subject to the restrictions noted below, the employees are at liberty, without any sanction as contemplated in paragraph (2) above, to publish their original scientific / literary works and policy documents in journals / news papers / magazines in India and abroad, or in a monograph, book, proceedings of symposia, seminars, conferences, etc. Such articles must be confined to purely scientific or literary or policy issues and should not touch upon such matters as may affect adversely the functioning of the Institute; and they shall be free from all political tinge. Publications of articles relating to India's boundary areas and the population based on castes, tribes, religions, etc. in such areas is prohibited.

## **Clause 7**

### **Criticism of the Institute**

- (1) No employee shall, in any radio broadcast / telecast or in any document published anonymously or in his own name or in the name of any other person or in any communication to the print or electronic media or in any public utterance, make any statement of fact or opinion, (i) which has the effect of an adverse criticism of any current or recent policy or action of the Institute, or (ii) which is capable of embarrassing the relations between the Institute and the Central Government or any State Government or any other Institution or Organization or members of the public. Provided that nothing in this paragraph shall apply to any statements made or views expressed by an employee in his / her official capacity or in the due performance of the duties assigned to him or in a symposium / seminar / conference / workshop, etc.



- (2) No employee will indulge himself/herself to any violence, obstruction of work, slogan shouting or any tactics that affects the normal functioning of the institute.

#### **Clause 8**

##### **Evidence before Committee or any other authority**

- (1) Save as provided in sub-paragraph (3) below no employee shall, except with the previous sanction of the competent authority, give evidence in connection with any inquiry conducted by any person, committee or authority.
- (2) Where any sanction has been accorded under subparagraph (1) no employee giving such evidence shall criticize the policy or any action of the Institute or the Central Government or any State Government.
- (3) Nothing in the above paragraphs shall apply to evidence given at any
  - (i) inquiry before any authority appointed by the Institute, by Parliament or by a State Legislature; or
  - (ii) judicial or quasi-judicial inquiry; or
  - (iii) departmental inquiry ordered by the Institute authorities; and
  - (iv) Court of law

#### **Clause 9**

##### **Unauthorized Communication of information**

No employee shall, except in accordance with any general or special order of the competent authority or in the performance in good faith of the duties assigned to him/her, communicate, directly or indirectly, any official document or information to any person to whom he / she is not authorized to communicate such document or information.

#### **Clause 10**

##### **Gifts**

No employee shall, except with the previous sanction of the competent authority, accept or permit his/her spouse or any other member of his/her family to accept from any person other than relations any gift of more than a 'trifling value'. Interpretation of the term 'trifling value' shall be the same as laid down in Government Servants Conduct Rules.

#### **Clause 11**

##### **Private Trade or Employment**

No employee shall, except with the previous permission of the competent authority, engage directly or indirectly in any trade or business or any private tuition or undertake any employment / assignment with profit making

nongovernmental organization outside his/her official assignments. Provided that the above restrictions shall not apply to academic and research work and consultative practice undertaken with the prior permission of the competent authority which may be given subject to such conditions as regards acceptance of remuneration, etc. as may be laid down by the Board.

#### **Clause 12**

##### **Investments, lending and borrowing**

- (1) No employee shall speculate in any business nor shall he / she make or permit his / her spouse or any member of his / her family to make any investment likely to embarrass or influence him / her in the discharge of his / her official duties.
- (2) No employee shall lend money at interest to any person nor shall he/she borrow money from any person with whom he/she is likely to have official dealings.

#### **Clause 13**

##### **Insolvency, habitual indebtedness and criminal Proceedings**

- (1) An employee shall so manage his / her private affairs as to avoid habitual indebtedness or insolvency. When an employee is found liable to arrest for debt or has recourse to insolvency or when it is found that a moiety of his/her salary is continuously being attached, he / she may be liable to dismissal. An employee, who becomes the subject of legal proceeding for insolvency, shall forthwith report full facts in writing to the Registrar.
- (2) An employee who gets involved in some criminal proceedings shall immediately inform the Registrar through the Head of the Department / Section to whom he / she is attached, irrespective of the fact whether he / she has been released on bail or not. An employee, who is detained in police custody, whether on criminal charge or otherwise, for a period longer than 48 hours, shall be deemed to have been placed under suspension with effect from the date of his/her detention by an order of the Director. Such employee shall not join his / her duties in the Institute after his discharge from police custody unless he / she has obtained written permission to that effect from the Director. Any joining contrary to the above shall be deemed to be infructuous and to have no legal validity.

#### **Clause 14**

##### **Moveable, Immoveable and Valuable Property**

Every member of the staff shall, on first appointment in the Institute service and thereafter at such intervals as may be prescribed by general or special orders of the competent authority, submit a return in such form as the



Institute may decide in this behalf of all moveable, immoveable and valuable property owned, acquired or inherited by him / her or held by him / her on lease either in his / her own name or in the name of any member of his / her family or in the name of any other person.

#### **Clause 15**

##### **Vindication of acts and character of employee**

No employee shall, except with the previous sanction of the competent authority, have recourse to any Court of Law or to the press for the vindication of any official act, which has been the subject matter of adverse criticism or an attack of defamatory character. If an employee of the Institute lodges any First Information Report (F.I.R.) with the Police, he / she should bring it to the notice of the Registrar in writing at the earliest opportunity. Provided that nothing in this rule shall be deemed to prohibit an employee from vindicating his / her private character or any act done by him / her in his / her private capacity.

#### **Clause 16**

##### **Marriage**

An employee intending to marry a person who holds citizenship of another foreign country shall seek prior permission of the competent authority. No employee who has a spouse living, shall contract another marriage without first obtaining the permission of the Board notwithstanding that a subsequent marriage is permissible under the personal and religious law for the time being applicable to him/her and violation of this rule will lead to immediate dismissal of the employee from the Institute service.

#### **Clause 17**

##### **Representations**

- (1) Whenever an employee wishes to put forth any claim, or seeks redress of any grievance, he/ she must forward his/her case through proper channel to the concerned authority only, and shall not forward his / her case or a copy of his/ her application to any higher authority, unless the lower authority has rejected the claim, or refused relief, or the disposal of the matter is delayed by more than three months. A member of the staff aggrieved by an order imposing penalty passed by the Director against him / her shall be entitled to prefer an appeal to the Board against the order and there shall be no further appeal from the decision of the Board, and a member of the staff aggrieved by any order passed by the Board against him / her inflicting a penalty on him / her shall be entitled to prefer an appeal to the Visitor against the order. However, such an employee is barred from taking up the same case before the Institute

which has been disposed of earlier by the Board. Contravention of this provision may invite disciplinary action against the employee concerned.

- (2) No employee shall be a signatory to any joint representation addressed to the Institute authorities for redress of any grievance or for any other matter.

#### **Clause 18**

##### **Duties of the Employees**

- (1) An employee will be required to mark his attendance in his respective department/section during first and last working hour of the office. An employee shall be required to observe the scheduled hours of work, during which he / she must be present at the place of his/her duty. Also, during office hours he / she cannot participate in any activity other than assigned to him officially.
- (2) Unless otherwise stated specifically in the terms of appointment, every employee is a whole-time employee of the Institute and may be called upon to perform such duties, as may be assigned to him by competent authority, beyond scheduled working hours and on holidays, Saturdays and Sundays. These duties shall inter alia include attendance at meetings of committees to which he / she may be deputed by the Institute, or of which he / she is a member by virtue of his / her position.
- (3) Except for valid reasons and/or unforeseen contingencies / circumstances, no employee shall be absent from duty without prior permission of the competent authority.
- (4) No employee shall leave station, except with the previous permission of the competent authority, even during holidays, Saturdays, Sundays, leave or vacation.
- (5) Whenever leaving the station, an employee shall inform the competent authority, i.e. the Head of the Department, Director or any other officer / authority under direct control of whom the employee is working, the contact address including where he would be available during the period of his absence from station, and his / her telephone number, etc., as may be specified by the Institute from time to time.
- (6) It shall be the duty of all the employees of the Institute to faithfully perform the "Fundamental Duties" as enshrined in Article 51 A of the Constitution of India (See Appendix A).
- (7) It shall be the duty of every employee of the Institute to be gender-neutral in his / her behaviour and action, and prevent or deter the commission of acts of sexual harassment in the Institute. Unwelcome sexual advances, requests for sexual favours and other inappropriate verbal or physical conduct of a sexual nature whether between members of the same or opposite sex constitutes

sexual harassment. Each employee of the Institute shall faithfully follow the policy and guidelines for prevention of sexual harassment of women and women employees at their work place. Any violation in respect of the above shall invite disciplinary action from the Institute.

#### **Clause 19**

##### **Punishment, Appeals, etc.**

An employee shall be governed by the service conditions as given in the Institute Statutes and other relevant rules, regarding imposition of penalties for breach of any of the above rules and preference of appeals against any such action taken against him/ her. The rules for disciplinary proceedings and imposition of penalties shall be in consonance with the CCS (CCA) rules, 1965 of the Central Government.

#### **Note**

1. The decision of the Board on all questions relating to the interpretation of the above rules shall be final.
2. The relevant CCS Rules shall apply in such situations / cases not covered under above rules.
3. The above rules may be revised by the Board of Governors from time to time.

