

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

**AGENDA
FOR
BOARD OF GOVERNORS MEETING**



**51st MEETING
TO BE HELD ON 19.09.2019**

**NATIONAL INSTITUTE OF TECHNOLOGY
KURUKSHETRA-136119**

**TABLED AGENDA : 51st Meeting of
Board of Governors**

**Place : NIT Transit House
C-15, Panchsheel Enclave
New Delhi-110017**

**Day, date and time : Thursday, the 19th September, 2019
at 2.00 pm**

Item No.	Subject	Page No.
BoG 51.1	To note the leave of absence of members.	1
BoG 51.2	To apprise the Board about various initiatives / activities / achievements undertaken in the Institute by the Director.	2-4
BoG 51.3	To confirm the minutes of the 50 th meeting of the Board of Governors of National Institute of Technology, Kurukshetra held on 20.06.2019.	5-27
BoG 51.4	To note the Action Taken Report on the minutes of 50 th Meeting of Board of Governors of National Institute of Technology, Kurukshetra held on 20.06.2019.	28-39
BoG 51.5	To note action taken by the Institute on the Memorandum of Understanding (MoU) between National Institute of Technology (NIT), Kurukshetra and administrative Ministry of Human Resource Development (MHRD), Department of Higher Education, New Delhi for the year 2019-20.	40-54
BoG 51.6	To consider and review the performance evaluation (quarterly basis) as per Clause-H of the Memorandum of Understanding (MoU) between National Institute of Technology (NIT), Kurukshetra and administrative Ministry of Human Resource Development (MHRD), Department of Higher Education, New Delhi for the year 2019-20.	55-58
BoG 51.7	To note the actions taken/progress made by the Institute regarding establishment of Siemens Centre of Excellence (CoE) at NIT Kurukshetra in terms of guidelines issued by MHRD.	59-60
BoG 51.8	To note that status of Atal Incubation Centre (AIC) being established at NIT Kurukshetra.	61

BoG 51.9	To consider the confirmation of Assistant Registrars and Assistant Librarian.	62-63
BoG 51.10	To note the MHRD letter dated 27.08.2019 regarding the proposals offered by Agencies for setting up Centre of Excellence in NITs.	64-67
Bog 51.11	To consider the fixation of minimum pay in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.7000/- in respect of Assistant Professors recruited in the year 2012 and 2013 as per the instructions issued by MHRD, Govt. of India from time to time.	68-113
BoG 51.12	Review of the agenda item no. 46.15 to fix the pay of Assistant Professors recruited in PB-3 with AGP of Rs.6000/-against the Advt. No.14/2012 and Advt. No.05/2013 reg.	114-160
BoG 51.13	To consider the final settlement of the service benefits of Dr. V. K. Bansal, Ex-Lecturer (Senior Scale) as per CCS (Pension) Rule, 1972 regarding.	161-181
BoG 51.14	To consider and approve the recommendations of the Selection Committee for appointment of Students Activity & Sports Assistant.	182
BoG 51.15	To consider the recognition of Service Association of Non-Teaching Employees of the Institute termed as "Karamchari Sangh, National Institute of Technology, Kurukshetra".	183-216
BoG 51.16	To report the appointment of non-teaching posts at the Institute with reference to agenda item No. BoG 50.20.	217-219
BoG 51.17	To report the approval accorded by the Hon'ble Chairperson (Acting), Board of Governors.	220-224
BoG 51.18	To note the ratio and distribution of non-teaching posts in the Institute.	225 - 229
BoG 51.19	To consider and approve the mapping of existing non-teaching employees of the Institute as per the recommendations of Oversight Committee w.r.t. MHRD letter dated 20.02.2019.	230 - 235
BoG 51.20	To consider the concordance tables for the fixation of revised Pension in respect of remaining Pensioners/Family Pensioners of the Institute.	236 - 254
BoG 51.21	To consider and approve the minutes of 42 nd meeting of the Finance Committee, National Institute of Technology, Kurukshetra held on 19.09.2019.	255
	Any other Item	

BoG 51.1 To note the leave of absence of members.

The absence / leave of absence of members, if any, to be
considered and noted.



BoG 51.2 To apprise the Board about various initiatives / activities / achievements undertaken in the Institute by the Director.

A brief summary of the initiatives / activities / achievements undertaken in the Institute since the last BoG meeting held on 20.06.2019 is as under:

1. Regional Academic Centre for Space (RAC-S)

The Institute is into discussions and has had round of meetings with the officials from Capacity Building Programme Office (CBPO), ISRO HQ, Antariksh Bhawan, New BEL road, Bengaluru regarding establishing, in collaboration, the Regional Academic Centre for Space (RAC-S) in a regional level. The Centre will pursue advanced research in the areas of relevance to the future technological and programmatic needs of ISRO and act as a facilitator for the promotion of space technology activities in the region. The centre would take up sponsored R & D projects, student oriented R & D projects of relevance to Space Technology and also facilitate other institutes of excellence in the area of science and technology in the region to take up projects jointly. In short, the centre will become an ambassador in the region for capacity building, awareness creation and R & D activities of relevance to ISRO. NIT, Kurukshetra and CBPO would soon be signing MoU in this regard.

2. Technical Education Quality Improvement Program (TEQIP) –III

The Institute is effectively utilizing the funds received under TEQIP-III in conducting various activities suggested under the scope of the project which are broadly under the following three categories. The total expenditure, since the inception of the project, under **Procurement** is **Rs. 1.41 crore**, under **Academic process** **Rs. 1.30 crore** and under **Operating Costs** is **Rs. 0.26 crore**.

3. Major Academic Activities

(i) Renovation and establishment of following New Labs to accommodate EWS seats.

1. Physics Lab.
2. Chemistry Lab.
3. Language Lab.

(ii) MoU has been signed with National Data Base Management Ltd. (NDML) for creating the Academic Depository.

(iii) The process of accreditation of the 14 PG programs has been initiated.

4. T&P Cell & Alumni Activities

Training and Placement Cell of the institute started its placement drive for the academic year 2019-20 on July 25th, 2019 with the visit of IT giant Flipkart. Since then, more than 30 companies have visited the campus and more than 175 students have got offers for the different profiles varying from Software Developer to

Business Analyst to Graduate Engineer Trainee. Reputed MNCs like Amazon, Adobe, Directi, Microsoft, Bajaj Auto and Hero Motocorp have offered job opportunities to the students and more than 70 organizations are lined up for the next 2 months. The highest package of 43.3 LPA is offered by Microsoft, for the role of Software Developer. By far, more than 65 students from circuit branches have grabbed the opportunity of 6-months internship. This number is expected to rise in the upcoming months at a fast pace. In the academic session 2019-20, training and placement cell expects the visit of more than 150+ companies to conduct full-time placement or internship drive.

5. NITKAA | NIT Kurukshetra Alumni Association

The following three awards have been instituted by the alumni:

- | | | | | |
|----|--|-----|----------|-----|
| 1. | NITKA Best Sportsman (Male & Female)
Citation | Rs. | 25,000/- | and |
| 2. | NITKA Best Innovative Project Award
Citation | Rs. | 50,000/- | and |

6. Faculty centric activities

- (i) The database of R & D facilities & equipments installed in the institute has been completed which is being uploaded on National Portal I-STEM i.e. Indian Science Tech. & Engg. Facilities map which is managed by IISc Bangalore.
- (ii) Guidelines for Best Faculty Awards 2019 were finalised in all Deans meeting and approved by Hon'ble Director which were circulated to all Deptts. & Schools in the Institute.
- (iii) List of faculty members to be honoured with Best Faculty Award is being finalised by Institute Level Awards Committee.
- (iv) Recommended names of three faculty members on expert panel for various activities of Haryana State Board Technical Education.
- (v) Implementation of Indian Research Information Networks System (IRINS) scheme for collecting information about research publications of the faculty has been completed under Information & Library Network Centre (INFLIBNET).
- (vi) Miscellaneous Activities :

Activity	
Faculty sponsored under CPDA for conference/workshop/visit within India	03
Faculty sponsored under CPDA for conferences abroad	13
STC/ FDP organized	02
Expert lecture organized	02

7. Miscellaneous Students' Activities

1. International Yoga Day was celebrated on 21st June, 2019. The program was attended more than 100 persons, including teaching, non-teaching and students with great enthusiasm.

2. In order to strengthen hostel security, a separate team including security officer, two security personnel and one pharmacist was constituted under the Chairmanship of Chief Warden (Boys Hostel). The team works during 10:00 p.m. to 06.00 a.m.
3. To take care of mental health of the students of the Institute an MoU was signed with Round Glass Pvt. Ltd.
4. Induction program for the B.Tech. 1st year students 2019-20 batch was organised from 25th July, 2019 to 09th August, 2019 as per MHRD guidelines. The major activities were:
 - (i) In order to inculcate human and ethical values, various experts from reputed institutions / organisations were invited.
 - (ii) Round Glass company conducted one-day program and registered all the B.Tech. 1st year students.
 - (iii) To maintain good physical health Students Excellence Learning Program (SELP) was organised in collaboration with Vyakti Vikas Kendra for six days.
 - (iv) One-day yoga program was organised in collaboration with DRDO, New Delhi.
 - (v) For the overall personality development of the students, professional experts were invited from industry / institutions.
 - (vi) To enhance entrepreneurial spirit, Alumni with entrepreneurial background were invited.
5. Under Ek Bharat Shreshtha Bharat program, seven students participated at NIT Warangal (Telengana) from 14th August, 2019 to 17th August, 2019.
6. To provide self-defence training to the girls' students, one-week training program was organised under TEQIP-III by inviting experts from Haryana Police and other institutions.
7. Substantial progress made towards renovation of the gymnasium hall and equipments therein with writing off of the unusable and obsolete / beyond repair items through MSTC.

8. Patents and copyrights:

From June 2019 till date four patents were filed. One patent was published and one copyright was granted.

Besides the above major activities, various routine academic activities are being conducted to improve Teaching, Learning and Research competence of the faculty, improve student learning, and student employability. In nutshell, constant efforts are made towards bringing in betterment in the overall academic ambience in the Institute and thus taking the Institute to higher level of excellence.

BoG 51.3 To confirm the minutes of the 50th meeting of the Board of Governors of National Institute of Technology, Kurukshetra held on 20.06.2019.

The minutes of the 50th meeting of the Board of Governors held on 20th June, 2019 were circulated to all the members of the Board of Governors with the request to send their comments, if any vide e-mail dated 28.06.2019 which is enclosed as Annexure - 51.3.(i) on page 15 .

Dr. S.K. Madan, member on the Board of Governors has pointed out the typing mistakes vide his e-mail dated July 2, 2019 which is enclosed as Annexure - 51.3.(ii) on page 16 .

The above corrections have been made in the minutes of 50th meeting of Board of Governors held on 20.06.2019 and the minutes are enclosed as Annexure – 51.3 (iii) from pages 17 to 27 and are summarized as under:

Item No.	Agenda	Minutes
BoG 50.1	To note the leave of absence of members.	The Board granted leave of absence to Ms Bhagyesh Soneji who could not attend the meeting.
BoG 50.2	To confirm the minutes of the 49 th meeting of the Board of Governors of National Institute of Technology, Kurukshetra held on 01.03.2019.	The Board confirmed the minutes of the 49 th meeting of the Board of Governors of National Institute of Technology, Kurukshetra held on 01.03.2019.
BoG 50.3	To note the Action Taken Report on the minutes of 49 th Meeting of Board of Governors of National Institute of Technology, Kurukshetra held on 01.03.2019.	The Board noted the Action Taken Report on the minutes of 49 th Meeting of Board of Governors of National Institute of Technology, Kurukshetra held on 01.03.2019.
BoG 50.4	To apprise the Board about various initiatives / activities / achievements undertaken in the Institute by the Director.	The Director apprised the Board about various initiatives / activities / achievements undertaken in the Institute since the last Board meeting held on 01.03.2019. The Board congratulated for improvement in the NIRF ranking of the Institute and noted the various initiatives and activities undertaken in the Institute with appreciation.
BoG 50.5	To consider and approve the minutes of 40 th meeting of Finance Committee, National Institute of Technology,	The Board considered and approved the minutes of 40 th meeting of Finance Committee, National Institute of Technology, Kurukshetra held on 01 st March, 2019 with



	Kurukshetra held on 01st March, 2019.	the following correction for item No. FC 40.5: "The fixed medical allowances of the pensioners and family pensioners be enhanced w.e.f. 01.07.2017 instead of 19.07.2017 as per DoPT OM No. 4/34/2017 – P&PW(D) dated 19.07.2017."
BoG 50.6	To note the minutes of 35th meeting of the Senate, National Institute of Technology Kurukshetra held on 31.05.2019.	The Board noted the minutes of 35 th meeting of the Senate, National Institute of Technology Kurukshetra held on 31.05.2019.
BoG 50.7	To approve the items nos. S 35.03, S 35.04, S 35.08 & 35.10 of 35th meeting of the Senate, National Institute of Technology, Kurukshetra held on 31.5.2019.	<p>The Board approved the items nos. S 35.03, S 35.04, S 35.08 & 35.10 of 35th meeting of the Senate, National Institute of Technology, Kurukshetra held on 31.5.2019 with the following :</p> <p>In respect of item No. S 35.03 : The board approved seat matrix for Ph.D. programmes in light of increase of seats due to implementation of EWS reservation as approved by Senate.</p> <p>In respect of item No S 35.04: The Board approved the revised B.Tech. seat matrix after including EWS seats 2019-20 as per the guidelines issued in the meeting of CSAB-2019 held on 10.6.2019 at New Delhi</p> <p>In respect of item No. S 35.8: The Board approved the Panel of Expert (Senate Nominee) for a period of two years w.e.f. 05.09.2019 to 04.09.2021 i.e. after the expiry of present panel of Expert (Senate Nominee) on 04.09.2019. The Board further decided that in case an External Expert on the Selection Committee is unable to come for the meeting, efforts be made to invite a substitute from the approved panel. In the event there is no such possibility, the Board authorised the Director to invite the External Experts from outside the approved panel and post-facto approval for the same be obtained from Chairperson, BoG.</p> <p>In respect of Item No. S 35.10: The Board approved the following changes in the</p>

		names of some M.Tech. Programmes as approved by Senate: <table><tr><th>Existing name of M.Tech. Programme</th><th>Approved name</th></tr><tr><td>Thermal</td><td>Thermal Engineering (w.e.f. academic year 2019-20)</td></tr><tr><td>Soil Mechanics & Foundation Engineering</td><td>Geotechnical Engineering (w.e.f. academic year 2020-21)</td></tr><tr><td>Industrial and Production Engineering</td><td>Production and Industrial Engineering (w.e.f. academic year 2020-21)</td></tr></table>	Existing name of M.Tech. Programme	Approved name	Thermal	Thermal Engineering (w.e.f. academic year 2019-20)	Soil Mechanics & Foundation Engineering	Geotechnical Engineering (w.e.f. academic year 2020-21)	Industrial and Production Engineering	Production and Industrial Engineering (w.e.f. academic year 2020-21)
Existing name of M.Tech. Programme	Approved name									
Thermal	Thermal Engineering (w.e.f. academic year 2019-20)									
Soil Mechanics & Foundation Engineering	Geotechnical Engineering (w.e.f. academic year 2020-21)									
Industrial and Production Engineering	Production and Industrial Engineering (w.e.f. academic year 2020-21)									
BoG 50.8	To consider and review the performance evaluation (quarterly basis) as per Clause-H of the Memorandum of Understanding (MoU) between National Institute of Technology (NIT), Kurukshetra and administrative Ministry of Human Resource Development (MHRD), Department of Higher Education, New Delhi for the year 2018-19.	The Board considered and discussed the performance evaluation for the year 2018-19 in detail. The Board appreciated the work done in the Institute especially regarding patents, publications, no cases of ragging and sexual harassment, improvement in NIRF ranking, etc. The Board resolved that the performance evaluation report be sent to the Ministry for joint review by the Institute and MHRD.								
BoG 50.9	To note the action taken by the Institute on the Memorandum of Understanding (MoU) between National Institute of Technology (NIT), Kurukshetra and administrative Ministry of Human Resource Development (MHRD), Department of Higher Education, New Delhi for the year 2019-20.	The Board noted the action taken by the Institute on the Memorandum of Understanding (MoU) between National Institute of Technology (NIT), Kurukshetra and administrative Ministry of Human Resource Development (MHRD), Department of Higher Education, New Delhi for the year 2019-20.								
BoG 50.10	To consider and approve the Panel of Experts (Board Nominee) for recruitment of Academic Staff (excluding the Director and the Deputy Director) in various subjects.	The Board considered and approved the Panel of Experts (Board Nominee) for recruitment of Academic Staff (excluding the Director and the Deputy Director) for a period of two years w.e.f. 05.09.2019 to 04.09.2021 i.e. after the expiry of present panel of external experts as proposed in the Agenda. The Board further decided that in case an External Expert on the Selection								

