

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 view of the position as explained above, it is proposed that 03 Assistant Professors as stated below at Sr.No.1 to 3 in the table appointed on contract basis for a period of three years initially under the standard 3 tier rigid faculty structure may be considered for regularization and confirmation in PB-3 of Rs.15600-39100 with AGP of Rs.6000/- plus 02 increments from the due date as per terms and conditions of their appointment letter.

Sr. No.	Name of faculty and Department	Date of Joining with Academic Grade Pay (In Rupees)	Date of completion of one year continuous service	Date of acquiring Ph.D Degree	Date of Regularization with Academic Grade Pay (In Rupees)	Date of confirmation
1.	Dr. Sudhanshu Choudhary Electronics & Communications Engg.	04.03.2013 AGP-6000/- + 02 Increments	04.03.2014	04.05.2013	04.03.2013 AGP-7000/- + 02 Increments	04.05.2014
2.	Dr. Bhanu Pratap, Electrical Engg.	27.05.2013 AGP-6000/- + 02 Increments	27.05.2014	25.11.2013	27.05.2013 AGP-7000/- + 02 Increments	25.11.2014
3.	Dr. Mantosh Biswas, Computer Engg	06.09.2013 AGP-6000/- + 02 Increments	06.09.2014	16.01.2014	06.09.2013 AGP-7000/- + 02 Increments	16.01.2015

4.	<i>Dr. Giribabu Dyanamina, Electrical Engg</i>	23.09.13(A N) AGP- 6000/- + 02 Increments	23.09.14(A N)	20.09.20 14	23.09.13(A N) AGP- 7000/- + 02 Increments	-
5.	<i>Dr. Jayaram Nakka, Electrical Engg.</i>	14.11.13(A N) AGP- 6000/- + 02 Increments	14.11.14(A N)	20.09.20 14	14.11.13(A N) AGP- 7000/- + 02 Increments	-
6.	<i>Dr. Joy Parkash Misra, Mechanical Engg.</i>	13.09.20 13 AGP- 6000/- + 02 Increments	13.09.20 14	20.09.20 14	13.09.201 3 AGP- 7000/- + 02 Increments	-
7.	<i>Dr. Rajneesh, Mechanical Engg.</i>	06.02.20 13 AGP- 6000/- + 02 Increments	06.02.20 14	11.12.20 14	06.02.201 3 AGP- 7000/- + 02 Increments	-

In addition to above, it is also proposed that the regularization of the Assistant Professors stated at Sr. No. 4 to 7 appointed on contract basis for a period of three years initially under the standard 3 tier rigid faculty structure may be allowed to make in PB-3 of Rs.15600-39100 with AGP of Rs.6000/- plus 02 increments from the due date and their confirmation may be made as per terms and conditions of their appointment letter. Further the services of such type of Assistant Professors who have completed their Ph.D. degree may be regularized in terms of the MHRD, Govt. of India OM dated 17.07.2017.

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

Shastri Bhawan, New Delhi,
dated, the 15th January, 2014

To

The Directors of the 30 NITs.

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

Sir / Madam,

I am directed to refer to this Ministry's letter of even number dated 23rd August, 2013 and 12th December, 2013 on the subject cited above.

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

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

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

...contd./-

F.No.33 – 9 / 2011 – TS.III

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

Yours faithfully,

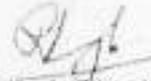


[Rajesh Singh]
Director (NITs)

Encl.: as above.

Copy to:-

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



[Rajesh Singh]
Director (NITs)
Tel: 23073687

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA – 136119

No. NITK / BOG 33rd / 4812

Dated: 30.06.2014

Item 33.11 To note the norms for implementation of the 4-tier flexible faculty structure in the National Institute of Technology (NITs) as per the the MHRD letter dated 15.01.2014.

The Board of Governors of the Institute at its 33rd meeting held on 04.06.2014 has decided as under:-

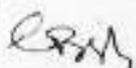
"The Board noted the norms for the implementation of 4-tier flexible faculty structure and adopted the Recruitment Rules and Guidelines as contained in the MHRD letter F.No.33-9/2011-TS.III dated 15.1.2014 along with Annexures I-III and even number letter dated 28.1.2014"

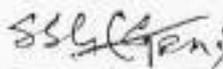
This is for your reference, record and further necessary action in the matter.

Encl: Agenda Item


(Shyam Narayan)
Registrar

Deputy Registrar (GA & L)


30/06/14


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GA	A	SO	EO
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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.

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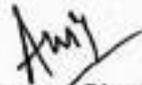
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6. The Board of Governors of the Institute ²⁷² may take further necessary action in this matter.

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.

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BoG 43.27 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 – 43.27.(i) from pages 275 to 276. 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
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

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 – 43.27.(ii) from pages 277 to 279. 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.”

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 OMF.No.15-4/2017-TC dated 27.10.2017 Annexure – 43.27.(iii) on page 280.

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 27.10.2017.*

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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.

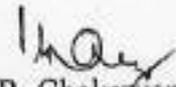
(Kind Attn: Dr.R.K. Chauhan, Secretary)

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

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TABLE - 2

- (i) Incumbent Assistant Professor [Formerly Lecturer (Sr. Scale)]
(ii) Incumbent Assistant Librarian (Sr. Scale)/ College Librarian (Sr. Scale)
(iii) Incumbent Asst. Director of Physical Edu. (Sr. Scale)/ College DPE (Sr. Scale)

Pre-revised scale Rs. 10000-325-15200		Revised Pay Band + AGP Rs. 15600-39100+ AGP 7000	
Pre-revised Basic Pay	Revised Pay		
	Pay in the Pay Band	Academic Grade Pay.	Revised Basic Pay
10000	18600	7000	25600
10325	19210	7000	26210
10650	19810	7000	26810
10975	20420	7000	27420
11300	21020	7000	28020
11625	21630	7000	28630
11950	22230	7000	29230
12275	22840	7000	29840
12600	23440	7000	30440
12925	24050	7000	31050
13250	24650	7000	31650
13575	25250	7000	32250
13900	25860	7000	32860
14225	26460	7000	33460
14550	27070	7000	34070
14875	27670	7000	34670
15200	28280	7000	35280
15525	28880	7000	35880
15850	29490	7000	36490
16175	30090	7000	37090

[Handwritten Signature]

(स.क. १३२१/१६. १३२१/१३)
निदेशक (वि.वि.) / Director (Fia.)
श्री. श्री. वि. मन्त्रालय / Min. of H. R. D.
उच्चतर शिक्षा विभाग
Dept. of Higher Education
नई दिल्ली / New Delhi

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

ANNEXURE - 43.27.ii

**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, 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.
- 3. Dr. Surinder Deswal, Invitee Member
Registrar Incharge,
NIT, Kurukshetra.
- 4. Shri Shyam Singh Chokkar, Invitee Member
Institute Standing Counsel,
District Courts, Kurukshetra.

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

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[Signature]

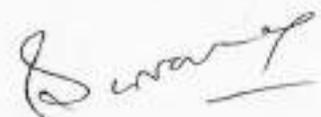
staff members of administration who have carried out the pay fixation to understand the methodology followed by them by fixing the pay have observed that:

- (I) The terms of appointment of ²⁷⁸all 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.

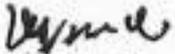




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2. The Assistant Professors who had joined the services of the Institute with Ph.D. degree and granted the AGP of Rs.7000/- should be considered to refix their pay in the ²⁷⁹Pay Band to Rs.18600/- instead of Rs.15600/- as per the fitment table circulated 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)

15-4/2017-TC
Government of India
Ministry of Human Resource Development
Department of Higher Education

Pay Matrix Proposed for IITs/IIITs/ISM/NITIE/ISER/NIT/IIIT - in 4-tier structure* (All figures are in Rupees)

Cadre Title	Asst. Prof. Grade II		Asst. Prof. Grade I		Associate Prof.		Professor	
	PB3 15600-39100		9000**		PBA 37400-67000		67000-79000	
6 th PC Pay Band	6000	7000	8000	9000**	9500	10000	10500	HAG
Grade Pay - IIT etc.	2.67	2.67	2.67	2.67	2.67	2.72	2.72	2.72
Index of Rationalisation	21600	25790	38000	49200	52300	53000	58500	67000
Entry Pay IIT etc.	10	11	12	13A1	13A2	14	14A	15
Cell No.								
1	57700	68900	101500	131400	139600	144200	159100	182200
2	59400	71000	104500	135300	143800	148500	163900	187700
3	61200	73100	107600	139400	148100	153000	168800	193300
4	63000	75300	110800	143600	152500	157600	173900	199100
5	64900	77600	114100	147900	157100	162300	179100	203100
6	66800	79900	117500	152300	161800	167200	184500	211300
7	68800	82300	121000	156900	166700	172200	190000	217600
8	70900	84800	124600	161600	171700	177400	195700	224100
9	73000	87300	128300	166400	176900	182700	201600	
10	75200	89900	132100	171400	182300	188200	207600	
11	77500	92600	136100	176500	187700	193800	213800	
12	79800	95400	140200	181800	193300	199600	220200	
13	82200	98300	144400	187300	199100	205600		
14	84700	101200	148700	192900	205100	211800		
15	87200	104300	153200	198700	211300			
16	89800	107300	157800	204700				
17	92500	110500	162500					
18	95300	113800	167400					
19	98200	117200						

*As ISM, Dhanbad has become IIT, not shown separately; ** 9000 grade pay also has Asso. Prof (pre 4-tier), not shown separately.

MVA

BoG 43.28 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 – 43.28.(i)at page 283. 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 43.28.(ii) from pages 284 to 293.

In view of the position as explained above, the matter is placed before the Board of Governors to consider *the extension of contractual appointment 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.*

ANNEXURE – 43.28.i

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. Acidapu 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 Murnu	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.

ANNEXURE 28.ii

(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. N.	10527	Date	27/11/17			
R		DA	DA	DA	DA	C
E		DA	DA	DA	DA	DA
HU		DA	DA	DA	DA	DA
PE		DA	DA	DA	DA	DA
GA		DA	DA	DA	DA	DA

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

Respected Sir,

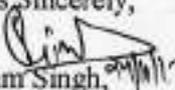
With due respect, in response to the letter (No. Estt-L/PF/379/5884, Dated: 21-11-2017) received on 22-11-2017 at 04:10 PM, I, Satnam Singh, joined Mechanical Engineering Department as Assistant Professor (No. Gen-1/SRD/12/566, dated 04-02-2013) on 8th February 2013 (Forenoon). As per the condition of 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

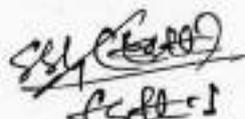
Thanking You,

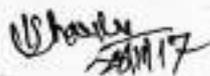
Yours Sincerely,


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.


27/11/17


27/11/17


27/11/17

ANNEXURE-I

-285-

(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.

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

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during weekends and in vacations to complete the experimentation work. Lot of time was wasted due to travelling to above mentioned ~~1200~~ ¹²⁰⁰ minutes. 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.

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(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 "Planning Smart Cities: Challenges and opportunities in the Indian Context" 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.

		<p style="text-align: center;">-291-</p> <p>Terms of Office shall be till they retain the membership in the BOG</p>
✓ 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> <ol style="list-style-type: none">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.

L. Roy

2014



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-1.

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

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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 43.29 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 – 43.29.(i) from pages 295 to 307 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:

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

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

PK - put up on file
Uk

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Suman

26/1

DR (M&C) 31/01/17

S.G. (R&C) Estt 1

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-

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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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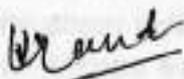
S. Kumar

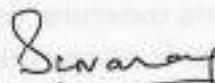
- II. All the promotional benefits should be considered w.e.f. the date of eligibility as provided under Para '4q' of said MHRD Letter No. F.33-7/2011-TS.III dated 14.03.2012 for the faculty members promoted in 2013. The Para '4q' is reproduced below:

"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)

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- 9 -
No.F.33 - 7 / 2011 - TS.III
Government of India
Ministry of Human Resources Development
Department of Higher EducationShreshth Bhawan, New Delhi,
dated 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 (AGcFAR). 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 or 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.

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- l. 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 ACoFAIR) 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.
- o. 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 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.
- 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 NITs) 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 CAS 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.

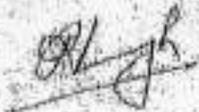
Yours faithfully,



(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



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NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119.

No. Estt.-I/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.


25/11/10
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 to be all.
Steno.
25/11/10.

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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.

[Handwritten Signature] 13/03/13

Deputy Registrar(GA&L)

[Handwritten Signature] 13/3/13

To

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

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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>

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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	05-10-2010
2	Mr. Shijo Thomas.	Assistant Professor AGP `7000	03-08-2010
3	Mr. Hanas T	Assistant Professor AGP `7000	02-08-2010

5. Department of Chemical Engineering

Sl. No.	Name	Promoted under CAS as	Date from which placed
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BoG 43.30 To consider the fixation of pay of Dr. (Mrs.) Kiran, Professor, Humanities & Social Sciences Department of the Institute.

