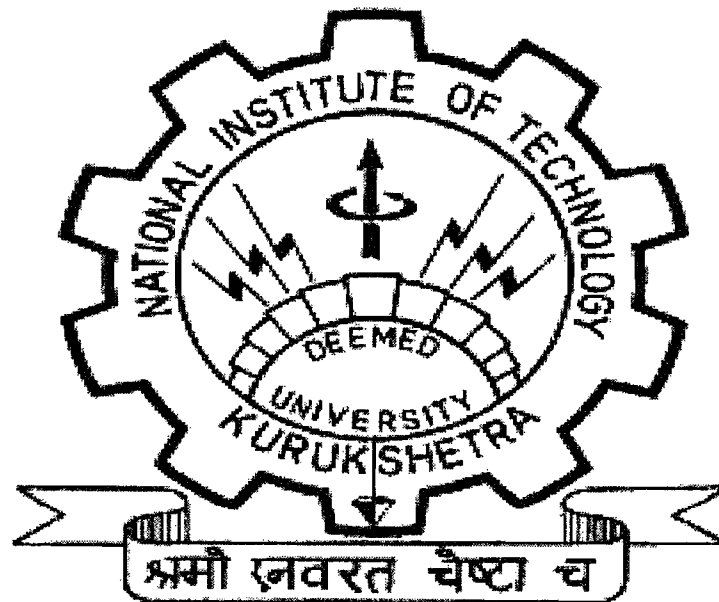


R/M
09/03/2004

**NATIONAL INSTITUTE OF TECHNOLOGY
(DEEMED UNIVERSITY)
KURUKSHETRA**

**AGENDA
OF
BOARD OF GOVERNORS MEETING**



**5th MEETING
TO BE HELD ON 15.03.2004.**

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

Agenda : For the 5th meeting of
the Board of Governors.

Place : Conference Room No. 112,
'C' Wing, 1st Floor,
MHRD, Shastri Bhawan,
New Delhi

Date & Time : **15.03.2004 at 3.00 P.M.**

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5.1	To confirm the minutes of the 4 th meeting of the Board of Governors held on 8.12.2003.	1-23
5.2	To note action taken on the minutes of 4 th meeting of Board of Governors of National Institute of Technology, Kurukshetra held on 8.12.2003.	24
5.3	To note and approve the nomination of an alumnus of the Institute from amongst Alumni in education/industry on the Board of Governors.	25-26
5.4	To note the minutes of the 1 st meeting of the Equipment & Stores Committee, National Institute of Technology, Kurukshetra held on 11.2.2004.	27-30
5.5	To consider nomination of faculty members on the Board.	31-34
5.6	To consider VISION document of NIT, Kurukshetra.	35-57
5.7	To consider implementation of World Bank Purchase Rules for procurement of goods, civil works and services under Technical Education Quality Improvement Programme Project of Government of India, funded by the World Bank, simultaneously with the Institute Purchase Rules under its grant.	58-62
5.8	To consider the minimum qualifications and experience prescribed for teaching posts in Degree Level Technical Institutions.	63-73

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5.9	To delegate the powers to the Director for deciding various routine matters arising in view of adoption of the service conditions on the Central Government pattern.	74
5.10	To note the corrigendum pertaining to Career Advancement Scheme for teachers of Degree Level Technical Institutions.	75-80
5.11	To consider the extension case of deputation of Smt. Sunita Chauhan, Lecturer in Electrical Engineering Department of NIT, Kurukshetra from 20.12.2003 to 19.12.2004.	81-86
5.12	To note the action of the enquiry officer appointed in the case of Ms. Indu Nalwa, Ex-Lecturer in Humanities Department regarding her final settlement.	87-88
5.13	To note the suspension of Sh. S.C. Gupta, Lecturer in Mechanical Engineering Department of NIT, Kurukshetra.	89-107
5.14	To note the engagement of Dr. S.K. Gupta, retired Professor of IIT, Kanpur for framing academic rules and Sh. S.P. Sharma, Deputy Registrar (Academic) on contract basis.	108
5.15	To ratify action taken by the Chairman, BOG in engaging private Doctors for the employees of NIT, Kurukshetra.	109-110
5.16	To consider implementation of Assured Career Progression(ACP)to the non-teaching employees of NIT, Kurukshetra on State Government pattern prior to 1.1.2004.	111-112
5.17	Service conditions of the employees of RECs upon their conversion as NITs with Deemed University status-payment of different allowances.	113
5.18	To note matter regarding Ph.D. Registration.	114
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**NATIONAL INSTITUTE OF TECHNOLOGY,
(DEEMED UNIVERSITY)
KURUKSHETRA**

Tabled Agenda : For the 5th meeting of
the Board of Governors.

Place : Conference Room No. 112,
'C' Wing, 1st Floor,
MHRD, Shastri Bhawan,
New Delhi

Date & Time : **15.03.2004 at 3.00 P.M.**

Item	Subject	Page No.
5.20	To note the follow up action taken on the minutes of the 2 nd meeting of the Board held on 19.4.2003	116-135
5.21	To consider vacant non-teaching posts for lifting of ban	136-145
5.22	To allow Dr. D.V.S. Verma, Professor in Civil Engineering Department to join the post of Director-Principal in Ch. Devi Lal Memorial Engineering College, Panniwala Mota (Sirsa) on deputation basis.	146-149

Item 5.1: To confirm the Minutes of the 4th Meeting of the Board of Governors held on 8.12.2003.

The minutes of the 4th meeting of the Board of Governors held on 8.12.2003 were circulated to all the members of the Board vide letterNo. NITK/BOG/4th/762-66 dated 22.1.2004 and Endst. No. NITK/BOG/4th/767-71 dated 22.1.2004. The minutes are enclosed as Appendix-I pages 6-21.

Dr. R.K. Arora, faculty member vide his letterNo. RKA/BOG 4th/DEE/133 dated 30.01.2004 sent comments on the Item No. 4.19, 4.22 and 4.24 on the BOG minutes. The comments given by Dr. R.K. Arora and the decisions of the Board are given below:-

BOG Item	Comments given by Dr. R.K.Arora, Professor, Electrical Engineering Department, NITK	Decision taken by the Board of Governors	Comments
	1. Corrections 1.1 Sub Para 1 page 2: January, 2003 corrected to January, 2004 1.2 Page 6 Item 4.7: Dearness Allowance to the non-teaching employees corrected to Dearness Allowance to the employees		These were some typographical errors in the above minutes which have been corrected and circulated to the members of the Board on 6.2.2004, Appendix-II, page 22-23. Inconvenience caused is regretted.
Item 4.19: To consider the implementation Of Career Advancement Scheme (CAS) as per latest instructions of Govt. of India and AICTE	2. Observations 2.1 Item no. 4.19 sub para(i) refers to the clarifications of AICTE which are already mentioned on pages 109*, 111* and also communicated through letter No. FD/PSSC/Clarify/2003/1 dated 19.9.2003 (page 129*). (i) Issue of Seniority of CAS promotees vis-à-vis Direct Recruittees. It was decided that Direct Recruittees will be considered senior to CAS promotees.	After detailed discussion the Board decided as under:- (i) The matter regarding seniority of persons recruited through CAS vis-a-vis those recruited directly be deferred and put up in the next BOG meeting. (ii) As per revised Career Advancement Scheme issued by the AICTE vide its letter No. FD/PSSC/ Clarif./2003/1 dated 10.9.2003, promotion as Professor	

	<p>The issue need not to be placed in the next BOG meeting.</p> <p>Instead, clarifications may be required to be sought from AICTE/MHRD on the following points before CAS is implemented.</p> <ul style="list-style-type: none"> (i) Whether the existing ratio of Professor: Asstt. Professor: Lecturer :: 1:2:4 is to be retained after CAS is implemented. (ii) Whether the CAS promotees will continue to share the teaching load for the post from which they are promoted or that they will share the load of a promoted post. In the latter case who will share the left out teaching load. (iii) How the salary of CAS promotee is to be fixed (current/ retrospectively). At any stage a person junior in rank/status and drawing less salary at present can not draw more salary than the person who is already senior to the CAS promotee and already holding that rank. (iv) Most of the candidates applying under CAS might have applied earlier for these posts within the Institute and outside the Institute a number of times and might not have been found suitable for the posts and therefore whether this is to be left to the candidates to decide the date upto which their achievements are to be evaluated by screening committee. If this time found suitable whether their date of promotion will be the date decided by MHRD or the date of approval of BOG, NIT, Kurukshetra. <p>*Pages refer to the Agenda of 4th meeting of BOG, NIT, Kurukshetra.</p>	<p>has to be made from the post of Assistant Professor after 8 years of service as Assistant Professor.</p> <p>However, as per clarification furnished by the AICTE in the same letter of 10.9.2003, the experience of Selection Grade Lecturer is to be considered equivalent to that of Assistant Professor after acquiring the Ph.D. A clarification should be sought whether period of service as Selection Grade Lecturer prior to acquiring Ph.D. is to be considered equivalent to that of Assistant Professor.</p> <ul style="list-style-type: none"> (iii) As per clarifications issued by the Govt. of India, MHRD vide their letter F.No. 37-104/95-TS-II dated 14.6.1999, the benefits of the CAS be allowed w.e.f. 9.10.1998 or from the date of eligibility for promotion under the CAS whichever is later. (iv) The Board decided to adhere to the clarifications in all other matters as per clarifications furnished by the AICTE vide its letter No. FD/PSSC/Clarif./2003/1 dated 10.9.2003. (v) The clarifications issued by the AICTE vide its letter No. FD/PSSC/Clarif/2003/1 dated 19.9.2003 under sub paras (ii), (iii) and (iv) may also be adhered to. (vi) As per instructions contained in the Govt. of India, MHRD, New Delhi letter No. F.20-18/2003-TS.III dated 15.9.2003, the promotion under CAS shall be effective after approval of recommendations of the Selection Committee by the BOG of the Institute. (vii) The Board noted and ratified composition of the Selection Committee for promotion to the level of Professors, Assistant Professors and Lecturers under CAS as well as for direct recruitment as contained in the 	
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		<p>Govt. of India letter dated 15.9.2003 under reference.</p> <p>The Board referred to the constitution of the Selection Committee for teaching posts as per rule no. 12(3) of the Rules/MOA of the Institution and decided that in addition to above Committee, Head of the Department concerned in the Institute (in place of one of the nominees of the Board, if the post for which selection is being made is lower in status than the one occupied by the Head of the Department) will also act as member on the Selection Committee for CAS as well as for direct recruitment.</p> <p>The Board authorized the Chairman of the Board to nominate two external experts out of the panel of experts on behalf of the Board on the above Selection Committees required from time to time.</p> <p>(viii) The eligibility criteria and other terms & conditions for promotion under CAS shall be the same as circulated by the Govt. of India and AICTE from time to time.</p>	
<p>Item 4.22: To consider filling up the post of Dy. Registrar (Academic) in the Institute</p>	<p>2.2 Item No. 4.22</p> <p>The Board vide Item No. 72.22 notification No. P/13427 dated 30.6.1989 (produced before BOG on 8.12.2003 by the undersigned) decided that the Deans have to be appointed from amongst the senior professors and Deans will not, concurrently, hold office of Chairman of the Department. In spite of the clear decision, Junior Professor almost the juniormost was appointed as Dean (Academic) who happens to be Chairman, Applied Sciences Department and this was the main reason for which the Institute work was said to suffer.</p> <p>It is desired that the decision of the Board be honoured.</p>	<p>The Board desired that the qualifications/experience required for the post of Deputy Registrar (Academic) be re-cast on the pattern of IIT, Kanpur/IIT, Delhi. The pay scales for the post of Deputy Registrars are also yet to be decided after upgradation of the RECs.</p> <p>Till the post of Deputy Registrar (Academic) is filled up, the Board authorized the Chairman of the Board to engage a retired/retiring officer from Technical Institutes of repute to deal with affairs relating to academic, examination, secrecy and results etc. on contract basis. The Board further authorized the Chairman to decide salary and other terms and conditions of contractual engagement of the aforesaid officer.</p>	

	<p>2.3 Appendix X (pages 57-58) and Appendix XVII (pages 131-132) of the Agenda of the 4th BOG meeting are the repetition of the same office memorandum no. F.20-46/2003-TS.III of Govt. of India, MHRD, Deptt. of Secondary & Higher Education, New Delhi.</p>		
<p>Item 4.24: To consider Enquiry Report regarding death case/promotion of Sh. Moti Lal, Ex-Lecturer, NIT, Kurukshetra</p>	<p>3. Discrepancies:</p> <p>Item No. 4.24 to consider enquiry report regarding death case/promotion of Sh.Moti Lal, Ex-Lecturer, NIT, Kurukshetra.</p> <p>Shri Dharam Vir, IAS, Financial Commissioner & Principal Secretary to Govt. of Haryana, Technical Education Department stressed the gravity of the matter, the importance of letter received from the Govt. and the powers of State Vigilance Bureau. The discussion on the issue was held amongst the members of the BOG and Sh.R.P.S.Lohchab, Registrar (Non-member) who was present throughout and who constantly pressed for filing the enquiry report (member being totally unaware of the contents of the report) and he also stressed for the release of all payments in favour of Dr. K.K.Aggarwal.</p> <p>After detailed deliberations the following decisions were taken by the Board:</p> <p>(i) To withhold all payments to be made in favour of Dr. K.K.Aggarwal with immediate effect.</p> <p>(ii) The Member-Secretary of the Board was advised by the Board to study the reports submitted by the State Vigilance Bureau and the inquiry report submitted by Shri K.C.Shenmar, IPS, IG(Retd.), Punjab Police. The critical comments by the Member- Secretary, BOG along with the above reports were decided to be ;an Agenda item for the next BOG meeting for consideration and decision.</p> <p>Decision recorded reflects otherwise, corrigendum may be issued.</p>	<p>The Board deferred the consideration of the Inquiry Report received from the State Government in November, 2003.</p>	

No other member of the Board has given any comments.

The Board may consider and confirm the minutes of the 4th meeting of the Board held on 8.12.2003.

File No. BOG/5th/

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

**Minutes of the 4th meeting of Board of Governors,
NIT, Kurukshetra held on 8.12.2003 at 11.30 A.M.
in the Board Room of the Institute at Kurukshetra.**

The following were present:-

- | | | |
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| 1. | Prof. Bhushan Lall Dhoopar,
Chairman, Board of Governors,
NIT, Kurukshetra. | In Chair |
| 2. | Shri Dharam Vir, IAS,
Financial Commissioner & Principal Secretary
to Govt. of Haryana,
Technical Education Department,
Haryana Civil Secretariate,
Chandigarh. | Member |
| 3. | Dr. R K Arora,
Professor,
Electrical Engineering Department,
NIT, Kurukshetra. | Member |
| 4. | Dr. V K Aggarwal,
Assistant Professor,
Mathematics Department,
NIT, Kurukshetra. | Member |
| 5. | Dr. S N Mahendra
Director,
NIT, Kurukshetra. | Member-Secretary |

Shri V S Pandey, IAS, Joint Secretary (T), Govt. of India, Ministry of Human Resource Development, Department of Secondary & Higher Education, New Delhi, Dr. R.S. Sirohi, Director, IIT, New Delhi, Dr. N K Jain, Joint Secretary, University Grants Commission, New Delhi Dr. K. Subramanian, Adviser-I, AICTE, New Delhi and Er. Pawan Munjal, Managing Director, Hero Honda Motors Ltd., New Delhi could not attend the meeting.

The Board of Governors welcomed Dr. S N Mahendra, new Director of the Institute before deliberations took place. The Board expressed its thanks



to Dr. N P Mehta for his services rendered as Principal/Director of the Institute for more than 5½ years. The Board desired that its feelings be communicated to Dr. N P Mehta by the Director and Member-Secretary.

On behalf of the Institute, on behalf of the Board and on his own behalf, Dr. S N Mahendra extended warm welcome to Prof. B L Dhoopar, Hon'ble Chairman of the Board. Then the Director apprised the Board about some of the initiatives taken by him after assuming the charge as the Director i.e. early completion/handing over of the construction works, automation of the process starting from the admissions of the students till declaration of their results, updating the Institute Website and preparation for the Convocation likely to be held in January, 2003.

Prof. B L Dhoopar, Chairman of the Board observed as under:-

- (i) The decisions already taken by the Board on academic issues should be taken up for implementation on priority basis.
- (ii) A booklet of the new service conditions for the employees mentioning all rules, bye-laws and academic calendar etc. be prepared and placed before the Board in its next meeting.
- (iii) Although a year and half have passed but the Board of the Institute has not been fully constituted. Three members i.e. (a) a Head of another Technical Institution in the region or an eminent technologist and (b) two representatives representing large, medium and small scale industries have not so far been nominated for which the matter may be taken up with the MHRD on priority basis.

Shri Dharam Vir, IAS, Financial Commissioner & Principal Secretary to Govt. of Haryana, Technical Education Department observed as under:-

- (i) Although sufficient time has elapsed after the Institute became NIT but there are no substantial changes in the academic qualities.

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- (ii) The existing system is not changing on IIT pattern. For example, the Senate of the Institute has not reviewed Syllabi and flexibility in the B.Tech. programmes on IIT pattern.
- (iii) The Institute should work hard to achieve parity with an IIT.
- (iv) For deficient students, some courses should be run during summer vacations so as to help them to graduate at the earliest (beyond minimum prescribed duration).
- (v) The Institute should be allowed to appoint a retired Professor from some IIT or a Technical Institute of repute, having expertise in framing academic rules for the Institute comparable to an IIT and the Professor so engaged should be allowed liberal remuneration for the job.

The Board took the following decisions:-

Item 4.1 To note assumption of charge as Director, National Institute of Technology (Deemed University), Kurukshetra by Dr. S N Mahendra, Professor, Electrical Engineering Department, Banaras Hindu University, Varansi in place of Dr.N P Mehta.

The Board of Governors noted that Dr. S N Mahendra, Professor, Electrical Engineering Department, Banaras Hindu University, Varansi has assumed the charge as Director of NIT, Kurukshetra w.e.f. 11.11.2003 (FN).

Item 4.2 To confirm the minutes of the 3rd meeting of the Board of Governors held on 6.10.2003.

While considering confirmation of the minutes of the 3rd meeting held on 6.10.2003 the Board noted that Dr. Vinay Kumar, Ex-Professor of the Mechanical Engineering Department was allowed EOL (without pay) w.e.f. 31.3.1999 to 31.3.2003 by the Board in its 2nd meeting held on 19.4.2003 but inadvertently the above period was indicated as 31.3.1999 to 26.3.2002 while recording decision on the BOG agenda item 3.18 considered by the Board in its



3rd meeting held on 6.10.2003. The Board desired that the required correction may accordingly be made.

The Board considered comments sent by Dr. R S Sirohi, Director, IIT, Delhi vide his letter dated 2.11.2003 and desired that a proposal on the issue raised by Dr. R S Sirohi should be placed before the Board by the Institute in its next meeting for formulating a rule on the issue.

While considering the agenda item 3.6 the Director and Member-Secretary intimated the Board that the Senate of the Institute in its 2nd meeting held on 29.11.2003 constituted a Committee under Chairmanship of Dr. C V Ramakrishnan, Professor of Applied Mechanics, IIT, New Delhi to consider the issues contained in the BOG agenda item 3.6 from Sr. No. (a) to (e) and the Senate has requested the Committee to finalize its report at the earliest possible. The Director and Member-Secretary also intimated that matter regarding review of specialization of various M.Tech. programmes as decided by the BOG on the agenda item 3.19 will be considered by the Senate in its next meeting after it is thoroughly discussed in the Departments. The Board desired that a system should be evolved in the Institute which may ensure that decisions on the academic matters are taken without delay.

Item 4.3 To note the action taken on the minutes of the 3rd meeting of the Board of Governors of National Institute of Technology, Kurukshetra held on 6.10.2003.

The Board noted action taken/being taken by the Institute on the minutes of the 3rd meeting of the Board held on 6.10.2003 as mentioned in the agenda item 4.3.

Item 4.4 To consider terms & conditions of deputation of Dr. S N Mahendra who joined as Director, NIT, Kurukshetra.

The Board decided to approve terms & conditions of deputation/ foreign service of Dr. S N Mahendra who has joined as Director of the Institute as contained in BHU, Varansi letter No. AB/15-P-92(L)/23027 dated 9.10.2003



which includes his deputation pay and foreign service contributions required to be paid by NIT, Kurukshetra to BHU, Varansi.

**Item 4.5 To consider & ratify minutes of 2nd meeting of the
Finance Committee, National Institute of Technology,
Kurukshetra held on 10.9.2003.**

The Board ratified minutes of 2nd meeting of the Finance Committee held on 10.9.2003 as per details furnished in the agenda item 4.5. However, the Board observed as under on the Finance Committee items 2.7 and 2.8:-

- (i) The registration of the students should be introduced and the fee from the students should be realized for the whole semester at the beginning before the registration. The issue should also be discussed in the Senate.
- (ii) The Institute may try to find out some alternative for having its own Guest House in Delhi/New Delhi.

The Board desired that while discussing financial matters the Finance Committee should specifically mention as to which items are required to be got ratified from the Board.

**Item 4.6 To note grant of Non-Productivity Linked Bonus
(Adhoc Bonus) to non-teaching employees of the
Institute for the year 2002-2003 on the pattern
of Central Government.**

The Board noted action taken by the Institute in granting Non-Productivity Linked Bonus to the non-teaching employees of the Institute for the year 2002-03 on the Central Government pattern as mentioned in the agenda item 4.6.

The Board desired that in view of adoption of the service conditions of the employees on the Central Government pattern, delegation of powers to

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the Director for deciding various routine matters be got reviewed from the Board in its next meeting in one-go.

Item 4.7 To note grant of Dearness Allowance to the employees of the Institute w.e.f. 1.7.2003 as applicable to the employees of the Central Government.

The Board noted action taken by the Institute in granting Dearness Allowance to the non-teaching employees of the Institute w.e.f. 1.7.2003 on the Central Government pattern as mentioned in the agenda item 4.7.

Item 4.8 To note action taken by the Director in granting interest-free Festival Advance during the financial year 2003-04 to Class-III & IV employees of the Institute.

The Board noted action taken by the Director in granting interest free Festival Advance during the financial year 2003-04 to all Class-III & IV employees of the Institute as per past practice as mentioned in the agenda item 4.8.

The Board, however, desired that in future instructions of the Central Government in this regard have to be followed.

Item 4.9 To note action taken by the Director in nominating one Professor and one Assistant Professor of the National Institute of Technology, Kurukshetra to serve on its Board of Governors.

The Board noted action taken by the Director in nominating Dr. R K Arora and Dr. V K Aggarwal for a period of one year w.e.f. 1.9.2003 to 31.8.2004 as mentioned in the agenda item 4.9.

Item 4.10 To note the enhancement of uniform/washing allowance from Rs. 85/- P.M. to Rs.100/- P.M. to all Class-IV employees.

The Board noted action taken by the Institute in enhancing uniform/washing allowance to all Class-IV employees from Rs. 85/- P.M. to Rs. 100/- P.M. on the State Government pattern.

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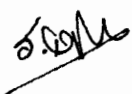
The Board desired that instructions of the Central Government in this regard be followed w.e.f. 1.1.2004.

**Item 4.11 To approve Annual Report and Audit Report of the
 Institute for the year 2002-2003.**

The Board felt satisfaction over timely preparation of Annual Report, Audit Report and Annual Accounts of the Institute for the year 2002-03 and congratulated the Institute for the same.

The Board, however, made the following observations:-

- (i) There are certain jobs which should be phased out to contain man power.
- (ii) The Annual Report displays dismal picture regarding publications carried out and conferences attended by the faculty members of the Institute
- (iii) The number of students who were awarded Ph.D degrees during 2002-03 and those presently registered for Ph.D. programmes is not at all satisfactory.
- (iv) There are several B.Tech. students who did not pass out in time and they took years together to do so.
- (v) The Institute should take timely steps to make admissions so that best students are admitted to the M.Tech. programmes.
- (vi) The efforts should be made to register maximum number of students for various Ph.D programmes.
- (vii) All Ph.D. students of the Institute, presently registered with Kurukshetra University, Kurukshetra should be registered in the Institute by getting the registration transferred.
- (viii) The Self-appraisal Reports of the faculty members should highlight their publications in referred journals and those presented in conferences.



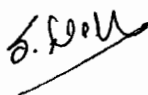
- (ix) The issues mentioned at Sr. No. (ii) to (vii) above should be considered by the Senate at length.

After detailed discussion the Board approved Annual Report and Audit Report of the Institute for the year 2002-03 for onward submission to Govt. of India, MHRD/Parliament and the revised format of the Annual Report for future preparation of the Annual Reports as enclosed with the agenda item 4.11. As requested by the Director and Member-Secretary the Board agreed to furnish additional information under para 11.1 (page 51) of the Annual Report as placed on the table.

Item 4.12 To consider and adopt the service conditions of the employees of Regional Engineering College, Kurukshetra upon their conversion as National Institute of Technology, Kurukshetra with Deemed University Status.