		Committee is unable to come for the meeting, efforts be made to invite a substitute from the approved panel. In the event there is no such possibility, the Board authorised the Director to invite the External Experts from outside the approved panel and post-facto approval for the same be obtained from Chairperson, BoG.
BoG 50.11	To consider and approve the Panel of Experts for recruitment of Technical, Administrative & Ministerial Staff, senior administrative and other comparable posts.	The Board considered and approved the Panel of Experts for recruitment of Technical, Administrative & Ministerial Staff, senior administrative and other comparable posts for a period of two years w.e.f. 05.09.2019 to 04.09.2021 i.e. after the expiry of present panel of external experts as proposed in the Agenda. The Board further decided that in case an External Expert on the Selection Committee is unable to come for the meeting, efforts be made to invite a substitute from the approved panel. In the event there is no such possibility, the Board authorised the Director to invite the External Experts from outside the approved panel and post-facto approval for the same be obtained from Chairperson, BoG.
BoG 50.12	To note the action taken / progress made by the Institute on the proposal to set up Siemens Centre of Excellence (CoE) at National Institute of Technology, Kurukshetra in terms of guidelines issued by MHRD. National Institute of Technology, Kurukshetra.	The Board was apprised that – <ul style="list-style-type: none"> the maintenance cost or the AMC charges from the 4th year has been declared and incorporated in the MoU as per the guidelines; and all the revenue generated under the aegis of the CoE will be taken solely by the NITKKR since inception. In other words, no revenue will be shared with SISW or Partner in any form by whatever name called. <p>The Board noted the action taken / progress made by the Institute on the proposal to set up Siemens Centre of Excellence (CoE) at National Institute of Technology, Kurukshetra.</p>

BoG 50.13	To note the status of Atal Incubation Centre (AIC) at NIT Kurukshetra and to approve the revised drafts of AoA and MoA in accordance with the directions of the Registrar of Companies, Ministry of Corporate Affairs.	After detailed deliberation, the Board noted the status of Atal Incubation Centre (AIC) at NIT Kurukshetra and approved the revised drafts of AoA and MoA in accordance with the directions of the Registrar of Companies, Ministry of Corporate Affairs.
BoG 50.14	To adopt the amendments in the guidelines for utilization of Cumulative Professional Development Allowance (CPDA) as approved by Council of NITSER in its 11th meeting held on 18.07.2018.	The Board adopted the amendments in the guidelines for utilization of Cumulative Professional Development Allowance (CPDA) as approved by Council of NITSER vide item No. 11.7 in its 11 th meeting held on 18.07.2018.
BoG 50.15	To adopt the clarifications on the implementation of Recruitment Rules for Faculty of NITs in the Institute as per the MHRD letter dated 16.04.2019.	The Board adopted the clarifications on the implementation of Recruitment Rules for Faculty of NITs in the Institute as per the MHRD letter dated 16.04.2019. Further the Board decided that the "Industry of repute" means – any entity registered under Indian Companies Act or any other Companies Act outside India or any Indian Govt. organization, and has been established at least five years prior to the date of respective advertisement for the faculty positions.
BoG 50.16	To adopt the Recruitment Rules (2019) for Non-Teaching posts in the Institute as per the MHRD letter dated 20.02.2019 and letter dated 04.04.2019.	The Board adopted the Recruitment Rules (2019) for Non-Teaching posts in the Institute as per the MHRD letter dated 20.02.2019 and letter dated 04.04.2019.
BoG 50.17	To note the recommendations of Oversight Committee for removal of anomalies of non-teaching staff in the NITs.	The Board of Governors considered the matter of deciding the quantum of one-time age relaxation to be extended to the persons engaged by the Institute, who are working on ad-hoc/temporary/ contractual/ outsource basis for participation in the first regular recruitment process for the post for which they fulfill all other conditions mentioned in the Recruitment Rules, as per the Ministry of HRD letter No. F.35-5/2018-TS.III, dated 20.02.2019. The Board of Governors noted that the



		<p>Ministry of HRD letter inter alia provides that:</p> <p>“A. One-time measures / relaxations</p> <p><i>(i) Those employees, who are working on ad-hoc / temporary / contractual / outsource basis, in RECs / NITs, may be given one-time age relaxation to participate in the first regular recruitment process for the post for which they fulfill all other conditions mentioned in the Recruitment Rules proposed by the Oversight Committee. The quantum of age relaxation may be decided by the Board of Governors of the respective NIT”.</i></p> <p>In view of above, the Board of Governors after detailed deliberations resolved to allow one-time relaxation in the upper age limit upto 56 years [maximum upper age limit for any position as per Recruitment Rules (2019) for non-teaching posts in NITs] to the persons engaged by the Institute on ad-hoc/ temporary/ contractual/ outsource basis, who are presently working/serving with the Institute on ad-hoc/ temporary/ contractual/ outsource basis for participation in the first regular recruitment process for the post for which they fulfill all other conditions mentioned in the Recruitment Rules, as per the Ministry of HRD letter No. F.35-5/2018-TS.III, dated 20.02.2019, subject to the following:</p> <p>(i) The relaxation will be applicable only for participation in the first regular recruitment process after the adoption of the Recruitment Rules (2019), as per the Ministry of HRD letter No. F.35-5/2018-TS.III, dated 20.02.2019.</p> <p>(ii) No relaxation in qualification and experience will be allowed under any circumstances.</p> <p>(iii) Relaxation in age will be allowed only to the persons who were working/serving</p>
--	--	--



		<p>with the Institute on the date of first notification i.e. 20.02.2019 of the Ministry of HRD letter No. F.35-5/2018-TS.III, dated 20.02.2019 on ad-hoc/ temporary/ contractual/ outsource basis and were continuing till the last date of receipt of applications advertised for these positions.</p> <p>The relaxation granted is only to allow these persons to participate in the selection process and will not be claimed as a matter of right for appointment to any post.</p>
BoG 50.18	To consider the recommendations of MACP Committee of the Institute to grant 3rd MACP with Grade Pay of Rs.4600/- w.e.f.01.09.2008 instead of 03.07.2010 in respect of Shri Ranbir Singh, Assistant (Retired on 31.03.2012).	The Board considered and approved the recommendations of MACP Committee of the Institute to grant 3 rd MACP with Grade Pay of Rs.4600/- w.e.f.01.09.2008 instead of 03.07.2010 in respect of Shri Ranbir Singh, Assistant (Retired on 31.03.2012).
BoG 50.19	To consider and approve the recommendation of the Selection Committee for appointment of Technical Officer (Electrical Engineering), Medical Officer and Senior Technical Officer.	The Board observed that as per the Statute 23(5) (b) of Statutes of NITs, the Head of Department (HOD) concerned is a member of the Selection Committee for Technical posts. In the above appointments for the post of Technical Officer and Sr. Technical Officer instead of HOD, nominee of the Board was included in the Selection Committee. The Board condoned the above defect in composition, exercising its powers vested under Section 35(b) of NITSER Act. Thereafter the Board perused the recommendations of the Selection Committee and approved the same for appointment of Technical Officer (Electrical Engineering), Medical Officer and Senior Technical Officer as detailed in the Agenda.
BoG 50.20	To report the appointment of non-teaching posts at the Institute.	The Institute reported the appointments against the Non-teaching posts. The Board was apprised about the due processes adopted as per the provisions of NITSER Act/Statutes of NITs/existing Guidelines of Government of India for above recruitments. Thereafter, it was noted that these appointments should have been made with the approval of Board. The Clause-24 of

		<p>NIT Act, 2007 regarding appointment was discussed. The Clause-24 of NIT Act, was not amended subsequent to the pay revision of the staff under 6th and 7th CPC. Therefore, the Board decided that in future all the appointments of non-teaching staff be placed before the Board till the amendment in Clause-24 of NIT Act. Further, the Board condoned the earlier approval made by the Director for the appointment of non-teaching staff (Advt. No. 41/2018) and approved the appointments of non-teaching posts at the Institute.</p>
BoG 50.21	<p>To consider and approve the recommendation of the Selection Committee for mapping of existing Associate Professors with AGP of Rs. 9,000/- to 9,500/-.</p>	<p>The Selection Committee meetings for the mapping of existing Associate Professors with AGP of Rs.9000/- to Rs.9500/- and Upgradation of AGP of Professor to HAG Scale were conducted during 12/13.5.2019. As per Clause-23(5)(a) the selection Committee for recruitment of Academic staff or for promotion, the Head of Department concerned is a member of the Selection Committee except for the post of Professor. The HODs (Electrical Engineering & Mechanical Engineering) were excluded from the Selection Committee for mapping of Associate Professors as they were candidates for Upgradation of AGP of Professors to HAG Scale to ensure the confidentiality of the panels for HAG selection. The other members of the selection committees excluding the HODs were same as per Clause-23(5)(a). The Board noted the above observations and condoned the above defect in composition, exercising its powers vested under Section 35(b) of NITSER Act. Thereafter the Board perused the recommendations of the Selection Committee and approved the same for mapping of existing Associate Professors with AGP of Rs. 9,000/- to 9,500/-.</p> <p>Further, the Board decided that in the case of Dr. V.P. Singh, Associate Professor, MED</p>



		(retired on 31.10.2018) legal opinion be taken from the Institute Counsellor and the recommendations of the Selection Committee be put up in the next BoG meeting alongwith legal opinion.
BoG 50.22	To consider and approve the recommendations of the Selection Committee for Up-gradation of AGP of Professors to HAG Scale.	The Board was apprised that all due processes were adopted as per circulars/guidelines issued by MHRD on Up-gradation of AGP of Professors to HAG Scale. Thereafter, the Board considered and approved the recommendations of the Selection Committee for Up-gradation of AGP of Professors to HAG Scale.
BoG 50.23	To report the approval accorded by the Hon'ble Chairperson (Acting), Board of Governors.	The Board ratified the approval accorded by the Hon'ble Chairperson (Acting), Board of Governors.
BoG 50.24	To consider instructions of Government of India regarding reimbursement of tuition fee for eligible SC/ST students studying in IITs/NITs.	After detailed deliberation, it was decided that being a policy decision at national level, the matter be sent to the notice of Ministry for advice if any.
BoG 50.25	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 with reference to the Agenda Item No.44.14.	The Board considered and discussed this issue in detail and decided to defer this item for the next BoG meeting.
BoG 50.26	Review of the agenda item no. 46.15 to fix the pay of Assistant Professors recruited in PB-3 with AGP of Rs.6000/-against the Advt. No.14/2012 and Advt. No.05/2013 reg.	The Board considered and discussed this issue in detail and decided to defer this item for the next BoG meeting.
BoG 50.27	To consider and decide on the advice of the Central Vigilance Commission about the CVC complaints of NIT Kurukshetra.	<p>The Board considered this item and after detailed deliberation resolved as under:</p> <p>i) the complaints No. C-13012/01/2008-Vig & C-13013/12/2013-Vig be closed as advised by CVC.</p> <p>ii) <u>In respect of Complaint No. C-13011/164/2012-Vig</u></p> <p>BoG of NIT Kurukshetra has imposed minor penalty on Dr. Baldev Setia. However, the Board observed from the letter No. C-</p>



		<p>13011/164/2012-Vig dated 13.05.2019 that there was no penalty imposed on another member of the AICTE committee in the same case albeit all the members had acted in unison and equally responsible. In view of this, the Board decided that the CVO MHRD may be requested to withdraw the imposition of penalty of 'Censure' on Dr. Baldev Setia for want of natural justice, and the case be closed as advised by CVC.</p> <p>iii) <u>In respect of complaint No.C-13011/112/2015-Vig</u></p> <p>The Board decided that Prof. Anand Mohan, Ex-Director of NIT Kurukshetra be intimated the decision of the CVC for recovery of amount paid to him as transportation allowances and his parent Institution i.e. IIT (BHU), Varansi be intimated accordingly.</p>
BoG 50.28	To consider for the engagement of the Dental Surgeon on full time on contract basis for the Health Centre of the Institute.	This agenda item was withdrawn.
BoG 50.29	To note the Office Memorandum dated 19.01.2019 and 31.01.2019 issued by Department of Personnel & Training, Govt. of India regarding reservation for Economically Weaker Sections (EWSs) in direct recruitment in civil posts and services in the Govt. of India.	The Board noted the Office Memorandum dated 19.01.2019 and 31.01.2019 issued by Department of Personnel & Training, Govt. of India regarding reservation for Economically Weaker Sections (EWSs) in direct recruitment in civil posts and services in the Govt. of India.
Any Other Item: BoG 50.30	To consider and approve the minutes of 41st meeting of Finance Committee, National Institute of Technology, Kurukshetra held on 20th June, 2019.	The Board considered and approved the minutes of 41 st meeting of Finance Committee, National Institute of Technology, Kurukshetra held on 20 th June, 2019 subject to its confirmation.

The Board of Governor may note the above typing corrections and confirm the minutes of 50th meeting of the Board of Governors held on 20.06.2019.



ANNEXURE - 51.3 (i)

registrar . <registrar@nitkk.ac.in>

Minutes of 50th meeting of Board of Governors of NIT Kurukshetra.

registrar . <registrar@nitkk.ac.in>

Fri, Jun 28, 2019 at 5:19 PM

To: mmohan.edu@nic.in, aksingh@gmail.com, sandhu.edu@nic.in, "jsfa.edu" <jsfa.edu@gov.in>, Dhananjay Singh <dhannu1968@gmail.com>, Director <director@nitkk.ac.in>, jsahambi@iitrpr.ac.in, M K Surappa <director@iitrpr.ac.in>, pkgarga@yahoo.co.in, bhagyesh@elegantindia.com, skmadan62@yahoo.co.in, ksharma_nitk@yahoo.co.in

Sir / Madam

* Kindly find enclosed herewith the Minutes of 50th meeting of Board of Governors of NIT Kurukshetra held on 20.06.2019. It is requested to send your suggestions, if any, on the recorded minutes.

Thanking you,

Yours faithfully,

Registrar (I/C)
National Institute of Technology, Kurukshetra
(Institution of National Importance)
Haryana-136119 (INDIA)

 **Minutes of 50th BoG meeting.pdf**
8306K



Minutes of 50th meeting of Board of Governors of NIT Kurukshetra.

Dr. S.K. Madan <skmadan62@yahoo.co.in>
Reply-To: "Dr. S.K. Madan" <skmadan62@yahoo.co.in>
To: "registrar ." <registrar@nitkkr.ac.in>

Tue, Jul 2, 2019 at 11:31 AM

Dear sir

Please refer to **item no 50.7**

In respect of item No. S 35.08: The Board approved the Panel of Experts (Senate Nominee) for a period of two years w.e.f. 05.09.2019 to

04.09.2021 (**wrongly written as 04.09.2019 in the minutes**) i.e. after the expiry of present panel of Expert (Senate Nominee) on 04.09.2019. The Board further decided that in case an External Expert on the Selection Committee is unable to come for the meeting, efforts be made to invite a substitute from the approved panel. In the event there is no such possibility, the Board authorised the Director to invite the External Experts from outside the approved panel and post-facto approval for the same be obtained from Chairperson, BoG.

Item No. S 35.10: In the minutes of this item, the academic year mentioned against **Geotechnical Engineering and Production & Industrial Engineering** has been wrongly typed as 2019-20 instead of 2020-21

The correction may be made .

kind regards

On Friday, 28 June, 2019, 05:07:51 pm IST, registrar . <registrar@nitkkr.ac.in> wrote:

Sir / Madam

Kindly find enclosed herewith the Minutes of 50th meeting of Board of Governors of NIT Kurukshetra held on 20.06.2019. It is requested to send your suggestions, if any, on the recorded minutes.

