

**NATIONAL INSTITUTE OF TECHNOLOGY  
KURUKSHETRA-136119**

**Minutes of the 6<sup>th</sup> Meeting of Board of Governors, National Institute of Technology, Kurukshetra, held on Thursday, the 30<sup>th</sup> September, 2004 at 11.30AM in the Board Room of the Institute.**

The following were present:-

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| 1. | Dr. B.L. Dhoopar,<br>Honb'le Chairman,<br>Board of Governors,<br>National Institute of Technology,<br>Kurukshetra.   | Chairman |
| 2. | Shri Dharamvir, IAS,<br>Financial Commissioner and Principal Secretary<br>Government of Haryana,<br>Technical Education Department,<br>Haryana Civil Secretariate,<br>Chandigarh.                        | Member   |
| 3. | Dr. G.L. Jambhulkar,<br>Deputy Educational Adviser(T),<br>Government of India<br>Ministry of Human Resource Development,<br>(Department of Secondary and Higher Education)<br>Shastri Bhawan, New Delhi. | Member   |
|    | (Representative of<br>Joint Secretary (T),<br>Government of India,<br>Ministry of Human Resource Development,<br>Shastri Bhawan,<br>New Delhi.   | Member   |
| 4. | Dr. N.K. Jain,<br>Joint Secretary,<br>University Grants Commission,<br>Bahadur Shah Zafar Marg,<br>New Delhi.  | Member   |

*S. P. M.*

5. Prof R.K. Bansal  
Professor,  
Civil Engineering Department,  
National Institute of Technology,  
Kurukshetra. Member
6. Dr. R.C. Bhattacharjee,  
Assistant Professor.  
Civil Engineering Department,  
National Institute of Technology,  
Kurukshetra. Member
7. Dr. S.N. Mahendra,  
Director,  
National Institute of Technology,  
Kurukshetra. Member-Secretary

Dr. R.S. Sirohi, Director, Indian Institute of Technology, Delhi, Dr. K Subramanian, Advier-1, All India Council for Technical Education, Indira Gandhi Sports Complex, IP Estate, New Delhi and Er. Rakesh Bakshi, Managing Director, Vestas RRB India Ltd., 189, Sukhdev Vihar, New Delhi, expressed their inability to attend the meeting due to some other pressing commitments.

Before taking up the agenda item, Dr. S.N. Mahendra, the Director and Member-Secretary extended warm welcome to Prof. B.L. Dhoopar, Hon'ble Chairman of the Board and other worthy members of the Board.

The Board took the following decisions:-

- 6.1 To confirm the minutes of the 5<sup>th</sup> meeting of the Board of Governors held on 15.3.2004.

The Board confirmed the minutes of the 5<sup>th</sup> meeting held on 15.3.2004.

The Board desired that Letter of Appreciation be sent to Dr. R.K. Arora, Professor of the Electrical Engineering Department and Dr. V.K. Agarwal, Asstt. Professor of the Mathematics Department, faculty representatives on the Board for their active participation in the Board's meetings during the last one year.

*B.L.D.*

**6.2 To note the action taken on the minutes of the 4<sup>th</sup> meeting of the Board of Governors held on 8.12.2003.**

The Board observed as under:-

- i) The action should be taken at the earliest in preparing Service Rules and Bye-Laws in a booklet form.
- ii) The Institute should initiate steps in updating Academic Rules/Regulations, shuffling of course structure where-ever necessary on recommendations made by Dr. S.K. Gupta and should place them before the Board in its next meeting through the Senate alongwith a Road Map for their implementation.

The Board noted the action taken on the minutes of its 4<sup>th</sup> meeting held on 8.12.2003 as explained in the agenda item 6.2.

**6.3 To note the actions taken on the minutes of the 5<sup>th</sup> meeting of the Board of Governors held on 15.3.2004.**

The Board made the following observations:-

- i) Follow up action should be taken by the Institute to update the VISION document as discussed by the Board in its 5<sup>th</sup> meeting held on 15.3.2004.
- ii) The Institute should float the advertisement in newspapers for Ph.D. Scholarships. In order to promote research activities, the Ph.D. students should be engaged to carry out research and developmental activities in the Institute.
- iii) Transfer of all Ph.D. scholars from Kurukshetra University, Kurukshetra should be completed at the earliest.
- iv) The recruitment of the faculty members against vacant posts should be made on regular basis instead of contract basis for proper growth of academic standards. For this, efforts should also be made to attract suitable faculty from other technical Universities/IITs. Even retiring/retired teachers from these organizations can be engaged as visiting faculty.
- v) The minimum qualifications for recruitment of Lecturers should be M.Tech for Engineering Departments and Ph.D. for non-engineering Departments in addition to the minimum qualifications prescribed by the AICTE.

The Board noted the action taken on the minutes of its 5<sup>th</sup> meeting held on 15.3.2004 as explained in the agenda item 6.3.

*S.K. Gupta*

The Board authorized the Chairman of the Board to take decision in sorting out individual difficulties, if any, being faced by Ph.D. Scholars in connection with their transfer cases from Kurukshetra University, Kurukshetra.

