

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

**AGENDA
FOR
BOARD OF GOVERNORS MEETING**



**39th MEETING
TO BE HELD ON 05.04.2016**

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

Agenda : 39th meeting of
Board of Governors

Place : Committee Room (New Building)
Shri Lal Bahadur Shastri Rashtriya Sanskrit
Vidyapeetha
Qutub Institutional Area, New Delhi - 110016

Day, date and time : Tuesday, the 5th April, 2016
at 11.00 a.m.

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39.7	To consider and decide on the recommendation of the Selection Committee for the appointment of Assistant Engineer (Civil) on deputation basis.	24 - 26
39.8	To consider the discontinuation of Interview at Junior level posts in the Institute as per instructions issued by the Government of India, DoPT OM No.39020/01/2013-Estt.(B)-Part dated the 29 th December, 2015.	27 - 36
39.9	To consider the DoPT Office Memorandum dated 11.01.2016 regarding time limit for holding examinations/interviews from the date of advertisement for the post under direct recruitment.	37 - 38
39.10	To note the appointment of Part-Time Chief Vigilance Officer of the Institute.	39 - 40
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39.13	To note the recommendations of the Oversight Committee with respect to Four-Tier Flexible Faculty Cadre Structure as per the MHRD letter dated 17 th June, 2015.	49 - 54
39.14	To consider the request of Assistant Professors (at AGP Rs. 6000/-) for regularization and up-gradation to AGP Rs. 7000/- after acquiring Ph. D Degrees, who were recruited in the Institute in 2013.	55 - 67
39.15	To consider the confirmation of Ms. Pallavi Rai and Shri Shahabuddin on the post of Students Activity & Sports Officers and Shri Pankaj Kumar Bayati on the post of Deputy Registrar.	68 - 69
39.16	To note the issue of stoppage of sitting fee amount to the officials of Ministry / attached Institutions.	70 - 74
39.17	To consider the recommendation of the Enquiry Committee constituted to inquire into the complaints against Dr. Vikas Choudhary, Head of the Department of Humanities & Social Sciences, NIT, Kurukshetra.	75 - 85
39.18	To report the approval accorded by the Hon'ble Chairperson/ Chairperson (Acting), Board of Governors.	86 - 96
	Any other item.	

Item 39.1 To note the nomination of Chairperson Board of Governors of the Institute.

The Additional Secretary to the Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi vide order No. F.22 – 13 / 2007 – TS.III dated 20th January, 2016 copy enclosed as Annexure - 39.1.i on page 2 has informed that the President of India in his capacity as the Visitor of the National Institutes of Technology (NITs) is pleased to nominate Shri Jagdish Khattar, Former Managing Director, Maruti Udyog Limited, Gurgaon as Chairperson, Board of Governors (BOG), National Institute of Technology, Kurukshetra (Haryana) for a period of three years with effect from 18.01.2016 i.e. the date of nomination by the Hon'ble Visitor.

The Board may note the nomination of Shri Jagdish Khattar as Chairperson, BOG, NIT Kurukshetra for a period of three years w.e.f. 18.01.2016.

The Board may kindly note.

No.F.22 – 13 / 2007 – TS.III
Government of India
Ministry of Human Resource Development
Department of Higher Education

Shastri Bhawan, New Delhi,
dated, the 20th January, 2016

ORDER

The Hon'ble President of India in his capacity as the Visitor of the National Institutes of Technology (NITs), in terms of the provisions contained under the National Institutes of Technology, Science Education and Research (NITSER) Act, 2007 (29 of 2007), is pleased to nominate Shri Jagdish Khattar, Former Managing Director, Maruti Udyog Limited as the Chairperson of the Board of Governors (BoGs) of National Institute of Technology (NIT), Kurukshetra (Haryana), for a period of three years w.e.f. 18.01.2016 (i.e. the date of nomination by the Hon'ble Visitor) or until further orders, whichever is earlier.

2. The terms and other conditions will be as per the provisions contained in the NITSER Act, 2007 and the First Statutes of the NITs in this regard.

[R. SUBRAHMANYAM]

Additional Secretary to the Government of India

Shri Jagdish Khattar,
Former Managing Director,
Maruti Udyog Limited, and;
Founder, Chairman & Managing Director,
Carnation Auto, Noida (Uttar Pradesh).

Copy to:

1. The Director, NIT – Kurukshetra, Haryana – 131169.
2. Dr. A. Sivathanu Pillai, Former Chairperson, BOG, NIT – Kurukshetra.
3. The Chairperson, BOGs of all the NITs – as per list.
4. The Directors of all the NITs – as per list.
5. The OSD to the President of India, President's Secretariat, New Delhi with reference to President Secretariat's I.D. Note No.CIII.30001/4/2014-CA-III dated 18th January, 2016.
6. PS to Hon'ble Minister of Human Resource Development.
7. PS to Secretary, Department of Higher Education, MHRD, Shastri Bhawan, New Delhi.
8. Guard File.

OFFICE OF THE DIRECTOR, NIT, KURUKSHETRA

By. No. 727 Date 04/02/16

DPD	DAC	DAD	CVO	CSE	IC
M	EC	Co	Ph	Ch	Me
CW	WS	SW	PC	PS	EDC
CCN	PT	PCE	PRO	LMO	L
GA	A	SO	EO	DS	PIS
					PIC

[R. SUBRAHMANYAM]

Additional Secretary to the Government of India

Tel: 23383202

03/02/16

SSG (Gen)

Item 39.2 To confirm the minutes of the 38th meeting of the Board of Governors held on 15.12.2015.

The minutes of the 38th meeting of the Board of Governors held on 15.12.2015 were circulated to all the members of the Board vide letter No. NITK / 38th BOG / 6387 dated 16.12.2015 and Endst. NITK / 38th BOG / 6388 dated 16.12.2015. The minutes are enclosed as Annexure - 39.2.i from pages 4 to 8 .

No comments have been received from any member.

The Board of Governors may confirm the minutes of 38th meeting of the Board of Governors held on 15.12.2016 as circulated to the members.

NIT Kurukshetra

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

Minutes of the 38th meeting of the Board of Governors, National Institute of Technology, Kurukshetra held on 15th December, 2015 at 11.30 a.m. in the Committee Room (new Building), Shri Lal Bahadur Shastri Rastriya Sanskrit Vidyapeetha, Qutub Institutional Area, New Delhi-110016.

Following were present:

- | | | |
|----|---|----------------------|
| 1. | Prof. Anand Mohan
Director
National Institute of Technology
Kurukshetra-136 119 | Chairperson (Acting) |
| 2. | Shri S. P. Goyal
Joint Secretary (Technology Enabled Learning)
Department of Higher Education
Ministry of Human Resource Development
Government of India, Shastri Bhawan
New Delhi - 110 015 | Member |
| 3. | Smt. Darshana M Dabral
Joint Secretary & Financial Adviser
Department of Higher Education
Ministry of Human Resource Development
Government of India, Shastri Bhawan
New Delhi - 110 015 | Member |
| 4. | Prof. P.K. Raina
Dean (Academics)
representative of Director
Indian Institute of Technology Ropar
Ropar (Punjab) -140 001 | Member |
| 5. | Prof. A.K. Gupta
Professor
Department of Electronics and Comm. Engg.
National Institute of Technology
Kurukshetra | Member |
| 6. | Dr. C.R. Mariappan
Assistant Professor
Department of Physics
National Institute of Technology
Kurukshetra-136 119 | Member |

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At the outset, the Hon'ble Chairperson (Acting), Board of Governors welcomed the members of the 38th meeting of the Board of Governors of the Institute.

Smt. Dheera Khandelwal, Principal Secretary to the Government, Technical Education, Government of Haryana, Chandigarh and Shri Sandeep Garg, Director General, Technical Education Department, Government of Haryana, Chandigarh could not attend the meeting.

Then the agenda was taken up and the Board of Governors took the following decisions:

38.1 To note the nomination of one Professor on the BOG as Senate Nominee.

The Board noted the nomination of Prof. A.K. Gupta, Professor, Department of Electronics and Communication, National Institute of Technology, Kurukshetra as the Senate Nominee member on the Board of Governors. Thereafter, Dr. A.K. Gupta joined the meeting and the Chairperson (Acting), BoG welcomed him.

38.2 To note the action taken report on the minutes of 36th meeting of the Board of Governors held on 08.05.2015.

The Board noted and approved the action taken report on the minutes of 36th meeting of the Board of Governors held on 08.05.2015.

On Agenda Item 36.3, the Board desired that the Biometric Attendance System be positively made operative by the beginning of the next academic session.

The Board desired that specific and clear action taken should be written in future.

38.3 To note the action taken report on the minutes of 37th meeting of the Board of Governors held on 05.06.2015.

The Board noted and approved the action taken report on the minutes of 37th meeting of the Board of Governors held on 05.06.2015.

The Board desired that specific and clear action taken should be written in future.

ERM

- 38.4 To consider and approve the minutes of the 26th meeting of the Senate, National Institute of Technology, Kurukshetra held on 29.11.2015.**

The Board noted and approved the minutes of the 26th meeting of the Senate, National Institute of Technology Kurukshetra held on 29.11.2015.

- 38.5 To approve Annual Report and Audited Statement of Accounts & Audit Report of the Institute for the year 2014-15.**

The Board approved the Annual Report and Audited Statement of Accounts & Audit Report of the Institute for the year 2014-15. However, the Board decided that the observations of the audit should be carefully examined and remedial action taken promptly so that the shortcomings and discrepancies observed are not repeated in future.

- 38.6 To consider and approve the extension of validity for Panel of External Experts for recruitment of Academic Staff (excluding the Director and the Deputy Director) in various subjects.**

The Board approved the extension of validity for Panel of External Experts for recruitment of Academic Staff (excluding the Director and the Deputy Director) in various subjects as proposed in the Agenda Item.

- 38.7 To consider and approve the extension of validity of Panel of the Senate Nominee of the experts on the Selection Committee of Academic Staff.**

The Board approved the extension of validity of Panel of the Senate Nominee of Experts on the Selection Committee of Academic Staff as proposed in the Agenda Item.

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

The Board approved the extension of validity of Panel of External Experts for recruitment of Technical, Administrative & Ministerial Staff, Senior Administrative and other comparable posts as proposed in the Agenda Item.

CBM

W

- 38.9 To consider the regularization of Assistant Professors recruited at AGP Rs.6000/- in the Institute in 2013 on long contract for 3 years and Up-graded to AGP to Rs.7000/- after acquiring Ph. D Degree.**

The Board decided that the matter of regularization of Assistant Professors recruited at AGP of Rs.6000/- in the Institute in 2013 on long contract for 3 years and their Up-gradation to AGP to Rs.7000/- be dealt with as per the guidelines of the 4-tier flexible faculty structure.

- 38.10 To consider Up-gradation of AGP from Rs.6000/- to Rs.7000/- to Dr.Prakash Chand, Assistant Professor, Physics Department on acquiring Ph.D. Degree.**

The Board decided that as the matter for Up-gradation of AGP from Rs.6000/- to Rs.7000/- to Dr. Prakash Chand, Assistant Professor is sub-judice, the same be considered only after the decision of the Hon'ble High Court of Punjab and Haryana, Chandigarh.

- 38.11 To consider technical resignation of Dr. Dheeraj Joshi, Assistant Professor, Electrical Engineering Department.**

The Board accepted the technical resignation of Dr. Dheeraj Joshi, Assistant Professor, Electrical Engineering Department.

- 38.12 To consider the recognition of National Institute of Technology, Kurukshetra SC/ST Welfare Association.**

The Board did not agree to accord recognition to the National Institute of Technology, Kurukshetra SC/ST Welfare Association.

- 38.13 To note action taken by the Director for confirmation of Shri Ajeet Singh Yadav, Security Officer.**

The Board noted the action taken by the Director for confirmation of Shri Ajeet Singh Yadav, Security Officer.

- 38.14 To report the approval accorded by the Hon'ble Chairperson / Chairperson (Acting), Board of Governors.**

The Board noted the approval accorded by the Hon'ble Chairperson / Chairperson (Acting), Board of Governors as detailed in the Agenda Item.

RM

[Signature]

TABLED AGENDA

38.15 To consider and approve the recommendations of the Selection Committees for the appointment of Executive Engineer and Medical Officer.


The Board approved the recommendations of the Selection Committees for the appointment of Executive Engineer and Medical Officer.

The Board further resolved that the matter of appointment of Registrar be decided only after the decision of the Hon'ble High Court of Punjab and Haryana, Chandigarh.


38.16 To consider the request for retaining the title of M.Tech. Programme as Molecular Engineering and Advanced Chemical Analysis.

The Board approved the proposal for retaining the title of M.Tech. Programme as Molecular Engineering and Advanced Chemical Analysis.

The meeting ended with vote of thanks to the Chair.


16/12/15

(Anand Mohan)
Director & Chairperson (Acting)
Board of Governors
NIT Kurukshetra


(G.R. Samantaray) 16/12/15
Registrar (I/C) & Secretary
Board of Governors
NIT Kurukshetra

Item.38.3 To note the action taken report on the minutes of 38th meeting of the Board of Governors held on 15.12.2015.

The action taken report on the minutes of 38th meeting of the Board of Governors held on 15.12.2015 is given below:

Item No.	Subject	Action Taken
38.1	<p>To note the nomination of one Professor on the BOG as Senate Nominee.</p> <p>The Board noted the nomination of Prof. A.K. Gupta, Professor, Department of Electronics and Communication, National Institute of Technology, Kurukshetra as the Senate Nominee member on the Board of Governors. Thereafter, Dr. A.K. Gupta joined the meeting and the Chairperson (Acting), BoG welcomed him.</p>	Action has been taken.
38.2	<p>To note the action taken report on the minutes of 36th meeting of the Board of Governors held on 08.05.2015.</p> <p>The Board noted and approved the action taken report on the minutes of 36th meeting of the Board of Governors held on 08.05.2015.</p> <p>On Agenda Item 36.3, the Board desired that the Biometric Attendance System be positively made operative by the beginning of the next academic session.</p> <p>The Board desired that specific and clear action taken should be written in future.</p>	<p>The Board approved the action taken report.</p> <p>The decision of the Board has been conveyed to Prof. J.K. Chhabra, Nodal Officer for implementation of Biometric Attendance System.</p> <p>Noted for compliance.</p>
38.3	<p>To note the action taken report on the minutes of 37th meeting of the Board of Governors held on 05.06.2015.</p> <p>The Board noted and approved the action taken report on the minutes of 37th meeting of the Board of Governors held on 05.06.2015.</p> <p>The Board desired that specific and clear action taken should be written in future.</p>	<p>The Board approved the action taken report.</p> <p>Noted for compliance.</p>

38.4	<p>To consider and approve the minutes of the 26th meeting of the Senate, National Institute of Technology, Kurukshetra held on 29.11.2015.</p> <p>The Board noted and approved the minutes of the 26th meeting of the Senate, National Institute of Technology Kurukshetra held on 29.11.2015.</p>	No further action required.
38.5	<p>To approve Annual Report and Audited Statement of Accounts & Audit Report of the Institute for the year 2014-15.</p> <p>The Board approved the Annual Report and Audited Statement of Accounts & Audit Report of the Institute for the year 2014-15. However, the Board decided that the observations of the audit should be carefully examined and remedial action taken promptly so that the shortcomings and discrepancies observed are not repeated in future.</p>	The Audit observations have been examined and remedial action has been taken.
38.6	<p>To consider and approve the extension of validity for Panel of External Experts for recruitment of Academic Staff (excluding the Director and the Deputy Director) in various subjects.</p> <p>The Board approved the extension of validity for Panel of External Experts for recruitment of Academic Staff (excluding the Director and the Deputy Director) in various subjects as proposed in the Agenda Item.</p>	No further action required.
38.7	<p>To consider and approve the extension of validity of Panel of the Senate Nominee of the experts on the Selection Committee of Academic Staff.</p> <p>The Board approved the extension of validity of Panel of the Senate Nominee of Experts on the Selection Committee of Academic Staff as proposed in the Agenda Item.</p>	No further action required.

38.8	<p>To consider and approve the extension of validity of Panel of External Experts for recruitment of Technical, Administrative & Ministerial Staff, Senior Administrative and other comparable posts.</p> <p>The Board approved the extension of validity of Panel of External Experts for recruitment of Technical, Administrative & Ministerial Staff, Senior Administrative and other comparable posts as proposed in the Agenda Item.</p>	No further action required.
38.9	<p>To consider the regularization of Assistant Professors recruited at AGP Rs.6000/- in the Institute in 2013 on long contract for 3 years and Up-graded to AGP to Rs.7000/- after acquiring Ph. D Degree.</p> <p>The Board decided that the matter of regularization of Assistant Professors recruited at AGP of Rs.6000/- in the Institute in 2013 on long contract for 3 years and their Up-gradation to AGP to Rs.7000/- be dealt with as per the guidelines of the 4-tier flexible faculty structure.</p>	Noted for compliance.
38.10	<p>To consider Up-gradation of AGP from Rs.6000/- to Rs.7000/- to Dr.Prakash Chand, Assistant Professor, Physics Department on acquiring Ph.D. Degree.</p> <p>The Board decided that as the matter for Up-gradation of AGP from Rs.6000/- to Rs.7000/- to Dr. Prakash Chand, Assistant Professor is sub-judice, the same be considered only after the decision of the Hon'ble High Court of Punjab and Haryana, Chandigarh.</p>	Noted for compliance.
38.11	<p>To consider technical resignation of Dr. Dheeraj Joshi, Assistant Professor, Electrical Engineering Department.</p> <p>The Board accepted the technical resignation of Dr. Dheeraj Joshi, Assistant Professor, Electrical Engineering Department.</p>	Action has been taken.

38.12	<p>To consider the recognition of National Institute of Technology, Kurukshetra SC/ST Welfare Association.</p> <p>The Board did not agree to accord recognition to the National Institute of Technology, Kurukshetra SC/ST Welfare Association.</p>	No further action required.
38.13	<p>To note action taken by the Director for confirmation of Shri Ajeet Singh Yadav, Security Officer.</p> <p>The Board noted the action taken by the Director for confirmation of Shri Ajeet Singh Yadav, Security Officer.</p>	No further action required.
38.14	<p>To report the approval accorded by the Hon'ble Chairperson / Chairperson (Acting), Board of Governors.</p> <p>The Board noted the approval accorded by the Hon'ble Chairperson/Chairperson (Acting), Board of Governors as detailed in the Agenda Item.</p>	Action has been taken.
38.15	<p>To consider and approve the recommendations of the Selection Committees for the appointment of Executive Engineer and Medical Officer.</p> <p>The Board approved the recommendations of the Selection Committees for the appointment of Executive Engineer and Medical Officer.</p> <p>The Board further resolved that the matter of appointment of Registrar be decided only after the decision of the Hon'ble High Court of Punjab and Haryana, Chandigarh.</p>	<p>Action has been taken.</p> <p>Noted for compliance.</p>
38.16	<p>To consider the request for retaining the title of M.Tech. Programme as Molecular Engineering and Advanced Chemical Analysis.</p> <p>The Board approved the proposal for retaining the title of M.Tech. Programme as Molecular Engineering and Advanced Chemical Analysis.</p>	Action has been taken.

Item 39.4 To consider and approve the minutes of 32nd Meeting of the Finance Committee of the Institute held on 15.12.2015.

The minutes of the 32nd Meeting of the Finance Committee held on 15.12.2015 at Committee Room (New Building), Shri Lal Bahadur Shastri Rashtriya Sanskrit Vidhyapeetha, Qutub Institutional Area, New Delhi-110016 are enclosed at Annexure - 39.4.i from pages 13 to 17 .

The Board of Governors may approve the minutes of the 32nd meeting of the Finance Committee held on 15.12.2015.

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA - 136119**

Minutes of 32nd Meeting of the Finance Committee, NIT, Kurukshetra held on 15th December, 2015 at 10:30 a.m at Committee Room (New Building), Shri Lal Bahadur Shastri, Rashtriya Sanskrit Vidyapeetha, Qutub Institutional Area, New Delhi-110016.

Present:

1. Prof. Anand Mohan
Director
National Institute of Technology
Kurukshetra
Chairperson (Acting)
2. Shri S. P. Goyal,
Joint Secretary (Technology Enabled Learning)
Department of Higher Education
Ministry of Human Resource Development
Govt. of India, Shastri Bhawan
New Delhi - 110 001
Member
3. Mrs. Darshana M Dabral
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. Shri G. R. Samantaray
Registrar Incharge
National Institute of Technology
Kurukshetra
Member-Secretary

At the outset, the Hon'ble Chairperson (Acting) welcomed the members to the 32nd meeting of the Finance Committee and expressed its gratitude to the Joint Secretary (Tech. Education) and Joint Secretary & Financial Advisor, Ministry of Human Resource Development for sparing their valuable time to attend the meeting.

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

CRM

Item 32.1: To confirm the minutes of 31st Meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 08.05.2015.

The Finance Committee confirmed the minutes of the 31st Meeting of the Finance Committee held on 08.05.2015.

Item 32.2: To note follow up action taken on the 31st meeting of the Finance Committee held on 08.05.2015.

The Finance Committee noted the follow up action taken by the Institute on the 31st meeting of the Finance Committee held on 08.05.2015 and observed as under:

Item 31.2- In addition to cost benefit analysis as decided in the 31st meeting a comparison of the cost incurred by the Institute may be made between Cashless Medical Scheme and Non-Cashless Medical Scheme for 9 months i.e. 01-06-2015 to 31-03-2016 vis-à-vis 01.06.2014 to 31.03.2015.

Item 31.7- The Finance Committee suggested that instead of writing "Action has been taken", it should be written as "Action is being taken", as action is still pending.

The Finance Committee desired that the specific and clear action taken should be written in future.

Item 32.3: To consider Revised Budget Estimates for the year 2015-16 and Budget Estimates for the year 2016-17.

The Finance Committee considered the proposed Revised Budget Estimate 2015-16 and Budget Estimates 2016-17 and recommended them to the Board of Governors.

The Finance Committee desired that priority should be given to close / complete the ongoing projects before taking up new projects and new projects should be taken up keeping the availability of funds into consideration.

The Finance Committee also desired that the word "Deficit" should be written instead of "Balance Liability of Govt. of India" in future under the heading "Head of Account" at relevant place(s) in the accounts.

CPM

- Item 32.4 To consider for Implementation of Accounting Standards in Educational Institutions of Department of Higher Education under MHRD.**

The Finance Committee resolved to switch over to Accrual Based Accounting including salary components as directed by the MHRD and as well as mandatory requirement of the Comptroller and Auditor General.

- Item 32.5: To place quarterly Internal Audit Report for 1st and 2nd quarter ending 30.09.2015.**

The Finance Committee also considered the quarterly Audit Reports of Internal Auditor and desired that the cash book and other relevant documents should be maintained exactly as per established accounting standards and that the observations made by the Internal Auditor should be carefully examined and remedial action taken promptly so that the shortcomings and discrepancies observed are not repeated in future.

- Item 32.6: To consider for Investment of Employee Provident Fund as per Ministry of Finance notification.**

The Finance Committee considered the directions issued by the Ministry of Finance vide letter No. 5(88)/2006- PR dated 14th August 2008 and recommended that the latest guidelines of the Ministry of Finance issued in April 2015 in this regard be followed in letter and spirit.