Thanking you,

Yours faithfully,

Registrar (I/C)

National Institute of Technology, Kurukshetra

(Institution of National Importance)

Haryana-136119 (INDIA)

**MINUTES OF THE 50th MEETING OF THE BOARD OF GOVERNORS OF
NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA**

The 50th meeting of the Board of Governors of National Institute of Technology, Kurukshetra was held on Thursday, the 20th June, 2019 at 02.00 p.m. at NIT Transit House C-15, Panchsheel Enclave New Delhi-110017.

Present:-

- | | | | |
|----|--|-------|----------------------|
| 1. | Dr. Satish Kumar
Director
NIT, Kurukshetra | | Chairperson (Acting) |
| 2. | Shri A.K. Singh
Under Secretary (NITs)
Representative of
Additional Secretary (Technical Education)
Department of Higher Education
Ministry of Human Resource Development
Government of India, Shastri Bhawan
New Delhi – 110 015 | | Member |
| 3. | Shri D.K. Singh
Deputy Secretary (Finance)
Representative of
Joint Secretary and Financial Advisor
Ministry of Human Resource Development
Government of India, Shastri Bhawan
New Delhi – 110 015 | | Member |
| 4. | Prof. Jyotindra S. Sahambi
Professor & Associate Dean
(Faculty Affairs & Administration)
Representative of
Director,
IIT Ropar, Ropar, Punjab - 140001 | | Member |
| 5. | Dr. S. K. Madan
Professor
Civil Engineering Department
NIT, Kurukshetra | | Member |
| 6. | Sh. Karan Sharma
Assistant Professor
Electronics and Communication
Engineering Department
NIT, Kurukshetra | | Member |







7. Dr. Surinder Deswal
Registrar (I/C)
NIT, Kurukshetra

..... Secretary

At the outset, the Hon'ble Chairperson (Acting) welcomed and expressed thanks to the esteemed members of the BoG present in the 50th (Golden Jubilee) meeting of the Board of Governors. Then the Chairperson (Acting) requested the secretary to present the agenda items.

The discussions / decisions taken are recorded as hereunder:

BoG 50.1 To note the leave of absence of members.

The Board granted leave of absence to Ms Bhagyesh Soneji who could not attend the meeting.

BoG 50.2 To confirm the minutes of the 49th meeting of the Board of Governors of National Institute of Technology, Kurukshetra held on 01.03.2019.

The Board confirmed the minutes of the 49th meeting of the Board of Governors of National Institute of Technology, Kurukshetra held on 01.03.2019.

BoG 50.3 To note the Action Taken Report on the minutes of 49th Meeting of Board of Governors of National Institute of Technology, Kurukshetra held on 01.03.2019.

The Board noted the Action Taken Report on the minutes of 49th Meeting of Board of Governors of National Institute of Technology, Kurukshetra held on 01.03.2019.

BoG 50.4 To apprise the Board about various initiatives / activities / achievements undertaken in the Institute by the Director.

The Director apprised the Board about various initiatives / activities / achievements undertaken in the Institute since the last Board meeting held on 01.03.2019. The Board congratulated for improvement in the NIRF ranking of the Institute and noted the various initiatives and activities undertaken in the Institute with appreciation.

BoG 50.5 To consider and approve the minutes of 40th meeting of Finance Committee, National Institute of Technology, Kurukshetra held on 01st March, 2019.

The Board considered and approved the minutes of 40th meeting of Finance Committee, National Institute of Technology, Kurukshetra held on 01st March, 2019 with the following correction for item No. FC 40.5:

"The fixed medical allowances of the pensioners and family pensioners be enhanced w.e.f. 01.07.2017 instead of 19.07.2017 as per DoPT OM No. 4/34/2017 – P&PW(D) dated 19.07.2017."

BoG 50.6 To note the minutes of 35th meeting of the Senate, National Institute of Technology Kurukshetra held on 31.05.2019.

The Board noted the minutes of 35th meeting of the Senate, National Institute of Technology Kurukshetra held on 31.05.2019.

BoG 50.7 To approve the items nos. S 35.03, S 35.04, S 35.08 & 35.10 of 35th meeting of the Senate, National Institute of Technology, Kurukshetra held on 31.5.2019.

The Board approved the items nos. S 35.03, S 35.04, S 35.08 & 35.10 of 35th meeting of the Senate, National Institute of Technology, Kurukshetra held on 31.5.2019 with the following :

In respect of item No. S 35.03 : The board approved seat matrix for Ph.D. programmes in light of increase of seats due to implementation of EWS reservation as approved by Senate.

In respect of item No S 35.04: The Board approved the revised B.Tech. seat matrix after including EWS seats 2019-20 as per the guidelines issued in the meeting of CSAB-2019 held on 10.6.2019 at New Delhi

In respect of item No. S 35.8: The Board approved the Panel of Expert (Senate Nominee) for a period of two years w.e.f. 05.09.2019 to 04.09.2021 i.e. after the expiry of present panel of Expert (Senate Nominee) on 04.09.2019. The Board further decided that in case an External Expert on the Selection Committee is unable to come for the meeting, efforts be made to invite a substitute from the approved panel. In the event there is no such possibility, the Board authorised the Director to invite the External Experts from outside the approved panel and post-facto approval for the same be obtained from Chairperson, BoG.

In respect of Item No. S 35.10: The Board approved the following changes in the names of some M.Tech. Programmes as approved by Senate:

Existing name of M.Tech. Programme	Approved name
Thermal	Thermal Engineering (w.e.f. academic year 2019-20)
Soil Mechanics & Foundation Engineering	Geotechnical Engineering (w.e.f. academic year 2020-21)
Industrial and Production Engineering	Production and Industrial Engineering (w.e.f. academic year 2020-21)

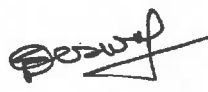
- BoG 50.8 To consider and review the performance evaluation (quarterly basis) as per Clause-H of the Memorandum of Understanding (MoU) between National Institute of Technology (NIT), Kurukshetra and administrative Ministry of Human Resource Development (MHRD), Department of Higher Education, New Delhi for the year 2018-19.**

The Board considered and discussed the performance evaluation for the year 2018-19 in detail. The Board appreciated the work done in the Institute especially regarding patents, publications, no cases of ragging and sexual harassment, improvement in NIRF ranking, etc. The Board resolved that the performance evaluation report be sent to the Ministry for joint review by the Institute and MHRD.


- BoG 50.9 To note the action taken by the Institute on the Memorandum of Understanding (MoU) between National Institute of Technology (NIT), Kurukshetra and administrative Ministry of Human Resource Development (MHRD), Department of Higher Education, New Delhi for the year 2019-20.**

The Board noted the action taken by the Institute on the Memorandum of Understanding (MoU) between National Institute of Technology (NIT), Kurukshetra and administrative Ministry of Human Resource Development (MHRD), Department of Higher Education, New Delhi for the year 2019-20.

- BoG 50.10 To consider and approve the Panel of Experts (Board Nominee) for recruitment of Academic Staff (excluding the Director and the Deputy Director) in various subjects.**

The Board considered and approved the Panel of Experts (Board Nominee) for recruitment of Academic Staff (excluding the Director and the Deputy Director) for a period of two years w.e.f. 05.09.2019 to 04.09.2021 i.e. after the expiry of present panel of external experts as proposed in the Agenda. The Board further decided that in case an External Expert on the Selection Committee is unable to come for the meeting, efforts be made to invite a substitute from the approved panel. In the event there is no such possibility, the Board authorised the Director to invite the External Experts from outside the approved panel and post-facto approval for the same be obtained from Chairperson, BoG.

- BoG 50.11 To consider and approve the Panel of Experts for recruitment of Technical, Administrative & Ministerial Staff, senior administrative and other comparable posts.**

The Board considered and approved the Panel of Experts for recruitment of Technical, Administrative & Ministerial Staff, senior administrative and other comparable posts for a period of two years

w.e.f. 05.09.2019 to 04.09.2021 i.e. after the expiry of present panel of external experts as proposed in the Agenda. The Board further decided that in case an External Expert on the Selection Committee is unable to come for the meeting, efforts be made to invite a substitute from the approved panel. In the event there is no such possibility, the Board authorised the Director to invite the External Experts from outside the approved panel and post-facto approval for the same be obtained from Chairperson, BoG.

BoG 50.12 To note the action taken / progress made by the Institute on the proposal to set up Siemens Centre of Excellence (CoE) at National Institute of Technology, Kurukshetra in terms of guidelines issued by MHRD.

The Board was apprised that -

- the maintenance cost or the AMC charges from the 4th year has been declared and incorporated in the MoU as per the guidelines; and
- all the revenue generated under the aegis of the CoE will be taken solely by the NITKKR since inception. In other words, no revenue will be shared with SISW or Partner in any form by whatever name called.

The Board noted the action taken / progress made by the Institute on the proposal to set up Siemens Centre of Excellence (CoE) at National Institute of Technology, Kurukshetra.

BoG 50.13 To note the status of Atal Incubation Centre (AIC) at NIT Kurukshetra and to approve the revised drafts of AoA and MoA in accordance with the directions of the Registrar of Companies, Ministry of Corporate Affairs.


 After detailed deliberation, the Board noted the status of Atal Incubation Centre (AIC) at NIT Kurukshetra and approved the revised drafts of AoA and MoA in accordance with the directions of the Registrar of Companies, Ministry of Corporate Affairs.

BoG 50.14 To adopt the amendments in the guidelines for utilization of Cumulative Professional Development Allowance (CPDA) as approved by Council of NITSER in its 11th meeting held on 18.07.2018.

The Board adopted the amendments in the guidelines for utilization of Cumulative Professional Development Allowance (CPDA) as approved by Council of NITSER vide item No. 11.7 in its 11th meeting held on 18.07.2018.

BoG 50.15 To adopt the clarifications on the implementation of Recruitment Rules for Faculty of NITs in the Institute as per the MHRD letter dated 16.04.2019.

The Board adopted the clarifications on the implementation of Recruitment Rules for Faculty of NITs in the Institute as per the MHRD letter dated 16.04.2019. Further the Board decided that the "Industry of repute" means – any entity registered under Indian Companies Act or any other Companies Act outside India or any Indian Govt. organization, and has been established at least five years prior to the date of respective advertisement for the faculty positions.

BoG 50.16 To adopt the Recruitment Rules (2019) for Non-Teaching posts in the Institute as per the MHRD letter dated 20.02.2019 and letter dated 04.04.2019.

The Board adopted the Recruitment Rules (2019) for Non-Teaching posts in the Institute as per the MHRD letter dated 20.02.2019 and letter dated 04.04.2019.

BoG 50.17 To note the recommendations of Oversight Committee for removal of anomalies of non-teaching staff in the NITs.

The Board of Governors considered the matter of deciding the quantum of one-time age relaxation to be extended to the persons engaged by the Institute, who are working on ad-hoc/temporary/ contractual/ outsource basis for participation in the first regular recruitment process for the post for which they fulfill all other conditions mentioned in the Recruitment Rules, as per the Ministry of HRD letter No. F.35-5/2018-TS.III, dated 20.02.2019.

The Board of Governors noted that the Ministry of HRD letter inter alia provides that:

"A. One-time measures / relaxations

(i) *Those employees, who are working on ad-hoc / temporary / contractual / outsource basis, in RECs / NITs, may be given one-time age relaxation to participate in the first regular recruitment process for the post for which they fulfill all other conditions mentioned in the Recruitment Rules proposed by the Oversight Committee. The quantum of age relaxation may be decided by the Board of Governors of the respective NIT".*

In view of above, the Board of Governors after detailed deliberations resolved to allow one-time relaxation in the upper age limit upto 56 years [maximum upper age limit for any position as per Recruitment Rules (2019) for non-teaching posts in NITs] to the persons engaged by the Institute on ad-hoc/ temporary/ contractual/ outsource basis, who are presently working/serving with the Institute on ad-hoc/

temporary/ contractual/ outsource basis for participation in the first regular recruitment process for the post for which they fulfill all other conditions mentioned in the Recruitment Rules, as per the Ministry of HRD letter No. F.35-5/2018-TS.III, dated 20.02.2019, subject to the following:

(i) The relaxation will be applicable only for participation in the first regular recruitment process after the adoption of the Recruitment Rules (2019), as per the Ministry of HRD letter No. F.35-5/2018-TS.III, dated 20.02.2019.

(ii) No relaxation in qualification and experience will be allowed under any circumstances.

(iii) Relaxation in age will be allowed only to the persons who were working/serving with the Institute on the date of first notification i.e. 20.02.2019 of the Ministry of HRD letter No. F.35-5/2018-TS.III, dated 20.02.2019 on ad-hoc/ temporary/ contractual/ outsource basis and were continuing till the last date of receipt of applications advertised for these positions.

(iv) The relaxation granted is only to allow these persons to participate in the selection process and will not be claimed as a matter of right for appointment to any post.

BoG 50.18 To consider the recommendations of MACP Committee of the Institute to grant 3rd MACP with Grade Pay of Rs.4600/- w.e.f.01.09.2008 instead of 03.07.2010 in respect of Shri Ranbir Singh, Assistant (Retired on 31.03.2012).

The Board considered and approved the recommendations of MACP Committee of the Institute to grant 3rd MACP with Grade Pay of Rs.4600/- w.e.f.01.09.2008 instead of 03.07.2010 in respect of Shri Ranbir Singh, Assistant (Retired on 31.03.2012).

BoG 50.19 To consider and approve the recommendation of the Selection Committee for appointment of Technical Officer (Electrical Engineering), Medical Officer and Senior Technical Officer.

The Board observed that as per the Statute 23(5) (b) of Statutes of NITs, the Head of Department (HOD) concerned is a member of the Selection Committee for Technical posts. In the above appointments for the post of Technical Officer and Sr. Technical Officer instead of HOD, nominee of the Board was included in the Selection Committee.

The Board condoned the above defect in composition, exercising its powers vested under Section 35(b) of NITSER Act. Thereafter the Board perused the recommendations of the Selection Committee and approved the same for appointment of Technical Officer (Electrical Engineering), Medical Officer and Senior Technical Officer as detailed in the Agenda.

BoG 50.20 To report the appointment of non-teaching posts at the Institute.

The Institute reported the appointments against the Non-teaching posts. The Board was apprised about the due processes adopted as per the provisions of NITSER Act/Statutes of NITs/existing Guidelines of Government of India for above recruitments. Thereafter, it was noted that these appointments should have been made with the approval of Board. The Clause-24 of NIT Act, 2007 regarding appointment was discussed. The Clause-24 of NIT Act, was not amended subsequent to the pay revision of the staff under 6th and 7th CPC. Therefore, the Board decided that in future all the appointments of non-teaching staff be placed before the Board till the amendment in Clause-24 of NIT Act. Further, the Board condoned the earlier approval made by the Director for the appointment of non-teaching staff (Advt. No. 41/2018) and approved the appointments of non-teaching posts at the Institute.

BoG 50.21 To consider and approve the recommendation of the Selection Committee for mapping of existing Associate Professors with AGP of Rs. 9,000/- to 9,500/-.

The Selection Committee meetings for the mapping of existing Associate Professors with AGP of Rs.9000/- to Rs.9500/- and Upgradation of AGP of Professor to HAG Scale were conducted during 12/13.5.2019. As per Clause-23(5)(a) the selection Committee for recruitment of Academic staff or for promotion, the Head of Department concerned is a member of the Selection Committee except for the post of Professor. The HODs (Electrical Engineering & Mechanical Engineering) were excluded from the Selection Committee for mapping of Associate Professors as they were candidates for Upgradation of AGP of Professors to HAG Scale to ensure the confidentiality of the panels for HAG selection. The other members of the selection committees excluding the HODs were same as per Clause-23(5)(a). The Board noted the above observations and condoned the above defect in composition, exercising its powers vested under Section 35(b) of NITSER Act. Thereafter the Board perused the recommendations of the Selection Committee and approved the same for mapping of existing Associate Professors with AGP of Rs. 9,000/- to 9,500/-.

Further, the Board decided that in the case of Dr. V.P. Singh, Associate Professor, MED (retired on 31.10.2018) legal opinion be taken from the Institute Counsellor and the recommendations of the Selection Committee be put up in the next BoG meeting alongwith legal opinion.

BoG 50.22 To consider and approve the recommendations of the Selection Committee for Up-gradation of AGP of Professors to HAG Scale.

The Board was apprised that all due processes were adopted as per circulars/guidelines issued by MHRD on Up-gradation of AGP of Professors to HAG Scale. Thereafter, the Board considered and approved the recommendations of the Selection Committee for Up-gradation of AGP of Professors to HAG Scale.