Dr. (Mrs.) Kiran, Professor, Humanities & Social Sciences Department has submitted various representations with a request to grant her the Lecturer (Senior Scale) of Rs.10000-15200 (pre-revised pay scale) w.e.f. 24.08.2001 instead of 01.07.2003. She has further requested to grant her the AGP of Rs.8000/- w.e.f. 01.01.2006 and to re-fix her pay to the post of Associate Professor w.e.f. 24.08.2007.

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 – 43.30.(i) from pages 309 to 321 with the following recommendations:

- i) *Dr.(Mrs.) Kiran Mor has been rightly promoted / placed in the Senior Scale as per the said Government Instructions.*
- ii) *The modification of eligibility date, promotion or placement date is as per the Instruction of said MHRD guidelines.*
- iii) *Dr.(Mrs.) Kiran Mor or other similar placed officials may be suitably informed with reference to the said MHRD Instruction.*
- iv) *All Instruction affecting the service conditions of the faculty members as well as others should be widely circulated to avoid such communication gap.”*

In view of the position as explained above, the matter is placed before the Board of Governors *for consideration.*

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

Application of Dr. (Mrs.) Kiran Mor

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.

- 1. The committee was apprised in regard to the complaint of Dr.(Mrs.) Kiran Mor wherein she has contented that she is entitled for the grant of Lecturer Senior Scale (Rs10,000-15200/-) with effect from 24.08.2001 instead of 01.07.2003.

R
put up on file
DR (M&L)

U *Suresh Chand* *U*
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31/07/17
344 (Part)
Part-1

2. The committee interacted with Dr. (Mrs.) Kiran Mor who contented that her claim should be considered in term with MHRD Letter No. 1-32/2006-u.II/U.I(i) dated 31st Dec. 2008 and clause b. (i) Para 2 letter No. F.No.23-1/2008-TS.II dated 18th Aug. 2009. She should be placed in Lecturer Senior Scale (Rs10,000-15200/-) on 24.08.2001, and AGP of Rs 8000/- on 01.01.2006 and promoted to the post of Associate Professor on 24.08.2007 and refix her pay accordingly.
3. The committee on scrutinizing the official record, proceeding of the BOG and MHRD letter and representation of Dr.(Mrs.) Kiran Mor had observed that:
- i) Dr.(Mrs.) Kiran Mor joined the Institute on 24.08.1998 as lecturer in the scale of Rs. 8000-13000/- and was due for promotion to the grade of lecturer Senor Scale (Rs10,000-15200/-) on 24.08.2002 in term with clause (iii) (a) Para 1 of MHRD letter No. 37-104/95-TS.II dated 09.10.1998 (Annexure-I).
 - ii) All the centrally funded Technical Institute were covered under the said MHRD letter and other terms and conditions applicable to AICTE/UGC.
 - iii) Instruction contained among the said MHRD letter dated 31.12.2008 and 18.08.2009 are applicable to the cases post 01.01.2006 not prior to 31.12.2005.
 - iv) MHRD vide letter No. 20-18/2003-TS-III dated 04.06.2004 issued the guidelines to determine the crucial date for promotion under CAS as 1st July (Annexure II) MHRD has also clarified further vide their letter No.F.29-3/2006-IFD dated 4th April 2007.
 - v) The institute, in compliance with the said instruction, modified the eligibility date vide notification no GA-I/CAS/4750 dated 20.6.2007 (Annexure-III)

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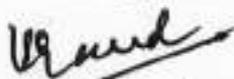
Srinivas

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4. Recommendations:

- i) Dr.(Mrs.) Kiran Mor has been rightly promoted / placed in the Senior Scale as per the said Government Instructions.
- ii) The modification of eligibility date, promotion or placement date is as per the Instruction of said MHRD guidelines.
- iii) Dr.(Mrs.) Kiran Mor or other similar placed officials may be suitably informed with reference to the said MHRD Instruction.
- iv) All Instruction affecting the service conditions of the faculty members as well as others should be widely circulated to avoid such communication gap.

The meeting ended with vote of thanks to the Chair.


(Suresh Chand)


(S. C. Narang)

NO. 37-104 / 95. TS.II
GOVERNMENT OF INDIA
MINISTRY OF HUMAN RESOURCE DEVELOPMENT
(DEPARTMENT OF EDUCATION)

SHASTRI BHAWAN, C WING, NEW DELHI
 DATED : OCTOBER 9, 1998.

The Member Secretary
 All India Council For Technical Education
 I. G. Sports Complex, I. P. Estate,
 New Delhi-110 002.

Sub : Revision of Pay-Scales of Teachers in Technical Institutions following revision of Pay-Scales of Central Government Employees on the recommendations of the vth Central Pay Commission.

Sir,

I am directed to say that the Government of India have, after taking into consideration all relevant aspects including the recommendations made by the All India Council For Technical Education, decided to revise the pay-scales of teachers of centrally funded degree level technical institutions. The revision of pay-scales of teachers will be subjected to the various provisions of the scheme of revision of pay scales contained in the enclosed letter addressed to the Heads of these institutions.

2. A copy of the letter addressed to the State Governments in this regard is also enclosed for your information.
3. In respect of the Cadre of Registrar, Government in consultation with AICTE would be issuing separate orders.
4. The AICTE has to notify other terms and conditions of service of teachers not included in the scheme and incorporating the approved pay-scales and other related conditions on the line of existing scheme (s) with the approval of the Government.
5. You are accordingly requested to send to this Ministry a comprehensive proposal for consideration and approval of the Government before it is notified by the Council.

Yours faithfully,

(K. N. Biswas)
 Deputy Secretary to
 The Government of India

Encl. : As above

No. F.37-104 / 95-TS.II
Government of India
Ministry of Human Resource Development
(Department of Education)

Shastri Bhawan, C Wing, New Delhi

Dated : October 9, 1998

To

The Secretaries dealing with Technical Education of all States / Union Territories.

Sub. : Revision of Pay Scales of Teachers in Engineering colleges and other degree level technical institutions including Architecture, Town Planning, Pharmacy and Applied Arts and Crafts institutions following the revision of Pay Scales of Central Government employee on the recommendations of fifth Central Pay Commission.

Sir,

I am directed to say that in fulfilment of the Constitutional responsibility for coordination, determination and maintenance of standards in Higher and Technical Education, the Central Government and All India Council For Technical Education (AICTE) have taken, from time to time, several measures. Following the revision of pay scales of Central Government employees on the recommendations of the Fifth Central Pay Commission, The Central Government has revised the pay scales of teachers in Central/Universities and colleges thereunder and has offered to provide financial assistance to those State Governments who wish to adopt and implement the same in their respective States.

1. It has now been decided by the Central Government, after taking into consideration the recommendations made by the AICTE and revised pay scales of teachers in Central Universities and colleges thereunder, to revise the pay scales of teachers in the Centrally-funded degree level technical institutions. A copy of the scheme giving details of the revised scales of pay and other related provisions is enclosed (Annexure).
2. The Central Government has decided to provide financial assistance to the State Governments who wish to adopt and implement the scheme of revision of pay scales subject to the following terms and conditions:
 - a. The Central Government will provide financial assistance to the state Governments which have opted for these revised pay scales to the extent of 80% of the additional expenditure involved in the implementation of the revision.
 - b. The State Government will meet the remaining 20% of the expenditure from their own sources.
 - c. The financial assistance, indicated above, would be provided for the period 1-1-1996 to 31-3-2000.
 - d. The entire liability on account of revision of pay scales etc. of teachers of degree-level technical institutions would be taken over by the State Governments w.e.f.1-4 2000.
 - e. The Central assistance would be restricted to revision of pay scales in respect of only those posts which were in existence and filled up as on 1-1-1996.

3. The State Governments, after taking local conditions into consideration, may also decide in their discretion, to introduce scales of pay different from those mentioned in the Scheme, and may give effect to the revised scales of pay different from those mentioned in the Scheme, and may give effect to the revised scales of pay from January 1, 1996, and 27-07-1998, as the case may be, or a later date. In such cases, the details of modifications proposed either to the scales of pay or the date from which the Scheme is to be implemented, should be furnished to the Government of India for its approval and subject to the approval being accorded to the modifications, Central assistance on the same terms and conditions as indicated above will be available to the State Governments for implementation of the Scheme with such modifications, provided that the modified scales of pay are not higher than those approved under the Scheme.
4. The Payment of Central assistance for implementation of the Scheme is also subject to the condition that the entire Scheme of revision of pay scales, together with all the conditions to be laid down in this regard by the AICTE is implemented by the State Governments as a composite scheme without any modification except to the date of implementation and scales of pay as indicated above.
5. It shall be necessary for the technical institutions to make necessary changes in their Statutes, Memorandum of Association, Rules/Scheme, Regulations, Bye-laws etc., as the case may be, to incorporate the provisions of this scheme.
6. The detailed proposal for implementation of the Scheme on the lines indicated above may kindly be formulated immediately and sent to the Department of Education in the Ministry of Human Resource Development for examination so that Central assistance to the extent indicated above can be sanctioned for the implementation of revised scales of pay.
7. Anomalies, if any, in the implementation of the scheme may be brought to the notice of the Department of Education in the Ministry of Human Resource Development for Clarification.
8. This Scheme applies to teachers in all degree level technical institutions and colleges, universities faculties/departments/institutions which are covered under the AICTE Act.
9. Regional Engineering Colleges are joint ventures of the Government of India and the State Governments. This Scheme of revised pay scales may be implemented by them with the approval of their respective Board of Governors.
10. The Receipt of this letter may kindly be acknowledged.

Yours faithfully,

(K. N. Biswas)
Deputy Secretary to the
Government of India
Tel. : 3387153

Encl : as above

Copy forwarded for information and necessary action to :

1. Member Secretary, All India Council For Technical Education, Indira Gandhi Sports Complex, J. P. Estate, New Delhi-110 002
2. All divisions in the Technical Education Bureau.

(K. N. Biswas)
Deputy Secretary to the Government of India

**Annexure to Ministry of Human Resource
Development, Department of Education's
Letter No. 37-104/95-TS.II**

Dated 9th October, 1998.

Scheme of Revision of Pay Scales of teachers in Centrally Funded degree level technical Institutions following the revision of pay scales of Central Government employees on the recommendations of the Fifth Central Pay Commission.

I. (i) Pay Scales

Statement showing the existing and revised scales of pay of teachers from 1-1-1996 to 26-7-1998 is at Annexure I For the period 27-07-98 onwards the scales contained in Annexure II would be applicable.

The revised scale of Associate Professor is for the existing incumbents only on personal basis. These posts will get abolished as and when the present incumbents vacate the posts. No fresh recruitment shall be made to the cadre.

The scheme of revision of pay scales of Librarians and Physical Education personnel was included in Ministry of Human Resource Development Letter No. F. 6-1/88-T.5 dated 28-02-1989. The revised pay scales for these categories as given in Annexure III will be applicable to such technical institutions where the scheme as contained in the Ministry's letter referred to above are in operation before 1-1-1996.

ii) Incentives for Ph.D / M. Phil / ME / M.Tech.

- a. At the time of recruitment as Lecturers, four and two advance increments will be admissible to those of the Science / Humanities faculty who hold Ph.D and M.Phil degrees respectively; and to those of the technical faculty who hold Ph.D. and M. E. / M. Tech. degrees respectively.
- b. One increment will be admissible to those Science / Humanities teachers with M. Phil and to those technical faculty with ME/M.Tech. who acquire Ph.D within two years of recruitment.
- c. A Lecturer with Ph.D will be eligible for two advance increments when he moves into Selection Grade as Assistant Professor.
- d. A teacher will be eligible for two advance increments as and when he acquires a Ph.D. degree in his service career.

iii) Career Advancement

- a. Minimum length of service for eligibility to move into the grade of Lecturer (Senior Scale) would be four years for those with Ph.D., five years for others with M.Phil / ME / M. Tech. and six years for others as a Lecturer, and for eligibility to move into the Grade of Lecturer (Selection Grade) / Assistant Professor, the minimum length of service as Lecturer (Senior Scale) shall be uniformly five years.
- b. For movement into grades of Assistant Professor and above, the minimum eligibility criterion

would be Ph.D. Those teachers without Ph.D. Can go up to the level of Lecturer (Selection Grade).

- c. An Assistant Professor with a minimum of eight years of service will be eligible for consideration for appointment as professor.
- d. For every upward movement, a selection process would be evolved, for which appropriate guidelines would be laid down by the All India Council for Technical Education (AICTE) in consultation with the Government of India.

iv) Rewarding the Merit

- a. The matter of laying down a super time scale of Rs. 22,000 - 500-24, 500 to Professors of Eminence in technical education will be considered in due course.
- b. AICTE would prepare a specific scheme in consultation with Government to reward and recognize meritorious teachers in technical education who may not have M. Phil/M.E. / M. Tech. or Ph.D. but who have made outstanding contributions in teaching and research.