The Finance Committee suggested that if required, information in this regard may be obtained from other CFTIs (IITs and other NITs).

- Item 32.7: To consider for the purchase of desktop computers for various departments of the Institute.**

The Finance Committee recommended the proposal of the Institute to the Board of Governors and suggested that the purchase should be as per the extant General Financial Rules and the CVC guidelines regarding transparency.

The Finance Committee suggested that in case the Institute wants to purchase the desktop computers on DGS & D rate contract, the purchase procedure as specified by the DGS & D be followed strictly.


Copy

NIT Kurukshetra


The Finance Committee also suggested that the old and unusable computers and accessories be disposed off as per the extant guidelines and procedures prescribed by the Department of Electronics and Information Technology, Ministry of Communications & IT in this regard.

The Finance Committee further resolved that in future the minutes of the Finance Committee should be placed before the Board of Governors for consideration only after their confirmation / finalization in the next meeting of the Finance Committee.

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


16/12/15

(Anand Mohan)
Director & Chairperson (Acting)
NIT Kurukshetra


(G.R. Samantaray) 16/12/15
Registrar Incharge
& Member Secretary
NIT Kurukshetra

Item 39.5 To consider the issue regarding modification in the First Statutes of the National Institutes of Technology (NITs)

The Director (NITs), Government of India, Ministry of Human Resource Development, Department of Higher Education vide letter No.F.No.34 – 6 / 2015 – TS.III dated 20th October, 2015 has referred the minutes of the 9th meeting of Council of NITs held on 01.10.2015 wherein the Council of National Institutes of Technology, Science, Education and Research held under the Chairpersonship of Hon'ble Minister of Human Resource Development has approved the recommendation of the Sub-committee on Governance and medication in the First Statutes of NITs. The Council directed all Board of Governors to consider the recommendations and take immediate necessary actions.

A copy of letter No.F.No.34 – 6 / 2015 – TS.III dated 20th October, 2015, referred above, is enclosed as Annexure - 39.5.i from pages 19 to 22 .

The Board may consider the issue regarding modification in the First Statutes of the National Institutes of Technology (NITs).

F.No.34 - 6 / 2015 - TS.III
Government of India
Ministry of Human Resource Development
Department of Higher Education
Technical Education Bureau

Shastri Bhawan, New Delhi,
dated, the 20th October, 2015

To

The Directors of all the 30 NITs.

Subject:- Decisions taken in the 9th Council of NITSER meeting held on 1st October, 2015 at NIT – Warangal.

Madam \ Sir,

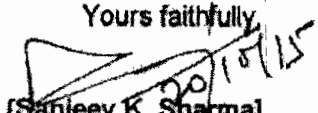
The 9th meeting of the Council of National Institutes of Technology, Science Education and Research (NITSER) held under the Chairpersonship of Hon'ble Minister of Human Resource Development on 1st October, 2015 at Senate Hall, NIT – Warangal approved the following for initiating actions on part of the NITs:-

- (i) The Council approved the recommendations of the Sub-Committee on Governance and modification in the First Statutes of NITs (copy enclosed). The Council directed all Board of Governors to consider the recommendations and take immediate necessary actions.
- (ii) All NITs would participation in National Institutional Ranking Framework (NIRF) and feed data by December, 2015. For any assistance, AICTE can be approached.
- (iii) The Council considered the report of the Committee on determination of land requirement for CFTIs. Based on the issues raised by the participants, the Council decided that all participants may submit their remarks within 10 days.
- (iv) The Chairperson expressed displeasure at non-adherence of deadlines by NITs. A deadline of 30th November, 2015 has been fixed for completing External Review and Departmental Review, respectively.

2. In light of the above decisions, it is requested to kindly take actions immediately as per decisions taken by the Council of NITSER in its 9th meeting held on 1st October, 2015. The actions taken by your Institute may please be informed to the Ministry so as to enable this Division to apprise Chairperson of the Council of NITSER.

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

Yours faithfully,


[Sanjeev K. Sharma]
Director (NITs)
Tel: 23070186

Copy for information to:-

The Chairperson, Board of Governors of all the 30 National Institutes of Technology (NITs).

Proposal for modification in the First Statutes – 2009
of the National Institutes of Technology (NITs)

Statutes No.	Existing Provisions	Proposed Modifications
6 [Authentication of Orders of the Board]	All orders and decisions of the Board shall be authenticated by the signature of the Director or Registrar or any person-authorized by the Board in this behalf.	All orders and decisions of the Board shall be authenticated by the signature of the Director. In absence of Director , any person-authorized by the Board in this behalf.
10 (1) (v) [Finance Committee]	the Registrar, ex-officio, Member-Secretary: Provided that in addition to the above, the Chairman may, in consultation with the Director, co-opt a member as and when found necessary.	the Registrar, ex-officio, Member-Secretary: Provided that in addition to the above, the Chairman may invite an expert as special invitee, in consultation with the Director. However, the special invitee may not have voting rights.
10 [Finance Committee]	Sequential Changes	10 (2) is to be changed to 10 (3). 10 (3) is to be changed to 10 (4) with "Four members" to complete a quorum of the Finance Committee. 10 (4) is to be changed to 10 (5). 10 (5) is to be changed to 10 (6). 10 (6) is to be changed to 10 (7). 10 (7) is to be changed to 10 (2).
11 (ii) [Powers of the Finance Committee]	give its views and make its recommendations on any financial question affecting the Institute to the Board either on the initiative of the Board or of the Director, or on its own motion.	give its views and make its recommendations on any financial proposals / issues/ question affecting the Institute to the Board either on the initiative of the Board or of the Director, or on its own motion.
12 (1) (ii) [Building and Works Committee]	one member nominated by the Central Government not below the rank of Director or Deputy Secretary;	Director or Deputy Secretary or his nominee dealing with NITs in the Ministry and Director or Deputy Secretary or his nominee dealing with Finance of NITs in the Ministry as <i>Ex-Officio</i> Members of the Central Government;
12 (3)	Three members shall form a	Four members shall form a

Statutes No.	Existing Provisions	Proposed Modifications
[Building and Works Committee]	quorum for a meeting of the Building and Works Committee.	quorum for a meeting of the Building and Works Committee.
12 (5) [Building and Works Committee]	A copy of the minutes of every meeting of the Building and Works Committee shall be placed before the Board.	A copy of the minutes of every meeting of the Building and Works Committee shall be placed before the Board together with the recommendations of the Finance Committee on specific proposal / proposals which requires approval of the Board.
13 (1) (ii) [Powers and Functions of the Building and Works Committee]	have the power to give the necessary administrative approval and expenditure sanction for minor works and works pertaining to repair and maintenance, within the approved budgetary provision of the Institute;	have the power to give the necessary administrative approval and expenditure sanction for minor works and works pertaining to repair and maintenance, within the approved budgetary provision of the Institute; The definition of minor work and minor repair shall be decided by the Board. The Board will define the minor work and minor repair and maintenance in terms of quantum / expenditure.
13 (1) (iii) [Powers and Functions of the Building and Works Committee]	cause to prepare estimates of cost of buildings and other capital works, minor works, repairs, maintenance and the like;	cause to prepare estimates of cost of buildings and other capital works, minor works, repairs, maintenance and the like. The Building and Works Committee shall approve the cost estimates for minor works, minor repairs and maintenance;
17 (1) [The Director and his powers]	The Director of the Institute shall be appointed by the Visitor on contract basis on the recommendation of a Selection Committee constituted by him consisting of atleast five members including the Chairman who are experts in the field of technical education with experience at national and international level.	The Director of the Institute shall be appointed by the Visitor on contract basis on the recommendation of a Search-cum-Selection Committee constituted by him.
21 [Registrar]	At present, there is no provision for review of the functioning of	The review of performance of the Registrar upon completion

Statutes No	Existing Provisions	Proposed Modifications
	the Registrar in the Institute.	of one year of service may be carried out by the Committee to be constituted by the Board for the purpose of his/her continuation for the remaining period of contract. Subsequently, Board may carry review of the performance of Registrar as and when it may wish.
23 (5) (a) [Appointments]	the Selection committee for recruitment of Academic Staff (excluding the Director and the Deputy Director), or for promotion shall be as under:	the Selection committee for recruitment of Academic Staff (excluding the Director), or for promotion shall be as under:
24 (i) [General Terms and Conditions of service of Permanent Employees]	Provided that the appointing authority shall have the power to extend the period of probation of any employee of the Institute for such periods as may it may deem fit.	Provided that the appointing authority shall have the power to extend the period of probation of any employee of the Institute for a period not exceeding one year.
25 [Code of Conduct for Permanent Employees]	The code of conduct for employees shall be made by each Institute in consultation with the Central Government.	The code of conduct for employees shall be made by each Institute in consultation with the Central Government. Till such time the code of conduct for employees is framed, the Institute shall follow the Central Civil Services (Classification, Control and Appeal) Rules, 1965.
26 [Suspension, Penalties, Disciplinary Proceedings]	The Section provides for Suspension, Penalties, Disciplinary Proceedings for the permanent employees.	The rules are identical to CCS (CCA) Rules, 1965, therefore, it is propose to delete the same.
29 [Provident Fund and Pension Scheme]	Employees of the Institute appointed prior to 1.1.2004 will be governed by Central Civil Services (Pension) Rules, 1972 and Central provident Fund (Central Services) Rules, 1960 and the Employees appointed on or after 1.1.2004 will be governed by New Pension Scheme of Central Government.	Employees of the Institute appointed prior to 01.01.2004 will be governed by Central Civil Services (Pension) Rules, 1972 and General Provident Fund (Central Services) Rules, 1960 and the Employees appointed on or after 01.01.2004 will be governed by New Pension Scheme of Central Government.

*_*_*_*_*

Item 39.6 To consider and approve the recommendation of the Selection Committee for appointment of Technical Officer, Sr. Students Activity & Sports Officer, Principal Technical Officer and Senior Technical Officer.

The Institute invited applications for the recruitment of the posts of Technical Officer, Sr. Students Activity & Sports Officer, Principal Technical Officer and Senior Technical Officer vide advertisement *No. 21/2015.

The screening of applications for the aforesaid posts was carried out by the Screening Committee constituted by the Director. Accordingly, the shortlisted candidates were called for the interview as detailed below:

Sr. No.	Name of the Post	No. of vacancies	No. of application forms received	No. of shortlisted candidates	Date of interview
1.	Technical Officer	01 (UR)	81	72	23.02.2016 & 24.02.2016
2.	Sr. Students Activity & Sports Officer	01 (OBC)	10	01	25.02.2016
3.	Principal Technical Officer	01 (UR)	08	01	25.02.2016
4.	Senior Technical Officer	01 (SC)	04	01	25.02.2016

The Selection Committees for the above posts were duly constituted as per Statutes 23(5) (d) and the interviews were conducted as per the above schedule for the posts of Technical Officer, Sr. Students Activity & Sports Officer, Principal Technical Officer and Senior Technical Officer.

The recommendations of the Selection Committee meetings contained in the sealed envelopes for the above posts are placed on the table during the meeting of the Board.

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

Item 39.7 To consider and decide on the recommendation of the Selection Committee for the appointment of Assistant Engineer (Civil) on deputation basis.

The Institute invited applications for recruitment of the post of Assistant Engineer (Civil) on deputation basis vide advertisement No. 21/2015.

04 application forms were received by the last date i.e. 04.12.2015 (Advt. No.21/2015) for the post of Assistant Engineer (Civil). Only 01 candidate was found eligible by the Screening Committee and called for interview before the Selection Committee.

The Selection Committee was constituted under clause 23(5) (d) of the First Statutes of NITs and interview was conducted on 25.02.2016 as per the provision in the Statutes for the post of Assistant Engineer (Civil).

The recommendation of the Selection Committee meeting contained in the sealed envelope for the above post of Assistant Engineer (Civil) is placed on the table during the meeting of the Board.

But, during the process of recruitment for the posts of Assistant Engineer (Civil) on deputation basis, the Government of India, Ministry of Personnel, Public Grievances and Pensions (Department of Personnel and Training), New Delhi issued instructions vide Office Memorandum No.39020/01/2013-Estt.(B)-Part dated 29th December, 2015 to discontinue interview for recruitments for all Group 'C' posts and for non-gazetted posts of Group 'B' Category and all such equivalent posts. Copy of the above letter is enclosed as Annexure - 39.7.i from pages 25 to 26. However, Institute has not received any direction from MHRD in this regard.

The interview was conducted for the eligible candidate because it was a deputation post.

In view of the DOPT letter mentioned above, the Board may consider and decide for further action regarding recruitment on above Post.

**No, 39020/01/2013-Estt (B)-Part
Government of India
Ministry of Personnel, Public Grievances and Pensions
(Department of Personnel and Training)**

North Block, New Delhi.
Dated the 29th December, 2015

OFFICE MEMORANDUM

Subject:- Discontinuation of Interview at Junior Level Posts in the Government of India- recommendation of Committee of Secretaries.

The undersigned is directed to refer to this Department's D.O. of even number dated 04.09.2015 and subsequent GM's dated 09th October, 2015, 09th November, 2015 on the above subject seeking detailed information on the progress made/action taken in the matter.

2. It is informed that Secretary (Personnel) had convened meetings on 14th December, 2015 and 17th December, 2015 to review the progress of implementation of the "No Interview Requirement Proposal" and to get the updated status on the decision/progress made by the various Ministries/Departments. Keeping in view the queries raised by the representative of various Ministries/Departments the following is once again clarified:-

- (a) The decision to discontinue interview for recruitments is for all Group 'C', Group 'D' (which are now reclassified as Group 'C') Posts and for non-gazetted posts of Group 'B' Category and all such equivalent posts.
- (b) The 'No Interview Requirement' proposal has to be implemented for all the junior level posts in Government of India Ministries/Departments/attached Office/Subordinate Office/Autonomous Bodies/Public Sector Undertakings.
- (c) Instructions issued by the Department of Public Enterprises on 14th December, 2015 vide OM No. DPE-GM to all Administrative Ministries concerned with CPSES under them with advice to dispense with the practice of interview (copy enclosed).
- (d) The timelines set regarding completing the process of the discontinuation of interview by 31.12.2015 has to be adhered to strictly. From 01st January, 2016 there will be no recruitment with interview at the junior level posts as mentioned at 2(a) above, in Government of India Ministries/Departments/attached Office/Subordinate Office/Autonomous Bodies/Public Sector Undertakings. All the advertisement for future vacancies will be without the Interview as part of the recruitment process.

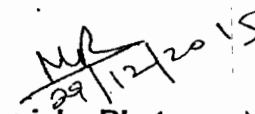
(e) The interviews will be done away even in cases where in the past the selections used to be made purely on the basis of performance in the interview. The Ministries/Departments/Organizations' will consider revising the scheme for selection for such cases.

(f) It is also clarified that as Skill Test or Physical Test is different from Interview, and they may continue. However, these tests will only be of qualifying nature. Assessment will not be done on the basis of marks for such tests.

(g) In case of specific posts where the Ministry/Departments wants to continue undertaking Interview as a process of recruitment, a detailed proposal seeking exemption will have to be sent to the DoPT with the approval of the Minister/Minister In-Charge.

3. All the Central Ministries/Departments are therefore requested to ensure that necessary action in respect of their Ministry/Department/Organizations are completed within the stipulated time. A consolidated report with the details of the decision taken/progress made in this regard should also be furnished to this Department at the earliest and not later than 7th January, 2016. Report so to be furnished with the approval of the Minister/Minister In-Charge shall include the details of the name and number of posts where the interview is discontinued and posts for which the exemption has been sought within the purview of the administrative Ministries/Departments.

4. A soft copy of the consolidated information may also be sent to this Department at sumita.singh@nic.in


(Manisha Bhatnagar)

Under Secretary to the Government of India
Tel. No. 23093175

Encl: As Above

To

All the Secretaries of the Central Ministries/Departments
As per list attached.

Item 39.8 To consider the discontinuation of Interview at Junior level posts in the Institute as per instructions issued by the Government of India; DoPT OM No.39020/01/2013-Estt.(B)-Part dated the 29th December, 2015.

The following Group-C posts were advertised vide advertisement No.19/2014 including the posts for persons with disabilities:

Sr. No.	Name of Posts & Pay Band + Grade Pay	Nos. of Posts	Nos. of Application received
1.	Technician (Rs.5200-20200 + Rs.2000/- GP)	19 (04 SC, 02 ST, 02 OBC & 11 UR) (One post is reserved for PwD-HH candidate horizontal basis)	1370
2.	Junior Assistant (Rs.5200-20200 + Rs.2000/- GP)	10 (01 SC, 04 OBC & 05 UR) (One post is reserved for PwD-OH candidate horizontal basis)	1168

During the process of recruitment for the posts of Technician and Junior Assistant, the Government of India, Department of Personnel and Training, New Delhi issued instructions vide OM No. 39020/01/2013-Estt.(B) Part dated 29th December, 2015 to discontinue interview process at Junior level posts. Copy of the above letter is enclosed as Annexure - 39.8.i from pages 29 to 30 . However, Institute has not received any direction from MHRD in this regard.

Further, Clause 23 of the First Statutes of the NIT has a provision of conducting interview for the recruitment of the posts.

The Recruitment process for the above Posts was continued as per the instructions from the MHRD regarding filling up the vacancies for the persons with disabilities. Copy of the MHRD letter F.No.11-10/2013-SC/ST-Pt-I dated 12.08.2015 is enclosed as Annexure - 39.8.ii from pages 31 to 34 .

A meeting of Screening Committee for non-faculty posts was held on 10th March, 2016 regarding discontinuation of interview at Junior level posts. As per the recommendations of the Committee, the written tests have been conducted as per the schedule on 12.03.2016 for the posts of Technician and Junior Assistant. The Computer based typing test for the post of Junior Assistant has been conducted on 13.03.2016. Copy of the minutes of the Screening Committee is enclosed as Annexure - 39.8.iii from pages 35 to 36.

The results of screened candidates (113 Nos. based on Written Test) for the post of Junior Assistant were declared and subsequently they were allowed to appear in the Computer Based Typing Test (Qualifying Test). The results of the Computer Based Typing Test for the posts of Junior Assistant and the results of the Screening Test for the post of Technician contained in the sealed envelopes are placed on the table during the meeting of the Board.

In view of the DoPT Office Memorandum mentioned as above, the Board may consider and decide for further action regarding recruitment of above Posts.

No, 39020/01/2013-Estt (B)-Part
Government of India
Ministry of Personnel, Public Grievances and Pensions
(Department of Personnel and Training)

North Block, New Delhi.
Dated the 29th December, 2015

OFFICE MEMORANDUM

Subject:- Discontinuation of Interview at Junior Level Posts in the Government of India- recommendation of Committee of Secretaries.

The undersigned is directed to refer to this Department's D.O. of even number dated 04.09.2015 and subsequent GM's dated 09th October, 2015, 09th November, 2015 on the above subject seeking detailed information on the progress made/action taken in the matter.

2. It is informed that Secretary (Personnel) had convened meetings on 14th December, 2015 and 17th December, 2015 to review the progress of implementation of the "No Interview Requirement Proposal" and to get the updated status on the decision/progress made by the various Ministries/Departments. Keeping in view the queries raised by the representative of various Ministries/Departments the following is once again clarified:-

- (a) The decision to discontinue interview for recruitments is for all Group 'C', Group 'D' (which are now reclassified as Group 'C') Posts and for non-gazetted posts of Group 'B' Category and all such equivalent posts.
- (b) The 'No Interview Requirement' proposal has to be implemented for all the junior level posts in Government of India Ministries/Departments/attached Office/Subordinate Office/Autonomous Bodies/Public Sector Undertakings.
- (c) Instructions issued by the Department of Public Enterprises on 14th December, 2015 vide OM No. DPE-GM to all Administrative Ministries concerned with CPSES under them with advice to dispense with the practice of interview (copy enclosed).
- (d) The timelines set regarding completing the process of the discontinuation of interview by 31.12.2015 has to be adhered to strictly. From 01st January, 2016 there will be no recruitment with interview at the junior level posts as mentioned at 2(a) above, in Government of India Ministries/Departments/attached Office/Subordinate Office/Autonomous Bodies/Public Sector Undertakings. All the advertisement for future vacancies will be without the Interview as part of the recruitment process.


(e) The interviews will be done away even in cases where in the past the selections used to be made purely on the basis of performance in the interview. The Ministries/Departments/Organizations' will consider revising the scheme for selection for such cases.

(f) It is also clarified that as Skill Test or Physical Test is different from Interview, and they may continue. However, these tests will only be of qualifying nature. Assessment will not be done on the basis of marks for such tests.

(g) In case of specific posts where the Ministry/Departments wants to continue undertaking Interview as a process of recruitment, a detailed proposal seeking exemption will have to be sent to the DoPT with the approval of the Minister/Minister In-Charge.

3. All the Central Ministries/Departments are therefore requested to ensure that necessary action in respect of their Ministry/Department/Organizations are completed within the stipulated time. A consolidated report with the details of the decision taken/progress made in this regard should also be furnished to this Department at the earliest and not later than 7th January, 2016. Report so to be furnished with the approval of the Minister/Minister In-Charge shall include the details of the name and number of posts where the interview is discontinued and posts for which the exemption has been sought within the purview of the administrative Ministries/Departments.

4. A soft copy of the consolidated information may also be sent to this Department at sumita.singh@nic.in


(Manisha Bhatnagar)

Under Secretary to the Government of India
Tel. No. 23093175

Encl: As Above

To

**All the Secretaries of the Central Ministries/Departments
As per list attached.**

TIME BOUND

F. No. 11-10/2013-SC/ST-Pt-I
Government of India
Ministry of Human Resource Development
Department of Higher Education
Economic Administration Division
(SC/ST Cell)

Shastri Bhawan, New Delhi
Dated the 2nd August, 2015

To,

The Heads of all Centrally Funded Educational Institute/Autonomous Organizations/attached offices in the Ministry of Human Resource Development.

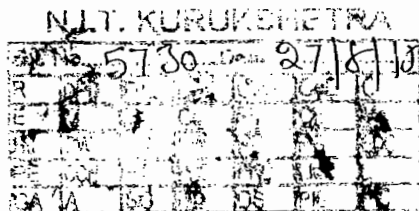
Subject:- Special Recruitment Drive to fill up the vacancies for persons with Disabilities (PwDs).

I am directed to forward herewith a copy of DOPT's O.M. No. 36012/39/2014-Estt (Res) dated 25.05.2015 regarding the Hon'ble Supreme Court Order dated 28.04.2015 in Contempt Petition No. 499/2014 in Civil Appeal No. 9096/2013 in the matter of National Federation of Blind in which the Hon'ble Supreme Court Order has inter alia directed that the period for filling up of the vacancies of Persons with Disabilities needs to be suitably compressed.

2. DOPT has requested to take immediate necessary action for filling up of vacancies for Persons with Disabilities already reported to the Hon'ble supreme court and Launch a Special Drive to fill up those vacancies as per scheduled contain in DOPT's OM.

3. It is requested to the Heads of all the Centrally Funded Educational Institute/Autonomous Organizations/attached offices of the M/o Human Resource Development to initiate the launch of a Special Drive to fill up the vacancies for PwDs in their Institutions/Autonomous organizations and provide the information in the prescribed format of Special Recruitment Drive 2015-16, to SC/ST Cell of M/o H.R.D.

Encl.: As above.