The Board noted that the Govt. of India, MHRD, Department of Secondary & Higher Education, New Delhi vide their office memo No. F.20-46/2003-TS.III dated 9.11.2003 and office memo No. F.20-11/2003-TS.III dated 12.11.2003 issued certain instructions concerning service conditions for the employees of all NITs so as to ensure uniformity in rules & regulations governing service conditions of the employees in NITs as indicated below:-

1. Period of probation on recruitment
2. Leave Rules
3. Conduct & Disciplinary Rules.
4. Medical Rules
5. Traveling Allowances & Daily Allowance
6. Leave Travel Concession
7. Performance Assessment System
8. Career Advancement Scheme (CAS).
9. Assured Career Progression (ACP)
10. Working Days
11. Holidays
12. Provision of Screening at the age of 58 years with composition of the Screening Committee and Schedule of Screening in respect of non-teaching staff.



The Board further noted that above service conditions will be effective after their necessary adoption by BOG of the respective NITs.

The Board decided to adopt the service conditions mentioned at sr. no. 1 to 11 above in terms of the Govt. of India instructions contained in their letter dated 9.11.2003 under reference w.e.f. 1.1.2004.

The Board further decided to authorize the Director, on advice of the Institute Sr. Medical Officer, to refer employees of the Institute and their family members for special treatment in the Govt. as well as private hospitals as approved by the Central Government from time to time and to allow them reimbursement on the Central Government pattern.

As regards decision taken by the Govt. of India vide their office memo No. F.20-11/2003-TS.III dated 12.11.2003 to allow the non-teaching staff of all NITs to serve upto the age of 60 years subject to their going through screening at the age of 58 years, the Board deferred the issue and desired that it may be put up in the next BOG meeting.

As regards Career Advancement Scheme (CAS), the Board referred to the agenda item 4.19.

**Item 4.13 To consider retention of accommodation of the
Institute by Dr. Vinay Kumar, Ex - Professor of
the Mechanical Engineering Department after
retirement and withholding his final settlement
of accounts by the Institute.**

The Board authorized the Director to take suitable steps to take possession of the house unauthorizedly occupied by Dr. Vinay Kumar, Ex-Professor of the Mechanical Engineering Department at the earliest by constituting a Committee at the Institute level taking into account all legal aspects.

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Item 4.14 To note constitution of one member Committee to find out the facts regarding final settlement of Miss Indu Nalwa, Ex- Lecturer, Humanities Department.

The Board noted that one member Committee of Dr. M P Kapoor, Director, Thapar Centre for Industrial Research & Development, Patiala has been constituted to find out the facts regarding final settlement of accounts of Miss Indu Nalwa, Ex-Lecturer, Humanities Department as per decision of the Board taken in its 3rd meeting held on 6.10.2003.

Item 4.15 To consider the panel of External Experts in various subjects.

The Board authorized the Chairman of the Board to take decision in finalizing the panel of external experts in various subjects. The Board, however, desired that the following guidelines may be taken into consideration while finalizing the panel of external experts:-

- (i) The experts should be from top class Institute.
- (ii) Experts from private Institutions and retired persons may not be included except outstanding persons.
- (iii) The guides of the existing staff doing Ph.D should be avoided.
- (iv) Adopt the same format for preparing panel of experts by different departments.

Item 4.16 To consider furnishing the Director's residence and two Nos. residences for visiting faculty members at National Institute of Technology, Kurukshetra.

The Board approved semi-furnishing of two residences for visiting faculty and the Director's residence as per details furnished in the agenda item 4.16. The residence of the Director be semi-furnished taking into consideration dignity and status of the post of the Institute's Director.

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Item 4.17 To consider payment of honorarium to the external experts of various Staff Selection Committees and to deliver expert lectures etc.

The Board decided that in addition to TA/DA admissible under the rules, an honorarium of Rs. 1,000/- (Rupees One Thousand only) per day be paid to the external experts for attending meetings of the Staff Selection Committees for teaching and administrative posts, for delivering invited lectures by men of eminence and for attending meetings of Screening Committees.

Item 4.18 To consider compassionate appointments of dependents of deceased employees of the Institute.

The Board noted that so far the compassionate appointments to the dependents of the deceased employees of the Institute were being given on the State Government pattern.

The Board decided that henceforth the appointments on compassionate ground to the dependents of the deceased employees be allowed strictly on the Central Government pattern.

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

After detailed discussion the Board decided as under:-

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

However, as per clarification furnished by the AICTE in the same letter of 10.9.2003, the experience of Selection Grade Lecturer is to be considered equivalent to that of Assistant Professor after

S. S. W.

acquiring the Ph.D. A clarification should be sought whether period of service as Selection Grade Lecturer prior to acquiring Ph.D. is to be considered equivalent to that of Assistant Professor.

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

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

5.9.11

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

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

Item 4.20 To consider implementation of Assured Career Progression (ACP) to the non-teaching employees of NIT, Kurukshetra.

In implementation of ACP of the Central Government, a number of Institute employees loose privilege of ACP of the State Government of Haryana. The proposal given in the agenda needs further discussion and decision.

The Board, however, desired that there is strong need to extend monetary incentives to reward good staff members for which the matter may be first examined at the Institute level and then it may be put up to the Board for consideration and decision. The Board further desired that proformae for reporting Annual Confidential Reports of both teaching and non-teaching employees be reviewed.

Item 4.21 To consider service conditions of the faculty members (teaching staff) as per latest instructions of the Govt. of India – Retirement on superannuation.

The Board noted its decision taken by way of circulation in the last week of Nov., 2003 in adopting service conditions of the faculty members (teaching staff) of NIT, Kurukshetra under which their retirement age on superannuation will be 62 years in terms of the Govt. of India, Ministry of Human Resource Development letter No. F.20-11/2003-TS.III dated 12.11.2003.

S. P. V.

**Item 4.22 To consider filling up the post of Deputy Registrar
(Academic) in the Institute.**

The Board desired that the qualifications/experience required for the post of Deputy Registrar (Academic) be re-cast on the pattern of IIT, Kanpur/IIT, Delhi. The pay scales for the post of Deputy Registrars are also yet to be decided after upgradation of the RECs.

Till the post of Deputy Registrar (Academic) is filled up, the Board authorized the Chairman of the Board to engage a retired/retiring officer from Technical Institutes of repute to deal with affairs relating to academic, examination, secrecy and results etc. on contract basis. The Board further authorized the Chairman to decide salary and other terms and conditions of contractual engagement of the aforesaid officer.

**Item 4.23 To consider the matter regarding absorption of
Shri Amar Nath Sharma, Ex-Supervisor, ECE
Department of the Institute in GGSIP Univ., Delhi.**

The Board authorized the Director to decide the matter appropriately assuring that it does not lead to legal and financial implications for the Institute in the long run.

**Item 4.24 To consider Enquiry Report regarding death
case/promotion of Shri Moti Lal, Ex-Lecturer,
NIT, Kurukshetra.**

The Board deferred the consideration of the Inquiry Report received from the State Government in November, 2003.

**Item 4.25 To consider and approve minutes of 2nd meeting
of the Senate, National Institute of Technology,
Kurukshetra held on 29.11.2003.**

The Board considered and approved minutes of the 2nd meeting of the Senate of the Institute held on 29.11.2003 as per details furnished in the

6.8/11

agenda item 4.25 with the following observations:-

- (i) The meetings of the Senate should be held frequently so that delay in taking decisions on the academic matters and implementation thereof is avoided.
- (ii) A complete and detailed home work is required to be done by the Senate for taking decisions on academic matters, implementation of the academic decisions taken by the Senate as well as by the Board.
- (iii) While evaluating result of the Undergraduate students and making assessment, their participation in training held during summer and winter vacations may be taken into account.
- (iv) As per practice followed in IITs the Answer Sheets may be shown to the students before preparing their results.
- (v) The Institute may examine if the part-time M.Tech. programs are extended to external students/employees too.
- (vi) It may be examined by the Senate as to whether there can be admissions to M.Tech. Courses twice a year.
- (vii) Sequential summer/winter courses may be introduced by the Departments of Civil Engineering, Electrical Engineering, Mechanical Engineering, Electronics and Computer Science for the faculty of Self-financing & Govt. Engg. Colleges on the pattern of IITs, leading to award of M.Tech. (part-time) degree, in order to improve the quality of teaching.
- (viii) A scholarship of the value of Rs. 500/- P.M. may be introduced as advised by Shri Dharam Vir, IAS, Financial Commissioner & Principal Secretary to Govt. of Haryana, Technical Education Department, Chandigarh. Accordingly, the matter may be taken up with Shri Dharam Vir, IAS.

S. Dharam Vir

- (ix) The Hindi version of the degree formats enclosed with the agenda item 2.8 of the Senate has to be a literal translation of the English version. The English version should be on one side of the page and the Hindi version on the other side.

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

S. N. Mahendra

(S N Mahendra)

Director & Member-Secretary

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

No. NITK/BOG/4th/1179-87

Dated: 06.02.2004

Subject: Corrigendum on the Minutes of the 4th meeting of the Board of Governors of NIT, Kurukshetra held on 8.12.2003.

Kindly refer to our letter No. NITK/BOG/4th/762-66 dated 22.1.2004 and Endst. No. NITK/BOG/4th/767-71 dated 22.1.2004 circulating the minutes of the 4th Meeting of the Board of Governors of NIT, Kurukshetra held on 8.12.2003.

In this regard it is to inform you that there are some typographical errors in the above minutes, which need correction.

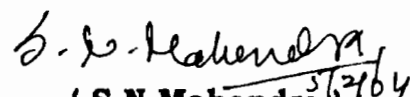
The minutes as contained in the 1st para on page 2 (introductory part) of the minutes may be read as follows:-

"On behalf of the Institute, on behalf of the Board and on his own behalf, Dr. S N Mahendra extended warm welcome to Prof. B L Dhoopar, Hon'ble Chairman of the Board. Then the Director apprised the Board about some of the initiatives taken by him after assuming the charge as the Director i.e. early completion/handing over of the construction works, automation of the process starting from the admissions of the students till declaration of their results, updating the Institute Website and preparation for the Convocation likely to be held in January, 2004". (instead of January, 2003)

The minutes on the agenda item 4.7 on page 5 of the minutes may be read as follows:-

"The Board noted action taken by the Institute in granting Dearness Allowance to the employees of the Institute w.e.f. 1.7.2003 on the Central Government pattern as mentioned in the agenda item 4.7". (instead of non-teaching employees)

Inconvenience caused is regretted.


(S N Mahendra)
Director & Member-Secretary,
BOG, NIT, Kurukshetra
Phone:-01744-238083(O), 238044(R),
Fax No: 01744-238050
01/02/04 AM-52

1. Prof. Bhushan Lall Dhoopar,
Hon'ble Chairman, Board of Governors,
NIT, Kurukshetra,

2. Shri V S Pandey, IAS,
Joint Secretary (T),
Govt. of India,
Ministry of Human Resource Development,
Department of Secondary & Higher Education,
Shastri Bhawan,
New Delhi.
3. Shri Dharam Vir, IAS,
Financial Commissioner & Principal Secretary to
Govt. of Haryana,
Technical Education Department,
Haryana Civil Secretariate,
Chandigarh.
4. Dr. R.S. Sirohi,
Director,
Indian Institute of Technology,
Hauz Khas,
New Delhi-110016.
5. Dr. N K Jain,
Joint Secretary,
University Grants Commission,
Bahadur Shah Zafar Marg,
New Delhi-110002.
6. Dr. K. Subramanian,
Adviser-I,
All India Council for Technical Education,
Indira Gandhi Sports Complex,
I.P. Estate,
New Delhi-110002.
7. Er. Pawan Munjal,
Managing Director,
Hero Honda Motors Ltd.,
34, Basant Lok, Vasant Vihar,
New Delhi-110057.
8. Dr. R K Arora,
Professor,
Electrical Engineering Department,
NIT, Kurukshetra.
9. Dr. V K Aggarwal,
Assistant Professor,
Mathematics Department,
NIT, Kurukshetra.

Item 5.2 To note action taken on minutes of the 4th meeting of the Board of Governors of National Institute of Technology, Kurukshetra held on 8.12.2003.

The minutes of 4th meeting of the Board of Governors held on 8.12.2003 were circulated to all the members of the Board vide letter No. NITK/BOG/4th/762-66 dated 22.1.2004 and Endst. No. NITK/BOG/4th/767-71 dated 22.1.2004.

The follow-up actions on minutes of the 4th meeting of the Board of Governors held on 8.12.2003 are being taken by the concerned Sections/Branches which will be reported to the Board in its next meeting.

The Board may note for information.

Item 5.3 To note and approve the nomination of an alumnus of the Institute from amongst Alumni in education/ Industry on the Board of Governors.

As per MOA and Rules approved for the National Institute of Technology, Kurukshetra, an alumnus of the Institute from amongst alumni in Education/Industry is to be nominated by the Board of Governors on its constitution.

The Board of Governors in its 1st meeting held on 19.10.2002 nominated Er. Pawan Munjal, Managing Director, Hero Honda Motors Ltd., 34, Basant Lok, Vasant Vihar, New Delhi - 110 057 "as an alumnus of the Institute from amongst alumni in Education/Industry" for a period of five years. According to NIT, Kurukshetra Rules, if a member of the Board fails to attend three consecutive meetings without leave of absence from the Board he shall cease to be a member of the Board. Er. Pawan Munjal who was a member of the Board could not attend the following three consecutive meetings of the Board although due notices for attending the BOG meetings were sent to him from time to time.

~~1st meeting held on 6.10.2002~~

2nd meeting held on 19.4.2003

3rd meeting held on 6.10.2003

4/4

8.12.2003

It appears that he could not attend the meetings of our Board of Governors on account of his pre-occupation and busy schedule. Under these circumstances, we have been left with no alternative except to nominate another alumnus on our Board in his place. Rule 10(3) of the

MOA regarding constitution of the Board of Governors for the Institute reads as under:-

"The term of office of a member nominated under Clause (d), (h)(i) of clause 9 shall be five years from the first of January of the year in which nominated and the term of office of a member nominated to fill a casual vacancy shall continue for the remainder of the term of the member in whose place he has been nominated".

We have already intimated Er. Pawan Munjal the circumstances under which we have to go for his replacement on our Board.

The Director of the Institute had a telephonic talk with Er. Rakesh Bakshi, LPIMA, FIE, Managing Director, Vestas RRB India Ltd., 189, Sukhdev Vihar, New Delhi - 110 025 (Telephone No. 011-26327711). Er. Rakesh Bakshi was a student of this Institute belonging to 1971 Batch (Mechanical Engg. Branch). He has agreed to act as an alumnus on the Board of Governors of this Institute.

The matter is placed before the Board of Governors for approving the above action in nominating Er. Rakesh Bakshi, LPIMA, FIE, Managing Director, Vestas RRB India Ltd., 189, Sukhdev Vihar, New Delhi - 110 025 as alumnus on the Board of Governors of this Institute

Item 5.4

To note the minutes of the 1st meeting of the Equipment & Stores Committee, National Institute of Technology, Kurukshetra held on 11.2.2004

The minutes of the 1st meeting of the Equipment & Stores Committee of National Institute of Technology, Kurukshetra held on 11.2.2004 under the Chairmanship of the Director, National Institute of Technology, Kurukshetra are enclosed as Appendix III from pages 28 to 30. The agenda of the Equipment & Stores Committee is enclosed as Annexure - to Item 5.4 with the main Agenda of the Board meeting.

The Board of Governors may note the minutes of 1st meeting of the Equipment & Stores Committee held on 11.2.2004

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Minutes of the 1st meeting of Equipment & Stores Committee, National Institute of Technology, Kurukshetra held on 11.2.2004 in the Board Room at 4.30 PM.

The following attended the meeting:

- | | | |
|-----|--|------------------|
| 1. | Dr. SN Mahendra,
Director. | Chairman |
| 2. | Dr. K Gopal,
Dean (P & D). | Member |
| 3. | Dr. NP Mehta,
Prof., Mech. Engg.
<i>sr. most exp. in the Inst.</i> | Member |
| 4. | Dr. RK Arora,
Prof., Elect. Engg. (Member BOG) | Member |
| 5. | Dr. VK Aggarwal
Prof., Maths., (Member BOG) | Member |
| 6. | Dr. MK Soni,
Chairman, Elect. Engg. Deptt. & Indentor | Member |
| 7. | Dr. VK Arora,
Chairman, Civil Engg. Deptt. & Indentor | Member |
| 8. | Dr. SK Sharma
Chairman, Mech Engg. Deptt. & Indentor | Member |
| 9. | Sh. RK Arora,
Deputy Registrar(Accounts) | Member |
| 10. | Sh. JL Moudgil,
Stores Officer, | Member-Secretary |

Shri RPS Lohchab, Registrar could not attend the meeting.

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The following decisions were taken:

Item No.1.1 To confirm the minutes of the 58th meeting of the Equipment & Stores Committee held on 20.5.2002.

The minutes of the 58th meeting of ESC held on 20.5.2002 were confirmed.

Item No.1.2 To note the action taken on the minutes of the 58th meeting of the ESC held on 20.5.2002.

The action taken on the minutes of 58th meeting of ESC held on 20.5.2002 was noted by the Committee.

It was further resolved that two bid system for inviting tenders for purchases under Institute purchase rule will continue.

Item No. 1.3 To consider the purchase of PHOENICS CFD Software- 5 copies for Mech. Engg. Deptt.

The proposal was approved as per the agenda item.

Item No.1.4 To consider the purchase of NISA/Civil Software -5 users for Civil Engg. Deptt.

The proposal was approved as per the agenda item.

Item No.1.5 To consider the purchase of GAMS Software for Electrical Engg. Deptt.

The proposal was approved as per the agenda item.

Item No.1.6 To note the action taken for the purchase of relex Reliability Prediction/relex fault tree Software made by the Elect. Engg. Deptt. Under TEQIP Project.

L Analysis &

21

Action taken to purchase the Software by the Elect. Engg. Deptt. was noted by the Committee.

21.
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Item No.1.7 To note the action taken for the purchase of Module for induction machine design (SPEED) Software made by Elect. Engg. Deptt. Under TEQIP Project.

The action taken by the Elect. Engg. Deptt. to purchase the Software was noted by the Committee.

In addition to above, it was decided to adopt World Bank purchase rules for procurement of goods & services under TEQIP Project of Govt. of India funded by the World Bank for which necessary follow up action may be taken.

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

Registrar

[Signature]
(J. L. Moudgil) 16/12/04
Member-Secretary

[Signature]
Director, 17/12/04
&
Chairman,
Equipment & Stores Committee,
National Institute of Technology,
Kurukshetra.

Item 5.5 To consider nomination of faculty members on the Board.

The Board of Governors of the Institute in its 56th meeting held on 22.5.1981 decided as under:-

“CONSIDERED the representation dated 8.5.81 from the Secretary, Regional Engineering College Teachers’ Association, Kurukshetra.

RESOLVED that the procedure under which the Chairman nominates two faculty members on the Board would be that in future one of the faculty member would be a Professor and the other member would be an Assistant Professor or Lecturer in turn on alternate years. The term of faculty members on the Board would be one year from the date of their appointment.

RESOLVED FURTHER that the faculty members who have served as nominees on the Board so far would not be re-nominated.

RESOLVED FURTHER that in consequence, the Regional Engineering College (Kurukshetra) Society Rule 7(iv) be amended as under:-

Existing	Proposed
Every other member of the Society or Board including the Chairman shall cease to be such a member on the expiry of five years from the date of his appointment or nomination, but shall be eligible for re-appointment or re-nomination as the case may be except the two representatives of the faculty of the College who shall cease to be such members on the expiry of one year from the date of their appointment by rotation according to seniority.	Every other member of the Society or Board including the Chairman shall cease to be such a member on the expiry of five years from the date of his appointment or nomination, but shall be eligible for re-appointment or re-nomination as the case may be except the two representatives of the Faculty of the College, One Professor and the other Assistant Professor or Lecturer in turn on alternate years (excluding the members who have already served as nominees on the Board) shall cease to be such members on the expiry of one year from the date of their appointment”.

Accordingly, the Rule 7(iv) of the R.E.C. (Kurukshetra) Society stands amended above as per aforesaid decision of the Board.

2. Further the Board of Governors of the Institute in its 86th meeting held on 23.1.1996 decided as under:-

“The Board authorized the Principal to nominate faculty members on the Board of Governors, in anticipation of the approval of the Chairman, Board of Governors, as per College Bye-Laws/Rules. The matter may be reported to the Board of Governors in its next meeting for confirmation”.

3. Accordingly the faculty members are being nominated to act as members on the Board for a period of one year from time to time.
4. The following decision was taken in the 1st BOG meeting of the National Institute of Technology, Kurukshetra held on 19.10.2002.

“The Board noted action taken by the Director in nominating one Professor and one Assistant Professor of the Institute to serve its Board of Governors for a period of one year from 1.9.2002 to 31.8.2003. However, Dr. DVS Verma, member of the Board suggested that tenure of the faculty on the Board should be at least for a period of 3 years. The Board decided that the issue raised by Dr. D V S Verma may be looked into by the Chairman of the Board”.

5. While considering the nomination of Dr. R.K.Arora, Professor, Electrical Engineering Department and Dr. V.K.Aggarwal, Assistant Professor, Mathematics Department the Board in its 3rd meeting held on 6.10.2003 (agenda item 3.12) noted as under:-

“The Board noted action taken by the Director in nominating following faculty members to serve as members on the Board:-

- | | |
|---|---|
| (1) Dr. R K Arora,
Professor,
Elect. Engineering Department,
NIT, Kurukshetra. | 1.9.2003 to 31.1.2004.
Dr. R K Arora is retiring on
31.1.2004 after attaining the
age of superannuation(60 yrs.) |
|---|---|

(2) Dr. V K Aggarwal,
Assistant Professor,
Mathematics Department,
NIT, Kurukshetra.

1.9.2003 to 30.11.2003.
Dr. V K Aggarwal is retiring on
30.11.2003 after attaining the
age of superannuation (60
yrs.)”

6. Dr. R.S.Sirohi, Director, IIT, Delhi vide his letter No. IITD/D/M-697 dated November 2, 2003 communicated following comments on the Agenda Item 3.12 of the 3rd meeting of the Board held on 6.10.2003.

“This has reference to the Minutes of the 3rd Meeting of the BOG of NITK held on 6.10.2003.

Under Item 3.12 regarding nomination of one Professor and one Asstt. Prof. on the BOG of NITK, I have noted that both the members nominated do not have adequate period to service left to serve the Board for the full term. Therefore, it may be advisable to frame appropriate rules, which would indicate that no member would be nominated unless he/she has sufficient period of service left to serve the Board for the full term. You may kindly take necessary action accordingly”.

7. The Board of Governors in its 4th meeting held on 8.12.2003 considered the aforesaid comments sent by Dr. R.S.Sirohi and desired that a proposal on the issue raised by Dr. R.S.Sirohi should be placed before the Board in its next meeting for formulating a rule on the issue.
8. In this regard it may be stated that Dr. R.K.Arora and Dr. V.K.Aggarwal will complete their one year term as the age of retirement of the faculty members of NIT, Kurukshetra has since been increased to 62 years as per instructions of the Ministry of Human Resource Development.

However, in future only those faculty members may be nominated on the Board who can complete their full term of one year upto their

retirement. The faculty members who are not in a position to complete full term of one year on account of being on long leave/EOL and deputation may not be nominated on the Board.

The Board may consider and decide.

BoG meeting
held on 15.03.2004

Item 5.6 To consider VISION document of NIT, Kurukshetra.

During the year 2002 it was decided to carry out a systematic SWOT analysis in a systematic manner with the help of Technical Teachers' Training Institute, Bhopal. Accordingly a group of Professors from TTTI, Bhopal helped us in carrying out the SWOT analysis from 9th to 11th December, 2002 at NIT, Kurukshetra for preparing project report for TEQIP of Government of India under the World Bank assistance programme. The document on the SWOT Analysis of the Institute as a result of the detailed exercise carried out with the help of the team from TTTI, Bhopal is enclosed as Appendix-IV pages from 36 to 57. The document contains Vision Statement, Mission Statements, Goals, Major Objectives and Vision-reach Strategies etc.

gt is correct ??

The Board may consider and ratify the document.

VISION DOCUMENT



**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA**

PREFACE

National Institute of Technology, Kurukshetra, in its existence of nearly 40 years has gone through a rich experience in various facets of engineering education and has seen many changes and growth. In order to channelise future changes and developments, National Institute of Technology, Kurukshetra, for the first time is attempting to set process planning in a systematic and effective manner. For this purpose, it decided to carry out a systematic SWOT analysis in a systematic manner with the help of Technical Teachers' Training Institute, Bhopal. A group of three Professors from Technical Teachers' Training Institute, Bhopal, namely Prof. S.D. Patki, Prof. R.B. Shivagunde and Prof. R.P. Khambayat have helped us in carrying out this exercise. This document is their report on the SWOT analysis of our Institute and a result of visioning exercise carried out from 9th to 11th December, 2002 at our Institute. We express our gratitude to them and hope that this document will be of great use to the administration, planners, faculty and students of our Institute and for preparing project report for TEQIP of GOI under World Bank assistance programme.

A Swarup
Co-coordinator TEQIP
Chairman, Computer Engg.