#### **Appendix A**

##### **FUNDAMENTAL DUTIES AS ENSHRINED IN THE CONSTITUTION OF INDIA 51A. Fundamental Duties**

It shall be the duty of every citizens of India-

- (a) to abide by the Constitution and respect its ideals and institutions, the National Flag and the National Anthem;
- (b) to cherish and follow the noble ideals which inspired our national struggle for freedom;
- (c) to uphold and protect the sovereignty, unity and integrity of India;
- (d) to defend the country and render national service when called upon to do so;
- (e) to promote harmony and the spirit of common brotherhood amongst all the people of India transcending religious, linguistic and regional or sectional diversities; to renounce practices derogatory to the dignity of women;
- (f) to value and preserve the rich heritage of our composite culture;
- (g) to protect and improve the natural environment including forests, lakes, rivers and wild life, and to have compassion for living creatures;

(h) to develop the scientific temper, humanism and the spirit of inquiry and reform;

(i) to safeguard public property and to abjure violence;

(j) to strive towards excellence in all spheres of individual and collective activity so that the nation constantly rises to higher levels of endeavour and achievement.

*Handwritten signature*

*Handwritten signature*  
17/11/13

**Item 32.8 To consider de-recognition of Non-Teaching Employees Krantiya Sangthan, NIT, Kurukshetra as per rules.**

The Board of Governors accorded recognition to the then newly formed "NITK Non-Teaching Employees Krantiya Sangthan", a break-way fraction of the "NIT Kurukshetra Karamchari Sangh" vide its decision taken in its 23<sup>rd</sup> meeting vide item No. 23.13 held on 18.10.2010. The decision of Board is at Appendix – VI from pages 39 to 40. Accordingly, a notification was issued vide No. Estt-III/6978 dated 24.11.2010 to accord recognition to the formed "NITK Non-Teaching Employees Krantiya Sangthan" a break-way fraction of the NIT, Kurukshetra Karamchari Sangh.

An appeal dated 29.09.2012 (Appendix – VII on page 41) in this regard was issued on behalf of all members of both the non-teaching employees Sangh members to hold a meeting on 04.10.2012 at 4.30 p.m. for merger of both the Unions. In the said meeting of the members of both the Unions, a Co-ordination Committee was formed for merger of both Unions in single Association.

Authorized signatory of the Co-ordination Committee issued a letter No. NITK/CC/04 dated 21.12.2012 (Appendix – VIII on page 42) to the President/General Secretary, NITK Karamchari Sangh with a copy to Sh. Jeet Ram, President and Sh. Davender Singh Gaur, General Secretary of Non-Teaching Employees Krantiya Sangthan regarding merger of Non-Teaching Employees Krantiya Sangthan in NITK Karamchari Sangh.

A notification dated 27.12.2012 (Appendix – IX on page 43) was issued under the signatures of Sh. B.S. Kadian as Authorized Signatory for Co-ordination Committee inviting all the non-teaching employees of the Institute to attend the Mahapanchayat meeting scheduled for 27.12.2012 at 4.30 p.m. regarding office bearers of the Karamchari Sangh. The said Co-ordination Committee selected unanimously the office bearers of the National Institute of Technology Karamchari Sangh for the year 2013 (Appendix – X on page 44).



The M.H.R.D. has issued guidelines vide O.M. No. F.20-12/2004-TS-III dated 22.6.2004 (Appendix – XI from pages 45 to 48) that under para-3 the existing Association which have been duly recognized by the BOG of the Institute also have to furnish the followings: -

1. Membership list
2. MOA & Rules of the Association
3. List of duly elected office bearers

The NITK Teachers Association and NITK Karamchari Sangh have been furnishing the above requirements.

NITK Non-Teaching Employees Krantiya Sangthan has not been furnishing the list of their membership and list of their duly elected office bearers since 2013.

In case any recognized Service Association does not follow guidelines as conveyed by the MHRD, Govt. of India, Department of Secondary & Higher Education, New Delhi vide OM No. F.20-12/2004-TS-III dated 22.6.2004 that Association would stand automatically de-recognized.

The Board may consider and decide.

**NATIONAL INSTITUTE OF TECHNOLOGY,  
KURUKSHETRA-136119**

No. NITK/BOG 23<sup>rd</sup> / 6817

Dated 12-11-10

**23.13 To consider request of President/General Secretary of the breakway fraction of the NIT, Kurukshetra Karamchari Sangh (Non-Teaching) regarding recognition of another Union as per rules.**

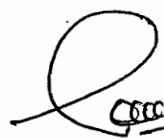
The Board of Governors of the Institute in their 23<sup>rd</sup> meeting held on 18.10.2010 has decided as under:-

*"The Board considered the guidelines issued by the MHRD vide letter No. F.20-12/2004-TS.III dated 22.6.2004 in this regard and also noted that this has not been revised or superseded till date. As per decision of the Board the Committee comprising of Dr. S.P. Jain, Dean(R&C) and Sh. R.P.S. Lohchab, then Registrar of NIT, Kurukshetra in their report submitted on 7.7.2010 have clearly stated that on the basis of physical verification it has been proved that another union named Non-Teaching Employees Krantiya Sangthan, NIT, Kurukshetra enjoys 23.5% of total membership of the non-teaching employees of the NIT, Kurukshetra.*


*Therefore, the Board decided to accord recognition to the newly formed Non-Teaching Employees Krantiya Sangthan, NIT, Kurukshetra, a breakway fraction of the NIT, Kurukshetra Karamchari Sangh, to function as per rules".*

This is for your reference, record and further necessary action in the matter.

Encl: Agenda Item

  
Registrar (In-Charge)

1. Deputy Registrar(Estt. GA & Legal)

  
12/11/10

NATIONAL INSTITUTE OF TECHN  
KURUKSHETRA-136119

No. Estt.-III/ 6978

Dated: 24-11-2010

The Board of Governors of the Institute in their 23<sup>rd</sup> meeting held on 18.10.2010 vide item No. 23.13 has decided as under:-

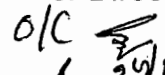
"The Board considered the guidelines issued by the MHRD vide letter No. F.20-12/2004-TS.III dated 22.06.2004 in this regard and also noted that this has not been revised or superseded till date. As per decision of the Board the Committee comprising of Dr. S.P. Jain, Dean(R&C) and Sh. R.P.S. Lohchab, then Registrar of NIT, Kurukshetra in their report submitted on 07.07.2010 have clearly stated that on the basis of physical verification it has been proved that another union named Non-Teaching Employees Krantiya Sangthan, NIT, Kurukshetra enjoys 23.5% of total membership of the non-teaching employees of the NIT, Kurukshetra.

Therefore, the Board decided to accord recognition to the newly formed Non-Teaching Employees Krantiya Sangthan, NIT, Kurukshetra, a breakway fraction of the NIT, Kurukshetra Karamchari Sangh, to function as per rules".

  
Deputy Registrar (GA & Legal)  
for Director

Copy to:-

1. All Deans.
2. All Professors Incharge.
3. All Head of Deptts./Sections.
4. Chief Wardens/Wardens.
5. President/General Secretary, Non-Teaching Employees Krantiya Sangthan, NIT KKR.
6. PA to Director for kind information of the Director.
7. PA to Registrar for kind information of the Registrar.

O/C   
24/11/10 24/11/10

कर्मचारी एकता जिन्दाबाद

कर्मचारी एकता जिन्दाबाद

## अपील

विषय: दोनों गैर शिक्षक कर्मचारी संघों को संगठित करने बारे महा पंचायत !

संस्थान के सभी गैर शिक्षक कर्मचारी भाईयों और दोनों संघों के पदाधिकारियों से अपील की जाती है कि कर्मचारी संघ को एकजुट करने के उद्देश्य से दिनांक 04-10-12 समय शाम 4:30 बजे कमरा नं. ई-101 में एक महा पंचायत का आयोजन किया जा रहा है । जैसा कि आप सभी कर्मचारी भाई जानते हैं कि जब से राष्ट्रीय प्रौद्योगिक संस्थान कुरुक्षेत्र में दो कर्मचारी संघ बने हैं तब से अब तक कर्मचारियों की सभी जरूरी मांगें लम्बित पड़ी हैं । कर्मचारियों की संख्या दिन प्रतिदिन कम होती जा रही है और संघ के दोफाड़ होने की वजह से कर्मचारी हितों की प्रशासन द्वारा अनदेखी की जा रही है । जिससे संस्थान के सभी कर्मचारी भाई प्रभावित हो रहे हैं । आप सभी साथियों से नम्र निवेदन है कि संघ को संगठित करने का एक सार्थक प्रयास करने में अपनी भागीदारी निभाएं ।

कर्मचारी एकता जिन्दाबाद

दिनांक: 29-09-12

निवेदक

सभी गैर शिक्षक कर्मचारी सदस्य/  
गैर शिक्षक संघ सदस्य/  
गैर शिक्षक क्रान्तिय संगठन सदस्य

प्रति प्रेषित:-

1. गैर शिक्षक कर्मचारी संघ
2. गैर शिक्षक क्रान्तिय संगठन

No NITX/CC/04

21/12/2012

To

The President/General Secretary,  
NIT Karamchari Sangh, Kurukshetra

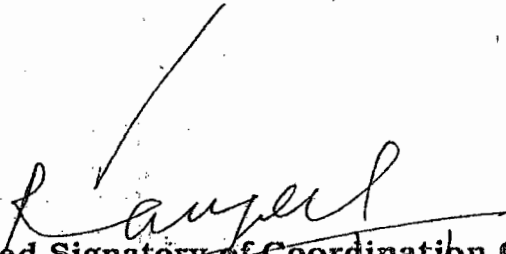
Sir,

It is to inform that as per decision of Maha Panchayat dated 19/12/2012, we have received a written consent **regarding merging of Krantiya Sangthan into the Karamchari Sangh** with the signatures of Shri Jeet Ram as President and Shri Devender Singh Gaur as General Secretary on 20/12/2012 vide letter No. NTEKS/15/12-13/111. Hence the Krantiya Sangthan stands merged into Karmachari Sangh with effect from 21/12/2012.