Yours faithfully,

(Davinder Pal Singh)

Deputy Secretary to the Govt. of India

Ph No. 23381470

RIDR (GATE)

CRM
27/8/15

SSG (Gen)

SPECIAL RECRUITMENT DRIVE
FOR PERSONS WITH DISABILITIES
TIME BOUND

No.36012/39/2014-Estt (Res)
Government of India
Ministry of Personnel, P.G. & Pensions
Department of Personnel & Training

25th
New Delhi, Dated the 22nd May, 2015

OFFICE MEMORANDUM

Subject: Special Recruitment Drive to fill up the vacancies for Persons with Disabilities.

The Hon'ble Supreme Court in its Interim Order dated 28.04.2015 in Contempt Petition No. 499/2014 in Civil Appeal No. 8096/2013 in the matter of National Federation of Blind has, inter-alia, directed that the period for filling up of vacancies of Persons with Disabilities needs to be suitably compressed. Keeping in view the direction of the Hon'ble Supreme Court, the competent authority has approved launching of Special Recruitment Drive for filling up of unfilled vacancies of Persons with Disabilities.

2. In a meeting held on 08.05.2015 under the Chairmanship of Secretary (Personnel) with more than 45 Departments/Ministries, the issue of launch of the Special Recruitment Drive was discussed in detail.

3. Keeping in view the time frame agreed upon by the Departments/Ministries, all Ministries / Departments are requested to take immediate necessary action for filling up of vacancies for persons with disabilities already reported to the Hon'ble Supreme Court and launch a Special Recruitment Drive to fill up those vacancies as per schedule given below:-

I. Outer Time frame for filling up of vacancies where recruitment action has already been initiated

Sl.No.	Action	Target Date
1.	Issue of Instructions by the Ministries / Departments to all appointing authorities under their charge for conduct of the drive	By 15.06.2015
2.	Reporting of vacancies to the UPSC / SSC or other concerned recruiting agencies by the concerned Ministries / Departments / appointing authorities, if not already reported	By 15.07.2015
3.	Advertisement by the UPSC/SSC/ Other recruiting agencies, if not already done.	By 31.8.2015
4.	Receipt of applications / nominations by the UPSC/SSC/Other recruiting agencies	By 30.9.2015
5.	Holding of interviews / tests etc. by the UPSC/SSC/Other recruiting agencies	By 15.11.2015

6.	Information about the selected candidates by the UPSC/SSC/Other Recruiting Agencies to the concerned Ministry/Department/Office	By 30.11.2015
8.	Issue of offers of appointment to the selected candidates	By 31.12.2015

II. Outer Time frame for filling up of vacancies where recruitment action is yet to be initiated

Sl.No.	Action	Target Date
1.	Issue of Instructions by the Ministries / Departments to all appointing authorities under their charge for conduct of the drive	By 01.07.2015
2.	Reporting of vacancies to the UPSC / SSC or other concerned recruiting agencies by the concerned Ministries /Departments/appointing authorities	By 30.07.2015
3.	Advertisement by the UPSC/SSC/ Other recruiting agencies	By 30.9.2015
4.	Receipt of applications / nominations by the UPSC/SSC/Other recruiting agencies	By 20.11.2015
5.	Holding of interviews / tests etc. by the UPSC/SSC/Other recruiting agencies	By 20.12.2015
6.	Information about the selected candidates by the UPSC/SSC/Other Recruiting Agencies to the concerned Ministry/Department/Office	By 1.1.2016
7.	Issue of offers of appointment to the selected candidates	By 1.2.2016

4. All the Ministries / Departments, attached, subordinate offices, Central Public Sector Undertakings and autonomous bodies are requested to take action as per schedule given in preceding paragraphs of this Office Memorandum. They are also requested to collect information from all the appointing authorities under them and send the reports to this Department, as per the prescribed proforma attached with this Office Memorandum.

5. The attached offices, subordinate offices, Central Public Sector Undertakings and autonomous bodies will send their reports to the concerned administrative Ministry, who will ensure compilation of the same and thereafter send a consolidated report to the Department of Personnel and Training.

6. Hindi Version will follow.

45(A) 17/4/15
17277(10)/15

G. Srinivasan

(G. Srinivasan)

Deputy Secretary to the Govt. of India
Tel. No. 23093074

To

D/o School Education & Literacy 17277/15

1. All Ministries / Departments of Govt. of India
2. Department of Financial Services with respect to the Nationalised Banks, Financial Institutions and Insurance Companies.
3. Department of Public Enterprises, with respect to the Central Public Sector Undertakings
4. Railway Board
5. Union Public Service Commission / Staff Selection Commission / Council of Scientific and Industrial Research / Lok Sabha Secretariat / Rajya Sabha Secretariat / Cabinet Secretariat / NITI Aayog
6. Office of the Comptroller & Auditor General of India, 10, Bahadur Shah Zafar Marg, New Delhi.
7. Chief Commissioner for persons with Disabilities, Sarojini House, 8, Bhagwan Das Road, New Delhi-110 001.

Copy for information to:

- (i) PS to MOS (PP)
- (ii) PSO to Secretary (Personnel)
- (iii) PS to JS (AT&A)

Copy to : Director, NIC, DoPT with the request to place this OM for general information of all concerned in the website of this Department.

17/4/15
17277/15

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA – 136119

Ref. No. Dean (P&D) /2016 /

10th March, 2016

A meeting of Screening Committee for non-faculty posts was held on 10th March, 2016 in the chamber of Dean (P & D) at 11:00 a.m. to consider the endorsement of the Registrar on the letter No.39020/01/2013-Estt (B)-Part dated 29th December, 2015 of Ministry of Personnel, Public Grievances and Pensions (Department of Personnel and Training) regarding discontinuation of interview at junior level posts in the Government of India – recommendation of the Committee of Secretaries.

The following were present :

1. Prof. V. K. Sehgal, Dean (P&D) and Chairman
2. Prof. Mayank Dave, Dean (R&C) – Member

Prof. A. Swarup, Dean (FW) member of the Committee could not attend the meeting because he was on leave to visit BITS, Pilani.

The members deliberated on the matter and noted that as per the DOPT letter No.39020/01/2013-Estt (B)-Part dated 29th December, 2015 there shall be no interviews "for all Group 'C', Group 'D' (which are now reclassified as Group 'C') Posts and for non-gazetted posts of Group 'B' Category and all such equivalent posts."

It is also pertinent to mention that as per Clause 23 (12) of the First Statutes of NITs, there is a provision to conduct interviews for the said posts.

In view of the above, it is recommended that the ensuing written test scheduled on 12th March, 2016 for the posts of (i) Junior Assistant and (ii) Technician be conducted as scheduled and the sealed envelopes containing the results of the written tests be placed before the BoG at its next meeting for decision in the above matter.

mdave
10.3.16
(Mayank Dave)

vsehgal
10.3.16
(V. K. Sehgal)

Prof A. Swarup : kindly see.

I agree with the above
recommendation.

vsehgal
11.03.16

'R' *Aswarup*
11/3/16

DIRECTOR

Q
11/3/16

CONFIDENTIAL**National Institute of Technology Kurukshetra**

13-03-2016

Subject : Submission of Marks Lists of Examinations / Test held on 12th and 13th March 2016 for various Posts

The Examinations / Test of the following Posts have been conducted as per the schedule.

1. Junior Assistant :
Written Exam. (12-03-2016)
Candidates Called = 1134; Candidates Appeared = 614
Computer Based Typing Test (13-03-2016)
Candidates Called = 113; Candidates Appeared = 104
2. Technician : Written Exam. (12-03-2016)
Candidates Called = 1295; Candidates Appeared = 797

The evaluation of these tests was made by the designated Agencies as per the norms and the marks / performance Lists were provided.

These marks / performance Lists as provided by them (Hard / Soft Copy) were packed and sealed separately under Confidential Cover for above two posts and are being submitted to you.

G R Samantray
(G R Samantray) 13/3/16

Mayank Dave
13.3.16
(Mayank Dave)

A Swarup
13/3/16
(A Swarup)

V K Sehgal
13.3.16
(V K Sehgal)

Encls. : Two sealed Confidential Envelops as above

DIRECTOR

'R'
Q
14/3/16

Item 39.9 To consider the DoPT Office Memorandum dated 11.01.2016 regarding time limit for holding examinations/interviews from the date of advertisement for the post under direct recruitment.

The Institute had advertised for the recruit of Faculty posts vide Advertisement No.24/2014 dated 21.10.2014 and Non-faculty posts vide Advertisement No.19/2014 dated 24.07.2014 & Advertisement No. 21/2015 dated 20.10.2015.

The process of scrutiny of applications for the posts of Faculty was completed but interviews could not be held due to the order of the Hon'ble High court of Punjab & Haryana, Chandigarh in CWP No. 4792 of 2015 dated 18.05.2015 directing the Institute to maintain the status quo in respect of the Advt. No. 24/2014.

The recruitment of Non-faculty posts of Assistant Registrar, Assistant Librarian, Technical Assistant, Accountant, Secretary and Stenographer are under process.

During the process of recruitment for the above Non-faculty posts, the Government of India, Ministry of Personnel, Public Grievances and Pensions (Department of Personnel and Training), New Delhi has issued Office Memorandum F.No.Misc-14017/15/2015-Estt.(RR) dated 11.01.2016 to all Ministries/Department of Government of India regarding time limit of six months for holding examinations/interviews from the date of advertisement for the post under direct recruitment. A copy of the above letter is enclosed as Annexure - 39.9.i on page 38. According to the aforesaid Office Memorandum the administrative Ministries/Departments may issue similar instructions to autonomous bodies/PSUs/statutory bodies under their administrative control. In this context, it is stated that the Institute has not received any directions from the MHRD.

In view of the DoPT Office Memorandum mentioned as above, the Board may consider and decide regarding the policy for the recruitments of including further action on above Posts.

F. No. Misc-14017/15/2015-Estt. (RR)
Government of India
Ministry of Personnel, P.G. & Pensions
Department of Personnel & Training
North Block, New Delhi

ANNEXURE - 39.9.i

Dated: 11.1.2016

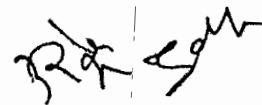
OFFICE MEMORANDUM

Subject: Instructions regarding time limit for holding examinations / interviews from the date of advertisement for the post under direct recruitment - reg.

The undersigned is directed to refer to the subject and to say that it has come to notice of this Department that there are instances of a long time lag between the date of advertisement for the vacancy and date of examination or interview. This delay may deny the opportunity to fresh candidates who become eligible during that period, while creating an atmosphere of uncertainty to candidates who have applied. .

2. All Ministries / Departments are, therefore, requested that while initiating the recruitment process to fill vacant posts(s) by the method of direct recruitment in their Ministries / Departments, it may be ensured that the entire recruitment process including and starting from advertisement, conducting written examination or holding of interview may be completed within six months.

3. The administrative Ministries / Departments may issue similar instructions to autonomous bodies / PSUs / statutory bodies under their administrative control.



(Mukesh Chaturvedi)
Director (E-I)

To

All Ministries / Departments of Government of India.

Item 39.10 To note the appointment of Part-Time Chief Vigilance Officer of the Institute.

The Under Secretary (Vig.), Government of India, Ministry of Human Resource Development, Department of Higher Education, Vigilance Section, New Delhi vide letter No.C-34014/7/2015-Vig., Dated 17th June, 2015 has informed that the Competent Authority of the Ministry has approved the name of Prof. A. K. Singh, Professor, Department of Computer Engineering as Part-time Chief Vigilance Officer of NIT, Kurukshetra for a period of three years from the date he assumes the charge. A copy of the letter is enclosed as Annexure - 39.10.i on page 40.

In view of the above directions, Prof. A. K. Singh, Professor, Department of Computer Engineering has been appointed as Part-time Chief Vigilance Officer of this Institute w.e.f. 14.07.2015.

The Board may kindly note the appointment of Chief Vigilance Officer of this Institute.

20

S/-32178/15

- 40 -

ANNEXURE – 39.10.i
CONFIDENTIAL

N.I.T. KURUKSHETRA			
No. 4196		Date 26/6/15	
R	ED	TA	SA
E	AD	SA	SA
SI	CW	WS	SA
PE	CW	PT	SA
GA	TA	SO	SA

No.C-34014/7/2015-Vig.
Government of India
Ministry of Human Resource Development
(Department of Higher Education)
Vigilance Section

Room No.232'C', Shastri Bhawan,
New Delhi, dated the 17 June, 2015.

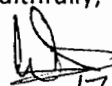
To
Shri Shyam Narayan,
Registrar,
National Institute of Technology,
Kurukshetra – 136119.

Subject :- Appointment of part time Chief Vigilance Officer in National Institute of Technology, Kurukshetra – regarding.

Sir,

I am directed to refer to NIT, Kurukshetra's letter No. Gen-1/3753/CVO/1513 dated 27/4/2015 on the above mentioned subject. The Competent Authority in the Ministry has approved the name of Prof.A.K. Singh, Professor, Department of Computer Engineering for the appointment as part time Chief Vigilance Officer in the Institute for a period of three years from the date he assumes the charge. It is requested that suitable order in this regard may be issued under intimation to the Ministry/Central Vigilance Commission.

Yours faithfully,


(K.D. Verma)
Under Secretary (Vig.)

Submitted for kind perusal.

Director

Manager
25/6/15

R
for m.a. pl.

DKA
25/6/15

25/6/15

CRM
25/6/15

SSA (Gen)

Item 39.11 To consider the extension of contractual appointment by two years for the faculty members appointed on three years contract under the standard 3 tier rigid faculty structure.

Few Assistant Professors have been appointed on long contract basis for a period of three year in the pay scale of PB-3(Rs. 15600-39100) with AGP of Rs. 6000/- under Special Recruitment Drive for SC, ST, OBC and PwD categories vide Advertisement No. 14/2012 on the basis of Model Recruitment Rules conveyed by the MHRD vide letter No. F.33-7/2011-TS.III dated 14.03.2012.

As per terms & conditions of the appointment of Assistant Professors appointed on contract basis, their services are to be regularized only on acquiring the Ph.D. Degree within the specified period of three years or extended period for upto additional two years, as the case may be, and after satisfactorily completion of their initial or extended probation period.

12 Nos. Assistant Professors appointed in the Institute through above recruitment in different disciplines who were not having Ph.D. They registered for Ph. D. and continuing. A copy of list is enclosed as Annexure - 39.11.i on page 42 .

The Assistant Professors (on long contract basis) have completed their three years services in the month of February, 2016 (6 Nos. at Sr.No. 5, 6, 7, 8, 10, & 11) and in March, 2016 (4 Nos.at Sr.No. 1, 2, 9 & 12). The Assistant Professors at Sr. No. 3 & 4 will complete their three years services in the month May, 2016 and in January, 2017.

The matter is placed before the Board for consideration and decision for extension of period upto additional two years as per the terms of contract of their service.

ANNEXURE – 39.11.i

The following 12 Nos. Assistant Professors were appointed on three years contract under the standard 3-tier rigid faculty structure who are pursuing Ph.D Degree in different disciplines as under:

Sr. No	Name	Date of Joining	Date of Completion of 03 years
Civil Engg. Department			
1	Shri Nipen Kumar Das	01.03.2013	29.02.2016
Electrical Engg. Department			
2	Shri Atma Ram Gupta	04.03.2013	03.03.2016
3	Shri Modi Pandu Ranga Prasad	16.05.2013	15.05.2016
Mechanical Engg. Department			
4	Shri Chandrashekara. M.	13.01.2014	12.01.2017
5	Shri Satnam Singh	08.02.2013	07.02.2016
6	Shri Mukesh	19.02.2013	18.02.2016
Electronics & Communication Engg. Department			
7	Shri Gaurav Verma	13.02.2013	12.02.2016
8	Shri Pankaj Verma	27.02.2013	26.02.2016
9	Shri Gaurav Saini	14.03.2013	13.03.2016
Computer Engg. Department			
10	Shri Vikram Singh	13.02.2013	12.02.2016
11	Shri Gynendra Kumar Verma	20.02.2013	19.02.2016
12	Shri Mahendra Kumar Murmu	04.03.2013	03.03.2016

Item 39.12 To consider the report on the activities of the Special Group for Skill Development.

The Special Group on Skill Development (SGSD) was established by the Board in its 37th meeting held on 05.06.2015. As per the decision of the Board a brief report on the activities/achievements of the Special Group for Skill Development be reported in the alternate meetings of the Board of Governors.

Accordingly, Prof. P. J. Philip, Coordinator, SGSD has submitted the report on the activities of the Special Group for Skill Development (July, 2015 to March, 2016). A copy of the report is enclosed as Annexure - 39.12.i from pages 44 to 48.

Board may kindly note.

**REPORT ON THE ACTIVITIES OF THE
SPECIAL GROUP FOR SKILL
DEVELOPMENT
(July 2015 to March 2016)**



**Presented by:
Prof. P.J. Philip, Coordinator, SGSD**

**National Institute of Technology
Kurukshetra**

REPORT ON THE ACTIVITIES OF THE SPECIAL GROUP FOR SKILL DEVELOPMENT

The Skill Development activities in the Institute was initiated by the BOG in its 37th meeting held on June 5, 2015, by establishing a Special Group for Skill Development (SGSD) with the following Terms of Reference:

1. The SGSD shall function in the project mode and its Coordinator shall constitute, with the approval of the Director, a group comprising faculty members, staff and students, to effectively carryout the activities of skill development.
2. The SGSD shall focus on:
 - a) Enhancing the employability skills of the students.
 - b) Enhancing the teaching skills (Pedagogy) of the teachers.
 - c) Re-skilling of the staff to enhance their competency.
 - d) Reaching out to other institutions to undertake skill development activities.
 - e) Reaching out to the neighborhood communities in helping the youth acquire employable skills.
 - f) To accomplish the above, the SGSD shall periodically conduct/organize expert lectures, workshops, training programmes etc. with the help of Resource Persons from within the institute as well as from other academic and industrial organizations and professional agencies.
 - g) The SGSD shall take guidance from the National Skill Development Agency (NSDA) and develop programmes to contribute to the 'Skill India' campaign.
3. The structure of the SGSD as approved by the Director:
 1. Coordinator (SGSD)
 2. Dean (FW)
 3. Dean (SW)
 4. Five faculty/staff members
 5. Fourteen student members (B.Tech 3rd year:3, B.Tech 2nd year:2, B.Tech 1st year:2, M.Tech 1st year:3, MBA 1st year:2, MCA 1st year:2)

2. SGSD Activities

1. Enhancing Employability Skills of UG & PG students

- Workshops (Coordinator & external experts)
- Group Activities

2. Enhancing communication skills in English

- Workshops (Coordinator & external experts)
- Group Activities

3. Enhancing resume development, GD & Interview Skills

- Workshops (Coordinator & external experts)
- Group Activities

4. Enhancing Teaching Skills of Teachers

5. Organizing invited lectures by experts

6. Delivering invited talks in the institute and other institutions

In-house activities for Students (Internal Resources)

Enhancing Employability Skills	No. of Workshops
For B.Tech 3 rd year students	07
For PG Students	07

In-house activities for Young Faculty (Internal Resources):

Workshop on 'Enhancing Teaching Skills' for the young faculty of NITK (67 teachers participated)	01
--	----

Activities at a Glance

Category of Participants	No. of Participants	Contact Hours
Under graduate Students	220	56
Post graduate Students	210	21
Faculty Members	67	3

In-house activities (External Experts)

Webinar by Prof. Manu Vora, Chairman & president, Business Excellence Inc, USA	02
Workshop on Resume Writing by Partners India, New Delhi	03
Interaction with Faculty by Prof OM Vikas, NSQF	01
Programme on Project Management Skills by Experts from Project Management Associates, New Delhi	01

Outreach Activities (Within the Institute)

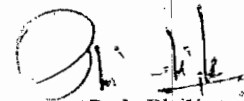
1. 21/09/2015: Delivered an invited lecture on 'Promoting Creative Skills through IPR' at the FDP, Department of Mathematics
2. 24/10/2015: Delivered an invited lecture on 'History and Achievements of the United Nations' at the UN Day celebrations in the institute.
3. 25/11/2015: Delivered an invited lecture on 'Harmonizing Diversity: The Key to Communal Harmony' as a part of the Communal Harmony Campaign Week in the institute.
4. 05/01/2016: Delivered an invited lecture on 'Being Proud of India's Achievements: India's Space & Missile Story' in the Department of Business Administration.

Outreach Activities (Outside the Institute)

1. 02/09/2015: Delivered an invited lecture on 'Enhancing Soft Skills for Teachers' at the UGC-HRD Centre, Kurukshetra University.
2. 03/09/2015: Delivered an invited lecture on 'Enhancing Employability Skills' to the students at University of Petroleum & Energy Studies (UPES), Dehradun.
3. 05/12/2015: Delivered an invited lecture on 'Concepts and Relevance of IPR' at the UGC-HRD Centre, Kurukshetra University.
4. 17-18/12/2015: Organised a visit for students of ITES & Security Skills from GSSS. Naneola (Amb.).
5. 18/01/2016: Delivered an invited lecture on Teaching Skills at the FDP in Jaypee University of Information Technology (JUIT), Solan

Future Programs

1. Regular activities on improving communication skills, starting with B.Tech 1st year students
2. GD and interview sessions for B.Tech 3rd year students
3. Continued focus on PG students (M.Tech, MBA and MCA)
4. Workshop for faculty with less than five year experience
5. Workshop on 'Enhancing the Competency' of the Staff
6. Training on Employable Skills for the youth in the villages identified under Unnat Bharat Abhiyan


(P. J. Philip)

Item 39.13 To note the recommendations of the Oversight Committee with respect to Four-Tier Flexible Faculty Cadre Structure as per the MHRD letter dated 17th June, 2015.

The Under Secretary (NITs), Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi vide letter F.No.33-3/2014-TS.III dated 17th June, 2015 communicated the approval of the recommendations of the Oversight Committee with respect to Four-Tier Flexible Faculty Cadre Structure conveyed vide Ministry's letters F.No.33-9/2011-TS.III dated 23rd August, 2013 and 15th January, 2014. A copy of the letter dated 17th June, 2015 is enclosed as Annexure - 39.13.i from pages 50 to 54.

In this letter it has been mentioned that the other contents of letter F.No.33-9/2011-TS.III dated 15th January, 2014 shall remain unchanged and may be read together with this communication. The NITs are advised to place the recommendations of the Oversight Committee before the Board of Governors for adoption and ensure strict adherence of the instructions.

The Board may approve to adopt the recommendations of the Oversight Committee as indicated in para 2 of the MHRD letter dated 17th June, 2015.

ANNEXURE – 39.13.i

F.No.33 – 3 / 2014 – TS.III
Government of India
Ministry of Human Resource Development
Department of Higher Education
*_**_*

Shastri Bhawan, New Delhi,
dated, 17th June, 2015

To

Waseghul
24.6.15

The Directors of all the 30 NITs.

Subject:- Recommendations of the Oversight Committee – regarding.

Sir / Madam,

As you are aware, the Ministry of HRD vide its Order F.No.27-11/2011-TS.I dated 10th October, 2014 re-constituted the Oversight Committee under the Chairmanship of Prof. Goverdhan Mehta, Jubilant-Bhartia Chair Professor, School of Chemistry, University of Hyderabad for monitoring the implementation of the Four-Tier Flexible Cadre (Faculty) structure in the Centrally Funded IIITs, NITs and ISM – Dhanbad.