Krishna Gopal
Coordinator TEQIP
Dean (P & D)

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1.0 The Institute

The National Institute of Technology (Deemed University), Kurukshetra is one of the 17 NITs/RECs of the country. It was established in the year 1963 as a joint and cooperative enterprise of the Govt. of India and the State Government of Haryana, to serve the State of Haryana and the rest of the country for imparting technical training to youth and for fostering national integration. Its objective is to provide instructions and research facilities in various disciplines of Engineering and Technology on the advancement of learning and dissemination of knowledge in each such discipline.

The first admissions to a five-year B.Sc. (Engg.) degree course were made by the College in July, 1963 at Punjab Engineering College, Chandigarh and Thapar Institute of Engineering and Technology, Patiala with 60 students at each place. This was repeated in July, 1964.

The Institute started functioning on its present campus at Kurukshetra in 1965-66 with 120 students admitted in the first year of the five-year courses of study for the B.Sc. (Engg.) degree in Civil, Electrical and Mechanical Engineering. The annual intake was increased to take 250 students in 1966-67. A B.Sc. (Engg.) degree course in Electronics and Communication Engineering was added in 1971-72. In 1967-68 M.Sc. (Engg.) degree courses in Civil, Electrical and Mechanical Engineering and in 1971-72, a Post-graduate Diploma in Scientific Instrumentation were also started. By July, 1976 part-time M.Sc. (Engg.) degree courses in Electronics and Communication Engineering and Instrumentation had been instituted. The first registration for the degree of Doctor of Philosophy in the faculty of Engineering and Technology, was made in July, 1967.

The Institute changed over to the four-year engineering degree course with effect from the academic year 1985-86. The new course was designated as B.Tech. The annual intake at present is 463.

Special three-year degree courses in Civil, Electrical and Mechanical Engineering, designated as Bachelor of Engineering for in-service engineering diploma holders were introduced from the session 1982-83.

Two years M.Sc. (Engg.) degree courses in various disciplines were redesignated as M.Tech. degree courses w.e.f. the session 1983-84. In accordance with the Govt. of India's policy, the duration of these courses was reduced to one and a half years.

From the session 1987-88, the Institute introduced a four-year B.Tech. degree programme in Computer Engineering with an intake of 30 students. The Institute also introduced a full time M.Tech. degree course in Electronics and Communication Engineering with an intake of 13. The intake of B.Tech. Electronics and Communication Engineering degree course was increased from 30 to 60 from the session 1987-88. A full time M.Tech. degree course in Water Resources (Civil Engineering Deptt.) was introduced in 1989-90.

In addition to providing instructions in various disciplines of Engineering and Technology at the undergraduate level and post-graduate level, the Institute offers excellent facilities for advanced research in the emerging areas of science and technology. The syllabus and the curricula of the Institute have been revised and they are comparable to IITs.

The Institute has been declared as National Institute of Technology, Kurukshetra with Deemed University status by the Govt. of India w.e.f. 26.6.2002. Earlier the Institute was affiliated to Kurukshetra University, Kurukshetra.

The Campus extends over an area of 300 acres imaginatively laid down on a picturesque landscape. The Institute is fully residential one. It has about 370 houses for the employees. It has 6 hostels for the boys and one hostel for the girls.

Undergraduate Courses

The College is running Undergraduate (B.Tech. degree) courses in the following 5 disciplines:-

<u>Discipline</u>	<u>No. of Seats</u>
-------------------	---------------------

Civil Engineering		65
Electrical Engineering	75	
Mechanical Engineering		88
Electronics & Communication Engg.	66	
Computer Engineering		33
Total	=	<hr/> 327

Special B.E Degree Courses

The College has been running Special BE Degree Courses for Diploma Holders in 3 disciplines of Civil Engineering, Electrical Engineering & Mechanical Engineering with an intake of 20 seats in each discipline. However, the Govt. of Haryana have discontinued the course w.e.f. 2001-2002 and hence the Budget provision has also not been made w.e.f. 2001-2002.

Post-graduate Courses

The College is running Post-graduate (M.Tech. degree) courses in the following 5 disciplines:-

<u>Discipline</u>	<u>No. of Seats</u>
Civil Engineering	30
Electrical Engineering	20
Electronics & Communication Engg.	13
Instrumentation	13
Mechanical Engineering	10
Computer Engineering (part-time)	10
Total	= <hr/> 96

In addition to above, there are 5 seats for Sponsored/Part-time candidates in each discipline of the course.

Ph.D Programmes

Facilities are also available in the College for research leading to the degree of Doctorate of Philosophy in the faculty of Engineering & Technology of Kurukshetra University, Kurukshetra.

Funding Pattern

Following is the funding pattern for Regional Engineering College, Kurukshetra.

- (a) Non-plan (recurring) expenditure on Undergraduate (B.Tech. degree) courses is shared by the Central Government and the State Government of Haryana on 50:50 basis.
- (b) Plan (non-recurring) expenditure on Undergraduate (B.Tech. degree) courses is borne by the Govt. of India on 100% basis.
- (c) Non-plan (recurring) and Plan (non-recurring) expenditure for Post-graduate (M.Tech. degree) courses is borne by the Govt. of India on 100% basis.
- (d) Non-plan (recurring) and Plan (non-recurring) expenditure in respect of Special B.E. Degree Courses is borne by the State Government of Haryana on 100% basis.

Strength of students & staff

Total strength of students is 1675 and sanctioned strength of the staff members both teaching, non-teaching & teaching supporting is 662.

2.0 Vision of NIT Kurukshetra

To be a world-class centre of excellence in technical education and research, responsive to changing global needs with emphasis on quality, innovations, entrepreneurial and leadership competencies, professional and human values, technological development and socio-economic upliftment of community.

3.0 Mission Statements

- 1. To establish state-of-the art facilities**
- 2. To augment student intake and introduce courses in emerging areas**
- 3. To formulate avenues for staff development in India and abroad**
- 4. To enhance community services by extending technical support**
- 5. To establish E-connectivity for learning and governance**
- 6. To promote distance learning and continuing education**
- 7. Achieve International Competitiveness**
- 8. To forge synergic partnership with industry**
- 9. To enhance self sustainability**
- 10. To optimize utilization of resources**
- 11. To enhance responsiveness to changing global needs for curriculum development and implementations**
- 12. To enhance quality to global standards**

4.0 GOALS

1.
 - To replace obsolete equipment with the latest ones
 - To set up new labs in emerging areas of various disciplines
 - To augment computational facilities for students and staff
 - To introduce modern teaching aids
2.
 - To prepare a policy document regarding utilization of space/staff.
 - To identify new disciplines in emerging areas
 - To augment the intake of the students in the existing disciplines
3.
 - To strengthen relationship with various universities/Research organizations for staff training and development purposes
 - To prepare a training programme at national and international levels for the staff in phased manner to keep them abreast with the latest technological advancements
 - To sign MOUs with world class Institutes/Universities for the exchange of staff to enhance interaction
4.
 - To identify community needs
 - To arrange technological awareness programme for the common people
5.
 - To establish infrastructure for E-connectivity
 - To establish digital resources for enhancing library utilization
 - To establish Web-enabled activities/operations for information dissemination
6.
 - To determine areas for distance education
 - To develop curriculum in the identified courses
 - To assess the training needs to existing staff and external expertise
7.
 - To determine the international needs
 - Study of International scenario in specific areas
 - To develop the excellence and competence in specified area
8.
 - To enhance industrial training activities

- Collaborative research projects
- Plan to attract funding from industry for quality improvement

9.

- To offer self-financing new courses and enhancement of existing fee structure
- To offer paid short term and modular courses
- To undertake industrial and educational consultancy
- To obtain contribution from alumni
- To offer continuing education programs

10.

- To provide laboratory facilities to networking and other institutions
- To provide visiting faculty to networking institutions
- To increase intake of students
- To offer library and computing facilities to outsiders

11.

- To identify the needs of industries in India and abroad
- To offer need based / industry oriented courses
- To take feedback from industry, alumni and students

12.

- To provide training to staff in India and abroad
- To participate in international collaborative projects
- To implement TQM
- To obtain ISO 9000:2000 certification
- To sign MOUs with MNCs and leading universities
- To obtain national and international accreditation for various courses

5.0 MAJOR OBJECTIVES

1.

- To formulate a policy decision for writing off the obsolete equipments.
- To carry out survey and to identify the obsolete equipments.
- To frame specifications for the latest equipments to be procured.
- To prepare a procurement plan.
- To identify emerging areas in various disciplines.
- To identify various equipments keeping in view the curricula/research needs.
- To earmark space for housing the equipments or to construct the new labs if space is not available.
- To prepare laboratory manuals for the prescribed experiments and to procure the relevant audio-visual aids.
- To quantify the computational facilities required for the students and staff.
- To identify the software(s) required for teaching and research.
- To prepare a plan for the procurement of items.
- To identify the areas where the modern teaching aids are to be introduced.
- To setup a multi-media lab for the preparation of teaching aids.
- To procure equipments like LCD projectors, over head projectors.

2.

- To identify the surplus space/time available with the Institute.
- To re-organise the lectures/tutorials/lab groups of each discipline. Keeping in view the availability of space and their optimal use.
- To take policy decision in respect of intake in each discipline.
- To take a policy decision in respect of fee structure.
- To take a policy decision in respect of emoluments to be paid to the new staff members who are recruited.
- To identify new disciplines keeping in view the needs of the society.
- To prepare curricula for the respective new disciplines.
- To recruit teaching/supporting staff for the new courses.
- To setup laboratories for the new disciplines.
- To procure books and journals for the newly introduced courses.
- To implement the policy decision in respect of the increased intake.
- To construct additional boys' and girls' hostels to provide residential accommodation to the students.

3.

- To identify the training needs of the staff and faculty.
- To identify the Institutions/oragnisations capable of imparting training to the staff and faculty members.
- To frame a policy regarding deputation of teachers for training in India and abroad.
- To identify the staff for training in India and abroad.
- To prepare a roster/plan of the staff members for training.
- To send staff for training as per roster/plan.
- To identify the suitable Institutions having similar areas of specializations.
- To establish contact and sign MOU for the exchange of staff members in phased manner.
- To implement the contractual obligations.

4.

- To carryout a survey for the identification of needs involving the students and staff.
- To determine the needs requiring technological input.
- To undertake appropriate research projects for community development.
- To identify the areas and geographical locations for conducting technological awareness programmes.
- To design an appropriate technological awareness programme.
- To conduct technological awareness programme as per plan.
- To collect feedback from the community on the programmes for further improvement.

5.

- High Speed (~ 2 Mbps);
- Video Conferencing and broadband connectivity;
- Online practices for logistics (e.g. Administration, Accounts, Admission, Exams etc.)
- Intranet;
- Databases;
- Online subscriptions/operations
- To update web site of NIT Kurukshetra;
- To provide bulletin boards, board rooms on website

6.

- identify the potential industry/organization/institution
- develop instruments for data collection
- To conduct the surveys for identification of the areas
- To identify learning needs assessment of the target group
- To prepare the draft curriculum

- Finalize the curriculum in consultation with field experts/client.
- To develop instructional resources
- To assess the existing resources
- To train and develop the existing staff and resources
- To identify the experts and resources requirement from outside the institute

7.

- To conduct the survey for identification of international needs
- To conduct the survey for assessing potential of the probable competitors
- Assessment of institutional resources
- Collaboration with foreign/external agencies/resources

8.

- Activation of III cell.
- Visits to industries.
- Plan of training schedules on yearly basis
- Identifying the problems of Industries.
- Creating infrastructure for taking up such research projects.
- Inviting industries to use the expertise and infrastructure available for their research and other activities
- Establishing a CHAIR in specific area.
- Starting a new cutting-edge course of high market value.
- Improvement in infrastructural facilities

9.

- To start self-financing B.Tech.and M.Tech. courses.
- To enhance present fee structure of existing B.Tech. and M.Tech. students.
- To offer short term specialized courses in current and emerging technologies for industry sponsored executives.
- To offer hands-on/hardware and software courses for skilled technicians.
- To provide consultancy in preparation of industrial projects and feasibility reports.
- To provide industrial design and testing facilities.
- To provide consultancy in curricular development of networking institutes.
- To request for donations in the form of equipment/financial help.
- To request for bearing the training expenses at their premises
- To identify training needs of field engineers.
- To design courses to meet the training needs.
- To develop course material including LRs.

10.

- To identification of laboratories that can be offered to other institutions.
- To design experiments.
- To prepare and provide lab manuals
- To identify faculty in emerging areas.
- To prepare course material for the emerging fields
- To identify and optimize the spare capacity.
- To increase the intake in Electronics and Communications, Computer and Mechanical Engineering B.Tech. programs
- To prepare the library for outsiders through computer networking.
- To work out norms and number of outside users for extending library facilities.
- To work out the library usage charges and computer hour charges for computing and networking.

11.

- To develop custom-made tutorial curriculum development programs.
- To estimate the demand of technical manpower in a given trade in India and abroad.
- To adjust the intake of students in various disciplines on demand basis.
- To identify the surrounding industries, their nature and technology being used.
- To offer refresher/custom-made courses.
- To plan regular interaction with industry and alumni.
- To frequently revise curriculum and syllabi based on changing global needs

12.

- To identify areas in which training of staff is required.
- To explore MOUs with leading universities.
- To train for optimal utilization of human resources
- To take-up joint research projects with foreign institutions.
- To participate in international conferences and faculty exchange programs
- To adopt standard practices and documentation.
- To adopt quality audit procedures
- To illustrate the working mechanism and its documentation.
- To continue regular practices for maintaining the certification
- To project the potential of institute.
- To tap the potential of MNCs and leading universities for the benefit of the institute.
- To fulfill norms of NBA and TAB for the accreditation.
- To maintain and improve upon the existing norms.

7.0 Vision reach Strategies

1. Emphasis on development of staff by
 - Framing a policy for creating enthusiasm and work culture
 - Faculty exchange programme
 - Flexible cadre structure
 - Continuing education programme.
2. To develop state of art laboratories and classroom facilities, establishing of centre of excellence, QIP centre, promotion of R & D activities in thrust areas and striving for patents.
3. Establishment of modern communication, Internet and intranet facilities.
4. Setting up of E-library and department libraries with global connectivity and access.
5. Continuing improvement in staff and students health, culmination of human values and environmental consciousness
6. To obtain national and International accreditation for various courses.
7. Enhancement of entrepreneur capabilities and skills, to make intensive efforts for proper placement and to conduct tracer studies of students.
8. Industry/ Community oriented R & D for effective technology transfer.
9. Optimization of resources.
10. Formulation and Implementation of administrative and academic reforms.
11. To monitor quality and performance of staff by introducing a proper Performance Appraisal Mechanism.

SWOT ANALYSIS

Strengths

1. Well-qualified and experienced faculty.
2. Top ranking students are admitted through common Entrance Examination
3. Higher placement through campus.
4. The infrastructure available is very good.
5. The library provides good number of textbooks and has large built-up area exceeding AICTE norms.
6. The institute provides consultancy services to various private/government agencies.
7. The curriculum of B.Tech. and M.Tech. Courses are comparable with IITs.
8. Good opportunities for R & D and, publications.
9. The students are well disciplined.
10. Environment conducive to learning

Weaknesses

1. Lack of modern instructional facilities.
2. Lack of research facilities.
3. Insufficient number of teaching and supporting staff.
4. Lack of institute industry interaction.
5. No continuing education and training programme for staff.
6. Lack of computational and internet facility.
7. Cumbersome purchase rules.
8. No flexible staff structure.
9. Lack of incentives for staff.
10. Lack Incentive scheme/perks.

Opportunities:

1. Huge scope for expansion of Institute in various new disciplines (UG/PG) due to availability of vast land.
2. Starting of self-financing courses due academic autonomy.
3. Industry-institute interaction.
4. Collective efforts of qualified staff can bring in more and more research projects/consultancy etc.
5. Interaction with intellectuals from the country and abroad.
6. Getting dividends from well-placed Alumni of the college.
7. Revenue generation in joint ventures with networking institutes.
8. Sharing of resources with networking institutes.
9. Assigning projects to students dedicated to community services.
10. In plant training for students.

Threats

1. Project may not sustain on the expiry of project period.
2. Growing competition from private engg. institutes.

3. Contractual appointment system.
4. Proximity of two IITs around NITK poses threat in respect of getting consultancy assignments and student placements.
5. Good workers may lose initiative due to lack of appropriate incentives.
6. Change in government policy may jeopardize the progress.
7. Mass retirement of senior faculty may take place during the tenure of this project.
8. Lack of co-operation among faculty members poses threat to academic growth.
9. Limited financial autonomy foreseen although full autonomy on paper will be reflected.
10. Mushrooming of private Engineering College around NITK poses threat by attracting good faculty with better emoluments.

WORKSHOP ON
SWOT ANALYSIS
DECEMBER 09 -11,2002.
REGISTRATION FORM

Appendix-B

Sr. No	Name	Designation & Department	e-mail ID	Tel. & Fax Nos.	Signature
1.	Ramesh Arora	Dy. Registrar (Account)		238470-230(extn)	
2.	Dr L. R. Sharma	Professor & Chairman CED		238121,238470-349(extn.)	
3.	S. K. Chakarvarti	Prof. & Chairman (Physics)	Skchakarvarti@hotmail.com	238470-245(extn)	
4.	R. P. S Lohchab	Registrar		238470-254(extn.)	
5.	Vrinda Gupta	Lecturer (Electx & Commn.)	Vrindag16@Yahoo.com	238103	
6.	D. P. Singh	Lecturer in Chemistry		238470-254(extn.)	
7.	Suresh Kr. Ahuja	Lecturer (ECE)	sa901233372@epatra.com	238470-286(extn.)	
8.	Dr. S. K. Patidar	Lecturer (Civil Engg.)	Patidarsk@Rediffmail.com	238903	
9.	P. J. Philip	Lecturer (Humanities)	Pipphilip2002@vahoo.com	238512	
10.	H. K. Sharma	Asst. Prof. (Civil Engg.)		239524	
11.	L. M. Saini	Lecturer (Electrical)	Lmsaini@Yahoo.com	238450	
12.	G. N. Pillai	Lecturer (Electrical)	Gnpillai@Rediffmail.com	238721	
13.	Dr. K. S. Sandhu	Asst. Prof. (Elect. Engg.)	Kissandhu@vahoo.com	238001	

	Name	Designation & Department	e-mail ID	Tel. & Fax Nos.	Signature
14.	K. S. Kasana	Prof. (Mech Engg. Depptt.)		238437	
15.	S. K. Sharma	Prof. (Mech Engg. Depptt.)	Sksharma49@yahoo.com	238899	
16.	V. P. Vani	WorkShop (Mech. Engg. Depptt.)		238470	
17.	Ms. Babita Saini	Lecturer (Civil Engg. Depptt.)	Lmsaini@yahoo.com	238450	
18.	Dr. Lilli Dewan	Asstt. Prof. (Elect. Engg. Depptt)	L_dewan@yahoo.com	238442, 238640	
19.	Baldev Setia	Asstt. Prof (Civil Engg. Depptt.)	Setia_b@rediffmail.com	238350	
20.	R. K. Sharma	Asstt. Prof (Electx & Commn.)	Sharmag@yahoo.com	238346	
21.	Ashwani Jain	Lecturer (Civil Engg. Depptt.)	Ashwani_jain87@rediffmail.com	238802	
22.	Puneet Tandon	Lecturer (Mech. Engg. Depptt.)	Tandonp@rediffmail.com	222120	
23.	Dr. Dixit Garg	Asstt. Prof. (Mech. Engg. Depptt.)	Dixitgarg@yahoo.com	238131	
24.	L. C. Mangwana	Deputy Registrar (GA)		238788	
25.	V. K. Sehgal	Prof. (Civil Engg. Depptt.)	Vksehgal@rediffmail.com	238598	
26.	K. Gopal	Librarian	Kgopal@zeenext.com	239907	
27.	V. P. Singh	Sr. Lecturer (Mech Engg. Depptt.)	Vpsingh721@yahoo.com	238460	
28.	M. Dave	Lecturer (Computer)	Mdave67@yahoo.com	238296	
29.	I. P. Singh	Prof (Mech Engg. Depptt.)		238488	
30.	Brahamjit Singh	Asstt. Prof (Electx & Commn.)		238144	
31.	Sudhir Kumar	Asstt. Prof (Mech. Engg. Depptt.)	Mail2sudhir@rediffmail.com	239942	

	Name	Designation & Department	e-mail ID	Tel. & Fax Nos.	Signature
32.	V. K. Arora	Prof. (Civil Engg. Depptt.)	Arora_ukl@rediffmail.com	238161	
33.	Dr. Krishan Gopal	Prof. (Elect. Engg. Depptt.)	Kris_gopal@rediffmail.com	238242	
34.	Dr. M. K. Soni	Prof. & Chairman (Electrical)	Dr_mksoni@hotmail.com	238102	
35.	G. L. Pahuja	Asstt. Prof. (Elect. Engg. Depptt.)	Glpahuja@yahoo.com	238995	
36.	S. S. Rattan	Asstt. Prof. (Mech. Engg. Depptt.)	Rattan01@sify.com	238929	
37.	Sathans	Lecturer (Electrical)	Sathans@rediffmail.com	238344	
38.	R. C. Bhattacharjee	Asstt. Prof. (Civil Engg. Depptt.)	Rcbhattacharjee@rediffmail.com	238146	
39.	A. Swarup	Prof. (Electrical)	a.swarup@ieee.org	239644	
40.	Rajoo Pandey	Lecturer (Electx & Commn.)	Rajoo_pandey@rediffmail.com	239960	
41.	S. P. Jain	Prof. (Electrical)	Jainsp@rediffmail.com	238305	
42.	Paras Ram	Lecturer (Math)		238613	
43.	Shelly Vadhera	Lecturer	Vrajeev@bilts.com	95171-3751613 238470-327(extn)	
44.	P. C. Tiwari	Lecturer (Mech. Engg. Depptt.)	Pctiwari@rediffmail.com	238326	
45.	S. D. Patki	Prof. Of Multimedia TTTI Bhopal	Suresh_patki@hotmail.com	423939	
46.	R. P. Khambayat	Prof. Of Educational Management, TTTI Bhopal	Khambayatrp@yahoo.com	661698	
47.	R. B. Shivgunde	Prof. Of Educational Management, TTTI Bhopal.	Rbshivaginde@rediffmail.com	739476	

Item 5.7

To Consider implementation of World Bank Purchase Rules for procurement of goods, civil works and services under Technical Education Quality Improvement Programme Project of Govt. of India, funded by the World Bank, simultaneously with the Institute Purchase Rules under its grant

This Institute has received financial approval to the tune of Rs. 1042.86 Lacs and additional 8% of the grant for operation and maintenance from NPIU, Government of India under TEQIP Project for procurement of Goods (Equipments, Furniture, Books, Learning Resources and Educational material, Vehicle and small items and services related to goods) for modernization of existing Laboratories & Workshops in the Departments and creating central facilities for the use of this Institute as well as its network institute in Haryana, Carrying out the Civil works & Services. The Matter regarding participation of NIT Kurukshetra in TEQIP Project was placed before the Board of Governors in its 3rd meeting held on 6.10.2003 (Item No.3.14) which was noted by the Board.

The efforts for procurements under this project are in process. The NPIU has provided a set of specific World Bank purchase Rules for this purpose. This Institute has also its own purchase rules. The Purchase Rules of World Bank provided by NPIU are mandatory to be implemented for the procurements under TEQIP Project funded by the World Bank.

On adoption of World Bank Purchase Rules for the procurements under TEQIP Project, the Institute Purchase Rules and World Bank Purchase Rules both are proposed to be implemented for effecting the procurements under the Institute funds and World Bank funds separately. The major differences in Institute and World Bank Purchase Rules are indicated in Appendix - V , pages 59 - 62 .

The Board may consider and approve the implementation of World Bank Purchase Rules separately for procurements under TEQIP project. Further the Board may also consider and approve to implement the purchase rules of funding agency for procurements under concerned project.