(v) Allowances, effective date and fitment formula

- a. The revised scales of pay as contained in **Annexure - I** will be given effect from 1.1.1996 to 26.7.1998.
- b. The revised scales of pay as contained in **Annexure - II** will be given effect from 27.7.1998.
- c. Pay with effect from 1.1.96 in the revised scales of pay will be fixed after giving the benefit of one increment for every three increments earned in the pre-revised scales as stipulated in Rule 7 of Central Civil Services (Revised Pay) Rules, 1997, and governed by other relevant provisions of Central civil Services (Revised Pay) Rules, 1997 as applicable.
- d. Pay in the revised scales of pay as at **Annexure - II** shall be fixed at the same stage with reference to the stage admissible vide para (c) above. In case where the same stage is not available, the pay may be fixed at the stage next above the pay admissible vide para (c) above.
- e. The payment of arrears will be made in one instalment.
- f. Teachers in Centrally funded degree level technical institutions will be entitled to Dearness Allowance, House Rent Allowance, Transport Allowance, city Compensatory Allowance and other allowances at the same rates and dates as applicable to the Central Govt. Employees.

vi. Age of Supperannuation

The age of supperannuation of teachers in degree level technical institutions will be 62 years and thereafter no extension in service will be given. However, the Institute may re-employ a supperannuated teacher upto 65 years in accordance with the existing provision(s) in the Statutes/Memorandum of Association and Rules / Schemes, Regulations and By-laws of the institute, as the case may be.

(vii) Other terms and conditions of service of teachers.

- 1. Other terms and conditions of service of teachers shall be notified by the AICTE incorporating the approved pay scales and other related conditions on the line of existing Scheme(s) with the approval of Government of India.

2. Pending the notification of terms and conditions of service by the AICTE, the revised scales of pay including arrears of salary may be given to the teachers in Centrally funded degree level technical institutions.
3. This Scheme will be applicable to teachers in all the Centrally funded degree level technical Institutions, Colleges and Deemed-to-be-Universities except IITs, IIMs, IISc, Indian School of Mines (ISM), Dhanbad and National Institute of Industrial Engineering (NITIE), Mumbai.
4. These orders are subject to the conditions as contained in para 4 of Ministry of Finance OM No. 7 (34) / E.III - A / 97 dated 2.12.1997 on pay revision of employees of Quasi-Government Organisations/Autonomous Organisations, Statutory Bodies etc. set up and funded by the Central Government.
5. The implementation of the revised scales will be subject to the acceptance of all the conditions mentioned in the scheme as well as of the other terms and conditions to be issued by the AICTE in this behalf.
6. The institutions are required to amend their Statutes, Memorandum of Association, Rules / Schemes, Regulations, By-laws of the Institutions, as the case may be, in line with the Scheme within three months.
7. Anomalies, if any, in the implementation of the scheme may be brought to the notice of the Department of Education, Ministry of Human Resource Development for clarification.

New Delhi
June 4, 2004

OFFICE MEMORANDUM

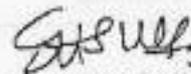
SUBJECT: - Introduction of Career Advancement Scheme (CAS) for members of faculty in National Institutes of Technology (NITs) - Clarification regarding crucial date, qualifying service & seniority etc.

The undersigned is directed to refer to this Ministry's Office Memorandum (OM) of even number dated 15th September 2003 and subsequent clarifications issued on 4th March and 6th April 2004 respectively on the subject mentioned above and to say that the initial date of introduction of CAS in a REC/NIT shall be the actual date of notification regarding implementation of the revised scale of pay in the Institute but not the retrospective date of implementation of the revised scales of pay i.e. 01-01-1996. Further, the crucial date for determining the fulfilment of eligibility criteria for promotion under CAS shall be 1st July of every calendar year. This is to say that all those persons who have fulfilled the prescribed criteria for promotion prior to 1st July shall be considered *en bloc* as a batch and the *inter-se* seniority of those actually promoted, as a batch shall be maintained with reference to their original seniority in the initial entry grade. However, where promotion of more than one batch has taken place together, all persons of the first batch shall rank senior *en bloc* to the next batch and like wise.

2. It is also clarified that the period between the crucial date and the date of the meeting of the BOG in which promotions recommended under CAS are approved shall count as qualifying service for future promotion without entailing any financial liability -notional or actual- on part of the Institute. However, this would not be applicable in respect of those who have not been found suitable for promotion in the first instance where the benefits would be given from the date of the meeting of the BOG only.

3. All cases of promotions made/to be made under CAS in NITs may accordingly be regulated as per this clarifications excepting those where a member of the faculty has already retired.

Copy to:
Registrar
Dir. (Admin)
All Deans/HODs (for circulation)
Teachers' Assn.
To All faculty members
My desk through email.


(Dr. G L Jambulkar)
Deputy Educational Adviser
Tel: 2338-4276

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

No. GA-I/CAS/ 4750

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Dated: 20/6/07

OFFICE ORDER

This is in partial modification of this office letter No. GA-I/CAS/ 1583 dated 21.2.2006 in connection with the dates of qualifying service in respect of some faculty as Lecturer (Sr. Scale) under CAS. As per Govt. of India, MHRD, Integrated Finance Division, New Delhi letter No. F.29-3/2006-IFD dated 4th April 2007 and the BOG decision taken in their 12th meeting held on 25.4.2007, the dates of their qualifying service have been re-fixed as under. However the date of actual monetary benefit on account of the aforesaid placement would remain the same as already notified: -

Sr. No.	Name Dr./Prof./Sh./Ms	Department	Date of qualifying service already notified as Lecturer (Senior Scale)	Re-fixed date of qualifying service as Lecturer Sr. Scale.
1.	Neeraj Partap Singh	E & CE	3.9.2003	1.7.2004
2.	Vrinda Gupta	E&CE	24.8.2003	1.7.2004
3.	Vikas Mittal	E&CE	28.10.2000	1.7.2001
4.	Surinder Deswal	Civil Engg.	5.11.1999	1.7.2000
5.	Paratibha Aggarwal	Civil Engg.	31.8.2000	1.7.2001
6.	Parveen Aggarwal	Civil Engg.	10.9.2003	1.7.2004
7.	N.K. Tiwari	Civil Engg.	24.8.2003	1.7.2004
8.	Babita Saini	Civil Engg.	24.8.2003	1.7.2004
9.	Mahesh Pal	Civil Engg.	5.11.1999	1.7.2000
10.	Vikas Chaudhary	Humanities	21.3.2002	1.7.2002
11.	Kiran Mor	Humanities	24.8.2002	1.7.2003
12.	Yash Pal	Elect/ Engg.	19.3.2001	1.7.2001
13.	Shelly Rajiv Vadhera	Elect. Engg.	24.8.2003	1.7.2004
14.	Saurabh Chanana	Elect. Engg.	24.8.2003	1.7.2004
15.	Nirmal Kart Singh	Mech. Engg.	8.12.2000	1.7.2001
16.	Pankaj Chandna	Mech. Engg.	9.12.1999	1.7.2000
17.	Parveen Kumar Saini	Mech. Engg.	12.2.2002	1.7.2002
18.	Mahesh Kumar Gupta	Mech. Engg.	24.8.2003	1.7.2004
19.	Meenu Gupta	Mech. Engg.	18.1.2001	1.7.2001
20.	Vinod Kumar	Mech. Engg.	30.12.2000	1.7.2001


Assistant Registrar (GA)
for Director

P.T.O

CP-7

1014

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F. No. 29-3/2006-IFD
Government of India
Ministry of Human Resource Development
Department of Higher Education
Integrated Finance Division

New Delhi
4th April, 2007

To

The Registrar
National Institute of Technology,
Kurukshetra - 136119

Subject: Clarification regarding implementation of CAS -

Sir,

I am directed to refer to your letter no. GA-FCAS.2735 dated 3.4.2007 on the subject mentioned above and to clarify the position as follows:-

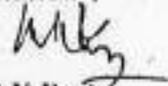
The Ministry has already clarified that irrespective of the date on which a faculty completes prescribed length of service under CAS regulations there would be a uniform date i.e. 1st July. For example, the faculty who completed prescribed length of service from 1.7.1999 to 30.6.2000 shall be considered as a batch and their date of eligibility would be 1.7.2000.

As far as Dr. Mahesh Pal's case is concerned, his service between 1.7.2000 to 30.9.2004 can be notionally considered as qualifying service for consideration under CAS for the post of Lecturer (Selection Grade).

It is further clarified the notional service rendered in the grade of Lecturer (Selection Grade) and Assistant Professor cannot be clubbed together for the purpose of qualifying service for the post of Professor. The service rendered as Assistant Professor alone would only count as qualifying service for the post of professor.

It is also clarified that whether it is placement or promotion the financial benefit should be given from the date of the meeting of the BoG only.

Yours faithfully,



(B.K. Ray)

Assistant Financial Advisor
Tel. No. 24488008

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

1. All concerned.
2. Chairmen of concerned Departments.
3. Assistant Registrar (Accounts).
4. Estate Officer
5. Personal files of the concerned.
6. DS to 'R' for kind information of the Registrar.
7. **PS** to Director for kind information of the Director.

1.7.2017

1.7.2010.

BoG 43.31 To consider the nomination of Chairman of the Purchase Finalization Committee for NIT, Kurukshetra.

An agenda item No.24.30 was placed before the Board of Governors in its 24th meeting held on 07.02.2011 for adoption of the existing Comprehensive Stores & Purchase Rules for NIT, Kurukshetra and the Board decided as under:

“The Board approved the adoption of the Comprehensive Stores & Purchase Rules for N.I.T., Kurukshetra alongwith the modifications as per detailed below:-

5.4.2 Purchase Finalization Committee (PFC)

- i) Chairman (to be nominated by BOG)*
- ii) One Expert (to be nominated by the Director)*
- iii) Indentor (concerned faculty/PI/Officer)*
- iv) Deputy Registrar(Accounts)*
- v) Stores Officer*

Further the Board authorized the Hon’ble Chairperson, BOG to nominate the Chairperson of the Purchase Finalization Committee as required under clause 5.4.2(i) above.”

In compliance of above said decision of the Board of Governors, the Institute had adopted the Comprehensive Stores & Purchase Rules. Further, the Hon’ble Chairperson, BOG had nominated to Dr.SudhirSaxena, Professor, Mechanical Engineering Department as Chairman of the Purchase Finalization Committee for NIT, Kurukshetra. Thereafter, vide letter No.D/2011/5803 dated 30.09.2011 Annexure – 43.31.(i) on page 323, Dr. K.S. Sandhu, Professor, Electrical Engineering Department, NIT, Kurukshetra was nominated as Chairman, Purchase Finalization Committee in place of Dr. SudhirSaxena, Professor.

Copy of Rule No.5.4.2 is annexed at Annexure – 43.31.(ii) on page 324 and the list of Professors is annexed at Annexure – 43.31.(iii) from pages 325 to 326.

In view of the above, the matter is placed before the Board of Governors to consider *the nomination of another Professor of NIT, Kurukshetra as Chairman of the Purchase Finalization Committee for NIT, Kurukshetra.*

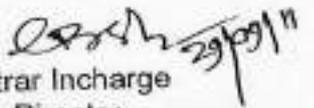
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NATIONAL INSTITUTE OF TECHNOLOGY,
KURUKSHETRA-136119

No. D/2011/ 5803

Dated: 29.09.2011
30NOTIFICATION

Dr. K S Sandhu, Professor, Department of Electrical Engineering is hereby assigned the responsibility of Chairman, Purchase Finalization Committee in place of Prof. Sudhir Saxena, Department of Mechanical Engineering with immediate effect for a period of two years or till further orders whichever may occur earlier.


Registrar Incharge
for Director

Dr. K S Sandhu,
Professor,
Elect. Engg. Deptt.
NIT, Kurukshetra.

Copy to:-

1. Prof. Sudhir Saxena, Professor, Mech. Engg. Deptt.
2. All Deans
3. Heads of all Departments
4. Chief Wardens (Boys) & (Girls)
5. Professor-In-Charge (Public Relations)
6. All Sectional Heads
7. PA to Director for kind information of the Director.
8. PA to Registrar for record.

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5.4.2 Purchase Finalization Committee (PFC)

The composition of the Purchase Finalization Committee will be as under:

- i) Chairperson (To be nominated by BOG)
- ii) One expert (To be nominated by the Director)
- iii) Indentor (Concerned faculty/PI/Officer)
- iv) Deputy Registrar (Accounts)
- v) Stores Officer

Amended by BOG in 24th meeting held on 07.02.2011.

5.4.3 Functions of Purchase Finalization Committee (PFC)

The purchases beyond the purchasing powers of Indentors will be finalized and recommended after deliberations by PFC for approval of CFA. On approval of the recommendations of PFC by CFA, the Purchase Order will be placed by SPS.