2. Following recommendations of the Oversight Committee have been approved w.r.t. Four-Tier Flexible Faculty Cadre Structure conveyed vide this Ministry's letters F.No.33-9/2011-TS.III dated 23rd August, 2013 and 15th January, 2014, respectively:-

Anomalies	Recommendations
The detailed Recruitment Rules specify minimum starting pay of Rs.15,600/- + 07 non-compounded initial increments for recruitment of Assistant Professor on contract with AGP Rs.6000/-. But it is silent on the same subject for faculty recruited to AGP of Rs.7000/-.	It is clarified that the minimum pay in Pay Band (PB)-3 for Assistant Professor on contract with AGP of Rs.7000/- shall be Rs.15,600/- plus 07 non-compounded increments.
A question has been raised regarding admissibility of AGP of Rs.9000/- on completion of 3 years by an Assistant Professor on AGP of Rs.8000/-, without any formal selection process. It was noted that such a provision exists in the Government Order F.No.23-1/2008-TS.II dated 18 th August, 2009.	It is recommended that an automatic movement to AGP of Rs.9000/- shall NOT be admissible. For the time being, Institutes will refrain from offering Rs.9000/- AGP to serving faculty or external candidates neither with nor without interview.
In contrast, the circular F.No.33-	

Anomalies	Recommendations
<p>9/2011-TS.III dated 15th January, 2014 containing the Recruitment Rules states clearly that such an AGP change cannot happen without a formal selection.</p> <p>Also no qualification or performance standards have been specified for AGP Rs.9000/- in the Recruitment Rules.</p>	
<p>Requirement of 3 or 4 years of service as Associate Professor to be eligible for the post of Professor.</p>	<p>The Recruitment Rules, in two different contexts, require 4 years' and 3 years' service respectively at Associate Professor level to be considered for Professor. Therefore, it is clarified that it should be "4 years at Associate Professor level with AGP of Rs.9500/-" Associate Professors of Universities or of the 3 Tier system who are having AGP of Rs.9000/- and minimum pay in the Pay Band of Rs.37,400/- (in contrast with Rs.42,800/- in the 4 tier system) will need minimum 07 years service at that level as notified by Ministry's circular F.No.33-9/2011-TS.III dated 15th January, 2014.</p>
<p>Requirement of SCI journals</p>	<p>The RRs specify that only publications in SCI journals will be considered in selection of faculty. But some fields, e.g. humanities are not adequately covered by the Science Citation Index, thus putting those faculties in difficulty.</p> <p>It was clarified that the Web of Science, a Thomson Reuters publication consists of SCI, SSCI (Social Science Citation Index) and more specialised subject data bases. For widening the scope and coverage of journals, it is recommended that journals covered under any of the two major citation indexes: Web of Science [SCI, SSCI and other] and Scopus [with JOURNALS ONLY option] will be accepted. Scholastic work in most relevant fields will be covered under this provision. In addition, the data base of Google Scholar also covers many journals and non-journal publications. It was, however, noted that Google Scholar is a general purpose search engine and covers all publications irrespective of their quality. Citation of an article in Google Scholar is not recommended to be adequate criterion for consideration for the purpose of faculty selection.</p>

[Handwritten signature]

3. The other contents of letter F.No.33-9/2011-TS.III dated 15th January, 2014 shall remain unchanged and may be read together with this communication. A copy of letter dated 15th January, 2014 can also be accessed from http://nitcouncil.org.in/data/pdf/news/Four_tier_order_andrevised_RRs.pdf.

4. The NITs are advised to place the recommendations of the Oversight Committee (as indicated in para 2 above) before the Board of Governors for adoption and ensure strict adherence of the instructions.

5. This issues with the approval of the Chairperson of the Council of NITs in accordance with the provisions under Section 32 (2) (b) of the National Institutes of Technology, Science Education and Research (NITSER) Act, 2007.

Yours faithfully,


[R.S. Solanki]

Under Secretary to the Government of India

Copy to:-

- (i) The Chairperson, Board of Governors of all the National Institutes of Technology (NITs).
- (ii) Prof. Goverdhan Mehta, FNA, FRS, Lilly-Jubilant Chair, School of Chemistry, University of Hyderabad, Hyderabad – 500046.
- (iii) Webmaster, Ministry of HRD – with a request to upload the communication on the website of the Ministry of HRD.
- (iv) Webmaster, Council of NITs – with a request to upload the communication on the website of the Council of NITs.
- (v) File No.33 – 9 / 2011 – TS.III.
- (vi) Guard File.


[R.S. Solanki]

Under Secretary to the Government of India

Tel: 23385935

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 15th January, 2014

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 23rd August, 2013 and 12th December, 2013 on the subject cited above.

2. The meeting of the Committee constituted to devise norms for implementation of the four-tier flexible cadre (faculty) structure for both the new and the existing faculty in NITs, IITs and ISM-Dhanbad was held under the Chairmanship of Additional Secretary (TE) on 16th December, 2013 (Monday) at Ministry of Human Resource Development, Shastri Bhawan, New Delhi.

3. The Committee in its aforesaid meeting resolved the following:-

- (i) That there would be no automatic migration to the salaries and AGP's of the four-tier flexible faculty structure;
- (ii) Any change of the Grade Pay under Four-Tier will be purely through open advertisements and on the recommendation of duly constituted Selection Committees;
- (iii) Those who do not fulfill the essential qualifications, relevant experiences and other essential requirements as in Annexure – I [pages 3 to 4], however, will continue in the present grade;
- (iv) As an eligibility criteria for the post of Professor, the requirement of minimum four year's experience at the level of Associate Professor shall mean that of Associate professor under the Four-Tier System i.e. at the AGP of ₹9,500/- . Associate Professors of three tier system with Academic Grade Pay of ₹9,000/- shall also be eligible but with seven year's experience, if they meet the relevant academic requirements for the post;

....contd./-



-: 2 :-

F.No.33 – 9 / 2011 – TS.III

- (v) Professors with ₹10,500/- AGP will only be considered for HAG Scale in accordance with Ministry's letter dated 22nd March, 2013 and the concerned Professor has to have 6 (six) years of service in AGP of ₹10,000/- or higher; and
 - (vi) The academic criteria as approved by the Council of NITs [Annexure – I] has to be used in conjunction with the Ministry's letter F.No.33–9/2011–TS.III dated 23rd August, 2013 [Annexure – II (pages 5 to 7)] for selection under four-tier flexible pay structure.
4. The Recruitment Rules and other guidelines to be adopted by the Board of Governors (BOGs) are attached at Annexure – III [pages 8 to 22].
5. The NITs are advised to strictly adhere the aforesaid instructions for both the new and the existing faculty in NITs.
6. This issues with the approval of the competent authority in the Ministry.

Yours faithfully,



[Rajesh Singh]
Director (NITs)

Encl.: as above.

Copy to:-

1. The Chairpersons, Board of Governors of National Institutes of Technology (NITs) for information and further necessary action.
2. Guard File.



[Rajesh Singh]
Director (NITs)
Tel: 23073687

Item 39.14 To consider the request of Assistant Professors (at AGP Rs. 6000/-) for regularization and up-gradation to AGP Rs. 7000/- after acquiring Ph. D Degrees, who were recruited in the Institute in 2013.

The MHRD, Government of India, New Delhi had notified Model Recruitment Rules (MRRs) for the faculty of NITs vide notification No.F.No.33-7/2011-TS.III dated 14th March, 2012.

As per Model Recruitment Rules (MRRs), the faculty positions were advertised for recruitment vide Advertisement No. 5/2013 which included 109 positions for Assistant Professors. A copy of the advertisement No.05/2013 is enclosed as Annexure - 39.14.i on page 57. The qualification for Assistant Professor at AGP Rs. 6000/- was M. Tech. A copy of the prescribed qualification of MRRs is enclosed as Annexure - 39.14.ii on page 58.

Accordingly, 50 Assistant Professors were recruited on three years long contract basis in the PB-3 of Rs.15600-39100 + Rs.6000/- AGP. A copy of the list of Assistant Professors recruited is enclosed as Annexure - 39.14.iii from pages 59 to 60.

The appointment letters issued to above faculty members included a Clause (as per MRR) mentioning that their services will be regularized only on acquiring the Ph. D. Degree within the specified period of three years or extended period of up to additional two years and shall be placed at AGP of Rs.7000/-. A copy of the appointment letter is enclosed as Annexure - 39.14.iv from pages 61 to 62.

Under the condition mentioned above, some Assistant Professors have been regularized and given AGP of Rs. 7000/- during January, 2015.

The Institute adopted the norms of the 4-Tier flexible faculty structure in its 33rd meeting held 04-06-2014 vide the BoG vide agenda item

No. 33.11. On adoption of 4-tier flexible faculty structure, the qualifications and process of AGP up-gradation has changed.

It was observed that the process of regularization and AGP up-gradation for the Faculty members recruited in 2013 should be according to 4-tier flexible faculty structure.

In view of the above, the matter of regularization and AGP up-gradation to Rs.7000/- was placed before the Board in its 38th meeting vide item No. 38.9 held on 15.12.2015. The decision of the Board is as under:

"The Board decided that the matter of regularization of Assistant professors recruited at AGP of Rs. 6000/- in the Institute in 2013 on long contract for three years and their up-gradation to AGP to Rs. 7000/- be dealt with as per the guidelines of the 4-tier flexible faculty structure."

In response to the above decision of the BoG, few faculty members have represented for reconsideration of their cases in the light of following:

1. **Clause-6 heading "Saving"** of the Annexure-III of MHRD letter F.No.33-9/2011 – TS.III dated the 15th January, 2014. A copy of the above clause-6 of the MHRD letter dated 15.01.2014 is enclosed as Annexure - 39.14.v from pages 59 to 60
2. Similar cases have been considered by BoG of NIT Silchar for regularization. A copy of the minutes of the BoG meeting, NIT Silchar is enclosed as Annexure - 39.14.vi from pages 66 to 67.

In view of the above, the matter is again placed before the Board for review and direction.



-57-
**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

ANNEXURE – 39.14.i

Advertisement No. 5/2013

RECRUITMENT OF FACULTY POSITIONS

The National Institute of Technology, Kurukshetra invites applications from Indian Nationals, possessing excellent academic background along with commitment to quality teaching and research, for faculty positions at the level of Professor, Associate professor and Assistant Professor in various departments.

(A) DETAILS OF VACANCIES

Sr. No.	Department Name	Professor	Associate Professor	Assistant Professor			
				SC	ST	OBC	UR
1.	Civil Engineering	-	-	03	01	02	05
2.	Electrical Engineering	-	02	03	01	03	07
3.	Mechanical Engineering						
	(A) Mechanical Engineering	-	01	02	01	05	08
	(B) Production & Industrial Engineering	01	03	01	01	01	02
4.	Electronics & Communication Engineering	02	10	-	02	04	04
5.	Computer Engineering						
	(A) Computer Engineering	04	02	01	01	03	07
	(B) Information Technology	03	04	01	-	02	03
6.	Physics	01	01	-	01	-	03
7.	Chemistry	-	-	-	-	-	03
8.	Mathematics	01	02	01	-	-	02
9.	Humanities & Social Science	-	-	01	-	02	03
10.	Business Administration	02	04	01	01	02	04
11.	Computer Applications	03	05	01	01	03	06
Total		17	34	15	10	27	57

Note: Number of vacancies including those under reserved categories is provisional and may change. Vacancies shown against reserved categories are inclusive of backlog vacancies. Reservation for PwD (PDA) at the level of Assistant Professor in each category shall be followed as per Govt. of India norms.

Contd...P/2

(B) Qualifications and Experience for faculty recruitment in various Departments

Designation, Pay Band and Academic Grade Pay	Essential Qualifications	Relevant Experience	Other Essential Qualifications	Additional Desirable Requirements	Age: preferably below
Assistant Professor (on contract) GP Rs.6000/- PB-3 + 2 increments	M. Tech.	None	None	Advanced state of Ph.D. work in a reputed Institute	30 years
Assistant Professor GP Rs.7000/-	Ph. D.	None	One paper accepted for publication in an SCI* Journal.	Two SCI* Journal papers or one Patent; may be based on Ph. D work.	35 years
Assistant Professor Grade Pay Rs.8000/-	Ph. D.	3 years after Ph.D. or 6 years (not counting Ph.D. enrolment period) after obtaining M.Tech. Degree	2 papers in SCI* journals outside Ph.D. work. One ongoing sponsored project for candidates from academia. Two experimental or Computational projects added to teaching laboratories where appropriate.	One Ph.D. supervision ongoing; one patent, Experience in Industry or R&D lab of repute; M.Tech., M. Sc. or B. Tech. project supervision on live Industrial problems.	N. A.
Associate Professor Grade Pay Rs.9000/-	Ph. D.	6 year after Ph.D., or 9 years total (not counting Ph.D. enrolment period) out of which 3 years should be after Ph.D. and as Assistant Professor or equivalent in a reputed institute, laboratory of industry.	4 papers in SCI* journals. One Ph.D. as Principal Supervisor preferably completed/ Ongoing. One project preferably completed/ R&D product developed. One self- financed or Two Govt. sponsored short-term courses offered. Two new laboratory experiments introduced, where appropriate.	One or more patents; Supervising one or more students for Ph.D.; Strong liaison with industry; Offering courses through application of ICT.	N.A.

Sr. No.	Name	Department	Qualification at the time of recruitment	Date of acquiring Ph.D. Degree
1.	Sh. Nipen Kumar Das	Civil	M.Tech.	
2.	Sh. Ajay Krishan Prabhakar	Civil	M.Tech.	
3.	Sh. Bhanu Pratap	Electrical	M.Tech.	25.11.2013
4.	Sh. Atma Ram Gupta	Electrical	M.Tech.	
5.	Sh. Modi Pandu Ranga	Electrical	M.Tech.	
6.	Sh. Kiran Kumar Jaladi	Electrical	M.Tech.	
7.	Sh. Aeidapu Mahesh	Electrical	M.Tech.	
8.	Sh. Shashi Bhushan Singh	Electrical	M.Tech.	
9.	Sh. Pradeep Kumar	Electrical	M.Tech.	
10.	Sh. Shivam	Electrical	M.Tech.	
11.	Sh. Rahul Sharma	Electrical	M.Tech.	
12.	Sh. Sandeep Kakran	Electrical	M.Tech.	
13.	Sh. Giribabu Dyanamina.	Electrical	M.Tech.	20.09.2014
14.	Sh. Bai dyanath Bag	Electrical	M.Tech.	
15.	Sh. Amit Kumar	Electrical	M.Tech.	
16.	Sh. Jayaram Nakka,	Electrical	M.Tech.	20.09.2014
17.	Sh. Tejavathu Ramesh	Electrical	M.Tech.	
18.	Sh. Rajneesh	Mechanical	M.Tech.	11.12.2014
19.	Sh. Satnam Singh	Mechanical	M.Tech.	
20.	Sh. Mukesh	Mechanical	M.Tech.	
21.	Sh. Mohit Sharma	Mechanical	M.Tech.	
22.	Sh. Joy Parkash Mishra	Mechanical	M.Tech.	20.09.2014
23.	Sh. Lalit Thakur	Mechanical	M.Tech.	
24.	Sh. Ashish Mall	Mechanical	M.Tech.	
25.	Sh. Vikas Kumar	Mechanical	M.Tech.	

26.	Sh. Rajesh Kumar	Mechanical	M.Tech.	
27.	Sh. VS Nagendra Reddy	Mechanical	M.Tech.	
28.	Sh. Chandrashekara. M.	Mechanical	M.Tech.	
29.	Sh. Sudhanshu Choudhary	ECE	M.Tech.	04.05.2013
30.	Sh. Gaurav Verma	ECE	M.Tech.	
31.	Sh. Pankaj Verma	ECE	M.Tech.	
32.	Sh. Gaurav Saini	ECE	M.Tech.	
33.	Sh. Trailokya Nath Sasamal	ECE	M.Tech.	
34.	Ms. Shweta Meena	ECE	M.Tech.	
35.	Sh. Chhagan	ECE	M.Tech.	
36.	Sh. Ashutosh Nandi	ECE	M.Tech.	
37.	Sh. Sudakar Singh Chauhan	ECE	M.Tech.	
38.	Sh. Dheeraj Sharma	ECE	M.Tech.	
39.	Sh. Mantosh Biswas	Computer	M.Tech.	16.01.2014
40.	Sh. Vikram Singh	Computer	M.Tech.	
41.	Sh. Gyanendra Kr Verma	Computer	M.Tech.	
42.	Sh. Manendra Kr. Murmu	Computer	M.Tech.	
43.	Sh. Santosh Kumar	Computer	M.Tech.	
44.	Ms. Bharti Sinha	Computer	M.Tech.	
45.	Sh. Anoop Kumar Patel	Computer	M.Tech.	
46.	Sh. Syed Taqi Ali	Computer	M.Tech.	
47.	Sh. Kirti Bhushan	Computer	M.Tech.	
48.	Sh. Ankit Kumar Jain	Computer	M.Tech.	
49.	Sh. Chandra Bhim Bhan Singh	Computer	M.Tech.	
50.	Sh. Vijay Verma	Computer	M.Tech.	



राष्ट्रीय प्रौद्योगिकी संस्थान, कुरुक्षेत्र
NATIONAL INSTITUTE OF TECHNOLOGY
 Kurukshetra-136119 (Haryana).
 Telephone No. 01744-238083 Fax: 01744-238050



No. Gen-1/FR/13/7238

Dated: 26/8/13

To

Mr. Lalit Thakur ✓
 S/o Sh. Bhim Singh Thakur,
 F-37, G.P. Hostel (New Block), ✓
 Indian Institute of Technology, Roorkee,
 Roorkee-247667 (Uttarakhand) ✓

Subject:

Offer of appointment to the post of Assistant Professor in the
 Department of Mechanical Engineering against Advertisement No.
 5/2013

Dear Sir,

With reference to your application for the post of Assistant Professor in response to the advertisement No. 05/2013 of the Institute and on the recommendation of the Selection Committee, the Board of Governors of the Institute in its meeting held on 22.08.2013 has approved your appointment on contract basis for a period of three years on the post of Assistant Professor under UR category in the Department of Mechanical Engineering in the Pay Band-3 (Rs.15600--Rs.39100) and an Academic Grade Pay of Rs. 6000/-.

Accordingly, it is our pleasure to offer you the aforesaid appointment. Your basic pay will be fixed as per the rules of the Institute. In addition, you would be entitled to draw allowances as admissible to your cadre under the rules of the Institute.

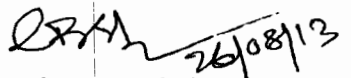
The terms and conditions of the appointment are as follows:

1. The conditions of your service in the Institute will be governed as per Rules as framed and amended from time to time by the Ministry of Human Resource Development, Government of India, New Delhi / NIT Council / BOG, NIT Kurukshetra.
2. The appointment is subject to your being found physically fit and sound in health for the services in the Institute which shall be examined through a medical examination by the Senior Medical Officer / Medical Officer of the Institute. The medical examination may be undertaken before joining the post.
3. You will be required to produce all original certificates in respect of your academic and other qualifications mentioned in your application form including date of birth at the time of your joining the post.

4. The Ph. D. degree is the minimum qualification for a regular faculty position in NIT as per the 'Model Recruitment Rules' approved by the BOG of NIT, Kurukshetra. You may be enrolled in the Ph. D. program of the Institute or may be deputed to another Institute at the discretion of the Director, after considering internal facilities available and the expertise needed in the Department. The Institute may make available to you the required facilities for doing Ph.D. In case the Institute is not able to provide the facility for doing the Ph.D., it shall not be a ground for award of regular post without a Ph.D. degree.
5. If you show poor progress towards your Ph.D. work or dereliction in assigned duties, the contract may be terminated prematurely. Your probation period of one year will start from the date of your completion of Ph.D. Degree. The probation period may be extended for such a period as the competent authority may deem fit. During the initial or extended period of probation, your services may be terminated by the competent authority at any point of time without assigning any reason by giving one month notice or one month pay in lieu thereof. Similarly, you may also leave the services of the Institute by giving one month notice in writing or one month salary may be accepted, in lieu of the notice period with approval of the competent authority.
6. Your services will be regularized only on acquiring the Ph.D. Degree within the specified period of **three years or extended period for up to additional two years**, as the case may be. and after satisfactory completion of your initial or extended probation period. However, you will earn your annual increment as per rules.
7. In case you want to leave your services after the confirmation, you shall be required to give three months notice or make payment of pay and allowances in lieu thereof provided that the Institute may call upon you to continue until the end of the academic session in which your notice is received.
8. You will be required to devote your whole time to your duties and perform such duties as may be assigned to you by the Director / Head of Department from time to time.
9. Depending upon the availability, you may be provided Institute accommodation and in case of non-availability you will have to make your own arrangement for your accommodation for which the Institute will pay House Rent Allowance as per existing norms. You will be required to abide by the House Allotment Rules of the Institute governing such accommodation.
10. You will be entitled to avail only the available facility in the Health Centre of the Institute till your services are under contract and after becoming regular you shall be entitled to medical facilities as per rules of the Institute.
11. You will be governed by the Conduct and Disciplinary Rules of the Institute.
12. You shall be governed under the NIT Act, 2007 / Statutes / Rules of NIT Kurukshetra, framed and amended from time to time relating to service conditions and any other matters / conditions not specified in the appointment letter.
13. If any declaration given / information furnished by you is found to be false or if you are found to have willfully suppressed any material information / facts, you will be liable to be removed from service and any such other action as the competent authority may deem necessary.

If this offer is acceptable to you on the above terms and conditions, you are required to send your formal acceptance immediately or maximum within a fortnight from the date of issue of this letter and join the post at the earliest but not later than **25.09.2013**, failing which the offer of appointment will stand automatically cancelled without assigning any reason.

Yours faithfully,

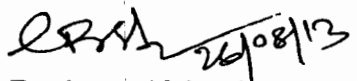

Deputy Registrar (GA & Legal)
% 26/8/13

Endst. No. Gen-1/FR/13/ 7239-43

Dated: 26/8/13

Copy forwarded to the following for information and necessary action: -

1. Head, Department of Mechanical Engineering, NIT Kurukshetra
2. Dean (Estate), NIT Kurukshetra
3. Registrar, NIT Kurukshetra
4. Librarian, NIT Kurukshetra
5. Deputy Registrar (Accounts), NIT Kurukshetra


Deputy Registrar (GA & Legal)
% 26/8/13

ANNEXURE – III

**GOVERNMENT OF INDIA
MINISTRY OF HUMAN RESOURCE DEVELOPMENT
DEPARTMENT OF HIGHER EDUCATION**

* - * - * - *

**Recruitment Rules for the faculty posts under four – tier flexible
faculty cadre in National Institutes of Technology (NITs)**

1. **Short title and commencement** : These rules may be called the NIT Faculty Recruitment Rules, 2013. These shall come into force from the date of their acceptance / adoption by the Board of Governors of the concerned Institute.
2. **Definitions** : In these rules, unless the context otherwise requires;
 - a) "Act" means National Institutes of Technology, Science Education and Research (NITSER) Act, 2007.
 - b) "Statutes" means the First Statutes of the NITs and the Statutes subsequently framed by the respective NIT or framed by the Ministry of Human Resource Development.
 - c) "Service Rules" means Service Rules of the respective NIT.
 - d) "Faculty" means the Professor, Associate Professor and Assistant Professor of the NITs.
3. **Method of Recruitment and other matters** : The method of recruitment and other matters relating to the post of Faculty shall be specified in the Schedule annexed to these rules.
4. **Deputation / Contractual Appointments** : Faculty, who are appointed on contractual basis, shall be for a fixed period not exceeding five years.
5. **Disqualification** : No person,
 - (i) Who had entered into or contracted a marriage with a person having a spouse living; or
 - (ii) Who having a spouse living, has entered into or contracted a marriage with any person.shall be eligible for appointment to the said post;

provided that the Board of Governors may, if satisfied that such marriage is permissible under the personal law applicable to such a person and the other party to the marriage and that there were other grounds for so doing, exempt any person from the operation of this rule.
6. **Saving** : Nothing in these rules shall affect reservations, relaxations of the age limit and other concessions required to be provided for the candidates belonging to the Scheduled Castes, Scheduled Tribes, Other

Backward Classes, Ex-servicemen and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard. These rules shall also not affect the recruitments already made or for which recruitment process has already commenced; but any appointment or promotion to higher post proposed to be made or made subsequent to the notification of these Recruitment Rules will be governed by these Recruitment Rules.