BoG 50.23 To report the approval accorded by the Hon'ble Chairperson (Acting), Board of Governors.

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

BoG 50.24 To consider instructions of Government of India regarding reimbursement of tuition fee for eligible SC/ST students studying in IITs/NITs.

After detailed deliberation, it was decided that being a policy decision at national level, the matter be sent to the notice of Ministry for advice if any.

BoG 50.25 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 with reference to the Agenda Item No.44.14.

The Board considered and discussed this issue in detail and decided to defer this item for the next BoG meeting.

BoG 50.26 Review of the agenda item no. 46.15 to fix the pay of Assistant Professors recruited in PB-3 with AGP of Rs.6000/-against the Advt. No.14/2012 and Advt. No.05/2013 reg.

The Board considered and discussed this issue in detail and decided to defer this item for the next BoG meeting.



BoG 50.27 To consider and decide on the advice of the Central Vigilance Commission about the CVC complaints of NIT Kurukshetra.

The Board considered this item and after detailed deliberation resolved as under:

- i) the complaints No. C-13012/01/2008-Vig & C-13013/12/2013-Vig be closed as advised by CVC.
- ii) In respect of Complaint No. C-13011/164/2012-Vig
BoG of NIT Kurukshetra has imposed minor penalty on Dr. Baldev Setia. However, the Board observed from the letter No. C-13011/164/2012-Vig dated 13.05.2019 that there was no penalty imposed on another member of the AICTE committee in the same case albeit all the members had acted in unison and equally responsible. In view of this, the Board decided that the CVO MHRD may be requested to withdraw the imposition of penalty of 'Censure' on Dr. Baldev Setia for want of natural justice, and the case be closed as advised by CVC.
- iii) In respect of complaint No.C-13011/112/2015-Vig
The Board decided that Prof. Anand Mohan, Ex-Director of NIT Kurukshetra be intimated the decision of the CVC for recovery of amount paid to him as transportation allowances and his parent Institution i.e. IIT (BHU), Varansi be intimated accordingly.

BoG 50.28 To consider for the engagement of the Dental Surgeon on full time on contract basis for the Health Centre of the Institute.

This agenda item was withdrawn.

BoG 50.29 To note the Office Memorandum dated 19.01.2019 and 31.01.2019 issued by Department of Personnel & Training, Govt. of India regarding reservation for Economically Weaker Sections (EWSs) in direct recruitment in civil posts and services in the Govt. of India.

The Board noted the Office Memorandum dated 19.01.2019 and 31.01.2019 issued by Department of Personnel & Training, Govt. of India regarding reservation for Economically Weaker Sections (EWSs) in direct recruitment in civil posts and services in the Govt. of India.





Any Other Item:

BoG 50.30 To consider and approve the minutes of 41st meeting of Finance Committee, National Institute of Technology, Kurukshetra held on 20th June, 2019.

The Board considered and approved the minutes of 41st meeting of Finance Committee, National Institute of Technology, Kurukshetra held on 20th June, 2019 subject to its confirmation.

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

(Satish Kumar)
Chairperson (Acting), Board of Governors
and Director
NIT, Kurukshetra

(Surinder Deswal)
Registrar (I/C) & Secretary
Board of Governors
NIT, Kurukshetra

BoG 51.4 To note the Action Taken Report on the minutes of 50th Meeting of Board of Governors of National Institute of Technology, Kurukshetra held on 20.06.2019.

The Board may please note the Action Taken Report on the minutes of 50th meeting of the Board of Governors of National Institute Technology, Kurukshetra held on 20.06.2019.

Item No.	Subject	Action Taken
BoG 50.1	To note the leave of absence of members. The Board granted leave of absence to Ms Bhagyesh Soneji who could not attend the meeting.	No further action required.
BoG 50.2	To confirm the minutes of the 49th meeting of the Board of Governors of National Institute of Technology, Kurukshetra held on 01.03.2019. The Board confirmed the minutes of the 49 th meeting of the Board of Governors of National Institute of Technology, Kurukshetra held on 01.03.2019.	No further action required.
BoG 50.3	To note the Action Taken Report on the minutes of 49th Meeting of Board of Governors of National Institute of Technology, Kurukshetra held on 01.03.2019. The Board noted the Action Taken Report on the minutes of 49 th Meeting of Board of Governors of National Institute of Technology, Kurukshetra held on 01.03.2019.	No further action required.
BoG 50.4	To apprise the Board about various initiatives / activities / achievements undertaken in the Institute by the Director. The Director apprised the Board about various initiatives / activities / achievements undertaken in the Institute since the last Board meeting held on 01.03.2019. The Board congratulated for improvement in the NIRF ranking of the Institute and noted the various initiatives and activities undertaken in the Institute with appreciation.	No further action required.
BoG 50.5	To consider and approve the minutes of 40th meeting of Finance Committee, National	

	<p>Institute of Technology, Kurukshetra held on 01st March, 2019.</p> <p>The Board considered and approved the minutes of 40th meeting of Finance Committee, National Institute of Technology, Kurukshetra held on 01st March, 2019 with the following correction for item No. FC 40.5:</p> <p>“The fixed medical allowances of the pensioners and family pensioners be enhanced w.e.f. 01.07.2017 instead of 19.07.2017 as per DoPT OM No. 4/34/2017 – P&PW(D) dated 19.07.2017.”</p>	No further action required.
BoG 50.6	<p>To note the minutes of 35th meeting of the Senate, National Institute of Technology Kurukshetra held on 31.05.2019.</p> <p>The Board noted the minutes of 35th meeting of the Senate, National Institute of Technology Kurukshetra held on 31.05.2019.</p>	No further action required.
BoG 50.7	<p>To approve the items nos. S 35.03, S 35.04, S 35.08 & 35.10 of 35th meeting of the Senate, National Institute of Technology, Kurukshetra held on 31.5.2019.</p> <p>The Board approved the items nos. S 35.03, S 35.04, S 35.08 & 35.10 of 35th meeting of the Senate, National Institute of Technology, Kurukshetra held on 31.5.2019 with the following :</p> <p>In respect of item No. S 35.03 : The board approved seat matrix for Ph.D. programmes in light of increase of seats due to implementation of EWS reservation as approved by Senate.</p> <p>In respect of item No S 35.04: The Board approved the revised B.Tech. seat matrix after including EWS seats 2019-20 as per the guidelines issued in the meeting of CSAB-2019 held on 10.6.2019 at New Delhi</p> <p>In respect of item No. S 35.8: The Board approved the Panel of Expert (Senate Nominee) for a period of two years w.e.f. 05.09.2019 to 04.09.2021 i.e. after the expiry of present panel of Expert (Senate Nominee) on 04.09.2019. The Board further decided that in case an External Expert on the Selection Committee is unable to come for the meeting, efforts be made to invite a</p>	<p>Admissions have been made as per new approved seat matrix.</p> <p>Admissions have been made as per new approved seat matrix.</p> <p>No further action required.</p>

	<p>substitute from the approved panel. In the event there is no such possibility, the Board authorised the Director to invite the External Experts from outside the approved panel and post-facto approval for the same be obtained from Chairperson, BoG.</p> <p>In respect of Item No. S 35.10: The Board approved the following changes in the names of some M.Tech. Programmes as approved by Senate:</p> <table> <tr> <th>Existing name of M.Tech. Programme</th> <th>Approved name</th> </tr> <tr> <td>Thermal</td> <td>Thermal Engineering (w.e.f. academic year 2019-20)</td> </tr> <tr> <td>Soil Mechanics & Foundation Engineering</td> <td>Geotechnical Engineering (w.e.f. academic year 2020-21)</td> </tr> <tr> <td>Industrial and Production Engineering</td> <td>Production and Industrial Engineering (w.e.f. academic year 2020-21)</td> </tr> </table>	Existing name of M.Tech. Programme	Approved name	Thermal	Thermal Engineering (w.e.f. academic year 2019-20)	Soil Mechanics & Foundation Engineering	Geotechnical Engineering (w.e.f. academic year 2020-21)	Industrial and Production Engineering	Production and Industrial Engineering (w.e.f. academic year 2020-21)	Noted for compliance.
Existing name of M.Tech. Programme	Approved name									
Thermal	Thermal Engineering (w.e.f. academic year 2019-20)									
Soil Mechanics & Foundation Engineering	Geotechnical Engineering (w.e.f. academic year 2020-21)									
Industrial and Production Engineering	Production and Industrial Engineering (w.e.f. academic year 2020-21)									
BoG 50.8	<p>To consider and review the performance evaluation (quarterly basis) as per Clause-H of the Memorandum of Understanding (MoU) between National Institute of Technology (NIT), Kurukshetra and administrative Ministry of Human Resource Development (MHRD), Department of Higher Education, New Delhi for the year 2018-19.</p> <p>The Board considered and discussed the performance evaluation for the year 2018-19 in detail. The Board appreciated the work done in the Institute especially regarding patents, publications, no cases of ragging and sexual harassment, improvement in NIRF ranking, etc. The Board resolved that the performance evaluation report be sent to the Ministry for joint review by the Institute and MHRD.</p>	<p>The performance evaluation report for the year 2018-19 has been sent to MHRD vide letter No. NITK / 50th BoG / 5237 dated 02.09.019.</p>								

<p>BoG 50.9</p>	<p>To note the action taken by the Institute on the Memorandum of Understanding (MoU) between National Institute of Technology (NIT), Kurukshetra and administrative Ministry of Human Resource Development (MHRD), Department of Higher Education, New Delhi for the year 2019-20.</p> <p>The Board noted the action taken by the Institute on the Memorandum of Understanding (MoU) between National Institute of Technology (NIT), Kurukshetra and administrative Ministry of Human Resource Development (MHRD), Department of Higher Education, New Delhi for the year 2019-20.</p>	<p>The performance evaluation report of 1st quarter is being place before the Board vide item No. BoG 51.6.</p>
<p>BoG 50.10</p>	<p>To consider and approve the Panel of Experts (Board Nominee) for recruitment of Academic Staff (excluding the Director and the Deputy Director) in various subjects.</p> <p>The Board considered and approved the Panel of Experts (Board Nominee) for recruitment of Academic Staff (excluding the Director and the Deputy Director) for a period of two years w.e.f. 05.09.2019 to 04.09.2021 i.e. after the expiry of present panel of external experts as proposed in the Agenda. The Board further decided that in case an External Expert on the Selection Committee is unable to come for the meeting, efforts be made to invite a substitute from the approved panel. In the event there is no such possibility, the Board authorised the Director to invite the External Experts from outside the approved panel and post-facto approval for the same be obtained from Chairperson, BoG.</p>	<p>No further action required.</p>
<p>BoG 50.11</p>	<p>To consider and approve the Panel of Experts for recruitment of Technical, Administrative & Ministerial Staff, senior administrative and other comparable posts.</p> <p>The Board considered and approved the Panel of Experts for recruitment of Technical, Administrative & Ministerial Staff, senior administrative and other comparable posts for a period of two years w.e.f. 05.09.2019 to 04.09.2021 i.e. after the expiry of present panel of external experts as proposed in the Agenda. The Board further decided that in case an External Expert on the Selection Committee is</p>	<p>No further action required.</p>

	<p>unable to come for the meeting, efforts be made to invite a substitute from the approved panel. In the event there is no such possibility, the Board authorised the Director to invite the External Experts from outside the approved panel and post-facto approval for the same be obtained from Chairperson, BoG.</p>	
<p>BoG 50.12</p>	<p>To note the action taken / progress made by the Institute on the proposal to set up Siemens Centre of Excellence (CoE) at National Institute of Technology, Kurukshetra in terms of guidelines issued by MHRD.</p> <p>The Board was apprised that -</p> <ul style="list-style-type: none"> the maintenance cost or the AMC charges from the 4th year has been declared and incorporated in the MoU as per the guidelines; and all the revenue generated under the aegis of the CoE will be taken solely by the NITKKR since inception. In other words, no revenue will be shared with SISW or Partner in any form by whatever name called. <p>The Board noted the action taken / progress made by the Institute on the proposal to set up Siemens Centre of Excellence (CoE) at National Institute of Technology, Kurukshetra.</p>	<p>The progress made by the Institute since the 50th meeting of the Board is being placed before the Board vide separate agenda item No BoG 51.7.</p>
<p>BoG 50.13</p>	<p>To note the status of Atal Incubation Centre (AIC) at NIT Kurukshetra and to approve the revised drafts of AoA and MoA in accordance with the directions of the Registrar of Companies, Ministry of Corporate Affairs.</p> <p>After detailed deliberation, the Board noted the status of Atal Incubation Centre (AIC) at NIT Kurukshetra and approved the revised drafts of AoA and MoA in accordance with the directions of the Registrar of Companies, Ministry of Corporate Affairs.</p>	<p>The progress made by the Institute since the 50th meeting of the Board is being placed before the Board vide separate agenda item No BoG 51.8.</p>
<p>BoG 50.14</p>	<p>To adopt the amendments in the guidelines for utilization of Cumulative Professional Development Allowance (CPDA) as approved by Council of NITSER in its 11th meeting held on 18.07.2018.</p> <p>The Board adopted the amendments in the guidelines for utilization of Cumulative</p>	<p>A notification regarding adoption of CPDA guidelines has been issue in the Institute.</p>

	Professional Development Allowance (CPDA) as approved by Council of NITSER vide item No. 11.7 in its 11 th meeting held on 18.07.2018.	
BoG 50.15	<p>To adopt the clarifications on the implementation of Recruitment Rules for Faculty of NITs in the Institute as per the MHRD letter dated 16.04.2019.</p> <p>The Board adopted the clarifications on the implementation of Recruitment Rules for Faculty of NITs in the Institute as per the MHRD letter dated 16.04.2019. Further the Board decided that the "Industry of repute" means – any entity registered under Indian Companies Act or any other Companies Act outside India or any Indian Govt. organization, and has been established at least five years prior to the date of respective advertisement for the faculty positions.</p>	Noted for compliance.
BoG 50.16	<p>To adopt the Recruitment Rules (2019) for Non-Teaching posts in the Institute as per the MHRD letter dated 20.02.2019 and letter dated 04.04.2019.</p> <p>The Board adopted the Recruitment Rules (2019) for Non-Teaching posts in the Institute as per the MHRD letter dated 20.02.2019 and letter dated 04.04.2019.</p>	Noted for compliance.
BoG 50.17	<p>To note the recommendations of Oversight Committee for removal of anomalies of non-teaching staff in the NITs.</p> <p>The Board of Governors considered the matter of deciding the quantum of one-time age relaxation to be extended to the persons engaged by the Institute, who are working on ad-hoc/temporary/contractual/ outsource basis for participation in the first regular recruitment process for the post for which they fulfill all other conditions mentioned in the Recruitment Rules, as per the Ministry of HRD letter No. F.35-5/2018-TS.III, dated 20.02.2019.</p> <p>The Board of Governors noted that the Ministry of HRD letter inter alia provides that:</p> <p>"A. One-time measures / relaxations</p> <p>(i) Those employees, who are working on ad-hoc / temporary / contractual / outsource basis, in RECs / NITs, may be given one-time age</p>	Noted for compliance.

relaxation to participate in the first regular recruitment process for the post for which they fulfill all other conditions mentioned in the Recruitment Rules proposed by the Oversight Committee. The quantum of age relaxation may be decided by the Board of Governors of the respective NIT".

In view of above, the Board of Governors after detailed deliberations resolved to allow one-time relaxation in the upper age limit upto 56 years [maximum upper age limit for any position as per Recruitment Rules (2019) for non-teaching posts in NITs] to the persons engaged by the Institute on ad-hoc/ temporary/ contractual/ outsource basis, who are presently working/serving with the Institute on ad-hoc/ temporary/ contractual/ outsource basis for participation in the first regular recruitment process for the post for which they fulfill all other conditions mentioned in the Recruitment Rules, as per the Ministry of HRD letter No. F.35-5/2018-TS.III, dated 20.02.2019, subject to the following:

- (i) The relaxation will be applicable only for participation in the first regular recruitment process after the adoption of the Recruitment Rules (2019), as per the Ministry of HRD letter No. F.35-5/2018-TS.III, dated 20.02.2019.
- (ii) No relaxation in qualification, and experience will be allowed under any circumstances.
- (iii) Relaxation in age will be allowed only to the persons who were working/serving with the Institute on the date of first notification i.e. 20.02.2019 of the Ministry of HRD letter No. F.35-5/2018-TS.III, dated 20.02.2019 on ad-hoc/ temporary/ contractual/ outsource basis and were continuing till the last date of receipt of applications advertised for these positions.
- (iv) The relaxation granted is only to allow these persons to participate in the selection process and will not be claimed as a matter of right for appointment to any post.