5.4.4 Processing of Quotations

The Indentors shall issue an Indent (Purchase Requisition) for every purchase above Rs.15,000/- per item on prescribed form for approval of Director/Dean (P&D) before any purchase action is taken.

Quotations may be invited or received either through post/courier service by the departments or SPS from the firms depending upon the purchase powers. A copy of all enquiry letters will be displayed on the Notice Board. The requirements of costly equipments may also be displayed on Institute website. Thereafter, on the due date/time the individual quotations invited by departments shall be opened in the presence of two members of department and a representative of Stores Officer. The tenders/Quotations invited by SPS shall be opened on due date & time by Stores Officer, a member of Department not below the rank of Lecturer and one Officer working in section not below the rank of Group 'B'. All the quotations will be signed by the officials present at the time of opening. A comparative statement shall be prepared either by the Indentor or the SPS as the case may be. The accepted prices will be ringed (circled) in ink on the comparative statement. Also a justification for the particular choice i.e. being the lowest price or on technical grounds should be recorded on the quotations and comparative statement. The comparative statement along with quotations for the purchases beyond the powers of Indentors will be submitted to PFC for necessary recommendations through SPS.

Normally, the purchase shall be approved on the basis of atleast three quotations. However, the Director can relax this condition on sufficient grounds on the recommendations of the PFC. In case of tenders there shall be no limitation in respect of the minimum number of tenders received. As regards proprietary items, the item may be procured from the proprietary source on the basis of a single quotation after certification of the proprietary nature of the item by the Indentor.

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LIST OF PROFESSORS

Sr. No.	Name of the Faculty	Designation
ANNEXURE – 43.31.iii		
CIVIL ENGINEERING DEPARTMENT		
1.	VK Arora	Professor
2.	DK Soni	Professor
3.	Baldev Setia	Professor
4.	SK Madan	Professor
5.	HK Sharma	Professor
6.	SN Sachdeva	Professor
7.	KK Singh	Professor
8.	Subodh Ranjan	Professor
9.	Anupam Mittal	Professor
10.	SM Gupta	Professor
11.	Arun Goel	Professor
12.	SK Patidar	Professor
13.	Ashwani Jain	Professor
14.	Mahesh Pal	Professor
15.	Surinder Deswal	Professor
16.	VP Singh	Professor
17.	Parveen Aggarwal	Professor
18.	Sarwati Setia	Professor
19.	Paratibha Aggarwal	Professor
ELECTRICAL ENGINEERING DEPARTMENT		
1.	A Swarup	Professor
2.	KS Sandhu	Professor
3.	Lillie Dewan	Professor
4.	RS Bhatia	Professor
5.	GL Pahuja	Professor
6.	Ratna Dahiya	Professor
7.	LM Saini	Professor
8.	Ashwani Kumar	Professor
9.	Jyoti Ohri	Professor
10.	Jagdeep Singh Lather	Professor
11.	Sathans	Professor
12.	Yashpal	Professor
MECHANICAL ENGINEERING DEPARTMENT		
1.	Dixit Garg	Professor
2.	Surjit Angra	Professor
3.	Dinesh Khanduja	Professor
4.	PC Tewari	Professor
5.	Hari Singh	Professor
6.	Pankaj Chandna	Professor
7.	VK Bajpai	Professor
8.	Gian Bhushan	Professor
9.	Ajai Jain	Professor
ELECTRONICS & COMMUNICATION ENGG. DEPARTMENT		
1.	Brahmjit Singh	Professor
2.	RK Sharma	Professor
3.	OP Sahu	Professor
4.	Umesh Ghanekar	Professor
5.	Rajoo Pandey	Professor

COMPUTER ENGINEERING DEPARTMENT		
1.	AK Singh	Professor
2.	Mayank Dave	326 Professor
3.	JK Chhabra	Professor
4.	Sanjay Kumar Jain	Professor
PHYSICS DEPARTMENT		
1.	JK Quamara	Professor
2.	Ashavani Kumar	Professor
3.	Neena Jaggi	Professor
CHEMISTRY DEPARTMENT		
1.	Minati Baral	Professor
2.	Dinesh Kumar	Professor
3.	DP Singh	Professor
MATHEMATICS DEPARTMENT		
1.	Paras Ram	Professor
HUMANITIES & SOCIAL SCEINCES DEPARTMENT		
1.	Rajendra Kumar	Professor
2.	Vikas Choudhary	Professor
3.	Kiran	Professor
COMPUTER APPLICATIONS DEPARTMENT		
1.	Ashutosh Kumar Singh	Professor

BoG 43.32 To consider the report of the Enquiry Officer appointed by the Board to enquire into the Charges framed against Dr. Baldev Setia, Professor, Department of Civil Engineering of the Institute.

The AICTE, New Delhi had sent a letter No. CVO/AICTE/FIR/2009 (PITS)/60 dated September 30, 2011 with reference to FIR registered by CBI, Hyderabad vide no. RC 13 (A)/2009-Hyd in the case of Panineeya Institute of Technology, Hyderabad. CBI had made investigation in the case and submitted its report vide letter No. DPDHY 2011/RCHYD/2009 A 0013/2779 dated 13.08.2011 accusing among others Dr. Baldev Setia, Professor, Department of Civil Engineering, NIT, Kurukshetra. CBI, Hyderabad had recommended for Departmental action against Dr. Setia for lapses in not meticulously checking the actual built up area. The matter was placed before the BOG in its 27th meeting held on 13.03.2012. The Board decided as under:-

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

In view of above, decision of the Board a memorandum was issued to Dr. Baldev Setia vide No. Estt-I/PF/2630, dated 17.04.2013 and subsequently reminder dated 10.09.2013 to submit the reply by 19.09.2013 positively.

Dr. Baldev Setia submitted his reply on 01.12.2015 to the above memorandum dated 17.04.2013. The matter was placed before the Board of Governors in its 39th meeting held on 05.04.2016 for consideration and decision. The Board has decided as under:-

“The Board considered the reply of Dr. Baldev Setia and decided that an enquiry be conducted as per CCS Rules. The Board further decided that Dr. P. Bapaiah, Registrar, Indian Institute of Science Education & Research (IISER), Mohali be appointed as Enquiry Officer”.

As per the above decision of the Board Dr. P. Bapaiah, Registrar, Indian Institute of Science Education & Research (IISER), Mohali was appointed as Enquiry Officer and he was intimated vide letter No.Estt.-1/210/4626 dated 23.05.2016 to conduct the enquiry into the above case. The Enquiry Officer has submitted its report on 05.08.2017. A copy of the report of the Enquiry Officer is enclosed as Annexure – 43.32.(i) from pages 329 to 337.

The Enquiry Officer in its report has made the following observations:

“Prof. Baldev Setia is reasonably right as some (Visitor) stranger visits, he tends to believe that the space shown is correct. Generally demanding for proving the ownership documents of the space, will be difficult for the stranger visiting. This part of activity should have been attended to by the AICTE as AICTE organized the visit also should have to own the major responsibility in this failure. Prof. Baldev Setia is in his rights to state that AICTE also got a complaint within the reasonable time and they have not acted right in time, had it been so, the entire issue would not have arised. Thus, certainly it is established that documents/drawings of the buildings/space have been verified by the team, it is clear that the team visited the space shown to them and certified and recommended for granting permission. For this also major part of responsibility remains with the AICTE officials as they are in possession of all details, documents along with the application. Generally, visiting committee will have a limited time.

Thus though Dr. Baldev Setia as a member of the visiting team failed in devotion to duty, he is only one of the member in the visiting team. The committee as a group committed lapses in Unison and not Prof. Baldev Setia alone, his lapses be considered with a lenient view, more particularly his experience/participation in many such committee’s visits and this visit alone only resulted in lapses and also he regretted for his unintentional mistake, if any.”

The matter is placed before the Board for consideration.



भारतीयविज्ञानशिक्षाएवंअनुसंधानसंस्थानमोहाली
ANNEXURE 4S.32.i
(मानवसंसाधनविकाससंस्थानकाएकस्वायत्तसंस्थान, भारतसरकारकेअधीन)
सैक्टर-81, नॉलेजसिटी, पो. ओ. मनौली, एस. ए. एस. नगर, मोहाली, पंजाब - 140 306

INDIANINSTITUTEOFSCIENCEEDUCATIONANDRESEARCHMOHALI
(Estd.ByMinistryofHumanResourceDevelopment,Govt.ofIndia)
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Dr. P. Bapaiah
Registrar

E-mail: registrar@iisermohali.ac.in

The Director
NIT Kurukshetra
Kurukshetra 136119
Haryana

Sir:

Vide your office letter No. Estt.1/2012 dated 23/05/16 the undersigned was assigned to enquire into the charges framed against Prof. Baldev Sethia, Professor Civil Engineering Department, NIT Kurukshetra. With the records provided, the undersigned held three meetings with the Charged Officer and the Presenting Officer. After the meetings and perusing the relevant documents/records, a brief report is made out and the same is enclosed (5 pages) and proceedings of the meetings (3 pages) for your kind information and necessary action.

Thanking You.

Yours Sincerely

Encl.: Enquiry Report (5+3 Pages)

R
For further necessary action as per procedure.

Delu
14/8/17

DR
17/8/17

DR (Act & C)

Enquiry Report

Sub.: Enquiry against Prof. Baldev Setia³³⁰⁻ Professor Civil Engineering Department
NIT Kurukshetra

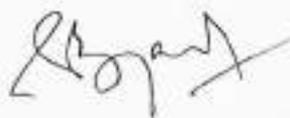
With reference to NIT Kurukshetra letter No.Esst.1/2012 dated 23/05/16, the undersigned was assigned to enquire into the charges framed against Prof. Baldev Setia. In pursuance of the above referred letter the undersigned conducted three meeting i.e. 13.02.2017, 02.05.17 and 20.05.17 with Prof. Baldev Setia, Charged Officer and Sh. G.R. Samantaray, Presenting Officer. During the first meeting Prof. Baldev Setia was asked whether he needs any defence assistance. The Prof. Setia categorically stated that he will not require any assistance and he himself wanted to defend his case.

After three meetings as state above and on perusal of the records made available, I as an Enquiry Officer arrived to the conclusion as indicated against each charge.

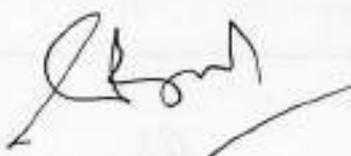
S.No.	Charges framed by NIT Kurukshetra	Conclusion
1.	Prof. Baldev Setia, Professor, Civil Engineering Department, NIT, Kurukshetra while holding a responsibility of Expert Member of Expert Visiting Committee nominated by AICTE has violated the General Conduct Rules 3(1) (i to iii) and (2) (i to iv) i.e. he has not nominated absolute integrity, devotion to duty and has done which is unbecoming of the Government Servant.	From the averments of the Prof. Baldev Setia stating that neither himself nor the committee took any measurement of the space shown to the visiting institution. Thus the very purpose of visiting team particularly having a Civil Engineering expert visited the institute to find out suitability and adequacy, defeated being a civil engineering professional as charge indicate that he failed in devotion of duty as otherwise there was no need for

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S.No.	Charges framed by NIT Kurukshetra	Conclusion
	-331 -	<p>specialist/Senior professional in civil engineering subject to be associated with the visiting Committee. Any other official would suffice. Prof. Baldev Setia stated that he has not taken any measurement as it was not required as per the AICTE procedures. But some basis should have been there for the Committee to establish that the space shown to committee is meeting the standards/requirements indicated. Further, he represented the NIT Kurukshetra as a senior official and Civil Engineering expert it was bounden duty on him to establish that the space shown to the Committee meets the standard requirements. He otherwise should have availed the services of some junior officials like draftsmen, junior engineer to assist him or the committee in taking measurements. If he felt that he was a senior professional. Thus it is proved that he failed in devotion of duty. Thus, charge stand proved.</p> <p>However, the question of attending the duty not assigned to him by the NIT Kurukshetra will arise.</p>



S.No.	Charges framed by NIT Kurukshetra	Conclusion
	- 332 -	Here Prof. Setia stated that he has taken leave duly approved by the Competent Authority for the purpose of associating with the visiting committee of the AICTE. Still he being a Prof. of reputed institution should have taken care action that should not bring down the reputation of NIT Kurukshetra. Had he not been in the position of professorship at the nationally reputed institution (NIT-K), perhaps he would not have been in the visiting committee too.
2.	Prof. Baldev Setia, Professor, Civil Engineering Department, NIT Kurukshetra in collusion with other members of the Expert Visiting Committee and members of Management of Panineeya Institute of Technology (PIT), Hyderabad on 25.06.2009. During the inspection, you in collusion with fellow members of the Expert Visiting Committee suppressed the fact regarding the shortfall of the plinth area.	It is proved that with the content in statement of Annexure I & II, the visiting committee which Prof. Setia a senior professional member was associated recommended to the AICTE for establishing an engineering college. However, it could not be established that Prof. Setia has shown any undue favour to the Panineeya Sanskrit Trust and its management. Incidentally as no evidence could be provided for personally favouring, charge not proved.