7. **Other conditions of service** : The other conditions of service of the Faculty for which no specific provisions have been made in these rules shall be regulated in accordance with such rules as are, from time to time, applicable as per the First Statutes of the NITs and the subsequent amendments. For matters not covered by the Statutes, the corresponding Central Government Rules shall be applicable.
8. **Qualifications and other requirements of Selection** : Qualifications and other requirements of selection for various faculty posts are given in detail in the **Annexure – I (pages 3 to 4)**.
9. These rules are bare minimum and the Board of Governors can however fix higher benchmarks, higher than the prescribed in consultation with the Council of NITs.

NATIONAL INSTITUTE OF TECHNOLOGY SILCHAR

**Minutes of the Forty Forth Meeting of the Board of Governors held on 01.11.2014 at
NIT Transit House, A-1/267, Safdarjung Enclave, New Delhi -110029**

The Board of Governors Meeting was held at NIT Transit House, A-1/267, Safdarjung Enclave, New Delhi -110029 on 01.11.2014 at 1130 hours. The following members were present in the meeting.

1. Prof. Asis Datta, Chairman, BOG, NIT Silchar & Prof of Eminence, National Institute of Plant Genome Research, Aruna Asaf Ali Marg, JNU Campus, New Delhi-110067.
2. Mr Sanjeev Kumar Sharma, Director NITs, MHRD, GOI, Shastri Bhawan, New Delhi – 110001.
3. Mr Rajesh Singh, Director Finance, MHRD, GOI, Shastri Bhawan, New Delhi-110001.
4. Mr H K Sharma, Commissioner & Secy. Govt. of Assam, Higher Education (Tech) Dept., Guwahati – 781006.
5. Dr Atul Bora, Director of Technical Education, Govt. Of Assam, Kahilipara, Guwahati – 19.
6. Prof. N V Deshpande, Director, NIT, Silchar.
7. Prof. Sunanda Dhar, Professor in Electronics Sciences, University of Calcutta, 92 A.P.C Road, Kolkata – 700009.
8. Prof. Samarendra Dandapat, Dept. of Electronics & Electrical Engg. IIT, Guwahati

BOG-44/14/01: To confirm the minutes of the 43rd Meeting of the Board

Forty Third meeting of the Board of Governors was held on 24th July 2014 at NIT Transit House, New Delhi. The minutes of the meeting were circulated to all the members. No comment/ suggestion received.

Hence, the Board confirmed the minutes of the 43rd meeting.

BOG-44/14/02: To take note of the action taken report on minutes of 42nd BOG.

The action taken report on actions taken on the minutes of 42nd BOG placed at Appendix-'B' was perused by the Board.

The Board took note of the actions taken.

BOG-44/14/03: Approval for minor amendments to 4-Tier Recruitment Rules as suggested by NIT Silchar Teachers' Association.

The NIT teachers association in its general body meeting held from 11 to 13 September, 2014, passed a resolution requesting the Director to initiate necessary steps for obtaining approval of the Competent Authority for minor modification in the recruitment rules of the faculty. The same is attached as Appendix – 'C' for perusal and necessary action as deemed fit by the Board.

Besides, the Association has also requested to place all Asst. Prof. who have completed three years with AGP of Rs. 8000/- in PB-4 with AGP of Rs. 9000/- as per the condition in the Recruitment Rules of four tier system.

It was decided by the Board as per suggestion of members from MHRD to refer the matter to MHRD, so that a uniform decision in removing the bottlenecks in implementing the 4-Tier system can be taken as similar such problems were raised by other NITs also.

BOG-44/14/04: Regularisation of the services of the Assistant Professors appointed on contract.

In the appointment letter of the Assistant Professors whose details are given at Appendix-'D', it was mentioned, "The appointment is on contract for three years, but will be regularised with effect from their date of joining on completion of Ph.D. within the stipulated or extended period of two more years." The above Assistant Professors on contract have completed their Ph.D. and so were regularised as per the service condition laid down in their appointment letter.

The Board approved the action taken for regularization.

BOG-44/14/05: Conversion of EOL to study leave in respect of Dr S H Laskar, Assoc. Prof.

Dr S H Laskar, Assoc. Prof. E & I, did his Ph.D. from AMU taking various kinds of leave viz. EL, HPL, & EOL w.e.f 16.02.2009 to 15.02.2011. The reasons for not granting him study leave which he was entitled to for the purpose is not known. The BOG in its 20th meeting approved the grant of above leave. Now, Dr S H Laskar has made a representation for converting the various kinds of leave granted for the purpose to study leave

The Board authorized the Director to look into the entire matter including of those faculty members who took Institute assistance but failed to complete their Ph.D. even after being given sufficiently long extensions and submit the report.

BOG-44/14/06: Appraisal system for the faculty members.

At present, there is no Annual Appraisal system for the faculty members though it was existing few years back. For various purposes like removal from probation / confirmation / review under 56(j) and other administrative requirements the APAR (Annual Performance Appraisal Report) is required. There is no standard format of APAR for the faculty members though the standard format prescribed by DOPT is available for non-teaching Staff/ Officers.

APAR format for the faculty members devised in consultation with other NITs was placed on the table as Appendix-'E' and 'F' and standard format as per guide lines of DOPT for non-teaching Staff/ Officers as Appendix ' G' , 'H' & 'I' for approval of the Board.

Item 39.15 To consider the confirmation of Ms. Pallavi Rai and Shri Shahabuddin on the post of Students Activity & Sports Officers and Shri Pankaj Kumar Bayati on the post of Deputy Registrar.

The following non-faculty members were appointed as Students Activity & Sports Officers and Deputy Registrar in this Institute by the Board through direct recruitment on the recommendations of the Selection Committee. These Non-faculty staff members were on Probation for a period of two years from the date of their respective joining as per Model Recruitment Rules for Non-faculty position.

Sr. No.	Name	Designation	Date of joining	Due date of confirmation
1.	Ms. Pallavi Rai	Students Activity & Sports Officer	10.02.2014	10.02.2016
2.	Shri Shahabuddin	Students Activity & Sports Officer	5.02.2014(AN)	5.02.2016(AN)
3.	Shri Pankaj Kumar Bayati	Deputy Registrar	03.03.2014	03.03.2016

The above Students Activity & Sports Officers and Deputy Registrar were appointed against vacant posts. The Students Activity & Sports Officers at Sr. No. 1 and 2 have completed their probation period of two years on 09.02.2016 and 04.02.2016 respectively and they are due for confirmation w.e.f. 10.02.2016 and 05.02.2016. The Deputy Registrar at Sr. No. 3 has completed his probation period of two years on 02.03.2016 and he is due for confirmation on the post of Deputy Registrar w.e.f. 03.03.2016.

The Special Reports about work and conduct of the above Students Activity & Sports Officers and Deputy Registrar have been obtained from the respective reporting officers. The character and antecedents verification reports have also been received and nothing is adverse against them. Ms. Pallavi Rai, Students Activity & Sports Officer

and Shri Pankaj Kumar Bayati, Deputy Registrar may be confirmed from their respective due dates of confirmation subject to their satisfactory Special Reports. Shri Shahabuddin, Students Activity & Sports Officer may be confirmed from his due date of confirmation subject to clearance of verification of OBC Caste Certificate, which is still awaited from the concerned State Authority and his Special Report is satisfactory.

The Board may consider and decide.

Item 39.16 To note the issue of stoppage of sitting fee amount to the officials of Ministry / attached Institutions.

The Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi in exercise of powers conferred by sub section (1) of section 26 of the NIT Act 2007 issued/framed the First Statutes for all the NITs vide notification dated 23.04.2009. The clause 15 of the Statues provides that:

“Members of the Board and other authorities of the Institute and members of the committees constituted under the Act or these Statutes or appointed by the Board and other authorities shall be entitled to traveling allowance, daily allowance and sitting fee for attending the meeting of the authorities and their Committees as laid down by the Board from time to time.”

In view of the above, the Board of Governors allowed Rs.2000/- as sitting fee for attending meeting of the authorities. Further, the Finance Committee in its 20th meeting held on 22.09.2010 recommended to the Board that the sitting fee for the members of the BOG, FC, Senate and BWC committees be enhanced from Rs.2000/- to Rs.3000/- per sitting fees and the Board of Governors in its 23rd meeting ratified the minutes of the FC. Further, the Board of Governors in its 37th meeting held on 5.6.2015 decided to enhance the same from Rs.3000/- to Rs.5000/-.

Now, the Deputy Secretary (CDN), Government of India, Ministry of Human Resource Development, Department of Higher Education vide office memorandum No.M.11018/15/2015-CDN dated 22nd January, 2016 has

conveyed the decision of stoppage of sitting fee amount to the officials of the Ministry or attached institutions who are nominated as Government representatives in governance structure of these institutions such as Board of Management, Board of Governors, Syndicate, Executive Council, Finance Committee, etc.

The Ministry observed that the officers are attending these meetings only in their official capacity as Government nominee/nominee of Secretary or ex-officio basis, it may not be appropriate to receive sitting fee for doing routine official work.

A copy of office memorandum No.M.11018/15/2015-CDN dated 22nd January, 2016, is enclosed as Annexure - 39.16.i from pages 72 to 74.

The Board may note.

F. No. 21-9/2016-TS-II/TC
Government of India
Ministry of Human Resource Development
Deptt. of Higher Education
TS-II/TC

Dated: 2.2.2016

Subject: Stoppage of sitting fee amount to the officials of Ministry/attached Institutions regarding.

Please find enclosed herewith a copy of CDN Section letter No.11018/15/2015-CDN dated 22.1.2016 and its enclosure on the subject mentioned above for information and appropriate action.

De
(Daulat Ram)
Under Secretary (TC)

Encl: As above.

Dir. (IIT)/Dir. (IIIT)/ Dir. (TE)/ Dir. (NIT)/Dir. (SPA)/Dir. (Mgt.)

Copy also to :- All the CFI's under the administrative control of HRD.

R/DR(GA&L) / DR(A/Cs)

*Pl. show it to Director Sir.
useful
08.02.16*

11/02/16

*Discussed with the Director.
The MHRD Letter may be
placed in the next meeting
of BoG for information.*

Submitted please.

Director

N.I.T. KURUKSHETRA			
966		Date: 15/2/16	
SO	PC	PRO	DS
SO	PC	PRO	DS

12/02/16

12/02/16

*✓ Secy. Secretary
- R. Officer*

R/DR(GA&L)

M.11018/15/2015-CDN
Government of India
Ministry of Human Resource Development
Department of Higher Education
CDN Section

Room No. 229, C-Wing, Shastri Bhawan
New Delhi, the 22nd January, 2016

OFFICE MEMORANDUM

✓
Subject : Stoppage of sitting fee amount to the officials of Ministry/attached Institutions-regarding.

In continuation of CDN Section's earlier O.M. of even number dated the 31st December, 2015, the undersigned is directed to say that for attending meetings in private institutions (such as deemed universities etc.) by Government Nominees, the Institutions should be asked to remit the sitting fee amount in the below mentioned account as indicated by PAO:-

Major Head	0202-Education, Sports, Art and Culture
Sub-Major Head	01-General Education
Minor Head	800-Other Receipts

2. It may be confirmed that contents of above mentioned O.M. dated 31st December, 2015 has been circulated to all institutions under the control of the Bureaus.

Pl. show it to Director Sir.
Resdgal
08.02.16

(Signature)
(N.C. Ragtah)
Deputy Secretary(CDN)
Tele : 23074080

P.T.O. →

To

Copy to Coordinating Divisional Heads :

1. AS(TE) - 11312/116
2. JS&FA - 11312(1)/16
3. JS(CU&L) - 11312(2)/16
4. JS(ICC/P) - 11312(3)/16
5. JS(A) - 11312(4)/16
6. JS(NIT & DL) - 11312(5)/16
7. JS(HE) - 11312(6)/16
8. EA(HE) - 11312(7)/16
9. DDG(Stat) - 11312(8)/16

1. Dir(Admn.) - 11312(9)/15
2. Dir(TE) - 11312(10)/16
3. Dir.(ICC) - 11312(11)/16
4. Dir(Stat.) - 11312(12)/16
5. DS(TS-IV) - 11312(13)/16
6. DS(CU) - 11312(14)/16
7. DS(HE) - 11312(15)/16
8. DS(MC&EAD) - 11312(16)/16

Copy for information to :

1. US(Cash) - 11312(17)/16
2. NIC for uploading on e-office - 11312(18)/16

(Signature)
Minister
27/1
SOLTY
US/FC
27/1/16
Take the reference to all
CFI's
27/1

75: 16/11/2016

No. M.11018/15/2015-CDN
 Government of India
 Ministry of Human Resource Development
 (Department of Higher Education)

Shastri Bhawan
 ✓ New Delhi the 24th December, 2015

OFFICE MEMORANDUM

It has been observed that the Higher Educational Institutions under the Government of India follow a practice of giving sitting fee allowance to the officials of the Ministry or attached institutions who are nominated as Government representatives in the governance structure of these institutions such as Board of Management, Board of Governors, Syndicate, Executive Council, Finance Committee, etc.

2. Since the nominated officers are attending these meetings only in their official capacity as Government nominee/nominee of Secretary or on ex-officio basis, it may not be appropriate to receive sitting fee for doing routine official work.

3. In view of above, all the Bureau Heads in Department of Higher Education are requested to instruct all Higher Educational Institutions under their administrative control not to pay any sitting fee to such government servants. Further, for Government nominees attending meetings in private institutions (such as deemed universities etc), these institutions should be asked to remit the sitting fee amount (due to the Government nominees) in the Consolidated Fund of India.

4. This issues with the approval of the Secretary (Higher Education).

p1. show it to Director Sir

mschgal
 08.02.16

(Praveen Kumar)
 Joint Secretary (CDN)

To

All the Bureau Head in D/o Higher Education (as per list attached).

Copy for information to - (i) PPS to Secy(HE)

(ii) US (Cash)

- 185595(9)/15

- 185595(10)/15

DH(TE)

VS(TE)

5.1.2016

So(TL)

Shankar
 Mr. Pandey

Item 39.17 To consider the recommendation of the Enquiry Committee constituted to inquire into the complaints against Dr. Vikas Choudhary, Head of the Department of Humanities & Social Sciences, NIT, Kurukshetra.

The following committee was constituted vide No.Estt.-1/5758 dated 02.11.2015 to inquire into the complaints of Dr. Shabnam, Assistant Professor, Dr. Geeta Sachdeva, Assistant Professor & Dr. Ashwani, Assistant Professor Department of Humanities & Social Sciences against Dr. Vikas Choudhary, Head of Humanities and Social Sciences Department:-

1. Prof. P.Geeta,
Former Professor of English,
Mahatma Gandhi University,
Kottayam (Kerala)
2. Shri M.S.Yadav,
Former Joint Secretary-UGC &
Registrar,
Central University of Rajasthan,
Jaipur (Rajasthan)

The enquiry committee has submitted its report dated 11.01.2016.

The copy of Enquiry Committee Report is enclosed as Annexure - 39.17.i from pages 77 to 85.

The conclusions of the Enquiry Committee Report are as under:

"To sum up, based on all these observations, the committee is of the view that quite a few of the moves by the Head of the Department, Dr. Vikas Choudhary, is a kind of mental harassment for the young Faculty members. The negative attitude of the leadership has created a hostile environment in the department which is detrimental to the growth of the department consisting of talented meritorious, young and dynamic faculty. The head of the department as a senior member should motivate the young faculty and encourage their academic activities in the best interests of the department.

The Statutes of the Institute does not give representation to all in bodies like DRC and in a department like the Department of Humanities and Social Sciences where varied subjects come

under one roof, discrimination and prejudices spoil the opportunities of many junior faculty. For instance, when there is no representation from a particular subject area there is likelihood of somebody not getting students for Ph.D guidance, not on valid grounds, though.

The Enquiry Committee thanks the Administration, NIT, Kurukshetra for all the co-operation extended in conducting the enquiry. Meanwhile the Committee also recommends that by the time the report is placed before the concerned higher body, some urgent steps may be taken to provide a working space with proper furniture to the pregnant complainant, Dr. Shabnam. "

In view of the above recommendations of the enquiry Committee to take urgent steps to provide a working space with proper furniture to Dr.(Ms.)Sabnam, the HOD, Humanities & Social Sciences was intimated accordingly vide letter No.Estt.-I/3396 dated 24.02.2016.

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

77
77

ANNEXURE - 39.17.i

Dated: 11.01.2016

To,

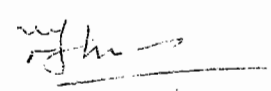
The Director,
National Institute of Technology,
Kurukshetra - 136119

Sir,

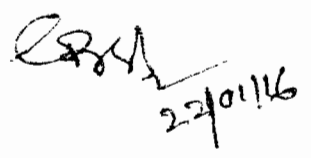
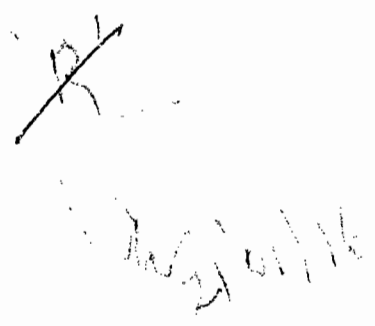
Kindly find enclosed herewith the report of the Inquiry Committee as constituted by NIT
Kurukshetra vide office order no. Estt-1/5758 dt. 02.11.2015.

With regards

Yours sincerely,



(M. S. Yadav)



SSU (E-sec)
Estt-1

M.I.T. KURUKSHETRA							
Dy. No. 527				Date 25/1/16			
R	OPD	DAI	NO	CO	CH	ME	
E	M	EC	PO	CH	CH	ME	
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GA	LA	ISO	EO	DS	PIS	PIG	

Report of the Enquiry Committee constituted to inquire into the Complaints against Dr. Vikas Chaudhary, Head, Department of Humanities and Social Sciences, National Institute of Technology, Kurukshetra

An enquiry Committee consisting of Prof. P. Geetha, Former Professor of English, Mahatma Gandhi University, Kottayam, Kerala and Shri. M. S. Yadav, Former Joint Secretary to UGC and Registrar, Central University of Rajasthan, was appointed as per Order No. Estt-1/5758 dt. 2.11. 2015 , to look into the complaints submitted by

(i) Dr. Shabnam, Assistant Professor, Department of Humanities and Social Sciences , NIT, Kurukshetra dt. 11th September, 2015

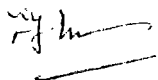
(ii) Dr. Geeta Sachdeva, Assistant Professor, Department of Humanities and Social Sciences , NIT, Kurukshetra dt. 5th October, 2015 and

(iii) Dr. Ashwani, Assistant Professor, Department of Humanities and Social Sciences , NIT, Kurukshetra dt, 5th October, 2015

against Dr. Vikas Chaudhary, Professor and Head, Department of Humanities and Social Sciences, NIT, Kurukshetra

Methodology adopted by the committee

1. Perusal of related records as made available at NIT Kurukshetra.
2. Interaction with the aggrieved persons i. e. Dr. Shabnam, Dr. Geeta Sachdeva and Dr. Ashwani for procuring the related documents/statements pertaining to the matter



and other research scholars / contractual faculty who appeared before the committee at their own will.

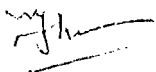
3. Interaction with Dr. Vikas Chaudhary, Professor and Head of the department, for procuring the related documents / his Statement pertaining to the matter.

(The documents / statements as submitted by the complainants and Dr. Vikas Chaudhary, HoD are also attached herewith). HoD was asked to give point wise explanation on certain points. The written copy of those statements given by him in reply, has not been submitted by him to NIT Kurukshetra for onward submission to the committee.

Allegations against Dr. Vikas Chaudhary in the above cited complaints :

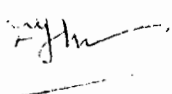
All the complaints lodged against Dr. Vikas Chaudhary are more or less about similar issues and the complainants are all recently appointed young junior faculty. The complaints amount to mental harassment at work- place and certainly leading to hampering the peaceful and sincere academic work.

1. All the three complain that basic infra- structure facilities are denied to them as the Head of the Department failed to forward their request for furniture and office stationary in time.
2. Dr. Geeta Sachdev complains about the undue and unnecessary delay in forwarding her research project to get funds from national agencies.
3. Dr. Ashwin talks about the negative stand taken by the Head of the department when he brought a prestigious Consultancy Project to the Department.



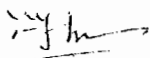
4. Dr. Ashwin's request for Special Casual Leave to go for presentation of his consultancy Project was turned down by Dr. Vikas Chaudhary
5. Dr. Geeta Sachdeva also has grievances against the Head of the Department regarding her Medical Leave. After producing the Medical Certificate, she was called back to make the "Load Arrangement," amounting to harassment
6. There was " Mass Bunk" in Geeta Sachdeva's and Dr. Shabnam's classes and the Head of the Department not satisfied with their explanation issued warnings for dereliction of duty and non observation of office conduct rules
7. Dr. Shabnam complains that she was discriminated in many instances often in the name of her caste. Her seniority was overlooked and she was made to share office room with her junior colleague , without adequate furniture. She tried to find a room of her own and is still left with no office space to work in.

The duly constituted Enquiry Committee met at NIT Campus on 11.12.2015 and had the sitting from 10.30am to 8 p.m. The Committee had interactions with the complainants- Dr. Geeta Sachdeva, Dr. Ashwin, Dr. Shabnam, and Dr. Shahida individually and collectively. The Committee also interacted with Dr. Vikas Chaudhary to listen to his version of the story. It also visited the department personally and examined the site to understand the issues regarding space allotment. Some research students and one Contractual Faculty also voluntarily appeared before the Committee to narrate the authoritative and rude treatment on the part of the Head of the department. The senior Professors were not available in the department for discussion.