BoG 50.18	<p>To consider the recommendations of MACP Committee of the Institute to grant 3rd MACP with Grade Pay of Rs.4600/- w.e.f.01.09.2008 instead of 03.07.2010 in respect of Shri Ranbir Singh, Assistant (Retired on 31.03.2012).</p> <p>The Board considered and approved the recommendations of MACP Committee of the Institute to grant 3rd MACP with Grade Pay of Rs.4600/- w.e.f.01.09.2008 instead of 03.07.2010 in respect of Shri Ranbir Singh, Assistant (Retired on 31.03.2012).</p>	<p>The decision of the Board has been implemented.</p>
BoG 50.19	<p>To consider and approve the recommendation of the Selection Committee for appointment of Technical Officer (Electrical Engineering), Medical Officer and Senior Technical Officer.</p> <p>The Board observed that as per the Statute 23(5) (b) of Statutes of NITs, the Head of Department (HOD) concerned is a member of the Selection Committee for Technical posts. In the above appointments for the post of Technical Officer and Sr. Technical Officer instead of HOD, nominee of the Board was included in the Selection Committee. The Board condoned the above defect in composition, exercising its powers vested under Section 35(b) of NITSER Act. Thereafter the Board perused the recommendations of the Selection Committee and approved the same for appointment of Technical Officer (Electrical Engineering), Medical Officer and Senior Technical Officer as detailed in the Agenda.</p>	<p>To be implemented after confirmation of the minutes.</p>
BoG 50.20	<p>To report the appointment of non-teaching posts at the Institute.</p> <p>The Institute reported the appointments against the Non-teaching posts. The Board was apprised about the due processes adopted as per the provisions of NITSER Act/Statutes of NITs/existing Guidelines of Government of India for above recruitments. Thereafter, it was noted that these appointments should have been made with the approval of Board. The Clause-24 of NIT Act, 2007 regarding appointment was discussed. The Clause-24 of NIT Act, was not amended</p>	<p>Noted for compliance for future.</p>

	subsequent to the pay revision of the staff under 6 th and 7 th CPC. Therefore, the Board decided that in future all the appointments of non-teaching staff be placed before the Board till the amendment in Clause-24 of NIT Act. Further, the Board condoned the earlier approval made by the Director for the appointment of non-teaching staff (Advt. No. 41/2018) and approved the appointments of non-teaching posts at the Institute.	
BoG 50.21	<p>To consider and approve the recommendation of the Selection Committee for mapping of existing Associate Professors with AGP of Rs. 9,000/- to 9,500/-.</p> <p>The Selection Committee meetings for the mapping of existing Associate Professors with AGP of Rs.9000/- to Rs.9500/- and Upgradation of AGP of Professor to HAG Scale were conducted during 12/13.5.2019. As per Clause-23(5)(a) the selection Committee for recruitment of Academic staff or for promotion, the Head of Department concerned is a member of the Selection Committee except for the post of Professor. The HODs (Electrical Engineering & Mechanical Engineering) were excluded from the Selection Committee for mapping of Associate Professors as they were candidates for Upgradation of AGP of Professors to HAG Scale to ensure the confidentiality of the panels for HAG selection. The other members of the selection committees excluding the HODs were same as per Clause-23(5)(a). The Board noted the above observations and condoned the above defect in composition, exercising its powers vested under Section 35(b) of NITSER Act. Thereafter the Board perused the recommendations of the Selection Committee and approved the same for mapping of existing Associate Professors with AGP of Rs. 9,000/- to 9,500/-.</p> <p>Further, the Board decided that in the case of Dr. V.P. Singh, Associate Professor, MED (retired on 31.10.2018) legal opinion be taken from the Institute Counsellor and the recommendations of</p>	<p>To be implemented after confirmation of the minutes.</p> <p>Legal opinion is awaited.</p>

	the Selection Committee be put up in the next BoG meeting alongwith legal opinion.	
BoG 50.22	<p>To consider and approve the recommendations of the Selection Committee for Up-gradation of AGP of Professors to HAG Scale.</p> <p>The Board was apprised that all due processes were adopted as per circulars/guidelines issued by MHRD on Up-gradation of AGP of Professors to HAG Scale. Thereafter, the Board considered and approved the recommendations of the Selection Committee for Up-gradation of AGP of Professors to HAG Scale.</p>	The matter is subjudiced in the Hon'ble Pb. & Haryana High Court, Chandigarh.
BoG 50.23	<p>To report the approval accorded by the Hon'ble Chairperson (Acting), Board of Governors.</p> <p>The Board ratified the approval accorded by the Hon'ble Chairperson (Acting), Board of Governors.</p>	No further action required.
BoG 50.24	<p>To consider instructions of Government of India regarding reimbursement of tuition fee for eligible SC/ST students studying in IITs/NITs.</p> <p>After detailed deliberation, it was decided that being a policy decision at national level, the matter be sent to the notice of Ministry for advice if any.</p>	Letter No. R/Acs./BOG/2019/5254 dated 03.09.2019 has been sent to the Ministry for advice.
BoG 50.25	<p>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 with reference to the Agenda Item No.44.14.</p> <p>The Board considered and discussed this issue in detail and decided to defer this item for the next BoG meeting.</p>	Separate agenda item is being placed before the Board vide item No. BoG 51.11.
BoG 50.26	<p>Review of the agenda item no. 46.15 to fix the pay of Assistant Professors recruited in PB-3 with AGP of Rs.6000/-against the Advt. No.14/2012 and Advt. No.05/2013 reg.</p> <p>The Board considered and discussed this issue in detail and decided to defer this item for the next BoG meeting.</p>	Separate agenda item is being placed before the Board vide item No. BoG 51.10.

BoG 50.27	To consider and decide on the advice of the Central Vigilance Commission about the CVC complaints of NIT Kurukshetra.	
	The Board considered this item and after detailed deliberation resolved as under:	
	i) the complaints No. C-13012/01/2008-Vig & C-13013/12/2013-Vig be closed as advised by CVC.	Noted for compliance.
	ii) <u>In respect of Complaint No. C-13011/164/2012-Vig</u>	
	BoG of NIT Kurukshetra has imposed minor penalty on Dr. Baldev Setia. However, the Board observed from the letter No. C-13011/164/2012-Vig dated 13.05.2019 that there was no penalty imposed on another member of the AICTE committee in the same case albeit all the members had acted in unison and equally responsible. In view of this, the Board decided that the CVO MHRD may be requested to withdraw the imposition of penalty of 'Censure' on Dr. Baldev Setia for want of natural justice, and the case be closed as advised by CVC.	Decision of the Board has been conveyed to MHRD vide letter No. Estt.-I/5231 dated 30.8.2019.
	iii) <u>In respect of complaint No.C-13011/112/2015-Vig</u>	
	The Board decided that Prof. Anand Mohan, Ex-Director of NIT Kurukshetra be intimated the decision of the CVC for recovery of amount paid to him as transportation allowances and his parent Institution i.e. IIT (BHU), Varansi be intimated accordingly.	Decision of the Board has been conveyed to IIT (BHU), Varansi alongwith a copy to Prof. Anand Mohan, Ex-Director of NIT Kurukshetra.
BoG 50.28	To consider for the engagement of the Dental Surgeon on full time on contract basis for the Health Centre of the Institute.	
	This agenda item was withdrawn.	No further action required.
BoG 50.29	To note the Office Memorandum dated 19.01.2019 and 31.01.2019 issued by Department of Personnel & Training, Govt. of India regarding reservation for Economically	

	<p>Weaker Sections (EWSs) in direct recruitment in civil posts and services in the Govt. of India.</p> <p>The Board noted the Office Memorandum dated 19.01.2019 and 31.01.2019 issued by Department of Personnel & Training, Govt. of India regarding reservation for Economically Weaker Sections (EWSs) in direct recruitment in civil posts and services in the Govt. of India.</p>	<p>Preparation of Roster for the Economically Weaker Sections (EWSs) in direct recruitment is under process.</p>
<p>Any Other Item: BoG 50.30</p>	<p>To consider and approve the minutes of 41st meeting of Finance Committee, National Institute of Technology, Kurukshetra held on 20th June, 2019.</p> <p>The Board considered and approved the minutes of 41st meeting of Finance Committee, National Institute of Technology, Kurukshetra held on 20th June, 2019 subject to its confirmation.</p>	<p>No further action required.</p>

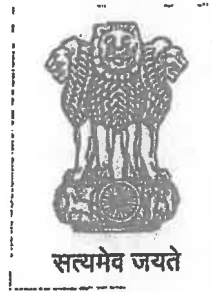
The Board may please note.

BoG 51.5 To note action taken by the Institute on the Memorandum of Understanding (MoU) between National Institute of Technology (NIT), Kurukshetra and administrative Ministry of Human Resource Development (MHRD), Department of Higher Education, New Delhi for the year 2019-20.

In response to letter No. F.36-1/2019 – TS.III dated 25th March, 2019 issued by the Under Secretary to Government of India, Ministry of Human Resource Development, Department of Higher Education, New Delhi, the Technical Section-III, Department of Higher Education, Ministry of Human Resource Development, New Delhi vide e-mail dated March 25, 2019 and subsequent e-mail dated 8nd April, 2019 has requested all the NITs to prepare a MoU according to the draft MoU and arrange to send the signed MoU to the Ministry for the signature of the Competent Authority in the Ministry.

In view of the above, a draft MoU prepared and signed by the Director was sent to the Ministry on 8th April, 2019 for the signature of the Competent Authority in the Ministry. Technical Section of MHRD had desired some modifications in the MoU. The modified MoU, as desired by Technical Section was again sent to the MHRD on 9th April, 2019. The modified MoU sent to MHRD on 9th April, 2019 has been signed by the Deputy Director General, MHRD and sent back to NIT Kurukshetra. A copy of the signed MoU is enclosed as Annexure – 51.5 (i) from pages 41 to 54 for appraisal of the Board.

The Board may note the action taken by the institute.



MEMORANDUM OF UNDERSTANDING

Between

**National Institute of Technology
Kurukshetra (Haryana)**

And

**Department of Higher Education
Ministry of Human Resource Development
Government of India**

**For
2019-2020**



Memorandum of Understanding (MoU) between Department of Higher Education, Ministry of Human Resource Development, Government of India & the National Institute of Technology Kurukshetra (Haryana) for 2019-2020 in pursuance of the Rule 229(xi) of the GFR, 2017

This Memorandum of Understanding (hereinafter referred to as MoU) is entered into at New Delhi on this ____ day of _____, 2019 between Department of Higher Education, Ministry of Human Resource Development, Government of India, Shastri Bhawan, Rajendra Prasad Road, New Delhi-110011 (hereinafter referred to as MHRD)

And

The National Institute of Technology, Kurukshetra (hereinafter referred to as the Institute) having its Headquarter at Kurukshetra and represented by its Director (hereinafter referred to as the Institute) which term and expression shall mean and include, unless repugnant to the context, its successors, assignees, administrators of the Institute.

WHEREAS

1. This MoU is executed in terms of Rule 229 (xi) of the General Financial Rules, 2017 (hereinafter referred to as GFR, 2017) and the subsequent instructions issued by the Ministry of Finance, Department of Expenditure, (hereinafter referred to as MoF) with the objective of improving efficiency of the expenditure, making the action plan outcome oriented, maintaining financial discipline and measuring performance of the Institution on key parameters against the targets set so as to improve its performance.
2. The Institute has the pre-defined Vision, Mission and Objectives as outlined hereunder:-

(A) Vision:

- (i) To contribute to society through excellence in scientific and technical education and research
- (ii) To serve as a valuable resource for industry and society

(B) Mission:

- (i) To generate new knowledge by engaging in cutting-edge research and to promote academic growth by offering state-of-the-art undergraduate, postgraduate and doctoral programmes.



- (ii) To identify, based on an informed perception of Indian, regional and global needs, areas of specialization upon which the institute can concentrate.
- (iii) To undertake collaborative projects which offer opportunities for long-term interaction with academia and industry.
- (iv) To develop human potential to its fullest extent so that intellectually capable and imaginatively gifted leaders can emerge in a range of professions.

(C) Objectives:

- (i) To provide the best educational infrastructure for imparting high class education in science and technology and a creative atmosphere for inter-disciplinary research both by the students and the faculty.
- (ii) To increase the student capacity to meet the growing demands for industry.
- (iii) To maintain global standards in student-faculty ratio, research output, publications in journals and placement of students
- (iv) To participate in and contribute to nation building through various flagship schemes of the Government of India/State Governments requiring technological interventions thereby spurring economic growth for the welfare of the masses
- (v) To provide research and development consultancy, which will foster healthy industry-academia partnership, thereby providing a competitive edge to the indigenous manufacturing

NOW, THEREFORE, the parties here to express their common understanding as under:

(A) MHRD shall

- (i) Provide financial support to the Institute to meet its recurring and non-recurring liabilities in such manner and on such conditions as prescribed by the Government of India (hereinafter referred to as GoI) from time to time,
- (ii) Help raise other resources, including loan from HEFA for expansion of infrastructural facilities, which has a direct bearing on the performance of the Institute as committed in this MOU.



- (iii) Provide guidance and advice in administrative, financial, legal and such other matters as the Institute may require in fulfilling its mandate.
- (iv) Provide support in obtaining necessary clearances and approvals, as and when required, from various Ministries, Departments, and Agencies of the Central/State Governments.
- (v) Provide support in resolving any dispute with any other authority of the Central/State Government or a private party, as and when required.

(B) THE INSTITUTE shall comply with:

- (i) Without prejudice to what has been stipulated in the National Institutes of Technology, Science Education and Research Act, 2007, as amended from time to time and the Statutes framed thereunder, the institute is expected to recover user charges at rates not lower than cost recovery norms.
- (ii) Specific provisions as contained in the OM No.1/1/2016-EIIIA dated 13.01.2017 in relation to revision of pay scales in accordance with the recommendations of the 7th CPC and any other instruction issued by MHRD from time to time on issues pertaining to the Institute.
- (iii) The provisions of the GFR, 2017, including the instructions on financial advice for autonomous bodies, as mentioned in Rule 229(viii) and those concerning release of grants-in-aid, submission of audited accounts, performance report etc.
- (iv) Guidelines issued by the Central Vigilance Commission (CVC) in matters of vigilance and disciplinary proceedings etc.
- (v) Uniform accounting procedure in accordance with the guidelines issued by MoF.
- (vi) Provisions of the National Institutes of Technology, Science Education and Research Act, 2007, the Statutes framed thereunder and the instructions issued by MHRD from time to time with regard, inter-alia, to creation of posts and framing of Recruitment Rules.

(C) THE INSTITUTE shall also ensure to:

- (i) Finalize any understanding or MoU with any other party including similar organizations abroad in accordance with the provisions of the Act of 2007 and the Statutes framed



thereunder, and the instructions issued by MHRD from time to time.

- (ii) Frame Rules for its corpus fund indicating clearly the IRG that can be transferred to such fund or utilized from such fund and items for which such expenditure can be incurred.
- (iii) Have clearly defined 'Delegation of Powers' for deciding all administrative and financial matters.
- (iv) Shall run courses, to the extent possible, to be self supporting without the need for cross subsidization as well as over-charging from students for flagship courses.
- (v) Ensure that all its accounts are audited by internal auditors regularly and formal audit by the C&AG in terms of the provisions of the Act of 2007 and the Statutes framed thereunder.
- (vi) Ensure that all financial operations are done under the EAT Module of PFMS.
- (vii) Present an outcome budget along with annual action plan so that it can be dovetailed in the outcome budget of MHRD.
- (viii) Comply strictly with the timelines for submission of annual reports and annual audited accounts to MHRD for the purpose of being tabled in Parliament within 9 months from close of financial year.
- (ix) Forward to MHRD any information required by it to satisfy any requirement related to Parliamentary Matter, RTI, Public Grievances, VIP References, Court Cases, Notices from Commissions and Statutory Authorities and also inputs for formulation of any policy.