S.No.	Charges framed by NIT Kurukshetra	Conclusion
3.	Prof. Baldev Setia knowing fully well that the plinth area of the said Institute is less than the required plinth area as per AICTE norms, even then along with other members recommended for established the Engineering College.	Since Prof. Setia categorically agreed that they have not measured the area, it is very clear that the assessment has not been done in real terms on measurement and the committee recommendation is without any basis, thus the charges stand proved.
4.	That you, Prof. Baldev Setia knowing fully well that the plinth area of the said Institute is less than the required plinth area as per AICTE norms, even then along with other members recommended for establishing the Engineering College.	Since Prof. Baldev Setia stated that without measuring or with any basis for adequacy of the space along with other members of the committee recommended to AICTE to grant permission. Hence charge stands proved.
5.	That during the aforesaid work, you, Prof. Baldev Setia has failed to perform your official duty in true letter and spirit which is misconduct under the Conduct Rules of the Institute.	Prof. Baldev Setia associated with the visiting team constituted by the AICTE as a Professor in Civil Engineering. However though charges of lack of devotion to duty proved. But Prof. Baldev Setia is of the opinion that as per AICTE norms it was not necessary to measure the area. It is a common/ General Principle that without proof or basis, none can state and come to a conclusion for making any recommendation. Hence element of misconduct prevailed.



With the above it is clear that more or less charges stand proved. However, as stated by the Charged Officer that it was not the duty of the visiting team to measure as per the AICTE requirement. It is not clear that it is feasible, if that be the case, where is the need for the experts in the Visiting Committee? This aspect may be ascertained from AICTE before a final decision is taken. Further, another important aspect Prof. Baldev Setia brought into is that the organisation proposed to establish Engineering Institution has not shown the documents/deeds to the Committee.

Here Prof. Baldev Setia is reasonably right as some (Visitor) stranger visits, he tends to believe that the space shown is correct. Generally demanding for proving the ownership documents of the space, will be difficult for the stranger visiting. This part of activity should have been attended to by the AICTE as AICTE organised the visit also should have to own the major responsibility in this failure. Prof. Baldev Setia is in his rights to state that AICTE also got a complaint within the reasonable time and they have not acted right in time, had it been so, the entire issue would not have arisen. Thus, certainly it is established that documents/drawings of the buildings/space have been verified by the team, it is clear that the team visited the space shown to them and certified and recommended for granting permission. For this also major part of responsibility remains with AICTE officials as they are in possession of all details, documents along with the application. Generally, visiting committee will have a limited time.

Thus though Dr. Baldev Setia as a member of the visiting team failed in devotion to duty, he is only one the member in the visiting team. The committee as a group committed lapses in Unison and not Prof. Baldev Setia alone, his lapses be considered with a lenient view, more particularly his experience/participation in many such committee's visits and this visit alone only resulted in lapses and also he regretted for his unintentional mistake, if any.


Dr. P. Bapaiah
Inquiry Officer

- Encl.: 1. Enquiry Proceeding dated 20.05.17 (1 Page)
2. Enquiry Proceeding dated 20.05.17 (2 Pages)
3. Annexure I & II

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Office of the Enquiry Officer Dr. P. Bapaiah, Registrar, IISER Mohali

Dated: 20.05.2017

Proceedings of the Enquiry committee meeting held on 20.05.2017 at 11.30 a.m. at the office of Registrar, IISER Mohali, Administrative Block, IISER Mohali.

Present:

1. Professor Baldev Setia, Professor, Civil Engineering Department, NIT Kurukshetra.
2. Shri G. R. Samantaray, Deputy Registrar, NIT, Kurukshetra.
3. Dr. P. Bapaiah, Registrar, IISER Mohali, Enquiry Officer

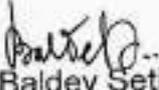
In the beginning of the meeting, discussions that took place on 02.05.2017 (meeting at IISER Mohali) have been recapitulated.

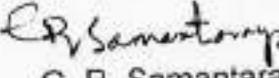
The Enquiry Officer asked Professor Baldev Setia about the leave that he had taken during his expert team visit.

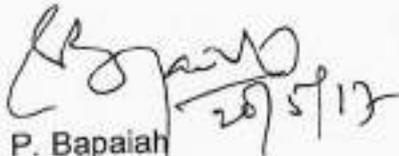
In reply to the allegation on point no. 2, on the charge of bringing disrepute to the NIT Kurukshetra, Professor Baldev Setia states that he had participated in the Expert Committee Visit in all earnestness as a Professor of the Institute, duly taking leave from the Institute and clearly stating the purpose for availing the leave. Thus, there is no purpose or intention of abusing the position or bringing disrepute to the Institute.

Professor Setia further stated that the Organisers of the visit, i.e. AICTE as well as the Institute which the team had visited, had not acted in a genuine manner as required of them as per the statutory regulations and the laid down procedure, and thus I became a victim in this issue. Many such visits that I have participated in, before and after this particular visit in a fair and unbiased manner, are a testimony to this.

Hence, erroneously or unknowingly, if my action has caused even the slightest of disrespect to my Institute, I regret it.


Baldev Setia
20.05.2017


G. R. Samantaray
20/05/17


P. Bapaiah
20/5/17


20/5/17

Office of the Enquiry Officer Dr. P. Bapaiah, Registrar, IISER Mohali
-336-

Dated: 02.05.2017

Proceedings of the Enquiry committee meeting held on 02.05.2017 at 3.30 p.m. at the office of Registrar, IISER Mohali, Administrative Block, IISER Mohali.

Present:

1. Professor Baldev Setia, Professor, Civil Engineering Department, NIT Kurukshetra.
2. Shri G. R. Samantaray, Deputy Registrar, NIT, Kurukshetra.
3. Dr. P. Bapaiah, Registrar, IISER Mohali, Enquiry Officer

In the beginning of the meeting, discussions that took place on 13.2.2017 (meeting at NIT Kurukshetra) have been recapitulated as indicated below:

1. Professor Baldev Setia was asked whether he needed any assistance to defend him. Professor Baldev Setia had informed that he was not in need of it and stated that he could defend himself. However, Professor Setia stated that he had requested for the C.D. filmed during the visit on 25.06.2009 and CBI report, earlier may be provided.
2. When enquired about the measurements of the space at the Institution visited before recommending, Professor Setia categorically stated that no measurements had been taken and it is not needed as per the procedure prescribed by the AICTE.
3. Professor Setia also stated that the Regional Office of the AICTE should have completed all the preliminary requirements as they are having the files, papers, documents etc.

The Enquiry Officer asked Professor Baldev Setia about the statement of imputation of mis-conduct at point no. 2. In reply to the allegations on point no. 2, Professor Setia told that there was no shortfall in the plinth area. Professor Setia explained that the space shown to the committee was adequate and the same was recorded in the C.D. as well. Professor Setia also mentioned that the visiting experts committee members are not provided the Documents, Files concerning the Society/Trust Registration, Land, Building Plan, Financial Status Documents at the time of deputing them by the Approval Bureau/ Regional Office. Therefore, the expert committee can not verify and certify these issues at the time of visit of the expert committee. This is as per the Clause 15 of the procedure laid down in the AICTE guidelines for granting the approval by the expert committee for recommendation. According to Professor Setia, Scrutiny Committee at Regional Office and the Hearing Committee at AICTE headquarters have already examined the documents in original concerning the Society/Trust Registration, Land, Building Plan, Financial Status and

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Baldev Setia
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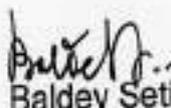
the same are accepted by the Chairman AICTE, being the Final Authority and Letter of Intent (LOI) was issued on the basis of the documents prior to visit of the Expert Committee.

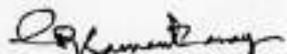
As per Professor Setia's stated that in the procedure laid down for granting permission for approval; expert committee is to find about the adequacy and suitability of the space shown in the proposed Institute and the same was followed by the expert committee. Therefore, the Expert Committee role is only recommendatory.

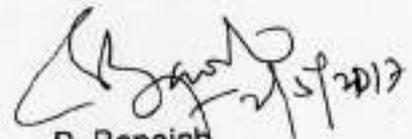
Further Professor Setia stated that AICTE, Regional Office in its letter dated 11.08.2009 had itself indicated that the Institute had shown one CBSE School and B.Ed. College to the Visiting Committee for obtaining the approval from the AICTE. Thus, AICTE itself has accepted that the building shown to the visiting committee is different to the proposed engineering college. Thus on receipt of the complaint AICTE should have rejected or further stopped the processing of the request instead of further processing it for according approval. Since the visiting committee recommendations are advisory in nature, the Competent Authorities at different stages in AICTE should have looked into the veracity of the complaint and accordingly, the request should have been rejected and thus Panineeya Institute of Technology (PIT Hyderabad) should not have been given permission. Professor Setia further stated that the committee was satisfied with the area shown for the operations of the proposed Engineering College. Accordingly, the recommendations had been made. The committee was not aware of the complaint and any further processes at AICTE, New Delhi.

For a question as to that why expert committee had not measured the area carefully; as stated earlier, Professor Setia reiterated that the Expert Committee had not measured the space as that was neither the mandate nor the practice. The expert committee comprising of Senior Level professionals and expecting them to take measurement is beyond comprehension. Thus, it is clear that the actual area is not measured but it is stated that the actual area is found to be adequate for the proposed operations of the proposed Institute.

Professor Setia stated that the report was jointly prepared but it was handwritten by the Convenor AICTE. The minor totalling error in it was a clerical mistake and could not be attributed to the intentions of the members.


Baldev Setia
02.05.2017


G. R. Samantaray


P. Bapaiah
21/5/2017
2/2



BoG 43.33 To consider the proposal to change the Enquiry Officer in the cases of Dr. Sandeep Singhal, Associate Professor, NIT, Kurukshetra referred by the Central Bureau of Investigation (CBI).

Dr. Sandeep Singhal joined the services of the NIT, Kurukshetra (Formerly REC, Kurukshetra) on 02.08.1989 to the post of Lecturer, Mechanical Engineering Department. He remained on deputation to the post of Deputy Director with the All India Council for Technical Education (AICTE), New Delhi w.e.f.30.9.2003 to 05.03.2010. During the period of deputation, some allegations were leveled against Dr. Sandeep Singhal by the Central Bureau of Investigation (CBI), Chennai and the CBI vide their letter dated 08.12.2010 informed to this Institute to take the disciplinary action against him under the Major Penalties as the irregularities were found at the part of Dr. Singhal during the period of deputation. Thereafter, in another case, the Chief Vigilance Officer, AICTE, New Delhi had informed vide their letter dated 29.08.2013 that some irregularities were found occurred at the part of Dr. Singhal during the period of deputation, so under the head of Minor Penalties disciplinary action be taken against Dr. Sandeep Singhal.

In both the cases, Dr. Sandeep Singhal was charge-sheeted vide Memorandum No.Estt.-I/PF/2176 dated 23.05.2011 and No.Estt.-I/PF/1043 dated 29.02.2012 as per CCS (CCA) Rules, 1965 respectively. He submitted his reply in response to both the Memos.

The said matter was placed before the Board of Governors in its 24th meeting held on 07.02.2011 vide agenda item No.24.28 and the Board decided as under:

“The Board considered the CBI report dated 08.12.2010 and decided that the Institute may follow proper procedure/take appropriate action as per CCS Conduct Rules for awarding major penalty as per CBI Report against Shri Sandeep Singhal, Associate Professor, Department of Mechanical Engineering. After following the proper procedure the matter be placed before the Board for taking final decision in the matter.”

Thereafter, the said matter was placed before the Board of Governors in its 32nd meeting held on 03.01.2014 vide agenda item No.32.10 and the Board decided as under:

“The Board decided that a Departmental Enquiry Committee be constituted to enquire in the matter and submit its report along with his other cases referred by CBI for consideration of BOG.”

Accordingly, in both cases Shri Nagendra Rai, Former Acting Chief Justice, Patna High Court and presently Senior Advocate, Supreme Court of India was appointed the Inquiry Officer and all the necessary relevant documents were supplied to Shri Nagendra Rai to inquire the said matter but the Inquiry Officer could not submit the inquiry report. As per CCS (CCA) Rules-1965, the Inquiry Officer should not more than 70 years of age as on 1st July of the year and during the above period Shri Nagendra Rai had crossed the age of 70 years.

Thereafter, the matter was again placed before the Board of Governors in its 42nd meeting held on 27.06.2017 vide agenda item No.42.14 to change the Inquiry Officer in the said case and the Board decided as under:

“The Board authorized the Director to identify a suitable person to act as Inquiry Officer in the case of Dr. Sandeep Singhal who can complete the inquiry and submit the report in a time bound manner as this case has already been delayed so much. The appointment of such identified person be got approved from the Board by circulation. Further, the report be placed before the Board for final decision in the matter.”

