

of Governors in its 42nd meeting held on 27.06.2017 vide agenda No.42.8 and the Board decided as under:

“The Board noted that a policy decision is being taken by the Ministry of Human Resource Development, Govt. of India to resolve the various issues related with the appointment of faculty under the standard three tiers rigid faculty structure; and, in turn, this Agenda item was deferred for being taken up in the next meeting of the BoG.”

In this connection, vide OM F.No.2-5/2017-TS.III dated 17.07.2017 [Annexure- 44.11.\(i\) from pages 64 to 65](#), the Under Secretary to Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi has given the following clarifications regarding confirmation of Assistant Professors who were appointed in NITs on contract as per provision contained in Model Recruitment Rule (MRR) for faculty of NITs:

“As the appointee do not possess a Ph.D. degree which is an essential requirement, the post is offered initially for a period of three years which can be further extended by another two years on the recommendations of a valid Selection Committee. In the mean time the appointee will have to acquire Ph.D. degree, failing which the contract may not be extended beyond the period of five years. However, his/her services would be automatically regularised on the same post in the same Pay-Band and the same AGP from the date of his/her acquiring Ph.D. degree within the stipulated period.

The regularisation of such Assistant Professors may be carried out as per the terms and conditions of the appointment letter and Recruitment rule prevailing at that point of time.”

In this connection, the Status Report of Ph.D. work in respect of both the contractual faculty members was received from the concerned Chairman, Departmental Research Committee & Head of the Department. The said reports placed before the Selection Committee held on 02.02.2018 and the recommendations of the said Selection Committee will be placed before the Board of Governors in its 44th meeting for decision.

The details of both the contractual faculty members from their date of joining onwards is as under:

Sr. No	Name of the Faculty and Department	Date of Joining	Ph.D to be completed by 5 years as per rules/T & C of appointment letter	Remarks (Status of Ph.D Thesis)
1.	Sh. V.S. Nagendra Reddy B Mechanical Engineering Department	31.12.2013	30.12.2018	Not yet submitted
2.	Sh. Dheeraj Kumar Sharma Electronics & Comm. Engineering Department	04.06.2014	03.06.2019	Not yet submitted

In view of the position as stated above, the matter is placed before the Board of Governors to consider *the extension in contractual appointment as per recommendations of the Selection Committee in respect of Shri V.S. Nagendra Reddy B and Shri Dheeraj Kumar Sharma to the post of Assistant Professor in their discipline.*

N.I.T. KURUKSHETRA

Dy. No. 7267		Date. 27/7/17				
R	DPD	DAC	DAC	CVO	CoE	C
E	MA	PC	Co	Ph	Ch	Ma
Hu	CW	WS	SW	PC	PS	EDC
PE	CCN	PT	PCE	PRO	LMC	L
GA	A	SO	EO	DS	PIS	PIC

F.No.2-5/2017 - TS.III

GOVERNMENT OF INDIA

MINISTRY OF HUMAN RESOURCE DEVELOPMENT

DEPARTMENT OF HIGHER EDUCATION

New Delhi, the 17th July, 2017

To

The Director
Motilal Nehru National Institute of Technology, Allahabad
Uttar Pradesh

Subject: Clarification regarding confirmation of Assistant Professors who were appointed in NITs on contract as per provisions contained in Model recruitment Rule (MRR) for faculties in NITs - regarding.

Sir,

This Ministry had received a reference from MNNIT, Allahabad seeking clarifications regarding applicability of the provisions of NIT Faculty Recruitment Rules, 2011 on Assistant Professors who were appointed in the Institute on contract as per provisions contained in above said Rules prior to the implementation of 4-Tier Flexible Faculty Structure. These Asst. Professors were not having Ph.D. degree at the time of their contractual recruitment following the provisions of 3 Tier System for Faculty recruitment in NITs.

2. One of the conditions of the contract signed between the appointees and the Institute was that **"as the appointee do not possess a Ph.D. degree which is an essential requirement, the post is offered initially for a period of three years which can be further extended by another two years on the recommendations of a valid Selection Committee. In the mean time the appointee will have to acquire Ph.D. degree, failing which the contract may not be extended beyond the period of five years. However, his/her services would be automatically regularised on the same post in the same Pay-Band and the same AGP from the date of his/her acquiring the Ph.D. degree within the stipulated period."**

3. Therefore, a clarification was sought by MNNIT, Allahabad whether such faculty can be regularised as per the rules and conditions of the appointment letter / contract or not in view of the fact that 4-Tier Flexible Faculty Structure is in vogue.

4. This matter was examined in this Ministry in consultation with D/o Legal Affairs, M/o Law & Justice. The regularisation of such Assistant professors (mentioned in Institute's letter dated 7th February, 2017) may be carried out as per the terms and conditions of the appointment letter and Recruitment rule prevailing at that point of time.

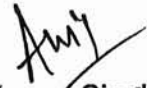
'R'

Pl. discuss

26/7/17

6. The Board of Governors of the Institute may take further necessary action in this matter.

Yours faithfully,



(Anil Kumar Singh)

Under Secretary to the Government of India

Ph: 23384897

Copy for information to: The Directors of 30 NITs other than MNNIT, Allahabad.

BoG 44.12 To consider the extension of contractual appointment of the Assistant Professors appointed on long contract in Pay Band-3 with AGP of Rs.6000/-.

The Institute had recruited Assistant Professors during 2012 and 2013 on contract basis initially for a period of three years in the Pay Band-3 of Rs.15600-39100 with AGP of Rs.6000/- following the Model Recruitment Rules (MRRs) received vide MHRD letter No.F.33-7/2001-TS.III dated 14.03.2012 duly approved by the Board. As per Model Recruitment Rules, a Clause was inserted in the appointment letters of the said Assistant Professors that their services will be regularized only on acquiring the Ph.D. Degree within the specified period of three years or extended period of two years, as the case may be, and after satisfactory completion of their initial or extended probation period. However, they will earn their annual increment as per rules.

Thereafter, to consider the extension of contractual period by two years for the said faculty members was placed before the Board of Governors in its 39th meeting held on 05.04.2016 vide agenda No.39.11 and the Board decided as under:

“The Board considered the matter and after detailed discussion the Board approved the extension of contractual appointment by two years for the faculty members appointed on three years contract under the standard 3 tier rigid faculty structure.”

In compliance of the above said decision of the Board of Governors, on completion of initial period of three years, the contractual appointment was extended upto a period of two years in respect of the above said Assistant Professors and the said period of two years is also going to expire shortly but 28 Nos. of Assistant Professors could not complete their Ph.D. degree till now [Annexure – 44.12.\(i\) on page 70](#). The said Assistant Professors were asked to inform the office about the status of their Ph.D. degree on or before 27.11.2017, but they have informed that their Ph.D. work is still under process, so they have requested to extend their contractual appointment till the completion of their Ph.D. in their discipline.

In this connection, it is submitted that the Institute received representations from some Assistant Professors appointed on contract basis in various departments in AGP of Rs.6000/- mentioning therein that NIT Calicut, NIT

Mizoram and VNIT Nagpur have extended the contractual appointment of Assistant Professors for a further period upto 2½ years beyond the completion of stipulated period of their contractual appointment. Copy of the one sample representation is enclosed as [Annexure - 44.12\(ii\) from pages 71 to 80.](#)

In this connection, the Status Report of Ph.D. work in respect of all the contractual faculty members was received from the concerned Chairman, Departmental Research Committee & Head of the Department. The said reports placed before the Selection Committee held on 02.02.2018 and the recommendations of the said Selection Committee will be placed before the Board of Governors in its 44th meeting for decision. The detail of the contractual faculty members from their date of joining onwards is as under:

Sr. No	Name of the Faculty and Department	Date of Joining	Extension of contractual appointment by two years on completion of three years w.e.f.	Ph.D to be completed by 5 years as per rules/T & C of appointment letter	Remarks (Status of Ph.D Thesis)
1	Sh. Nipen Kumar Das, Civil Engg Department	01.03.2013	01.03.2016	28.02.2018	Not submitted
2	Sh. Ajay Krishna Prabhakar, Civil Engg Department	24.09.2013	24.09.2016	23.09.2018	Not submitted
3	Sh. Atma Ram Gupta, Electrical Engg. Department	04.03.2013	04.03.2016	03.03.2018	Submitted
4	Sh. Modi Pandu Ranga, Electrical Engg. Department	16.05.2013	16.05.2016	15.05.2018	Submitted
5	Sh. Kiran Kumar Jaladi, Electrical Engg. Department	13.09.2013	13.09.2016	12.09.2018	Not submitted
6	Sh. Aeidapu Mahesh, Electrical Engg. Department	02.09.2013	02.09.2016	01.09.2018	submitted
7	Sh. Shivam, Electrical Engg. Department	16.09.2013	16.09.2016	15.09.2018	Submitted
8	Sh. Rahul Sharma, Electrical Engg. Department	06.09.2013	06.09.2016	05.09.2018	Submitted
9	Sh. Sandeep Kakran, Electrical Engg. Department	02.09.2013	02.09.2016	01.09.2018	Not submitted
10	Sh. Amit Kumar, Electrical Engg. Department	23.09.2013	23.09.2016	22.09.2018	Submitted
11	Sh. Satnam Singh, Mech. Engg. Department	08.02.2013	08.02.2016	07.02.2018	Not submitted
12	Sh. Mukesh, Mech. Engg. Department	19.02.2013	19.02.2016	18.02.2018	Not submitted
13	Sh. Vikas Kumar, Mech. Engg. Department	30.08.2013	30.08.2016	29.08.2018	Not submitted

14	Sh. V.S. Nagendra Reddy B, Mech. Engg. Department	31.12.2013	-----	30.12.2018	Not submitted
15	Sh. Chandrashekara M., Mech. Engg. Department	13.01.2014	13.01.2017	12.01.2019	Submitted
16	Sh. Trailokya Nath Sasamal, Electronics & Comm. Engg. Department	29.08.2013	29.08.2016	28.08.2018	Submitted
17	Ms. Shweta Meena, Electronics & Comm. Engg. Department	20.09.2013	20.09.2016	19.09.2018	Not submitted
18	Sh. Chhagan, Electronics & Comm. Engg. Department	29.08.2013	29.08.2016	28.08.2018	Submitted
19	Sh. Dheeraj Kumar Sharma, Electronics & Comm. Engg. Department	04.06.2014	-----	03.06.2019	Not submitted
20	Sh. Vikram Singh, Computer Engg. Department	13.02.2013	13.02.2016	12.02.2018	Not submitted
21	Sh. Mahendra Kumar Murmu, Computer Engg. Department	04.03.2013	04.03.2016	03.03.2018	Not submitted
22	Sh. Santosh Kumar, Computer Engg. Department	13.09.2013	13.09.2016	12.09.2018	Not submitted
23	Ms. Bharati Sinha, Computer Engg. Department	18.09.2013	18.09.2016	17.09.2018	Not submitted
24	Sh. Anoop Kumar Patel, Computer Engg. Department	06.09.2013	06.09.2016	05.09.2018	Not submitted
25	Sh. Kriti Bhushan, Computer Engg. Department	18.09.2013	18.09.2016	17.09.2018	Not submitted
26	Sh. Ankit Kumar Jain, Computer Engg. Department	05.09.2013	05.09.2016	04.09.2018	Not submitted
27	Sh. Chandra Bhim Bhan Singh, Computer Engg. Department	06.09.2013	06.09.2016	05.09.2018	Not submitted
28	Sh. Vijay Verma Computer Engg. Department	03.09.2013	03.09.2016	02.09.2018	Not submitted

Out of 28 above said Assistant Professors, 09 have submitted their Ph.D. Thesis.