APPENDIX - V

NATIONAL INSTITUTE OF TECHNOLOGY KURUKSHETRA – 136 119

On adoption of World Bank Purchase Rules for procurement of goods, civil works & services under TEQIP Project, the Institute Purchase Rules and World Bank Purchase Rules shall be implemented in following manner :

Existing Institute Purchase Rules	World Bank Purchase Rules
FOR PROCUREMENT OF GOODS	FOR PROCUREMENT OF GOODS
The purchases of goods under Plan Grants (Institute Funds) are made through inviting quotations by post upto the value of Rs. 3.00 Lacs per item.	The Purchase of goods are to be made through inviting quotations by post upto the value of US \$ 50,000 equivalent per contract under National Shopping / International Shopping
Generally the purchases are made on the basis of three quotations to the specifications. However the purchases are made on the basis of any number of quotations to the specifications after inviting quotations in second attempt adding some new venders.	<p>The purchases are to be made on the basis of three quotations to the specifications even after making another attempts adding new venders.</p> <p>There will be post review of the purchase cases made through quotations by the NPIU/World Bank</p>
The goods costing more than Rs. 3.00 Lacs per item are purchased by inviting tenders through News Papers.	<p>The Purchase of goods costing more than US \$ 50,000 equivalent per contract are to be made by inviting National Competitive Bids (NCB) through News Papers and the goods costing more than US \$ 300,000 equivalent per contract by inviting International Competitive Bids (ICB) through News Papers/Foreign Business Journals.</p> <p>There will be prior review of first bidding document and first contract under National Competitive Bidding (NCB) by the NPIU/World Bank</p> <p>There will be prior review of first bidding document and all contracts under International Competitive Bidding (ICB) by the NPIU/World Bank</p>

<p>The prices quoted are acceptable in any currency</p>	<p>The offers will be acceptable in local currency only under National Shopping as well as for National Competitive Bids (NCB)</p> <p>The offers will be acceptable in any currency of bank member countries under International Shopping as well as for International Competitive Bids (ICB)</p>
<p>Purchases are made through any number of tender(s) to the specifications.</p> <p>However in case of single tender or single tender is found to the specifications, negotiations are done with the supplier. (Decision of Equipment and Stores Committee taken in its 55th meeting held on 3.10.1997)</p>	<p>Purchases are to be made under NCB & ICB through any number of tender(s) to the specifications. Single bid are to be considered if it is determined that publicity was adequate, bids specifications/conditions were not restrictive or unclear and bid prices are considered reasonable.</p> <p>Negotiations are not permitted.</p>
<p>Purchases of proprietary equipments and software's are made from single source upto any value</p>	<p>Purchases of proprietary equipments are to be made from single source upto US \$ 20, 000 equivalent per contract or less and proprietary softwares upto US \$ 50, 000 equivalent or less per contract.</p>
<p>The goods are purchased under DGS & D rate contracts upto any value</p>	<p>The goods are to be purchased under DGS & D rate contracts upto US \$ 50, 000 equivalent or less per contract.</p>
<p>Library Books, Learning Resources & Educational Materials are procured by direct contracting upto any value.</p>	<p>Library Books, Learning Resources and Educational Material are to be procured by direct contracting upto US \$ 50, 000 equivalent or less per contract .</p>

FOR CARRYING OUT THE CIVIL WORKS & SERVICES	FOR CARRYING OUT THE CIVIL WORKS & SERVICES
<p>The civil construction works worth any value are executed through government agencies e.g. Public Works Department (PWD, Govt. of Haryana), National Buildings construction Corporation Ltd. (NBCC, Govt. of India) as deposit works. PWD charges 14% to 17% as consultancy fee and NBCC charges 8% to 10% as consultancy fee. The construction agency on receipt of a specified work, submits the rough cost estimates and architectural drawings (if necessary). The estimates and drawings are approved by the Buildings and Works Committee and the Board of Governors of the Institute. The ministry of Human Resource Development, Govt. of India allocates funds for the approved works which are then executed by the respective Govt. agency as deposit works.</p>	<p>(1) The World Bank rules suggest appointing a consultant for execution of civil works by inviting bid from public and private construction agencies. The selection of the agency will be based on Quality-and Cost Based Selection or Quality Based Selection as the need arises, as per the detailed World Bank guidelines-"Selections and Employment of Consultants by World Bank Borrowers" (January 1997, revised January 1999).</p> <p>(2) All the proposals for civil construction works are to be approved by Building & Works Committee and Board of Governors of the Institute. Depending upon the estimated value of the civil works(s), the Institute's Civil Construction Cell/Consultant (selected as per the guidelines at SI. No.1) will adhere to the following World Bank guidelines:</p> <ul style="list-style-type: none"> (i) Guidelines for Procurement under IBRD Loans and IDA Credits - Standard Rules and Procedures of the World Bank for Procurement of Goods, Works& Services - Procurement of Works, Volume-II ii) To follow National Shopping Procedures for works valued less than or equivalent to US \$ 50,000 equivalent each (W-5) iii) To follow National Competitive Bidding for very small works valued

	<p>less than or equivalent to US \$ 50, 000 equivalent each (W-9) This is applicable for the construction of very small buildings paid on lump sum basis.</p> <p>iv) To follow National Competitive Bidding for civil works valued less than or equivalent to US \$ 300, 000 each (W-1)</p> <p>v) To follow National Competitive Bidding for civil works valued more than US \$ 300,000 equivalent each (W-2)</p> <p>vi) To follow National Competitive Bidding for procurement of civil works in Bank financed project (P-3)</p> <p>vii) First works contract under NCB regardless of value and all contracts above US \$ 300, 000 equivalent by prior review in accordance with guidelines stated at pare (i) above. All others by post review.</p>
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Item 5.8 To consider the minimum qualifications and experience prescribed for teaching posts in Degree Level Technical Institutions.

While considering amended qualifications/experience for teaching posts in Humanities and Sciences in the Degree Level Technical Institutions as laid down by the AICTE vide letter No. FD/Pay/01/2001-02 dated 28.2.2002 (copy enclosed as Appendix VI at pages 66 to 67), the Board of Governors of the Institute in its 2nd meeting held on 19.4.2003 noted as under:-

"The Board noted the amended minimum qualification and experience in respect of the Director/Principal/Head of the Institute and Lecturer (Humanities and Sciences) in the Degree Level Technical Institutions as per Notification No. FD/Pay/01/2001-2002 dated 28.2.2002 by AICTE. The Board approved the amended qualifications for the post of Lecturer (Humanities and Sciences) with additional condition that he/she must be Ph.D."

In the same meeting held on 19.4.2003 the Board of Governors while considering the revised minimum qualifications/experience prescribed for teaching posts in Degree Level Technical Institutions as laid down by the AICTE vide letter No. FD/PSSC/Notification/2002/1, dated 19.2.2003 (copy enclosed as Appendix VII at pages 68 to 73), decided as under:-

"The Board approved the revised minimum qualifications and experience prescribed for Teaching posts in Degree Level Institutions as per recommendations of AICTE, New Delhi vide letter No. FD/PSSC/Notification/2002/1 dated 19.2.2003. However, the Board decided that the minimum qualification for Lecturer in Engineering subjects be First Class Master's Degree in the appropriate Branch of Engineering/Technology".

As per decision of the Board, referred to above, the minimum qualification for the post of Lecturers in Engineering subjects is 1st Class

Master's Degree in the appropriate branch of Engineering/Technology and in case of Lecturers in Humanities and Sciences it is Ph.D.

The Institute is facing difficulty due to poor response to have candidates with 1st Class M.Tech. in Engineering Branches particularly in the Computer Engineering and similarly in the Humanities & Sciences as sufficient candidates with Ph.D. are not available as and when required for the recruitment. It has, therefore, been felt to follow the following qualifications/experience for Lecturers in Engineering & Technology disciplines as well as Humanities & Sciences as prescribed by the AICTE.

Revised minimum qualification and experience prescribed for Lecturers in Degree Level Technical Institutions

Qualification & Experience	Qualification & Experience for candidates from Industry & Profession
First Class Bachelors Degree in the appropriate Branch of Engineering/Technology OR First Class Master's Degree in the appropriate branch of Engineering (Engg.)/Technology (Tech.) (No minimum experience required).	First Class Bachelor's Degree in the appropriate Branch of Engineering/ Technology OR First Class Master's Degree in the appropriate branch of Engineering (Engg.)/Technology (Tech.) (No minimum experience required).

Note:

1. If a class/division is not awarded at B.E./B.Tech., M.E./M.Tech./equivalent degree, a minimum of 60% marks in aggregate shall be considered equivalent to 1st class/division. If a grade point system is adopted, the CGPA will be converted to equivalent marks and minimum CGPA shall be 6.75 in the scale of 10.
2. In the discipline Computer Science and Engineering/Technology, in lieu of the 1st class degree at bachelor's and/or Master's level in the appropriate branch, a 1st class Master's degree in Computer Science & Engineering/Technology together with a 1st class bachelor's degree in any area of Engg./Technology will be acceptable.

Minimum qualification/experience for Lecturers in Degree Level Technical Institutions for Basic Sciences and Humanities

"Good academic record with 1st Class at M.Sc. level (for Science) or at MA level (for Humanities)"

OR

"Good academic record with atleast 55% marks or an equivalent CGPA at the master's degree level, in the relevant subject from an Indian University, or an equivalent degree from a Foreign University. Besides fulfilling this qualification, candidates should have cleared the National Eligibility Test (NET) for Lecturers conducted by the UGC, CSIR, or similar test accredited by the UGC." ✓

However the requirement of M.Tech. and Ph.D. qualification for Lecturers in Engineering & Technology disciplines and Humanities & Sciences respectively may be made as 'Desirable'.

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

File.GA-I/

To introduce
Ration System
as per existing
practice

22. M. Tech. Gupta AP.



ALL INDIA COUNCIL FOR TECHNICAL EDUCATION
(भारत सरकार का एक सांविधिक संस्थान) (A STATUTORY BODY OF THE GOVERNMENT OF INDIA)

CORRIGENDUM

H. C. Karakshre
Dy. No. 1150
Date: 6/3/02

F.No. FD/Pay/01/2001-2002

Dated: 28th Feb. 2002

To

The Secretaries
Dealing with Technical Institutions
of All State Govt. and Union Territories

Sub: Minimum qualification and experience for teaching posts in Degree Level Technical Institution.

Ref: (i) AICTE Notification No.1-65/CD/NEC/98-99, dated March 15, 2000 for Degree level Technical Institutions.

(ii) AICTE Notification No.1-65/CD/NEC/98-99, dated May 03, 2000 for Degree level Technical Institutions (Private Self Financing)

Sir,

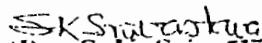
The minimum qualification and experience for technical teachers for the post of Director/Principal/Head of the institution and Lecturer in Basic Sciences and Humanities have been re-examined. The council has modified minimum qualification and experience for these posts which are given below:

	Existing Qualifications	Amended Qualifications
Director/ Principal/ Head of Institute	Ph.D degree (with first class degree at Bachelors or Masters Level). In addition the candidate should be an eminent person in the field.	Qualification as per the qualification of the Professor in the respective discipline. In addition the candidate should be an eminent person in the field.
Lecturer (for Humanities and Sciences)	Good academic record with atleast 55% marks or an equivalent CGPA at the Master's degree level, in the relevant subject from an Indian University, or an equivalent degree from a Foreign University. Besides fulfilling the above qualifications, candidates should have cleared the National Eligibility Test (NET) for Lecturers conducted by UGC, CSIR, or similar test accredited by the UGC.	Good academic record with 1st Class at M.Sc level (for Science) or at MA level (for Humanities) OR Good academic record with atleast 55% marks or an equivalent CGPA at the Master's degree level, in the relevant subject from an Indian University, or an equivalent degree from a Foreign University. Besides fulfilling this qualification, candidates should have cleared the National Eligibility Test (NET) for Lecturers conducted by the UGC, CSIR, or similar test accredited by the UGC
Note: Other conditions of eligibility viz. experience etc. will remain unaltered		

These supersede the qualification and experience for the post of Director/Principal/Head of the institution and Lecturer given in Table-E and E-6 respectively in the above-referred notifications.

This is issued with the approval of the Competent Authority

Yours faithfully,


(Dr. S. K. Srivastava)
Advisor (Faculty Development)

Copy to:-

1. All the Directors of Technical Education of the State Govts. and Union Territories: For circulation amongst all Directors/ Principal's of Degree Level Technical Institutes.
2. Principal's of all Regional Engineering Colleges.
3. All Vice Chancellors of Universities/ Deemed Universities.
4. All Centrally funded Technical Institutes.
5. All the Regional Officers of AICTE at Kolkata, Mumbai, Kanpur, Chennai, Chandigarh, Bhopal and Bangalore.
6. The Deputy Secretary (T), Deptt. of Education, Ministry of HRD, Govt. of India, Shastri Bhawan, New Delhi - 110 001.



प्रो.बी.जी. नरेश कुमार

सलाहकार-II

Prof. B.G. Naresh Kumar
ADVISOR-II

अखिल भारतीय तकनीकी शिक्षा परिषद्

ALL INDIA COUNCIL FOR TECHNICAL EDUCATION

(A Statutory Body of Govt. of India by Parliament Act (52), 1987)

No. FD/PSSC/Notification/2002/1

Date: 19.2.2003

To,

The Secretaries,
Dealing with Technical Education;
All State Govt. & Union Territories.

Sub: Eligibility requirement for the post of Assistant Professor in degree level technical institutions in various disciplines of education – as prescribed by AICTE- notifications thereof.

- Ref: 1. AICTE's notification on revised pay scale and service conditions for degree level technical institutions (Govt. / Govt. Aided) issued under AICTE L.NO. F.1-65/CD/NEC/98-99 dated 5th March 2000.
2. AICTE's notification on revised pay scale and service conditions for degree level technical institutions (Pvt. Self Financing) issued under AICTE L.NO. F.1-65/CD/NEC/98-99 dated 3rd May 2000.

Sir,

As per the above reference, AICTE has already laid down the eligibility requirements (in respect of qualification and experience) for the post of Assistant Professor in degree level technical institutions in various disciplines of technical education.

As per the approval the Executive Committee of the AICTE in the 42nd meeting held recently, qualifications for the post of Assistant Professors in various disciplines of technical education (namely Engineering & Technology (E&T), Pharmacy, Management and Master of Computer Applications (MCA) have been revised. The revised eligibility conditions are enclosed with this letter. (Annexure -I).

It may be noted that in respect of other disciplines not mentioned above, there has been no change in the existing eligibility requirement

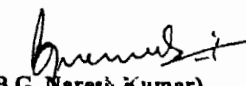
This is issued with the approval of the Competent Authority.

Yours Faithfully,

(B.G. Naresh Kumar)
Adviser (FD)

Copy to:

1. All the Directors of Technical Education of the State Govts. and Union Territories: For circulation amongst all Directors/ Principals of Degree Level Technical Institutions.
2. Principals of all National Institutions of Technology and Regional Engineering Colleges.
3. All Vice - Chancellors of Universities / Deemed Universities.
4. All Centrally funded Technical Institutions.
5. All the Regional Offices of AICTE at Kolkata, Mumbai, Kanpur, Chennai, Chandigarh, Bhopal and Bangalore.
6. The Deputy Secretary (T), Deptt. Of Education, Ministry of HRD, Govt. of India, Shastri Bhawan, New Delhi - 110 001.
7. Secretary, UPSC, Dholpur House, Shahjhan Roa, New Delhi - 110 001.


(B.G. Naresh Kumar)
Adviser (FD)

इंदिरा गांधी खेल परिसर, इन्द्रप्रस्थ एस्टेट, नई दिल्ली - 110 002
Indira Gandhi Sports Complex, I.P. Estate, New Delhi - 110 002

दूरभाष / Phone / (Direct) : 011-3392517, 3392581, 3392562 (EPABX) 3392563-65/73-75
टेलीफैक्स / Telefax : 011-3392562, 3392554 ईमेल / e-mail : naresh_gowda@vsnl.net

ALL INDIA COUNCIL FOR TECHNICAL EDUCATION (AICTE)

**REVISED MINIMUM QUALIFICATION AND EXPERIENCE PRESCRIBED FOR TEACHING POSTS IN
DEGREE LEVEL TECHNICAL INSTITUTIONS.**

ENGINEERING & TECHNOLOGY DISCIPLINES.

Cadre	Qualification & Experience	Qualification & Experience for candidates from Industry & Profession
Lecturer	First Class Bachelors Degree in the appropriate Branch of Engineering / Technology OR First Class Master's Degree in the appropriate branch of Engineering (Engg.) / Technology (Tech.) (No minimum experience required).	First Class Bachelor's Degree in the appropriate Branch of Engineering / Technology OR First Class Master's Degree in the appropriate branch of Engineering (Engg.) / Technology (Tech.) (No minimum experience required).
Assistant Professor	Ph.D. degree with first class Degree at Bachelor's OR Master's level in the appropriate branch of Engineering / Technology with 3 years' experience in Teaching / Industry / Research at the level of Lecturer or equivalent. OR First class Degree at Master's Level in the appropriate branch of Engg./ Tech. with 5 years' experience in Teaching/ Industry / Research at the level of Lecturer or equivalent. Such candidates will be required to obtain Ph.D. degree within a period of 7 years from the date of appointment as Assistant Professor.	Candidates from Industry/ Profession with First Class Bachelor's Degree/First Class Master's degree in the appropriate branch of Engineering/ Technology and Professional work which is significant and can be recognized as equivalent to Ph.D. degree and with 5 years' Industrial/Professional experience would also be eligible.
Professor	Ph.D. Degree with First Class degree at Bachelor's or Master's Degree in the appropriate branch of Engineering / Technology with 10 years' experience in Teaching / Industry / Research out of which 5 years must be at the level of Assistant Professor and / or equivalent.	Candidates from Industry/ Profession with Master's Degree in Engineering / Technology and with professional work which is significant and can be recognized as equivalent to Ph.D. Degree and with 10 years' industrial/ Professional experience of which at least 5 years should be at a Senior Level comparable to that of an Assistant Professor, would be eligible.
Principal/ Director / Head of Department	Qualifications as per the qualifications of the Professor in the respective discipline. In addition the candidates should be an eminent person in the field with 15 years' experience in Teaching / Industry / Research out of which 5 years must be at the level of Professor or above.	Candidates from Industry/ Profession with Master's Degree in Engineering / Technology and with professional work which is significant and can be recognized as equivalent to Ph.D. Degree and with 15 years' industrial/ Professional experience of which at least 5 years should be at a Senior Level comparable to that of an Professor, would also be eligible. Desirable: Administrative Experience in a responsible position.

Note: 1 If a class / division is not awarded at B.E/ B.Tech. , M.E./M.Tech./ equivalent degree, a minimum of 60% marks in aggregate shall be considered equivalent to 1st class / division. If a grade point system is adopted, the CGPA will be converted to equivalent marks and minimum CGPA shall be 6.75 in the scale of 10.

2 In the discipline Computer Science and Engineering / Technology, in lieu of the 1st class degree at bachelor's and/or Master's level in the appropriate branch, a 1st class Master's degree in Computer Science & Engineering / Technology together with a 1st class bachelor's degree in any area of Engg. / Technology will be acceptable.

APPENDIX-XXVIII

**STATEMENT SHOWING THE EXISTING AND REVISED
MINIMUM QUALIFICATIONS AND EXPERIENCE PRESCRIBED BY AICTE
FOR TEACHING POSTS IN DEGREE LEVEL TECHNICAL INSTITUTIONS.**

ENGINEERING & TECHNOLOGY DISCIPLINE.

Sr. No.	Cadre	Existing Qualifications and Experience	Revised Qualifications and Experience.
1.	Lecturer	<p>First Class or 60% Bachelor's Degree in the appropriate branch of Engineering/Technology. OR</p> <p>First Class or 60% Master's Degree in the appropriate branch of Engineering/Technology.</p> <p><u>Experience</u> No minimum requirement.</p>	<p>First Class Bachelor's Degree in the appropriate branch of Engineering/Technology. OR First Class Master's Degree in the appropriate branch of Engineering(Engg.)Technology (Tech.).(No minimum experience required.)</p> <p><u>For candidates from Industry and Profession.</u></p> <p>First Class Bachelor's Degree in the appropriate branch of Engineering/Technology. OR First Class Master's Degree in the appropriate branch of Engineering(Engg.)Technology (Tech.).(No minimum experience required.)</p>
2	Assistant Professor	<p>Ph.D. Degree with the Ist Class Degree or 60% at Bachelor's or Master's level in the appropriate branch of Engineering /Technology.</p> <p><u>Experience</u> 3 years experience in Teaching/Industry/Research at the level of Lecturer or equivalent.</p>	<p>Ph.D. Degree with Ist Class Degree at Bachelor's OR Master's level in the appropriate branch of Engineering /Technology with 3 years experience in Teaching/Industry/Research at the level of Lecturer or equivalent.</p> <p>OR</p> <p>First Class Degree at Master's level in the appropriate branch of Engg./Tech. With 5 years experience in Teaching/Industry/Research at the level of Lecturer or equivalent. Such candidates will be required to obtain Ph.D. Degree within a period of 7 years from the date of appointment as Assistant Professor.</p>

	Assistant Professor	<p><u>For candidates from Industry & Profession</u></p> <p>Candidates from Industry/Profession with Ist Class or 60% Bachelor's Degree in the appropriate branch of Engineering/Technology or Ist Class or 60% Master's Degree in the appropriate branch of Engineering/Technology.</p> <p>And Professional work which is significant and can be recognized as equivalent to Ph.D. Degree and with 5 years experience would also be eligible.</p>	<p><u>For candidates from Industry & Profession</u></p> <p>Candidates from Industry/Profession with Ist Class Bachelor's Degree/Ist Class Master's Degree in the appropriate branch of Engineering/Technology and Professional work which is significant and can be recognized as equivalent to Ph.D. Degree and with 5 years Industrial/Professional experience would also be eligible.</p>
3.	Professor	<p>Ph.D. Degree with Ist Class Degree or 60% at Bachelor's or Master's level in the appropriate branch of Engineering /Technology.</p> <p><u>Experience</u></p> <p>10 years experience in Teaching/Industry/Research out of which 5 years must be at the level of Asstt. Professor and/ or equivalent.</p> <p><u>For candidates from Industry & Profession</u></p> <p>Candidates from Industry/Profession with Master's degree in Engg./Tech. and with professional work which is significant and can be recognized as equivalent to Ph.D. Degree and with 10 years experience of which atleast 5 years should be at a senior level comparable to that of an Assistant Professor would also be eligible.</p>	<p>Ph.D. Degree with Ist Class Degree at Bachelor's or Master's Degree in the appropriate branch of Engineering /Technology with 10 years experience in Teaching/Industry/Research out of which 5 years must be at the level of Asstt. Professor and/ or equivalent.</p> <p><u>For candidates from Industry & Profession</u></p> <p>Candidates from Industry/Profession with Master's degree in Engg./Tech and with professional work which is significant and can be recognised as equivalent to Ph.D. Degree and with 10 years Industrial/Professional experience of which atleast 5 years should be at a senior level comparable to that of an Assistant Professor would also be eligible.</p>

<p>4.</p>	<p>Principal/ Director/Head of Department.</p>	<p>Ph.D. Degree (with 1st Class Degree at Bachelor's or Master's level). In addition, the candidate should be an eminent person in the field.</p> <p><u>Experience</u> 15 years experience in teaching/Industry/Research out of which 5 years must be at the level of Professor or above in Engineering/Technology.</p> <p><u>For candidates from Industry & Profession</u></p> <p>Candidates from Industry/Profession with Master's Degree in Engineering/Technology and with professional work which is significant and can be recognized as equivalent to Ph.D. Degree and with 15 years experience of which atleast five years should be at a senior level comparable to that of a Professor would also be eligible.</p> <p><u>Desirable</u></p> <p>Administrative Experience in a responsible position.</p>	<p>Qualifications as per the qualifications of the Professor in the respective discipline. In addition, the candidate should be an eminent person in the field with 15 years experience in teaching/Industry/Research out of which 5 years must be at the level of Professor or above</p> <p><u>For candidates from Industry & Profession</u></p> <p>Candidates from Industry/Profession with Master's Degree in Engineering/Technology and with professional work which is significant and can be recognized as equivalent to Ph.D. Degree and with 15 years Industrial/Professional experience of which atleast five years should be at a senior level comparable to that of a Professor would also be eligible.</p> <p><u>Desirable</u></p> <p>Administrative Experience in a responsible position.</p>
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	<p>Note</p>	<p>1.If a class/division is not awarded at B.E./B.Tech., M.E./M.Tech./equivalent degree, a minimum of 60% marks in aggregate shall be considered equivalent to Ist class/division. If a grade point system is adopted, the CGPA will be converted into equivalent marks as given in Table E-4.</p> <p>2. In the discipline Computer Science and Engineering/ Technology, in lieu of the Ist class degree at bachelor's and /or Master's level in the appropriate branch, a Ist Class Master's degree in Computer Science & Engineering/ Technology together with a Ist Class bachelor's degree in any area of Engineering/ Technology will be acceptable.</p>	<p>1. If a class/division is not awarded at B.E./B.Tech., M.E./M.Tech./equivalent degree, a minimum of 60% marks in aggregate shall be considered equivalent to Ist class/division. If a grade point system is adopted, the CGPA will be converted to equivalent marks and minimum CGPA shall be 6.75 in the scale of 10.</p> <p>2. In the discipline Computer Science and Engineering/ Technology, in lieu of the Ist class degree at bachelor's and /or Master's level in the appropriate branch, a Ist Class Master's degree in Computer Science & Engineering/ Technology together with a Ist Class bachelor's degree in any area of Engineering/ Technology will be acceptable.</p>
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Item No. 5.9 **To delegate the powers to the Director for deciding various routine matters arising in view of adoption of the service conditions on the Central Government Pattern.**

The Board of Governors of the Regional Engineering College Kurukshetra in their 87th meeting held on 2.9.1996 approved the following recommendations of the Finance Committee of the Institute:

"The Finance Committee noted that the Principal of the College is already authorized in anticipation of the Board's approval, to release DA/ADA to the College employees strictly in accordance with the Haryana Government notification issued from time to time.

The Finance Committee recommended to the Board that the Principal be also authorized, in anticipation of the Board's approval to grant interim relief, bonus, Higher Standard Pay Scale, modified Pay Scales, Medical Allowance, TA and other facilities (except Pay Revision) to all teaching and non-teaching employees of the College on the State Government Pattern, subject to availability of funds in the College Budget. These facilities may be granted only after State Government have issued orders for extending these facilities to its employees."