Now, there is no other Sangthan of non-teaching employees in the Institute except the Karamchari Sangh.

As per the decision of Maha Panchayat dated 19/12/2012 the Coordination Committee will unanimously declare the new office bearers of Karamchari Sangh shortly for the year 2013.

The Coordination Committee thanks all the non-teaching employees of the Institute for their patience, support and having faith in the Committee.

  
Authorized Signatory of Coordination Committee

CC:

1. Sh. Jeet Ram & Sh. Devender Singh Gaur
2. All Department and Sections for information of Non-Teaching Employees

**APPENDIX-IX**

**Karamchari Ekta Zindabad**

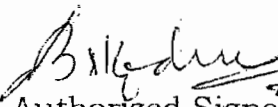
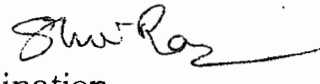
**Karamch:**

**Zindabad**

**Date: 27.12.2012**

**Appeal by the Coordination Committee**

All the non-teaching employees of the Institute are requested to attend the Mahapanchayat meeting to be held on 27.12.2012 at 4.30 pm in B-101 regarding the unanimous announcement/declaration of the office bearers of the Karamchari Sangh for the year 2013.

  
27-12-12   
Authorized Signatory for Coordination

CC:

1. PA to Director for his kind information
2. All Department/Section for information for all non-teaching employee

The unanimously selected members by the Coordination Committee of the Karamchari Sangh for the year 2013 is as under:-

**President** : Sh. Pritpal Singh (Workshop)

**Senior Vice President** : Sh. Gopal Krishan (ECE Deptt.)

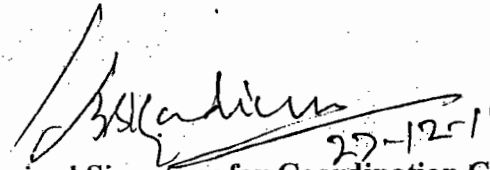
**Vice President** : Sh. Summer Chand (Library)

**General Secretary** : Sh. Kulvinder Singh (EE Deptt.)

**Joint Secretary** : Sh. Jada Ram (CE Deptt.)

**Cashier** : Sh. Harbhajan Singh (Estate)

**Press Secretary** : Sh. Jaswant Rai (CoE Deptt.)

  
27-12-12  
Authorized Signatory for Coordination Committee

Copy to:

1. Secretary to Director for LHS  
Kind in formation
2. All Depts./ Sections for in formation
3. Mr. Jagat Ram, Chief Election Officer.

*Pl. discuss  
S. M. 17*

NO.F.20-12/2004-TS-III

Government of India

Ministry of Human Resource Development  
Department of Secondary & Higher Education

*Discussed  
Put up.  
delay for taking  
further n.a.  
DATE 3/8*

New Delhi  
June 22, 2004

*Jf 8/4/8  
GAIL*

OFFICE MEMORANDUM

**Subject:- Guidelines for Recognitions of Service Associations in NITs-  
Clarification regarding**

The undersigned is directed to refer to this Ministry's OM of even number dated 11<sup>th</sup> May 2004 regarding Non-recognition of the so-called All India National Institute of Technology Non-Teaching Federation and to say that this Federation has not been constituted in accordance with the approved guideline issued by the Government of India in this regard.

2. It is hereby clarified that the Government of India had issued the following notifications /Office Memorandum regarding recognition of Service Association and Recognition of Federation of Service Associations/Unions formed by the Central Government employees:

- (i) Notification No.2/10/80-JCA dated 5<sup>th</sup> November 1993 regarding the Central Civil Services (Recognition of Service Associations Rules, 1993).
- (ii) Office Memorandum No.2/14/98-JCA dated 3<sup>rd</sup> July 2002 regarding recognition of Federation of Service Associations/Unions formed by the Central Government employees. [copies enclosed]

The instructions contained in the above-mentioned two orders, *mutatis mutandis*, shall apply to the employees of NITs. Accordingly the existing Associations and the new Associations to be formed shall be regulated in accordance with these instructions.

3. It is also clarified that the existing Associations which have been duly recognized by the BOG of the Institute shall also have to furnish their membership list, MOA and Rules of the Association and the list of duly elected office bearers as per the above guidelines to the Director of the Institute for placing it before the BOGs by 30<sup>th</sup> September 2004 for appropriate consideration and recognition. In case any recognized Service Association does not follow the above guideline, that Association would stand automatically de-recognized. The list of Associations recognized by the BOGs of the Institute shall also be furnished to the Ministry.



4. For forming of the Federation of Service Associations, such of the duly recognized Associations in accordance with these guidelines shall approach the Ministry for according necessary approval and recognition.

5. NITs are requested to bring this to the notice of all employees of the Institutes and the office bears of the existing recognized associations.



(B K RAY)

Desk Officer

Tel: 2307 0177

Fax: 2307 4094

Email: [nit@sb.nic.in](mailto:nit@sb.nic.in)

- ✓ 1. Directors of all NITs
- 2. Registrars of all NITs
- 3. Chairman, BOGs of NITs

No. 2/10/80/-JCA  
CENTRAL CIVIL SERVICES  
(RECOGNITION OF SERVICE ASSOCIATIONS) RULES, 1993  
MINISTRY OF PERSONNEL, PUBLIC GRIEVANCES & PENSIONS  
( Department of Personnel & Training ),  
Government of India

**NOTIFICATION**

New Delhi, the 5<sup>th</sup> November, 1993

**G.S.R. 689(E).**-In exercise of the powers conferred by the proviso to article 309 and clause (5) of article 148 of the Constitution, after consultation with the Comptroller and Auditor General in relation to persons serving in the Indian Audit and Accounts Department, and in supersession of the Central Civil Services (Recognition of Service Associations) Rules, 1959 except as respects things done or omitted to be done before such supersession, the President hereby makes the following rules, namely :

1. **Short title and commencement:** (1) These rules may be called the Central Civil Services (Recognition of Service Associations) Rules, 1993.

(2) They shall come into force on the date of their publication in the Official Gazette.

2. **Definition :** In these rules, unless the context otherwise requires, -

- a. "Government" means the Central Government.
- b. "Government servant" means any person to whom the Central Civil Services (Conduct) Rules, 1964, apply.

3. **Application :** These rules shall apply to Service Associations of all Government servants including civilian Government servants in the Defence Services but shall not apply to industrial employees of the Ministry of Railways and workers employed in Defence Installations of Ministry of Defence for whom separate Rules of Recognition exist.

4. **Service Associations already recognized :** A Service Association or a Federation which has been recognized by the Government before the commencement of these rules and in respect of which the recognition is subsisting at such commencement, shall continue to be so recognized for a period of one year from such commencement or till the date on which the recognition is withdrawn, whichever is earlier.

5. **Conditions for recognition of Service Associations :** A Service Association which fulfills the following conditions may be recognized by the Government, namely :-

- a. An application for recognition of Service Association has been made to the Government containing Memorandum of Association, Constitution, Bye-laws of the Association, Names of Office-Bearers, total membership and any other information as may be required by the Government;
- b. the Service Association has been formed primarily with the object of promoting the common service interest of its members;
- c. Membership of the Service Association has been restricted to a distinct category of Government servants having common interest, all such Government servants' being eligible for membership of the Service Association;
- d. (i) The Association re-presents mini-mum 35 per cent of total number of a category of employees provided that where there is only one Association which commands more than 35 per cent membership, another Association with second highest membership, although less than 35 per cent may be recognized if it commands at least 15 per cent membership;  
  
(ii) The membership of the Government servant shall be automatically discontinued on his ceasing to belong to such category;
- e. Government employees who are in service shall be members or office bearers of the Service Association;
- f. the Service Association shall not be formed to represent the interests, or on the basis, of any caste, tribe or religious denomination or of any group within or section of such caste, tribe or religious denomination;
- g. the Executive of the Service Association has been appointed from amongst the members only; and
- h. the funds of the Service Association consist exclusively of subscriptions from members and grants, if any, made by the Government, and are applied only for the furtherance of the objects of the Service Association.

6. **Conditions subject to which recognition is continued :** Every Service Association recognized under these Rules shall comply with the following conditions, namely :-

- a. the Service Association shall not send any representation or deputation except in connection with a matter which is of common interest to members of the Service Association.
- b. the Service Association shall not espouse or support the cause of individual Government Servants relating to service matters;
- c. the Service Association shall not maintain any political fund or lend itself to the propagation of the views of any political party or a member of such party;

**Item 32.9 To consider complaint regarding plagiarism- Copy Right Violation by Dr. Pankaj Chandna, Professor, Mechanical Engineering Department.**

A complaint had been filed in the year 2009 by Sh. Mahesh Kumar Gupta, the then Lecturer, NIT, Kurukshetra alleging plagiarism against Dr. Pankaj Chandna that his M.Tech dissertation in the year 1991 was verbatim the same as the M.Tech Thesis submitted in 1982 by Sh. Yogesh Saxena in I.I.T, Delhi.