In view of the position as stated above, the matter is placed before the Board of Governors to consider *the extension in contractual appointment as per recommendations of the Selection Committee* in respect of the Assistant Professors appointed on long contract in Pay Band-3 with AGP of Rs.6000/- for a further period beyond the completion of their stipulated period of five years.

Subject: List of Assistant Professors appointed on three years contract under the standard 3-tier rigid faculty structure.

Sr. No.	Name of the Faculty	Date of Joining	Extension of contractual appointment by two years on completion of three years w.e.f.	Ph.D to be completed by 5 years as per rules/T & C of appointment letter	Remarks (Status of Ph.D)
CIVIL ENGINEERING DEPARTMENT					
1.	Sh. Nipen Kumar Das	01.03.2013	01.03.2016	28.02.2018	Awaited
2.	Sh. Ajay Krishan Prabhakar	24.09.2013	24.09.2016	23.09.2018	Awaited
ELECTRICAL ENGINEERING DEPARTMENT					
1.	Sh. Atma Ram Gupta	04.03.2013	04.03.2016	03.03.2018	Awaited
2.	Sh. Modi Pandu Ranga	16.05.2013	16.05.2016	15.05.2018	Awaited
3.	Sh. Kiran Kumar Jaladi	13.09.2013	13.09.2016	12.09.2018	Awaited
4.	Sh. Aeidapu Mahesh	02.09.2013	02.09.2016	01.09.2018	Awaited
5.	Sh. Shivam	16.09.2013	16.09.2016	15.09.2018	Awaited
6.	Sh. Rahul Sharma	06.09.2013	06.09.2016	05.09.2018	Awaited
7.	Sh. Sandeep Kakran	02.09.2013	02.09.2016	01.09.2018	Awaited
8.	Sh. Amit Kumar	23.09.2013	23.09.2016	22.09.2018	Awaited
MECHANICAL ENGINEERING DEPARTMENT					
1.	Sh. Satnam Singh	08.02.2013	08.02.2016	07.02.2018	Awaited
2.	Sh. Mukesh	19.02.2013	19.02.2016	18.02.2018	Awaited
3.	Sh. Vikas Kumar	30.08.2013	30.08.2016	29.08.2018	Awaited
4.	Sh. V.S. Nagendra Reddy B	31.12.2013	-----	30.12.2018	Awaited
5.	Sh. Chandrashekara M.	13.01.2014	13.01.2017	12.01.2019	Awaited
ELECTRONICS & COMMUNICATION ENGG. DEPARTMENT					
1.	Sh. Trailokya Nath Sasamal	29.08.2013	29.08.2016	28.08.2018	Awaited
2.	Ms. Shweta Meena	20.09.2013	20.09.2016	19.09.2018	Awaited
3.	Sh. Chhagan	29.08.2013	29.08.2016	28.08.2018	Awaited
4.	Sh. Dheeraj Kumar Sharma	04.06.2014	-----	03.06.2019	Awaited
COMPUTER ENGINEERING DEPARTMENT					
1.	Sh. Vikram Singh	13.02.2013	13.02.2016	12.02.2018	Awaited
2.	Sh. Mahendra Kumar Murmu	04.03.2013	04.03.2016	03.03.2018	Awaited
3.	Sh. Santosh Kumar	13.09.2013	13.09.2016	12.09.2018	Awaited
4.	Ms. Bharti Sinha	18.09.2013	18.09.2016	17.09.2018	Awaited
5.	Sh. Anoop Kumar Patel	06.09.2013	06.09.2016	05.09.2018	Awaited
6.	Sh. Kriti Bhushan	18.09.2013	18.09.2016	17.09.2018	Awaited
7.	Sh. Ankit Kumar Jain	05.09.2013	05.09.2016	04.09.2018	Awaited
8.	Sh. Chandra Bhim Bhan Singh	06.09.2013	06.09.2016	05.09.2018	Awaited
9.	Sh. Vijay Verma	03.09.2013	03.09.2016	02.09.2018	Awaited

Total- 28 Nos.

(Through Head of Mechanical Engineering Department)

Dated: 24-11-2017

No. MED/17/2121

To

✓ The Deputy Registrar (GA & Legal)
National Institute of Technology
Kurukshetra-136119

KURUKSHETRA							
Dy. No.	10527...Date..27/11/17						
R	DEP	DA	DAS	COVO	COE	C	
E	DA	ED	CG	PH	CH	Ma	
Hu	DA	ED	IN	IPC	PS	EDC	
PE	CON	PT	DAE	PRO	UMO	L	
GA	A	SO	EO	DS	PIS	MC	

Subject: - Status of Ph.D. work cum extension of service.

Respected Sir,

With due respect, in response to the letter (No. Estt.-I/PF/379/5884, Dated: 21-11-2017) received on 22-11-2017 at 04:10 PM, I, Satnam Singh, joined Mechanical Engineering Department as Assistant Professor (No. Gen-1/SRD/12/566, dated 04-02-2013) on 8th February 2013 (Forenoon). As per the condition of regularization of service after completion of Ph.D. within the stipulated period of 3+2 years from the date of joining at the present post, I had to complete the Ph.D. on or before 8th February 2018. But as I joined the institute in the month of February, 2013 and the new academic session started in August, 2013. So I got my Ph.D. registered on 9th August, 2013 late by six months. Thus I did not get the stipulated time to complete my Ph.D. work. My Ph.D. work is complete and I am waiting for the acceptance of publications of my communicated papers which is a prerequisite for pre-synopsis. My all Ph.D. progress reports are also satisfactory. I will submit my Ph.D. thesis report, as soon as I will receive the acceptance notification for the publications. It is worth to mention here that, there is uncertainty in time taken for the review process and for the defence of Ph.D. work. Some NIT's have given extension to their faculty members up to two and half years, recruited under the same terms and conditions (MRR, Tier-3). Therefore, I humbly request to extend my service for two more years on the basis of summary attached herewith as Annexure-I (Ph.D. work status summary) and Annexure-II (Service summary).

The copies of BOG minutes of other NIT's in which extension was given, have been attached herewith for your kind reference.

Enclosed: 1) Copy of appointment letter, 2) Annexure-I, 3) Annexure-II, 4) BOG minutes of other NIT's

Thanking You,

Yours Sincerely,

Satnam Singh,

Assistant Professor,

Mechanical Engineering Department,

NIT Kurukshetra.

E-mail: - satnamsingh@nitkkr.ac.in

Copy to: Hon'ble Director for kind consideration and necessary action please.

[Signature]
27/11/17

[Signature]
27/11/17

[Signature]
27/11/17

ANNEXURE-I

(Ph.D. work status summary)

Name & Dept. : Satnam Singh, Mechanical Engineering Department
Ph.D Reg. date & No. : 09 August, 2013, 6130075
Name of the Supervisor : Dr. Surjit Angra, Professor and Head Mechanical Engineering Department
Research Area : Composites fabrication and testing

2. Work done (since joining):

(a) Course Work (Completed) : Four PG courses (total credits-12) with CGPA of 9.67 out of 10.00

(b) Publications (Communicated) : 03 (International journals)

(c) Publications (Published/Accepted) : 01 (National Conferences)

01 (International Conferences)

The extension of two years should be given due to the following important reasons.

1. I am working in the field of fibre reinforced composite (FRP) fabrication and testing. I developed a new type of material for ship building applications using FRP along with stainless steel sheets. As the experimental facilities to perform the mechanical testing of composites are not available in NIT Kurukshetra. The machines required to perform the experimentation in strength of materials laboratory are not working for many years. Therefore I had no option other than to go outside NIT Kurukshetra for experimentation. The machines and equipments used during research work at other institutes / laboratories are mentioned below.

- Universal testing machine (UTM) with tensile, compression and bending fixtures at IIT Jodhpur, Rajasthan.
- Izod impact testing machine and UTM at CITCO Chandigarh.
- High speed shear homogenizer, Vacuum degasser setup, Ultra-sonicator setup at Thapar University, Patiala, Punjab.
- Field emission scanning electron microscope at IIT Roorkee, Uttarakhand and Aligarh Muslim University, Aligarh, Uttar Pradesh.
- Shear machine at IIT Jodhpur, Rajasthan.

The maximum time was exhausted during fabrication and testing of specimens. Because these facilities are not available in NIT Kurukshetra, so I went to above mentioned institutes


during weekends and in vacations to complete the experimentation work. Lot of time was wasted due to travelling to above mentioned institutes. The other reason for the delay in the experimentation work is that the time slot was not readily available at other institutes due to high rush of their own students. Due to the unavailability of lab facilities at NIT Kurukshetra, I was unable to complete work on time, which results in the delay of submission.

2. As per the terms and conditions of MRR, NIT Kurukshetra has to provide each and every facility to pursue the research work in time. I was in need of four chamber water bath to perform the hygrothermal study during my research work. I applied for the permission to buy the same in tribology lab from plan grant. It could be helpful for M-tech students also. Head of Department (Mechanical Engineering) moved my file on urgent basis, but there were further delays due to poor administration and the setup was not purchased till date. Ultimately, I had to buy it from my hard earned money after a delay of one year.

3. As per the terms and conditions of Ph.D. prospectus, the maximum time given to complete Ph.D. in NIT Kurukshetra is 7 years for both full time research scholars and part time research scholars. Now, there is a provision to further extend it up to two more years (i.e. total-09 years). I am a part time research scholar cum a faculty member. I have to perform several other duties like NBA work, M-tech guidance, B-tech project guidance, regular teaching load etc. along with Ph.D. research work.

4. There is uncertainty in time taken by the journals to publish a research paper. This process involves various sub-steps like review of article, revision, acceptance, publication and the time taken for each step is not fixed which results in the delay of submission.