While considering grant of Non-Productivity Linked Bonus (Ad-hoc Bonus) to non-teaching employees of the Institute for the year 2002-03 on the pattern of Central Government, the Board desired that in view of adoption of the service conditions of the employees on the Central Government Pattern, delegation of powers to the Director for deciding various routine matters be got reviewed from the Board in its next meeting in one-go.

In view of above, the Director of the Institute may be delegated powers to decide the following routine matters, in anticipation of the Board's approval, strictly in accordance with the Central Government pattern:

1. To grant DA/ADA and merging DA with basic pay.
2. To grant bonus, Festival Advance, LTC, medical reimbursement upto any limit, House Rent Allowance, CCA, Transport Allowance, Washing Allowance and TA/DA etc.
3. To grant ACP to eligible non-teaching employees of the Institute.

The Board may consider and approve the above proposal.

Item 5.10 To note the corrigendum pertaining to Career Advancement Scheme for teachers of Degree Level Technical Institutions.

Prof. B.G. Naresh Kumar, Adviser-II, AICTE, New Delhi vide letter No. FD/PSSC/Clarif./2003/1 dated 17.12.2003 (copy enclosed as Appendix VIII on pages 76 -80) intimated that there is a typographical error in the appendix-I at page no. 2 item no. 1.4.1(i). The same may be read as follows:-

"Masters degree and completed 5 years of service at the level of Lecturer (Senior scale). Those who do not have Ph.D. degree, they are required to obtain Ph.D. degree within a period of seven years from the date of his/her promotion to the post of Assistant Professor"

Instead of

"Lecturers in the Senior Scale having Ph.D. degree with 3 years of experience in teaching/industry/research at the level of Lecturer (including the period passed in the grade of Lecturer Senior Scale) or equivalent.

OR

Lecturer in the Senior Scale having Master's degree with 5 years of experience in teaching/industry/research at the level of Lecturer (including the period passed in the grade of Lecturer Senior Scale) or equivalent. Such candidates will be required to obtain Ph.D. degree within a period of 7 years from the date of his/her promotion to the post of Assistant Professor".

The Board may note.

GA-I/CAS/

*From the date of [2003] notification
Now he become eligible*

Prof. B.G. Naresh Kumar
Adviser-II

F.No. FD/PSSC/Clarif./2003/1
Date: 17.12.2003

CORRIGENDUM

To,

Secretaries (Technical Education)
All State Governments/ Union Territories.

Sub: Clarification on certain issues pertaining to Career Advancement Scheme (CAS) for teachers of Degree Level Technical Institutions.

Sir,

This is with reference to the council's letter even number dated 10.9.2003 regarding Clarification on certain issues pertaining to Career Advancement Scheme (CAS) for teachers of Degree Level Technical Institutions. In this regard this is to inform you that there is a typographical error in the Appendix-I at page no 2 item no 1.4.1(i). The same may be read as follows:

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

Instead of

"Lecturers in the Senior Scale having Ph.D. degree with 3 years of experience in teaching / industry/ research at the level of Lecturer (including the period passed in the grade of Lecturer Senior Scale) or equivalent.

OR

Lecturer in the Senior Scale having Master's degree with 5 years of experience in teaching / industry/ research at the level of lecturer (including the period passed in the grade of Lecturer Senior Scale) or equivalent. Such candidates will be required to obtain Ph.D degree within a period of 7 years from the date of his/her promotion to the post of Assistant Professor".

The corrected copy is enclosed herewith for your kind perusal. The other conditions mentioned in our earlier letter shall remain same.

Thanking You,

Faithfully Yours,


(B.G. Naresh Kumar)
Adviser (FD)

Encl.: As above.

Copy to:

1. All the Directors of Technical Education of All State Govts./ Union Territories - for circulation amongst all Directors/ Principals of degree / diploma level Technical Institutions.
2. Principals of all National Institutes of Technologies.
3. All Vice- Chancellors of Universities/ Deemed Universities.
4. Secretary/ Additional Secretary / Union Public Service Commission (UPSC).
5. All Centrally funded Technical Institutions.
6. All Regional Officers of AICTE
7. The Deputy Secretary (T), Dept. of Secondary and Higher Education, Ministry of HRD Govt. of India, Shastri Bhawan, New Delhi.

Appendix-1

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

1.1 General

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


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

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

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

1.2 Lecturer (Senior Scale):

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

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

- (iii) Consistently satisfactory performance appraisal reports.

1.3 Lecturer (Selection Grade):

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

1.4 Assistant Professor:

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

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

AND

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

1/10/97

- (iv) Possesses consistently good performance appraisal reports.

1.4.2 Promotion to the post of Assistant Professor will be through a process of selection by a selection committee to be set up under the statutes / ordinances of the concerned institute / university or other similar committees set up by the appointing authorities.

1.5 Professor:

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

1.5.2 The selection committee for promotion to the post of Professors should be the same as that for direct recruitment for the promotion from Assistant Professor to Professor the following methods of promotion may be followed:

The candidate should present her/himself before the selection committee with some of the following:

- (a) Self-appraisal report (required).
- (b) Research Contribution - books, articles, etc published (at least 4 papers in Journals required). The best three written contribution of the teacher (as defined by her/him) may be sent in advance to the experts for reviewed before coming for the selection committee interview. The candidate should submit in three sets with the applications.
- (c) Seminars / conferences / workshops attended which should be at least 4 seminars/ conferences/ workshops at the national/ international level or must have attended summer / winter schools (short term course) of total duration of 4 weeks.
- (d) Significant contribution towards teaching / academic environment / institutional corporate life.
- (e) Adequate extension and field research activity.

(f) Development of course/ lecturer material / monographs, CDs / modern teaching tools including E- learning tools.

(g) Participation in continuing education programme.

(h) Any other academic contribution.

1.6 The requirement of consistent satisfactory performance appraisal report shall be the mandatory requirement for Career Advancement from Lecturer to Lecturer (Senior Scale) and from Lecturer (Senior Scale) to Lecturer (Selection Grade) /Assistant Professor.

For requirement of completing the courses would be as follows:

- (i) For Lecturer to Lecturer (Senior Scale), summer / winter school courses of total duration of 4 weeks would be compulsory.
- (ii) For Lecturer (Senior Scale) to Lecturer (Selection Grade)/ Assistant Professor, summer / winter school courses of total duration of 4 weeks would be compulsory.
- (iii) The senior teachers like Assistant Professor / Lecturer (Selection Grade) and Professors may opt to attend 4 seminars / conferences / workshops (National or International Level) in their subject area and present papers on those areas or attend AICTE approved summer / winter school courses to be offered by various approved institutions.

Note: Other terms and conditions of Career Advancement Scheme (CAS) will remain same as per the addendum issued vide Letter F.No. 1-65/CD/NEC/98-99 dated July 31st 2001.

Item 5.11 To consider the extension case of deputation of Smt. Sunita Chauhan, Lecturer in Electrical Engg. Department of NIT Kurukshetra from 20.12.2003 to 19.12.2004.

As desired by the State Govt. Smt. Sunita Chauhan was allowed to proceed on deputation vide No. GA-I/PF/10658-65 dated 19.12.2000 for a period of one year commencing from 20.12.2000(AN) to enable her to join as Project Director in the Department of Directorate of Technical Education, Haryana, Chandigarh in anticipation of the approval of Board of Governors of the Institute on the usual terms and conditions mentioned in the letter. She was allowed extension for a period of one year which may be extendable to three years on the orders of His Excellency Governor of Haryana as conveyed by Technical Education Department, Chandigarh vide endst. No. CTE-2K/1078/Tech.Arch dated 6.12.2000. The Board of Governors ratified the action of the State Govt. in posting Smt. Sunita Chauhan on deputation in the Directorate of Technical Education, Haryana initially for a period of one year (extendable to 3 years) commencing from 20.12.2000 vide item No. 94.43. Further His Excellency Governor of Haryana was pleased to extend the deputation period of Mrs. Sunita Chauhan from 20.12.2001 to 19.12.2002 and 20.12.2002 to 19.12.2003. For ratifying the action of His Excellency, the Governor of Haryana in allowing extension in deputation of Smt. Sunita Chauhan with the State Govt. from 20.12.2001 to 19.12.2002 and from 20.12.2002 to 19.12.2003 the matter was placed in the 2nd meeting of the BOG held on 19.4.2003 and the Board decided as under:-

"Smt. Sunita Chauhan, Lecturer in Elect. Engg. Deptt., NIT Kurukshetra was allowed extension in deputation from 20.12.2001 to 19.12.2002 and further extension from 20.12.2002 to 19.12.2003. The Board directed that Smt. Sunita Chauhan should request NIT Kurukshetra for one year's extension in deputation in writing from

20.12.2002 to 19.12.2003 with the undertaking that no further extension will be given to her under the Rules and she will have to resume her duty in the Institute after the expiry of deputation period on 19.12.2003."

The above decision of the Board was conveyed to Smt. Sunita Chauhan vide letter No. GA-I/PF/3781 dated 18.6.2003 with a copy to Financial Commissioner & Principal Secretary, Govt. of Haryana and also a copy to the Technical Education Commissioner, Technical Education Department, Chandigarh. As per above decision of the Board Smt. Sunita Chauhan was to join by 19.12.2003. She was required to give an undertaking regarding her joining upto this date which she gave vide memo No. 2297 dated 26.8.2003 in which she undertook to resume duty at NIT Kurukshetra on the expiry of deputation period as per rules of the Institute. When Smt. Sunita Chauhan did not join duty after the expiry of deputation period which was upto 19.12.2003 she was directed vide letter No. GA-I/PF/324 dated 13.1.2004 to resume duty within 15 days from the date of issue of this letter in the interest of the Institute as well as in her own interest failing which disciplinary action will be taken as per Institute Rules (Copy enclosed as Appendix IX page 84 - 85). Smt. Sunita Chauhan vide her application dated 7.1.2004 intimated that she has not been relieved by the Directorate of Technical Education (copy enclosed as Appendix X page 86). Smt. Sunita Chauhan was again intimated by the Institute vide letter No. GA-I/PF/930 dated 29.1.2004 that the relieving matter was between her and the Directorate of Technical Education. Vide Institute letter dated 29.1.2004 as referred to above she was also given the final and ~~the~~ last opportunity to resume her duty at the Institute within 15 days from the date of issue of the said letter.

Now the Institute has been informed vide endst. No. 51/24/2001-1TE dated 5.2.2004 that His Excellency, Governor of Haryana is pleased to further extend the deputation period of Smt.

Sunita Chauhan from 20.12.2003 to 19.12.2004 on existing terms and conditions.

Smt. Sunita Chauhan is not eligible for leave of any kind either as per earlier rule of the Institute or the IIT rules adopted by the Institute w.e.f. 1.1.2004 approved by the BOG in its meeting held on 8.12.2003.

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

~~13/1/2004~~

NATIONAL INSTITUTE OF TECHNOLOGY
(DEEMD UNIVERSITY)
KURUKSHETRA-136119

No: GA-I/PF/ 324
Smt. Sunita Chauhan,
Joint Director,
Tech. Education Deptt. Haryana,
S.C.O. 38-39, Sector-17 A,
CHANDIGARH.

Dated :30.12.2003
13/1/2004

Subject: Non resumption of duty after expiry of Deputation Period

Madam,

cf 146 You were allowed extension in deputation for the period 20.12.2002 to 19.12.2003 by the Board of Governors in their 2nd meeting held on 19.4.2003 with the directions that you should request NIT, Kurukshetra for one year's extension in deputation in writing from 20.12.002 to 19.12.2003 with the undertaking that no further extension will be given to you under the rules and you will have to resume your duty in the Institute after the expiry of deputation period on 19.12.003. Further a request was cf 155 made to you vide this letter No.GA-I/PF/5239 dated 8.8.2003, to submit the cf 152 undertaking. In response to letter referred to above, you submitted the same vide your Memo No: 2297 dated 26th August,2003 wherein you had accordingly requested for extension in deputation to continue working in the Deptt. of Technical Education, Govt. of Haryana, Chandigarh up to 19.12.3003 and after the expiry of deputation you would resume your duties at N.I.T. Kurukshetra.

But despite your undertaking you did not resume your duty in the Institute till now as two weeks time has been lapsed. The BOG in their 91st meeting held on 11.5.1999 has decided as under :-

" If a College employee over stays, his/her leave, he/she forfeit his/her salary during the time of his/her remaining so absent, and if he/she overstays his/her leave for more than one week, his/her post shall be liable to be declared vacant."

Further the BOG of the Institute in their 2nd meeting held on 19.4.2003 has also decided as under :-

"The Board expressed that in future disciplinary proceedings should be enforced against all those who stay away from duty without authorized/sanctioned leave."

You are, therefore directed to resume your duty within 15 days from the date of issue of this letter in the interest of the Institute and as well as your own interest failing which disciplinary action will be taken as per Institute's rules.

[Signature]
21/12/04
DEPUTY REGISTRAR(GA)

For Director

Endst No: GA-IPF/ 325-2)

Dated: 13/1/2004

Copy of the above is forwarded for information & necessary action to:-

1. The Financial Commissioner & Principal Secy, Govt. of Haryana Technical. Edu. Deptt, Room No. 46, 9th Floor Civil Secretariate Haryana Chandigarh
2. Technical Education Commissioner, Tech. Education Department, Haryana, SCO 38-39, Sector 17-A, Chandigarh.
3. Chaiman, Electrical Engg. Deptt., NIT, Kurukshetra.

[Signature]
21/12/04
DEPUTY REGISTRAR(GA)

To

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APPENDIX-X

13/11/2004

The Director
National Institute of Technology,
Kharagpur.

संलग्न प्रतिलिपि संख्या.
(प्रति प्रतिलिपि संख्या)
130119. 192
प्रतिलिपि संख्या 13.1.04
दिनांक

Subject: Deputation

Sir, Kindly refer to my earlier letter No 2297
dated 26/8/03.

It is submitted that although my deputation
period has expired on 20.12.2003; I have not been
relieved by the Directorate of Technical Education,
Mayura till now. It is for your kind
information please.

date: 7/1/04

Signature
7/1/04

SUMITA CHAUDHAN
Joint Director
DTE, Mayura

Item 5.12 To note the action of the Inquiry Officer appointed in the case of Miss Indu Nalwa, Ex-Lecturer in Humanities Department regarding her final settlement.

As per decision of the Board taken in its 3rd meeting held on 6.10.2003 vide item No. 3.7 the Board authorized the Chairman of the Board of Governors to constitute a Committee to find out the facts of the case regarding final settlement of accounts of Miss Indu Nalwa on superannuation. Dr. M.P. Kapoor, Ex-Director, Thapar Centre for Industrial Research & Development, Thapar Technology Campus, Patiala was appointed a one man Committee in April, 2003. The Committee was authorized to make inquiry from the existing and former (retired) employees of the Institute so as to ascertain facts and fix extent of responsibility for lapses thus established. Dr. Kapoor was requested to finalize the report within a period of one month along with his recommendation. The Board noted the constitution of one man Committee of Dr. M.P. Kapoor in its meeting held on 8.12.2003.

Dr. M.P. Kapoor visited the Institute for the aforesaid purpose on 22.12.2003. The Institute appointed Shri Kirpal Singh, Dy. Supdt. (GA) and Sh. H.R. Mehta, Dy. Supdt. (Stores) as Presenting Officers to assist the Inquiry Officer. After conducting some inquiry he asked for some information which was sent to him vide letter No. GA-1/35 dated 1.1.2004 through an employee of the Institute. On 22.12.2003 after the inquiry he desired to take with him the following documents which were also handed over to him :-

1. Personal file of Miss Indu Nalwa alongwith its notings portion.
2. Service Book of Miss Indu Nalwa.
3. Draft agenda item of the Board relating to the case.

The Presenting Officers have informed that no information from Dr. Kapoor has been received so far. One of the Presenting Officers namely Sh. H.R. Mehta has retired from the services of the Institute in the month of Feb., 2004.

The Board may note.

File No. GA-I/

**Item 5.13 To note the suspension of Shri S.C. Gupta
Lecturer in Mechanical Engineering Department
of NIT Kurukshetra.**

Shri S.C. Gupta, Lecturer in Mechanical Engineering Department of the Institute was put under suspension vide order No. GA-I/PF/8262 dated 8.12.2003 on account of various acts of omission (copy enclosed as Appendix XI pages 90 to -). He was served Charge-sheet vide letter No. GA-I/PF/780 dated 22.1.2004 (copy enclosed as Appendix XII pages 91 to 96). As per this memo he was required to submit reply within 15 days from the date of issue of this memorandum. On his request he was given extension to submit the reply of the Charge-sheet by 20.2.2004. Sh. Gupta submitted the reply of the Charge-sheet in the extended time (copy placed as Appendix XIII pages 97 to 107). Further action in the case is under consideration of the Institute.

Board may note the action taken by the Institute in suspending Shri S.C. Gupta.

Ref. File GA-I/SCG/

NATIONAL INSTITUTE OF TECHNOLOGY
(DEEMED UNIVERSITY)
KURUKSHETRA-136119

No. GA-I/PF/ 8262

Dated: 8.12.2003

ORDER

Shri S C Gupta, Lecturer in Mechanical Engineering Department of the Institute is hereby put under suspension with immediate effect i.e. 8.12.2003 (AN) on account of various acts of omission.

The charge-sheet will follow in due course of time. He will get Subsistence Allowance as per rules of the Institute. He will mark his attendance daily in the office of the Mechanical Engineering Department. He should not leave headquarter without prior proper written permission of the Director.

Shri S C Gupta,
Lecturer,
Mechanical Engineering Department,
NIT, Kurukshetra.

8.12.2003
(S N Mahendra)
Director
8.12.2003

Endst. No. GA-I/PF/ 8263 - 69

Dated: 8.12.2003

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

1. Chairman, Mech. Engg. Deptt., NIT, Kurukshetra.
2. Registrar
3. Deputy Registrar (GA)
4. Deputy Registrar (Accounts)
5. Estate Officer
6. Security Officer
7. PA to Director.

REGISTRAR
8.12.2003

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

गोपनीय
APPENDIX-XII

No.GA-I/PF/ 702

Dated: 22/11/2004

MEMORANDUM

1. Shri S.C.Gupta, Lecturer in Mechanical Engineering Department, National Institute of Technology, Kurukshetra is hereby informed that it is proposed to take disciplinary action against him under Conduct and Disciplinary Rules of this Institute, on the basis of charges and statements of allegations for misconduct on his part appended herewith.

2. Shri S.C.Gupta is hereby required to state in writing within a period of 15 days from the date of issue of this Memorandum to him whether he admits the truth of all or any of the charges, what explanation or defence, if any, he has to offer and whether he desires to be heard in person.

3. Shri S.C.Gupta is hereby further informed that if for the purpose of preparing his written statement, he wishes to have access to the relevant official record, he should inspect the same in the office of Deputy Registrar(GA) of the Institution on any working day after taking prior appointment from him. It is, however, pointed out that only such documents shall be shown to him as are in possession of the concerned officer and are strictly relevant to the case. It is made clear to Shri S.C.Gupta that his failure to inspect the documents shall not constitute a valid ground for delay in the submission of his written statement and if the written statement is not received within the specified period, it shall be presumed that he has nothing to submit.

4. The written statement should be submitted directly to the Director, N.I.T.Kurukshetra.

DA: 1. Statement of allegations.
2. Statement of charges.

Shri S.C.Gupta,
Lecturer (Under Suspension),
Mech. Engineering Department,
N.I.T.Kurukshetra.

6.11.2004
22/11
DIRECTOR
22/11/2004
22/11/2004
22/11/2004

NATIONAL INSTITUTE OF TECHNOLOGY
(DEEMED UNIVERSITY)
KURUKSHETRA-136119

STATEMENT OF ALLEGATIONS

1. Shri S.C. Gupta, Lecturer in Mechanical Engineering Department, NIT Kurukshetra made a forced entry into room no. 1 of Guest House of the Institute on 7.12.2003 at about 8.45 A.M. where the Hon'ble Chairman, Board of Governors was staying for attending the BOG meeting scheduled for 8.12.2003. Though Shri Ram Kishan, Cook-cum-Chowkidar tried to give a slip to Sh. Gupta to write the details for meeting the Chairman, BOG, but Sh. Gupta straightway entered into the room no. 1 and spoke loudly and undesirably to the Chairman violating all norms of decency which is against the Conduct & Disciplinary Rules of the Institute. It is gross indiscipline and omission on the part of Sh. Gupta and causes aspersions on him as a faculty member.

2. On 7.12.2003 in the morning itself Shri Gupta went to the residence of Registrar speaking loudly against the Chairman, BOG. Shri Gupta uttered in an abnormal voice to the Registrar that he was going to lodge an FIR against the Chairman in the Police Station. During conversation Shri Gupta misbehaved with the Institute's Registrar.

3. On the same day Sh. Gupta came in the Guest House 5-6 times to meet the Chairman, BOG ignoring the advice of the Security Officer. In the evening Sh. Gupta came in front of the Director's residence in a drunken condition and insisted to meet the Director. In the intoxication condition, Sh. Gupta started making rounds of the residence of the Director. Sh. Gupta made an entry in the residence of the Director when the Registrar was already present there. Sh. Gupta started abusing the Registrar in presence of the Director. The Security Officer took Sh. Gupta to his residence (Sh. Gupta's residence) with the

help of Chowkidar but Shri Gupta again came at the residence of the Director and put off his (Sh. Gupta's) clothes except Pajama and started to lit his body with match box. Under these circumstances the match box and the "Biri" were snatched away from Sh. Gupta by the Chowkidar. As reported, Sh. Gupta remained there in front of the Director's residence till late night. In the late night officers of the Institute went to the Police Station but in the meantime he was picked away by some persons known to him. Such actions cannot be expected from a teacher of Educational Institution like ours and are highly objectionable.

sd/-
Director

NATIONAL INSTITUTE OF TECHNOLOGY
(DEEMED UNIVERSITY)
KURUKSHETRA-136119

STATEMENT OF CHARGES

1. Nuisance created by Sh. S.C. Gupta, Lecturer in Mechanical Engineering Department at NITK, Guest House on 7.12.2003.

Shri S.C. Gupta, Lecturer in Mechanical Engineering Department, NIT Kurukshetra made forced entry into the room of Guest House of the Institute on 7.12.2003 at 8.45 A.M. where the Hon'ble Chairman, Board of Governors was staying for attending the BOG meeting scheduled for 8.12.2003. Though Sh. Ram Kishan, Cook-Cum-Chowkidar tried to gave a slip to Sh. Gupta to write the details for meeting Chairman BOG but Sh. Gupta straight away entered into room No. 1 of the Guest House where Sh. S.C Gupta spoke loudly and undesirably to the Chairman violating all norms of decency. Sh. Ram Kishan who went running towards the room where Chairman was staying also heard loud voices. That act of Sh. Gupta led to misbehaviour towards the Chairman BOG which is against the Conduct & Disciplinary rules of the Institute which read as under :-.

- 1 (b) An employee shall at all times be courteous in his dealings with other members of the staff, students and members of the public.
- 10 (a) Whenever an employee wishes to put forth any claim or seeks redress of any grievances or of any wrong done to him, he must forward his case through proper channel.

From the above it is evident that Sh. Gupta did not follow the above rules which is a gross indiscipline and omission on his part. Being a teacher it cause asperations on the part of his teaching profession.

2. Nuisance created by Shri S.C. Gupta at the residence of the Registrar, NITK on 7.12.2003.

On that very day in the morning itself Sh. Gupta went to the residence of the Registrar speaking loudly against the Chairman BOG. When the Registrar asked him as to why he went to meet the Chairman BOG without "Through Proper Channel" he replied back in loud voice that he himself (Sh. SC Gupta) was a proper channel. Sh. Gupta further uttered in an abnormal voice to the Registrar that he was going to lodge a FIR against the Chairman BOG in the Police Station. It is evident that Sh. Gupta also had altercation during his conversation while entering the Chairman's room at Guest House on 7.12.2003 at about 8.45 AM and also misbehaved with the Institute's Registrar.

3. Nuisance created by Shri S.C. Gupta in the Guest House and at the residence of the Director, NITK on 7.12.2003.

- (i) After receiving a message from the Registrar on the same day, the Security Officer of the Institute reached the Guest House. A Chowkidar was put on duty in the Guest House to stop entry of undesirable elements. In the mean time Sh. Gupta again made a entry but the security officer asked him to come in the evening. The above arrangement was done on the verbal report of Sh. Ram Kishan that Sh. Gupta has come to Guest House 5 or 6 times to meet the Chairman, BOG.
- (ii) In the evening Sh Kamla Parsad, Chowkidar deputed at the resident of Director, NIT, Kurukshetra reported that Sh. Gupta came in front of the Director's residence at about 6.00 PM in a drunken condition. The Chowkidar asked him to go away as he was in drunken state but Sh. Gupta

insisted that he would meet the Director. With this state of intoxication Sh. Gupta started making rounds of the residence of the Director. In the meantime, the Registrar also reached the Director's residence. Thereafter Sh. Gupta made an entry in the residence of Director and started abusing the Registrar in the presence of the Director. The Security Officer, who also reached the Director's residence, arranged to leave Sh. Gupta at his residence in the Campus with the help of Chowkidar in the Director's Car. Sh. Prithvi Raj, Driver of the Car also observed that Sh. Gupta was in drunken condition. These actions of Sh. Gupta clearly indicates his misconduct.