On the basis of the above complaint against Dr. Pankaj Chandna, the Kurukshetra University, Kurukshetra (the degree awarding Institution) constituted a three members committee comprising of Dr. Nand Lal, Dean, Faculty of Science, Dr. O.P. Bajpai, Dean Faculty of Engineering & Technology, & Dr. Nafe Singh, Dean, Faculty of Engineering & Technology of Kurukshetra University Kurukshetra. The Committee submitted their reports on 13.07.2009, 03.11.2009 and 17.10.2011 copy enclosed as Appendix – XII from pages 51 to 53.

The Assistant Registrar (Result-II), Kurukshetra University, Kurukshetra vide letter No. Controller of Exams./1130, dated 29.05.2012 (copy enclosed as Appendix – XIII from pages 54 to 55) has intimated that the Vice Chancellor approved the recommendations of the Committee and the University Counsel and hence the present case has been filed.

Later, a complaint made by Mr. Jaideep Gupta, Associate Professor, Mechanical Engineering Department, N.I.T. Kurukshetra against Dr. Pankaj Chandna, Professor, Mechanical Engineering Department, N.I.T. Kurukshetra was forwarded to the Chief Vigilance Officer N.I.T. Kurukshetra by Anti Corruption Branch, Central Bureau of Investigation, Chandigarh vide letter No.DPCHG2013/134/ CECH2013A/0064 dated 29.3.2013 (copy enclosed as Appendix – XIV from pages 56 to 57).

The Chief Vigilance Officer, National Institute of Technology, Kurukshetra vide letter dated 06.09.2013 (copy enclosed as Appendix – XV from pages 58 to 59 ) has submitted his report on the complaint received from Mr. Jaideep Gupta against Prof. Pankaj Chandna regarding verbatim copying of M.Tech. Dissertation from the M.Tech .Dissertation of Mr. Yogesh Saxena alongwith a copy each of the report of three committees constituted for the said purpose. He was inclined to agree with the findings of the reports of three different committees constituted by Kurukshetra University, Kurukshetra that it is a case of plagiarism on the part of Dr. Pankaj Chandna.

The Kurukshetra University, Kurukshetra vide letter No. R-II/S-III/ES-I/1862 dated 07.11.2013 (copy enclosed as Appendix–XVI from pages 60 to 61) has sent a letter to the Under Secretary to Govt. of India, Ministry of Human Resource Development, New Delhi with a copy to National Institute Technology, Kurukshetra regarding plagiarism- Copy Right Violation by Dr. Pankaj Chandna, In the aforesaid letter the University has also intimated that the Vice Chancellor approved the recommendations of the Committee and the University Counsel and hence the present case has been filed.

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

OFFICE OF THE DEAN, FACULTY OF SCIENCE  
KURUKSHETRA UNIVERSITY, KURUKSHETRA

(Established by the State Legislature Act XII of 1956)  
("A" Grade, NAAC Accredited)

Confidential

No.DFS/10/ 1776  
Dt.:13.07.2009

Sub: Observations of the Vice-Chancellor at Flag 'A'

As per orders, the undersigned examined the case on the complaint made by Mr.Mahesh Kumar Gupta, DB-55, NIT Campus, Kurukshetra.

In this connection it is submitted that title of the M.Tech thesis submitted by Mr. Pankaj Chandna in Kurukshetra University, Kurukshetra in 1991 (now working as Professor in the Dept of Mechanical Engineering, NIT, Kurukshetra) is not the same as approved by Board of Studies. The title approved by the Board of Studies in Mechanical Engineering was "Production Planning Problems in Engineering Industry" whereas the title of the submitted thesis of Mr.Pankaj Chandna is "Production Planning Problems in Engineering Industry- A goal Programming Approach". Further the contents of this thesis are verbatim copy of the thesis of Mr. Yogesh Saxena submitted in I.I.T, New Delhi in 1982. After going through the contents of copies of the two theses attached by the complainant as annexures, my observations are as under:

1. The title of thesis "Production Planning Problems in Engineering Industry- A Goal Programming Approach" of Mr.Pankaj Chandna is broadly the same as approved by Board of Studies in Mechanical Engineering. The only difference is that Mr.Pankaj Chandna has added few more words (i.e. A Goal Programming Approach) in the title (i.e. "Production Planning Problems in Engineering Industry") approved by the Board of Studies in Mechanical Engineering. This is not a serious deviation. Rather addition of these few words reflects the actual work reported in the thesis.
2. The contents of M.Tech thesis submitted by Mr. Pankaj Chandna in Kurukshetra University, Kurukshetra in 1991 are verbatim copy of the thesis of Mr.Yogesh Saxena submitted in IIT, New Delhi in 1982. Hardly there is difference of few words here and there.

With these two observations, I recommend that strict action as per university rules be taken against Mr.Pankaj Chandna for plagiarism and Director NIT, Kurukshetra be informed about this episode for taking necessary action against the thesis supervisor Prof. S.K. Sharma as well as Dr. Pankaj Chandna.

Submitted, please.

Waj  
13/7/09  
(NAND LAL)  
Dean

Vice-Chancellor

Attested  
Superintendent (Secrecy)  
Kurukshetra University  
KURUKSHETRA

UNIVERSITY INSTITUTE OF ENGINEERING & TECHNOLOGY  
KURUKSHETRA UNIVERSITY KURUKSHETRA  
(Established by the State Legislature Act XII of 1956)  
( 'A' Grade, NAAC Accredited)

No./UIET/09/ 2588  
Dated: 3/11/09

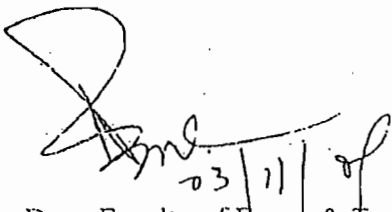
CONFIDENTIAL

The Assistant Registrar (Secrecy)  
Kurukshetra University  
Kurukshetra

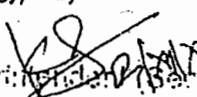
Sub: Plagiarism – Copy Rights violation by Dr. Pankaj Chandna, Assistant Professor in Industrial Engineering & Management (IEM) under Mechanical Engineering Department of NIT, Kurukshetra.

Please refer to above. Following are the observations:

1. As per the orders/observations of the Hon'ble Vice Chancellor, Prof. Nand Lal, Dean, Faculty of Science, has already examined. Recommendations/observations No. DPA/10/17/6 dated 13-7-2009 are available in file at Flag-X, which is self-explanatory.
2. In case of additional enquiry is required on the matter, it would be appropriate to appoint an expert committee in the relevant area. However, the comments of Dean, Faculty of Science are quite clear and self-explanatory.

  
03/11/09  
Dean Faculty of Engg. & Tech.  
Kurukshetra University Kurukshetra

Attested at

  
Superintendent (Secrecy)  
Kurukshetra University  
KURUKSHETRA-171005

24/11/09

Confidential

No. Phys/MS/11/ 5.29  
Dated 17.10.2011

I have gone through contents of the dissertations of Dr. Pankaj Chandra and Dr. Yogesh Saxena as a partial requirement for the award of M. Tech. degree. The replies of Dr. Pankaj Chandra and Dr. S.K. Sharma have also been noted.

I have arrived at the conclusion that Dr. Pankaj Chandra has copied from the dissertation of Dr. Yogesh Saxena as per details given below :

1. Abstract is a copy of the abstract.
2. Fourteen references have been picked up out of fifteen references cited by Dr. Yogesh Saxena and reshuffled.
3. Main text of the dissertation (P. 1-53) is a copy of the main text of the dissertation of Dr. Yogesh Saxena (P. 1-58). Contents have been reshuffled to hide the act of copying which otherwise is easily made out after going through the total contents of both the dissertations. Similarly some minor additions and deletions (not exceeding 1% of the total contents) have also been done.

In view of the above findings, the reply submitted by Dr. Pankaj Chandra through which he has denied the act of copying is not acceptable.

Regarding the reply of Dr. S.K. Sharma I agree with his comments "I could never expect my student of such copying as he worked with me", "It is important to note here that the work was done by him (Dr. Pankaj Chandra) and was reviewed by me (Dr. S.K. Sharma) to make sure that it is technically and functionally valid (as per KUK requirements), and "Hence in view of the facts mentioned above (in his reply) allegation against me (Dr. S.K. Sharma) is completely insignificant.

Dr. Y. P. Goswami  
CDE

M. Singh 17.10.11  
( NAFS SINGH )  
Dean,  
Faculty of Engg. & Tech.

Supplementary Certificate  
17.10.11  
Dr. Y. P. Goswami



**KURUKSHETRA UNIVERSITY, KURUKSHETRA IX-XIII**

(Established by the State Legislature Act-XII of 1956)

("A" Grade, NAAC Accredited)



WS	SW
PT	PCE
SO	EO

No. C-001/1130

Dated:- 29.05.2012

To

The Director,  
National Institute of Technology,  
Kurukshetra

Subject: - **Plagiarism-copy Right Violation by Dr. Pankaj Chandna, Assistant Professor in the Industrial Engineering and Management (IEM) under Mechanical Engineering Department of NIT, Kurukshetra**

A complaint had been filed in the year 2009 by Sh. Mahesh Kumar Gupta, Lecturer, NIT, Kurukshetra alleging plagiarism conducted by Sh. Pankaj Chandna while submitting his M.Tech. dissertation in the year 1991 on the ground that his M.Tech. Dissertation Thesis was verbatim the same to the M.Tech. Thesis submitted in 1982 by one Sh. Yogesh Saxena in IIT, Delhi.