(D) FINANCIAL POSITION:

Details of funds available with the Institute in the last three years are as under:-

(Amount in Lakh)			
Nature of Funds	2016-17	2017-18	2018-19
Government Grants	10990.00	15229.00	13186.00
Internal Resource Generation	3783.49	3519.75	4301.00
Corpus Funds	31877.55	35872.54	38841.92
Any other Source (Indicate)	-	-	-
Total	46651.04	54621.29	56328.92

(E) RECEIPT AND EXPENDITURE POSITION:

Estimates of Receipt and Expenditure for the period of MoU, i.e. 2019-20 (tentative allocation of budget for 2019-20) is as under:-

(Amount in Lakh)			
Nature of Receipt	Amount	Heads of Expenditure	Amount
Government Grants	12918.00	OH-31	4959.00
Internal Resource	3700.00	OH-35	1122.00
Corpus Funds	40000.00	OH-36	6837.00
Any other Source (HEFA)	15000.00		
Total	71618.00	-	12918.00

(F) ANNUAL TARGETS FOR PHYSICAL OUTPUTS/DELIVERABLES:

(As per Annexure I) However, it is submitted that the targeted levels mentioned at Sr.No.4 against the students strength on Annexure-I (1.1. to 1.3 at page 1) is only the sanctioned intake of the UG, PG and Ph.D. No extra seats have been proposed as targeted levels. Sufficient infra is already available to accommodate this sanctioned intake. Further, the MHRD is also already kind enough to provide the funds against the sanctioned intake.

(G) PERFORMANCE EVALUATION PARAMETERS:

- (i) The performance will be evaluated using the criteria listed at **Annexure I**. The weightage to be attached to each criterion and the criterion value corresponding to different performance ratings are also given therein. The overall score

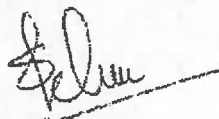
 

will be calculated through the formula given in the Annexure based on the scores obtained in each parameter.

- (ii) There would also be a negative marking by which the overall score obtained through Annexure I will be reduced based on penalties listed out in Annexure II
- (iii) The Consolidated score would be arrived at by reducing the negative score obtained in Annexure II from the overall score obtained under Annexure I.
- (iv) The overall rating of the organization would be as given in Annexure III based on the consolidated score obtained in Para (iii) above.

(H) IMPLEMENTATION AND MONITORING OF THE MoU:

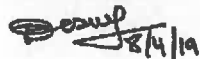
- (i) Performance Evaluation against MOU parameters shall be carried out every quarter and monitored by the Institution.
- (ii) The performance evaluation shall be submitted to the Board of Governors on quarterly basis during the Board meetings for consideration & review. After the review by the Board, the same shall be sent to MHRD along with the recommendations and the comments, if any, of the Board.
- (iii) A Joint review by the Institution and the MHRD shall be carried out within 90 days of completion of the financial year. The result of the Joint Review shall be placed before the Board. The Director of the Institute shall ensure compliance of the issues raised or pointed out in the review and shall cause the MoU report and the review comments prominently hosted on the website of the Institute.



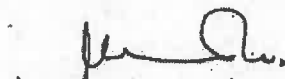
(SATISH KUMAR)

Director

National Institute of Technology
Kurukshetra



8/4/19



(.....)

~~Secretary~~ DDG

Department of Higher Education
Ministry of Human Resource
Development
Government of India

(मदन मोहन)

(MADAN MOHAN)
उप महाविदेशक/Dy. Director General
भारत सरकार/Govt. of India
मा. वि. मन्त्रालय/Min. of H. R. D.
उच्चतर शिक्षा विभाग/D/o Higher Edn.
नई दिल्ली/New Delhi

New Delhi:

Date:

NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA
PERFORMANCE EVALUATION PARAMETERS AND TARGETS 2019-20

Sl.	Criteria	Existing Levels	Targeted Levels	Unit	Weight age	Criteria Value				
						1	2	3	4	5
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
No.		Average of years 2016-17, 2017-18 & 2018-19 (X)	2019-20 (Y)			Excellent (10 pts)	V.Good (8 pts)	Good (6 pts)	Fair (4 pts)	Poor (2 pts)
						Reached the figure Y, i.e. Target as given in Col. (4)	Less than Y but Reached Figure = $X + 0.8*(Y-X)$	Less than Figure in Col. 8 but Reached Figure = $X + 0.6*(Y-X)$	Less than Figure in Col. 9 but Reached Figure = $X + 0.4*(Y-X)$	Less than Figure = $X + 0.4*(Y-X)$
1.	Student strength				(30)					
1.1	UG students intake	788*	1113 [#]	No.	10					
1.2	PG students intake	438*	523 [#]	No.	10					
1.3	Ph.D. intake	82*	90 [#]	No.	5					
1.4	Dual Degree, if any, during the year	n.a.	n.a.	No.	5					
1.5	Teacher student ratio	16.57	14	ratio	5					
2	Research and Professional practice				(22)					
2.1	Combined Metric for Publications	19.46	22	Metric parameter	5					
2.2	Combined Metric for Quality of Publications	17.47	20	Metric parameter	5					
2.3	No. Of patents filed	5	6	No	5					

* Actual admissions made against Sanctioned Strength.

Targeted levels of UG, PG & PhD intake as per sanctioned strength, including provisions made for EWS reservations from the Academic Session 2019-20 for which additional infrastructure will be required and additional financial implication has already been conveyed vide two emails dated 01.02.2019.

2.4	No. Of patents granted and licensed	1	2	No.	5					
2.5	Total revenue accruing to the Institution (as distinct from to individual faculty) through Research / Consultancies	133.85	135.00	Rs. (in Lacs)	2					
3	Graduation Outcome				(13)					
3.1	Combined % of placements, higher studies and entrepreneurship	65.76	70	%	5					
3.2	Median salary achieved in placements	6.41	6.80	Rs. (in lacs)	5					
3.3	No. Of Ph. D students graduated	62	70	No.	3					
4	Financial parameters				(10)					
4.1	% of total cost recovery by means of fees and other resources, except MHRD funds (Sum of Item 3 in Annexure IV)	55.22	57.00	%	4					
4.2	Incremental growth in amount of Corpus Fund as on 1 st July of the year compared to 1 st July of previous year	35,530.67	36,000.00	Rs. (in lacs)	2					
4.3	% Utilisation of funds received from MHRD w.r.t to BE/RE	100	100	%	4					
5	Outreach and inclusivity				(10)					
5.1	Percent students from other countries	3.0	3.3	%	1					
5.2	Percentage of girl students	18.98	20.00	%	2					
5.3	% of faculty from SC, ST, OBC	25.68	45.29	%	2					
5.4	% of students from SC, ST, OBC	49.41	49.50	%	2					
5.5	No. of cases reported related to sexual harassment	2	0	No.	2					
5.6	No. of ragging cases reported	0	0	No.	1					

[Signature]

[Signature]

6	Infrastructure creation (where applicable, in other cases weightage will be zero)				(10)					
6.1	Infrastructure created during the year (In sq. Meter)	5556.04	32499.28	Sq. Meter	10					
7	Overall Performance				(20)					
	NIRF Ranking	2018-19								
7.1	Overall Amon g NTIs	41 07	39 05	Rank	20					
	Total				115					

1. If any parameter is not applicable to any Institution, the same may be substituted/ modified/ deleted from this list. The overall weightage obtained by adding Column 6, will be the denominator for calculation of % performance
2. Existing level will be decided by taking the average values of last three years from 2016-17, 2017-18 and 2018-19, except in case of NIRF, where it will be the Rank in 2018-19. If the 2018-19 parameter is not yet available at the time of signing of MoU then average of two years 2016-17, 2017-18 would be taken. If the Institution did not participate in NIRF Ranking in 2018-19, a notional ranking of 500 would be given for the year 2018-19 for calculation purposes.
3. The Institution and the Ministry would arrive at an agreement on which NIRF Ranking category should be applied for the Institution and then the evaluation would be done on performance in that category only. A change in category would be permitted during the course of the year only if the chosen category is not being taken up by NIRF for categorisation in the year 2018-19.
4. For parameters like ragging cases, anti-sexual harassment cases and NIRF ranking, a lesser value than existing level would be taken as successful achievement and achievement parameter would be accordingly modified.
5. Score given on each parameter would be as follows: Excellent – 10; Very Good – 8; Good – 6; Fair – 4; Poor – 2
6. If an Institution does not participate in NIRF Ranking exercise in the current year, the weightage would remain at 20 for the NIRF parameter and the Institution would get a zero score on it.
7. Overall Score of an Institution would be calculated as follows: $\text{Sum (Score of each Parameter} \times \text{Parameter weightage)} \times 100 / \text{Total weightage}$.

Desup

mu

PARAMETERS FOR NEGATIVE MARKINGS

There will be negative marking from the overall score, obtained in Annexure I, as follows:

- i) Laying of Annual Report in Parliament
 - a. If Annual Report of 2017-18 submitted to MHRD before the start of Winter session, 2018 – Less 0%
 - b. If Annual Report of 2017-18 submitted to MHRD after 1/1/2019 but before 31/3/19 – Less 1%
 - c. If Annual Report of 2017-18 not submitted to MHRD by 31/3/19 – Less 3%
- ii) Submission of data for AISHE
 - a. If submitted in 2018-19 within the last date fixed for the same – Less 0%
 - b. If submitted in 2018-19 but after last date fixed for the same but before 31.3.19 – Less 1%
 - c. If not submitted in 2018-19 by 31.3.19 – Less 3%
- iii) Holding of Meeting of Board at least once a quarter (*Other Institutions may mention their own Management bodies*)
 - a. If Board meeting held once in a quarter, with at least 4 meetings in a year– less 0%
 - b. If Board meeting not held in any quarter, but 4 meetings held in a year– less 1% for each quarter when Board meeting not held
 - c. If total number of Board Meetings held in year less than 4 – less 4%

Quarters for this parameter means the periods: Quarter I: April-June; Quarter II: July-September; Quarter III: October – December; Quarter IV: January - March
- iv) Counselling system in the Institution.
 - a. When a robust counselling system exists and there is no suicide or-attempt to suicide – less 0%
 - b. When no robust system exists but there no suicide or attempt to suicide – less 1%
 - c. When a robust counselling system exists but there is at least one suicide or attempt to suicide – less 3%
 - d. When no robust counselling system exists but there is at least one suicide or attempt to suicide – less 4%
- v) Signing of MoU
 - a. When MoU for 2018-19 signed before 31/3/18 – less 0%
 - b. When MoU for 2018-19 finalized by MHRD and Institution jointly but not signed by 31/3/18 – Less 0.5%
 - c. When MoU for 2018-19 neither finalized by MHRD and Institution jointly nor signed – Less 2%





vi) **Vigilance cases**

a. **Where Disciplinary cases ordered by CVC – less 1% per case**

b. **Where criminal prosecution or CBI enquiry ordered by CVC – Less 2% per case**

For this purpose, each case would mean each separate incident on which an enquiry has been done by CVC

vii) ..

Sum (Score of each Parameter* Parameter weightage) * 10.0/Total weightage



Overall Score =



RATING OF INSTITUTION BASED ON CONSOLIDATED SCORES

Performance of the Institution would be graded based on overall score less the negative score to get the Consolidated Score. The performance based on the consolidated score would be as follows:

Consolidated Score		Rating
More than	Equal to or less than	
90	100	Excellent
70	90	Very Good
50	70	Good
33	50	Fair
Less than or equal to 33%		Poor



National Institute of Technology, Kurukshetra

Financial Commitment of MHRD and Other Sources of Revenue

1. The MHRD would allocate the following funds to be released through Consolidated Fund of India in the year 2014-15

Budget Estimate (BE): Revenue – Rs. 117.96 Crore }

OH-31:-Rs. 49.59 Crore } 129.18 Crores

OH-35:-Rs. 00.00 Crore }

OH-36:-Rs. 68.37 Crore }

Capital – Rs. 11.22 Crore

2. The Institution would apply for grant of funds under HEFA as follows:

HEFA Loan application: Rs.. 150.00 Crore

3. The Institution will raise funds from other sources as follows:

i.	User charges in form of fees	: Rs. 2842.00 Lacs
ii.	User Charges other than fees	: Rs. 858.00 Lacs.
iii.	Alumni donation	: Rs. 40.00 Lacs
iv.	Extra mural funding from other Departments/ Ministries of Government of India	: Rs. n.a.
v.	Extra Mural funding from other sources:	: Rs. n.a.
vi.	Other resources not covered above	: Rs. n.a.





BoG 51.6 To consider and review the performance evaluation (quarterly basis) as per Clause-H of the Memorandum of Understanding (MoU) between National Institute of Technology (NIT), Kurukshetra and administrative Ministry of Human Resource Development (MHRD), Department of Higher Education, New Delhi for the year 2019-20.

As per Clause-H of the MoU between National Institute of Technology (NIT), Kurukshetra and Administrative Ministry of Human Resource Development (MHRD), Department of Higher Education, New Delhi, for the year 2019-20, the performance evaluation (quarterly basis) is to be considered and reviewed by the Board.

In view of above, the performance evaluation for first quarter for the year 2019-20 is enclosed as Annexure - 51.6 (i) from pages 56 to 58.

The Board may consider and review the performance evaluation.

Annexure I

**NATIONAL INSTITUTE OF TECHNOLOGY, KURUKSHETRA
PERFORMANCE EVALUATION PARAMETERS AND TARGETS 2019-20**

(Upto First Quarter i.e. 1.4.2019 to 30.6.2019)

Sl.	Criteria	Existing Levels	Targeted Levels	Unit	Weight age	Criteria Value				
						1	2	3	4	5
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
No.		Average of years 2016-17, 2017-18 & 2018-19 (X)	2019-20 (Y)			Excellent (10 pts)	V.Good (8 pts)	Good (6 pts)	Fair (4 pts)	Poor (2 pts)
						Reached the figure Y, i.e. Target as given in Col. (4)	Less than Y but Reached Figure = $X + 0.8*(Y-X)$	Less than Figure in Col. 8 but Reached Figure = $X + 0.6*(Y-X)$	Less than Figure in Col. 9 but Reached Figure = $X + 0.4*(Y-X)$	Less than Figure = $X + 0.4*(Y-X)$
1.	Student strength				(35)					
1.1	UG students intake	788*	1113 [#]	No.	10	-	-	-	-	-
1.2	PG students intake	438*	523 [#]	No.	10	-	-	-	-	-
1.3	Ph.D. intake	82*	90 [#]	No.	5	-	-	-	-	-
1.4	Dual Degree, if any, during the year	n.a.	n.a.	No.	5	Na	Na	Na	Na	Na
1.5	Teacher student ratio	16.57	14	ratio	5					16.89
2	Research and Professional practice				(22)					
2.1	Combined Metric for Publications	19.46	22	Metric parameter	5		21.9			
2.2	Combined Metric for Quality of Publications	17.47	20	Metric Parameter	5		19.8			
2.3	No. Of patents filed	5	6	No	5					3

Desup

2.4	No. Of patents granted and licensed	1	2	No.	5					0
2.5	Total revenue accruing to the Institution (as distinct from to individual faculty) through Research / Consultancies	133.85	135	Rs. (in Lacs)	2					99.52 lacs
3	Graduation Outcome				(13)					
3.1	Combined % of placements, higher studies and entrepreneurship	65.76	70	%	5					6.55%
3.2	Median salary achieved in placements	6.41	6.80	Rs. (in Lacs)	5					4.77 lacs
3.3	No. Of Ph. D students graduated	62	70	No.	3					(14) 0.6
4	Financial parameters				(10)					
4.1	% of total cost recovery by means of fees and other resources, except MHRD funds (Sum of Item 3 in Annexure IV)	55.22	57.00	%	4					7.44 lacs
4.2	Incremental growth in amount of Corpus Fund as on 1 st July of the year compared to 1 st July of previous year	35,530.67	36,000.00	Rs. (in Lacs)	2	-	-	-	-	-
4.3	% Utilisation of funds received from MHRD w.r.t to BE/RE	100	100	%	4					84.61 %
5	Outreach and inclusivity				(10)					
5.1	Percent students from other countries	3.0	3.3	%	1					3.63
5.2	Percentage of girl students	18.98	20.00	%	2					17.71
5.3	% of faculty from SC, ST, OBC	25.68	45.29	%	2					24.11
5.4	% of students from SC, ST, OBC	49.41	49.50	%	2					47.25
5.5	No. of cases reported related to sexual harassment	2	0	No.	2	0				
5.6	No. of ragging cases reported	0	0	No.	1	0				

6	Infrastructure creation (where applicable, in other cases weightage will be zero)				(10)					
6.1	Infrastructure created during the year (In sq. Meter)	5556.04	32499.28	Sq. Meter	10					20.31
7	Overall Performance				(20)					
7.1	NIRF Ranking	2018-19								
	Overall Amongst NITs	48 08	39 05	Rank	20					
	Total				115					

1. If any parameter is not applicable to any Institution, the same may be substituted/ modified/ deleted from this list. The overall weightage obtained by adding Column 6, will be the denominator for calculation of % performance
2. Existing level will be decided by taking the average values of last three years from 2016-17, 2017-18 and 2018-19, except in case of NIRF, where it will be the Rank in 2018-19. If the 2018-19 parameter is not yet available at the time of signing of MoU then average of two years 2016-17, 2017-18 would be taken. If the Institution did not participate in NIRF Ranking in 2018-19, a notional ranking of 500 would be given for the year 2018-19 for calculation purposes.
3. The Institution and the Ministry would arrive at an agreement on which NIRF Ranking category should be applied for the Institution and then the evaluation would be done on performance in that category only. A change in category would be permitted during the course of the year only if the chosen category is not being taken up by NIRF for categorisation in the year 2018-19.
4. For parameters like ragging cases, anti-sexual harassment cases and NIRF ranking, a lesser value than existing level would be taken as successful achievement and achievement parameter would be accordingly modified.
5. Score given on each parameter would be as follows: Excellent – 10; Very Good – 8; Good – 6; Fair – 4; Poor – 2
6. If an Institution does not participate in NIRF Ranking exercise in the current year, the weightage would remain at 20 for the NIRF parameter and the Institution would get a zero score on it.
7. Overall Score of an Institution would be calculated as follows: $\text{Sum (Score of each Parameter} \times \text{Parameter weightage)} \times 100 / \text{Total weightage}$



BoG 51.7 To note the actions taken/progress made by the Institute regarding establishment of Siemens Centre of Excellence (CoE) at NIT Kurukshetra in terms of guidelines issued by MHRD.