- (iii) The Chowkidar Sh. Kamla Parshad also reported that Sh. Gupta again came at about 7.30 PM at the residence of the Director and put off his (Sh. Gupta) clothes except Pajama and started to lit his body with match box. Under these circumstances, the match box and the "Biri" were snatched away from Sh. Gupta by the Chowkidar so that he may not cause any harm to self. Sh. Kamla Parshad also reported that Sh. Gupta was sitting in the same condition in front of the Director's residence till late night. Similar versions were also given by the officers and the faculty members present there. In the late night officers of the Institute went to the Police Station to report the matter but in the meantime Sh. Gupta had been picked away by some persons known to him.

The above action particularly of a teacher in an educational Institution does not hold good for the community and the students.

Sd/-
DIRECTOR

To

The Director
NIT Kurukshetra

संस्थान प्रमुख, पी.टी.सी. संस्थान
(माहिती विभाग, संस्थान)

फ़ोन-136119. 795

व्यक्तिगत संदेश: 21/2
दिनांक: 21/2

RM 21/2
DR (GA) 21/2

DR (A) / SAI
21/2

**Sub.: Written Statement in reply to Memorandum Issued to me
vide No. GA-1/PF/780 dated 22.1.04.**

Dear Sir,

Kindly refer to abovementioned Memorandum, Statement of allegations, statement of charges, I submit the following written statements in reply to the same.

1. It is a fact that I went to Room No. 1 of Institute Guest House where Hon'ble Chairman BOG was sitting in the morning of 7.12.03 as he was to preside over the meeting of the BOG scheduled for 8.12.03.

I being a teacher of Mech.Engg. Deptt went to the Guest House to meet Dr. BL Dhoopar, Chairman, BOG who also happens to be a reputed academician of IIT Kanpur and with specialization in the Mechanical Engineering. Being a student of Ph.D. infact I wanted to have some guidelines and the sole purpose for my going to the Guest House was to seek consultation/guidance to complete my Ph.D. as the duration left with me is very short for submission of my Ph.D. thesis.

Incidentally my going to meet the chairman of BOG in the Institute Guest House became a point of controversy but factually I wanted to meet him as an academician and not as the chairman of the BOG.

He openly invited the entire teaching staff of the institute in August 2002 in room no. E-106 while holding a meeting of the teaching staff of the institute. In the said meeting he publically exhorted the teachers of the institute, in the presence of the then Director Dr. N.P. Mehta who was also sitting on the dias, with the

21/2

remarks Leave aside administration, talk of administration to your director "I shall not even comment upon that". If you have any problem of academic in nature you are always welcome to me directly.

So trusting his own words upon their face value, I went to meet Sh. Dhooper so that he may throw some light upon my Ph.D. topic Essentially my job is that of a teacher. However, besides teaching I always strive for creation of new knowledge like by pursuing my Ph.D. topic which is a topic of great academic importance.

It is exactly for this scholastic pursuit that I sought the guidance of erstwhile retired Professor Dr. B.L. Dhooper while he was staying in Institute Guest House in the morning of 7-12-03. But my bad luck, Sh. Dhooper felt offended even before I could utter my Ph.D. topic to him.

Obviously, I was ruffled & agitated, as my Ph.D. thesis submission time was fast nearing its end i.e. 4 year tenure, I was enrolled in Sept. 2000 with K.U.K. as a Ph.D. Scholar under proper permission of the Institute.

So if it is a crime to be a student and seek the guidance of those who matter in academia, I have committed a crime for which I submit myself before the authorities that be, to meet out any punishment which they desire.

However, it is further pointed out that I had the courtesy to seek the permission of the attendant of the chairman i.e. some boyish person living in the Institute Guest House and masquerading in the campus as if he is the only person who matters there. But since this boyish person was busy in some kitchen work, he ALLOWED me to meet the chairman directly even without a slip. I also had the sense of courtesy to further tell him "whether I could meet him directly. Even without a slip", Upon this he shot back "when we have told you to go and meet the

Y. Dhooper

chairman directly, who else can stop you from meeting him now. What the slip would do".

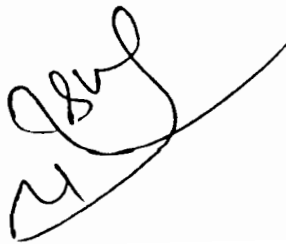
So I decided to meet erstwhile retired professor of Mechanical Engg. from a world class premier Institute like IIT, Kanpur. As to my mind, a written slip is nothing but an authorization to go ahead, which I had been granted by that boyish person there.

So dear sir, no norms of decency were violated. After all I am teacher here and a teacher can never be indecent to anybody, least of all his elders and respectable in the Institute and society at large.

So the quoted Conduct and Disciplinary rules of the Institute may not be operated keeping in view the sanctity of the purpose behind my desire to meet Dr. B.L. Dhooper

It is patently untrue that I spoke loudly and undesirably. When I met Hon'ble Chairman BOG of the Institute. My dear sir I had gone to the Guest House in the morning of 7.12.03 not for purpose of putting forth any claim or do seek redress of any grievances of any wrong done to me. I had simply gone for the pious purpose of seeking his guidance as an academician.

2. With reference to point at Sr. No. 2 it is admitted that on 7.12.03 I went to the residence of the Registrar but I only enquired about the period of stay of the Chairman, BOG so that I may consult him regarding my academic problem with Dr. B.L. Dhooper who incidently is a reputed academician of IIT Kanpur holding a fame in the discipline of mechanical engineering. However this enquiry might have not been to the taste of the Registrar, hence an unpleasant conversation. But to my mind there was nothing behind it to dis-honour the Registrar in any manner whatsoever.



Rather the Registrar threatened me with lodging of an FIR in the police station presuming that I had gone to meet the Hon'ble chairman BOG without proper channel.

Upon this I told the Registrar that Sir, being a law graduate I know that what was all about lodging of an FIR in the circle thana of the town. It shall not be out of place here to mention that I have done LLB (Profession) from K.U.K. in the year 2000, under proper permission of the Institute. But to my mind such a straight forward talk was not liked by the Registrar then.


Obviously the Registrar of the Institute was very overburdened with work at that point of time as a BOG meeting had been scheduled for the next day i.e. 8.12.03. He told me absentmindedly that you go away otherwise he would have to lodge a complaint against me in the police station of the circle since I had committed the 'sin' of meeting the Hon'ble chairman of BOG "Without Proper Channel".

He further told me in the same vain it is not expected of him (the Registrar) to know from his superiors particularly chairman BOG as to for how long he would like to stay here this time.

But since I was under great pressure of getting my doubts regarding my Ph.D. topic dispelled by Dr. B.L. Dhoopar, I requested the registrar to at least tell me the day after as to for how long Prof. Dhoopar would stay in the town this time round.

This further pressing of matter by me might not have been to the liking of the Registrar & that is why he became annoyed and furious with me. But to my mind there was nothing behind it to show any disrespect the Registrar in any manner.

If at all he had felt that my talks or the way of talking with him in any manner was less than pleasant, I request him, that, that be ignored considering our long stay together on the college campus. I have always held him in high esteem and have been throughout been courteous towards him till date.



3.

(i) In reply to para no. 3 it is clearly submitted that I came to the Guest House only twice instead of 5-6 times but I have not met the Chairman more than once when he advised me to see him only after prior appointment even if academic discussion was required, being busy as he was in the BOG items for the next day meeting.

(ii) Honestly speaking the undersigned was neither under the drunken state nor intoxication state in evening of 7.12.03 as the same has been prohibited by the Doctor under whom I am taking the treatment of liver disorder. Had there been a doubt of drunken state I could have been easily medically examined on the direction of the authority by the DR(GA)/Security Officer from the LNJP Hospital, Kurukshetra at that time and could have been suitably punished for the same. My confused state of mind has been concluded as drunken state that was due to the impression of some complications in my family. Still I am sure that I have not acted in an indecent manner in talk or have not acted in any inviolate manner which is a general expectation about a drunken man.

Rather, I went to the Director's residence in the evening of 7.12.03 after obtaining his prior approval on telephone, to discuss a matter of great importance of personal-cum-public in nature.

When I went there, incidently Registrar was also present in the Director's residence office alongwith the worthy Director himself. About the presence of the Registrar I was not aware before. To my mind the Registrar was also under the impression that I had gone there without taking prior proper permission of the Director before being there. It shall not be out of place here to mention that beside taking prior permission of Director I exhibited further courtesy to seek the permission of Chowkidar who had been posted outside Director's residence at that time, before

entering the residence of the Director. Understandably the Registrar was highly burdened with official work as an important BOG meeting had been scheduled for the next morning i.e. 8.12.03.

As soon as I started discussing the said matter of great importance which was personal-cum-public in nature, the Registrar, obviously, got irritated and said abruptly Mr. Gupta, say whatever you wish to say only Later on. It was not the proper time to raise such issues. Moreover you should meet the higher officers of the institute only after obtaining prior permission. As the Registrar had intervened in a very unpleasant and dashing manner I retorted back, my dear Sir, I had not come here uninvited or I was not an undesirable element at all. I had come here only after obtaining prior permission of the Director. It was unbecoming of the Registrar of our prestigious Institute to intervene in such, an unpleasant manner when two persons of higher status discuss something very important matter of personal-cum-public in nature.

This might have been taken otherwise by the Registrar and might have been considered in bad taste by him. Infact there was no idea of conversation or discussion with the Director creating any indecency with the Registrar. As I mentioned before I have always been courteous & respectful toward the Registrar of the Institute holding him in high esteem & personal prestige. After all he is a very important link in the official channel of the Institute.

Subsequent to the event referred above, the Registrar called the Security Officer and gave him direction to drop me at my residence DA-10 on the Institute Campus. Sh. Ram Lal Security Officer took me in the Institute vehicle but while dropping me at my residence, he started talking in a very indecent manner and rather he caught me from my neck which resulted into the tearing of my upper body garments including

SRL

under-upper clothes. This inhuman act was committed by Sh Ram Lal Security Officer right in front my house on the Institute Campus in broad evening.

At the end I am clarifying that the reason behind my sitting outside the residence of Director in the evening was to show resentment against such a despicable behaviour of Sh Ram Lal Security Officer with a teaching faculty member, by catching me from the neck and tearing apart my upper body garments right in front of my residence when my family was away to Rohtak to attend a marriage in our family. To show resentment against this inhuman behaviour of the Security Officer, I came again to the residence of the Director riding on my own scooter and sat there for quite sometime so that I maybe heard for the grievances cited above. As nobody came outside to listen to me, I had no alternative except to come back being cold whether. My request to seek justice from the authority of Institute against this inhuman behaviour of Sh. Ram Lal security officer may also be looked into. And to my mind further allegation of liting my body with the match box is not correct.

Instead of me this security officer Sh. Ram Lal should have been placed under suspension. After all what right he had to behave in that inhuman way with me. After all he is a person holding a lower status than me in the Institute.

As my colleagues and senior in the faculty, who always praise and appreciate my exemplary conduct & teaching performance in the Institute, tell me that a teacher is like a role model of high moral conduct before the society in general and students in particular. As they tell and I follow if a teacher starts having such bad habits like drinking and smoking, where the students would go for guidance in the matter of moral, ethical, and good desirable conduct ! My job is essentially that of a teacher so ever since the day of my entering into this noble

avf

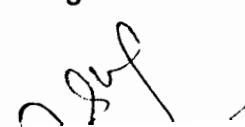
profession of teaching I have been exhibiting high moral conduct and exemplary behaviour with all my students, colleagues & seniors in the faculty.

So my being in the habit of either drinking or smoking biris or cigarettes is patently untrue. So likewise on that day also i.e. 7.12.03 I had neither drunk any liquor or smoked any Biri or cigarette. I am not in such habits my dear sir.

As your goodself have permitted me to have a glance at all the complaints that have been lodged in reference to me, While thanking you for your broad heartedness of providing me a chance to see all the relevant official record. Now since I trust all the people in the institute, I forgo this opportunity of seeing the record. As my colleagues have been telling me, ever since the day of my suspension from Job, based upon such hearsay. I have prepared this reply, for I know that a record is nothing but reducing the hearsay into writing. Once again thank you for your affection towards me on this count. However, I take this opportunity to point out the following pinching phrases in this charge sheet.

In point 3 (i) p. 2 it is mentioned that "Security Officer asked Sh. Gupta (myself) to come in the evening". It is indiscipline on the part of the security officer. After all he is a person (employee) of lower status when compared with that of mine. If all the employees in the Institute of lower status in hierarchy be allowed to "ask" there superiors where the administration of the institute would go in case such a scenario is permitted here?

As your gooself may remember that vide a letter No GA-1/PF/7849 dated 19.11.03, issued to me, under your authorization to DR(GA) of the Institute, I had been granted 4 months Sabbatical Leave for pursuing research on the topic "Process

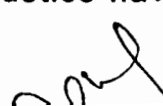


Planning in Manufacturing system in Industry". Which were to commence on 5.1.2004 and to end on 4.5.2004.

And I had made all the necessary preparations of proceeding on these. Sabbatical leave like as to how data was to be collected from industry, as to how relevant literature was to be procured from the sources that be, as to how knowledgeable persons in the field were to be approached for guidance, as to how & when seminars were to be delivered before the faculty including renowned experts on the topic as to how & which format entire research work was to be consolidated and aligned in the form of a quality research work which might have become a sort of reference upon the abovementioned topic. I was already under active guidance of both of my Ph.D. supervisors on this topic. I was doing all these activities under their noble guidance & affectionate encouragement. One of my supervisors is Dr. S.K. Sharma, who is currently Professor and Chairman Mechanical Engineering Department of NIT Kurukshetra, besides being an academician of repute.

But like a bolt from the blue, in the (AN) of 8.12.03 your goodself signed another letter/order vide No. GA-1/PF/8262 dated 8.12.03, thereby placing me under suspension with immediate effect. Besides my liberty to leave headquarters was effectively banned. I was not even allowed to conduct a practical examination at NCEC Israna under KUK, as my request to do the same was turned down vide another letter No. GA-1/PF/8536 dated 15.12.03, without furnishing any reason whatsoever, what to talk of vising any industry at outstations for the purpose of collection of relevant data for my research work for which these sabbatical leaves were sanctioned earlier.

Sir, to say the least I have been subjected to gross injustice as all principles of natural justice have been denied to me.



I have been condemned unheard, that two behind my back. No reasonable opportunity was afforded to me by your administration before condemning me in the aforementioned manner.

No preliminary enquiry was conducted on record.

Nothing prime facie was found against me.

Not even an explanation was sought from me.


After all I am a very senior employee of the Institute here, serving your Institute for the last about 18 years. The minimum which an employee of my standing can expect from the Institute administration is that he/she is always heard "in person" before condemning him/her in the aforementioned manner.

Furthermore your goodself had not stopped even here, I had been handed down another letter on Instant 10.12.03 vide No. GA-1/PF/8396 informing that the Sabbatical leave already sanctioned & conveyed to me vide No. GA-1/PF/7849 dated 19.11.03 was thereby cancelled.

I have been subjected to one blow after another by running an above quoted series of letters issued to me, ostensibly for no fault of mine.

The order of 8.12.03 signed by your goodself vide No. GA-1/PF/8262 was fixed upon a door of my house in the evening of 8.12.03, behind my back as I have been told by my neighbours in the campus.

Besides the services which I have been rendering to the Institute for such a long span of time, I have been an Under Graduate & Graduate student of this very Institute. Still I am a Ph.D. student enrolled with K.U.K. under your proper permission alongside serving in the faculty. Also I have done LL.B (Professional) for K.U.K. in the year 2000 under proper permission of the Institute.



Throughout my working experience here I have maintained a good, unblemished record of work & conduct in the institute.

Sir, in nutshell what I gather from your order of 8.12.03 I have been placed under suspension solely out of some misplaced anger of Authorities that be here. Be it chairman BOG, your goodself or other officers and officials of the Institute.

At the end I feel that in the light of the facts mentioned above, I deserve to be reinstated with all the consequential intents & benefits w.e.f. 8.12.03 the day of my suspension, so that I may work with added encouragement and sense of purpose in the Institute hence forth. Though the administration has the sword of justice in its hands but this sword ought to be used in a very judicious way, As I have been taught by my teachers of law college in K.U.K.

At the end again, I submit that if any of my word(s) or act(s) has/have caused any displeasure to any one in the institute, be him the Hon'ble Chairman of BOG, your Goodself, our worthy Registrar or all other officers and officials of Institute, I request that such word(s) or act(s) of mine be ignored in the interest of good Institute relations here.

Thanking you in anticipation,

Dated : 20-2-04

Yours faithfully


(S.C. Gupta)

Lecturer

Mechanical Engineering Department
N.I.T. Kurukshetra



classified by

- 108 -

Maths

Item 5.14

To note the engagements of Dr.S.K.Gupta, Retired Professor of IIT, Kanpur for framing academic rules and Sh.S.P.Sharma, Deputy Registrar(Academic) on contract basis.

The Board of Governors in its 4th meeting held on 8.12.2003 decided as under :

"The Institute should be allowed to appoint a retired Professor from some IIT or a Technical Institute of repute, having expertise in framing academic rules for the Institute comparable to an IIT and the Professor so engaged should be allowed liberal remuneration for the job."

On item No.4.22, the Board further decided as under:

"Till the post of Deputy Registrar (Academic) is filled up, the Board authorized the Chairman of the Board to engage a retired/retiring Officer from Technical Institute of repute to deal with affairs relating to academic, examination, secrecy and results etc. on contract basis. The Board further authorized the Chairman to decide salary and other terms and conditions of contractual engagement of the aforesaid officer."

In view of the above decisions of the Board, the Institute has engaged Shri S.K Gupta, a Retired Professor of IIT Kanpur for framing Academic Rules for the Institute. He will be paid remuneration of Rs.1000/- per day plus TA. He will visit the Institute for one or two weeks during one month. It is expected that he will finish the work in four or five visits. Further, Shri S.P.Sharma, a Retired Deputy Registrar (Academic), North Eastern Regional Institute of Science and Technology, Itanagar, Arunachal Pradesh has been engaged as Deputy Registrar (Academic) of the Institute for a period of one year on a consolidated salary of Rs.14000/- per month.

The Board may note.

B. After this is not receipt
pension it has to be
ensured as per
by Dr. Singh

Item 5.15 To ratify action taken by the Chairman, BOG in engaging private Doctors for the employees of NIT, Kurukshetra.

The Board of Governors of the Institute in their 2nd meeting held on 9.4.2003 decided as under:

"The Board approved the engagement of private Doctors in the different fields of specialization as per agenda item with the condition that the number of doctors on the panel be around 10-12."

In view of the above decision of the Board, the following Doctors have been providing special consultation at their Clinic:

<u>Sr.No.</u>	<u>Name of the Doctor</u>	<u>Field of specialization</u>
1.	Dr.Himanshu Anand	Orthopaedic Surgeon
2.	Dr.P.K.Soni	-do-
3.	Dr.H.K.Sobti	Physician
4.	Dr.Ajay Aggarwal	-do-
5.	Dr.Kedar Goyal	Paediatrician
6.	Dr.Pawan Goyal	Surgeon
7.	Dr.Surinder Mehta	-do-
8.	Dr.Vikas Dua	Dental Surgeon
9.	Dr(Mrs.) Anupama Deswal	-do-
10.	Dr.S.N.Bansal	Skin Diseases
11.	Dr.Rajesh Saini	Eye Surgeon
12.	Dr.Vanita Arora	Gynaecologist

The Senior Medical Officer (SMO) of the Health Centre, NIT, Kurukshetra has requested to include the following more Specialist Doctors in the panel as the employees of the Institute are also consulting these doctors for their special treatment:

<u>Sr.No.</u>	<u>Name of the Doctor</u>	<u>Field of specialization</u>
1.	Dr.V.K.Gupta	Eye-Specialist
2.	Dr. R.N.Bansal	-do-
3.	Dr.(Mrs) A.Gandhi	Dental Surgeon
4.	Dr. N.K.Gandhi	Orthopaedic Surgeon
5.	Dr.S.N.Sethi	Medical Specialist
6.	Dr.S.Singhal	-do-
7.	Dr.Gilbert Parkash	ENT Specialist
8.	Dr.Sneh Pareek	Gynaecologist

Unifinity

3 X 2

By including these eight (8) Doctors in the above panel of Doctors, there will be 3 specialist Doctors in each field of specialization. There will no financial implications involved if the above Doctors are also taken on the panel of the Institute, as the SMO of the Health Centre will refer the patient for only one Specialist for which the patient is in need of consultation. Same pattern is being adopted by the Kurukshetra University, Kurukshetra for their employees.

The above proposal of the Senior Medical Officer for engaging additional eight doctors, has been approved by the Chairman BOG in anticipation of the Board's approval.

The Board may approve the action taken by the Chairman, BOG as mentioned above.

Item 5.16 To consider implementation of Assured Career Progression(ACP) to the non-teaching employees of NIT, Kurukshetra on State Govt. pattern prior to 1.1.2004.

The Institute had been following the State Govt. of Haryana rules on ACP for the Non-teaching employees circulated vide their notification No.GSR-4/Const./Art./309/98 dated 7.11.1998. The Committee at the Institute level last met in January, 2003 to release ACP scales to the Non-teaching employees on the State Govt. pattern. However, the ACP scales were stopped in May, 2003 as per instructions of the Central Govt. received in May, 2003.

The matter regarding grant of ACP scales on the State Govt. pattern to the Non-teaching employees who were eligible during the transit period i.e. before adoption of the ACP scheme on the Central Govt. pattern was placed before the Board in its 4th meeting held on 8.12.2003 (agenda item 4.20). The Board decided as under:-

"In implementation of ACP of the Central Government, a number of Institute employees loose privilege of ACP of the State Government of Haryana. The proposal given in the agenda needs further discussion and decision.

The Board, however, desired that there is strong need to extend monetary incentives to reward good staff members for which the matter may be first examined at the Institute level and then it may be put up to the Board for consideration and decision. The Board further desired that proformae for reporting Annual Confidential Reports of both teaching and non-teaching employees be reviewed".

The Board in its 4th meeting held on 8.12.2003 (agenda item 4.12) decided to adopt service conditions such as (i) Period of probation on recruitment (ii) Leave rules (iii) Conduct & Disciplinary rules (iv) Medical rules (v) Travelling Allowance & Daily Allowance (vi) Leave Travel

Concession (vii) Performance Assessment System (viii) Career Advancement Scheme (CAS) (ix) Assured Career Progression(ACP) (x) Working Days (xi) Holidays w.e.f. 1.1.2004 on the Central Govt. pattern in terms of the MHRD letter No. F.20-46/2003-TS-III dated 9.11.2003.

The Non-teaching employees are pressing hard that they should be allowed ACP scales on the State Govt. pattern for the intervening period prior to 1.1.2004. It may be stated that as per State Govt. rules, the ACP scales are required to be released on completion of 10/20 years service whereas in the Central Govt. the ACP scales are granted after completion of 12/24 years of service. There are approximately 40 ACP cases which are pending for disposal during the intervening period i.e. prior to 1.1.2004 and the financial implication on account of releasing the said ACP scales on the State Govt. pattern amounts to Rs. 50,000/- (app.) per annum only.

The Board may consider and decide.

Ref. File GA-II/ACP Pay Scales/

Item 5.17

Service conditions of the employees of RECs upon their conversion as NITs with Deemed University Status- \ payment of different Allowances.

The Board of Governors of the Institute in their 4th meeting held on 8.12.2003 has decided as under:

*The Board noted that the Govt. of India, MHRD, Department of Secondary & Higher Education, New Delhi vide their office memo No.F.20-46/2003-TS.III, dated 9.11.2003 and office memo No. F.20-11/2003-TS.III, dated 12.11.2003 issued certain instructions concerning service conditions for the employees of all NITs so as to ensure uniformity in rules and regulations governing service conditions of the employees in NITs as indicated below:-

1. Period of probation on recruitment.
2. Leave Rules.
3. Conduct & Disciplinary Rules.
4. Medical Rules.
5. Traveling Allowances & Daily Allowance
6. Leave Travel Concession
7. Performance Assessment System
8. Career Advancement Scheme (CAS)
9. Assured Career Progression (ACP)
10. Working Days
11. Holidays
12. Provision of Screening at the age of 58 years with composition of the Screening Committee and Schedule of Screening in respect of non-teaching staff.

The Board decided to adopt the service conditions mentioned at Sr.No.1 to 11 above in terms of the Govt. of India instructions contained in their letter dated 9.11.2003 under reference w.e.f. 1.1.2004.

Now, the Deputy Educational Adviser, Government of India, Ministry of Human Resource Development, Department of Secondary and Higher Education, New Delhi vide office memorandum No.F.20-46/2003-TS.III, dated 22.12.2003 have issued instructions for the payment of allowances such as HRA, CCA, Transport Allowances, Washing Allowance* etc. (*for Group D staff) to the employees of NITs w.e.f. 1.7.2003 in the same manner and subject to the same conditions as applicable to other Central Government employees as these were not mentioned in the aforesaid letter dated 9.11.2003.

Adj. ment

The Board may consider and decide the date of implementation of the service conditions as contained in the MHRD letter dated 22.12.2003 under reference.