The University, seeing the enormity of the issue involving the academic standards of the Institute got the same examined independently from the Dean, Faculty of Science, Kurukshetra University, Kurukshetra and also from Dean, Faculty of Engg. & Technology, Kurukshetra University, Kurukshetra. The University also called for the comments of Dr. S.K. Sharma, Professor, Mechanical Engineering, NIT, Kurukshetra, the Guide of Sh. Pankaj Chandna as also of Sh. Pankaj Chandna.

After receiving the comments the issue was got examined by the high level committee constituted by the Vice Chancellor. The committee, comprising of the Dean, Faculty of Law, Kurukshetra University, Kurukshetra, Director, UIET, Kurukshetra University, Kurukshetra, Controller of Examinations, Kurukshetra University, Kurukshetra

Contd. P.2

- R' /  
29/5/12

Director's Office  
Received on..... 29/5/12  
Time..... 5:00 PM  
NIT, KURUKSHETRA.

S.

and Sr. Admn. Officer, Teaching, Kurukshetra University, Kurukshetra. Thereafter, the findings were got examined by the committee comprising of the Dean, Academic Affairs and the Dean, Faculty of Engg. & Technology, Kurukshetra University, Kurukshetra and legal opinion from University Counsel was sought. Both these Committees as well as University Counsel after scrutinizing the record concluded that the allegations of plagiarism could not be substantiated in the M.Tech. dissertation submitted by Sh. Pankaj Chandna in the year 1991. The Committees as well as Counsel of the University recommended to file this matter.

The matter was then placed before the Vice Chancellor and the Vice Chancellor approved the recommendations of Committees and the University Counsel and hence the present case has been filed.

Yours faithfully,

  
**Assistant Registrar (Results-II)**  
**for Controller of Examinations**

**APPENDIX-XIV**

DPCHG2013/134/CECHG2013A/00641  
CENTRAL BUREAU OF INVESTIGATION  
GOVERNMENT OF INDIA  
ANTI CORRUPTION BRANCH  
SECTOR 30-A, CHANDIGARH - 160 030.

Dated: 29/3 2013.

To,

The Chief Vigilance Officer,  
National Institute of Technology,  
Kurukshetra-136 119,  
Haryana.

Subject:	1.	Complaint made by Jaideep Gupta, Associate Professor Mech. Engineer Deptt., NIT, Kurukshetra against Mr. Pankaj Chandna regarding submitted verbatim copy of the thesis of Mr. Yogesh Saxena.
----------	----	---

Sir,

Please find enclosed herewith a complaint in original regarding the above mentioned subject for taking action as deemed fit at your end.

The CBI Chandigarh Branch has made no enquiry in the matter.

Encls: As above.

Vineet  
Head of Branch, 16/3/13  
CBI, ACB, Chandigarh.

CA-89814  
-57-

Dy No-67  
13-7-12  
CECHG 2013A0064

03.04.2012

The S.P.  
Anti Corruption bureau (C.B.I.)  
C.G.O. Complex  
New Delhi

Sir

I want to draw your attention towards the academic fraud in **NIT Kurukshetra** (an autonomous body of Centre Govt.) due to which Govt. of India has already suffered a loss of more than one crore(1,00,00,000) of rupees and is still suffering a recurring loss of Rs. 10 lac per annum.

Dr. Pankaj Chandna did his post-graduation & Ph.D. from the KUK. The contents of the M.Tech. Dissertation submitted by Mr. Pankaj Chandna in Kurukshetra University, Kurukshetra in 1991 are verbatim copy of the thesis of Mr. Yogesh Saxena submitted in IIT, Delhi in 1982. The KUK constituted enquiry committees to look into the matter. The committee of Prof. Nand Lal, Dean, faculty of Science, KUK submitted its report vide letter No.DFS/10/1776 dated 13.07.2009 and the committee of Dean, faculty of the Engineering & Technology, KUK submitted its report vide letter No.UIET/09/2558 dated 03.11.2009 to the competent authority of the KUK. Both the committees confirmed the fact that it is a case of verbatim copy (Reports of the committee attached).

Dr. Pankaj Chandana got this job on the basis of his M.Tech. degree which is plagiarized and is now drawing a salary of Rs 10 lac per annum. This not only tarnishes the image of a prestigious institution like N I T Kurukshetra but also causing a recurring financial loss to government which is paying such a huge amount of salary to a person who has obtained a degree by cheating.

In spite of the fact that this matter was reported in news papers(copy of news attached) and the three independent committees have given a clear cut report that the thesis of Pankaj Chandna is a verbatim copy, no action has been taken till date.

I request you to look into the matter and take necessary steps to curb this fraud in N I T Kurukshetra.

Thanking You

Yours truly

11/4  
ce

Jaideep Gupta  
Associate Professor  
Mechanical Engineering Department  
N I T Kurukshetra

1122 11/04/12

Forwarding Letter

The Director  
National Institute of Technology  
Kurukshetra

Kindly get enclosed my report on the complaint of Mr. Jaideep Gupta against Mr. Pankaj Chandna along with copies of the reports of three committees, constituted by Kurukshetra University, Kurukshetra, comprising of Dr. Nand Lal, Dean, Faculty of Science, K.U.K., Dr. O.P. Bajpai, Dean, Faculty of Engg. & Tech., K.U.K. and Dr. Nafa Singh, Dean, Faculty of Engg. & Tech., K.U.K.

*[Signature]*  
6/9/13  
Chief Vigilance Officer  
National Institute of Technology  
Kurukshetra

Encls: As above

'R'  
Pl. discuss confidential letter dated 6.9.13 of C.V.O. (11) points 'A', 'B' & 'C' of enclosed annexure  
08/9/13 D12.

- Discussed with the Director
- The matter be placed before the BoG for its consideration in the next meeting.

Director

*[Signature]*  
08/9/13

DR G.A.

ent n.a. pl.

*[Signature]*  
08/9/13

*[Signature]*  
08/9/13

Confidential

**NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA**

No.CVO/13/04

Dated: 6.9.2013

The Director  
National Institute of Technology  
Kurukshetra

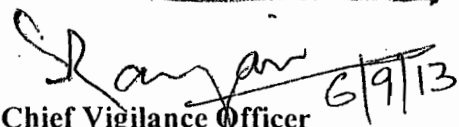
**Subject: Complaint of Mr. Jaideep Gupta against Mr. Pankaj Chandana regarding verbatim copying of his M. Tech. thesis from thesis of Mr. Yogesh Saxena.**

Sir,

A complaint made by Mr. Jaideep Gupta, Associate Professor, Mechanical Engineering Department, N.I.T., Kurukshetra against Mr. Pankaj Chandna, Associate Professor, Mechanical Engineering Department, N.I.T., Kurukshetra was forwarded to the undersigned by Anti Corruption Branch, Central Bureau of Investigation, Chandigarh vide letter no. DPCHG2013 /134 / CECH2013A / 0064 Dated 29.3.2013.

On receipt of the complaint, I sought comments from Mr. Pankaj Chandna regarding the complaint. Mr. Chandna evaded a direct reply and, instead, submitted a letter from Kurukshetra University, Kurukshetra addressed to the Director, N.I.T., Kurukshetra Dated 29.5.2012 without any reference number.

I have thoroughly examined and compared the M. Tech. theses of Mr. Pankaj Chandna (KUK, 1991) and Mr. Yogesh Saxena (IIT, New Delhi, 1982) and am inclined to agree with the findings of the reports of three different committees constituted by Kurukshetra University, Kurukshetra comprising of Dr. Nand Lal, Dean, Faculty of Science, K.U.K., Dr. O.P. Bajpai, Dean, Faculty of Engg. & Tech., K.U.K. and Dr. Nafa Singh, Dean, Faculty of Engg. & Tech., K.U.K., that it is a case plagiarism on the part of Mr. Pankaj Chandna.

  
Chief Vigilance Officer  
National Institute of Technology  
Kurukshetra

Copy to:  
Head of Branch  
Central Bureau of Investigation  
Anti Corruption Branch  
Sector 30-A, Chandigarh-160030

**KURUKSHETRA UNIVERSITY, KURUKSHETRA**

(Established by the State Legislature Act-XII of 1956)

(A Grade, NAAC Accredited)



*Director for kind info  
Back to academic  
section for record.*  
*12-11-13*

No.R-II/S-III/ES-I/ 1862

Dated:- 07.11.2013

To

Under Secretary to Govt. of India  
Ministry of Human Resource Development,  
Department of Higher Education,  
Technical Education Bureau, Shastri Bhawan,  
New Delhi-110001

Subject: - **Plagiarism-copy Right Violation by Dr. Pankaj Chandna, Assistant Professor in the Industrial Engineering and Management (IEM) under Mechanical Engineering Department of NIT, Kurukshetra**

This has reference to the letter No. Acad./2010//324 dated 18.01.2010 of NIT, Kurukshetra regarding to send a factual report to the MHRD on the subject cited above. A complaint had been filed in the year 2009 by Sh. Mahesh Kumar Gupta, Lecturer, NIT, Kurukshetra alleging plagiarism conducted by Sh. Pankaj Chandna while submitting his M.Tech. dissertation in the year 1991 on the ground that his M.Tech. Dissertation Thesis was verbatim the same to the M.Tech. Thesis submitted in 1982 by one Sh. Yogesh Saxena in IIT, Delhi.

The University, seeing the enormity of the issue involving the academic standards of the Institute got the same examined independently from the Dean, Faculty of Science, Kurukshetra University, Kurukshetra and also from Dean, Faculty of Engg. & Technology, Kurukshetra University, Kurukshetra. The University also called for the comments of Dr. S.K. Sharma, Professor, Mechanical Engineering, NIT, Kurukshetra, the Guide of Sh. Pankaj Chandna as also of Sh. Pankaj Chandna.