**6.4 To note the action taken by the Director in nominating one Professor and one Assistant Professor of NIT Kurukshetra to serve on the Board of Governors.**

The Board noted the action taken by the Director in nominating Professor R.K. Bansal, Professor in the Civil Engineering and Dr. R.C. Bhattacharjee, Assistant Professor in the Civil Engineering as Members on the Board of Governors for a period of one year w.e.f. 1.9.2004 to 31.8.2005 as per new MOA/Rules of the Institute.

**6.5 To consider and approve minutes of the 3<sup>rd</sup> meeting of the Finance Committee, N.I.T Kurukshetra held on 24.5.2004.**

The Board considered the minutes of the 3<sup>rd</sup> meeting of the Finance Committee held on 24.5.2004 alongwith the comments of the representative of the Integrated Finance Division, MHRD, New Delhi sent vide his fax letter No. 48-9/2003-IFD dated 22.6.2004 and decided as under:-

- i) The Board agreed with the comments sent by the IFD on the Finance Committee agenda items 3.5 and 3.7 (relating to rate of interest on CPF investments and change of option by chronic patients on medical reimbursement respectively) and accordingly further necessary action may be taken.
- ii) The Board decided that the recommendations made by the Finance Committee on the agenda item 3.6 (relating to increase in the institutional contribution from Government budget to the staff welfare fund) stand and accordingly further necessary action may be taken.
- iii) The Board agreed with the majority decision taken in respect of the Finance Committee agenda item 3.10 relating to conveyance allowance to the Sr. Medical Officer and the Lady Medical Officer of the Institute Health Centre and accordingly further necessary action may be taken. The Board, however, desired that the issue under the FC agenda item 3.10 may be reviewed by the Finance Committee keeping in view latest instructions of the Central Government.
- iv) The Board desired that the matter regarding outstanding advances against the PWD be taken up by the Director with the Engineering-in-Chief, PWD, B&R/Public Health, Government of Haryana.

S.G.M

The Board approved the minutes of 3<sup>rd</sup> meeting of the Finance Committee held on 24.5.2004 subject to observations made by the Board in sub paras i), ii), iii) and iv) above.

- 6.6 To note action taken by the Director in granting Interest Free Festival Advance during the financial year 2004-05 to Class-III and IV employees of the Institute.**

The Board noted the action taken by the Director in granting interest free Festival Advance during the financial year 2004-05 to all class-III and Class-IV employees as per Central Government rules.

- 6.7 To note grant of Dearness Allowance to the employees of the Institute with effect from 1.1.2004 on the Central Government Pattern.**

The Board noted the action taken by the Director in granting Dearness Allowance to the employees of NIT Kurukshetra at an enhanced rate from 59% to 61% of the pay w.e.f. 1.1.2004 in accordance with the instructions contained in OM No. F.20-38/2003-TS-III dated 16.4.2004 issued by the Ministry of Human Resource Development, Government of India, New Delhi.

- 6.8 To ratify the action taken by the Chairman, BoG in rationalizing the scales of pay of Non-Teaching employees of N.I.T. Kurukshetra - adoption of Central Government Pay Scales.**

The Board noted that the MHRD, New Delhi, vide their letter No. F.20-46/2003-TS-III(Pt.IV) dated 7.6.2004 have issued instructions that all NITs should adopt the pay scales as notified under CCS(Revised Pay) Rules 1997 w.e.f. 1.4.2004 for non-teaching staff for bringing them on the Central Government pattern. The Board further noted that the process of rationalization was required to be approved/ratified by the Board of Governors of NIT concerned.

The Board ratified the action taken by the Chairman to approve the rationalization of pay scales for non-teaching employees of NIT, Kurukshetra for bringing them on Central Government pattern (CCS revised pay rules of 1997)

*S. G. M.*

w.e.f. 1.4.2004 in terms of the MHRD letter No.F.20-46/2003-TS-III(Pt.IV) dated 7.6.2004 without any ambiguity.

- 6.9 To note the approval of the Agenda passed by way of circulation with regard to merger of 50% DA with basic pay to the employees of N.I.T. Kurukshetra w.e.f. 1.4.2004.**

The Board ratified the action taken by it by way of circulation in merging 50% DA with basic pay w.e.f. 1.4.2004 in respect of teaching and non-teaching employees of NIT, Kurukshetra on the Central Government pattern in accordance with the conditions contained in Government of India, Ministry of Human Resource Development (Dept of Secondary & Higher education) letter No. F.20-38/2003-TS-III dated 11<sup>th</sup> June, 2004 as per details furnished in the agenda item 6.9.

- 6.10 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 Board noted as under:-

- i) The ACP rules on the Central Government pattern have been adopted by the Institute w.e.f. 1.1.2004.
- ii) There are about 40 ACP cases which are pending for disposal during the period prior to 1.1.2004 on the State Government pattern.

The Board decided to allow ACP to the non-teaching employees of the Institute for the period prior to 1.1.2004 on the State Government pattern after due process of scrutiny as required under rules.

- 6.11 To consider medical reimbursement claim of Dr NP Mehta, Professor, Mechanical Engineering Department of N.I.T. Kurukshetra.**

The Board noted that Dr. N.P. Mehta suffered a severe heart attack and was rushed to Fortis Heart Institute, Mohali in emergency for treatment and Dr. Mehta submitted a medical reimbursement claim of Rs. 3,27,840/-.