5. Other NIT's like NIT Calicut, NIT Mizoram, and VNIT Nagpur etc have given extension in service to their employees up to 2.5 years to complete their Ph.D. (Supporting documents attached). Those faculty members are also working under the similar terms and conditions of MRR (Tier-3).

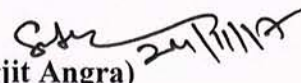


(Satnam Singh)

Candidate signature

Supervisor comments: -

In view of the facts stated above, his extension is strongly recommended.



(Dr. Surjit Angra)

Supervisor signature

MINUTES OF THE 33rd MEETING OF THE BOARD OF GOVERNORS OF NATIONAL INSTITUTE OF TECHNOLOGY CALICUT HELD AT DIRECTOR'S OFFICE MINI CONFERENCE ROOM, NIT CALICUT ON MONDAY, THE 21ST NOVEMBER 2016, AT 1600 HRS.

Members Present

- | | |
|---|------------------|
| 1. Ms. Aruna Jayanthi
Hon. Chairperson, BoG, NIT Calicut | Hon. Chairperson |
| 2. Dr Sivaji Chakravorti
Director, NIT Calicut | Member |
| 3. Dr P.K. Rajendrakumar
Nominee of the Senate, NIT Calicut | Member |
| 4. Mrs Lyla B Das
Nominee of the Senate, NIT Calicut | Member |
| 5. Dr P M Abdul Majeed
Nominee of Government of Kerala | Member |
| 6. Adv P M Suresh Babu
Nominee of Government of Kerala | Member |
| 7. Lt Col Pankajakshan K (Retd)
Registrar, NIT Calicut | Secretary |

The following members expressed their inability to attend the meeting:

1. *Prof Manju Bansal (Nominee of NIT Council)*
2. *Prof Mythily Ramasamy (Nominee of NIT Council)*

The Hon Chairperson, Board of Governors, NIT Calicut, called the meeting to order at 1600hrs. The Director welcomed the members. The written comments given by Prof Manju Bansal, Dr P M Abdul Majeed, Dr P K Rajendrakumar and Prof Mythily Ramasamy were duly considered in the meeting. The Agenda points and the decisions taken are enumerated below:

Subject BG 33.01	Confirmation of minutes of the 32nd BoG meeting
Decision	The BoG confirmed the minutes of the 32 nd BoG meeting held on 09/08/2016 at Mumbai by incorporating modifications based on the written comments received.
Subject BG 33.02	Report of action taken and action pending on the decisions taken in the 32nd meeting of the BoG.
Decision	The BoG noted the report of the action taken/pending on the decisions taken at

Minutes of the 33rd Meeting of the Board of Governors of NIT Calicut held on 21st November 2016

(FC35.05)	
Decision	The file containing the matter was placed before the BoG along with the recommendations of FC. After detailed discussions, the BoG declined the request for granting relaxation to travel by Airlines other than Air India. However, it is decided that, she is eligible for reimbursement of Registration Fees, Travelling Allowance & Daily Allowance incurred for this purpose as per the rules in force.
Subject BG 33.09 (FC35.06)	Consideration of the request from Dr. Celine.A.A for enhancement of age of superannuation in line with General Duty Medical Officer of CHS.
Decision	The BoG approved the recommendation of FC to forward the matter to Ministry of Finance for approval as the increase in age of superannuation of RMO of autonomous organizations at par with RMO of CHS can be adopted only with the approval from Ministry of Finance.
Subject BG 33.10 (FC35.07)	Consideration of the request for Dr. P.P.Anil Kumar, Associate Professor, Architecture, for granting sabbatical leave for one year.
Decision	The BoG approved the Sabbatical Leave request of Dr. P.P.Anil Kumar, Associate Professor, Architecture, for a period of one year from July 2017 (from the ending date of 2016-17 vacation for faculty) for writing a book entitled <i>"Planning Smart Cities: Challenges and opportunities in the Indian Context"</i> with the provision that all conditions as laid down in the leave rules and the rules as in force for sabbatical leave are to be followed.
Subject BG 33.11 (FC35.08)	Consideration of the enhancement of consolidated monthly payment of Adhoc Technical Staff (ITI holders)
Decision	The BoG approved the recommendation of FC for enhancing the remuneration of Adhoc Technical Staff (ITI holders) by adding 25 % with their existing remuneration of Rs.8000/- from the next recruitment onwards.
Subject BG 33.12	Consideration of the submission from HoD, CSED for writing off the 12 numbers of missing UPS batteries.
Decision	The BoG approved writing off 12 numbers of missing batteries. The BoG stressed upon taking utmost care in keeping the institute assets. However the Chairperson reiterated the importance of security in the campus and requested the Registrar to prepare a detailed plan to improve the security system of the Institute by next BoG meeting.
Subject BG 33.13 (FC35.09)	Consideration of the request from Dr. Jayaraj.P.B, Asst.Professor (on contract),CSED, for regularizing the services on acquiring Ph.D.
Decision	BoG approved the recommendation of the FC for regularization of the services of Dr.Jayaraj.P.B, Asst.Professor, CSED, on contract in the same Pay Band and

	<p>Grade Pay on acquiring his Ph.D. degree.</p> <p>It was apprised to the BoG that there is a need to extend the time to one more year for completing the Ph.D degree by some Assistant Professors who were appointed on contract basis during the year 2010. The BoG noted that while appointing them the competent authority has mentioned in their appointment order that the engagement will be purely on contract basis and contractual engagement can be terminated by the authority if they do not acquire Ph.D degree within the stipulated time.</p> <p>After detailed discussions on the procedure which is followed by the institute so far in regularizing the services on acquirement of Ph.D, the BoG agreed to the recommendation of the FC to extend the time by <u>one more year</u> for completing the Ph.D degree by the affected faculties.</p> <p>The BoG approved the recommendation of the FC for granting one more year from the date of 33rd BoG meeting for submission of Ph.D thesis to all faculty members, who were appointed on contract basis during the year 2010 and who were not having PhD at that time. It is also decided to terminate such faculty members on contract basis, who will not be complying with this decision after one year from 21/11/2016.</p>
Subject BG 33.14	Consideration of the minutes of the 35th meeting of the Finance Committee.
Decision	The BoG resolved to approve all the recommendations of the 35 th meeting of the Finance Committee, as enumerated in the items of this BoG minutes.
Subject BG 33.15	Ratification of the action taken by the Hon'ble Chairperson in approving the list of Graduands for 12th Convocation conducted on 15th October 2016.
Decision	The Board ratified the action taken by the Hon'ble Chairperson in approving the list of Graduands for 12 th Convocation conducted on 15 th October 2016.
Subject BG33.16	Ratification of the action of the Chairperson in approving the panel of candidates for appointment as the Registrar of NIT Calicut as decided unanimously by the selection committee.
Decision	<p>It was apprised to the BoG that the BoG vide resolution No.31.14 has decided that fresh advertisement be made as early as possible for recruitment of Registrar of NIT Calicut by following NIT Act and Statutes.</p> <p>Based on this decision an advertisement was given vide Advertisement No.P1/23331/RNTS/469/2016 in all leading news papers and NITC website. A screening committee constituted for the same vide Note No.DO/REG/2016/378 dated 15th June 2016 had approved a list of 30 candidates who were called for interview on Saturday, 27th August 2016, at Indian Institute of Technology (IIT) Madras.</p> <p>The BoG vide Resolution No.32.14 has decided to authorize the Chairperson to approve the panel of selected candidates to be ratified in the next BoG meeting if the decision of the selection committee is unanimous. Accordingly the Hon'ble Chairperson approved the panel of candidates with Lt Col Pankajakshan K as Rank No.1 (one) as decided unanimously by the selection committee.</p>

राष्ट्रीय प्रौद्योगिकी संस्थान, मिजोरम
NATIONAL INSTITUTE OF TECHNOLOGY, MIZORAM
(An Institute of National Importance under Ministry of HRD, Govt. of India)
CHALTLANG, AIZAWL, MIZORAM – 796012

**MINUTES OF THE 6th MEETING OF BOARD OF GOVERNORS OF NIT MIZORAM HELD
ON THE 16TH JULY, 2016 AT 11: 00 AM IN THE CONFERENCE HALL OF NIT
TRANSIT HOUSE, SAFDARJUNG ENCLAVE, NEW DELHI**

The 6th meeting of the Board of Governors was held on the 16th July, 2016 at 11:00 am in the Conference Hall of NIT Transit House, Safdarjung Enclave, New Delhi.

The following members were present:

Sl. No	Name & Address	Designation in the BOG
1.	Prof. U. C. Ray Director, NIT Mizoram	Chairman
2.	Prof. U. C. Ray Director, NIT Mizoram	Ex-Officio Member
3.	Shri Satpal Sharma Under Secretary (IFD) MHRD, Govt of India	Representative from IFD, MHRD, Govt of India
4.	Er. Vanlallianzuala Chief Engineer (Retd.) Khatla South, Aizawl, Mizoram	Member
5.	Dr. S.R.Mahadeva Prasanna Dean (R&D) IIT Guwahati	Member
6.	Dr. P.K Ray Professor, Deptt. of Industrial & System Engg, IIT Kharagpur	Member
7.	Dr. Alok Shukla Asst. Prof. (Physics) NIT Mizoram	Member

Leave of absence was granted to Shri. K. Lalnghinglova, Commissioner, Higher & Technical Education, Govt. of Mizoram and representative from the Technical Section, MHRD for their inconveniences to attend the meeting.

		Terms of Office shall be till they retain the membership in the BOG
BOG 6.8	<p>Proposal to consider the representations of Asst. Professors appointed on contract on the expiry of the contract period of 5 years</p> <ol style="list-style-type: none"> 1. Dr. Bachu Deb, AP (ME) 2. Mr. Bidesh Roy, AP (ME) 3. Ms. Ranjita Das, AP (CSE) 	<p>The Board discussed the proposals for consideration of the representations submitted by 3 Asst. Professors on contract. After a length of discussion, the decision of the Board is recorded as under:</p> <ol style="list-style-type: none"> 1. Dr. Bachu Deb, AP (ME): The Board acknowledged the conferment of Ph.D to Dr. Bachu Deb before the expiry of the 5 years contract. In view of the discontinuance of the 3-Tier Faculty Structure, the Board decided that on acquiring Ph.D, Dr. Bachu Deb is eligible for the 4-Tier Faculty Structure. He would therefore, be appointed on as Assistant Professor contractual basis under 4-Tier Faculty Structure. Since he has already appeared the Selection Committee, there is no need of going through the same formality again. His eligibility for 4 Tier Faculty Structure will be effective from the date of acquiring his Ph.D degree. <p>Fixation of pay on switching over to the 4 Tier Structure will be decided by the Committee to be constituted by the BOG.</p> 2. Mr. Bidesh Roy, AP (ME): The Board approved the request for extension of 3 months for completion of Ph.D degree. It further decided that when Mr. Bidesh Roy acquires the Ph.D degree, his case would be similar to that of Dr. Bachu Deb.