The Board in its 50th meeting held on 20.06.2019 was apprised of the following points:

- i. The maintenance cost or the AMC charges from the 4th year has been declared and incorporated in the MoU as per the guidelines; and
- ii. All the revenue generated under the aegis of the CoE will be taken solely by the NITKKR since inception. In other words, no revenue will be shared with SISW or Partner in any form by whatever name called.

"The Board noted the action taken/progress made by the Institute on the proposal to set up Siemens Centre of Excellence (CoE) at National Institute of Technology, Kurukshetra".

Henceforth, the Institute has taken the following actions towards establishment of the Siemens Centre of Excellence at NIT Kurukshetra:

1. As per decision taken by the Finance Committee taken in its 42nd meeting held on 01.03.2019 vide item No. FC 40.6 and subsequent approval accorded on these minutes of Finance Committee by the Board in its 49th meeting held on 01.03.2019 vide item No. BoG 49.6, an amount of Rs. 10,87,56,558.75/- was released by the Institute on 03.07.2019 in accordance with "Clause 4(b) Terms of Payment" of the Tripartite Agreement among NIT Kurukshetra, SISW and CoreEL Technologies.
2. In order to ensure strict monitoring and taking timely action, it was decided to conduct regular meetings in both modes- offline and online with representatives of SISW and CoreEL Technologies.
3. A video conference was organized on 22nd July 2019 with the following agenda points:
 - Project scheduling
 - Job description of the Center Manager/Lab Instructors
 - Staffing plan and hiring
 - Course outlines

Present:

- | | |
|--------------------------|--|
| 1. Dr. Satish Kumar | Director |
| 2. Prof. Brahmjit Singh | Head SCoE & Dean R&C |
| 3. Prof. Pankaj Chandna | Dean, IIR & Associate Head (Technical) |
| 4. Prof. Surinder Deswal | Associate Head (Admin) & Registrar |
| 5. Prof. S M Gupta | Professor in-Charge, Estate & Construction |
| 6. Sh. Rahul Sehgal | Representative, SISW |
| 7. Sh. Sonal Sud | Representative, SISW |
| 8. Ms. Sadia Arshad | CoreEL Technologies |
| 9. Sh. Shiva | CoreEL Technologies |
| 10. Sh. Shyamkrishna | CoreEL Technologies |

The points related to duties/responsibilities of the project manager, appropriate revisions in the project schedule, placement of the purchase orders, and software versions & their maintenance were deliberated upon at length. The Project Manager (Site) deployed by CoreEL Technologies was entrusted with the responsibilities of sharing lab-wise updates regularly on procurement and delivery status of goods/hardware/software resources, training of trainers and designing and preparing the contents of course modules.

4. Towards reseller transaction, licensed software designation agreement along with hardware description was also completed on 30.07.2019 as per the procedure.
5. The second meeting on Progress Review was held at NIT Kurukshetra on 07.08.2019 on the following agenda points:
 - Staffing
 - Preparation of Lab wise inventory
 - Project schedule
 - Course modules

Present:

(i) Dr. Satish Kumar	Director
(ii) Prof. Brahmjit Singh	Dean R&C & Head SCoE
(iii) Prof. Surinder Deswal	Registrar & Associate Head (Admin.)
(iv) Prof. Pankaj Chandna	Dean IIR & Associate Head (Technical)
(v) Prof. S M Gupta	Prof. in-Charge. Estate and Construction
(vi) Sh. Vishwa	CoreEL Technologies
(vii) Sh. Vipin Singh	Project Manager (CoreEL Technologies)
(viii) Sh. Sonal Sud	SISW

The following decisions were taken:

- (i) It was decided to conduct the final round of interview for staff selection at Delhi by a panel consisting of the representatives of all the three parties- NIT Kurukshetra, SISW and CoreEL Technologies.
 - (ii) Project scheduling was divided among three phases clubbing the labs in three categories.
 - (iii) It was also decided to redesign the course contents Course modules and preparing the detailed brochure.
6. In the first phase, panel of officials from NIT Kurukshetra represented by Prof. Brahmjit Singh, Head SCoE and Prof. Pankaj Chandna Associate Head (Technical) and those from SISW and CoreEL Technologies conducted the interviews for staff/trainers selection at Delhi on 25.08.2019. The panel recommended the staff for two laboratories- Test & Optimization Lab and Advanced Manufacturing Lab being set up in first phase
 7. The civil and electrical work at the site in the Institute is under progress.

The Board may *note the action taken/progress made by the Institute.*

BoG 51.8 To note that status of Atal Incubation Centre (AIC) being established at NIT Kurukshetra.

The Board in its 50th meeting held on 20.06.2019 decided as under:

"After detailed deliberations, the Board noted the status of Atal Incubation Centre (AIC) at NIT Kurukshetra and approved the revised drafts of AoA and MoA in accordance with the directions of the Registrar of Companies, Ministry of Corporate Affairs".

In view of the above decision of the Board, the Institute has taken the following actions in regard to the establishment of the Atal Incubation Centre at NIT Kurukshetra:

1. An account of "AIC-NIT Kurukshetra Foundation" has been opened in the NIT Kurukshetra branch of the State Bank of India.
2. Registration of PFMS is under process as per the directions of AIM, NITI Aayog.
3. Towards the Incubator Team, advertisement inviting applications for the post of CEO was published and the applications received are being examined for onward submission to the AIM, NITI Aayog for final selection as per the terms and conditions of the Aayog.
4. A List of key mentors for the incubator is under preparation and onward submission to NITI Aayog.

The Board may *note the action taken/progress made by the Institute.*

BoG 51.9 To consider the confirmation of Assistant Registrars and Assistant Librarian.

The following officers were appointed as Assistant Registrar and Assistant Librarian in this Institute against advertisement No.02/2017 as per the approval of the Board through direct recruitment on the recommendations of the Selection Committee. These officers were on Probation for a period of one year from the respective date of their joining as per Recruitment Rules for Non-faculty position:

Sr. No.	Name	Designation, Pay Band & Grade Pay	Date of joining	Date of completion of probation	Due date of confirmation
[1]	[2]	[3]	[4]	[5]	[6]
1.	Sh. Rajeev Saini	Assistant Registrar Rs. 15600-39100+ GP 5400/- (revised to level 10 of Pay Matrix of 7 th CPC)	21.06.2018	20.06.2019	21.06.2019
2.	Sh. Ramesh	Assistant Registrar Rs. 15600-39100+ GP 5400/- (revised to level 10 of Pay Matrix of 7 th CPC)	25.06.2018	24.06.2019	25.06.2019
3.	Mohd. Afroz	Assistant Registrar Rs. 15600-39100+ GP 5400/- (revised to level 10 of Pay Matrix of 7 th CPC)	01.08.2018	31.07.2019	01.08.2019
4.	Sh. Manish Garg	Assistant Librarian Rs. 15600-39100+ GP 5400/- (revised to level 10 of Pay Matrix of 7 th CPC)	13.07.2018 (AN)	12.07.2019	13.07.2019

The above Assistant Registrars and Assistant Librarian were appointed against the vacant posts of the Institute. They have completed their probation period of one year on as mentioned against each in column No.5 and they are due for confirmation on the Assistant Registrar and Assistant Librarian w.e.f. the date as mentioned against each in the column No.6 of the above table.

The Special Reports about work and conduct of the above Assistant Registrars and Assistant Librarian have been obtained from the respective reporting

officers and they are in order. The character and antecedents verification reports have also been received and nothing is adverse against them.

In view of the above, Sh. Rajeev Saini, Sh. Ramesh, Mohd. Afroz may be confirmed on the post of Assistant Registrar w.e.f. 21.06.2019, 25.06.2019 & 01.08.2019 respectively in the PB-3 Rs. 15600-39100+GP Rs. 5400/- (revised to level 10 of Pay Matrix of 7th CPC) and Sh. Manish Garg may be confirmed on the post of Assistant Librarian w.e.f. 13.07.2019 in the PB-3 Rs. 15600-39100+GP Rs.5400/- (revised to level 10 of Pay Matrix of 7th CPC).

The matter is placed before the Board of Governors for approval.

BoG 51.10 To note the MHRD letter dated 27.08.2019 regarding the proposals offered by Agencies for setting up centre of Excellence in NITs.

The Ministry of Human Resource Development, Govt. of India had issued a letter F.No.10-8/2018-TS.III dated 27.08.2019 regarding the proposals offered by Agencies for setting up Centre of Excellence (CoE) in NITs.

The points as mentioned in the above letter dated 27.08.2019 are as under:

- i) Only the NITs in Top-100 NIRF ranking may be allowed to set up the CoE as it involves huge capital funding and the commitment of funds for running the operations. Such NITs must have sufficient corpus funds from IRG, so as to share itself the capital investment of 25% of what is to be totally shared by the Institute.
- ii) The NITs should submit proposals for setting up of CoEs after deliberations among involving departments which then should be approved by the BoG of the concerned NIT. This should be advertised widely to get Expression of Interest (Eoi) among potential Industries for setting-up of CoEs.
- iii) Selection of Agencies may be done with the approval of Finance Committee/Board of Governors of the Institute concerned.
- iv) Maximum Ceiling of the total project cost to set up the CoE shall be Rs. 200 Cr per Institute.
- v) As far as possible, existing civil infrastructure/furniture available in the Institute may be utilized to set up the CoE.
- vi) Minimum 80% of the total project cost (including hardware & software) should be borne by the Agency itself. The Agency should submit copies of commercial invoices (not supplied to other NITs) of supplies of hardware & software earlier made as a proof of absorption.
- vii) Maximum 15% of the capital cost may be shared by the Institute. Out of which, Institute must be able to share at least 25% from its IRG/Corpus directly. For the remaining 75% amount, Institute may apply for the HEFA loan.
- viii) NITs setting up the CoE should strictly follow the GFR for the Institute's share of money.
- ix) The MoU signed by the Institute should strictly follow the guidelines circulated by MHRD in this regard, from time to time.
- x) The Agency should provide item-wise cost to the Institution for the stock register updation.

- xi) Cost of operations should be provided as and when requested by the Institute concerned for setting up of CoE.
- xii) Agency partner should provide a statutory compliance document in accordance to the labour laws of Government of India for the trainers deployed at the CoE.
- xiii) Agency should submit a document on the supplied software/hardware and their claim "Industry relevance" and project the placement opportunities.
- xiv) Agency should not set up similar CoE within a distance of 200 KM.
- xv) NIT can mobilize only their own students for skill development courses. The implementing partner and Agency should be fully responsible for mobilization of other Institute's students. They also need to commit to train a definite number, for example 10,000 students/year. In the event of failing to meet the committed number, the contract should be extended without any additional costing until Agency and partner complete training of 30,000 numbers of students in a three years' time. This will help NITs to generate substantial revenue and sustain the CoE after three years.

A copy of the MHRD letter dated 27.08.2019 is *enclosed as Annexure – 51.10 (i) from pages 66 to 67*.

The Board may *note the MHRD letter dated 27.08.2019 regarding the proposals offered by Agencies for setting up Centre of Excellence (CoE) in NITs.*

F.No.10 – 8 / 2018 – TS.III
Government of India
Ministry of Human Resource Development
Department of Higher Education
Technical Section-III
*_**_*

Shastri Bhawan, New Delhi,
dated, the 27th August, 2019

To,
The Directors of all NITs and IEST Shibpur

Subject: Proposals offered by Agencies for setting up Centre of Excellence (CoE) in NITs – regarding.

Madam \ Sir,

With reference to subject cited above, following is submitted for information and necessary action:-

- i) Only the NITs in Top-100 NIRF rankings may be allowed to set up the CoE as it involves huge capital funding and the commitment of funds for running the operations. Such NITs must have sufficient corpus funds from IRG, so as to share itself the capital investment of 25% of what is to be totally shared by the Institute.
- ii) The NITs should submit proposals for setting up of CoEs after deliberations among involving departments which then should be approved by the BoG of the concerned NIT. This should be advertised widely to get Expression of Interest (Eoi) among potential Industries for setting-up of CoEs.
- iii) Selection of Agencies may be done with the approval of Finance Committee / Board of Governors of the Institute concerned.
- iv) Maximum Ceiling of the total project cost to set up the CoE shall be Rs.200 Cr per Institute.
- v) As far as possible, existing civil infrastructure / furniture available in the Institute may be utilised to set up the CoE.
- vi) Minimum 80% of the total project cost (including hardware & software) should be borne by the Agency itself. The Agency should submit copies of commercial invoices (not supplied to other NITs) of supplies of hardware & software earlier made as a proof of absorption.

K. Rajan
27/8/19

...contd./-

-: 2 :-

F.No.10 -- 8 / 2018 -- TS.III

- vii) Maximum 15% of the capital cost may be shared by the Institute. Out of which, Institute must be able to share at least 25% from its IRG / Corpus directly. For the remaining 75% amount, Institute may apply for the HEFA loan.
- viii) NITs setting up the CoE should strictly follow the GFR for the Institute's share of money.
- ix) The MoU signed by the Institute should strictly follow the guidelines circulated by MHRD in this regard, from time to time.
- x) The Agency should provide item-wise cost to the Institution for the stock register updation.
- xi) Cost of operations should be provided as and when requested by the Institute concerned for setting up of CoE.
- xii) Agency partner should provide a statutory compliance document in accordance to the labour laws of Government of India for the trainers deployed at the CoE.
- xiii) Agency should submit a document on the supplied software / hardware and their claim "Industry relevance" and project the placement opportunities.
- xiv) Agency should not set up similar CoE within a distance of 200 KM.
- xv) NIT can mobilize only their own students for skill development courses. The implementing partner and Agency should be fully responsible for mobilization of other Institute's students. They also need to commit to train a definite number, for example 10,000 students / year. In the event of failing to meet the committed number, the contract should be extended without any additional costing until Agency and partner complete training of 30,000 numbers of students in a three years' time. This will help NITs to generate substantial revenue and sustain the CoE after three years.

2. This issues with the approval of the competent Authority.

Yours faithfully,


(K. Rajan)

Under Secretary to the Govt. of India
Tel: 23384159

Copy to:

- 1. PSO to Secretary (HE), MHRD.
- 2. PPS to ADG (HE), MHRD.

BoG 51.11 To consider the fixation of minimum pay in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.7000/- in respect of Assistant Professors recruited in the year 2012 and 2013 as per the instructions issued by MHRD, Govt. of India from time to time.