*S. R. M.*

The Board decided in principle to admit the reimbursement of Dr. N.P. Mehta. The Board further decided that quantum of reimbursement may be decided by the Chairman of the Board keeping in view the general practice and admissibility of the reimbursement.

**6.12 To release travel expenses for attending International Conference abroad to Dr RC Bhattacharjee, Assistant Professor, Civil Engg Department, N.I.T. Kurukshetra.**

Dr. R.C. Bhattacharjee left the meeting when the agenda item came up for discussion.

The Board noted as under:

- (i) As per existing rules of the Institute, a faculty member is entitled to 50% of total expenditure involved in attending International Conference subject to the condition that he will make use of economy excursion air tickets and haltage charges for a minimum period of 14 days and secure remaining 50% expenditure involved from UGC or any other sponsoring agencies.
- (ii) Dr RC Bhattacharjee obtained prior permission for attending the International Conference and took 14 days leave. However, Dr Bhattacharjee remained abroad for 19 days and apart from attending the Conference in Katania (Italy), he visited two other North American Universities and delivered talks there.
- (iii) The Board of Governors in its 3<sup>rd</sup> meeting held on 6.10.2003 decided that the travel grant provided under TEQIP for paper presentation in International Conference overseas may be used by a faculty member as per UGC guidelines and as per TA/DA rates already approved by the Board of Governors of the Institute in their 2<sup>nd</sup> meeting held on 19.4.2003 subject to the condition that some funds are arranged by the concerned faculty members desirous to present papers in the International Conferences overseas from other funding agencies like AICTE.
- (iv) Against the admissible amount of Rs. 1,68,079/- (Per Diem for 14 days), the AICTE has released a sum of Rs. 53,133/- as its share by allowing Per Diem for 5 days US \$ 75 per day (3 days for Conference and 2 days for journey).

The Board did not agree to reimburse the total amount involved from the TEQIP funds from retrospective effect because decision of the Board under reference was taken on 6.10.2003 whereas Dr. Bhattacharjee had already attended the International Conference prior to this decision.

*S. P. M.*

The Board decided that the following amount be paid to Dr. Bhattacharjee as a special case not to be cited as precedent in future:

(i)	Air Fare & local mileage in India (from India to place of Conerence & back)	Rs. 63,482.00
(ii)	Taxi, Room rent & Regn. Fee.	Rs. 58,882.00
(iii)	Per Diam @ US \$ 75 per day for 5 days as per AICTE norms	Rs. 17,250.00

Total Rs. 1,39,614.00

The Board further decided that the said amount of Rs. 1,39,614.00 be paid to Dr. RC Bhattacharjee from the following sources:

(i)	Deposit AICTE Travel Grant (already received from AICTE)	Rs. 53,133.00
(ii)	From TEQIP grant	Rs. 53,133.00
(iii)	Institute Non Plan Grant	Rs. 33,348.00

Total Rs. 1,39,614.00

**6.13 To consider introduction of pension scheme to the employees of N.I.T. Kurukshetra who were employed on or after 1.1.2004.**

The Board decided that the New Pension Scheme as based on Defined Contributions as notified by the Ministry of Finance Government of India vide Notifications No. 5/7/2003-ECB & PR dated 22,12,2003 and No. 1(13)/EV/2001 dated 13.11.2003 be implemented for the Employees of NIT Kurukshetra, who were recruited in this Institute on or after 1.1.2004.

**6.14 To ratify the action taken by the Chairman, BoG in allowing the Institute to get the annual accounts audited by Chartered Accountant for the financial year 2003-2004.**

The Board ratified the action taken by the Chairman in allowing to get the accounts for the year 2003-2004 audited from a reputed Chartered Accountant empanelled with the CAG of India and subsequently from the AG(Audit) Haryana as soon as the AG Audit is authorized by the Govt. of India to conduct the audit of the Institute. The Board further approved engaging M/S Rakesh Dhall and

*S. Q. M.*



Associates, Chartered Accountant, Arya Samaj Market, Kurukshetra at a remuneration of Rs. 25,000/- plus Service Tax out of Institute Funds.

**6.15 To consider and approve the minutes of the 3<sup>rd</sup> meeting of the Senate, National Institute of Technology, Kurukshetra, held on 26.5.2004.**

The Board observed as under:-

- i) The meeting of the Senate should be held at least once before the next meeting of the Board to consider the following:-
  - a) The information on admission of students made in B.Tech. & M.Tech. Degree courses, Ph.D. Registration, information regarding present strength of the students, drop-outs from different classes, semester-wise results of the students and pass percentage etc. and make suggestions for improving the system.
  - b) The sub committee, constituted in April, 2004 (under Chairmanship of Dr. S.P.Jain) at the Institute level in a meeting of all Chairmen of the Departments and other officers to review course structure in the light of the observations made by the Board, should submit its report at the earliest for consideration of the Senate. The difficulties, if any, may be spelled out.
  - c) The Road Map for the Departments and the Institute relating to academic issues should come from the Senate.
  - d) The Senate should review all courses, syllabi, examination system etc. with a view to propose upcoming courses/programmes and suggest dropping of not so popular courses.
- ii) The NITK has to initiate steps to become a world class Institution and for this new programmes/courses have to be planned and introduced. To achieve these objectives in a definite time frame, there is an urgent need for evolving a mechanism for taking quick decisions at various levels. These include decisions related to increase in appropriate and adequate faculty, technical supporting staff and related manpower which are essential ingredients for a quality technical institution. This aspect is required to be looked into in great detail.
- iii) The whole exercise should result in preparation of a Master Plan of the academic affairs, the teaching departments and the Library for next decade. The Master Plan may also consider increasing students strength at NITK specially in the light of the fact that private engineering institutions are increasing their students intake and starting new courses. The NITK has better infrastructure and adequate facilities and can produce better engineers for the society.