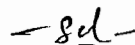
After receiving the comments the issue was got examined by the high level committee constituted by the Vice Chancellor. The committee, comprising of the Dean, Faculty of Law, Kurukshetra University, Kurukshetra, Director, UIET, Kurukshetra University, Kurukshetra, Controller of Examinations, Kurukshetra University, Kurukshetra

Contd. P.2.

and Sr. Admn. Officer, Teaching, Kurukshetra University, Kurukshetra. Thereafter, the findings were got examined by the committee comprising of the Dean, Academic Affairs and the Dean, Faculty of Engg. & Technology, Kurukshetra University, Kurukshetra and legal opinion from University Counsel was sought. Both these Committees as well as University Counsel after scrutinizing the record concluded that the allegations of plagiarism could not be substantiated in the M.Tech. dissertation submitted by Sh. Pankaj Chandna in the year 1991. The Committees as well as Counsel of the University recommended to file this matter.

The matter was then placed before the Vice Chancellor and the Vice Chancellor approved the recommendations of Committees and the University Counsel and hence the present case has been filed.

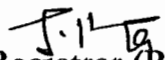
Yours faithfully,

  
Assistant Registrar (Results-II)  
for Controller of Examinations

Endst. No. AR R-II/S-III/ES-I/

Dated:-29.10.2013

✓ Copy of the above is forwarded to Deputy Registrar (Academic), National Institute of Technology, Kurukshetra.

  
Assistant Registrar (Results-II)  
for Controller of Examinations



**Item 32.10 To consider the CBI Reports dated 29.03.2011 regarding Departmental action for minor penalty against Dr. Sandeep Singhal, Associate Professor, Department of Mechanical Engineering, NIT, Kurukshetra.**

The CVO, AICTE, New Delhi has sent a letter No. CVO/AICTE/2009/FIR/GKB-BG/60/486 dated August 29, 2013 (Copy enclosed as Appendix – XVII on page 63) with reference to FIR registered by CBI Gandhinagar vide No. RC 9(A)/2009-GNR dated 29.03.2011 in the case of Bhagwad Vidhya Pratishthan for establishment of Bhagwad Gopal Institute of Engineering, Gondal and Kokilaben Bhagwad Gopal Institute of Business Management Gujarat. CBI has made investigation in the case and submitted its report vide letter No. CR/III/9(A)/2009/GNR/1573 dated 29.03.2011 accusing among others Dr. Sandeep Singhal, Associate Professor, Department of Mechanical Engineering, NIT, Kurukshetra.

CBI in its report has stated that Dr. Sandeep Singhal did not take any steps till the Joint Surprise Check by CBI and AICTE to instruct the bank not to allow any encashment/modification for FDR and grant of loan against the deposit without the prior consent of AICTE as required. Therefore, CBI has recommended for initiating RDA for minor Penalty against Dr. Sandeep Singhal, former Dy. Director and Ex-Regional Officer, AICTE and a regular employee of our organization.

A copy of the report from SP, CBI, Gandhinagar in the above case is enclosed as (Appendix – XVIII from pages 64 to 66) for necessary action.

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



-63-

**अखिल भारतीय तकनीकी शिक्षा परिषद**  
**ALL INDIA COUNCIL FOR TECHNICAL EDUCATION**  
(भारत सरकार का एक सांविधिक निकाय) (A STATUTORY BODY OF THE GOVT. OF INDIA)

CVO/AICTE/2009/FIR/GKB-BG/60 /486  
August 29, 2013

The Vice Chancellor/ *Director*  
National Institute of Technology, Kurukshetra  
Kurukshetra  
Haryana

Sub : RC 9(A)-GNR

Sir,

This is with reference to FIR registered by CBI Gandhinagar in respect of Bhagwad Vidhya Pratishthan for establishment of Bhagwad Gopal Institute of Engineering, Gondal and Kokilaben Bhagwad Gopal Institute of Business Management, Gujarat. After investigation CBI has submitted its report.

CBI in its report has stated that Dr. Sandeep Singhal did not take any steps till the Joint Surprise Check by CBI and AICTE to instruct the bank not to allow any encashment/modification for FDR and grant of loan against the deposit without the prior cosnent of AICTE as required. Therefore, CBI has recommended for initiating RDA for minor Penalty against Dr. Sandeep Singhal, Dy. Director and Ex-Regional officer, AICTE and a regular employee of your organization.

A copy of the SP report in the above case is enclosed herewith for necessary action at your end.

It is also requested that CBI report sent herewith is a confidential document and no reference of it may be made in the RDA to be issued. In view of Section 11 of the RTI act, if any request under RTI is made in respect of the CBI report the matter may please be referred to CBI for their view.

Thanking you,

Yours sincerley,

*S. G. Bhirud*  
29-8-13

(Dr. S.G. Bhirud)  
CVO

Encl: CBI Report-

*For Mr. P. G. X*

*09/9/13*

*D.R. G.A.*

*09/9/13*

**APPENDIX-XVIII**

**CENTRAL BUREAU OF INVESTIGATION  
SPECIAL POLICE ESTABLISHMENT  
GOVERNMENT OF INDIA**  
OPP. ST. XAVIER'S HIGH SCHOOL, Nr. CH-3 CIRCLE,  
SECTOR 10-A, GANDHINAGAR - 382 010 (Gujarat)  
( Telephone : 079-23234301, 23233211. Telefax : 079-23238402 )

**Confidential  
By Speed Post**

No. CR/III/9(A)2009/GNR/ 1573

Date :- 29/3/11

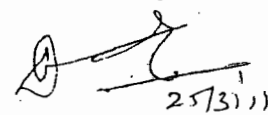
To,  
The Chief Vigilance Officer,  
All India Council of Technical Education,  
7th Floor, Chandralok Building, Connaught Place,  
New Delhi-110001.

**Sub :- RC 9(A)/2009-GNR.**

Sir,

Enclosed please find herewith Draft Sanction Order for prosecution of Shri Govind Singh Giansingh Negi, Under Secretary (Finance), and Convener AICTE, New Delhi. U/s 120-B, 420, 468, 471 of IPC and 13(2) r/w 13(1)(d) of PC Act, 1988 and substantive offences thereof. The prosecution sanction order may be issued in duplicate duly signed on each page by the competent authority, at the earliest to facilitate CBI to file charge sheet before the court of competent jurisdiction in accordance with the law.

Yours faithfully,



**( DEEPAK M.DAMOR )  
SUPERINTENDENT OF POLICE  
CBI : SPE / GANDHINAGAR**

**Encl. As above.**

Copy to:-

1) The Joint Director, CBI, Mumbai Zone-II, Mumbai.

**CENTRAL BUREAU OF INVESTIGATION  
SPECIAL POLICE ESTABLISHMENT  
GOVERNMENT OF INDIA  
OPP. ST. XAVIER'S HIGH SCHOOL, Nr. CH-3 CIRCLE,  
SECTOR 10-A, GANDHINAGAR - 382 010 (Gujarat)  
( Telephone :079-23234301, 23233211. Telefax : 079-23238402 )**

**Speed Post**

No. CR/III/9(A)/2009/GNR/ 1573

Date :- 29/03/11

To  
The Chief Vigilance Officer,  
All India Council of Technical Education,  
7th Floor, Chandralok Building Connaught Place,  
New Delhi-110001.

**Sub :- Forwarding of SP's Report in RC 9(A)/2009-GNR.**

Sir,

- 1) I am forwarding herewith a set of SP's Report which gives the facts of the above cited case, the allegations and the result of investigation.
- 2) The report will show that there is sufficient material for launching prosecution against Shri Govind Singh Giansingh Negi, Under Secretary (Finance), and Convener AICTE, New Delhi. U/s 120-B, 420, 468, 471 of IPC and 13(2) r/w 13(1)(d) of PC Act, 1988 and substantive offences thereof.
- 3) The report shows that there is sufficient material for initiating Regular Department Action for Major Penalty against Shri Govind Singh Giansingh Negi, Under Secretary (Finance), and Convener AICTE, New Delhi.
- 4) Further, the report shows that there is sufficient material for initiating Regular Department Action for Minor Penalty against Shri Sandeep Singhal, the Regional Officer, AICTE, RO, Bhopal.
- 5) It is therefore requested to kindly grant the sanction to prosecute the above mentioned public servant Shri Govind Singh Giansingh Negi, Under Secretary (Finance), and Convener AICTE, New Delhi for the above mentioned Sections as per the requirement under section 19 of the Prevention of Corruption Act, 1988.

- 6) The Calendar of evidence both oral and documentary, list of witnesses and documents copies of statements of witnesses and certified copies of relied upon documents are annexed with the report.
- 7) It is intimated that the statement of witnesses recorded U/sec. 161 Cr. PC are being furnished for seeking sanction for prosecution which are not to be cited as relied upon documents in the departmental enquiry.
- 8) The SP's Report sent herewith may please be treated as "Confidential Document" and no reference to it may be made in the charge or the statement of allegations issued to the delinquent official. In case of disclosure under RTI Act, views of the office should be ascertain as per Section 11 of RTI Act before deciding the matter.
- 9) The Disciplinary Authority may frame the Article of Charge and Statement of imputation at its and appoint its own Presenting Officer to conduct the inquiry.
- 10) A suitable date well in advance may kindly be intimated by the competent authority to this office, so that the Investigating Officer of the case can be deputed to discuss/produce relevant records/material, before him.
- 11) The result of the departmental action may kindly be communicated to this office, in due course.
- 12) Please acknowledge the receipt.