In compliance of the decision of the Board, the Director has contacted with Dr. P. Bapaiah, Registrar, Indian Institute of Science Education & Research (IISER), Mohali to conduct the inquire in the above said cases as Inquiry Officer. He is agreed to be the Inquiry Officer.

The Board may kindly *note*.

BoG 43.34 To consider the confirmation of Shri Pankaj Kumar Bayati to the post of Deputy Registrar.

Shri Pankaj Kumar Bayati was appointed to the post of Deputy Registrar on probation for a period of two years in the Pay Band-3 of Rs.15600-39100 plus Grade Pay of Rs.7600/- vide appointment letter No.Gen-1/3915/515 dated 29.01.2014 against the Advertisement No.27/2012 by adopting the Model Recruitment Rules (MRRs). He had joined his duties on 03.03.2014 (FN). As such his confirmation was due w.e.f.03.03.2016 as his probation period of two years was completed on 02.03.2016(AN).

The matter of confirmation of Shri Pankaj Kumar Bayati, Deputy Registrar was placed before the Board of Governors in its 39th meeting held on 05.04.2016 vide agenda item No.39.15 Annexure – 43.34.(i) on page 343 but the Board deferred the confirmation of Shri Pankaj Kumar Bayati due to un-satisfactory report towards his work and conduct. The decision of the Board of Governors is stated below:

“The Board considered the issue of confirmation of Ms. Pallavi Rai and Shri Shahabuddin on the post of Students Activity & Sports (SAS) Officer and Shri Pankaj Kumar Bayati on the post of Deputy Registrar. The Board observed the status as under:

Sr. No	Name & Designation	Character & antecedents verification	Special Report on the work & conduct	Verification of OBC Certificate
1.	Ms Pallavi Rai, SAS Officer	No adverse remarks	Satisfactory	Not Applicable
2.	Shri Shahabuddin, SAS Officer	No adverse remarks	Satisfactory	Verification of OBC certificate is pending.
3.	Shri Pankaj Kumar Bayati, Deputy Registrar	No Adverse remarks	Unsatisfactory	Not Applicable

The Board confirmed Ms. Pallavi Rai on the post of Students Activity & Sports Officer w.e.f.10.2.2016 and decided that Shri Shahabuddin be confirmed on the post of Students Activity & Sports Officer w.e.f. due date after the receipt of verification of OBC certificate from the concerned State authority. The Board deferred the confirmation of Shri Pankaj Kumar Bayati, Deputy Registrar.”

Accordingly, the matter of confirmation of Shri Pankaj Kumar Bayati is being put to the Board of Governors. He has already submitted the requisite information/documents as detailed below as the said documents are necessary for confirmation and all the said documents are available in his personal file and nothing has been found adverse against him:

1. Medical Fitness Certificate.
2. Oath.
3. Declaration regarding marital status.
4. Character Certificate.
5. Proof of Age.
6. Verification of Character & Antecedents.

Vide Memo No.Estt.-I/6620 dated 28.12.2015, Shri Pankaj Kumar Bayati, Deputy Registrar (Academic) was asked to explain his position for making the correspondence directly to the competent authority without adopting the proper channel. A copy of letter is annexed as Annexure – 43.34.(ii) on page 344. In response to the Memo dated 28.12.2015, Sh. Pankaj Kumar Bayati had submitted his reply on 30.12.2015 which was found unsatisfactory.

In this connection, a legal opinion was sought on 16.01.2016 from the Institute Standing Counsel Shri Amarjit Singh Virk, Advocate, High Court of Punjab & Haryana, Chandigarh and the conclusion of legal opinion is stated below:

“As such in my considered opinion, the Institute may simplicitor dispense with the services of Sh. Pankaj Kumar Bayati, as he is still under probation period, without resorting to any disciplinary proceedings as no reason for such termination is required to be assigned. He can either be served with one month’s notice for such termination/dispensing of services or in alternative he can be paid one month’s salary in lieu of notice period. However, if the Institute considers to initiate disciplinary proceedings against him for his alleged misconduct, since his conduct in communicating directly to higher authorities is in contravention to the Code of Conduct Rules, which amounts to misconduct and further even the tenor and language of his reply to Memo asking for his explanation also amounts to misconduct, then he can be placed under Suspension, too under Statute 26(1)(i) of the First Statutes, pending departmental proceedings.”

A copy of the legal opinion is annexed as Annexure – 43.34.(iii) from pages 345 to 346.

Further he had submitted his another reply on 04.02.2016 by showing the apology for the language used by him in his earlier communications. Further he has also assured that such type of mistake will not be repeated in future at his part and he will maintain the office protocol and decorum with more rigorously while in communication with the Institute functionaries.

Thereafter, in another case vide Memo No.Esstt-I/3898 dated 09.08.2017 Annexure – 43.34.(iv) on page 347, Shri Pankaj Kumar Bayati was asked to explain his position and he had submitted his reply on 11.08.2017.

Now a special report towards the work and conduct of Shri Pankaj Kumar Bayati has been received on 12.01.2018 from the Dean (Academic) and the overall grading is found Average. However, his knowledge of sphere of work is found Very Good.

The consolidated instructions on probation/confirmation for the Central Government Employees have been notified by the Ministry of Personnel, Public Grievances and Pensions, Department of Personnel & Training, Govt. of India vide OM No.28020/1/2010-Esstt(C) dated 21.07.2014 and the relevant instructions for Extension of Probation Period is reproduced below :

- “15. If during the period of probation, a probationer has not undergone the requisite training course or passed the requisite departmental examinations prescribed (proficiency in Hindi, etc.), if any, the period of probation may be extended by such period or periods as may be necessary, subject to the condition that the total period of probation does not exceed double the prescribed period of probation.*
- 16. The Appointing Authority may, if it so thinks fit, extend the period of probation of a Government servant by a specified period but the total period of probation does not exceed double the normal period. In such cases, periodic reviews should be done and extension should not be done for a long period at one time.*
- 17. Where a probationer who has completed the period of probation to the satisfaction of the Central Government is required to be confirmed, he shall be confirmed in the Service/Post at the end of his period of probation, having been completed satisfactorily.”*

In view of the position explained above, the matter is placed before the Board of Governors to consider *the confirmation of Shri Pankaj Kumar Bayati to the post of Deputy Registrar.*

NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119

NO. NITK - 39th BOG/ 4356

Dated: 02.05.2016

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

The Board of Governors of the Institute at its 39th meeting held on 05.04.2016 has decided as under:-

The Board considered the issue of confirmation of Ms. Pallavi Rai and Shri Shahabuddin on the post of Students Activity & Sports (SAS) Officer and Shri Pankaj Kumar Bayati on the post of Deputy Registrar. The Board observed the status as under:

Sr. No.	Name & Designation	Character & antecedents verification	Special Report on the work & conduct	Verification of OBC Certificate
1 ✓	Ms Pallavi Rai, SAS Officer	No adverse remarks	Satisfactory	Not Applicable
2 ✓	Shri Shahabuddin, SAS Officer	No adverse remarks	Satisfactory	Verification of OBC certificate is pending
3.	Shri Pankaj Kumar Bayati, Deputy Registrar	No Adverse remarks	Unsatisfactory	Not Applicable

The Board confirmed Ms. Pallavi Rai on the post of Students Activity & Sports Officer w.e.f. 10.2.2016 and decided that Shri Shahabuddin be confirmed on the post of Students Activity & Sports Officer w.e.f. due date after the receipt of verification of OBC certificate from the concerned State authority. The Board deferred the confirmation of Shri Pankaj Kumar Bayati, Deputy Registrar.

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

Encl: Agenda Item

RAM
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Registrar (IC)

Deputy Registrar (GA & L)

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02/5/16

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NATIONAL INSTITUTE OF TECHNOLOGY ANEXURE - 43.34.ii
KURUKSHETRA

No. Estt-I/ 6620

Dated: 28/12/15

Memo

Shri Pankaj Kumar Bayati, Deputy Registrar (Academic) had been entrusted the examination duties for the examination during Nov.-Dec. 2015 vide letter No. Exam/45, dated 27.11.2015.

Vide letter No. Acad/15/5059 dated 2.12.2015, written on the letter head of the Institute, he chose to write directly to the Director. Further, the spirit and language of the contents of the letter is unbecoming of an officer in a responsible position

Therefore, he is hereby called upon to explain his position as to why disciplinary action may not be taken against him for not moving his observation and correspondence through proper channel and for employing unworthy language.

His reply must reach the Hon'ble Director within three days from the receipt of this memo, failing which it will be presumed that he has nothing to say in this regard & appropriate disciplinary action will be taken against him as per rules of the Institute.

This issues with the approval of the competent authority.

Through Dean (Academic)

To
Shri Pankaj Kumar Bayati
Deputy Registrar (Academic)
NIT, Kurukshetra

Registrar i/c
28/12/15
28/12/15
28/12/15

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Resi cum Off. 2674136
4630136
Cell 9216630136
e-mail : amarjitvirk@gmail.com

Amarjit Singh Virk
B.A., LL.B. (Gold Medalist)
Advocate
Punjab & Haryana High Court

CHAMBER
66, Lawyers' Chambers
High Court, Chandigarh
RESI CUM OFFICE
#256, Sector 49-A,
Advocates Enclave,
Chandigarh 160047

LEGAL OPINION

I have gone through the letter No. Acad/15/5095 dt. 2.12.2015 of Sh. Pankaj Kumar Bayati, DR(Academics), Memo No. Estt-I/6620 dt. 28.12.2015 issued to Sh. Pankaj Kumar Bayati & Reply of Sh. Pankaj Kumar Bayati to above said Memo vide DR(Acad)/35/15 dt. 30.12.2015. I have also perused the Conduct Rules of the Institute. Clause 17 of the Code of Conduct Rules clearly provides that the Employees of the Institute must forward their representations putting forth any claim or for redressal of any grievance through proper channel and shall not forward his/her case or even copy of the same directly to the higher authority. It further provides that contravention of this provision may invite disciplinary action against the concerned employee.

Sh. Pankaj Kumar Bayati was appointed as D.R. (Academic) vide appointment letter dated 29.10.2014 & put on probation for the period of two years vide condition no. 4 of his appointment letter, which is yet not over.

Sh. Pankaj Kumar Bayati sent letter No. Acad/15/5095 dt. 2.12.2015 directly to the Director, instead of raising his grievances through proper channel in clear violation of the Clause 17 of the Code of Conduct Rules referred to above, which entails disciplinary action against him. However, instead of initiating disciplinary proceedings, when his explanation was called for vide Memo dt. 28.12.2015, he (Sh. Pankaj Kumar Bayati) submitted his reply dt. 30.12.2015, even though he admitted to have written directly to the Director instead of moving through proper channel and expressed his regret on one hand to not to repeat the same in future yet on the other hand he is not only justifying his action to writing directly to the Director and also justifying his language but also using inappropriate and un-called for language in his reply too, which is not only threatening/offensive in nature but defamatory too, which is not warranted from any employee and is also in violation to Clause 3 (General) of the Code of Conduct Rules which

provides that No employee shall use abusive/offensive language in letters/communications. This clearly depicts the bent of mind of the employee that he had no regret for his past action too.

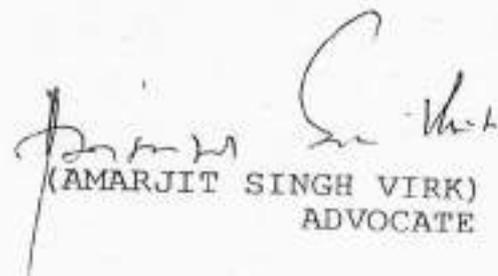
Since Sh. Pankaj Kumar Bayati is still under probation as such during probation his services can be dispensed with by the Competent authority without assigning any reason by giving him either one month notice in writing or one month salary in lieu of the notice period.

The services of an employee can be dispensed with during probation period. However, the same should be dispensed with simplicitor, without leveling any misconduct and without any disciplinary proceedings being initiated, as the termination of services during probation should not carry any stigma over the employee. The termination during probation period can be assailed in the court of law only on the ground that the termination is not simplicitor but casts a stigma and even the courts while scrutinizing such termination order, try to look into the same whether it is simplicitor termination during probation period or it casts any stigma, by going into the background leading to termination of services during probation period.

However, the Institute may also initiate disciplinary proceedings for the alleged misconduct of the employee and after conducting the departmental enquiry, if the charges/allegations are proved then may impose any of the penalties as provided under Statute 26(5) of the First Statute and the employee may be put under Suspension by the Director under Statute 26(1)(i) of the First Statute, if the Institute is contemplating disciplinary proceedings against the employee.

As such in my considered opinion, the Institute may simplicitor dispense with the services of Sh. Pankaj Kumar Bayati, as he is still under probation period, without resorting to any disciplinary proceedings as no reason for such termination is required to be assigned. He can either be served with one month's written notice for such termination/dispensing of services or in alternative he can be paid one month's salary in lieu of notice period. However, if the Institute considers to initiate disciplinary proceedings against him for his alleged misconduct, since his conduct in communicating directly to higher authorities is in contravention to the Code of Conduct Rules, which amounts to misconduct and further even the tenor and language of his reply to Memo asking for his explanation also amounts to misconduct, then he can be placed under Suspension, too under Statute 26(1)(i) of the First Statutes, pending departmental proceedings.