[Signature]



विश्वेश्वरय्या राष्ट्रीय प्रौद्योगिकी संस्थान, नागपुर - 440 010
VISVESVARAYA NATIONAL INSTITUTE OF TECHNOLOGY, NAGPUR - 440 010 (India)

Draft Minutes of 55th meeting of the Board of Governors held on Wednesday, 5th April 2017 at VNIT, Nagpur.

The following members were present:

- | | |
|--|------------|
| 1. Shri. Vishramji Jamdar, Industrialist | - Chairman |
| 2. Dr. Narendra S. Chaudhari, Director, VNIT, Nagpur. | - Member |
| 3. Shri Ashok Maheshwari, Director(Finance), MHRD, New Delhi
(Through A-View) | - Member |
| 4. Dr.S.C.Sahasrabudhe, Ex. Professor, IIT, Mumbai | - Member |
| 5. Dr.(Ms.)Joyashree Roy, Professor, Jadavpur University, Kolkata | - Member |
| 6. Dr.Hari S. Pandalai, Prof IIT Mumbai | |
| 7. Dr.A.G.Keskar, Faculty Representative, VNIT, Nagpur | - Member |
| 8. Dr.J.D.Ekhe, Faculty Representative VNIT, Nagpur | - Member |
| 9. Dr.S.R.Sathe, Registrar, VNIT, Nagpur | - Member |

55.01 To confirm the minutes of the 54th meeting of the Board of Governors held on 31st January 2017 at VNIT Nagpur.

The Draft Minutes of the 54th meeting of the Board of Governors held on 31st January 2017 are placed at **Annexure-I.**

Dr.A.G.Keskar has pointed out by email that the matter regarding applicability of Sabbatical leave for NIT faculty members need to be incorporated in the minutes.

The Board is requested to confirm.

Resolution: BoG confirmed the minutes of 54th Meeting with a suggestion that the matter related to applicability of sabbatical leave be referred to NIT Council.

55.02 To note the Action Taken Report on resolutions of the 54th meeting of the Board of Governors.

Item No	Agenda	Resolution	Action taken
54.07	To consider request application for Extra Ordinary Leave for two years to Dr. Rajendra P Pant, Assistant Professor in Maths Dept. to apply for a position of	The item may be brought in again with detailed note from establishment section about the extent of applicable rules in this case.	The item is placed in this BoG Meeting with detailed note as item no. 55.07

S.R.Sathe

The institute also sought the opinion of Senior Advocate, Supreme Court, Mr. Ashok Chitale which is enclosed at **Annexure-VIIIc**. According to Mr. Ashok Chitale, the decision of High Court is not correct and the querist should challenge the judgment in Supreme Court. According to him, the Workshop Superintendent cannot be treated at par with the member of teaching Faculty.

The BoG is requested to deliberate and give directives.

Resolution: BoG resolved that VNIT, Nagpur should file special leave petition (SLP) in the Supreme Court.

55.11 To consider request application of Ms. Mansi Radke, Assistant Professor on Contract in Computer Science and Engineering.

Ms. Mansi Radke has been appointed as Assistant Professor on Contract in Computer Science and Engineering Department in Pay Band(PB)-3 with AGP of Rs. 6000/-. She has joined VNIT, Nagpur on 23.04.2012 FN.

As per Office Order No. D/AP/Recruit (C) / March-2012/1833 dated 26 MAR 2012, her appointment shall be for a **maximum** period of five years on contract from the date of her joining and she has to acquire Ph.D degree on or before 22/4/2017.

The detailed note from Establishment section, her request letter for an extension till July 2018 to complete Ph.D work, Supervisor and Head of the Computer Science remarks are enclosed in **Annexure- IX**.

During 2015 Shri Pankaj Bahadure, Faculty of Architecture department was granted an extension of 9 months for completion of Ph.D work and award of the degree by the Competent Authority.

BoG is requested to deliberate.

Resolution: BoG resolved that an extension of 9 months be granted to Ms. Mansi Radke, for completion of Ph.D. work and award of Degree by the competent authority failing which no further extension will be granted and a letter to this effect may be given to her.

55.12 To conduct Faculty Recruitment -List of Visitors nominee.

This is as per discussion in the ACoFAR meeting held on 21st March, 2017.

- i) VNIT, Nagpur has conducted 3 rounds of interviews from Nov. 2014 to May 2016 as per the enclosed details(**Annexure-X**)
- ii) The current round of interviews is planned to be conducted as early as possible. However, it is learnt that the list of visitor's nominee is not valid as of now.

S. Matho

BoG 44.13 To consider the promotion under CAS from the date of eligibility in respect of faculty staff members.

Some of the faculty staff members of the Institute have represented that they have been promoted under CAS from the date of decision of the Board of Governors while they should have been promoted from the actual date of eligibility in terms of Clause-4(q) of OMNo.F33-7/2011-TS-III dated 14.03.2012 notified by the MHRD, Government of India. The Clause-4(q) of OM dated 14.03.2012 is reproduced below:

“All Institutes shall strive to conduct annual selection processes regularly. In case of Institutes that have not conducted CAS interviews for 3 years or more, Selection Committee may, as a onetime measure, examine scholastic contribution of internal candidates made after the last interview and recommend a salary and AGP they would have earned now, had the Selection Committee met at the appropriate time.”

To minimize the court cases and to look into the pending issues of faculty and non-faculty staff members of the NIT, Kurukshetra, a High Level Committee of the following experts has been constituted vide letter No.Gen-1/3962/7635 dated 23.11.2016:

- | | |
|--|----------|
| 1. Shri S.C. Narang | Chairman |
| Former Chief Controller Resources and Management,
DRDO Head Quarters & Former Chairman,
Centre for Personnel Talent Management,
DRDO, New Delhi | |
| 2. Shri Suresh Chand | Member |
| Former Chief Administrative Officer,
TBRL, DRDO, Chandigarh. | |

The said matter was placed before the High Level Committee and the said Committee after going through the relevant documents, submitted its report on 11.01.2017 [Annexure - 44.13\(i\) from pages 82 to 94](#) with the following recommendations:

“The review selection committee may be constituted to consider the provision of said Para 4(Q) of said MHRD Letter dated 14.03.2012 and recommend the suitable benefits to the deserving faculty members.”

In view of the position as explained above, the matter is placed before the Board of Governors to consider *the promotion under CAS from the date of eligibility in respect of faculty staff members.*

NATIONAL INSTITUTE OF TECHNOLOGY KURUKSHETRA

Dated: 11.01.2017

Minutes of the Meeting

Minutes of the meeting of the committee held during 30.11.2016 & 01.12.2016 in the Board Room, Golden Jubilee Administrative Building of the Institute to look into the issues related to the grievances of the faculty and non faculty members of the Institute.

The following were present:

- | | |
|---|----------|
| 1. Shri. S C. Narang | Chairman |
| Former Chief Controller Resources and Management
DRDO Head Quarters & Former Chairman,
Centre for Personnel Talent Management,
DRDO, New Delhi | |
| 2. Shri Suresh Chand | Member |
| Former Chief Administrative Officer
TBRL, DRDO, Chandigarh | |

Effective date of pay fixation of Assistant Professors

The Committee assembled on 20.12.2016 at 9:30 am in the Board Room of the Institute. The committee was apprised about the facts of the case by Prof. I/C (Admin & PR) Prof. V. K. Bajpai.

Committees Assembled at 09:30 am on 19.12.2016 in the Administrative Block of the Institute.

Committee was apprised in regard to the pay anomaly cases of Assistant Professors who were promoted / placed in the PB 3 AGP-7000/- and AGP of Rs. 8000/- with the effective date of promotions from the date of approval of BoG consequent to the promotion/placement of Assistant Professors against the one time opportunity provided by MHRD vide their letter no. F.33-7/2011-TSIII Dated 14.03.2012 (Annexure I).

Committee interacted with some of the affected Assistant Professors to have their version of their claimed anomaly.

Most of the Assistant Professors have raised the issue of effective date of the promotion i.e. the date of eligibility for promotion rather than from the date of approval by the BoG

PR - put up on
file
Uth

Sumit
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L.R.M.
S.S. (S.S.)

as per the instructions /provisions under MHRD Letter No. F.33-7/2011-TSIII Dated 14.03.2012 (Annexure I)

Committee on having gone through the representations of affected Assistant Professors, instructions issued by the MHRD, approval of BoG and relevant correspondence of administrative office observed that:

- i. The Institute is governed by the rules as were applicable to UGC/AICTE in regard to the promotion of Faculty Members under CAS under 3tier system before 14th march 2012.
- ii. Although the Institute invited the applications for promotion under CAS to all Faculty Posts vide Notification No. Estt.-I/CAS/6992 Dated 25.11.2010 (annexure II). In response the applications were received from eligible Faculty Members. The Interviews were held only for the promotion to the post of Professors. The process for selection to the other Faculty Posts were held in abeyance without assigning any reason thereof.
- iii. Institute took up the special Recruitment drive for filling up the backlog vacancies reserved for SC/ST vide Notification Advertisement No. 14/2012 (Annexure III) at AGP of Rs 7000/-. The incumbent Assistant Professors at AGP of Rs 6000/-, who had Ph.D, were also called for interview for upgradation to AGP of Rs 7000/-. Except one, all the incumbent Assistant Professors could not get through. Although these Assistant Professors were made eligible for same upgradation next year by the Institute as per guidelines of MHRD/UGC.
- iv. The claims of such affected Assistant Professors are as under: (List)

S.No.	Name	Claim
1.	Karan Sharma	AGP of Rs. 8000/- should be from Date of eligibility as per UGC guidelines and consequently AGP of Rs. 9000/-
2.	Sandeep Santosh	-do-
3.	Anil Dahiya	-do-
4.	Arvind Sharma	-do-
5.	Avadhesh Yadav	AGP of Rs. 7000/- should be from the Date of eligibility as per UGC/ MHRD guidelines
6.	Jatinder Kumar	-do-
7.	Gulshan Sachdeva	-do-