Item 5.18 To note matter regarding Ph.D. Registration

While considering minutes of 1st meeting of the Senate held on 16.4.2003 the Board in its 3rd meeting held on 6.10.2003 approved Ordinances & Regulations for Doctor of Philosophy with the modification that maximum number of students which can be supervised by a faculty member at NIT, Kurukshetra will be as follows under Rule 7.5 of Ordinances & Regulations for Degree of Doctor of Philosophy:-

Professor	-	04
Asstt. Professor	-	03
Lecturer	-	02

The Admission Notification for Ph.D. was notified on the Website as well as in the Newspapers in the second week of February, 2004. The applications are being processed by the concerned Departments.

The detailed procedure for registration of Ph.D. has also been notified to the Departments. Kurukshetra University, Kurukshetra has been requested to transfer the Ph.D. candidates of NIT, Kurukshetra registered with them to NIT, Kurukshetra for final award of Ph.D. Degree.

The Board may note.

Item 5.19 To consider Research Fellowships for promotion of Ph.D. programmes in Engineering & Non-Engineering Departments of the Institute.

As per decision of the Board taken in its 90th meeting held on 25.11.1998 the following Ph.D. fellowships already exist in the Institute:-

Physics Department	1
Chemistry Department	1
Mathematics Department	1
Humanities Department	1
Engineering Departments	<u>6</u>
Total	<u>10</u>

Since no candidate has been available with the Institute, an advertisement at the National level has been given in the leading newspapers. A very good response has been received and the Institute may be able to enroll a large number of research scholars in Engineering and Applied Sciences & Humanities Departments. It is expected that the applicants may be more as compared to the Ph.D. scholarships already available with the Institute.

It is proposed to introduce 15 additional Ph.D. scholarships (total scholarships to be 25) at the rates decided by the MHRD from time to time. The entire expenditure on this account is to be borne by the Govt. of India. Accordingly the Institute will request the Govt. of India to release funds as per requirement keeping actual number of Ph.D. students on role. The allocation of Ph.D. scholarships may be as under:-

1. Engineering Departments	16 Nos.
2. Applied Sciences & Humanities Departments	09 Nos.
Total	<u>25</u>

The Department-wise allocation may be made by the Director.

The Board may consider and decide.

Student Funds

Tabled

**Item 5.20 To note the follow up action taken on the
minutes of the 2nd Meeting of the Board held on
19.4.2003**

The follow up action taken on the minutes of the 2nd meeting of the Board was reported to the Board in its 3rd meeting held on 06.10.2003. By that time, the follow up action on all the decisions could not be taken. Accordingly action taken on the minutes of the 2nd Meeting is also reported in this meeting (the minutes of the 2nd meeting are enclosed as appendix XV from pages 122 to 134). The follow up action has been taken on almost all decisions and action on the remaining decisions is being taken. In some cases, the process involved is lengthy.

**Follow up action on the observations of the Board in the
introductory part of the minutes.**

Observations	Follow up action
* The Institute is an autonomous body and the Board should function in accordance to the powers mentioned in MOA.	Noted for compliance.
* The activities of NIT should be planned on the pattern of IITs.	The academic activities are being followed on the pattern of IITs from the session 2003-04. However the service conditions for the employees are being followed on the pattern of Govt. of India/IIT, Delhi/IIT Roorkee.
* The Director and his team should have its vision and its perspective plan should be chalked out. Plan of action or schedule of activities to achieve the objectives should be presented to the Board. The vision document should reflex the expectations of students, faculty and community at large.	Action is being taken for preparation of the five years plan. However, an item is being placed before the Board of Governors in its 5 th meeting regarding vision document of the Institute (agenda item 5.6)
* The desired ratio of faculty to students and that of faculty to staff should be achieved over a period of time. It should be kept in mind that being a residential institute there is a need of support staff for civic amenities.	Noted for compliance. A Committee at the Institute level to do the rationalization in order to achieve the ratio of faculty and non-teaching staff.

* To achieve the academic objectives, recommendations of the Senate (already finalized in its first meeting) should be presented to the Board, if necessary, in a special meeting, so that the ordinances could be made effective from the coming session 2003-2004.	The ordinances as regards to Graduate, Post-graduate and Ph.D. courses have been formulated to achieve the academic objectives as recommended by the Senate. As decided by the Board in its 4 th meeting, Dr. SK Gupta, a retired Professor of IIT Kanpur has been engaged to review and formulate the academic rules for the Institute.
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Follow up action on the minutes.

Item	Subject	Follow up action
2.1	To confirm the minutes of the 1 st meeting of the Board of Governors of the Institute held on 19.10.2002.	No action is required.
2.2	To note the action taken on the minutes of the 1 st meeting of the Board of Governors of National Institute of Technology, Kurukshetra held on 19.10.2002.	No action is required.
2.3	To note the extension of the term of Dr. N.P. Mehta as Director, National Institute of Technology, Kurukshetra.	No action is required.
2.4	To consider & ratify minutes of the 1 st meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 8.11.2002.	Actions on the items approved by the Finance Committee and ratified by the Board, have been taken as mentioned in Appendix XV _____ from pages _____ to _____.
2.5	To consider and approve minutes of the 1 st meeting of the Building & Works Committee, National Institute of Technology, Kurukshetra held on 8.11.2002.	Noted for compliance.
2.6	To ratify action taken by His Excellency, the Governor of Haryana in allowing extension in deputation of Smt. Sunita Chauhan, Lecturer, Electrical Engineering Department with the State Govt. from 20.12.2001 to 19.12.2002 and from 20.12.2002 to 19.12.2003	Action taken. However, the matter has also been placed in this meeting (agenda item No.5.11)

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| 2.7 | To note action taken by the Director in granting interest free Festival Advance during the financial year 2002-2003 to Class III & IV employees of the Institute. | No action is required. |
| 2.8 | To note grant of Dearness Allowance to the employees of the Institute with effect from 1.7.2002 on the State Government pattern. | No action is required. |
| 2.9 | To note action taken by the Institute in entering into MOA with M/s CISCO Systems, a company incorporated under the laws of California, USA for conducting software courses jointly with NIT, Kurukshetra. | No action is required. |
| 2.10 | To consider constitution of the Equipment & Stores Committee of National Institute of Technology, Kurukshetra. | Action taken. |
| 2.11 | To consider confirmation of Dr. DV Singh, Dr. SK Chakarvarti, Dr. HM Rai and Dr. Akhilesh Swarup on the posts of Professors. | Action taken. |
| 2.12 | To consider the case of Dr. KK Singh, Lecturer in Civil Engineering Department for allowing him Extraordinary Leave (without pay). | Action taken. |
| 2.13 | To consider the case of Dr. Vinay Kumar, Professor in Mechanical Engg. Department regarding regularization of his absence beyond 26.3.2002 to 31.3.2003. | Action taken. He was granted EOL (without pay) w.e.f. 31.3.99 to 31.3.03 |
| 2.14 | To accord approval to the amended minimum qualifications and experience in respect of Director/Principal/Head of the Institute and Lecturer (Humanities and Sciences) in the Degree Level Technical Institutions. | No action is required. |
| 2.15 | To consider and approve the construction of additional storm water drains and Garbage Bins in the Institute Campus. | Action taken. |
| 2.16 | To consider and approve the leasing out of Oxidation Ponds for fish culture. | Action taken. |
| 2.17 | To consider the letter of the Financial Commissioner and Principal | Action taken. |

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- Electronics & Information Tech.
Deptt Chandigarh regarding
procurement of Computer Systems,
peripherals, allied items, Software
and Networking directly from
HARTRON.
- 2.18 To settle the Court case No. MS 136/1998 at Barasat (Kolkata) and 23/1997 at Haryana State Consumer Commission, Chandigarh on mutual agreement. Noted for compliance.
- 2.19 To approve engagement of private Doctors in the field of specialization. Action taken.
- 2.20 To consider grant of pay scale of Rs. 16400-450-20900-500-22400 to some of the faculty members promoted as Professors under the Merit Promotion Scheme. Action taken.
- 2.21 To consider payment of traveling allowance for travels abroad on official business/training or for attending conferences etc. Noted for compliance.
- 2.22 To consider implementation of Career Advancement Scheme (CAS). The implementation of the CAS is under process. The matter has also been placed in this meeting (agenda item No.5.10)
- 2.23 To consider the request of Dr. KK Nagpal, Senior Medical Officer to restrict the recovery of excess amount paid on account of Selection Grade of Rs. 4100-5300. Action taken.
- 2.24 To consider medical facilities to the employees of NIT, Kurukshetra. Action taken.
- 2.25 To consider filling up of vacant teaching posts. Noted for compliance. A Committee has been constituted at the Institute level so as to do the rationalization to maintain ratio between faculty and non-teaching posts at the range of 1:1.5.
- 2.26 To consider the payment of honorarium to the teachers @ Rs. 200/- per lecture for additional teaching load in addition to the prescribed work load of teaching. Noted for compliance.
- 2.27 To consider vacant non-teaching Noted for compliance. As

2.28 To consider thefts of various items.

Committee has been constituted at the Institute level so as to do the rationalization to maintain ratio between faculty and non-teaching posts at the range of 1:1.5.

All the costly equipments and computers have been insured with the National Insurance Company Ltd., Kurukshetra w.e.f. 5.9.2003. For writing off the outdated and theft items the action is being taken. However, the process involved is lengthy.

2.29 To note the position of legal cases pending in Hon'ble Courts of Law.

Noted for compliance. There were 100 cases when reported to the Board. 9 more cases were filled since 1.4.2003 to till date. The different courts have decided 19 cases during this period. Out of 19 decided cases, six cases relating to cattle shed disputes have been persuaded in the past and stands withdrawn. **Now 90 cases are pending in different courts of law which includes 5 recovery suits filed by the Institute+57 service matter suits+4 panel rent cases and 24 students related cases.** However, it is pertinent to mention here that out of these 90, 49 cases already stands admitted in the Hon'ble Punjab and Haryana High Court at Chandigarh and these will take their own time as cases are taken as per

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- 2.30 To consider payment of TA to Noted for compliance.
members of BOG/various
Committees/Sub-
Committees/Senate/Members and
Experts of Selection Committees,
High Dignitaries and eminent
Speakers.
- 2.31 To accord approval to the revised Noted for compliance.
minimum qualifications and However, the matter has
experience prescribed for Teaching also been placed in this
Posts in Degree Level Technical BOG meeting.(agenda
Institutions. item No.5.8)
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The Board may note the follow up action taken on the minutes of
the 2nd meeting of the Board held on 19.4.2003 as reported in the agenda
item.

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

Minutes of the 2nd meeting of Board of Governors of National Institute of Technology (Deemed to be University), Kurukshetra held on 19.4.2003 at 11.30 A.M. in the Board Room of National Institute of Technology, Kurukshetra.

The following were present:

- | | | |
|----|---|----------|
| 1. | Prof. Bhushan Lall Dhoopar,
Hon'ble Chairman, Board of Governors,
NIT, Kurukshetra. | In Chair |
| 2. | Shri Dharam Vir, IAS,
Financial Commissioner & Principal Secretary to
Govt. of Haryana,
Technical Education Department,
Haryana Civil Secretariate,
Chandigarh. | Member |
| 3. | Dr. R.S. Sirohi,
Director,
Indian Institute of Technology,
Hauz Khas,
New Delhi. | Member |
| 4. | Shri S.K. Biswas,
Director (NITs),
Room No. 516, C-Wing,
Govt. of India,
Min. of Human Res. Development,
Deptt. of Secondary & Higher Education,
Shastri Bhawan,
New Delhi.
(Representative of Shri VS Pandey, IAS, Joint
Secretary (Technical), Govt. of India) | Member |
| 5. | Dr. D.V.S. Verma,
Professor,
Department of Civil Engineering,
NIT, Kurukshetra. | Member |
| 6. | Dr. D.K. Soni,
Assistant Professor,
Department of Civil Engineering,
NIT, Kurukshetra. | Member |

7. Dr. N.P. Mehta,
Director,
NIT, Kurukshetra.

Member-Secretary

Dr. K. Subramanian, Advister-I, AICTE and Er. Pawan Munjal, Managing Director, Hero Honda Motors Ltd., New Delhi, could not attend the meeting.

Before the Board of Governors, National Institute of Technology, Kurukshetra started deliberations, Dr. NP Mehta, Director of the Institute welcomed the Hon'ble Chairman of the Board on behalf of the Institute, the Board and on his own behalf. He also welcomed members of the Board on behalf of the Institute as well as on his own behalf. Dr. NP Mehta also gave a detailed presentation regarding the Institute and its various activities for the period from 19.10.2002 to 18.4.2003.

There was considerable discussion after the Director's presentation and the members emphasized the following:

- The Institute is an autonomous body and the Board should function in accordance to the powers mentioned in MOA.
- The activities of NIT should be planned on the pattern of IITs.
- The Director and his team should have its vision and its perspective plan should be chalked out. Plan of Action or Schedule of activities to achieve the objectives should be presented to the Board.
- The vision document should reflex the expectation of students, faculty and community at large.
- The desired ratio of faculty to students and that of faculty to staff should be achieved over a period of time. It should be kept in mind that being a residential institute there is a need of support staff for civic amenities.
- To achieve the academic objectives, recommendations of the Senate (already finalized in its first meeting) should be presented to the Board, if necessary, in a special meeting, so that the ordinances could be made effective from the coming session, 2003-2004.

u/r

The following decisions were taken:

Item 2.1 To confirm the minutes of the 1st meeting of the Board of Governors of the Institute held on 19.10.2002.

The Board approved the Minutes of the 1st meeting of the Board of Governors of Institute held on 19.10.2002 except Item 1.6 which was modified as under:

1. The Board decided that there will be 9 Board of Studies in the Institute for Undergraduate and Postgraduate Courses in the following Departments:

- Civil Engineering
- Electrical Engineering
- Mechanical Engineering
- Electronics & Comm. Engg.
- Computer Engineering
- Chemistry
- Physics
- Mathematics
- Humanities

2. On Item 1.8, the Board noted the desire of Dr. R.S. Sirohi, Director, IIT Delhi not continuing a Member on Buildings & Works Committee of NIT Kurukshetra. The Chairman, Board of Governors was requested to nominate one Board Member on the Buildings & Works Committee of the NIT Kurukshetra in place of Dr. RS Sirohi who declined this membership vide his letter dated 23.11.2002.

Item 2.2 To note the action taken on the minutes of the 1st meeting of the Board of Governors of National Institute of Technology, Kurukshetra held on 19.10.2002.

The Board noted the action taken report on the minutes of the 1st meeting of the Board of Governors of NIT Kurukshetra held on 19.10.2002.



Item 2.3 To note the extension of the term of Dr. NP Mehta as Director, National Institute of Technology, Kurukshetra.

As per order of the Govt. of India, Ministry of Human Resource Development, Department of Secondary & Higher Education, New Delhi vide letter No. F.9-2/97.TS.III dated March 3,2003, the Board noted the extension of Dr. NP Mehta, the present Director, NIT Kurukshetra beyond 21.2.2003 for a period of three months or till the regular incumbent joins as such whichever is earlier.

Item 2.4 To consider & ratify minutes of the 1st meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 8.11.2002.

The Board of Governors approved the minutes of the 1st meeting of the Finance Committee, NIT Kurukshetra held on 8.11.2002. The comments of Shri Bishan Dass, Desk Officer, Govt. of India, Ministry of Human Resource Development, Department of Secondary and Higher Education, New Delhi were noted on Item 1.14 for compliance.

Item 2.5 To consider and approve minutes of the 1st meeting of the Building & Works Committee, National Institute of Technology, Kurukshetra held on 8.11.2002.

The Board of Governors approved the minutes of the 1st meeting of Building & Works Committee, NIT Kurukshetra, held on 8.11.2002.

An inconsistency in the recommendations of Building & Works Committee was pointed out regarding the construction of new Girls and Boys Hostels in reference to the non-approval of the enhanced seats of UG Courses and New M.Tech. Courses by the Govt. of India.

The Board directed that the new Boys Hostel may not be constructed till the seats are enhanced in UG Courses and permission is granted to start new M.Tech. Courses.

- Item 2.6 To ratify action taken by His Excellency, the Governor of Haryana in allowing extension in deputation of Smt. Sunita Chauhan, Lecturer, Electrical Engineering Deptt. with the State Govt. from 20.12.2001 to 19.12.2002 and from 20.12.2002 to 19.12.2003.**

Smt. Sunita Chauhan, Lecturer in Elect. Engg. Deptt., NIT Kurukshetra was allowed extension in deputation from 20.12.2001 to 19.12.2002 and further extension from 20.12.2002 to 19.12.2003. The Board directed that Smt. Sunita Chauhan should request NIT Kurukshetra for one year's extension in deputation in writing from 20.12.2002 to 19.12.2003 with the undertaking that no further extension will be given to her under the Rules and she will have to resume her duty in the Institute after the expiry of deputation period on 19.12.2003.

- Item 2.7 To note action taken by the Director in granting interest free Festival Advance during the financial year 2002-2003 to Class III & IV employees of the Institute**

The Board noted the above action taken by the Director, NIT Kurukshetra in granting interest free Festival Advance as per past practice.

- Item 2.8 To note grant of Dearness Allowance to the employees of the Institute with effect from 1.7.2002 on the State Government Pattern.**

The Board noted the grant of Dearness Allowance to the employees as per Agenda Item.

- Item 2.9 To note action taken by the Institute in entering into MOA with M/s CISCO Systems, a company incorporated under the laws of California, USA for conducting software courses jointly with NIT, Kurukshetra.**

The Board noted the action taken by the Institute in entering into MOA with M/s CISCO Systems, California, USA.

Item 2.10 To consider constitution of the Equipment & Stores Committee of National Institute of Technology, Kurukshetra.

The Board approved the following constitution of the Equipment & Stores Committee of NIT Kurukshetra:

- | | |
|---|-----------------------|
| 1. The Director or his Nominee | (Ex-Officio Chairman) |
| 2. Dean (Planning & Development) | Member |
| 3. Two Faculty Members on the Board | Members |
| 4. Chairman of the Department/Indentor for which purchases are to be made | Member |
| 5. Seniormost Professor of the Institute | Member |
| 6. Registrar | Member |
| 7. Deputy Registrar (Acs.) | Member |
| 8. Stores Officer | (Member Secretary) |

The Board desired that comprehensive purchase rules may be prepared and got approved in the next meeting of the Board.

During discussion, it was pointed out that equipment to be purchased should be categorized and the Committees should be constituted accordingly. Role of auditor was also pointed out.

Item 2.11 To consider confirmation of Dr. DV Singh, DR. SK Chakarvarti, Dr. HM Rai and Dr. Akhilesh Swarup on the posts of Professors.

The Board confirmed the following Professors from the dates indicated against their names:

Sr. No.	Name	Department	Date of Joining	Due date for Confirmation
1.	Dr. DV Singh	Mathematics	15.10.2001	15.10.2002
2.	Dr. SK Chakarvarti	Physics	10.09.2001	10.09.2002
3.	Dr. HM Rai	Electrical Engg.	04.09.2001 (AN)	05.09.2002
4.	Dr. A. Swarup	Electrical Engg.	03.09.2001 (AN)	04.09.2002

Item 2.12 To consider the case of Dr. KK Singh, Lecturer in Civil Engineering Department for allowing him Extraordinary Leave (without pay).

The Board allowed Extra-ordinary Leave (Without pay) to Dr. KK Singh, Lecturer in Civil Engineering, NIT Kurukshetra, with effect from 12.1.1999 to 30.12.2002.

The Board expressed that in future disciplinary proceedings should be enforced against all those who stay away from duty without authorized/sanctioned leave.

Item 2.13 To consider the case of Dr. Vinay Kumar, Professor in Mechanical Engg. Department regarding regularization of his absence beyond 26.3.2002 to 31.3.2003.


The Board noted the retirement of Dr. Vinay Kumar, Professor in Mechanical Engg. Department on superannuation after attaining the age of 60 years on 31.3.2003. The Board allowed Extra-ordinary Leave (Without Pay) with effect from 31.3.1999 to 31.3.2003.

Item 2.14 To accord approval to the amended minimum qualifications and experience in respect of Director/ Principal/Head of the Institute and Lecturer (Humanities and Sciences) in the Degree Level Technical Institutions.

The Board noted the amended minimum qualification and experience in respect of the Director/Principal/Head of the Institute and Lecturer (Humanities and Sciences) in the Degree level Technical Institutions as per Notification No. FD/Pay/01/2001-2002 dated 28.2.2002 by AICTE. The Board approved the amended qualifications for the post of Lecturer (Humanities and Sciences) with additional condition that he/she must be Ph.D.

Item 2.15 To consider and approve the construction of additional storm water drains and Garbage Bins in the Institute Campus.

The Board approved the proposal of the Institute for the grant of Rs. 10.05 lac out of the College Development Fund (College Share of Consultancy) for the construction of additional storm water drains and Garbage Bins on the campus.



Item 2.16 To consider and approve the leasing out of Oxidation Ponds for fish culture.

The Board approved the proposal to lease out the Oxidation Ponds for fish culture after obtaining legal opinion on this item.

Item 2.17 To consider the letter of the Financial Commissioner and Principal Secretary to Govt. of Haryana, Electronics & Information Technology Department, Chandigarh regarding procurement of Computer Systems, peripherals, allied items, Software and Networking directly from HARTRON.


The Board felt that the Govt. of India has taken over the National Institute of Technology, Kurukshetra, completely under its control, so the letter from the Financial Commissioner and Principal Secretary to Govt. of Haryana, Electronics & Information Technology Department, Chandigarh, has become redundant. However, the Board desired that a copy of the advertisement may be sent to HARTRON while purchasing Computer Systems, peripherals, allied items, Software, Networking equipment etc. so that HARTRON can also quote for such purchases.

Item 2.18 To settle the Court case No. MS 136/1998 at Barasat (Kolkata) and 23/1997 at Haryana State Consumer Commission, Chandigarh on mutual agreement.

The Board approved the request of Indian Institute of Psychometry, Kolkata that both parties will not proceed further in the Court through mutual agreement as per the Agenda Item. NIT, Kurukshetra may take further necessary action in this matter.

Item 2.19 To approve engagement of private Doctors in the field of specialization.

The Board approved the engagement of private Doctors in the different fields of specialization as per agenda item with the condition that the number of Doctors on the Panel be around 10-12.



Item 2.20 To consider grant of pay scale of Rs. 16400-450-20900-500-22400 to some of the faculty members promoted as Professors under the Merit Promotion Scheme.

The Board allowed the grant of pay scale of Rs. 16400-450-20900-500-22400 to the following four Faculty Members promoted as Professors in the Merit Promotion Scheme from 1.1.1996 or from the date of joining as Professor whichever is later as given below:

<u>Sr. No.</u>	<u>Name</u>	<u>Date of joining as Asstt. Professor</u>	<u>Date of joining as Professor (MPS)</u>
1.	Prof. HM Rai, EED	24.8.1972	27.8.1992
2.	Prof. KB Singh, Hum.	21.5.1984	10.4.1997
3.	Prof. KS Kasana, MED	21.5.1984	10.4.1997
4.	Prof. A. Swarup	6.1.1986	10.4.1997

Item 2.21 To consider payment of traveling allowance for travels abroad on official business/training or for attending conferences etc.

The Board allowed traveling allowance for travels abroad on official business/training or for attending conferences etc. as per Agenda Item

Item 2.22 To consider implementation of Career Advancement Scheme (CAS).

The Board approved the implementation of Career Advancement Scheme (CAS) as per Agenda Item and as per AICTE/GOI letters referred therein. The Board very strongly stressed that while implementing the scheme, the main criteria must be the 'performance of the individual in the Institute' not the mere fact that he/she fulfils the eligibility as per CAS. As a special case Hon'ble Chairman, Board of Governors very kindly agreed to Chair the Selection Committee Meeting involving the promotion of Assistant Professor to Professor under CAS.

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Item 2.23 To consider the request of Dr. KK Nagpal, Senior Medical Officer to restrict the recovery of excess amount paid on account of Selection Grade of Rs. 4100-5300.

The case of Dr. KK Nagpal, Senior Medical Officer, was discussed in detail. It was felt that recovery is to be made for the period from 1.5.1989 to 8.4.1992 along with interest @ 12% considering the Notification of Health Department, Govt. of Haryana dated 29.10.1996.

In the discussion there was a reference to the last para of its agenda item; however the Board authorized the Chairman to decide about his request for SMO scale.

Item 2.24 To consider medical facilities to the employees of NIT, Kurukshetra.

This item was discussed in detail and after long deliberations, the following decisions were taken:

- A. The Chief Medical Officer of Kurukshetra on advice of Senior Medical Officer of the Institute's Health Centre will refer cases for special treatment in the Hospitals in Haryana as well as outside Haryana as approved by the State Government from time to time as per existing practice.
 - B. An advance to the extent of 75% of the proposed expenditure may be allowed to the employees of NIT Kurukshetra by the Director subject to the availability of funds.
 - C. The Director of the Institute is authorized to make reimbursement of valid admitted expenditure up to Rs. 50,000/- which at present is up to Rs. 5,000/- only. The medical reimbursement beyond Rs. 50,000/- may be put up to the Finance Committee for approval as per past practice.
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Item 2.25 To consider filling up of vacant teaching posts.