CHANDIGARH
January 16, 2016


(AMARJIT SINGH VIRK)
ADVOCATE

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

ANNEXURE - 43.34.iv

No. Estt-I/ 3898

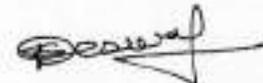
Dated: 09/08/17

EXPLANATION

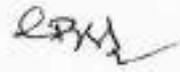
This is with reference to the Inquiry Committee Report dated 17.05.2017 on the matter of complaint of a student regarding bribe.

It has been found that you were fully aware about the activities of Mr. Rajesh Jaiswal, the then Computer Operator (through Service Provider), Academic Section in the matter of bribe but not reported to the administration by you.

Therefore, you are hereby called upon to explain your position within three days from the receipt of this memo as to why an appropriate disciplinary action may not be taken against you as per rules of the Institute as you have not reported the said matter to the administration.



Registrar Incharge
for Director



Shri Pankaj Kumar Bayati,
Deputy Registrar,
Academic Section,
NIT, Kurukshetra.

BoG 43.35 To consider and approve the enhancement of research scholarships in Ph.D. programme of the Institute

The Board of Governors in its 41st meeting held on 31.1.2017 decided as follows:

- (i) *“The scholarship to Research Scholars and Graduate (M.Tech./M.E. etc.) students should be paid strictly in accordance with MHRD’s letter F.No. 17-2/2014-TS.I dated 2nd March, 2015 and F.No. 17-2/2014-TS.I dated 18th February, 2015. Research Scholars and Graduate Students with GATE/NET qualifications as specified in these letters only should be provided scholarship.*
- (ii) *As far as the enhancement of Research Scholars is concerned, the number of Research Scholars should be examined in terms of the desired outcome and the same be placed before the Board in its next meeting.”*

With regard to point (i) it is submitted that the scholarship to Research Scholars are being paid strictly in accordance with the MHRD instructions issued vide the aforesaid letters. However, with regard to point (ii), it is submitted that 10 Ph.D. Fellowships were allowed by the Board of Governors in its 90th meeting held on 25.11.1998 in the following departments:

1. Physics Department	01
2. Chemistry Department	01
3. Mathematics Department	01
4. Humanities & Social Sciences	01
5. Engineering Departments	06

10

Further, the Board of Governors in its 5th meeting held on 15.03.2004 decided to increase these fellowships from 10 to 25 (16 for Engineering Departments and 09 for Sciences Department). Thereby, the Ph.D. fellowships made available are 5 per year (0.6 per Engineering department and 0.5 per Sciences and Humanities Departments). In 2004, there were 5 Engineering departments (Civil, Electrical, Mechanical, Computer and Electronics & Communication Engineering) and 04 Sciences & Humanities Departments. The sanctioned faculty strength was 160 (based upon the then faculty students’ ratio). Further, in 2007, 2 new Engineering

departments (Information Technology and Production & Industrial Engineering) were started in 2006. Apart from that MBA, MCA & 4 PG schools were also started later on. The Institute faculty sanctioned strength has also been increased to 298 (based on faculty students' ratio of 2010) because of these additional programmes. In 2017, the faculty strength has been revised to about 350.

In view of the above, the research activities have been increased in all programmes. Accordingly, the number of full time Ph.D research scholars has also increased to 207 in 2017. Further, the faculty and scholars are publishing quality research work in the reputed journals as is expected from an Institute of National Importance aspiring for top slot in NIRF rankings to become a world class Institute. However, the number of research scholars getting institute scholarship from budgetary provisions is limited to 25 (5 research scholarship per year for 5 years) only. Resultantly, the bright PG students do not feel motivated for PhD in our Institute because of lack of scholarships for PhD. About 115 research scholars are without any scholarship. Keeping in view this fact, the admissions in Ph.D. programmes for the current academic year 2018-19 are being made only against scholarships seats just to avoid the issues for considering the scholarships of without scholarship scholars.

Under the above circumstances, to enhancing the research activities in the Institute is the need of hour; and for this purpose, the number of research fellowship are required to be increased to invite bright PG students to come forward for research. Further, it is also submitted that many of the labs of the Institute have now been developed to cater to the needs of research scholars and any shortage in the research candidates may lead to underutilization of the important resources. Moreover, these scholars will be helpful to enhance the academic ambiance of the Institute. Therefore, the number of research fellowship may be increased in accordance with the sanctioned faculty strength and on the basis of no. of research specializations available in the concerned departments so that in a span of 05 years,

each faculty may have at least 01 full time research scholar. The department / specialization wise details of proposed increase has been worked out which is available on the enclosed Annexure 43.35.(i) on page 351.

The year wise financial implications for five years have also be worked out on account of the proposed increase of number of research scholarships from 05 per year to 64 per year is as under:

Financial year	No of Ph.D scholarships	Scholarship amount @ 0.28 lac per student per month	Contingency @ 0.3 lac per student per year	Total financial liability in lacs
2018-19	64	215.04	19.20	234.24
2019-20	64+64=128	430.08	38.40	468.48
2020-21	128+64=192	645.12	57.60	702.72
2021-22	192+64=256	860.16	76.80	936.96
2022-23	256+64=320	1075.20	96.00	1171.20

At present, the total liability of 25 research scholarship is Rs.91,50,000/- (Rs.28000/- per student per month + Rs.30000/- contingencies per student per year).

In view of all above, *“it is proposed that the number of research scholarships may be allowed to increase from 05 to 64 per year for five years keeping in view the sanctioned faculty strength and specializations available in the concerned departments.”* Further, Director may also be authorized to transfer any vacant seat to any other department as per requirements. The admissions against the proposed increased scholarships may be effected from the next financial year 2018-19.

Further, it is also proposed to consider scholarship as one time measure, for those research scholars who are currently not availing scholarship from any funding agency. “

The department/specialization wise details of proposed increased

S.No.	Department	Sanctioned Faculty	Present faculty position	No of specializations	No of Ph.D. students to be admitted per year
1	Civil Engg.	39	25	5	8
2	Electrical Engg.	41*	34	3	8
3	Mechanical Engg.	42*	30	3	8
4	Production & Industrial Engg.	14*	03	1	3
5	Electronics & Communication Engg.	41*	24	1	8
6	Computer Engg.	25	13	1	5
7	Information Technology	19	10	1	4
8	School of renewable energy & efficiency	*	*	1	1
9	School of VLSI design and embedded system	*	*	1	1
10	School of biomedical engineering	*	*	1	1
11	School of materials science and technology	*	*	1	1
12	Physics	14*	10	1	3
13	Chemistry	10	10	1	2
14	Mathematics	10	06	1	2
15	Humanities & Social Sciences	10	07	1	2
16	MBA	14	03	1	3
17	MCA	19	03	1	4
	Total	298	178		64

*Faculty of other departments are supervising the research scholars of 4 PG schools

250 351

BoG 43.36 To consider the obsolescence of Laptop provided to Faculty/Non-Faculty Staff of the Institute.

The Institute has been providing the Laptops to the Faculty under Cumulative Professional Development Allowance (CPDA). The faculty uses the laptops for their teaching and research activities. Most of these laptops either have become obsolete or non-serviceable on account of up gradation of technology. Further, the book value of these Laptops becomes negligible after applying the depreciation as recommended by the Ministry of HRD under Straight Line Method. The recommended depreciation rate is 20% under the Straight Line Method and the same has been adopted while preparing the financial statement of the Institute. The details of Laptops year wise alongwith the purchase value, depreciation and Book Value are as under: -

No. of Laptops Purchased	Year of purchase	No. of Years from the year of purchase	Purchase Value Rs.	Depreciation Rs.	Book Value Rs.
11	2013	5	850527	850527	11
86	2012	6	4819661	4819661	86
01	2011	7	14800	14800	01
98		Grand Total	5684988	5684988	98

The depreciated value/book value of all the laptops purchased 05 years and before is nil as on date.

In view of the above, it is proposed that *“the above laptops may be obsolete and written off. However, if any faculty/Non faculty staff interested to retain the existing Laptops, he/she may be allowed to retain at the residuary value of Rs.2000/-(Rs. two thousand only).”*

BoG 43.37 To consider the separation of accounting related to Research & Consultancy.

The Institute is providing consultancy services in the field of testing of materials, consulting in the area of designs, proof checking/vetting, preparation of detailed project report, quality control services etc. for Government, Semi Government, Autonomous Bodies and Private Organizations and charging fee thereof. The testing and consulting are being provided as per the rules framed for the purpose as approved by the Board of Governors in its 69th meeting held on 20.2.1987 and these rules come into force with effect from 1.4.1987. Since 1.4.1987, the consultancy jobs are being carried out on the basis of above rules. However, as per requirement some clauses of these rules were amended from time to time as per the decision of FC/BOG of the Institute.

The receipts against consultancy fees collected through cash or online mode are being received in the Main Current Account of the Institute and creating problems to segregate the entries of consultancy fees out of the all other entries of the Main Current Account as this is the account where fees, grants etc. are being received through online transactions related to the Institute. Further, the Institute is unable to trace the online transactions most of the time, related to the amount received from the service receiver. This creates problem for the service receiver as well as the respective Principal Investigator. Consequently, the assigned job gets delayed.

All the relevant expenditure related to the concerned consulting job is being adjusted out of the fees received from service receiver, as per Consultancy Rules, approved by the Board from time to time. Further, the remaining fees was being deposited in the Development Fund of the Institute as an Institute share of consultancy. However, the C & AG during the audit objected in this regard and suggested to convert it as income of the Institute of the concerned financial year. Consequently, the financial statement of the Institute is being prepared by merging the transactions of consultancy income. It has direct impact on the corpus of the Institute.

Further, the Institute is also running the various scientific research projects funded by the Government and Non-Government agencies such as DST, SERB, CSIR, ICSSR, DRDO and Industries. The accounting for these research projects are being maintained by the Institute through the separate bank account, specifically allocated for various research projects. The funding agency requires the utilization certificate of the fund disbursed to the Institute, which requires the maintenance of specific accounts for each research project.

In view of the above, it is proposed that *“separate accounting for the consultancy and research projects may be maintained to strengthen the corpus of the Institute and the Institute consultancy share generated out of consultancy and research projects may be shifted to corpus. The proposed separation of accounting may be effected from next financial year 2018-19.*

Further, it is also proposed that a Research & Consultancy Cell may be established in the Institute and the consultancy rules and regulations may be redrafted accordingly and placed before the next Board meeting for approval.”

BoG 43.38 To consider proposal to set up Centre of Excellence (COE) at National Institute of Technology (NIT), Kurukshetra by M/s Siemens Industry Software (India) Pvt. Ltd., Bangalore.

The Council of the National Institutes of Technology, Science Education and Research (NITSER) in its 9th meeting held on 1st October 2015 vide item No.9.5 observed that “there is a gap between needs of industry and knowledge and skills of our students coming out of our Institutions. Hence, the need of the hour is to produce a large number of high quality Engineering and Science graduates to meet the expectations of our industries and at the same time fuel research in the country..... Further, under item No.9.21 – it was observed that there is a need for improvement of infrastructure and facilities being provided to students.....”

In view of the above, the Institute has come forward to seek the cooperation of the industries for improving the infrastructure and facilities for the students of the Institute. The Institute consulted with M/s Siemens Industry Software (India) Private Limited, Bangalore for the purpose. In this regard, M/s Siemens Industry Software (India) Private Limited, Bangalore has submitted a proposal for setting up Centre of Excellence at NIT Kurukshetra aiming to facilitate a multi-disciplinary learning environment across technology, engineering, science and management faculties. The centre will leverage Siemens’ integrated platform to drawn upon the expertise from various industries and provide its partners with knowledge and tools. This will also bridge the skill gap of students vis-à-vis industry needs and impart state-of-the art industry oriented training to help foster significant innovation and learning in technical education. It envisages setting up of ultra-modern facilities which include state-of-art machines, robots, control systems, software; hardware etc. to foster and promote cutting edge research. The proposal will support the students, faculty and Institute in the following fields:

1. The project will build a world class integrated skill development infrastructure at this Institute by modernizing the existing laboratories to reflect industries’ ever changing processes;

2. The Centre of Excellence will train the students and working professionals with latest and futuristic industry relevant skills. The updated technical education curriculum will also align with the industry needs;
3. The project will improve assist better placement of students. Students can compete in national/international employment market for better growth and remuneration;
4. This will create industry friendly environment and strengthen the industry-academia partnership;
5. This project will improve quality of education and faculty competency.
6. This will create an opportunity for revenue generation as it will attract more industries, government departments, organizations etc. for consultancy works.