8.	Sarsvati Yadav	-do-
9.	Ritu Garg	-do-
10.	Poonam Jindal	-do-
11.	Virender Ranga	-do-
12.	Mohit Dua	-do-

- v. At the instance of MHRD instructions to the Institute for taking up the promotion process as one time measure to fill the backlog vacancies as per UGC / MHRD guidelines Institute had called for the applications from the eligible Faculty Members vide Notification No. Estt-I/1684 dated 13.03.2013 (Annexure IV) and the process of promotions of Faculty Members was taken up. The Faculty Members so promoted were given the effective date of promotion from the date of approval of BoG. Whereas the effective date of Notional Promotion should be from the date of their eligibility as provided under Para '4q' of MHRD Letter No. F.33-7/2011-TSIII Dated 14.03.2012 (Annexure I).
- vi. Committee was also apprised that Hon'ble High Court Agartala vide their Judgment Dated 31.03.2016 has extended the benefit of CAS to all eligible Faculty members. The appeal of the institute in the case was dismissed vide Hon'ble High Court order dated 05.05.2016 (Annexure V). MHRD vide Para '4q' of their Letter No. F.33-7/2011-TS.III Dated 14.3.2012 has also provided that "All Institutes shall strive to conduct annual selection processes regularly. In case of Institutes that have not conducted CAS interviews for three years or more, Selection Committees may, as a onetime measure, examine scholastic contribution of internal candidates made after the last interview and recommend a salary and AGP they would have earned now, had the Selection Committee met at the appropriate time". Taking into account the said para '4q' NIT Calicut granted the promotional benefit from the date of eligibility (Annexure VI).
- vii. Mr. Karan Sharma, Mr Sandeep Santosh, Anil Dahiya and Arvind Sharma claimed that they were eligible for the AGP of Rs.8000/- & Rs.9000/-, but were considered for granting only to the AGP of Rs.8000/- with effective date of promotions from the Date of approval of BoG i.e. 22.08.2013 whereas the committee should have considered the effective date from the date of eligibility.

Recommendations

Committee in view of the said observation is of the considered opinion:-

- I. Revised Selection Committee should consider the applications received from the different faculty members vide Institute's Letter No. Estt.-I/CAS/6992 dated 25.11.2010 where the promotion processes were withheld during the year 2010.

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[Signature]

- II. All the promotional benefits should be considered w.e.f. the date of eligibility as provided under Para '4q' of said MHRD Letter No. F.33-7/2011-TS.III dated 14.03.2012 for the faculty members promoted in 2013. The Para '4q' is reproduced below:

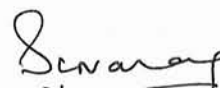
"All Institutes shall strive to conduct annual selection processes regularly. In case of Institutes that have not conducted CAS interviews for 3 years or more, Selection Committees may, as a onetime measure, examine scholastic contribution of internal candidates made after the last interview and recommend a salary and AGP they would have earned now, had the Selection Committee met at the appropriate time".

- III. Faculty members, who are eligible for two AGPs i.e. Rs. 8000/- & Rs.9000/- should also be considered to effect the promotions from date of eligibility and consequent effect of promotions accordingly as the direction of Hon'ble High Court Agartala which has been complied by NIT Agartala .

The meeting ended with vote of thanks to the Chair.



(Suresh Chand)


(S. C. Narang)

No.F.33 - 7 / 2011 - TS.III
Government of India
Ministry of Human Resources Development
Department of Higher Education

Shastri Bhawan, New Delhi,
dated, the 14th March, 2012

To

The Directors
of all the National Institutes of Technology (NITs)

Subject: Promotion of faculty members of NITs under the Career Advancement Scheme (CAS) - Issue of necessary guidelines thereof - regarding.

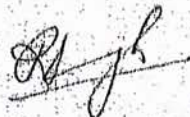
Sir / Madam,

I am directed to refer to the various communications issued by this Ministry on the rules and regulations for promotion under Career Advancement Scheme (CAS) for faculty members of the National Institutes of Technology (NITs). The Ministry has received a number of representations from the faculty members of the NITs on the implementation of CAS. The issue had also been discussed in meetings of the Board of Governors (BoGs) of NITs, wherein concerns have been expressed.

2. In order to resolve the issue, a Committee (under the Chairmanship of Prof. Sunil Kr. Sarangi, Director, NIT-Rourkela) was constituted for removal of pay anomalies. The report submitted by this Committee was examined in the Ministry. It was felt that the instant issue was intricately linked with the Recruitment Rules for faculty posts.

3. In order to approach the instant issue from a holistic perspective and in the backdrop of a need for Recruitment Rules, it was considered necessary to examine these two issues afresh. Accordingly, a Special Committee was set up under the Chairmanship of Prof. Sarangi, Director, NIT - Rourkela vide this Ministry's order F.No.24-1/2010-TS.III dated 27.07.2011 and 23.08.2011. The Sarangi Committee after detailed examination of the aforesaid issues submitted its report to Standing Committee of the Council of NITs in its meeting held on 15.11.2011 under the Chairmanship of Dr. R.A. Mashelkar. The Council of NITs in its 3rd meeting held on 18.11.2011 resolved to accept the recommendations of the Sarangi Committee for Implementation of CAS & Recruitment Rules of faculty in NITs, as modified by the Standing Committee.

4. Subsequent to the resolution of the NIT Council, representations have been received in the Ministry from several NITs regarding the decisions taken for removal of anomalies, faculty promotions, condition of service, etc. These representations have since been examined in the Ministry in consultation with certain Chairpersons of the BoGs and Directors of NITs. After due deliberations, the following general and specific guidelines are prescribed:



- a. Career Advancement Scheme (CAS) is an integral part of a rigid staff structure where the number of posts at any given level is limited. Such a scheme provides an avenue through which a qualified employee climbs to the higher rung of the career ladder, even if there is no vacancy. It, however, will not be treated as mere formality as the purpose of the scheme was for development of merit and not eligibility based promotions.
- b. For a faculty member to gain advancement under CAS, he or she must satisfy the approved criteria under three broad heads: (i) a critical number of years in the lower level or designation and/or AGP; (ii) cumulative academic performance during the service period at the current level in terms of teaching and research output as well as sharing institutional responsibility, and (iii) proficiency and knowledge in one's chosen field of research and teaching. Superior record in all these three fronts qualifies a faculty member for advancement to a higher level.
- c. CAS has been in operation in institutions under guidelines provided by AICTE and UGC. It is clarified that those norms and procedures are not applicable to NITs. CAS in NITs will be governed by guidelines and regulations defined by the Ministry of HRD and the Council of NITs.
- d. The Directors will be assisted by an in-house Advisory Committee on Faculty Recruitment (ACoFAR). Necessary details of this Committee are provided in the Recruitment Rules for faculty positions.
- e. Any distinction between faculty recruited against vacant positions and those promoted under CAS will be abolished completely. It is clarified emphatically that unlike the UGC system, there is no distinction in qualification or achievement between internal and external candidates while assessing their suitability for higher post as in the practice prevalent in the IIT system.
- f. All recommendations of the Selection Committee shall take effect only from the date of approval of the recommendations by the Board on any later date as decided by the Board. There shall be no retrospective implementation of recommendations in any case (either financial or notional).
- g. The constitution of the Selection Committee, the procedure and criteria of selection shall be same for internal and external candidates. There shall not be a separate or special interview for CAS selection; interviews should be conducted along with candidates for direct recruitment against vacancies, if any.
- h. All Professors irrespective of the mode of selection should start at the basic pay of Rs. 43,000/- and AGP of Rs. 10,000/- on or after 01/01/2006.
- i. When a vacancy occurs in the higher posts and there are serving faculty members with corresponding designation under CAS, they must be adjusted as per the respective seniority list before fresh advertisements are published. For a faculty member, there should be no distinction drawn between a CAS post or an direct selection post. Reservation principles for categories specified (viz. SC / ST / OBC) should be honoured.



- j. Under special circumstances, if an Institute is looking for new faculty at Professor or Associate Professor level with expertise not available within the Institute, the Board of Governors (on recommendations of the ACdFAR) can earmark a vacant position exclusively for external recruitment.
- k. Any promotion or enhancement of Pay Band or Grade Pay, already implemented by the Institute should be got reviewed / examined by the Board by a duly constituted Selection Committee immediately. Any increment paid over the beginning of the scale of Associate Professor to those Assistant Professors who did not complete 3 years, is to be recovered from future pay.
- l. The orders issued by the Ministry following the 6th Central Pay Commission provides minimum number of years of service to go to a higher AGP or a higher designation, e.g. 3 years from AGP Rs 6,000/- to Rs 7,000/- or from AGP Rs 7,000/- to AGP Rs 8,000/- etc. These are to be implemented only through the formal selection process. A formal Selection Committee (as per the NIT Act, 2007 and the Statutes of NITs) must examine the candidature and ensure that an enhancement is recommended on the strength of academic contribution expected of a faculty member of an Institution of National Importance.
- m. The minimum duration prescribed by the Pay Commission for eligibility to move to higher AGPs are applicable only to performing faculty delivering quality academic output. A faculty member, apart from satisfying the minimum duration requirement, must meet academic and related standards set out in Recruitment Rules before being considered by the Selection Committee. Actual selection will depend on academic (research, teaching, writing and academic administration) performance.
- n. The eligibility criteria (number of years in lower AGP) should be seen as necessary but not sufficient condition for upgradation of AGP, or change of designation. Any upgradation can be done only on recommendation of a duly constituted Selection Committee after formal interview. The process for AGP upgradation should be as serious and dignified as that for change of designation. A candidate must convince the Selection Committee that he or she engaged in scholastic pursuits (teaching, research and management) to deserve an upgradation after his / her last advancement.
- o. Existing faculty members without Ph.D. degree must direct (at least 50% of their time during semester days) and during vacations and holidays towards completing their Ph.D. A faculty member without Ph.D. will not earn any enhancement of AGP, unless he acquires a Ph.D. degree. The Directors of NITs may ensure that such faculty members are reasonably free from non academic duties to ensure that their Ph.D. gets completed before they are considered for enhanced AGP. A concerted effort must be made to make all faculty members of all NITs obtain Ph.D. degrees.
- p. In case of upgradation of AGP of Professors to HAG scale, personal interview shall be dispensed with. The Selection Committees constituted as per the Statutes for the selection of Faculty shall make their recommendations on


the strength of published work, patents, sponsored projects, consultancy, continuing and distance education, Ph.D. guidance and contribution to the administration of the Institute including service in other comparable institutions if on sanctioned leave, etc. as submitted by the candidates.