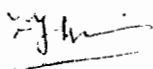
Observations:

The basic issue is centered around the space allotment to newly recruited teachers. There are four Professors including the Head of the Department, four Assistant Professors, and a few Contractual Faculty Members. 2 to 4 Research Scholars were there and at present there are only two. Originally the research scholars were occupying the Computer Lab which has **5-6 unfunctional systems**, now locked up, and the research scholars shifted to "Staff Room", where the contractual faculty members were seated. The Head of the Department occupies two rooms – one in his capacity as HOD and his original room as Professor. This is the usual practice in the department. Similarly Dr. Philip also has a large room and establishment under his prestigious IPR Project that he shares with the co-investigator and also another separate room (Room No. 325) in his capacity as Professor. On his retirement Room No. 325 is lying locked up and vacant. There is another Language Lab with 20 systems, **unused for the last two years, full of dust** - a terrible total national waste, even after the appointment of Dr. Shahida, the teacher in charge of Language Lab. Further, Dr. Shahida is asked to share her office with Dr. Shabnam without proper furniture for two. The DAC meets and makes a reshuffle of seating arrangements without taking into consideration all these available space. The Assistant Professors are asked to share their rooms with Contractual Faculty members without adequate furniture. The Committee found all dilapidated chairs in the faculty rooms, a shame on such a national institute of good repute. Lack of adequate furniture and infra-structure adversely affects proper maintenance of confidential papers connected with examination and student valuation. The Committee felt that there is total mismanagement of the available space for no specific reason.



On enquiry the Head of the Department, Dr. Vikas Chaudhary stated that sitting office space is allotted as per seniority (Reference HoD Note dated 11.12.2015 as submitted by him to the enquiry committee) But the Committee found that no specific policy is being followed in allotting the rooms. Nor is there any humanitarian concern shown. Dr. Shabnam, the Senior most among the Assistant Professors is not given a separate room and was asked to share it with her junior colleague who joined after her. They were not given separate table or furniture either. This certainly made her feel discriminated, especially when it was mentioned that people of same community are put together. She is justified in her sense of discrimination as the department has so much unutilized space. The DAC Meetings which considered the allotment issue were disorganized. It is reported that meetings abruptly concluded, some members leaving early without resolving anything yet the Minutes of the Meeting confirmed and get circulated. Members did not get an opportunity to register their objection so much so the decision of the DAC meetings are not implemented or accepted. On 14th August, 2015 DAC allotted Room No. 325 to Dr. Shabnam after the retirement of Dr. Philip and she is directed to share it with Ms. Nega, a contractual Faculty, just as the case with other Assistant professors. But again on 17th September, 2015 Room No 310 was allotted to Dr. Shabnam and Dr. Shahida.

In spite of all these erratic and irregular decisions nothing happens. The Enquiry Committee was shocked to see Dr. Shabnam, a pregnant lady loitering up and down without a place to sit when so many rooms are locked up unutilized. The Dean (Faculty Welfare) whom she approached gave her some space in his room to keep her things but for some reason does not intervene to settle the matter. Women's Cell also dismisses

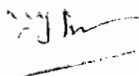


the case "as a matter of mere mental harassment," but fails to find a working place for this pregnant faculty. Even though this is not a case of direct sexual harassment at work- place, not providing an appropriate working condition for a woman employee amounts certainly to violation of Visaka guidelines.

In view of the foregoing observations, on examination of the complaints, deliberations held in the above matter and visit to the department, the committee is of considered opinion that there is major distrust of the HoD particularly by the newly recruited Assistant Professors, Contract faculty, and Research Scholars as evidenced during the course of discussion as mentioned in the foregoing paragraphs. This has resulted in total frustration and sense of harassment in all matters starting from simple matters like space allotment and providing basic requirements like furniture, to serious issues like research projects and assigning PhD students, spoiling the congenial working ambience needed in a research and teaching institution like NIT.

Sense of harassment and discrimination was experienced unanimously by all starting from the research scholars to all junior faculty members. It was reported that harsh words were used by the Head of the Department, Dr. Vikas Chaudhary which he justified as the taunting of the children by parents. The warning letters and explanatory memos issued so frequently which were also marked to GA & L for personal files, were a matter of grave concern for the faculty Members. In this context the committee took note of the following provisions – sub section 4 & 5 of section 20 "Head of the department or centre" of the first statutes:

4. *"The Head of department shall be responsible for the entire working of the department subject to the general control and supervision of the Director*



5 *The Head of Department shall be duly bound to see that the decisions of the authorities of the Institute and of Director are faithfully carried out. He shall perform such other duties as may be assigned to him by the Director or Senate."*

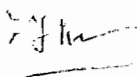
In this case it may be noted that the Head of the Department has not followed the prescribed procedure as per the statutes. He has no power to take such disciplinary measures without referring the matter to the Director, as per the provisions under Statutes.

Conclusions:

To sum up, based on all these observations, the committee is of the view that quite a few of the moves by the Head of the Department, Dr. Vikas Chaudhary, is a kind of mental harassment for the young Faculty members. The negative attitude of the Leadership has created a hostile environment in the department which is detrimental to the growth of the department consisting of talented meritorious, young and dynamic faculty. The head of the Department as a senior member should motivate the young faculty and encourage their academic activities in the best interests of the department.

The Statutes of the Institute does not give representation to all in bodies like DRC and in a department like the Department of Humanities and Social Sciences where varied subjects come under one roof, discrimination and prejudices spoil the opportunities of many junior faculty. For instance, when there is no representation from a particular subject area there is likelihood of somebody not getting students for PhD guidance, not on valid grounds, though.

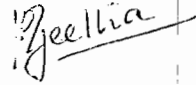
The enquiry Committee thanks the Administration , NIT, Kurukshetra for all the co-operation extended in conducting the enquiry. Meanwhile the Committee also



recomnends that by the time the report is placed before the concerned higher Body,
some urgent steps may be taken to provide a working space with proper furniture to the
pregnant complainant , Dr. Shabnam



(Mr. M.S. Yadav)



(Prof. P. Geetha)

**Item 39.18 To report the approval accorded by the Hon'ble Chairperson/
Chairperson (Acting), Board of Governors.**

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

1. Approved the reconstitution of 'External Peer Review Committee' for the NIT Kurukshetra. A copy of the approval is enclosed as Annexure - 39.18.i from pages 87 to 88.
2. Approved the constitution of the Adhoc Selection Committees and the recommendation of Selection Committees for the appointment of Assistant Professors on contract basis in the Department of Mathematics and Humanities & Social Sciences for a period upto 30.06.2016. Copies of the approval are enclosed Annexure - 39.18.ii from pages 89 to 90.
3. Approved the minutes of the 27th (Special) meeting of the Senate held on 26.02.2016. A copy of the approval is enclosed as Annexure - 39.18.iii from pages 91 to 96.

The Board may note the approval accorded by the Hon'ble Chairperson/ Chairperson (Acting), Board of Governors.

Subject: Reconstitution of 'External Peer Review Committee'.

The Hon'ble Chairperson, Board of Governors had approved the 'External Peer Review Committee' for the NIT Kurukshetra as per the decision of Council of NITs. The approval accorded by the Hon'ble Chairperson, Board of Governors was reported to the Board in its 35th meeting held on 06.01.2015.

The decision of the Board was conveyed to the Director (NITs), Ministry of Human Resource Development, New Delhi vide letter No.Gen-I/3937/ 7432 dated 16.12.2014. The decision of the Board of Governors was also communicated to the members of the 'External Peer Review Committee'.


Subsequently, two members of the External Peer Review team namely Shri Raj Chengappa, Former Editor in Chief, The Tribune Chandigarh and Shri K A Krishnan, Vice-President & Chief Technology Officer, TCS Chennai have expressed their inability through e-mail to participate in the 'External Peer Review' of the Institute.

In view of this, the Committee constituted by the Director recommends the following names to include in the 'External Peer Review Committee' (copy enclosed):

1. Shri Rajdeep Sahrawat
Head,
International Business (Public Sector)
Tata Consultancy Services,
New Delhi – 110001
(Member as Industry Expert)
in place of Shri K A Krishnan
2. Shri Vijay Sabharwal,
Press Correspondent,
Hindustan Times,
Kurukshetra
(Member as Eminent Citizen)
in place of Shri Raj Chengappa

The Director & Hon'ble Chairperson (Acting), Board of Governors is requested to kindly approve the above names to include in the 'External Peer Review Committee'.

The approval so accorded will be reported in the next meeting of the Board of Governors.

 *Anu*
30/12/15

Director & Hon'ble Chairperson (Acting)
Board of Governors,
NIT, Kurukshetra.


Registrar I/c 30/12/15

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

Dated: 30.12.2015

Subject: Proposal of alternate members of External Peer Review

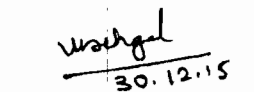
Two members of the External Peer Review team namely Shri Raj Chengappa, Former Editor in Chief, The Tribune Chandigarh and Shri K A Krishnan, Vice-President & Chief Technology Officer, TCS Chennai have expressed their inability to participate in the External Peer Review of the Institute (copy of letter from Dean (Acad) dated 26.12.15 enclosed).

In view of this, the Committee recommends the names of Shri Rajdeep Sahrawat from TCS (member as Industry Expert) in place of Shri KA Krishnan and Shri ^{Vijay} V K Sabharwal, Correspondent, Hindustan Times (member as Eminent Citizen) in place of Shri Raj Chengappa for External Peer Review.

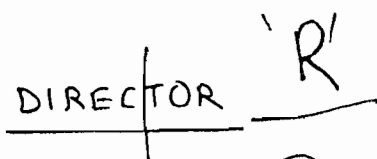

(P J Philip)

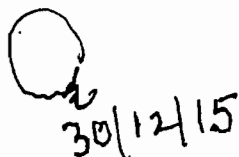

(B Setia)

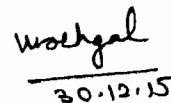

(Mayank Dave)


(V K Sehgal)

Submitted for kind approval of the Director


DIRECTOR


30/12/15


30.12.15

Subject: Advertisement for the appointment of Assistant Professors on contract basis upto 30.06.2016

The HOD, Humanities & Social Sciences Department has stated that there are 01 vacant faculty position due to non-joining/resignations by the Assistant Professors recruited in the interviews held on 07.07.2015. The panel of the selected candidates has already been exhausted. Therefore, he is requesting to arrange for holding fresh interviews at the earliest, so that the engagement of classes in the current semester can be ensured.

The HOD, Mathematics Department has also requested for walk-in-interview for appointment of Assistant Professors on contract basis. The panel of the selected candidates has already been exhausted. He is requesting to arrange for holding fresh interviews at the earliest, so that the engagement of classes in the current semester can be ensured.

Therefore, it is proposed that the walk-in-interview may be conducted for appointment of Assistant Professors on contract basis in the following Departments:

1. Hum. & Social Sciences Department (English)
2. Mathematics Department

The Walk-in-Interview may be conducted in the month of January, 2016.

An advertisement for walk-in-interview for engaging Assistant Professors on contract basis on consolidated salary of Rs.30,000/- pm for a period upto 30.06.2016 in Humanities & Social Sciences Department (English) & Mathematics Department as per requirement may be allowed to publish in the following Newspapers at DAVP rates:-

1. The Pioneer (All editions).
2. The Deccan Chronicle (All editions).
3. Dainik Bhaskar (Haryana & Chandigarh).

The candidates may be asked to report for interview to the Heads of the concerned Departments on the date and time mentioned in the advertisement. The Director may be requested to fix the date and time convenient for walk-in-interview and allow to publish an advertisement for walk-in-interview at consolidated salary of Rs 30,000/- per month for engaging Assistant Professors on contract basis for a period upto to 30.06.2016.

The selection committee may be constituted under the Chairmanship of the Director or his nominee, alongwith HOD and two experts from the concerned discipline out of which one can be eminent person from the reputed nearby Institutions.

As per clause 28(3) of the NITs Statutes, the Hon'ble Chairperson, BOG may be requested to approve the constitution of above adhoc selection committees. The matter will be reported to the Board in its next meeting.

Submitted for approval please.

Supdt. (Estt)

Dir. (GA)/Registrar I/c

Director & Hon'ble Chairperson (Acting)
Board of Governors
NIT Kurukshetra

14/1/16

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As per Advertisement No. 01/2016 published in various Newspapers, walk-in-interview for the posts of Assistant Professors on contract basis in Mathematics and Humanities & Social Sciences Departments was conducted in the Institute on 02.02.2016.

The recommendations of the Selection Committees for the appointment of Assistant Professors on contract basis in Mathematics, Humanities & Social Sciences, are placed below.

The detailed vacancy position of both Departments is as under:-

Sr No	Department	Sanctioned Strength	In position		Vacancy	Requirement of the Deptts.
			Regular	On Contract upto 30.06.16		
1.	Mathematics	10	06	02	02	02
2.	Hum.&Social Sciences	10	08	01	01	01

The constitution of the Adhoc Selection Committees have been approved by competent authority.

The Hon'ble Chairperson(Acting), BoG may be requested to kindly approve the recommendations of the Adhoc Selection Committees for appointment of Assistant Professors to be engaged on contract basis for a period upto 30.06.2016 at consolidates salary of Rs. 30,000/- per month as per vacancy/ requirement of the concerned Departments.

Submitted for approval please.

Supd|| (Estt) 1/2/16

DR (GA)/Registrar I/C R.S. 02/02/16

Director & Hon'ble Chairperson (Acting)
Board of Governors
NIT Kurukshetra

02/02/16 S 02/02/16

ANNEXURE – 39.18.iii

NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA
KURUKSHETRA – 136 119

No.Acad./16/3420

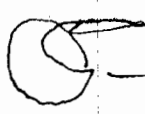
Dated: 28.02.2016

Subject To approve the minutes of 27th (Special) meeting of Senate held on 26.02.2016


The 13th Convocation of the Institute is scheduled to be held on 4th March, 2016. Therefore, a list of students eligible for the award of various degree / medals was approved by the Senate in its 27th (Special) meeting held on 26.02.2016. The minutes of the Senate meeting are enclosed as Annexure-A.

As per 1st Statutes under NIT Act, 2007, the approval of the Senate and Board is necessary for the conferment of degrees. The Senate has already approved the list of degree recipients. Since the next meeting of the Board is not expected to be held before 04th March, 2016, therefore, it is requested that Hon'ble Chairperson, BOG may kindly approve the minutes of 27th (Special) Senate meeting so that degrees to be awarded may be got printed for the ensuing 13th Convocation.

The matter will be reported to the Board in its next meeting.

 Man
28/02/16
DIRECTOR

The Hon'ble Chairperson
Board of Governors
NIT, Kurukshetra


1/3/2016

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

Minutes of the 27th (Special) meeting of the Senate of National Institute of Technology, Kurukshetra held on 26.02.2016 at 04.00 p.m. in the Senate Hall of the Institute.

The following were present:

Sr. No. Name of the Senator (s)

1. Prof. Anand Mohan, Director & Hon'ble Chairman, Senate

Senate Members (Department & alphabetical order)

Civil Engineering Department

2. Arun Goel, Professor
3. Ashwani Jain, Professor
4. Baldev Setia, Professor
5. H K Sharma, Professor
6. K K Singh, Professor
7. Praveen Aggarwal, Professor
8. Saraswati Setia, Professor
9. S K Madan, Professor
10. S M Gupta, Professor
11. S N Sachdeva, Professor
12. V K Arora, Professor
13. V K Sehgal, Professor
14. V P Singh, Professor

Computer Engineering Department

15. Mayank Dave, Professor
16. Sanjay Kumar Jain Professor

Chemistry Department

17. Dinesh Kumar, Professor
18. D P Singh, Professor
19. Minati Baral, Professor

Computer Application Department

20. Ashutosh Kumar Singh, Professor

Electrical Engineering Department

21. A. Swarup, Professor
22. G L Pahuja, Professor
23. Jagdeep Singh Lather, Professor
24. Jyoti Ohri, Professor
25. K S Sandhu, Professor
26. Lillie Dewan, Professor
27. L M Saini, Professor
28. Ratna Dahiya, Professor
29. R S Bhatia, Professor
30. Sathans, Professor

Electronics & Communication Engineering Department

31. A K Gupta, Professor
32. O P Sahu, Professor
33. Rajoo Pandey, Professor
34. R K Sharma, Professor
35. Umesh Ghanekar, Professor



Humanities & Social Sciences Department

- 36. Kiran, Professor
- 37. Rajendra Kumar, Professor
- 38. Vikas Choudhary, Professor

Mechanical Engineering Department

- 39. Ajai Jain, Professor
- 40. Dinesh Khanduja, Professor
- 41. Dixit Garg, Professor
- 42. Gian Bhushan, Professor
- 43. Hari Singh, Professor
- 44. P C Tewari, Professor
- 45. S S Rattan, Professor
- 46. Sudhir Kumar, Professor
- 47. V K Bajpai, Professor

Mathematics Department

- 48. ASV Ravikanth, Associate Professor & Head

Physics Department

- 49. Ashavani Kumar, Professor
- 50. J K Quamara, Professor
- 51. Neena Jaggi Professor

Business Administration

- 52. Neeraj Kaushik, Associate Professor & Head

Coordinator Special Group for Skill Development

- 53. PJ Philip, Coordinator
(Special Invitee)

Secretary, Senate

- 54. G.R. Samantaray, Registrar Incharge & Secretary, Senate

The following members could not attend the meeting:

Sr. No. Name of the Senator (s)

- 1. Prof. Konduri Raja Rajeswari, External Member
- 2. Prof. Yashwant Singh, External Member
- 3. Prof. D K Nauriyal, External Member

Senate Members (Department & alphabetical order)

Civil Engineering Department

- 4. Anupam Mittal, Professor
- 5. D K Soni, Professor
- 6. Mahesh Pal, Professor
- 7. Pratibha Aggarwal, Professor
- 8. S K Patidar, Professor
- 9. Subodh Ranjan, Professor
- 10. Surinder Deswal, Professor

Computer Engineering Department

- 11. A K Singh, Professor
- 12. J K Chhabra, Professor

Electrical Engineering Department

- 13. Ashwani Kumar, Professor
- 14. Yash Pal, Professor

CRM

Printed

Electronics & Communication Engineering Department

15. Brahmjit Singh, Professor

Mechanical Engineering Department

16. Pankaj Chandna, Professor

17. Surjit Angra, Professor

Mathematics Department

18. Paras Ram, Professor

At the outset, Registrar & Secretary, Senate welcomed the members and requested the Chair to address the Senate.

The Chairman, Senate welcomed the Senators and informed that the 13th Convocation of the Institute is scheduled to be held on Friday, March 04, 2016. He also informed that the Special meeting of the Senate is being convened to consider the agenda items associated with the 13th Convocation. Thereafter, the Chair requested the Dean (Academic) to present the agenda.

With the permission of the Chair, the Dean (Academic) presented the table agenda item no. 27.5 first.

TABLE AGENDA

Item 27.5 To consider tie-breaking rules among students having the same SGPA/CGPA for award of academic prizes, certificates, medals etc.

The Senate discussed various options suggested by the members for resolving the tie among students having the same SGPA/CGPA for award of academic prizes, certificates, medals. It was decided that the tie may be resolved by using the following criterion.

For all programmes, for the students having tie at the top position, the CGPA/SGPA of previous semesters will be considered in reverse order up to the first semester of that programme till the tie is resolved. Thus, among the students who have tie, the student who has higher CGPA/SGPA in the previous semester (s) will be declared the topper.

The Senate approved the above tie-braking rule and confirmed the minutes of this agenda.

Item 27.1 Approval to the list of students to be awarded degrees in 13th Convocation

The Senate approved the lists of the students to be awarded their respective degrees of Ph. D., M. Tech., MBA, MCA and B. Tech. These degrees are to be conferred upon the awardees on the occasion of 13th Convocation of the Institute scheduled on 04th March 2016. The Senate was informed that the final lists of degree awardees would be available on the Institute website.

A total 1183 degrees are to be awarded on 13th Convocation of the Institute as per the following breakup.

Sr. No.	Programme	Number of Students
1	Ph. D.	30
2	M. Tech.	311
3	MBA	51
4	MCA	83
5	B.Tech.	708
Total		1183

It was also resolved that some more students who become eligible for award of degrees will also be added to the existing lists after due approval of the Chairman, Senate.

The Senate confirmed the minutes of this agenda.

Item 27.2 Approval for awarding Medal, Academic and cash Prizes to the students.

The Senate approved the names of students to be awarded medals and academic prizes after resolving the existing tie as per resolution approved by the Senate for table agenda item no. 27.5. The Senate was informed that the final list of students for the award, medal and academic prizes will be made available on Institute website.

The Senate confirmed the minutes of this agenda.

Signature

Item 27.3 To note the pass percentage of students of undergraduate and postgraduate courses and the campus placement status during academic year 2014-15

The Senate noted the pass percentage of students during academic year 2014-15. As directed by the Senate in its 25th meeting under item no. 25.7, the results summary of B.Tech. Programme for last four years were presented in the form of bar charts.

The Senate also noted campus placement status during academic year 2014-15, presented in the form of bar charts for last four years.

The Senate confirmed the minutes of this agenda.


Item 27.4 To consider conferment of Honorary Degree of Ph. D. (Honoris causa) on Padma Bhushan Shri S. Ramadorai, Adviser to Prime Minister on Skill Development and former CEO, TCS

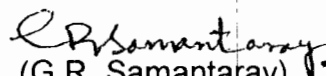
The Bio-data of Shri S. Ramadorai, Adviser to Prime Minister on Skill Development and former CEO, TCS was presented before the Senate.


The Senate approved the conferment of Honorary Degree of Ph. D. (Honoris Causa) on Padma Bhushan Shri S. Ramadorai.

The Senate confirmed the minutes of this agenda.

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


(Baldev Setia)
Dean (Academic)
NIT, Kurukshetra


(G.R. Samantaray) 26/02/16
Registrar I / C & Secretary, Senate
NIT Kurukshetra


26/02/16
(Anand Mohan)
Director & Chairman, Senate
NIT, Kurukshetra

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

SUPPLEMENTARY AGENDA

Agenda : 39th meeting of
Board of Governors

Place : Committee Room (New Building)
Shri Lal Bahadur Shastri Rashtriya Sanskrit
Vidyapeetha
Qutub Institutional Area, New Delhi - 110016

Day, date and time : Tuesday, the 5th April, 2016
at 11.00 a.m.

Item No.	Subject	Page No.
39.19	To consider the case of pay anomaly of the faculties as per orders dated 04.02.2015 of Hon'ble Punjab & Haryana High Court in CWP No.818 of 2016 (Sh. Subodh Ranjan Vajesnayee & Others Vs. Union of India and others).	98-109
39.20	To consider the reply to memorandum issued to Dr. Baldev Setia, Professor, Civil Engineering Department.	110-129

Item 39.19 To consider the case of pay anomaly of the faculties as per orders dated 04.02.2015 of Hon'ble Punjab & Haryana High Court in CWP No.818 of 2016 (Sh. Subodh Ranjan Vajesnayee & Others Vs. Union of India and others).

Dr. Subodh Ranjan Vajesnayee and other faculty members of the Institute filed a Civil Writ Petition No.818 of 2016 in the Hon'ble Punjab and Haryana High Court, Chandigarh. A copy of the decision dated 15.01.2016 is enclosed as Annexure - 39.19.i on page 102. The Hon'ble High Court vide its decision dated 15.01.2016 on the above said CWP has issued the following directions to the respondent No.3 (Board of Governors, National Institute of Technology, Kurukshetra through its Secretary/Chairman).