*S. P. Jain*

- iv) The area of specialization of faculty desirous to do Ph.D. should be finalized in consultation with the DRC keeping in mind the need and future growth of the concerned Department.
- v) The Board's Chairman with the Director will meet higher authorities of the MHRD to apprise them of the problems being faced by NITK and stress to solve these problems. The Delegation may also stress upon the higher authorities in the MHRD to approve proposals already submitted by NITK regarding increase in intake of undergraduate and post graduate courses etc.

The Board approved the minutes of the 3<sup>rd</sup> meeting of the Senate held on 26.5.2004 as per details furnished in the agenda item 6.15.

**6.16 To consider engagement of Prof SK Gupta, retired Professor of IIT Kanpur, to assist in framing academic regulations.**

The Board noted the honorarium paid to Prof. S.K. Gupta for assisting the Institute in framing Academic Rules/Regulations. The Board desired that a Letter of Appreciation for the work done by Prof. Gupta be sent to him. The Board also desired that services of Dr. Gupta should be further utilized in completing the exercise already undertaken.

**6.17 To consider payment of detailed fee and deposits by Ph.D. Scholars.**

The Board approved the fee structure in respect of Ph.D. Scholars as well as examination fee for evaluation of thesis and further apportionment between Tuition fee and Students Fund as per details furnished in the agenda item 6.17. The fee structure as prevalent at IIT, Delhi may also be consulted.

**6.18 To note the action taken by the Director in allowing Dr. Baldev Setia, Assistant Professor, Civil Engineering Department to join the Institute during deputation with AICTE.**

The Board noted the action by the Director in allowing Dr. Baldev Setia, Assistant Professor in Civil Engineering Department to join his duties on 11.5.2004 and cancelling his deputation period from 11.5.2004 to 17.8.2004 with AICTE.

*B. Baldev Setia*

- 6.19 To ratify the action taken by the Chairman, BoG in allowing Dr MK Soni, Professor in Electrical Engg. Department to join on the post of Director-Principal in CRSCE Murthal on deputation for a period of one year w.e.f. 16.6.2004 to 15.6.2005.**

The Board ratified the action taken by the Chairman, BOG in allowing Dr. M.K. Soni, Professor in the Electrical Engineering Department to join the post of Director-Principal in Chhotu Ram State College of Engineering, Murthal, for a period of one year w.e.f. 16.6.2004 to 15.6.2005 as per details furnished in the agenda item 6.19.

The Board further ratified action taken by the Chairman in allowing Dr. Soni to retain the Institute accommodation on normal rent w.e.f 15.9.2004 till the BOG meeting i.e. 30.9.2004.

- 6.20 To ratify the action taken by the Chairman, BOG to retain the accommodation of the Institute by Dr DVS Verma, Professor, Civil Engineering Department.**

The Board ratified the action taken by the Chairman, BOG in permitting Dr. DVS Verma Professor in the Civil Engineering (on deputation at Ch. Devi Lal Memorial Engg College, Panniwala Mota, Distt Sirsa as Director-Principal w.e.f. 17.3.2004 to 16.3.2006) to retain the Institute accommodation on normal rent w.e.f 16.6.2004 till the BOG meeting i.e. 30.9.2004.

- 6.21 To consider filling up the post of Assistant Registrar (Accounts) on deputation basis.**

The Board decided that one post of Assistant Registrar(Establishment) kept in abeyance be filled up for the Accounts Branch of the Institute as Assistant Registrar(Accounts) on deputation basis from AG(Audit) Haryana/ AG(A&E)/ Central Government Organizations initially for a period of three years as per terms and conditions of the lending department. The Board further decided that there will be no financial liability on the part of the Central Government and the pay and allowances of the incumbent be met out of the Institute Development Fund (consultancy share).

*S. P. M.*

The Board further decided that minimum staff required by the Asstt. Registrar (Accounts) for carrying out internal audit be also provided to him.

**6.22 To consider retirement age of Non-Teaching Staff.**

The Board approved the enforcement of service rules regarding retirement age issued by the MHRD.

**6.23 To ratify the action taken by the Institute in cancelling EOL of Dr. NP Mehta, Professor in Mechanical Engg Department.**

The Board ratified the action taken by the Institute in granting leave to Dr. Mehta as per details furnished in the agenda item 6.23.

**6.24 To consider implementation of World Bank Purchase Rules for Procurement of goods, civil works and services under Technical Educational Quality Improvement Programme Project of Govt. of India funded by World Bank.**

The Board decided that all procurement of goods, Civil Works and Services being made/to be made under Technical Education Quality Improvement Programme (TEQIP) in force in NIT Kurukshetra may be according to the World Bank Purchase Rules and procedures as per the Project Agreement.