- q. All Institutes shall strive to conduct annual selection processes regularly. In case of Institutes that have not conducted OAS interviews for 3 years or more, Selection Committees may, as a onetime measure, examine scholastic contribution of internal candidates made after the last interview and recommend a salary and AGP they would have earned now, had the Selection Committee met at the appropriate time.
- r. A copy of the RRs (including the relevant performance criteria for different posts and AGPs) shall be made available to the members of the Selection Committees. Ministry of HRD shall, through an appropriate communication, brief the Visitor's nominees (in the Selection Committee) to guide the Selection Committees to adopt norms that are prevalent in other Institutes of National Importance.
- s. All NITs will be required to adopt the 4-tier flexible faculty structure (presently operating in IITs, IIMs, IISERs and NITIE) within a time frame to be determined by Council of NITs.

6. In view of the above, it is requested that the above guidelines may be adopted by the respective BoGs so as to undertake promotion under OAS while adhering to the basic principles of Government rules & regulations and relevant instructions. In case, any further difficulties are noticed within one year of the issue of these guidelines, the same may be placed before the Special Committee constituted by MHRD (vide order F.No.33 - 7 / 2011 - TS.III dated 14th March, 2012) for a decision thereupon.

7. This issues with the approval of the competent authority.

Yours faithfully,


(Rajesh Singh)
Deputy Secretary (NITs)
Tel: 23073687
Fax: 23384345

Copy to:-

- (i) PSO to Secretary (HE)
- (ii) PSO to Special Secretary (TE) MHRD
- (iii) Director (Finance), MHRD

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119.

No. Estt.-II CAS/6992

Dated : 25/11/10

NOTIFICATION

Subject: Grant of AGP of Rs. 7000/8000/9000 under CAS in terms of the
MHRD letter F. No. 23-1/2008-TS.II dated 18th August, 2009.

Applications are invited from the Assistant Professors who are eligible as on 1.7.2010 for the grant of AGP of Rs. 7000/8000/9000 under CAS in terms of the MHRD letter F. No. 23-1/2008-TS.II dated 18th August, 2009 subject to fulfillment of other conditions laid down by MHRD letter No. 1.32/2006-U.II/U.I(i) dated 31.12.2008. They are required to apply on the API criteria based PBAS Proforma and submit 7 copies through proper channel by 3.12.2010 positively in the prescribed form available in the Establishment Section.


Deputy Registrar (GA&L)
for Director

To

Heads of the Departments are requested to bring contents of this notice to all concerned faculty members.

Circulate among the concerned staff please.
25/11/10.
stenor

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119.

No. Estt.-I/ 1684

Dated : 13/3/13

NOTIFICATION


Subject : Promotion of faculty under Career Advancement Scheme (CAS).

The Board of Governors in its 30th meeting held on 8.3.2013 has decided that as a onetime measure promotion of faculty under Career Advancement Scheme be carried out in accordance with the provisions contained in MHRD letter F. No. 23-1/2008-TS.II dated 18.8.2009 and qualification as per UGC notification dated 30th June, 2010. The cut-off date for the eligibility is 30th June, 2013.

The faculty members who will be eligible upto 30.6.2013 for promotion to the post of Professor in the AGP of Rs. 10,000/-, Associate Professor in the AGP of Rs. 9000/- and upgradation of AGP to Rs. 7000/- and 8000/- in accordance with the provisions contained in the above referred notifications are required to submit 7 copies of application form on the API criteria based PBAS Proforma alongwith necessary enclosures through proper channel by 2.7.2013.

The prescribed application form is available in the Establishment Section.


Deputy Registrar(GA&L)


13/3/13

To

Heads of the Departments are requested to bring contents of this notice to all concerned faculty members.

**MINUTES OF THE 23rd MEETING OF THE BOARD OF GOVERNORS OF
NATIONAL INSTITUTE OF TECHNOLOGY CALICUT HELD AT 3.30PM ON
24th JULY 2013 AT HOTEL CLASSIC INN, BANGALORE**

Members Present

1. Dr. C. G. Krishnadas Nair Hon. Chairperson, BoG, NIT Calicut	Hon. Chairperson
2. Dr. M. N. Bandyopadhyay Director, NIT Calicut	Member
3. Dr. M. Vijayan, Homi Bhabha Distinguished Professor, IISc, Bangalore	Member
4. Smt. Uma Pillai IAS Former Secretary to Govt. of India	Member
5. Mr. Satpal Sharma Under Secretary, IFD, MHRD	Member
6. Dr. K. Shoukath Ali Nominee of the Govt. of Kerala	Member
7. Adv. P. M. Suresh Babu Nominee of the Govt. of Kerala	Member
8. Dr. P. Vineeth Kumar Nominee of the Senate, NIT Calicut	Member
9. Dr. Sameer. S. M. Nominee of the Senate, NIT, Calicut	Member
10. Dr. Santosh G Thampi Registrar, NIT Calicut	Secretary

The Hon. Chairperson, Board of Governors, NIT Calicut called the meeting to order at 3.30PM and welcomed the members. The following decisions were taken at the meeting.

Subject	BG23.01 Passing the minutes of the 22nd meeting of the BoG
Decision	The minutes of the 22 nd meeting of the BoG was confirmed and ratified.
Subject	BG23.02 Report of action taken/ pending on the minutes of the 22nd meeting of the BoG
Decision	The BoG noted the report of action taken/ pending on the decisions taken at its 22 nd meeting. Hon. Chairperson, BoG, observed that action taken could be slightly elaborated in the agenda.
Subject	BG23.03 Consideration of the annual accounts for 2012-'13
Decision	The BoG took note of the recommendations of the FC and approved the annual accounts for 2012-'13. It observed that once audit of the accounts is completed, the annual accounts may be forwarded to the MHRD.

Subject	BG23.04 Consideration of the minutes of the Selection Committees for promotion under CAS
Decision	<p>Director informed the meeting that the Institute had conducted interviews for promotion of faculty under the one time CAS approved by the MHRD. From the applicants, all faculty members satisfying the eligibility norms as on 30.04.2013 were called for the interview. Besides the above, four other faculty members, whose applications were rejected by the scrutiny committee, were also called for the interview on the basis of an order of the Hon. High Court of Kerala dated 27th June 2013. At the outset, Dr. Santosh. G. Thampi, Registrar, and Dr. Sameer, S. M., Member, BoG, requested that they may be permitted to stay away during the discussion on this item as they had attended the interview. The BoG allowed them to stay out and Dr. R. Vijayakumar, Dean (Faculty Welfare) was called inside to assist the Director in presenting the minutes of the Selection Committees. The Director along with the Dean (Faculty Welfare) presented department wise the minutes of the selection committees constituted for promotion of faculty under CAS. The selection committees had proposed that the following faculty may be promoted to the posts noted against their names w.e.f. their respective date of eligibility, worked out by the scrutiny committee. The details pertaining to dates of eligibility were also presented before the BoG. The recommendations of the FC in this regard were also presented before the BoG. The following important features regarding the dates of eligibility were noted by the BoG.</p> <ol style="list-style-type: none"> 1. All promotions are based on the norms followed for the last CAS interviews in the Institute. Dean (FW) explained to the BoG that as per the above mentioned norms, the eligibility period for moving from Lecturer to Lecturer (SS) is 6 years for those with BTech, 5 years for those with MTech and 4 years for those with Ph.D. To move from Lecturer (SS) to Lecturer (SG), the eligibility period is uniformly 5 years as on the cut-off date. For movement to the post of Professor, the eligibility period is 8 years as Assistant Professor. (Service as Lecturer (SG) will be counted towards the 8 years, from the date on which the candidate acquires Ph.D). 2. All the dates of eligibility are on or before the cutoff date (30-04-2013). 3. Correction of CAS anomalies on the date of eligibility had been accommodated, as directed by the BoG (BG17.06). <p>Dean (FW) also requested the BoG to consider case of faculty members who have put in teaching service in Government Colleges and/or Government aided Colleges. Mr. Satpal Sharma representing the MHRD said that a uniform decision across all NITs is required in the matter and until such time a decision is taken, the request cannot be considered. Taking note of this view of the MHRD and the recommendation of the FC, the BoG decided not to consider the case of faculty members who have put in teaching service in Govt. Colleges and Govt. aided Colleges for the time being. The BoG also decided that this can be taken up after a uniform policy in this regard is evolved at the NIT Council.</p>

The BoG accepted the recommendation of the FC to approve the recommendations of the selection committees for promotion under CAS and decided to grant promotions to those faculty members recommended for promotion by the selection committees w.e.f. the respective dates of eligibility. The BoG also took note of the recommendations of the scrutiny committee regarding dates of eligibility. The BoG approved the recommendation of the FC to fix their pay notionally from the respective dates of eligibility. The final selection list of faculty members for promotion under CAS in various Departments along with their dates of eligibility as approved by the BoG is as follows:

1. Department of Mathematics

Sl. No.	Name	Promoted under CAS as	Date from which placed
1.	Dr.C.M.Sushama	Assistant Professor (AGP `8000)	05-06-2009
2	Mr. Sanjay P.K.	Assistant Professor (AGP `7000)	18-08-2011
3	Mr. Lineesh M.C	Assistant Professor (AGP `7000)	03-08-2011

2. Department of Physics

Sl. No.	Name	Promoted under CAS as	Date from which placed
1.	Dr.K.Chandrasekharan	Professor (AGP `10000)	14-09-2010
2	Dr. Vari Sivaji Reddy	Assistant Professor AGP `7000	23-03-2013

3. Department of Chemistry

Sl. No.	Name	Promoted under CAS as	Date from which placed
1.	Dr. Lisa Sreejith	Assistant Professor AGP `8000	02-01-2010
2	Dr. A. Sujith	Assistant Professor AGP `7000	06-02-2012

4. School of Nano Science and Technology

Sl. No.	Name	Promoted under CAS as	Date from which placed
1.	Dr. V. Sajith	Assistant Professor AGP `8000	05-01-2011
2	Mr. Shijo Thomas.	Assistant Professor AGP `7000	03-08-2010
3	Mr. Hanas T	Assistant Professor AGP `7000	03-08-2010

5. Department of Chemical Engineering

Sl. No.	Name	Promoted under CAS as	Date from which
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BoG 44.14 To consider the fixation of minimum pay in the Pay Band-3 of Rs.15600-39100 plus AGP of Rs.7000/- in respect of Assistant Professors recruited in the year 2012 and 2013.

The Institute had recruited 25 Assistant Professors during the year 2012 and 2013 against the Advertisement No.14/2012 and No.05/2013 for various disciplines (under the standard 3-tier rigid faculty structure) following the Model Recruitment Rules (MRRs) received from the MHRD, Government of India vide OM No.F.33-7/2001-TS.III dated 14.03.2012 which were approved by the Board of Governors of the NIT, Kurukshetra. All the above said 25 Assistant Professors were appointed on the basis of Ph.D. qualification and placed in the Pay Band-3 of Rs.15600-39100 plus AGP of Rs.7000/- without any advance increment.