"Petitioners have filed this petition under Article 226 of the Constitution of India seeking a writ in the nature of mandamus directing respondents No.2 and 3 to step up the pay of the petitioners at par with their junior counterparts from the date of inception of pay anomaly with all other consequential benefits and refix their pay.

Learned counsel for the petitioners has submitted that the petitioners had moved representations Annexure P-14 and P-15 to the Director, National Institute of Technology, Kurukshetra, but no action has been taken on the same so far.

Accordingly, without adverting to the merits of the case, this petition is disposed of, with a direction to respondent No.3 to decide the representations Annexure P-14 ad P-15 moved by the petitioners by passing a speaking order expeditiously, preferably within three months from the date of receipt of certified copy of this order."

The MHRD vide letter No. 23-1/2008-TS.II dated 18.08.2009 have revised the pay scales of teaching and other staff in Centrally Funded Technical Institutions of the Central Government employees as per recommendations of 6th Central Pay commission, as notified by the Ministry of HRD vide letter No. 1-32-2006-U.II/U.I(i) dated 31st December, 2008. The Board of Governors of the Institute in their 17th meeting (Item 17.21) held on 09.09.2009 approved the scheme of revised pay scale of teachers

and others staff as per recommendations of the 6th Central Pay Commission. Accordingly the pay of the faculty members was fixed w.e.f. 01.01.2006.

The MHRD vide letter No.F.23-2/2009-TS.II dated 09.03.2010 issued clarifications regarding non-compounded advance increments at I (b) as under:-

"Advance increments mentioned in the MHRD orders (letter no. 1-32-2006-U.II/U.I(i) dated 31st December, 2008) for completion of Ph.D, PG Degree in Professional Courses while in service would apply to all the categories of 'teachers'. However, the rate of advance increment mentioned in the above said Orders would apply only for those teachers who obtained Ph.D. or PG degree in Professional Course while in service, post 01.01.2006. Therefore, those teachers who had obtained Ph.D. prior to 01.01.2006 (either prior to their entry into the service or while in service) are not eligible for advance increments as per the new rates mentioned in the above said order dated 31st December, 2008."

Dr. Subodh Ranjan Vajesnayee petitioner (P-14) joined the Institute on 02.02.1984 as Lecturer. He was confirmed on the post w.e.f 02.05.1986. He was allowed two additional increments of having M.Tech w.e.f. 01.01.1986 and his pay was fixed notionally w.e.f 01.01.1986 to 14.03.1997 and financially w.e.f. 15.03.1997 i.e. from the approval of the BOG. He was appointed as Assistant Professor w.e.f. 23.08.1996. He acquired Ph.D Degree w.e.f. March 17, 1997 during his service. At the time of his appointment as Assistant Professor there was no provision to give increments of Ph.D Degree. He was drawing his pay of Rs. 17,460/- on 01.01.2006. His pay in the pre-revised pay scale of Rs. 12000-18300 has been fixed in the revised pay scale w.e.f 01.01.2006. A copy of the pay fixation sheet of Dr. Subodh Ranjan Vajesnayee w.e.f 01.01.2006 as per CCS (Revised) pay rules 2008 is enclosed as Annexure - 39.19.ii on page 103.

Dr. R.S. Bhatia joined the Institute on 21.05.1988 and confirmed on the post w.e.f 21.05.1991. He was promoted as Lecturer Senior Scale w.e.f 21.05.1994 and then appointed as Assistant Professor under direct quota post w.e.f 08.11.1994. He was drawing his pay as on 01.01.2006 of Rs. 17,460/- in the pre-revised pay scale of Rs. 12000-420-18300. His pay scale has been revised w.e.f 01.01.2006. He has been granted 3 Non-Compound increments w.e.f 30.06.2008 on acquiring Ph.D Degree

as per provisions in the revised pay rules vide MHRD letter No.F.23-2/2009-TS.II dated 09.03.2010. A copy of the pay fixation sheet of Dr. R.S. Bhatia in the revised pay scale w.e.f 01.01.2006 as per CCS (Revised) pay rules 2008 is enclosed as Annexure - 39.19.iii on page 104.

Dr. Gian Bhushan petitioner (P-15) joined the Institute as Lecturer on 09.12.1994 on probation & confirmed on the post w.e.f.09.12.1996. He was promoted as Lecturer Senior Scale w.e.f.09.01.2000 in the pay scale of Rs.10,000-325-15,200. He was granted two advance increments on acquiring Ph.D Degree w.e.f 04.06.2004 as per provisions prevailed at that time. As on 01.01.2006 he was drawing his pay of Rs. 12,600/- including two advance Ph. D. Degree in the pre-revised pay scale of Rs. 10,000-15200. His pay has been fixed w.e.f.01.01.2006 in the revised pay scale. A copy of the pay fixation sheet of Dr. Gian Bhushan is enclosed as Annexure - 39.19.iv on page 105.

Dr. (Ms.) Saraswati Setia joined the Institute on 26.08.1994 as Lecturer and confirmed on the post w.e.f. 26.08.1997. She was promoted as Lecturer Senior Scale w.e.f.19.12.1999 and she was drawing her pay of Rs. 11,950/- as on 01.01.2006 in the pre-revised pay scale of Rs. 10,000-15200. She was allowed selection grade of Rs. 12000-420-18300 w.e.f 25.05.2006. She has been allowed three Non-Compound increments w.e.f 30.06.2009 on acquiring Ph.D. Degree as per provisions in the revised pay scale w.e.f 01.01.2006. A copy of the pay fixation sheet of Dr. (Ms.) Saraswati Setia is enclosed as Annexure - 39.16.v on page 106.

As per CCS(RP) Rules, 2008 (Pay-3), the stepping up of pay of a senior at par with a view to remove genuine anomalies arising out of application of the rules/order is permissible under specific Government orders subject to the conditions specified. A copy of the rule is enclosed as Annexure - 39.16.vi from pages 107 to 109.

In the above rule there are also instances which do not constitute anomaly for stepping up of pay - The instances do not constitute an anomaly of junior drawing more pay than the senior and stepping up of pay will not be admissible in such cases:

“(vi) When a junior gets more pay due to additional increments earned on acquiring higher qualifications.”

The matter is placed before the Board as directed by the Hon'ble Punjab & Haryana High Court in CWP No.818 of 2016 vide orders dated 15.01.2016.

The Board may consider and decide.

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IN THE HIGH COURT OF PUNJAB AND HARYANA AT
CHANDIGARH

CWP No.818 of 2016

Date of decision: January 15, 2016

Subodh Ranjan Vajesnayee and others

.....Petitioners

Versus

Union of India and others

.....Respondents

CORAM: HON'BLE MRS. JUSTICE SABINA

Present: Mr. Anurag Goyal, Advocate
for the petitioners.

SABINA, J

Petitioners have filed this petition under Article 226 of the Constitution of India seeking a writ in the nature of mandamus directing respondents No.2 and 3 to step up the pay of the petitioners at par with their junior counterparts from the date of inception of pay anomaly with all other consequential benefits and refix their pay.

Learned counsel for the petitioners has submitted that the petitioners had moved representations Annexure P-14 and P-15 to the Director, National Institute of Technology, Kurukshetra, but no action has been taken on the same so far.

Accordingly, without adverting to the merits of the case, this petition is disposed of, with a direction to respondent No.3 to decide the representations Annexure P-14 and P-15 moved by the petitioners by passing a speaking order expeditiously, preferably within three months from the date of receipt of certified copy of this order.



(SABINA)
JUDGE

NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA

PAY FIXATION STATEMENT w.e.f. 1.1.2006

Department : Civil Engg. Name: Dr. Subodh Ranjan
Designation as on 1.1.06 : Assistant Professor Date of Joining : 26.8.1994
Pay Scale : Rs. 12000-18300 Basic Pay on 1.1.06 : Rs. 17460/-
Qualifying Service Date: - Increment Date in 2006 : 1.8.2006

Promotion/Fresh appointment after 1.1.06

Designation : Date of Joining :
Pay Scale : Basic Pay on Joining Date:
Qualifying Service Date : - Next Increment Due on :

Qualification Improvement while in service of NIT Kurukshetra after 1.1.2006

Qualification Obtained with Date : -
University/Institution : -
Advance Increments Granted, if any : -

Special Remarks:-

Opted for New Pay Scales From : 1.1.2006

Promotional Increment opted to be deferred to next increment date :

Other: Associate Professor

EOL :

Pay Fixation

S.No.	Date	Pay Band	Pay	AGP	Total	Remarks
1.	1.1.2006	37400-67000	42120/-	9000/-	51120/-	
2.	1.7.2006	-do-	43660/-	9000/-	52660/-	
3.	1.7.2007	-do-	45240/-	9000/-	54240/-	
4.	1.7.2008	-do-	46870/-	9000/-	55870/-	
5.	1.7.2009	-do-	48550/-	9000/-	57550/-	

Assistant

Deputy Supdt.

Deputy Registrar

Registrar

Director

Revised

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NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA 39.19.iii
PAY FIXATION STATEMENT w.e.f. 1.1.2006

Department : Elect. Engg. Name: Dr. R.S. Bhatia
Designation as on 1.1.06 : Assistant Professor Date of Joining : 8.11.1994
Pay Scale : Rs. 12000-18300 Basic Pay on 1.1.06 : Rs. 17460/-
Qualifying Service Date: - Increment Date in 2006 : 1.11.2006

Promotion/Fresh appointment after 1.1.06

Designation : Professor (CAS) Date of Joining : 18.5.2009
Pay Scale : Rs. 16400-22400 Basic Pay on Joining Date: Rs. 19100/-
Qualifying Service Date : - Next Increment Due on : 1.1.2009

Qualification Improvement while in service of NIT Kurukshetra after 1.1.2006

Qualification Obtained with Date : Ph.D = 30.6.2008
University/Institution : -
Advance Increments Granted, if any : -

Special Remarks:-

Opted for New Pay Scales From : 1.1.2006

Promotional Increment opted to be deferred to next increment date : July, 2009

Other: Associate Professor

EOL :

Pay Fixation

S.No.	Date	Pay Band	Pay	AGP	Total	Remarks
1.	1.1.2006	37400-67000	42120/-	9000/-	51120/-	Associate Professor
2.	1.7.2006	-do-	43660/-	9000/-	52660/-	
3.	1.7.2007	-do-	45240/-	9000/-	54240/-	
4.	30.6.2008	-do-	50130/-	9000/-	59130/-	Ph. D increments =3 (Rs. 4890/-)
5.	1.7.2008	-do-	51910/-	9000/-	60910/-	
6.	18.5.2009	-do-	51910/-	10000/-	61910/-	Professor (CAS)
7.	1.7.2009	-do-	55630/-	10000/-	65630/-	

Assistant

Dy. Supdt.

Dy.Registrar(Estt.)

Dy. Registrar(A)

Registrar

Director

NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA

PAY FIXATION STATEMENT w.e.f. 1.1.2006

Department : Mechanical Name: Dr. Gian Bhushan
 Designation as on 1.1.06 : Lecturer (Senior Scale) Date of Joining : 26.8.1999
 Pay Scale : Rs. 10,000-15200/- Basic Pay on 1.1.06 : Rs. 12600/-
 Qualifying Service Date: 1.7.2000 Increment Date in 2006 : December

Promotion/Fresh appointment after 1.1.06

Designation : Assistant Professor (CAS) Date of Joining : 25.2.2006
 Pay Scale : 12000-18300/- Basic Pay on Joining Date: 13260/-
 Qualifying Service Date : 1.7.2005 Next Increment Due on : February, 07

Qualification Improvement while in service of NIT Kurukshetra after 1.1.2006

Qualification Obtained with Date : -
 University/Institution : -
 Advance Increments Granted, if any : -

General Remarks:-

Revised for New Pay Scales From : 1.1.2006

Promotional Increment opted to be deferred to next increment date : July, 2006

Notes:

Pay Fixation

Date	Pay Band	Pay	AGP	Total	Remarks
1.1.2006	15600-39100/-	23440/-	7000/-	30440/-	
25.2.2006	-do-	23440/-	8000/-	31440/-	
1.7.2006	-do-	25300/-	8000/-	33300/-	
1.7.2007	-do-	26300/-	8000/-	34300/-	
1.7.2008	37400-67000	37400/-	9000/-	46400/-	Associate Professor
1.7.2009	-do-	38800/-	9000/-	47800/-	

Ant

Deputy Supdt.

Deputy Registrar

Registrar

Director

NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA
PAY FIXATION STATEMENT w.e.f. 1.1.2006

Department : Civil Engg. Name: Ms. Verma Saraswati R.S.
Designation as on 1.1.06 : Lecturer (Sr. Scale) Date of Joining : 19.12.1999
Pay Scale : Rs. 10000-15200 Basic Pay on 1.1.06 : Rs. 11950/-
Qualifying Service Date: 1.7.2000 Increment Date in 2006 : 1.12.2005

Promotion/Fresh appointment after 1.1.06

Designation : Lecturer (Sel. Gr.) Date of Joining : 25.2.2006
Pay Scale : Rs. 12000-18300 Basic Pay on Joining Date: Rs. 12420/-
Qualifying Service Date : 1.7.2005 Next Increment Due on : 1.2.2007

Qualification Improvement while in service of NIT Kurukshetra after 1.1.2006

Qualification Obtained with Date : Ph.D. (30.6.2009)
University/Institution : -
Advance Increments Granted, if any : 2

Special Remarks:-

Opted for New Pay Scales From : 1.1.2006

Promotional Increment opted to be deferred to next increment date : July, 2006

Other:

EOL :

Pay Fixation

S.No.	Date	Pay Band	Pay	AGP	Total	Remarks
1.	1.1.2006 ✓	15600-39100	22230/- ✓	7000/- ✓	29230/- ✓	
2.	25.2.2006 ✓	-do-	22230/- ✓	8000/- ✓	30230/- ✓	
3.	1.7.2006 ✓	-do-	24020/- ✓	8000/- ✓	32020/- ✓	
4.	1.7.2007 ✓	-do-	24980/- ✓	8000/- ✓	32980/- ✓	
5.	1.7.2008 ✓	37400-67000	37400/- ✓	9000/- ✓	46400/- ✓	Associate Professor
6.	30.6.2009 ✓	-do-	41580/- ✓	9000/- ✓	50580/- ✓	Ph. D increments =3 (Rs. 4180/-)
7.	1.7.2009 ✓	-do-	43100/- ✓	9000/- ✓	52100/- ✓	

[Signature]
Assistant

[Signature]
Deputy Supdt.

[Signature]
Deputy Registrar

[Signature]
Registrar

[Signature]
Director

If the period of reduction is not specified, there will be no automatic restoration to the old post. In such cases, the Government servant when re-appointed to the higher post will have his pay fixed under FR 22 (I) (a) (1).—
FR 29, GIO (3).

13. Fixation of pay of candidates recruited to Public Sector Undertakings, etc., on or after 1-1-2006.— In case of candidates working in Public Sector Undertakings, Universities, Semi-Government Institutions or Autonomous Bodies, who are appointed as direct recruits on or after 1-1-2006 on selection through interview by a properly constituted agency including Departmental Authorities making recruitment directly, their initial pay may be fixed by granting them the Grade Pay attached to the post.

Further, their pay in the Pay Band may be fixed at a stage so that the pay in the Pay Band *plus* Grade Pay and DA as admissible in the Government, protects the pay *plus* DA already being drawn by them in their parent organizations. The pay in the Pay Band fixed under this formulation will not be fixed at a stage lower than Entry Pay in the Revised Pay Structure (corresponding to the Grade Pay applicable to the post) for direct recruits on or after 1-1-2006 as notified *vide* Section II, Part A of First Schedule to CCS (RP) Rules, 2008. The pay in the Pay Band fixed under this formulation will not exceed ₹ 67,000, the maximum of the Pay Band PB-4.
— *FR 22, GIO (27).*

14. Fixation of Pay of existing Non-matriculate Group 'D' Employees retired or died between 1-1-2006 to 31-8-2008 — *Clarification.*— Group 'D' non-matriculate employees who died in harness or have retired between 1-1-2006 and the date of notification of CCS (Revised Pay) Rules, 2008 from those Ministries / Departments which have since retrained all the eligible serving non-matriculate Group 'D' employees and have placed them in PB-1 with grade pay of ₹ 1,800 would be placed in PB-1 with grade pay of ₹ 1,800 with effect from the same date that the retrained eligible employees were placed in this pay band and grade pay.
— *OM, dated 2-8-2010.*

3. Stepping up of pay to remove anomalies

[Swamy's — CCS (RP) Rules, 2008]

General.— Stepping up of the pay of a senior at par with his junior with a view to remove genuine anomalies arising out of application of the following rules / orders is permissible under specific Government Orders subject to conditions specified *infra*:—

1. If the anomaly is due to fixation of pay in the revised scales under sub-rule (1) of Rule 7 of CCS (RP) Rules, 2008, the pay of the senior will be stepped up to the same stage in the revised pay band as that of the junior.

[*Note 7 – Rule 7*]

2. In the case of senior promoted prior to 1-1-2006, *vis-a-vis* his junior promoted subsequent to that date in the revised pay structure under

CCS (RP) Rules, 2008, stepping up should be done with effect from the date of promotion of the junior subject to fulfilment of the conditions stipulated under Note 10 of Rule 7 of CCS (RP) Rules, 2008.

3. In cases where two existing scales, one being a promotional scale for the other, are merged, and the junior, now drawing his pay at equal or lower stage in the lower scale of pay, happens to draw more pay in the pay band in the revised pay structure than the pay of the senior in the existing higher scale, the pay in the pay band of the senior shall be stepped up to that of his junior from the same date and he shall draw next increment in accordance with Rule 10.

[Note 1 – Rule 10]

Conditions.— 1. Both the senior and junior employees should belong to the same cadre and the posts to which they have been promoted or appointed should be identical and in the same cadre.

2. The junior and the senior should have held identical scales in the lower post and should hold identical scales in the higher post.

3. The anomaly should directly arise from application of the relevant rule / order.

4. The stepping up of pay is admissible with reference to the first junior (not necessarily immediate junior) on only one occasion; but if the junior concerned gets his pay stepped up at par with one junior to him, then the pay of the senior may again be stepped up.

5. The junior should not have been drawing more pay than the senior from time to time in the lower post.

6. Advancement of DNI (Item 4) of senior is admissible only if he was drawing more pay than the junior in the pre-revised scale and his pay in the revised scale is fixed at the same stage as that of his junior.

Stepping up of pay of departmental candidate from the DNI of direct recruit whose training period was counted for increment.— In respect of direct recruits, the period of training before appointment counts for increments and this does not count for increment in case of departmental candidates. This may result in the departmental promotee's drawing less pay than a direct recruit junior to him. This anomaly may arise either from the date of his promotion or from the date of next increment of the direct recruit, and may be removed by stepping up the pay of the departmental promotee employee from the date of next increment of direct recruit junior to him.

— FR 22, GIO (21).

Instances which do not constitute anomaly for stepping up of pay.— The following instances do not constitute an anomaly of junior drawing more pay than the senior and stepping up of pay will not be admissible in such cases:—

- (i) Extraordinary Leave resulting in postponement of the date of next increment with consequent drawal of less pay than the junior in the lower grade itself; pay parity cannot be claimed even if promoted earlier to the higher grade.

- (ii) A senior forgoing / refusing promotion leading to the promotion of junior earlier and drawal of higher pay than the senior; increased pay drawn by a junior due to *ad hoc* officiating / regular service rendered in the higher posts for periods earlier than the senior.
- (iii) A senior joining higher post later than the junior and drawing less pay.
- (iv) A senior appointed later than the junior in the lower post itself and drawing less pay than the junior, when promoted to the higher post earlier than the junior.
- (v) A senior direct recruit drawing less pay than a junior promotee whose pay has been fixed with reference to the pay drawn in the lower post.
- (vi) When a junior gets more pay due to additional increments earned on acquiring higher qualifications.

— FR 22, GIO (23), Para. 2.

4. Increments

[Swamy's — FR & SR, Part-I]

Increment.— The annual increase in pay — is drawn as a matter of course from the 1st of July every year, except when it is withheld as a statutory punishment. If a Government servant is on leave or is availing joining time on the 1st of July, the increased pay will be drawn only from the date on which he resumes duty and not from the first of July.

The annual increment will be 3% of total of pay in the running pay band and corresponding grade pay rounded off to next multiple of 10. While rounding off, paise should be ignored but any amount of a rupee or more should be rounded off to next multiple of 10.

All employees who got their last increment between 2-1-2005 and 1-1-2006 would get their next increment on 1-7-2006. Those whose date of increment falls on 1-1-2006, will draw increment in the pre-revised scale of pay on 1-1-2006 and the next increment on 1-7-2006.

— OM, dated 13-9-2008.

All employees who were due to get an increment between February to June during 2006 will be granted one increment in pre-revised scale and thereafter next increment in revised pay structure on 1-7-2006.— OM, dated 19-3-2012.

Such employees covered under OM, dated 19-3-2012 will be permitted to re-exercise their option up to 31-3-2013 to come over to the revised pay structure.

— OM, dated 3-1-2013.

If the revised pay, after application of OM, dated 19-3-2012, does not undergo any change as per fitment table, no further bunching will be allowed.

— OM, dated 22-5-2013.

Item 39.20 To consider the reply to memorandum issued to Dr. Baldev Setia, Professor, Civil Engineering Department.

The AICTE, New Delhi had sent a letter No. CVO/AICTE/FIR/2009 (PITS)/60 dated September 30, 2011 with reference to FIR registered by CBI, Hyderabad vide No. RC 13 (A)/2009-Hyd in the case of Panineeya Institute of Technology, Hyderabad. CBI has made investigation in the case and submitted its report vide letter No. DPDHY 2011/RCHYD/2009 A 0013/2779 dated 13.08.2011 accusing among others Dr. Baldev Setia, Professor, Department of Civil Engineering, NIT, Kuruskshetra. CBI, Hyderabad had recommended for Departmental action against Dr. Setia for lapses in not meticulously checking the actual built up area. The matter was placed before the BOG in its 27th meeting held on 13.3.2012. The Board decided as under:-

"The Board Considered the CBI Reports and decided that the regular departmental action be initiated as per CCS Conduct Rules".

As per the above decision of the Board a memorandum was issued to Dr. Baldev Setia vide No. Estt-I/PF/2630 dated 17.04.2013 and subsequently reminder dated 10.09.2013 to submit the reply by 19.09.2013 positively. A copy of the memorandum is enclosed as Annexure - 39.20.i from pages 112 to 119.

In response to the memorandum as referred to above, Dr. Baldev Setia intimated vide letter dated 24.04.2013 to provide the documents for which he has the right before submitting the reply. Further, he also requested vide letter dated 16.09.2013 to supply the documents at the earliest and allow him 15 days time after the supply of information to submit the reply.

In view of the above representation of Dr. Baldev Setia, he was informed by the Institute vide letter dated 20.12.2013 that the CVO, AICTE, New Delhi vide letter dated 30.09.2011 has intimated that the CBI Report may be treated as confidential document. No reference of this report may be made in any proceedings against the accused persons. In case the applicant seeks a copy of the report or part thereof under the RTI Act, views of CBI should be ascertained as per Section 11 of RTI Act, before deciding the matter. Therefore the copy of CBI report was not given to Dr. Baldev Setia.