**6.25 To consider and revision of existing Purchase Rules of N.I.T. Kurukshetra.**

The Board approved the Revised Purchase Rules for implementation in N.I.T. Kurukshetra, as detailed in Appendix XVII to agenda item 6.25. The Board further decided that the existing Equipment & Stores Committee of the Institute be abolished with immediate effect as there is no provision of the same in MOA/Rules approved for the NIT Kurukshetra.

*S. P. M.*

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

The Board approved the amended House Allotment Rules for the Institute as per details furnished in the agenda item 6.26 subject to the following amendments:-

- i) There should be a clause in the amended House Allotment Rules that an employee violating the House Allotment Rules will be liable to Conduct and Disciplinary Rules of the Institute.
- ii) The Board amended the proposed clause 27 of the House Allotment Rules as under:-

Clause 27 proposed in the Agenda Item.	Clause 27 approved by the Board.
If an allottee dies while in service, his/her family may be permitted to retrain the house for six months from the date of his/her death free of licence fee. In the event of appointment of the ward of the deceased on compassionate ground, the ward so appointed will be allotted a house as per his/ her entitlement on priority basis. The house of the deceased employee can be retained by the ward of the deceased on normal licence fee till the new house is allotted to him/her.	If an allottee dies while in service his/her family may be permitted to retain the house <b>for three months</b> from the date of his death, free of rent. <b>In hard and exceptional circumstances the Director may allow to retain the house for a period of another three months free of rent.</b> In the event of appointment of the ward of the deceased on compassionate ground, the ward so appointed will be allotted a house as per his/her entitlement on priority basis. The house of the deceased employee can be retained by the ward of the deceased on normal licence fee till the new house is allotted to him/her.

- iii) The last line as contained in the proposed Reservation Clause-41 i.e. 'for a period not exceeding one year' be deleted. However other contents of the Reservation Clause-41 stand as proposed.

The Board further decided that the amended House Allotment Rules for the Institute will be effective from the date the Rules are approved by the Board i.e. 30.9.2004.

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

The Board observed as under:-

- i) The K.C. Shenmar inquiry report relating to death case/promotion of Sh. Moti Lal, Ex-Lecturer of NIT, Kurukshetra was considered and filed by the Board in its 90<sup>th</sup> meeting held on 25.11.1998.
- ii) A copy of inquiry No. 11 dated 19.6.1995 conducted by the State Vigilance Bureau, Haryana was received in the Institute on 9.11.2003.
- iii) The Institute appointed Mrs. Ketaki w/o late Sh. Moti Lal on compassionate ground as Telephone Operator-cum-Receptionist by relaxing her qualifications and allowing her maximum of the scale. Subsequently her pay scale as Telephone Operator-cum-Receptionist was upgraded to Rs. 1400-2600 (pre-revised) from Rs. 950-1500(pre-revised). The Payment of Senior Scale due to late Sh. Moti Lal was made to Smt. Ketaki from the date of eligibility. There is no force in the representation of Mrs. Ketaki for any compensation.

The Board decided to file the inquiry report of State Vigilance Bureau received in the Institute on 9.11.2003 as referred to in the agenda item 6.27.

**6.28 To consider the Inquiry Report submitted by Dr. KN Tripathy, into the acts of omission of Shri S.C. Gupta, Lecturer in Mechanical Engineering (under suspension).**

The Board decided to constitute the following committee to examine the report submitted by Dr. K.N. Tripathy in the case of Sh. S.C. Gupta, Lecturer (under suspension), Mechanical Engineering Department:-

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| i) Shri Ravi Mathur, IAS<br>Joint Secretary (T),<br>Government of India,<br>Ministry of Human Resource Development,<br>Department of Secondary & Higher Education,<br>Shastri Bhawan, New Delhi. | Chairman |
| ii) Dr. N.K. Jain,<br>Joint Secretary,<br>University Grants Commission,<br>Bahadur Shah Zafar Marg,<br>New Delhi.  | Member   |
| iii) Dr. K. Subramanian,<br>Adviser-1,<br>All India Council for Technical Education,<br>Indira Gandhi Sports Complex, IP Estate,<br>New Delhi.   | Member   |

*S.P.M.*

The Board desired that the Stores Officer of the Institute be appointed as Presenting Officer to assist the above Committee.

The Board requested the committee members to send their recommendations to the Institute at the earliest for further placing before the Board.

**6.29 To approve recommendations of the Selection Committees for grant of Senior Scale of Rs. 10,000-15,200 to the Lecturers.**

The Board authorized the Chairman of the Board to approve the Minutes of the Selection Committees which met on 4.6.2004 for grant of Senior Scale of Rs. 10000-15200 to the Lecturers.

The Board accepted the recommendations of the Selection Committee meetings held on 4.6.2004 for the grant of Senior Scale of Rs. 10000-15200 to the eligible Lecturers of the Institute under Career Advancement Scheme as under and the actual financial benefit on account of grant of the Senior Scale be allowed to them from the date of approval of the Board i.e. 30.9.2004 as per instructions of the MHRD:-

**1. Department of Electrical Engineering:**

Shri Yash Pal.  
Mrs Shelly Rajiv Vadhera.  
Shri Saurabh Chanana.