The Board lifted the ban imposed on the fresh recruitment for the teaching posts which are duly sanctioned. It was felt that any reduction in teaching posts is not possible for proper teaching. However, the Board felt that a faculty member may be given additional 10% teaching load if there is shortage of faculty in any Department. The teaching load approved by the Board is as follows:

Professor	=	12	hours/week
Assistant Professor	=	14	hours/week
Lecturer	=	16	hours/week

If any teacher goes on leave, he/she must make the load arrangement so that the classes are not let off.

However, Board was very specific that we should maintain ratio between teaching and non-teaching posts in the range of 1:1.5. The Board felt that to keep this ratio the Institute can do the rationalization of the non-teaching posts by appointing a Committee at the Institute level. The recommendations of such Committee may be got approved from the Board.

Item 2.26 To consider the payment of honorarium to the teachers @ Rs. 200/- per lecture for additional teaching load in addition to the prescribed work load of teaching.

The Board approved the payment of honorarium to the guest faculty @ Rs. 200/- per lecture. The Board further authorized that a lump sum amount of up to Rs. 1000/- may be given to eminent speakers from outside the Institute in addition to TA & DA.

Item 2.27 To consider vacant non-teaching posts.

The Board noted the vacant non-teaching posts in the Institute. The Board is of the opinion that ratio between teaching and non-teaching staff be maintained as 1:1.5. However, in some cases where there is acute shortage of teaching-supporting staff separate request may be put

up to the Board for allowing a few non-teaching posts. The Institute will do the rationalization as noted in Item 2.25.

Item 2.28 To consider thefts of various items.

The Board allowed the Institute to write off the various theft items as noted in the Agenda Item 2.28. It was felt that the Institute may go in for insurance in case of costly equipment and computers. The Board desired that most of the items which have got obsolete and outdated should be written off and for this comprehensive proposal may be prepared.


Item 2.29 To note the position of legal cases pending in Hon'ble Courts of Law.

The Board noted the position of legal cases pending in Hon'ble Courts of Law.

It was pointed out that there is a need to scrutinize the Court cases excluding those involving disciplinary proceedings. Those which can be settled should be short listed. The Board authorized the Chairman to examine those and take appropriate decision.

Item 2.30 To consider payment of TA to members of BOG/various Committees / Sub-Committees/ Senate / Members and Experts of Selection Committees, High Dignitaries and eminent Speakers.

The Board approved that traveling allowance for performing journey in AC Car/Taxi to the members of BOG/Various Committees/Sub-Committees/ Senate/Members and Experts of Selection Committees, High Dignitaries and eminent Speakers who visit the Institution may be paid up to Rs. 8/- per Km. However, the present mileage allowance admissible to the Officers of the Institute who are entitled to travel by Taxi/own car will continue to be Rs. 4/- per Km.



Item 2.31 To accord approval to the revised minimum qualifications and experience prescribed for Teaching Posts in Degree Level Technical Institutions.

The Board approved the revised minimum qualifications and experience prescribed for teaching posts in degree level Institutions as per recommendation of AICTE, New Delhi vide letter No. FD/PSSC/Notification/2002/1 dated 19.2.2003. However, the Board decided that the minimum qualification for Lecturer in Engineering subjects be First Class Master's Degree in the appropriate branch of Engineering/Technology.

The Chairman of the Board thanked all members of the Board for their active participation during course of the meeting.

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



(N.P. Mehta)
Director & Member Secretary
Board of Governors,
NIT, Kurukshetra.

Statement showing the position of action taken on the Minutes of IInd Meeting of the Finance Committee, National Institute of Technology, Kurukshetra.

2.1	To confirm minutes of 1st meeting of the Finance Committee, NIT, Kurukshetra held on 8.11.2002.	No action is required.
2.2	To note follow up action taken on the minutes of 1st meeting of the Finance Committee held on 8.11.2002.	Follow up action have been taken on all the items of the 1st meeting of FC.
2.3	To note follow up action taken on the minutes of 90 th meeting of the Finance Committee held on 20.5.2002.	Required action has been taken.
2.4	To consider and approve Annual Accounts of the NIT, Kurukshetra for the year 2002-2003.	Required action has been taken.
2.5	To consider the rate of interest on CPF balances of the subscribers for the period from 1.4.2003 to 31.3.2004.	Action has been taken to allow rate of interest @ 8% per annum.
2.6	To consider reimbursement of medical expenses to the staff members of NIT, Kurukshetra.	Action has been taken and due payment has been made to the employees.
2.7	To consider increase the limit of late fee fine.	Action has been taken from the Even Semester 2003-2004.
2.8	To consider payment of contribution for Central Coordination Cell-cum-Guest House for NITs in New Delhi.	Required action is being taken.
2.9	To consider enhancement in fee and miscellaneous expenses to the Counsel in Hon'ble Supreme Court of India, New Delhi.	Required action is being taken.
2.10	To note recovery from Sh. Narain Singh, Ex-clerk at the time of retirement due to legal case.	Required action has already been taken.
2.11	To note declaration made by Govt. of India to make National Institute of Technology, Kurukshetra as fully funded Institute of Govt. of India.	Required action has already been taken.
2.12	To note the position of research schemes/projects sanctioned to the Principal Investigators.	No action is required.

Tabled

Item No. **5.21** To consider vacant non-teaching posts for lifting of ban.

Due to the ban imposed by the State Government on the recruitment since 1996 and frequent retirement of the non-teaching staff, vacancies are increasing day by day and it has become very difficult to run the classes, labs, various departments and various administrative office smoothly. The Chairmen of the respective departments and Heads of Sections are pressing very hard to fill up the vacant teaching supporting and non-teaching posts as the work is enormously increasing due to manifold activities of the Institute, particularly on its becoming NIT with Deemed University Status. The Government of India, Ministry of Human Resource Development vide letter No.F.32-1/1999-TS.III, dated 28th May, 2003 also issued instructions that no recruitment/promotions should be effected until the new service rules are notified by this Ministry.

A proposal was placed before the Board of Governors in its 2nd meeting held on 19.4.2003 for consideration of non-teaching posts. The Board of Governors decided as under:

"The Board noted the vacant non-teaching posts in the Institute. The Board is of the opinion that ratio between teaching and non-teaching staff be maintained as 1:1.5. **However, in some cases where there is acute shortage of teaching supporting staff separate request may be put up to the Board for allowing a few non-teaching posts.** The Institute will do the rationalization as noted in item 2.25.

The following chart is showing the position of staff from

2004 to 2008:

Sr.No.	Name of the post	Sanctioned	In position				
			2004	2005	2006	2007	2008
1.	Faculty Position (Group A)	160	125	122	116	112	107
2.	Technical Staff (All Groups)	123	66	62	58	53	47
3.	Non-Teaching Staff (Group A, B)	21	16	13	10	10	09
4.	Non-Teaching Staff (Group C)	139	101	93	90	85	80
5.	Non-Teaching Staff (Group D)	163	119	104	98	90	83
6.	Non-Teaching (Workcharged-made Regular)	36	35	35	35	35	35
Grand Total		642	462	429	407	385	361

The details of post-wise position as on 2004 to 2008 are enclosed as Appendix XV from pages 139- 145

In view of above, the Board may consider the lifting of ban on the following posts of teaching supporting staff being acute shortage to coup up with the work of the teaching departments so that the study of students may not suffer on account of this shortage:

Sr.No.	Post	Sanctioned Posts	Vacant Posts	Direct/ Promotional
1.	System Analyst	Electronics = 01 Computer = 01	01 01	01/00 01/00
2.	Supervisors	Civil =03 Electrical =06 Mechanical =04 EcE =04 Physics=02 Chemistry =01 Workshop =06	03 04 02 01 01 - 03	01/02 01/03 01/01 01/00 00/01 - 00/03
3.	Tech. Grade A	Civil =04 Electrical=05 Mechanical=04 EcE=04 Comp. =01 Physics =01 Chemistry=-1 Workshop=03	04 02 04 - - 01 - -	01/03 01/01 01/03 - - 00/01 - -
4.	Tech. Grade B	Civil =03 Electrical=01 Mechanical=01 EcE=03 Physics =01 Workshop=10	01 - - 02 - 05	01/00 - - 01/01 - 01/04
5	Lab.Attendant	Civil =10 Electrical=04 Mechanical=05 EcE=02 Comp. =02 Physics =02 Chemistry=01 Workshop=07	04 02 01 - 01 - - 02	01/03 01/01 00/01 - 00/01 - - 01/01
6.	System Attendant	Electronics =02 Computer=01	01 -	00/01 -
	Total	106	46	15/31

In addition to above, the following posts of administrative staff may also be filled up for the smooth functioning of the Institute:

Sr.No	Name of Post	Sanctioned Posts	Vacant Posts	Direct/ Promotional
1.	Dy. Superintendent	08	03	02/01
2.	Assistant	23	06	04/02
3.	Senior Stenographer	07	02	01/01
4.	Junior Stenographer	10	01	01/00
5.	Accounts Clerk	07	02	01/01
6.	Peon	27	04	04/00
	Total	82	18	13/05

The posts will be filled up directly or by way of promotion on basis of seniority-cum-fitness, as per the existing rules. The new recruitment/promotion rules are yet to be framed.

The Board may consider and decide.

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

STAFF POSITION

FACULTY POSITION (All Group A)

<u>Sr.No.</u>	<u>Name of the post</u>	<u>Sanctioned</u>	<u>In position</u>				
			<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>
1.	Director	01	01	01	01	01	01
<u>Civil Engineering Deptt.</u>							
1.	Professors	07	04	04	03	03	02
2.	Asstt. Professor	10	11	11	11	11	11
3.	Lecturer	14	14	14	14	14	14
<u>Electrical Engineering Deptt.</u>							
1.	Professors	06	05	05	04	04	02
2.	Asstt. Professor	09	05	05	05	05	05
3.	Lecturer	15	16	16	16	16	16
<u>Mechanical Engineering Deptt.</u>							
1.	Professors	05	03	03	02	02	01
2.	Asstt. Professor	11	09	09	08	07	07
3.	Lecturer	19	17	17	17	17	17
<u>Electronics & Comm. Engineering Deptt.</u>							
1.	Professors	04	01	01	01	01	01
2.	Asstt. Professor	06	05	05	04	04	04
3.	Lecturer	12	10	10	10	10	10
<u>Computer Engineering Deptt.</u>							
1.	Professors	02	-	-	-	-	-
2.	Asstt. Professor	03	-	-	-	-	-
3.	Lecturer	06	05	05	05	05	05
<u>Physics Deptt.</u>							
1.	Professors	02	01	01	01	-	-
2.	Asstt. Professor	03	01	-	-	-	-
3.	Lecturer	04	03	03	03	03	03

<u>Sr.No.</u>	<u>Name of the post</u>	<u>Sanctioned</u>	<u>In position</u>				
			<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>

Chemistry Deptt.

1.	Professors	01	-	-	-	-	-
2.	Asstt.Professor	01	-	-	-	-	-
3.	Lecturer	03	03	02	02	02	02

Mathematics Deptt.

1.	Professors	01	01	01	01	-	-
2.	Asstt.Professor	03	01	03	02	01	01
3.	Lecturer	03	01	01	01	01	01

Humanities Deptt.

1.	Professors	01	-	-	-	-	-
2.	Asstt.Professor	02	02	02	02	02	01
3.	Lecturer	05	03	03	03	03	03

PTSW

1.	Professors	01	-	-	-	-	-
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Total	160	125	122	116	112	107
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**NATIONAL INSTITUTE OF TECHNOLOGY
(DEEMED UNIVERSITY)
KURUKSHETRA-136119**

STAFF POSITION

TEACHING SUPPORTING STAFF (FOR ALL GROUPS)

<u>Sr.No.</u>	<u>Name of the post</u>	<u>Sanctioned</u>	<u>In position</u>				
			<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>
	Group A						
1.	System Analyst	02	-	-	-	-	-
2.	Programmer	03	03	03	03	03	03
	Group B						
3.	Supervisor	26	12	09	08	07	06
	Group C						
4.	Sr.Draftsman	03	-	-	-	-	-
5.	Asstt.Draftsman	01	01	-	-	-	-
6.	Tech.Grade A	23	12	12	11	09	09
7.	Tech.Grade B	19	11	11	11	09	09
8.	Tracer	04	03	03	03	03	02
9.	Ferro-Machine Operator	02	-	-	-	-	-
10.	Lab.Assistant	02	01	01	01	01	01
11.	Gasman	01	-	-	-	-	-
12.	Lab.Attendant	33	21	21	19	19	15
13.	System Attendant	03	02	02	02	02	02
	Group D						
14.	Gas Plant Helper	01	-	-	-	-	-
	Total	123	66	62	58	53	47

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

POSITION OF STAFF OF NON-TEACHING STAFF

NON-TEACHING STAFF (FOR GROUPS A & B)

<u>Sr.No.</u>	<u>Name of the post</u>	<u>Sanctioned</u>	<u>In position</u>				
			<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>

ADMINISTRATIVE OFFICERS

Group-A

1.	Registrar	01	01	01	01	01	01
2.	Deputy Registrars	03	02	02	01	01	01
3.	Workshop Supdt.	01	01	01	01	01	01
4.	Director Sports	01	01	01	01	01	01
5.	Lecturer (Physical Education)	02	01	01	01	01	01
6.	Sr. Medical Officer	01	01	-	-	-	-
7.	Lady Medical Officer	01	01	01	01	01	-
8.	Librarian	01	01	01	01	01	01
9.	Assistant Librarian	02	01	01	01	01	01

Group-B

1.	Foreman	03	03	03	01	01	01
2.	Asstt. Registrar	01	-	-	-	-	-
3.	Stores Officer	01	01	01	01	01	01
4.	Estate Officer	01	01	-	-	-	-
5.	Counter Supdt.	01	01	-	-	-	-
6.	Land Scape Officer	01	-	-	-	-	-

Total	21	16	13	10	10	09
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**NATIONAL INSTITUTE OF TECHNOLOGY
(DEEMED UNIVERSITY)
KURUKSHETRA-136119**

POSITION OF STAFF OF NON-TEACHING STAFF Group (C)

<u>Sr.No.</u>	<u>Name of the post</u>	<u>Sanctioned</u>	<u>In position</u>				
			<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>
Group-C (Ministerial Staff)							
1.	Deputy Superintendent	08	05	04	04	04	04
2.	Security Officer	01	01	-	-	-	-
3.	Jr.Accountant	01	01	01	01	01	01
4.	Head Cashier	01	-	-	-	-	-
5.	Cashier	01	-	-	-	-	-
6.	Accounts Clerk	05	05	05	05	05	05
7.	Assistant/MMCA	23	16	15	13	12	11
8.	Tele,Op.Cum-Receptionist	02	01	01	01	01	01
9.	Senior Storekeeper	02	02	02	02	02	02
10.	Sr.Stenographer	07	05	04	04	02	-
11.	Jr.Stenographer	10	09	09	09	09	09
12.	Jr.Storekeeper	07	05	03	02	01	01
13.	Clerks	36	26	26	26	26	25
14.	Duplicating Machine Op.	01	-	-	-	-	-
15.	Steno-Typist	02	01	01	01	01	01
16.	Store-Munshi	01	01	01	01	01	01
17.	Lady Resident Warden	01	01	01	01	01	01
18.	Matron	01	01	01	01	01	01
19.	Driver	04	03	03	03	02	02
Group-C (Library)							
1.	Sr.Lib.Assistant	02	-	-	-	-	-
2.	Counter Assistant	02	01	01	01	01	-
3.	Restorer	04	04	03	03	03	03
4.	Book Binder	01	01	01	01	01	01
5.	Zerox Operator	01	01	01	01	01	01
Group-C (Maintenance Staff)							
1.	Junior Engineer	04	03	03	03	03	03
2.	Electrician	01	-	-	-	-	-
3.	Plumber	01	-	-	-	-	-
4.	Carpenter	01	01	-	-	-	-
5.	Mason	01	-	-	-	-	-
6.	Pump Driver	01	01	01	01	01	01
7.	Fitter	01	01	01	01	01	01
Group-C (Medical Staff)							
1.	Pharmacist	02	02	02	02	02	02
2.	Staff Nursc	01	01	01	01	01	01
3.	Lab.Technician	01	01	01	01	01	01
4.	Dresser	01	01	01	01	01	01
Total		139	101	93	90	85	80

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

POSITION OF STAFF OF NON-TEACHING STAFF Group (D)

<u>Sr.No.</u>	<u>Name of the post</u>	<u>Sanctioned</u>	<u>In position</u>				
			<u>2004</u>	<u>2005</u>	<u>2006</u>	<u>2007</u>	<u>2008</u>
Group-D (Ministerial Staff.)							
1.	Dafti	02	02	02	02	02	01
2.	Jamadar Peon	01	01	01	-	-	-
3.	Cook cum-Chowkidar	01	01	01	01	01	01
4.	Store-Mate	01	01	01	01	01	01
5.	Guest House Helper	01	-	-	-	-	-
6.	Farash	05	03	01	01	01	01
7.	Store Helper	01	-	-	-	-	-
8.	Peon	27	22	21	20	18	17
9.	Cleaner(Vehicle)	02	02	02	01	01	01
10.	Farash-cum-Attendant	05	02	02	02	02	02
Group D (LIBRARY STAFF)							
1.	Lib.Attendant	07	06	06	06	05	04
2.	Cleaner	02	02	02	02	02	02
Group-D(MEDICAL STAFF (HEALTH CENTRE))							
1.	Female Attendant	01	01	01	01	01	01
2.	Health Worker-cum-Peon	01	-	-	-	-	-
Group-D (MAINTENANCE AND WATCH & WARD STAFF)							
1.	Asstt. Pump Driver	05	05	05	04	04	04
2.	Asstt. Fitter	01	-	-	-	-	-
3.	T. Mate	01	01	-	-	-	-
4.	Head Mali	01	-	-	-	-	-
5.	Jamadar Sweeper	01	-	-	-	-	-
6.	Chowkidar-cum-Mali	02	01	01	01	-	-
7.	Sweeper	29	19	17	17	16	13
8.	Sewerman	04	03	03	03	03	03
9.	Mali	13	13	11	09	08	07
10.	Chowkidar	42	29	24	24	23	23
11.	Dafedar	01	01	-	-	-	-
12.	Groundsman	06	04	03	03	02	02
Total		163	119	104	98	90	83

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

POSITION OF STAFF OF NON-TEACHING STAFF Group (D)

<u>Sr.No.</u>	<u>Name of the post</u>	<u>Sanctioned</u>	<u>In position</u>				
			2004	2005	2006	2007	2008

WORKCHARGED-MADE-REGULAR STAFF. (Post Personal to them)

1.	Painter	01	01	01	01	01	01
2.	Plumber	02	02	02	02	02	02
3.	Asstt. Pump Driver	01	01	01	01	01	01
4.	Carpenter	04	04	04	04	04	04
5.	Electrician	03	03	03	03	03	03
6.	Mason	03	03	03	03	03	03
7.	Beldar	15	14	14	14	14	14
8.	Mali	05	05	05	05	05	05
9.	T. Mate	02	02	02	01	01	01
	Total	36	35	35	35	35	35

Tabled

Item 5.22 To allow Dr.DVS Verma, Professor in Civil Engineering Department to join the post of Director-Principal in Ch. Devi Lal Memorial Engineering College Panniwala Mota (Sirsa) on deputation basis.

Dr. DVS Verma, Professor in the Department of Civil Engg. of this Institute informed vide his letter dated 12.3.2004 (copy enclosed as Appendix-~~XVIII~~ on page-~~148~~ that he has been offered the post of Director-Principal of Ch.Devi Memorial Engg. College, Panniwala Mota (Sirsa) by the State Govt. of Haryana vide letter No. 40/31/2003-4TE/Engg. (copy enclosed) as Appendix XVIII on page 149 He has requested to relieve him to proceed on deputation basis for a period of two years so that he could join the said post of the Director-Principal by 17.3.2004

The Board of Governors of the Institute in their 91st meeting held on 11.5.99 decided as under :-

- (a) "An employee will be allowed one year's Extraordinary Leave for every completed 5 years service subject to a maximum of three years Extra-ordinary Leave during the entire service with the College. However, in case, an employee is appointed to a prestigious position like Vice Chancellor, his EOL may be extended to a maximum of five years."
- (b) An employee will be allowed deputation to a maximum period of three years during his entire service with the College. The deputation only be allowed if it is in the interest of the College, the State Govt. or Govt. of India.
- (c) The total absence of an employee from the College due to EOL or EOL plus deputation will not be allowed to exceed five years under any circumstances during the entire service of the employees.

The deputation rules as per BOG decision dated 24.4.1984 prevalent in the Institute are re-produced below:-

" Resolved that the employees of the College be allowed to go on deputation by the Competent Authority provided they or the organisation, where they proceed on deputation, pay leave salary contribution and also contribution towards gratuity as per rates prescribed by the Haryana Govt. as amended from time to time and also pay towards Contributory Fund as per rates prescribed by the College."

However, the deputation rules on Central Government pattern are as under:

"The deputation will be for a maximum of three years. Deputation to other Ministries/Departments for the fourth year may be granted with the approval of the Secretary of the borrowing Ministry. Extension for one year beyond the fourth year requires the approval of the Minister of the borrowing Ministry, but no deputation allowance is admissible for that period. Extension beyond fifth year can be only with prior approval of the Department of Personnel and Training."

Dr. D.V.S Verma may be allowed to proceed on deputation to join as Director-Principal of Ch. Devi Lal Memorial Engg. College Panniwala Mota (Sirsa)(Govt. of Haryana Institution) for a period of two years from 17.3.2004 to 16.3.2006 on the terms and conditions as referred to above. He has not proceeded on any long leave or any deputation for any assignment during his service in the Institute.

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

TO

The Director,
National Institute of Technology,
Kurukshetra.(Haryana).

Subject: **Joining as Director-Principal on deputation at Ch, Devi Lal Engg., College at Panniwala Mota (Sirsa).**

Sir,

The Governor of Haryana is pleased to offer me appointment on deputation to the post of Director-Principal, Ch. Devi Lal Memorial Engg. College, Panniwala Mota (Sirsa).

The appointment on deputation is initially for a period of two years extendable for another two years.

I request you to kindly relieve me on deputation so as to enable me to join the Institute of Haryana Govt. by March 17, 2004. The State Govt. has committed to pay the required foreign service contributions to National Institute of Technology, Kurukshetra as per rules.

Thanking you

Yours faithfully,

DVS Verma

(DVS Verma)

Professor

Civil Engineering Deptt.
NIT, Kurukshetra.

Dated : 12.3.2004

Forwarded 4/12 R
S. PV
13/3
12/3/2004
12/3/2004

From

The Financial Commissioner & Principal Secretary
to Govt. Haryana, Technical Education Department,
Chandigarh.

To

Dr. D.V.S. Verma,
Professor (Civil Engineering),
National Institute of Technology,
Kurukshetra.

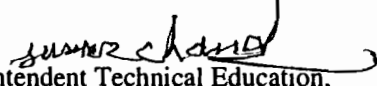
Memo No. 40/31/2003-4 TE /Engg.
Dated : Chandigarh, the March 12,2004

Subject :- Appointment to the post of Director-Principal, Ch. Devi Lal Memorial Engineering College, Panniwala Mota (Sirsa)-on deputation basis.

Vide Haryana Govt. letter No. 40/31/2003-4 TE, dated 20.2.2004, you were offered appointment on temporary basis as Director-Principal, Ch. Devi Lal Memorial Engineering College, Panniwala Mota (Sirsa) Vide application No. DVS/SPL-1,dated 23.2.2004,you requested for appointment on deputation basis. On reconsideration,the Haryana Government has now decided to appoint you on deputation basis.

Therefore,you are hereby appointed as Director-Principal, Ch. Devi Lal Memorial Engineering College, Panniwala Mota (Sirsa) on deputation basis for a period of two years. Your terms of deputation can further be extended for another two years or till you attain the age of 62 years, whichever is earlier.Your present pay and allowances will be protected. However, the detailed terms and conditions of deputation will be issued later on.You are requested to join your duties immediately.

The appointment letter issued vide letter No. 40/1/2003-4TE,dated 20.2.2004 is hereby withdrawn.


Suprintendent Technical Education,
for Financial Commissioner and Principal Secretary
to Govt. Haryana, Technical Education Department

Endst. No. 40/31/2003-4 TE /Engg.

Dated : 12.03.2004

A copy of the above is forwarded to the following for information and further necessary action:-

1. The Financial Commissioner and Principal Secretary to Govt Haryana Election Deptt - Cum-Chief Electoral Officer,Haryana with reference to their U.O. No. Election-2004/2AE-1273 dated 12.3.2004
2. The Principal Secretary to Chief Minister Haryana, Haryana Civil Secretariat, Chandigarh..
3. Senior Secretary to Financial Commissioner & Principal Secretary to Govt. Haryana, Technical Education Department.
4. Director, Technical Education, Haryana, Chandigarh.
5. Acting Director-Principal, Ch. Devi Lal Memorial Engg. College, Panniwala Mota (Sirsa).
6. The Accountant General (Audit), Haryana, Chandigarh for information.
7. Director-Principal, National Institute of Technology, Kurukshetra.


Suprintendent Technical Education,
for Financial Commissioner and Principal Secretary