Yours faithfully,



25/3/11

( DEEPAK M. DAMOR )  
SUPERINTENDENT OF POLICE  
CBI : SPE / GANDHINAGAR

Encl: As above.

Copy to The Joint Director, CBI, Mumbai Zone-II, Mumbai.

**Item 32.11 To consider and approve the recommendations of the Selection Committees for the appointment of Deputy Registrar (Academic), Executive Engineer and Students Activity & Sports Officer.**

The Institute invited applications for the posts of Deputy Registrar (Academic), Executive Engineer and Students Activity & Sports Officer amongst others vide advertisement No. 27/2012. The Institute received 70 applications for the post of Deputy Registrar (Academic), 28 applications for posts of Executive Engineer and 73 applications for the two posts of Students Activity & Sports Officer till the last date of receipt of applications i.e. 14.12.2012.

The screening of applications for the aforesaid posts was carried out by the Screening Committee. The lists of shortlisted candidates for interviews were prepared by the Screening Committee and approved by the Director. The details of the vacancy positions, Nos. of applications received by the last date i.e. 14.12.2012 and Nos. of shortlisted candidates called for the interview are as under:

Sr. No.	Name of the Post	No. of vacancies	No. of application forms received	No. of shortlisted candidates
1.	Deputy Registrar (Acad.)	01(UR)	70	16
2.	Executive Engineer	01(UR)	28	14
3.	Students Activities and Sports Officer	01(UR) 01OBC)	55(UR) 18(OBC)	12 (UR) 09 (OBC)

The Selection Committees were constituted under clause 23(5) (d) of the Statutes and interviews were conducted on 12.11.2013, 13.11.2013 and 03.12.2013 for the posts of Deputy Registrar (Academic), Executive Engineer and Students Activity & Sports Officer respectively.

The recommendations of the Selection Committee meetings contained in the sealed envelopes will be placed on the table during the meeting of the Board.

The Board may consider and approve the recommendations of the Selection Committee meetings.

**Item 32.12 To consider and approve the Panel of Experts for recruitment of Academic Staff (excluding the Director and the Deputy Director) in various subjects**

As per Statute 23(5) (a), for filling up the post of Academic Staff (excluding the Director and the Deputy Director) in various subjects in the Institute by direct recruitment or by promotion from amongst the members of staff of Institute there will *interalia* be two nominee of the Board one being an expert, but other than a member of the Board. The existing panel for the above posts is expiring on 31.12.2013.

Proposed selection committee meeting experts for the academic positions have been invited from all the Heads of the departments / Schools considering expert from IITs / NITs / reputed Central Universities from all across the country. The consolidated Panel of Experts will be placed before the Board on the table.

The Board may consider and approve the fresh Panel of External for recruitment of Academic Staff (excluding the Director and the Deputy Director) in various subjects for a period of two years.

We have faced difficulty when experts are unable to come for the Selection Committee Meeting at the eleventh hour. At the last minute, it becomes difficult to invite any expert from the approved list. Therefore, under such emergent situation, if the Board approves, the Director may invite any other expert from outside the panel.

**Item 32.13 To consider and approve the Panel of Experts for recruitment of Technical, Administrative & Ministerial Staff, Senior Administrative and other comparable posts**

As per Statute 23(5) (b), (c) and (d), for filling up the post of Technical, Administrative and Ministerial Staff, Senior Administrative and other comparable posts in the Institute by direct recruitment or by promotion from amongst the members of staff of Institute, there will *interalia* be one external expert on the Selection Committee (Annexure-I). In addition, as per Statute 23(5) (d), for filling up of Senior Administrative and other comparable posts carrying pay scale of Lecturer and above there will *interalia* be one nominee on the Board (Annexure-I). The existing panel for the above posts is expiring on 31.12.2013.

Proposed selection committee experts for non-academic positions have been invited from all the Heads of Departments / Sections considering experts from IITs / NITs / reputed Central Universities from all across the country. The consolidated Panel of Experts will be placed before the Board on the table.

The Board may consider and approve the fresh Panel of External Experts for recruitment of Technical, Administrative & Ministerial Staff, Senior Administrative and other comparable posts for a period of two years.

We have faced difficulty when experts are unable to come for the Selection Committee Meeting at the eleventh hour. At the last minute, it becomes difficult to invite any expert from the approved list. Therefore, under such emergent situation, if the Board approves, the Director may invite any other expert from outside the panel.



**Item 32.14 To report the approval accorded by the Hon'ble Chairperson, BOG.**

The Hon'ble Chairperson, BOG accorded approval on the following issues on behalf of the Board in view of the urgency:

1. Extended the term of the existing penal of External Experts for Academic, Technical, Administrative & Ministerial, Senior Administrative and other comparable posts upto 31<sup>st</sup> December, 2013. A copy of the approval is enclosed as Appendix – XIX from pages 71 to 72.
2. Accepted the resignation of Dr. Ram Kishore Manchiryal from the post of Assistant Professor on probation in Civil Engineering Department. A copy of the approval is enclosed as Appendix – XX on page 73.
3. Accepted of the resignation of Sh. Sreenivasarao D from the post of Assistant Professor on three years contract basis in Electrical Engineering Department. A copy of the approval is enclosed as Appendix – XXI on page 74.
4. Approved the Adhoc Selection Committee as per the Clause-28(3) of the Statutes for engaging one Junior Engineer (Civil) on short-term contract basis in the Construction Cell of the Institute. A copy of the approval is enclosed as Appendix – XXII on page 75.
5. Approved the Adhoc Selection Committee as per the Clause-28(3) of the Statutes for engaging one Dental Surgeon on Part-time basis in the Health Centre of the Institute. A copy of the approval is enclosed as Appendix – XXIII on page 76.

The Board may note the approval accorded by the Hon'ble Chairperson, BOG.

NATIONAL INSTITUTE OF TECHNOLOGY KURUKSHETRA  
KURUKSHETRA-136119

Dated: 24.9.2013

**Subject: Panel of External Experts for Academic, Technical, Administrative & Ministerial, Senior Administrative and other comparable posts.**

Hon'ble Sir,


As per Statute 23(5) (a), (b), (c) and (d), the Selection Committees for recruitment of Academic Staff (excluding the Director and the Deputy Director), Technical, Administrative & Ministerial Staff, Senior Administrative and other comparable posts in the Institute by direct recruitment or by promotion from amongst the members of staff of the Institute, *interalia* consists external experts as Nominee of the Board. The relevant portion of the First Statute is enclosed as Annexure-I.

2. The existing Panel of External Experts was placed before the Board in its 26<sup>th</sup> meeting held on 21.10.2011. The Board approved the Panel of External Experts for all the categories. It is also pertinent to mention here that the said Panel was proposed for a period of two years. A copy each of the Agenda items and the decision of the Board is enclosed as Annexure-II. Accordingly, the existing Panel of External Experts will expire on 20.10.2013.

3. The work of screening of the applications for the non-teaching posts is in progress and the Selection Committee meetings for these posts are to be convened. We may also be required to hold Selection Committee meeting for any faculty post due to some unforeseen reasons. The process of preparing the updated Panel of Experts for all the Departments / Sections of the Institute has also been initiated; however, it will take some time.

4. In view of the above, it is proposed that the approval may please be granted to extend the term of the existing Panel of External Experts for

recruitment of Academic Staff (excluding the Director and the Deputy Director), Technical, Administrative & Ministerial Staff, Senior Administrative and other comparable posts in the Institute by direct recruitment or by promotion from amongst the members of staff of the Institute upto 31<sup>st</sup> December 2013. The approval so granted will be reported in the next meeting of the Board of Governors.

 May  
Director 24/9/13

Hon'ble Chairperson  
Board of Governors  
NIT Kurukshetra


I am

for


25/9/13

'R'

for u.g. pl.

  
26/9/13

P.A.

  
26/9/13

NATIONAL INSTITUTE OF TECHNOLOGY  
KURUKSHETRA-136119.

No. Estt-I/ 8877

Dated: 4/10/13

Subject : Resignation of Dr. Ram Kishore Manchiryal from the post of Assistant Professor in Civil Engineering Department.

Dr. Ram Kishore Manchiryal, Assistant Professor, Civil Engineering Department vide letter dated 19.9.2013 (copy enclosed) has stated that he has got an opportunity as an Assistant Professor in abroad College (UK Based College). He has to join that College not later than 28<sup>th</sup> September, 2013. Therefore he has requested to relieve him from duties as early as possible. He will pay salary in lieu of short notice period as mentioned in his appointment letter.

Dr. Ram Kishore Manchiryal was offered the post of Assistant Professor on regular basis in Civil Engineering Department vide this office letter No. Gen.-1/SRD/12/556 dated 4.2.2013. He joined in the Institute on 31.5.2013(AN). He has submitted resignation on 19.9.2013. As per terms & conditions of his appointment letter, he may leave the services of the Institute by giving one month's notice in writing or one month's salary may be accepted in lieu of the notice period with approval of the competent authority.

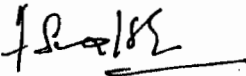
As per Clause 30 (ii) of NIT First Statutes, 2007 a member of the staff of Institute (not a permanent employee) may resign only after giving one month's notice in writing to the appointing authority or by paying one month's salary in lieu thereof.

The Hon'ble Chairperson, Board of Governors is requested to accept the resignation of Dr. Ram Kishore Manchiryal from the post of Assistant Professor, Civil Engineering Department.