**2. Department of Mechanical Engineering:**

Shri Nirmal Kant Singh  
Shri Pankaj Chandna  
Shri Parveen Kumar Saini.  
Shri Mahesh Kumar Gupta.  
Ms Meenu Gupta.  
Shri Vinod Kumar

**3. Department of Electronics and Communication Engineering:**

Shri Rajesh Rohilla.  
Shri Neeraj Pratap Singh  
Ms Vrinda Gupta.  
Shri Vikas Mittal.

*S.P.M.*

4. **Department of Civil Engineering:**

Shri Surender Deswal  
Ms. Pratibha Aggarwal  
Dr. Praveen Aggarwal  
Shri N.K. Tiwari  
Ms Babita Saini.  
Dr. Mahesh Pal.

5. **Department of Humanities:**

Shri Vikas Chaudhary (Management)  
Dr(Mrs) Kiran Mor (Economics).

The Board observed as under:-

- i) The Institute had allowed Senior Scale and Selection Grade to 36 eligible Lecturers under CAS in July, 2000 w.e.f. 9.10.1998 or date of eligibility whichever was later as per instructions of the MHRD issued at that time.
- ii) Subsequently the issue was kept pending as per instructions of the State Government and it was tagged with other Government Technical Institutions of the State.
- iii) Prior to upgradation of the Institute to NIT, Kurukshetra with Deemed University status i.e. 26.6.2002, it was mandatory for the Institute to adhere to the instructions of State Government in such matters.
- iv) The Haryana Government issued instructions in January, 2004 for teachers of Government Technical Institutions of Haryana as well as the then REC, Kurukshetra that the CAS will be effective from 27.7.1998.
- v) The MHRD conveyed instructions through various letters issued in 2003 and 2004 that the crucial/effective date for giving benefit of qualifying service under CAS shall be the date on which the candidate becomes eligible or the date of implementation of the revised scale of pay in the Institute whichever is later, but actual financial benefit will be allowed from the date the recommendations of Selection Committees are approved by the Board.
- vi) The Board opined that issue of the effective date i.e. 5.11.1999 as proposed by the Institute for the qualifying service should be reviewed by the MHRD and a Note to this effect under signature of the Chairman, BOG be sent to them.

S. P. N.



**6.30 To consider and approve the Minutes of the 2<sup>nd</sup> Meeting of the Building and Works Committee, National Institute of Technology, Kurukshetra, held on 27.8.2004.**

The Board approved the Minutes of the 2<sup>nd</sup> meeting of the Building and Works Committee on the agenda items relating to works which have since been completed/ expenditure incurred thereon and works which are in hand.

The Board however, decided (i) that the new works be prioritised and (ii) critical analysis of the need be undertaken.

**6.31 To consider promotion to Lecturer (Selection Grade)/Asstt Professor under C.A.S.**

The Board authorized the Chairman of the Board to approve the Minutes of the Selection Committees which met on 31.7.2004 & 1.8.2004 for grant of Selection Grade of Rs. 12000-18300/Designation of Assistant Professor to the eligible Lecturers (Senior Scale) along with the remarks on the minutes of the Selection Committees.

The Board accepted the recommendations of the Selection Committee meetings held on 31.7.2004 and 1.8.2004 for the grant of Selection Grade of Rs. 12000-18300/Designation of Assistant Professor to the eligible Lecturers(Senior Scale) of the Institute under Career Advancement Scheme as under and the actual financial benefit on account of grant of the Senior Scale as mentioned above be allowed to them from the date of approval of the Board i.e. 30.9.2004. The Board approved the action taken by the Institute in counting past service rendered by Mrs. Jyoti Ohri, Lecturer(Senior Scale) in the Electrical Engineering Department at CRSCE, Murthal for the purpose of Senior Scale at NIT, Kurukshetra as per UGC/AICTE norms as mentioned in the agenda item 6.31.

Department	Selection Grade	Designation of Asstt Professor.
Electrical Engineering.	Mrs Rupanshi Batra Mrs Sunita Chauhan.*	Dr. L.M. Saini. Dr. G.N. Pillai** Mrs Jyoti Ohri.

S. R. M.

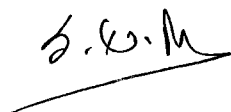
Electronics and Communication Engineering.	-----	Dr. Rajoo Pandey.
Computer Engineering	Shri R.M. Sharma Shri R.K. Agarwal	Dr. Mayank Dave Dr. A.K. Singh.
Civil Engineering.	Dr. Ashwani Jain.	Dr. Arun Goel Dr. S.M. Gupta Dr. N.T. Rao** Dr. K.K. Singh Dr. S.K. Patidar Dr. Ashwani Jain
Mechanical Engineering	Shri Jaideep Gupta	Dr. Puneet Tandon Dr. Hari Singh Dr. P.C. Tiwari.
Chemistry	-----	Dr. Dinesh Kumar Dr. D.P. Singh
Physics.	-----	Dr. S.K. Mahna Dr. J.K. Quamara Dr. B.K. Kaushik
Humanities	-----	Dr. PJ Philip (Mgt) Mrs Manjula Sharma (Eng)

\*Mrs Sunita Chauhan is on deputation with the Directorate of Technical Education, Haryana. She will get actual financial benefit from the Institute when she joins.