The admissibility of advance increments at the time of recruitment for the post of Assistant Professor (on probation against the regular position) in PB-3 with AGP of Rs.7000/- was not mentioned in the Model Recruitment Rules. Therefore, the initial pay fixation for the post of Assistant Professor on a regular post was made at the minimum of the Pay Band-3 of Rs.15600-39100 with AGP of Rs.7000/- without any advance increment.

Now all the above said Assistant Professors have represented that their pay should be fixed at Rs.18600/- + Rs.7000/- = Rs.25600/- in terms of Fitment Table notified by the MHRD alongwith OM No.F.3-1/2009.U.I dated 04.06.2009 Annexure – 44.14(i) from pages 98 to 99. Further they have also represented that the benefit of seven non-compounded increments should also be granted to them on acquiring the Ph.D. degree in terms of Clause-2 (a) of OM dated 18.08.2009.

To minimize the court cases and to look into the pending issues of faculty and non-faculty staff members of the NIT, Kurukshetra, a High Level Committee of the following experts has been constituted vide letter No.Gen-1/3962/7635 dated 23.11.2016:

1. Shri S.C. Narang Chairman
Former Chief Controller Resources and Management,
DRDO Head Quarters & Former Chairman,
Centre for Personnel Talent Management,
DRDO, New Delhi

2. Shri Suresh Chand
Former Chief Administrative Officer,
TBRL, DRDO, Chandigarh.

Member

The said matter was placed before the High Level Committee and the said Committee after going through the relevant documents, submitted its report on 12.07.2017 Annexure – 44.14.(ii) from pages 100 to 102 with the following recommendations:

“The Assistant Professors who had joined the services of the Institute with Ph.D. degree and granted the AGP of Rs.7000/- should be considered to refix their pay in the Pay Band to Rs.18600/- instead of Rs.15600/- as per the fitment table circulated by the MHRD vide their letter No.F.3-1/2009-U.I dated 04.06.2009.”

Vide OM F.No.23-1/2008-TS.II dated 18.08.2009 Annexure – 44.14.(iii) from pages 103 to 107, the MHRD, Govt. of India had issued the scheme of Revision of Pay for Teachers of the Central Funded Technical Institutions (CFTIs) including NIT, Kurukshetra with an instruction that the Pay Scales are to be followed as given in the OM dated 31.12.2008. The scheme of Revision of Pay of Teachers and equivalent cadres of the Universities and Colleges following the Revision of Pay Scales in respect of Central Government Employees on recommendations of 6th Central Pay Commission was notified by the MHRD, Government of India vide OM No.1-32/2006-U.II/U.I(i) dated 31.12.2008 Annexure – 44.14(iv) from pages 108 - 111. Further vide OM No.F.3-1/2009-U.I dated 04.06.2009 Annexure – 44.14(i) from pages 98 – 99 the MHRD had issued a fitment table for fixation of pay for Teachers.

The method of pay fixation as represented by the Assistant Professors has been provided in the new pay revision in terms of 7th Central Pay Commission and notified by the MHRD, Government of India vide OM F.No.15-4/2017-TC dated 27.10.2017 Annexure – 44.14(v) on page 112.

In view of the position as explained above, the matter is placed before the Board of Governors to consider *the fixation of minimum pay in the Pay Band-3 of Rs.15600-39100 plus AGP of Rs.7000/- in respect of Assistant Professors recruited in the year 2012 and 2013 as per the recommendations of High Level Committee dated 12.07.2017 and the MHRD, Govt. of India OM dated 18.08.2009.*

No.F.3-1/2009-U.I
Government of India
Ministry of Human Resource Development
(Department of Higher Education)

New Delhi, the 4th June, 2009

To

The Secretary,
University Grants Commission,
Bahadur Shah Zafar Marg,
New Delhi 110002.

23

(Kind Attn: Dr.R.K. Chauhan, Secretary)

Subject: Scheme of revision of pay of teachers and equivalent cadres in universities and colleges and as also for the posts of Registrar, Deputy Registrar, etc..

Sir,

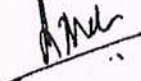
I am directed to invite your attention to this Ministry's letter No.1-32/2006-U.II/U.I(i) and No.1-32/2006-U.II/U.I(ii), dated the 31st December, 2008 as also your D.O.letter No. F.1-2/2009 (EC) dated the 27th January, 2009, on the above subject and to forward herewith authenticated Fitment Tables (Table No.1 to 9) for fixation of pay of the existing incumbents, who were in position as on 1.1.2006, in various categories of posts as indicated in the Tables, for appropriate action at your end.

Yours faithfully,


[R. Chakravarty]

Deputy Secretary to the Government of India

- | | |
|--|---|
| Pre-revised scale
Rs. 10000-325-15200 | Revised Pay Band + AGP
Rs. 15600-39100+ AGP 7000 |
|--|---|


 निदेशक (वि.)/Director (Fin.)
 वा. सं. वि. मन्त्रालय/Min. of H. R. D.
 उच्चतर शिक्षा विभाग
 Dept. of Higher Education
 नई दिल्ली/Now Delhi

ANNEXURE-44.14.(ii)

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA - 136 119**

**REVIEW OF MINUTES DATED 24.11.2016 IN THE CASE OF PAY ANOMALY IN
PAY FIXATION OF REGULAR ASSISTANT PROFESSORS AT ENTRY LEVEL.**

Minutes of the meeting of the Committee held on 12.07.2017 in the Golden Jubilee Administrative Building of the Institute to look into the issues related to the Grievances of the Faculty and Non-faculty members of the Institute.

The following were present:

- | | |
|---|----------------|
| 1. Shri S.C. Narang,
Former Chief Controller Resources and Management,
DRDO Head Quarters & Former Chairman,
Centre for Personnel Talent Management,
DRDO, New Delhi. | Chairman |
| 2. Shri Suresh Chand,
Former Chief Administrative Officer,
TBRL, DRDO, Chandigarh. | Member |
| 3. Dr. Surinder Deswal,
Registrar Incharge,
NIT, Kurukshetra. | Invitee Member |
| 4. Shri Shyam Singh Chokkar,
Institute Standing Counsel,
District Courts, Kurukshetra. | Invitee Member |

Committee was informed that Department of Law & Legal Affair, Ministry of Law & Justice had mentioned in Para of NS EO No.272733/Adv.-B/2017 that "on successful completion of Ph.D. within the specified period (i.e. Maximum 05 years), the services of the employees would be automatically regularized on the same post, in the same Pay Band with same AGP from the date of his/her acquiring the Ph.D. degree" while according the opinion on the application of Recruitment Rules at appropriate time.

The Committee has gone through the representations submitted to the Institute by the said members alongwith the supporting documents, the Model Recruitment Rules (MRR) of 3-tier system, condition of their appointment letter and the proforma of pay fixation in respect of each member to identify the stage of anomaly has taken place.

The committee on having gone through all the said documents and personally hearing the affected Assistant Professors as well as officers and

staff members of administration who have carried out the pay fixation to understand the methodology followed by them by fixing the pay have observed that:

- (I) The terms of appointment of all the faculty members are as per the MRR under 3-tier system. The initial pay of the said faculty members was fixed in the Pay Band-3 AGP Rs.6000/- at Band Pay of Rs.15600/- i.e. initial stage of PB-III with two advance increment for M.Tech.
- (II) All the said Assistant Professors were granted the AGP of Rs.7000/- on acquiring the Ph.D. as per their terms and appointment or who were appointed initially with the qualification of Ph.D.
- (III) The claim of the said Assistant Professors for granting initial increments on regular appointments to the said post is contrary to the rules & instructions provided under the 3-tier system. Since there is no such provision for granting initial increments at Rs.7000/- AGP.
- (IV) The anomaly has taken place while fixing the pay is that while granting the AGP of Rs.7000/-, the initial pay in the pay band for AGP Rs.6000/- was considered instead of the pay in the initial pay band for AGP Rs.7000/-.
- (V) The Assistant Professors who were granted the AGP of Rs.7000/- on completion of Ph.D. degree needs to be reviewed as per the said contents referred by Department of Legal Affairs, Ministry of Law in their Notification No.272733/Adv.-B/2017 dated 24.05.2017 to regularize the service of such Assistant Professors in the same post, same Pay Band and same AGP.

RECOMMENDATION:

The committee having gone through the said documents and observations is of the considered view that:

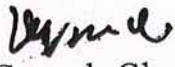
1. The AGP of Assistant Professors who are granted AGP of Rs.7000/- on completion of Ph.D. degree & may be reviewed and regularized their services from the date of completion of their Ph.D. in the AGP of Rs.6000/- as per their terms of appointment.


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2. The Assistant Professors who had joined the services of the Institute with Ph.D. degree and granted the AGP of Rs.7000/- should be considered to refix their pay in the Pay Band to Rs.18600/- instead of Rs.15600/- as per the fitment table circulated by the MHRD vide their letter No.F.3-1/2009-U.I dated 04.06.2009.

The meeting ended with vote of thanks to the chair.


(Suresh Chand)


(S.C. Narang)

F. No. 23-1/2008-TS.II
Government of India
Ministry of Human Resources Development
Department of Higher Education
Technical Section-II

Shastri Bhawan, New Delhi
Dated: 18th August, 2009

To

The Director,
All Centrally Funded Technical Institutions

Subject: -Revision of pay of teaching and other Staff in Centrally Funded Technical Institutions (CFTIs) following the pay revision of the Central Government employees on the recommendation of 6th Central Pay Commission (6th CPC).
Sir,

I am directed to say that the Government of India have decided, after taking into consideration the recommendations made by the Govardhan Mehta Committee, to revise the Pay of teaching and other staff of Centrally Funded Technical Institutions following the pay revision of the Central Government employees on the recommendation of 6th CPC. The revised pay and other service conditions as approved by the Government of India for the teaching and other staff in CFTIs are as under: -

1. For Indian Institutes of Technology (IIT's), Indian Institute of Science (IISc.) Bangalore, Indian Institutes of Management (IIMs), National Institute of Industrial Engineering (NITIE), Mumbai and Indian Institutes of Science Education & Research (IISERs).

(i) Lecturers

- (1) Lecturers are not part of the regular faculty cadre in these Institutes. Appointment at this level may be made as Lecturer-cum-Post Doctoral Fellow on contract basis to enable bright young Ph.Ds to teach and earn experience in premier institutions.
- (2) At the entry level they may be placed in Pay Band PB-3 of Rs.15600-39100 with Academic Grade Pay (AGP) of Rs.6000/-p.m. with seven non-compounded advance increments.
- (3) To encourage fresh PhDs to join the teaching system, at least 10% of the total faculty strength should be recruited at this level of Lecturer-cum-Post Doctoral Fellow. However, relaxation in respect of educational qualifications could be given up to 25% of total Lecturers recruited. The reasons for such relaxations should be duly recorded and reported to the Board of Governors of the respective institutions.
- (4) After one year of post Ph.D experience, these **Lecturers-cum-Post Doctoral Fellows** shall be placed in the AGP of Rs.7000/-p.m.