The proposal has been examined by the officials of the Institute in the meeting held on 5.12.2017 along with three represented from Siemens for its deliverables, sustainability and value addition to the academic programmes as well as skill enhancement of the students. The details of proposals were shared with the Heads and faculty of the Departments of Mechanical Engineering and Electrical Engineering in particular for examination in terms of the short and long term requirements of the laboratories vis-à-vis the laboratories to be developed under the proposal. These Departments identified and spelled out the futuristic requirements of their laboratories. Following the broad understanding of the proposal, a meeting chaired by the Dean (Research and Consultancy) and attended by the Heads/faculty of Electrical Engineering, Mechanical Engineering, and Civil Engineering and two representatives invited from Siemens was held in the Institute on 10-11 January 2018. Laboratory wise detailed deliberations were conducted with focus on laboratory requirements identified by the Departments and the laboratories along with technical specifications/ features of equipments/machines therein as proposed to be developed by the Siemens. Our laboratory requirements and those offered under the proposal were aligned to the extent possible. It was concluded that state-of-the-art equipments/machines offered by Siemens under the proposal shall make significant contribution to meet the long term

requirements of the laboratory infrastructure. As an outcome of the proceedings of the meeting, ten laboratories were finalized to be developed in the Siemens Centre of Excellence. These include Design and Validation, Advance Manufacturing, Automation, Mechatronics, Process Instrumentation, Electrical and Energy Studies, Test and Optimization, Machine Metrology, and Internet of Things Laboratories.

M/s Siemens has been supporting various education initiatives under its Global Fund for Technical Education to create a robust technical education eco-system through its experience in industrial products and services. The proposal will be supported with an approximate funding of Rs.200 crores out of which the Siemens will provide approximately 90% cost of the proposal (including absorption of costs) and remaining 10% will have to bear by the Institute.

The Siemens will allocate the grant based on consent from the Institute. It is pertinent to mention here that the Institute has to provide space of about 20,000 square feet area, flooring, furniture & fixtures, workstation class computers, air conditioning, projectors and power supply for the above said Centre of Excellence. In this context, aMoU is required to be signed between the two partners namely the Siemens and the NIT Kurukshetra. After signing the agreement, the Siemens will approve the grant on the Siemens P2O ordering system and will be kept valid for 15 days. The amount will be automatically applied once Siemens logs in the products in the Siemens P2O system.

As informed by the Siemens, this type of proposal supports more than 11100 partners globally that collectively trains over 1,135,000 students every year. In India, the Siemens has established such Centre of Excellence at Ahmdabad, Vijawara and Jhardkhand in collaboration with respective State Governments and at National Institute of Technology, Tiruchirapally (Tamilnadu).

The Siemens team has been requested to make a presentation before the Board on the proposed Centre of Excellence at NIT Kurukshetra.

In view of the above, *“the Board may consider the proposal of M/s Siemens and decide/approve for the setting up of the Siemens Centre of Excellence with Industry relevant Skill development at NIT Kurukshetra.”*

BoG 43.39 To apprise the minutes of 31st meeting of the Senate, National Institute of Technology, Kurukshetra held on 30.10.2017.

A brief summary of the 31st meeting of the Senate, National Institute of Technology, Kurukshetra held on 30.10.2017 is given below:

31st Senate meeting held on 30.10.2017:

Item No.	Agenda	Decision Taken
S 31.01	To confirm the minutes of 30 th Senate meeting held on 6.6.2017	The Senate confirmed the minutes of the 30 th meeting of the Senate held on 6.6.2017.
S 31.02	To note the action taken report on the minutes of 30 th Senate meeting held on 6.6.2017.	The Senate noted the action taken on the minutes of the 30 th meeting of the Senate held on 6.6.2017.
S 31.03	To note the minutes of 52 nd meeting of SCSA held on 13.9.2017.	The Senate noted the minutes of 52 nd meeting of SCSA held on 13.9.2017.
S 31.04	To modify norms for re-continuation of GATE scholarship to M.Tech. students based on CGPA.	It was decided to restore the M.Tech. GATE scholarship (from the day) when eligibility for GATE scholarship is re-attained. The decision of the Senate is to be communicated to the MHRD.
S 31.05	To re-consider policy for M.Tech. students to do their dissertation work at Central/State Govt. labs/ Institutions.	The Senate resolved to allow M.Tech. students to do their dissertation work at Central/State Govt. labs/Institutions/public sector & private industries of repute, subject to the conditions as approved in the 52 nd meeting of SCSA held on 13.8.2017 vide item no. 52.2. In case of paid internships, no scholarship will be provided by the institute. Further, Senate authorized the Senate Chairman to review the conditions depending upon the nature of internship, if required.
S 31.06	To consider the request of Mr. Mandeep Kumar, M.Tech student to submit M.Tech thesis beyond 5 years, under PG regulation, appeal 5.5.	The Senate deliberated on the request of Mr. Mandeep Kumar, M.Tech. student and decided that no extension can be given in such cases.
S 31.07	To consider and decide norms for change of branch to B.Tech. students.	The Senate decided that the branch change for new scheme for academic year 2017-18 will be implemented after 1 st semester and it should be only on the basis of the performance of the students in first semester.
S 31.08	To consider and decide mercy chance to appear for backlogs for the students who have completed maximum duration of their respective degree programmes.	After detailed deliberation, the Senate agreed in principle to give mercy chance to the students of 2009 batch who could not complete their B.Tech. degree in stipulated period of eight years. In principle it was decided to give two chances for reappear (this time it may be May/June 2018 & Nov/Dec 2018). A committee has been constituted to decide the other modalities for such mercy chance for UG students as a policy matter, which can be implemented in future also.

S 31.09	To decide institute fee to be charged from the students repeating semester courses due to detention and other reasons.	The Senate decided to charge tuition fee for the subjects only in which the students are detained.
S 31.10	To decide relaxation in prescribed fee for period of absence for UG & PG programmes of the institute.	Senate decided to charge full tuition fee from such students as per their batch, provided absence is with permission. If student remains absent from the institute without prior permission, he/she may be permitted to join back with the permission of the Director, with a penalty of Rs. 5000/- per semester, in addition to tuition fee.
S 31.11	To decide on change of name in Educational certificates of Ms. Manju Meena D/o Sh. JD Meena Roll No. 110831, student of B.Tech. ECE programme.	In accordance with the judgement of Hon'ble Court, the Senate decided to change the name of Ms. Manju Meena D/o Sh. J.D. Meena as Ms. Somya Jourwal, D/o Sh. Jaldhari Meena in place of Ms. Manju Meena D/o Sh. J.D. Meena in educational certificates and to issue fresh certificates on payment of fee/charges applicable as per rules.
S 31.13	To consider and approve the composition of DAC, BOS & DRC.	The Senate decided that there is no need to change the existing composition of DAC, BOS & DRC. The existing practice shall continue. For small departments such as Humanities & Social Sciences, Physics, Chemistry etc., the constitution of such committees will be decided by the Director.
S 31.14	To consider and approve the report of the committee constituted for framing the rules for punishment to students resorting to use of Unfair Means in Examinations.	The Senate considered and approved the report of the committee constituted for framing the rules for punishment to students resorting to use of Unfair Means in Examinations.
S 31.15	To consider and approve the report of the committee constituted for framing the rules for re-registration for Ph.D. cases beyond the normal period of seven years.	The Senate considered and approved the report of the committee constituted for framing the rules for re-registration for Ph.D. cases beyond the normal period of seven years with minor modifications as: <i>The scholar will request the Chairman DRC with the recommendations of his/her supervisor (s) for re-registration within a period of 3 months of cancellation of his/her registration i.e. completion of 7 years after the date of registration. Supervisor/Supervisors will recommend the re-registration only if the quantum of required work and publication requirements for submission of Ph.D. thesis can be completed within next two years.</i> <i>The re-registered scholar will not be permitted to submit his/her thesis before one year of his/her re-</i>

		<p><i>registration. The maximum period for a re-registered scholar to submit his/her thesis will be two years, beyond which the re-registration will stand cancelled automatically and no further re-registration will be possible.</i></p>
S 31.16	To note the approval accorded by the Chairman, Senate for starting new scheme and syllabi for M.Tech. (REE) programme from the academic session 2017-18.	The Senate noted the approval accorded by the Chairman, Senate for starting new scheme and syllabi for M.Tech. (RES) programme from the academic session 2017-18.
S 31.17	To consider and decide the modifications in Ph.D. ordinance	<p>In order to encourage the candidates for interdisciplinary research which is the state of art in today's scenario, the eligibility criteria for Ph.D. is as below:</p> <p>Master's degree in Engineering/Technology/Sciences/Humanities and Social sciences in respective discipline or equivalent with a minimum Cumulative Grade Point Average (CGPA) of 6.5 on a 10-point scale or equivalent as determined by the Institute wherever letter grades are awarded; or 60% marks in aggregate where marks are awarded.</p> <p align="center">OR</p> <p>Bachelor's degree in Engineering/Technology with a minimum of 70% marks in aggregate or equivalent CGPA and a minimum of 10 years of work experience (at the level of Assistant Professor or equivalent) in an engineering degree level technical institute or R&D organization/industry, and Evidence of Master's level R&D work completed.</p> <p>Associate Professors from the Institutes of repute can also be considered in panel of examiners for evaluation of Ph.D. thesis.</p> <p>The viva-voce examination can also be conducted on skype or similar online tools after seeking prior approval of Hon'ble Director.</p> <p>The candidates from Govt. R&D organizations/national laboratories will be exempted from written test; however, they are required to appear in interview before DRC to evaluate their research potential.</p> <p>A research scholar will be allowed to deliver his pre-synopsis seminar only after getting at least a CGPA of 7.0/10.0 in course work and after publishing/getting acceptance of at least two research papers out of his research work</p>

		in non-paid peer reviewed SCI/SCIE/Scopus/ Web of Sciences Journals.
S 31.18	To consider and decide acceptance of soft copy of dissertation/thesis in M.Tech. & Ph.D. programmes.	The Senate approved the proposal for acceptance of soft copy of dissertation/thesis in M.Tech. & Ph.D. programmes.
S 31.20	To consider the proposal for introduction of new elective subject in M.Tech. (I&P) & revision of Syllabus of the subject of Operation Management ME-544 T in M.Tech. (I&P).	The Senate approved the proposal for introduction of new elective subject in M.Tech. (I&P) & revision of Syllabus of the subject of Operation Management ME-544T in M.Tech. (I&P).
S 31.21	To decide the grading system for new B.Tech. curriculum implemented with the session 2017-18.	The Senate decided that the existing evaluation system may be adopted for academic session 2017-18. Further, a committee has been constituted to decide the grading system to be adopted with the academic session 2018-19.
S 31.22	To approve the proposal for modification of syllabus for one M.Tech. Elective subject EE-524-T and inclusion of two more elective subjects in 2 nd semester of M.Tech. course.	The Senate approved the proposal, as submitted by the HOD, Electrical Engineering.
S 31.23	To approve the proposal to introduce inter-disciplinary projects for UG courses.	As proposed by Dean (R&C), the Senate approved the proposal to introduce interdisciplinary projects for UG courses.

The Board may *note the minutes of 31st meeting of the Senate, National Institute of Technology, Kurukshetra held on 30.10.2017.*

BoG 43.40 To apprise the action taken on the recommendations of the External Peer Review Committee.

The Board of Governors in its 41st meeting held on 31.1.2017 vide item no. 41.12 under point 41.12.1 decided as under:

The Board noted and appreciated the report of the External Peer Review Committee. After detailed deliberations, the Board desired that the suggestions and recommendations of the External Peer Review Committee should be implemented for better transparency and overall performance enhancement of the Institute and that the report of the External Peer Review Committee for the Institute be placed before the Senate in its next meeting.

As per above decision of the BOG, the report of the External Peer Review Committee had been placed before the Senate in its 29th meeting held on 20.2.2017. Prof. Akhilesh Swarup had been nominated as the Coordinator to coordinate the activities as advised and recommended by the EPR Committee under the domains of the Deans, HODs and other officials. In 42nd meeting of BOG held on 27.6.2017, vide item no. 42.18, a presentation was made before the BOG regarding progress and action taken on the recommendations of the External Peer Review Committee. The item was deferred for the next meeting. Accordingly, the action plan on External Peer Review recommendations was prepared and circulated among the faculty members through email dt. 20.9.2017. Only one suggestion was received from Dean (FW). Again, the action plan on External Peer Review recommendations was placed before the Senate in its 31st meeting held on 30.10.2017. The Senate was apprised of the action plan report on EPR recommendations. Senate decided that after going through report, senators can forward their suggestions to Prof. A. Swarup through email, within two weeks. No suggestion has been received.

The Board may kindly note.

Item 43.41 To apprise the Board about various initiatives / activities / achievements undertaken in the Institute by the Director.

As per decision of the Board of Governors taken in its 42nd meeting vide Agenda Item No. 42.3, the Director shall apprise the Board about various initiatives / activities / achievements undertaken in the Institute.