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

The Board observed as under:-

- i) The Institute had allowed Senior Scale and Selection Grade to 36 eligible Lecturers under CAS in July, 2000 w.e.f. 9.10.1998 or date of eligibility whichever was later as per instructions of the MHRD.
- ii) Subsequently the issue was kept pending as per instructions of the State Government and it was tagged with other Government Technical Institutions of the State.



- iii) Prior to upgradation of the Institute to NIT, Kurukshetra with Deemed University status i.e. 26.6.2002, it was mandatory for the Institute to adhere to the instructions of State Government in such matters.
- iv) The Haryana Government issued instructions in January, 2004 for teachers of Government Technical Institutions of Haryana as well as the then REC, Kurukshetra that the CAS will be effective from 27.7.1998.
- v) The MHRD conveyed instructions through various letters issued in 2003 and 2004 that the crucial/effective date for giving benefit of qualifying service under CAS shall be the date on which the candidate becomes eligible or the date of implementation of the revised scale of pay in the Institute whichever is later, but actual financial benefit will be allowed from the date the recommendations of Selection Committees are approved by the Board.
- vi) The Board opined that issue of the effective date i.e. 5.11.1999 as proposed by the Institute for the qualifying service should be reviewed by the MHRD and a note to this effect under signature of the Chairman, BOG should be sent to them.

**6.32 To consider the penal rent outstanding against Dr BL Sharma, Ex-Professor of the Physics Department.**

The Board noted as under:-

- i) Dr. B.L. Sharma retired from the Institute service on 30.6.1998.
- ii) The Institute has not yet released gratuity and part of leave encashment to Dr. Sharma on account of retaining the Institute accommodation (allotted to Dr. Sharma before his retirement as a Professor) unauthorisedely by his wife Mrs. Manjula Sharma, Lecturer (Senior Scale) in the Department of Humanities for a period of about 6 months.
- iii) The decision taken by the Hon'ble Distt. Courts, Kurukshetra in respect of the suits filed by Dr. Sharma which was against the Institute.

The Board decided to wave off the penal rent outstanding against Dr. Sharma as mentioned in the agenda item 6.32. The Board further decided to release the gratuity and part of leave encashment to Dr. Sharma.

**6.33 To consider the request of Shri Sandeep Singhal, Lecturer in Mechanical Engineering Department for extension of deputation to AICTE for a further period of one year from 30.9.2004 to 29.9.2005.**

The Board decided to extend deputation of Sh. Sandeep Singhal, Lecturer, Mechanical Engineering Department with the AICTE for further period of one year w. e.f. 30.9.2004 to 29.9.2005.

*S. S. M*

**6.34 To consider matter regarding rationalization of non-teaching staff**

The Board noted as under:-

- i) As per decision of the Board taken in the 2<sup>nd</sup> meeting held on 19.4.2003, the Institute was asked to maintain ratio between teaching and non-teaching posts in the range of 1:1.5 and for doing the said rationalization of the non-teaching posts, a committee at the Institute level was constituted.
- ii) The committee has submitted its report and the same is being examined by the office.
- iii) As per recommendations of the Expenditure Reforms Commission (ERC) as communicated by the MHRD, the ratio between teaching and non-teaching staff can be maintained in the range of 1:1.5 to 1:2.

The Board decided that the same committee at the Institute level may undertake another exercise to do the rationalization of the non-teaching posts in the ratio between teaching and non-teaching staff as 1:2 as per guidelines proposed by the Institute in the agenda item 6.34.

- iv) Due to ban imposed on the recruitments and frequent retirement of the non-teaching staff, vacancies are increasing day by day and it has become virtually difficult to run the classes, labs, various Deptts and administrative offices smoothly. As on 1.9.2004 against 481 sanctioned teaching supporting and other non-teaching posts, 137 posts are lying vacant.

The Board decided that pending rationalization of the non-teaching posts, the Institute may fill the following non-teaching posts by direct recruitment on contract basis:-

Sr.No.	Name of Post	No. of posts
1.	System Analyst	02
2.	Supervisors	Civil=01 Elect.=01 ECE =01 } 03
3.	Tech. Grade 'A'	Elect.=01 Mech.=01 Civil =01 } 03
4.	Tech. Grade 'B'	Civil=01 W/S.=01 ECE =01 COE=01 } 04
5.	Deputy Registrar (Acad)	01
6.	Deputy Supdt.	02

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7.	Sr. Library Asstt.	01
8.	Counter Asstt.	01
9.	Assistants	03
10.	Jr. Stenographer	01
11.	Jr. Storekeeper	01
Total		22

In addition the Board decided to create the following non-teaching posts which may also be filled by direct recruitment on **contract basis** as short term measure from the Institute Development Fund/Student Funds without any financial liability on the Central Government.

Sr.No.	Name of Post	No. of posts
1.	Finance Officer	01
2.	Asstt. Registrar	02
3.	Programmers	02
Total		05

The Board authorized the Chairman of the Board to decide all issues relating to filling the above mentioned technical and non-technical posts (27 posts) by direct recruitment on contract basis such as their qualifications, salary, period of engagement, age and constitution of Selection Committees etc. and further related issues.