(ii) Assistant Professors

- (1) To be appointed in PB-3 with AGP of Rs. 8000/-p.m. For direct recruits, minimum pay in the Pay Band to be fixed at Rs.30000/-.
- (2) For appointment as Assistant Professor, one should have a Ph.D with first class or equivalent in the appropriate branch with a very good academic record throughout and at least three years' industrial/research/teaching experience, **excluding however, the experience gained while pursuing Ph.D.**

(iii) Associate Professors

- (1) To be appointed in PB-4 (Rs.37400-67000) with AGP of Rs.9500/-p.m. For direct recruits, minimum pay in the PB-4 to be fixed at **Rs. 42800/-**.
- (2) For appointment as Associate Professor, one should have a Ph.D with first class or equivalent in the appropriate branch with a very good academic record throughout and a minimum of six years Teaching/ Industry/ Research experience, of which at least three years' should be at the level of Assistant Professors, Senior Scientific Officer/ Senior Design Engineer.

(iv) Professors

- (1) To be appointed in PB-4 (Rs.37400-67000) with AGP of Rs.10500/- p.m. For direct recruits, minimum pay in the Pay Band to be fixed at **Rs. 48000/-**.
- (2) For appointment as Professor, one should have a Ph.D with first class or equivalent with a very good academic record and a minimum of 10 years' experience.
- (3) Up to a maximum of 40% of the posts of Professors **at any given point of time** will be eligible for AGP of Rs. 12000/- p.m. after 6 years' of regular service in AGP of Rs. 10500/- p.m. subject to performance evaluation based on research publications, Ph.D supervision, teaching and consultancy services etc.

2. For other Centrally Funded Technical Institutions.

The pay structure and designations for all other Centrally Funded Technical Institutions will generally be the same as per the scheme of revision of pay of teachers, etc in Universities, etc. as notified by the Ministry of HRD vide letter No.1-32/2006-U.II/U.I (i) dated 31st December, 2008 and clarification issued thereon from time to time. However, **in the case of National Institutes of Technology (NITs), Indian School of Mines University (ISMU), Indian Institutes of Information Technology (IIITs) and Schools of Planning & Architecture (SPAs)**, the following accelerated promotional benefits will be given while maintaining the UGC Pay Structure and designations:

- (a) Seven non-compounded advance increments shall be admissible at the entry level of recruitment as Assistant Professor to persons possessing the degree of Ph.D awarded in the relevant discipline.

- (b) (i) An Assistant Professor possessing the degree of Ph.D in the relevant discipline and with regular service of 3 years' at AGP of Rs.6000/- p.m. shall be eligible for moving to AGP of Rs.7000/-p.m.
- (ii) An Assistant Professor possessing the degree of Ph.D in the relevant discipline and with regular service of 3 years' at AGP of Rs.7000/- p.m. shall be eligible for moving to AGP of Rs.8000/- p.m.
- (iii) An Assistant Professor possessing the degree of Ph.D in the relevant discipline and with regular service of 3 years' at AGP of Rs.8000/- p.m. shall be eligible for moving to AGP of Rs.9000/- p.m., and re-designated as Associate Professor.
- (c). Associate Professor completing 4 years' of regular service in the AGP of Rs.9000/- and possessing a Ph.D degree in the relevant discipline shall be eligible to be appointed and designated as Professor, subject to other conditions of academic performance as laid down by the UGC and by the university, if any. No teacher other than those with a Ph.D shall be promoted, appointed or designated as Professor. The Pay Band for the post of Professors shall be Rs.37400-67000 with AGP of Rs.10000/- p.m.
- (d) Up to a maximum of 20% of the sanctioned post of Professors shall be placed in PB-4 in the AGP of Rs.12000/- p.m. after regular service of 6 years' as Professor in the AGP of Rs 10000 and the minimum pay in the Pay Band will be fixed at Rs.48000/- p.m.. Other eligibility conditions will be as laid down by the UGC.
- (e) All promotions will be based on performance evaluation and subject to fulfillment of other conditions laid down by MHRD letter No.1-32/2006-U.II/U.I (i) dated 31st December, 2008.
3. Existing faculty of IITs and ISMU, Dhanbad shall be given the replacement pay being proposed for IITs, as personal to them. Revised pay, as given in Para 2 above will be applicable for those recruited on or after the date of issue of these orders.
4. **Directors:** As regards the Directors of the Centrally Funded Technical Institutions (CFTIs), it was decided to follow a two-tier structure as in the case of faculty positions, as under:-
- (a) For Directors of IITs, IIMs, IISc Bangalore, IISERs, NITIE, Mumbai, a fixed pay of Rs.80,000/- p.m.
- (b) For Directors of NITs, IITs, ISMU, Dhanbad, NIFT, Ranchi, SPAs, SLIET, NERIST, CIT, NITTTRs, pay of Rs.75,000 plus Special Allowance of Rs.5000/- p.m, as applicable to Vice Chancellors of Universities.
5. **Cadre of Librarians and Directors of Physical Education** will be given the revised pay and other benefits as notified vide MHRD letter No. 1-32/2006-U.II/U.I (i) dated 31st December, 2008. The qualifications and the age of superannuation (60 years) will remain unchanged.

6. The revised pay of **Scientific Officers/Design Staff** shall be mapped into the normal replacement pay of 6th CPC. However, if the Scientific Officers / Design Staff are doing teaching work, their revised pay as approved for the teaching staff shall be applicable.

7. **Faculty Structure:** The flexible faculty structure will continue in those institutions where it is already in operation. However, institutions like ISMU/IITs which were earlier under the IIT pay structure will have the same faculty structure as in UGC scheme except for the accelerated promotions as provided under Para 2 above. The Ministry of Human Resource Development (MHRD) will devise suitable academic criteria for those institutions which may like to change over to a four-tier flexible faculty structure.

8. **Other service conditions:**

(i) Annual increment will be at the rate of 3% of the pay as per the CCS (RP) Rules, 2008 (pay in the pay band plus applicable AGP).

(ii) Pay in the pay band and Academic Grade Pay shall not exceed the limits set in the CCS (RP) Rules, 2008 i.e. Rs.80000/-.

(iii) A cumulative Professional Development Allowance for Rs.3 lakhs for every block period of 3 years (Rs. One lakh per year) may be made available to every member of the faculty on reimbursable basis to meet the expenses for participating in both national and international conferences, paying the membership fee of various professional bodies and contingent expenses.

(iv) Revised pay scales will be effective from 1.1.2006 and other allowances from 1.9.2008 and pay of existing incumbents will be fixed as per the formula given in the CCS (RP) Rules, 2008 and the Fixation Table given in Annex-I of Ministry of Finance OM No.1/1/2008-IC dated 30th August, 2008. This is further subject to the proviso that the revised pay of existing incumbents as on 1.1.2006 will not be less than the minimum pay at the entry level for direct recruits in each category in the case of **IITs, IIMs, IISc, IISERs and NITIE**. This would effectively mean that:

a) Assistant Professors in the pre-revised scale of Rs.12,000 - Rs.18,300 with basic pay ranging from Rs.12,000/- to Rs.15,780/- p.m. will be placed at the minimum of Rs.30,000/- p.m. For those incumbents with pre-revised basic pay of more than Rs.15780/-, their revised pay will be determined by multiplying the existing pay as on 1.1.2006 by a factor of 1.86 and rounding off the multiple figure to the next multiple of 10 as given in Rule 7 (1)(a)(i) of the CCS (RP) Rules, 2008.

b) In the case of Associate Professors in the pre-revised scale of Rs.16,400 - Rs.20,000 with basic pay ranging from Rs.16,400/- to Rs.18,200/- p.m., the minimum will be fixed at Rs.42,800. For those incumbents with pre-revised pay of more than Rs.18200/-, the revised pay will be as per Fixation Table corresponding to pre-revised pay scale of S-26 as given in Annexure-I of Ministry of Finance's O.M.No.1/1/2008-IC dated 30th August, 2008.

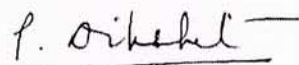
c) In the case of Professors in the pre-revised scale of Rs.18400-22400 with basic pay ranging from Rs.18400 to Rs.20400 p.m. will be placed at the minimum of Rs 48000/-. For those incumbents with pre-revised pay of more than Rs.20400/-. the revised pay will be as per Fixation Table corresponding to pre-revised pay scale of S-29 as given in Annexure-I of Ministry of Finance's O.M.No.1/1/2008-IC dated 30th August, 2008.

(v) In respect of other categories of institutions, pay fixation will be made as per CCS (RP) Rules, 2008 and the Fitment table issued by MHRD for UGC funded institutions vide letter No.3-1/2009-U.I dated 4th June, 2009, which is available on the web-site of MHRD.

9. **For Registrars, Dy. Registrar, Asstt. Registrar.** UGC pay scales will apply to Registrar, Dy Registrars, Assistant Registrars of IITs, IISERs, NITs, IISc and Deemed to be Universities subject to they possessing the qualifications and experience as prescribed by UGC from time to time. For others, normal replacement scale as per CCS (RP) Rules, 2008 will apply. Age of superannuation will, however, continue to be 60 years.

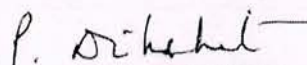
10. Anomalies, if any, in the implementation of this order may be brought to the notice of the Department of Higher Education, Ministry of Human Resource Development.

Yours faithfully,


(Pratima Dikshit)
Director (TC)

Copy to: -

1. Principal Secretary to Prime Minister, South Block, New Delhi.
2. Secretary (Coordination), Cabinet Secretariat, Rashtrapati Bhawan, New Delhi.
3. Secretary, Department of Expenditure, North Block, New Delhi.
4. Secretary, Department of Personnel & Training, North Block, New Delhi.
5. Secretary, Department of Agriculture Research and Education, Krishi Bhawan, New Delhi.
6. Secretary, Ministry of Health and Family Welfare (Medical Education), Nirman Bhawan, New Delhi.
7. Acting Chairman, All India Council for Technical Education, New Delhi.
8. Secretary, University Grants Commission, New Delhi.
- ✓ 9. Web Master, Ministry of Human Resource Development for publication on the website of the Ministry, hosted by the National Informatics Centre.


(Pratima Dikshit)
Director (TC)