Subsequently, Dr. Baldev Setia submitted his reply on 01.12.2015 to the above memorandum dated 17.04.2013. A copy of the reply is enclosed as Annexure - 39.20.i from pages 102 to 129. The enclosures containing 84 pages with the reply will be placed on the table.

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

Confidential

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119

No. Estt-1/PF/ 2630

Dated: 17/4/13

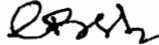
MEMORANDUM

1. Prof. Baldev Setia, Professor Civil Engineering Department, NIT Kurukshetra is hereby informed that during his visit to Panineeya Institute of Technology, Hyderabad as Expert member of the Expert Visiting Committee nominated by the AICTE on 25.06.2009 submitted a report mentioning the plinth area building as 4300 sq.m. However, as per totaling the area has come to 4450 sq. mtrs whereas the Joint Surprise Check report proceedings dated 12.08.2009 and the joint inspection report dated 23.12.2009 disclosed the plinth area as 2923 Sq. Mtrs and 3744 Sq.Mtrs respectively as against the requirement of 4300 sq.mtrs as per AICTE Norms.
2. Prof. Baldev Setia in collusion with other members of the Expert Visiting Committee and members of Management of above said Institution recommended for establishing an Engineering College despite the said shortfall by abusing their official position to cause undue favour to Panineeya Sanskrit College Trust and its management.
3. Prof. Baldev Setia alongwith Dr. Vineet Kumar Kohli, Dr. Satnam Singh and Sh. Vinod Kumar Sharma the other Members of AICTE Expert Visiting Committee inspected Panineeya Institute of Technology (PIT), Hyderabad on 25.06.2009. During the inspection, he in collusion with fellow members of the Expert Visiting Committee suppressed the fact regarding the shortfall of the plinth area.
4. Prof. Baldev Setia knowing fully well that the plinth area of the said Institute is less than the required plinth area as per AICTE norms, even then he along with other members recommended for establishing the Engineering College.

5. In view of the above, it is clear that Prof. Baldev Setia has failed to perform his official duty in true letter and spirit which is misconduct under the Conduct Rules of the Institute.
6. The Board of Governors in its 27th meeting held on 13.03.2012. resolved that the regular departmental action be initiated as per CCS Conduct Rules, therefore Prof. Baldev Setia is directed to submit within 10 days of the receipt of this memorandum, a reply/written statement in his defence and also to state whether he desires to be heard in person.
7. He is informed that an inquiry will be held only in respect of those articles of charge which are not admitted. He should, therefore, specifically admit or deny each article of charge.
8. Prof. Baldev Setia is further informed that if he does not submit his reply/written statement of defence on or before the date specified in Para 7 above, or does not appear in person before the Inquiring Authority or otherwise fails or refuses to comply with the provisions of Rule 14 of the CCS (CCA) Rules, 1964, or the orders/directions issued in pursuance of the said rule, the Inquiring Authority may hold the inquiry against him ex parte.
9. Attention of Prof. Baldev Setia is invited to Rule 20 of the Central Civil Services (Conduct) Rules, 1964, under which no Government servant shall bring or attempt to bring any political or outside influence to bear upon any superior authority to further his interesting respect of matters pertaining to his service under the Government. If any representation is received on his behalf from another person in respect of any matter dealt with in these proceedings, it will be presumed that Prof. Baldev Setia is aware of such a representation and that it has been made at his instance and action will be taken against him for violation of Rule 20 of the CCS (Conduct) Rules, 1964.

10. If Prof. Baldev Setia wants to inspect the record or want to take the copies of any document relating to the issue, he may request to the Deputy Registrar (GA & Legal) on any working day of the Institute. It is, however, made clear that only such documents will be provided or allowed to inspect which are in possession of the office and are strictly relevant to this case. It is also made clear that his failure to inspect the documents shall not constitute a valid ground for delay in submission of his reply/ written statement.

11. The receipt of the Memorandum may be acknowledged.


Deputy Registrar (GA&L)
for Director
14/04/13
01/4/13

Encls: Statement of Articles of Charges (Annexure-I)
& Statement of imputation of misconduct (Annexure-II)

Prof. Baldev Setia
Professor, Civil Engineering Department,
NIT Kurukshetra

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119

**Statement of Articles of Charges framed against Prof. Baldev Setia,
Professor, Civil Engineering Department, NIT Kurukshetra.**

1. That you, Prof. Baldev Setia, Professor, Civil Engineering Department, NIT Kurukshetra while holding a responsibility of Expert Member of Expert Visiting Committee nominated by AICTE has violated the General Conduct Rule 3(1) (i to iii) and (2)(i to iv) i.e. he has not maintained absolute integrity, devotion to duty and has done which is unbecoming of the Government Servant.
2. That you, Prof. Baldev Setia, Professor, Civil Engineering Department, NIT Kurukshetra in collusion with other members of the Expert Visiting Committee and members of Management of Panineeya Institute of Technology (PIT), Hyderabad recommended for establishing an Engineering College despite the shortfall in plinth area as required by AICTE by abusing his official position to cause undue favour to Panineeya Sanskrit College Trust and its management.
3. That you, Prof. Baldev Setia alongwith Dr. Vineet Kumar Kohli, Dr. Satnam Singh and Sh. Vinod Kumar Sharma the other Members of AICTE Expert Visiting Committee inspected Panineeya Institute of Technology (PIT), Hyderabad on 25.06.2009. During the inspection, you in collusion with fellow members of the Expert Visiting Committee suppressed the fact regarding the shortfall of the plinth area.
4. That you, Prof. Baldev Setia knowing fully well that the plinth area of the said Institute is less than the required plinth area as per AICTE norms, even then along with other members recommended for establishing the Engineering College.

5. That during the aforesaid work, you, Prof. Baldev Setia has failed to perform your official duty in true letter and spirit which is misconduct under the Conduct Rules of the Institute.


Deputy Registrar (GA&L)
for Director
16/04/13
9/10/13

Prof. Baldev Setia
Professor, Civil Engineering Department,
NIT Kurukshetra.

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119

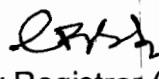
Statement of imputation of misconduct in support of the articles of charge framed against Prof. Baldev Setia, Professor, Civil Engineering Department, NIT Kurukshetra.

1. That the said Prof. Baldev Setia, Professor, Civil Engineering Department, NIT Kurukshetra while holding a responsibility of Expert Member of Expert Visiting Committee nominated by AICTE has violated the General Conduct Rule 3(1) (i to iii) and (2)(i to iv) i.e. he has not maintained absolute integrity, devotion to duty and has done which is unbecoming of the Government Servant.
2. Prof. Baldev Setia, Professor, Civil Engineering Department, NIT Kurukshetra is hereby informed that he in collusion with other members of the Expert Visiting Committee and members of Management of above said Institution by abusing his official position recommended for establishing the Engineering College despite the shortfall in the plinth area as required by AICTE to cause undue favour to Panineeya Sanskrit College Trust and its management.
3. Prof. Baldev Setia alongwith Dr. Vineet Kumar Kohli, Dr. Satnam Singh and Sh. Vinod Kumar Sharma the other Members of AICTE Expert Visiting Committee inspected Panineeya Institute of Technology (PIT), Hyderabad on 25.06.2009. During the inspection, he in collusion with fellow members of the Expert Visiting Committee suppressed the fact regarding the shortfall of the plinth area and submitted the report by mentioning the plinth area of building as 4300 Sq. Mts. as required by AICTE. However on joint surprise check of the Institute by a team consisting of S/Sh. P.V.Srinivasan, Inspector, Sh. Natrajan. Asstt. Regional officer of the AICTE, Hyderabad, Sh.Srinivas Rao, Asstt. Engineer CPWD, Hyderabad the total build up plinth area (including walls) was found to be 3123 Sq. Mts. except school premises and the overall carpet area (inside dimensions of rooms) was found to be 2923 Sqr. Mts. against the required area of 4300 Sqr. Mts.

4. That in order to ascertain the factual position of build up area of the Institute at the time of visit of Expert Committee of which Prof. Baldev Setia was one of the member, who visited the Institute on 25.06.2009 and recommended for setting up of the college. Another team consisting of CBI Inspectors, Civil Engineers from 3 Departments i.e. CPWD visited the Institute on 23.12.2009 and took physical measurements and submitted Joint Inspection Report dated 18.02.2010 to the effect that the Floor area of 3 main buildings and cafeteria shed which were said to be actually existing at the time of Expert Committee Report (25.06.2009) worked out to be 3744 Sqr. Mts. ($1405.90 + 1444.65 + 754.68 + 138.59 = 3743.02$ Sqr. Mts. say 3744 Sqr. Mts.) against AICTE requirement of 4300 Sqr. Mts. thereby found deficiency in floor area to be 556 Sqr. Mts and that when the floor area under different categories are considered there is a shortfall of 520 Sqr. Mts. is instructional area and 20 Sqm. in the administrative area.
5. That Prof. Baldev Setia alongwith other members of the Expert Committee have not carefully carried out the inspection on 25.06.2009 and were casual in preparation of Expert Committee Report, by submitting the report by mentioning the plinth area building as 4300 Sqr. Mts. not only by suppressing the actual shortfall in the build up plinth area but by casually mentioning the build up area to make it confusing to the requirement of AICTE as the totaling of the area shown in the report comes out to be 4550 Sqr. Mts. which, clearly is misconduct under the conduct rules of the Institute.
6. That Prof. Baldev Setia knowing fully well that the plinth area of the said Institute is less than the required plinth area as per AICTE norms, besides this he along with other members recommended for establishing the Engineering College.

7. That during the aforesaid work, the said Prof. Baldev Setia has failed to perform his official duty in true letter and spirit which is misconduct under the Conduct Rules of the Institute.

Prof. Baldev Setia
Professor, Civil Engineering Department,
NIT Kurukshetra.


Deputy Registrar (GA&L)
for Director
16/04/13
17/4/13

To

- 120 -

Dec. 01, 2015

ANNEXURE – 39.20.ii

Deputy Registrar (GA & L)
National Institute of Technology
Kurukshetra

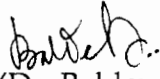
Sub.: Reply to the Statement of Articles of Charges

Ref.: No. Estt - 1/PF/2630 dated 17.04.2013

Sir,

Please find herewith attached the reply to the Memorandum referred above. This is for your kind consideration.

Yours truly,

 01.12.2015
(Dr. Baldev Setia)
Professor
Department of Civil Engineering
National Institute of Technology
Kurukshetra
(M) 9416220222
e-mail id setia_b@rediffmail.com

Subject: **Reply to the Statement of Articles of Charges**

Reference: Ref.: No. Estt - 1/PF/2630 dated 17.04.2013

With profound regards I, Baldev Setia, Professor in the Department of Civil Engineering, want to submit that a chargesheet was served upon me with some allegations vide your letter no. Estt - 1/PF/2630 dated 17.04.2013. Before replying to the allegations pointwise I want to state that I am in no way at fault and the allegations are misconceived and unfounded. Further, I want to bring some facts, obtained and gathered through RTI and other sources, to your kind notice and also want to raise some preliminary legal objections to the allegations, which are as under:

A. List of Events

- a) Invitation for Expert Committee visit received on 22.06.2009
- b) Air tickets received from Convener, Expert Committee (Representative of AICTE) probably on 23.06.2009
- c) Team gathered at Hyderabad Airport at 11 AM on 25.06.2009
 - a. The team comprised of myself, Dr. Satnam Singh and Dr. V. K. Kohli (from AICTE)
- d) Visit to the concerned institute was conducted on 25.06.2009 for 3-4 hours in the afternoon and after a visit to Nagole Institute of Engineering and Technology, Potla Shanthi Education Society, Khamman, in the forenoon
- e) Report was prepared on 25.06.2009 evening at Hyderabad and the report including the video CD was handed over to Dr. V. K. Kohli, AICTE representative and Convener of the visit
- f) A complaint was received by South Central Regional Office (SCRO) AICTE Hyderabad (Henceforth also referred to as SCRO) about concealment of facts by the applicant institute, on 26.06.2009 (Annexure 1a)
- g) Letter of Approval (LOA) was issued to Institute by AICTE on 30.06.2009 (Annexure 2)

- h) Another copy of the same complaint (as received on 26.06.2009) was received by SCRO Hyderabad on 08.07.2009 (Annexure 1b)
- i) After **36 days** of receipt of the complaint, SCRO Hyderabad wrote to the complainant for rectification of names of the college and Society/Trust. referred to in his complaint, on 01.08.2009 (Annexure 1c)
- j) After **45 days** of receipt of the complaint, i.e. on 11.08.2009 the same complaint was referred to Advisor (E & T) AICTE terming that as an **urgent and serious** complaint (Annexure 1d)
- k) CBI asked telephonically for appearing in a discussion on the issue of approval to Panineeya Institute on 08.01.2009.
- l) A charge sheet dated 17.04.2013 was received by me on 20.04.2013 to which this reply relates.

B. Preliminary Objections to the Allegations on Legal Grounds

- a) After the issue of LOI to the society/trust the AICTE forms an Expert Visiting Committee of its own to visit colleges which apply for approval to run an Engineering Institute. It is done randomly and members are asked telephonically for their consent.
- b) Such visits by members of committee are individual visits without involving the Institutes where they work and casual leave for the period of visit has to be got approved. The members are not answerable to their institutes for these visits, being on leave.
- c) Such visit are Coordinated by AICTE representative called Convener of visit. It is he who and only who:
 - i. has the information of the name and address of the Institute to be visited
 - ii. arranges the travel of the Committee including local movement
 - iii. knows the contact person of the Institute
 - iv. has access or could have access to the official papers of the Institute submitted to AICTE
 - v. has the official capacity to guide and direct the visit as per the papers

- vi. knows what building specific has been 'applied for' for the proposed institution as per the application, records of the Screening Committee, Hearing Committee and the DPR.
- vii. carries the completed expert Committee report to the AICTE Hqs for further processing.

Certainly, no member of the Expert Visiting Committee knows about these things before the actual visit.

- d) For the specific role of members of Expert Visiting Committee your kind attention is drawn to the letter dated 20.01.2010. written by Sh. B. L. Rama, Chief Vigilance Officer, AICTE to Sh. Himanshu Bahuguna, Inspector of Police CBI, giving *information regarding the role of various functionaries of AICTE and the members of the Committee constituted by AICTE for processing of proposals for grant of approval to Technical Institution and the procedure prescribed by AICTE for this purpose.* This letter was written by AICTE in response to the request of CBI vide their letter No. 3924/RCI202009A0005 dated 14.12.2009, (Copy attached as Annexure 3).

The salient points of the process enshrined in this Annexure and relevant for the Expert Visiting Committee are:

'The visiting expert committee members are not provided the documents, files concerning the Society/ Trust Registration, Land, Building plan, Financial status documents at the time of deputing them by the Approval Bureau/Regional Office. Therefore, the Expert Committee cannot verify and certify these issues at the time of visit of the Expert Committee.'

'The Scrutiny Committee at the Regional Office and the Hearing Committee at AICTE Hqs. have already examined the documents in original concerning the Society/ Trust Registration, Land, Building plan, Financial status and same are accepted by the Chairman AICTE being the final authority and Letter of Intent (LOI) was issued on the basis of these documents prior to the visit of the Expert Committee.'

The Expert Committee has no option other than actual visit to the Institute and to ascertain only the existence of infrastructure as per application so recommended. The Expert Visiting Committee in no way can be held responsible for genuineness of the documents. However, detailed step wise process adopted by AICTE is explained by itself in Annexure 3.

- e) In the instant case three members namely Sh. VK. Kohli, Sh. Satnam Singh and myself (Baldev Setia) visited the premises of proposed institute on 25/06/2009 and jointly verified the infrastructure available for running the proposed institute (Photographs attached as Annexure 4). It was found that no other institute was running there as no other sign board, partition or students were available / seen within that premises. The Technical faculty & staff also posed for a group photograph with us (Annexure 4). A joint report on behalf of the members was submitted to AICTE Convener the same day. Strangely enough, it is now gathered that Sh. Kohli & Sh. Satnam Singh have been spared of any responsibility without any cogent reason or logic and only I have been pinpointed for taking action.

This action of CBI/AICTE amounts to discrimination and denial of equality before law which is basic element of the Constitution of India. On this ground alone, I should have been spared honourably but the same has not been done.

- f) We the members of expert Committee were invited from far off places from India as compared to the situation of proposed Institute, who could have no pre-knowledge of any shortcoming or lacunae in the process of application. It was only the Scrutiny Committee at the Regional Office, the Hearing Committee at AICTE HQs, and/or the Convener of the visit (AICTE in person with the Expert Committee) who could have smelt any mouse in the cupboard, perhaps did not perform their duty diligently or suppressed the facts.

It is on record that the above named Committees/persons had scrutinized the papers before recommending a visit by our Expert Committee. There was no deficiency in the process and report of the Expert Committee as it had never been pointed out by AICTE at any stage.

- g) It is also on record that a complaint (Annexure 1a and 1b) was received by South Central Regional Office (SCRO), AICTE, Hyderabad before issue of approval, i.e, Complaint was received on 26/06/2009 and approval to the institute was given on 30/06/2009 (Annexure 2). It was not at all in the

knowledge of the Expert Committee members including myself. But SCRO chose to remain silent and kept sitting over the complaint just to ease out the approval to Institute or for reasons best known to that office. In fact, an appropriate action was required by SCRO at that stage and approval should have been denied. It is a question to be answered as to how fault of SCRO/AICTE can be utilized to punish members of Expert Committee. It is also illegal to punish one for the fault of the other.

- h) I have been working at Regional Engineering College / National Institute of Technology Kurukshetra since 1985 with an unblemished career as a teacher. The Institute has all faith in me which is proved by regular increments and time scale along with selections up to the post of professor. I have also been assigned the very responsible duties of Head of the Department, Dean etc. In the instant case the NITK is in no way concerned or defamed by my action. During the visit I was working on behalf of the AICTE. On the basis of above averments it is also clear that no malafide intention can be attributed to my work as Expert Committee member. I am surprised to note that the Memorandum is based on failure to perform my official duty in true letter and spirit. It is grossly illegal to impose such an allegation when no harm has been done to the National Institute of Technology Kurukshetra in any way.

It is mention worthy that AICTE has been relying upon me and my integrity even after the instant episode, (Some of the duties performed for AICTE after June 2009 are appended in Annexure 5). It only proves that there was no substance in the allegation raised by CBI in the eyes of AICTE for which that instant duty was performed as individual event. The allegation levelled against me deserves to be withdrawn on this ground alone.

In fact CBI seems to have tried to save its face by issuing a directive to the NITK and ignoring to commit the case to a Competent Court. Had there been any incriminating material evidence against me with the CBI, it would not have requested not to treat its report to be made the basis of allegation (Annexure 6). Altogether it would not have spared me from trying in the Court of law. My fairness, innocence and integrity is proved by this fact alone.

- i) Every accused has a right to have a copy of the documents making ground for allegations. But for me the CBI has expressly denied any copy of documents through its letter to Director (Annexure 6). It is unfair to deny a person to have copies of such documents and prepare reply / defence to the allegations. The NIT has denied me a fair opportunity to defend myself by not supplying the requested documents. The CBI itself states that its (supplied) documents be not cited as relied upon documents and that no reference of the CBI report may be made in the charge or statement of allegations. It is well known that there is no other document which could make basis of allegations against me. When the documents supplied to NIT Kurukshetra cannot be relied upon, then how is it that the allegations are levelled against me. It is another illegality in the allegation due to which allegation deserves to be dropped.

I feel that in the light of above facts, there remains no room to justify or continue the allegation against me. However, the reply to allegations, point wise, is also submitted as under for your consideration.

C. Reply to the Allegations

1. Allegation no. 1 is denied being unfounded. No violation of General Conduct Rules was done at any time and more so while holding a personal responsibility as Expert Member of Expert Visiting Committee.
2. Allegation no. 2 is denied. No undue favour was done in recommending for establishment of the Engineering College as at the time of inspection there was no short fall in plinth area. The visit was coordinated by the Convener of AICTE on whose behalf the Expert Visiting Committee was working and the management of Engineering College along with Convener AICTE arranged our visit around the campus. They described their Campus along with classrooms etc. comprising of three existing buildings, supported by evaluation certificate for the three buildings from the architect, and copy of resolution of Society for all the three buildings mentioned above (Annex. 7).


There could have been a duty on the part of the Convener to have all documents and other members like myself visit the campus for 2 to 3 hours only, without any pre-knowledge of the facts. However, at the time of the visit, all documents tallied with the Campus and there was no shortfall in any plinth area. In fact, it was much more than the required plinth area. The question of collusion with other members does not rise at all.

3. Allegation no. 3 is also not true and hence denied. As explained above, there was no collusion or suppression of facts. If at all, it was on the part of the applicant Institute. The Application (Annexure 8) including photographs (Annexure 9) clearly show that the Society had applied for setting up of the College within the building which is now under dispute. How could it be ignored when there was no sign of any other institute being run in that building at the time of the visit? Photograph in Annexure 1 clearly shows the three members of the visiting team with the management and the staff. Strangely, except me, the other two have been spared by the CBI. Therefore, there is no basis for the allegation that there was a collusion with fellow members of the Expert Visiting Committee.
4. Allegation no. 4 is denied. There was no shortfall in plinth area as explained above. However, it is pertinent to mention that the Expert Committee did not physically measure the area as neither that was the mandate nor the practice.

It may be noted that CBI had acted on some specific complaint against the Institute and had made all exercises to ascertain the facts including ignoring the now called school building. But at the time of our visit the plinth area alone was not the criteria for report. There were at least 15-20 points to be ascertained/judged and only in 2-3 hours. The so called school building excluded now by CBI from the total plinth area was actually a part of the proposed college at the time of our visit and could by no means be seen as a separate institute.

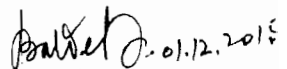
5. The report was jointly prepared no doubt, but it was hand written by the Convener AICTE. Whatever totalling mistake is there it is a clerical mistake and can't be attributed to intentions of the members.
6. The allegation no. 6 is denied. The plinth area of the said institute, as shown and as per application was not less than the required plinth area. The point of contention is whether a building as per application and as shown to the Committee in the presence of the Convener is to be included in the computations or not. The video CD (Part of the report submitted to AICTE) shot during the visit would clear all mist from this confusion which can be obtained from AICTE and copy of which was not provided to me despite my request under RTI.
7. I performed my duty in true letter and spirit and so there was no misconduct on my part. It is pertinent to note that I was on guest duty with AICTE and was on casual leave for that purpose. I had not violated any conduct rules of the NITK but I am being alleged for violating them which is not justified. It may be notified as to what harm has been caused to the Institute.
8. The strangest part in the matter is that the Institute under question is running its courses at the same venue with same name since 2009 on the basis of AICTE approval given on the application under investigation by the CBI. In such a situation, the authenticity of continuing any disciplinary case against members of visiting committee is highly questionable (Annexure 10)

It is also brought out that I would have argued against the allegation more forcefully if I had been supplied with all documents requested in the application under RTI (Annexure 11).



In the light of above sequence of events, illegality of allegations and point wise reply to allegations it is clear that nothing adverse is proved against me. It would, therefore be in the interest of justice to drop all the allegations levelled against me and restore my dignity in the eyes of the society.

I may also be given an opportunity to appear in person before finalization of the matter.


Baldev Setia

Professor

Department of Civil Engineering