The approval so accorded will be reported to the Board in its next meeting.

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

  
Director  
03/10/13



15.10.13

NATIONAL INSTITUTE OF TECHNOLOGY  
KURUKSHETRA-136119.

No. Estt-I/ 8876

Dated: 4/10/13

Subject : Resignation of Sh. Sreenivasarao D from the post of Assistant Professor  
in Electrical Engineering Department.


Sh. Sreenivasarao D, Assistant Professor, Electrical Engineering Department vide letter dated 26.9.2013 (copy enclosed) has submitted resignation from the post of Assistant Professor and requested to relieve him w.e.f. 27.9.2013.

Sh. Sreenivasarao D was offered the post of Assistant Professor on contract basis for a period of three years in Electrical Engineering Department vide this office letter No. Gen.-1/FR/13/7190 dated 26.8.2013. He joined in the Institute on 12.9.2013(AN). He has submitted resignation on 26.9.2013. As per terms & conditions of his appointment letter, he may leave the services of the Institute by giving one month's notice in writing or one month's salary may be accepted in lieu of the notice period with approval of the competent authority.

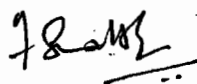
As per Clause 30 (ii) of NIT First Statutes, 2007 a member of the staff of Institute (not a permanent employee) may resign only after giving one month's notice in writing to the appointing authority or by paying one month's salary in lieu thereof.

The Hon'ble Chairperson, Board of Governors is requested to accept the resignation of Sh. Sreenivasarao D from the post of Assistant Professor, Electrical Engineering Department.

The approval so accorded will be reported to the Board in its next meeting.

  
Director 03/10/13

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



15.10.13

DRGA

74

**NATIONAL INSTITUTE OF TECHNOLOGY  
KURUKSHETRA - 136119**

**APPENDIX-XXII**

No. Estt-II/652/ 12007

Dated 11-11-13

**Subject :** To engage one Junior Engineer (Civil) on short term contract basis in the Construction Cell of the Institute.

The Construction Cell of the Institute is presently engaged in monitoring and supervision of various works under execution like construction of Multi Storeyed Staff Housing, maintenance work of Hostel Buildings, Instructional Buildings, and Staff Quarters at NIT, Kurukshetra. As per decision taken by the Board in its 21<sup>st</sup> meeting vide item No. 21.19 held on 2.6.2010 (Annexure 'A'), two Junior Engineers (Civil) were engaged on contract basis for Construction Cell. The term of one Junior Engineer (Civil) Sh. Lalit Kumar is going to complete on 14.11.2013. The services of one Junior Engineer (Civil) are essentially required.

Therefore, the Chairperson, Board of Governors, is requested to kindly accord approval to engage one Junior Engineer (Civil) on contract basis for a period of one year or till further orders whichever may be earlier for smooth supervision of the civil works of Construction Cell through a Walk-in-Interview on a fixed consolidated salary in the range of Rs. 24000/- to Rs. 26000/- per month. The fixed consolidated salary will be decided by the Selection Committee depending upon the experience of the incumbent.

As per statutes 28(3) (Annexure-'B'), the Hon'ble Chairperson, BOG is requested to kindly approve the following Adhoc Selection Committee for the above purpose:-

(i)	Director	Chairman
(ii)	One outside Expert	Member
(iii)	Dean(Estate)	Member
(iv)	Prof.-in-charge (Estate & Const.)	Member
(v)	Registrar	Member

The approval so accorded will be reported to the BOG in its next meeting.


Encl. As above

The Hon'ble Chairperson,  
Board of Governors,  
NIT, Kurukshetra-136119

s.k.

78.142

29/11/13

  
DIRECTOR 10/11/13

**NATIONAL INSTITUTE OF TECHNOLOGY APPENDIX-XXIII**  
**KURUKSHETRA-136119**

No. Gen-1/3859/ 12591

Dated: 11/12/13

**Subject: To engage one Dental Surgeon on Part-time basis in the Health Centre of the Institute.**

The Senior Medical Officer of the Institute Health Centre has requested vide letter No. HC/248 dated 11.10.2013 to extend the contractual tenure of Dr. Sharda Aggarwal, Dental Surgeon on Part-time as her present term has expired on 31.10.2013.

Dr. Sharda Aggarwal, Dental Surgeon was appointed based on recommendations of the Adhoc Selection Committee vide letter No. Gen-1/Health Centre/6572 dated 28.10.2010 on Part-time basis for 4 hours daily in the morning OPD Health Centre on a consolidated salary of Rs.8000/- per month under Clause 28(2) of the Statutes.

Under Clause 28(2), the contractual appointment may be made for a period of not exceeding 3 years. She had worked for 03 years till 31.10.2013. So, it is not feasible for the institute to grant her extension beyond 3 years as per rules.

Therefore, it is requested that the permission may kindly be given to advertise the post of Dental Surgeon for appointment through Walk-in-Interview.

Keeping in view the need of Dental Surgeon for the Students, Staff and their families and the optimum use of the Dental Unit established in the Health Centre, the Institute may kindly be allowed to engage a Dental Surgeon on Part-time basis for a period of one year or till further orders whichever may be earlier on the terms and conditions already approved by the Board.

As per Clause 28(3) of the Statutes the Hon'ble Chairperson, BOG is requested to kindly approve the following Adhoc Selection Committee for the above purpose:-

- |   |          |
|---|----------|
| 1. Director                                 | Chairman |
| 2. One External Expert                      | Member   |
| 3. Senior Medical Officer, NIT, Kurukshetra | Member   |
| 4. Prof.-in-Charge, Health Centre           | Member   |
| 5. Registrar                                | Member   |

The approval so accorded will be reported to the BOG in its next meeting.

Approved :

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

*[Signature]*

*[Signature]*  
Director

12/12/13

22 GA

**Item 32.15 Re-designation of the posts of Deputy Registrar (General Administration & Legal), Deputy Registrar (Accounts) and Deputy Registrar (Academic) as Deputy Registrar**

The Institute has three posts of Deputy Registrars. At present two incumbents are working as Deputy Registrars; one with the designation as 'Deputy Registrar (General Administration & Legal)' and the other as 'Deputy Registrar (Accounts)'. Selection Committee met for selecting 3<sup>rd</sup> Deputy Registrar which is designated as Deputy Registrar (Academic) on 12.11.2013 and the report of the Selection Committee in a sealed envelope is placed before the Board for approval separately. The Model Recruitment Rules for the post of Deputy Registrar in NITs do not have any such classifications as Deputy Registrar (General Administration & Legal), Deputy Registrar (Accounts) and Deputy Registrar (Academic), etc. A copy of the Model Recruitment Rules for the post of Deputy Registrars is placed at Appendix – XXIV on page 78.

In view of the above referred Model Recruitment Rules which has already been approved by the BOG and adopted by the Institute, it is submitted that the Board may re-designate the three posts as 'Deputy Registrars' rather than Deputy Registrar (General Administration & Legal), Deputy Registrar (Accounts) and Deputy Registrar (Academic). The incumbents on the three posts of Deputy Registrars may be assigned any of the tasks of the Institute keeping in view the suitability of the incumbent.

The issue is placed before the BOG for consideration and approval.



**Model Recruitment Rules for the post of "Deputy Registrar" in NITs**

1.	Name of the Post	Deputy Registrar
2.	Number of posts	As per sanctioned strength
3.	Classification	Group – A
4.	Scale of pay (Grade Pay, Band Pay)	PB-3 (₹15600 – 39100) with Grade Pay of ₹7600/-. After eight years of service as Deputy Registrar with Grade Pay of ₹7600/- an incumbent will automatically move to the higher Grade Pay of ₹8700/- with the same designation.
5.	Whether Selection Post or non-Selection Posts	Selection
6.	Age limit for direct recruits	Preferably Below 45 years
7.	Educational and other qualifications required for direct recruits	<p><b>Essential:</b> Masters' degree in any discipline with at least 55% marks or its equivalent Grade 'B' in the UGC 7 point scale from a recognized University / Institute.</p> <p><b>Experience:</b> i) 9 years' experience as Assistant Professor in the AGP of ₹6000/- and above with experience in educational administration, or ii) Comparable experience in research establishment and/or other institutions of higher education, or iii) 5 years of administrative experience as Assistant Registrar or equivalent.</p> <p><b>Desirable</b> i) Qualification in area of Management / Engineering / Law. ii) Experience in handling computerized administration / legal / financial / establishment matters. iii) A Chartered or Cost Accountant degree or diploma for the post of Deputy Registrar (Finance and Accounts) or Deputy Registrar (Internal Audit).</p>
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Age : No Educational Qualification: Yes
9.	Period of probation, if any	2 years
10.	Method of Recruitment : whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	75% Direct Recruitment  25% on promotion failing which by deputation / contract failing in both by direct recruitment.
11.	In case of recruitment by promotion/ deputation, grades from which promotion/ deputation to be made	<p><b>Promotion:</b> Assistant Registrar with a regular service at least 10 years, with at least 5 years with GP of ₹6600/-</p> <p><b>Deputation:</b> Officers from the Central / State Government or Institutes of national importance or Universities / University level Institution or PSU / Industry : a) i) holding analogous post or ii) With at least 5 years' service in posts in the GP pay of ₹6600/- as per Central Pay Commission or its equivalent and having experience in administration, establishment and accounts matters. b) Possessing educational qualification as prescribed in Col. 7.</p>
12.	If DPC exists, what is its composition	As per the provision contained in the NIT Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making	Not Applicable