**6.35 To consider the provision of issue of liveries to Group 'D' and some Group 'C' employees of the Institute.**

The Board approved the pattern of IIT, Delhi on liveries for all Group 'D' employees and Drivers of the Institute as per recommendations of the Committee constituted under the Chairmanship of Dr. R.C. Bhattacharjee, Professor Incharge(Estate and Construction).

**6.36 To consider the Report of Dr. MP Kapoor (Ex-Director, Thapar Centre for Industrial Research & Development, Thapar Technology Campus, Patiala) in the case of Ms. Indu Nalwa, Ex- Lecturer in Humanities Department regarding her final settlement.**

The Board deferred the consideration of the inquiry report received from Dr. M.P. Kapoor in respect of Ms. Indu Nalwa, Ex-Lecturer in Humanities Department.

*S. G. M.*

**6.37 To consider recognition of Service Association of the Non- Teaching employees of the Institute termed as NITKSK.**

The Board had certain reservations on the following clauses of the proposed Constitution/Memorandum of Association/rules for recognition of National Institute of Technology Karamchari Sangh, Kurukshetra :-

"To federate with or affiliate itself to any other Association/Federation in India having kindred aims and objectives with prior approval of the Government of India".

"To hold, own and manage in the name of the Sangh real or moveable property belonging to the Sangh".

The Board decided to recognize the National Institute of Technology Karamchari Sangh Kurukshetra subject to:-

- i) the condition that General Body of the Sangh shall meet after duty hours.
- ii) the condition that the Sangh gets itself registered in the name of National Institute of Technology Karamchari Sangh Kurukshetra.
- iii) deletion of above mentioned clauses.
- iv) adherence to Conduct and Disciplinary Rules and MOA/Rules of the Institute.

**6.38 To consider recognition of Service Association of the faculty of the Institute termed as NITKTA.**

The Board observed as under:

- (i) The Clause 2 (C) of Para 2 of the Constitution /MOA/Rules is not consistent with the definition of the teaching staff.
- (ii) The clause 3 regarding membership is not consistent with Clause 14 and Clause 19.

The Board decided to recognize the National Institute of Technology Kurukshetra Teachers' Association subject to:-

- i) the condition that General Body of the Association shall meet after duty hours.
- ii) The condition that the Association gets itself registered in the name of National Institute of Technology Teachers' Association, Kurukshetra.



- iii) Adherence to Conduct and Disciplinary Rules and MOA/Rules of the Institute.
- iv) Observations of the Board made above.

**6.39 To consider the period of haltage of the faculty members permitted to attend the International Conferences abroad.**

The Board noted that as per existing rules of the institute it is essential to make use of economy excursion air ticket and haltage charges for a minimum period of 14 days. The Board further noted that now scenario has changed and it may not be necessary in all cases to undertake 14 days haltage and make use of economy air excursion ticket.

The Board decided that in future, the Institute may allow the faculty members to attend International Conferences abroad from the Institute non-plan grant subject to the usual condition that 50 per cent of the total expenditure involved is met with by any other sponsoring/funding agency and the expenditure so incurred by the faculty members may include the following:-

- (i) Actual days of the Conference
- (ii) Actual air fare and local mileage in India and abroad as admissible
- (iii) Journey days to and fro.

The Board further decided that in case any faculty member has additional program he shall take prior approval from the Director.

**6.40 To consider implementation of orders of the Hon'ble Punjab & Haryana High Court, Chandigarh, given in CWPs No. 15371/2000 and 4579/2002 filed by Shri Gurbachan Lal, Ex-employee of the Institute.**

The Board noted as under:-


- i) Sh. G.Lal filed CWP No. 15371 of 2001 and CWP No. 4579 of 2002 in the Hon'ble Punjab & Haryana High Court at Chandigarh against the Institute.
- ii) Against the judgment of Hon'ble single judge, of the Punjab & Haryana High Court delivered in the aforementioned two CWPs, the Institute has filed LPAs before the double bench for staying the operation of the aforesaid orders of the Hon'ble single judge and also for the review of the case but the stay has not yet been granted.

*S.G.L.*

- iii) In the meantime Sh. G.Lal filed civil original contempt against Dr. S.N. Mahendra, Director of the Institute and the said contempt is fixed for 4.10.2004 for appearing in person or through counsel.
- iv) The Institute has engaged Sh. Rajeev Atma Ram, Senior Advocate of the Hon'ble Punjab & Haryana High Court for defending the aforementioned two CWPs for which the Institute has filed LPAs as well as the contempt notice against the Director. As a package deal Sh. Rajeev Atma Ram has agreed to fee of Rs. 1.00 lac for two petitions and one contempt as mentioned above.

The Board ratified the above action taken by the Institute in engaging Sh. Rajiv Atma Ram and decided that the counsel fee of Rs. 1.00 lac be paid from the Institute Development Fund (Institute share of consultancy) without any financial liability on the Central Government.

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

  
(S N MAHENDRA)  
Director & Member-Secretary

Approved  
Sd/-  
(B.L. Dhoopar)  
Chairman,  
Board of Governors,  
NIT, Kurukshetra