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 with reference to the Agenda Item No.44.14, the matter was placed before the Board of Governors in its 50th meeting held on 20.06.2019 vide Agenda Item No.50.25 and the Board decided as under:

"The Board considered and discussed this issue in detail and decided to defer this item for the next BoG meeting."

In this context, it is mentioned here that the Institute had recruited the Assistant Professors on regular basis with Ph.D. qualification during the year 2012 and 2013 against the Advertisement No.14/2012 and 05/2013 in the Pay Band-3 of Rs.15600-39100 + AGP of Rs.7000/- as per the Model Recruitment Rules notified by the MHRD, Government of India in the year 2012 for the appointment of faculty in the NITs. Their entry pay was fixed to Rs.22600/- which includes the Basic Pay of Rs.15600/- + AGP of Rs.7000/-. However, the entry pay needs to be fixed as per the instructions issued by the MHRD, Govt. of India from time to time. In this regard, the following facts are submitted for kind consideration:-

1. The MHRD, Govt. of India vide letter No. 1-32/2006-UII/U.1(i) dated 31st December, 2008 *enclosed as Annexure – 51.11 (i) from pages 71 to 86* conveyed the decision of the Government of India for the revision of pay scales of teachers on the basis of 6th Central Pay Commission. Through this letter, the revised pay structure of all categories has been provided. However, the entry pay for the teachers appointed on or after 1.1.2006 with AGP of Rs.7000/- has not specifically, mentioned.
2. The MHRD, Govt. of India vide letter No. F.3-1/2009-U.I dated 4th June, 2009 *enclosed as Annexure – 51.11 (ii) from pages 87 to 96* issued authenticated Fitment tables regarding the fixation of pay of the existing incumbents, who were in position as on 1.1.2006. However, it is pertinent to mention here that the entry pay has not been prescribed for the teachers appointed on or after 1.1.2006 with AGP of Rs.7000/- even in this letter
3. The MHRD, Govt. of India vide letter No. 23-1/2008-TS.II dated 18th August, 2009 *enclosed as Annexure – 51.11 (iii) from pages 97 to 101* conveyed the decision of the Government of India for the

revision of pay scales of teachers on the basis of recommendations made by the Goverdhan Mehta Committee following the pay revision of the Central Government employees on the recommendations of 6th Central Pay Commission. Under clause 2 on page 2 of the said letter it is mentioned that the pay structure and designations for all other CFTIs will generally be the same as per the scheme of revision of pay of teachers etc. in universities etc. as notified by the Ministry of HRD vide letter No. 1-32/2006-UII/U.I(i) dated 31st December, 2008 (Annexure-A) and clarified issued thereon from time to time. However, for the fixation of entry pay was also not mentioned in this letter also.

4. The MHRD vide letter No.F.23-2/2009-TS.II dated 9th March, 2010 *enclosed as Annexure – 51.11 (iv) from pages 102 to 104* issued some clarifications on the revision of pay of teaching and other staff following the pay revision of scale of Government employees on the recommendations of 6th CPC. As per clause II (ii) "Pay Fixation" mentioned at Page 2 of the said letter, the pay fixation at the entry level of directly recruited teachers on or after 1.1.2006 has been clarified that it may be fixed at the entry level of the revised pay and the AGP as prescribed and as per the provisions in the CCS (Revised Pay) Rules, 2008. Further, it is worth mentioning here that the AGP (Academic Grade Pay) has been fixed slightly higher than the Grade Pay (GP) approved by the Central Government. Therefore, through the said letter, the equivalency/mapping of AGP with GP has also been indicated under clause IX of the said letter. The AGP of Rs.7000/- has been mapped with Rs.6600/- for regulating the various entitlements like TA/DA etc.
5. As per Section II of the First Schedule Part-A of CCS (Revised Pay) Rules, 2008 *enclosed as Annexure – 51.11 (v) from pages 105 to 106*, the entry pay of teachers who were recruited on or after 1.1.2006 was to be fixed as Rs.25750/- in the PB3 Rs.15600-39100 which includes Grade Pay of Rs.7000/- and Pay of Rs.18750/-.
6. The Ministry of HRD vide letter No.F.No.15-4/2017-TC dated 27th October, 2017 *enclosed as Annexure – 51.11 (vi) from pages 107 to 113* conveyed the decision of Government of India for the Revision of pay of Faculty and Scientific/Design Staff in Centrally Funded Technical Institutions (CFTIs) following the pay revision of the Central Government Employees on the recommendations of 7th Central Pay Commission (7th CPC). As per Clause-4 "Pay Fixation Method" mentioned at page 2 of the said letter, the entry pay has

been specifically mentioned for each AGP. The Clause-4 is reproduced below:

4. Pay Fixation Method

(e) The entry pay for each level is as follows:

Level	Academic Grade Pay (Rs.)	Entry Pay (Rs.)
10	6,000	21,600
11	7,000	25,790
12 (Annx. - I)	8,000	38,000
12 (Annx. - II)	8,000	29,900
13A1	9,000	49,200
13A2 (Annx. - I)	9,500	52,300
14	10,000	53,000
14A (Annx. - I)	10,500	58,500
15	-	67,000

In view of the above facts, the entry Pay of Assistant Professor on regular basis with Ph.D. qualification was to be fixed at Rs.25790/- in the Pay Band-3 of Rs.15600-39100+AGP of Rs.7000/-. Accordingly, the matter was placed before the Board of Governors in its 44th meeting held on 5.2.2018 vide agenda item 44.14 and the Board decided as under:

"The Board decided that to refer this matter to the MHRD for clarification and comments."

In view of the above decision, the matter was referred to the MHRD, Govt. of India vide letter No.Estt-1/2124 dated 26.4.2018. The matter was again put up before the Board of Governors in its 50th meeting held on 20.6.2019. The Board decided to defer the item.

In view of the above, it is proposed that *"the entry Pay of Assistant Professor on regular basis with Ph.D. qualification may be fixed at Rs.25790/- in the Pay Band-3 of Rs.15600-39100+AGP of Rs.7000/- to remove the pay anomalies of the concerned Assistant Professors from the date of joining of these incumbents."*

No.1-32/2006-UGI/U.I(I)
Government of India
Ministry of Human Resource Development
Department of Higher Education

New Delhi, dated the 31st December, 2008

To

The Secretary,
University Grants Commission,
Bahadur Shah Zafar Marg,
New Delhi - 110 002.

Subject:- Scheme of revision of pay of teachers and equivalent cadres in universities and colleges following the revision of pay scales of Central Government employees on the recommendations of the Sixth Central Pay Commission.

Sir,

I am directed to say that the Government of India have decided, after taking into consideration the recommendations made by the University Grants Commission (UGC) based on the decisions taken at the meeting of the Commission held on 7-8 October 2008, to revise the pay scales of teachers in the Central Universities. The revision of pay scales of teachers shall be subject to various provisions of the Scheme of revision of pay scales as contained in this letter, and Regulations to be framed by the UGC in this behalf in accordance with the Scheme given below. The revised pay scales and other provisions of the Scheme are as under:-

1. General.

(i) There shall be only three designations in respect of teachers in universities and colleges, namely, Assistant Professors, Associate Professors and Professors. However, there shall be no change in the present designation in respect of Library and Physical Education Personnel at various levels.

(ii) No one shall be eligible to be appointed, promoted or designated as Professor, unless he or she possesses a Ph.D. and satisfies other academic conditions, as laid down by the University Grants Commission (UGC) from time to time. This shall, however, not affect those who are already designated as Professor.

(iii) The pay of teachers and equivalent positions in Universities and Colleges shall be fixed according to their designations in two pay bands of Rs. 15600-39100 and Rs. 37400-67000 with appropriate "Academic Grade Pay" (AGP in short). Each Pay Band shall have different stages of Academic Grade Pay which shall ensure that teachers and other equivalent cadres covered under this Scheme, subject to other conditions of eligibility being satisfied, have multiple opportunities for upward movement during their career.

(iv) Posts of Professors shall be created in under-graduate (UG) colleges as well as in post-graduate (PG) colleges. The number of posts of Professors in a UG College shall be equivalent to 10 percent of the number of posts of Associate Professors in that College. There shall be as many posts of Professors in each PG College as the number of Departments in that College. No new Departments shall be created in UG or PG Colleges without prior approval of the UGC.

(v) Up to 10% of the posts of Professors in universities shall be in the higher Academic Grade Pay of Rs. 12000 with eligibility conditions to be prescribed by the UGC.

(vi) National Eligibility Test (NET) shall be compulsory for appointment at the entry level of Assistant Professor, subject to the exemptions to the degree of Ph.D. in respect of those persons obtaining the award through a process of registration, course-work and external evaluation, as have been/ or may be laid down by the UGC through its regulations, and so adopted by the University. NET shall not be required for such Masters' programmes in disciplines for which there is no NET.

2. Revised Pay Scales, Service conditions and Career Advancement Scheme for teachers and equivalent positions:

The pay structure for different categories of teachers and equivalent positions shall be as indicated below:-

(a) Assistant Professor/Associate Professors/Professors in Colleges & Universities

(i) Persons entering the teaching profession in Universities and Colleges shall be designated as Assistant Professors and shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs.6000. Lecturers already in service in the pre-revised scale of Rs. 8000-13500, shall be re-designated as Assistant Professors with the said AGP of Rs. 6000.

(ii) An Assistant Professor with completed service of 4 years, possessing Ph.D Degree in the relevant discipline shall be eligible, for moving up to AGP of Rs. 7000.

(iii) Assistant Professors possessing M.Phil degree or post-graduate degree in professional courses approved by the relevant Statutory Body, such as LL.M/M.Tech etc. shall be eligible for the AGP of Rs. 7,000 after completion of 5 years service as Assistant Professor.

(iv) Assistant Professors who do not have Ph.D or M.Phil or a Master's degree in the relevant Professional course shall be eligible for the AGP of Rs. 7,000 only after completion of 6 years' service as Assistant Professor.

(v) The upward movement from AGP of Rs. 6000 to AGP of Rs. 7000 for all Assistant Professors shall be subject to their satisfying other conditions as laid down by the UGC.

(vi) The pay of the incumbents to the posts of Lecturer (senior scale) (i.e. the un-revised scale of Rs. 10,000-15200) shall be re-designated as Assistant Professor, and shall be fixed at the appropriate stage in Pay Band of Rs.15600-39100 based on their present pay, with AGP of Rs. 7000.

(vii) Assistant Professors with completed service of 5 years at the AGP of Rs. 7000 shall be eligible, subject to other requirements laid down by the UGC, to move up to the AGP of Rs. 8000.

(viii) Posts of Associate Professor shall be in the Pay Band of Rs.37400-67000, with AGP of Rs.9000. Directly recruited Associate Professors shall be placed in the Pay Band of Rs. 37400-67000 with an AGP of Rs. 9000, at the appropriate stage in the Pay Band in terms of the conditions of appointment.

(ix) Incumbent Readers and Lecturers (Selection Grade) who have completed 3 years in the current pay scale of Rs. 12000-18300 on 1.1.2006 shall be placed in Pay Band of

Rs. 37400-67000 with AGP Pay of Rs. 9000 and shall be re-designated as Associate Professor.

(x) Incumbent Readers and Lecturers (Selection Grade) who had not completed three years in the pay scale of Rs. 12000-18300 on 1.1.2006 shall be placed at the appropriate stage in the Pay Band of Rs. 15600-39100 with AGP of Rs. 8000 till they complete 3 years of service in the grade of Lecturer (Selection Grade)/Reader, and thereafter shall be placed in the higher Pay Band of Rs. 37400-67000 and accordingly re-designated as Associate Professor.

(xi) Readers/ Lecturers (Selection Grade) in service at present shall continue to be designated as Lecturer (Selection Grade) or Readers, as the case may be, until they are placed in the Pay Band of Rs. 37,400-67000 and re-designated as Associate Professor in the manner described in (x) above.

(xii) Assistant Professors completing 3 years of teaching in the AGP of Rs. 8000 shall be eligible, subject to other conditions, that may be prescribed by the UGC and the university, to move to the Pay Band of Rs. 37400-67000 with AGP of Rs. 9000 and to be designated as Associate Professor.

(xiii) Associate Professor completing 3 years of service in the AGP of Rs. 9000 and possessing a Ph.D. degree in the relevant discipline shall be eligible to be appointed and designated as Professor, subject to other conditions of academic performance as laid down by the UGC and if any by the university. No teacher other than those with a Ph.D. shall be promoted, appointed or designated as Professor. The Pay Band for the post of Professors shall be Rs. 37400-67000 with AGP of Rs. 10000.

(xiv) The pay of a directly recruited Professor shall be fixed at a stage not below Rs. 43000 in the Pay Band of Rs. 37400-67000, with the applicable AGP of Rs. 10000.

(xv) Ten percent of the posts of Professors in a university shall be in the higher AGP of Rs. 12000; however, teachers appointed to the posts shall continue to be designated as Professor. Eligibility for appointment as a Professor in the higher Academic Grade Pay shall be as may be laid down by the UGC, and such eligibility conditions shall, inter alia, include publications in peer reviewed/ refereed Research Journals, and the requirement of at least 10 years of teaching as Professor and post-doctoral work of a high standard. No person appointed directly as Professor in the AGP of Rs. 12000 shall be fixed at a stage less than Rs. 48000 along with the AGP.

(xvi) For initial direct recruitment at the level of Associate Professors and Professors, the eligibility conditions in respect of academic and research requirements shall be as may be or have been prescribed by the UGC through Regulations and as may be laid down by the university.

(xvii) Discretionary award of advance increments for those who enter the profession as Associate Professors or Professors with higher merit, high number of research publications and experience at the appropriate level, shall be within the competence of the appropriate authority of the concerned University or recruiting Institution while negotiating with individual candidates in the context of the merits of each case, taking into account the pay structure of other teachers in the faculty and other specific factors.

(b) Professors In Under Graduate and Post Graduate Colleges:

(xviii) Ten percent of the number of sanctioned posts of Associate Professor in an Under Graduate College shall be that of Professors and shall be subject to the same criterion for selection/ appointment as that of Professors in Universities, provided that there shall not be more than one post of Professor in each Department; and provided further that

One-fourth (25%) of the posts of Professor in UG Colleges shall be directly recruited or filled on deputation by eligible teachers and the remaining three-fourths (75%) of posts of Professors shall be filled by merit promotion from among eligible Associate Professors of the relevant department of the Under Graduate College. Identification of posts of Professor in an Under Graduate College for being filled through direct recruitment/deputation shall be within the competence of the University acting in consultation with the College. Where the number of posts of Professor worked out as a percentage of the number of posts of Associate Professor for merit promotion or direct recruitment/ deputation is not an integer, the same shall be rounded off to the next higher integer.

(xix) There shall be one post of Professor in each Department of a Post Graduate College and shall be subject to the same criterion for selection/ appointment as that of Professors in Universities, provided that One-fourth (25%) of the posts of Professor shall be filled on deputation/direct recruitment from among eligible teachers and the remaining three-fourths (75%) of posts shall be filled through merit promotion from among the eligible Associate Professors in the relevant department of the Post Graduate College. Identification of posts of Professor in a Post Graduate College for being filled through direct recruitment/deputation shall be within the competence of the University acting in consultation with the College. Where the number of posts of professor for merit promotion or direct recruitment/ deputation worked out as a percentage of the total number of posts in a Post Graduate College is not an integer, the same shall be rounded off to the next higher integer. The UGC shall issue separate guidelines to ensure availability of minimum standards of academic infrastructure (library, research facilities etc.) for starting Post Graduate Courses in Colleges.

3. Pay Scales of Pro-Vice Chancellor/Vice Chancellor of Universities:

(i) Pro-Vice-Chancellor

The posts of Pro-Vice Chancellor shall be in the Pay Band of Rs.37400-67000 with AGP of Rs. 10000 or Rs. 12000, as the case may be, along with a Special Allowance of Rs.4000 per month, subject to the condition that the sum total of pay in the Pay Band, the Academic Grade Pay and the Special Allowance shall not exceed Rs. 80,000.

(ii) Vice Chancellor

The posts of Vice Chancellor shall carry a fixed pay of Rs. 75000 along with a Special Allowance of Rs. 5000 per month.

4. Pay Scales of Principals in Colleges:

(i) Principal of Under Graduate Colleges

Appointments to the posts of Principal in Under Graduate Colleges shall be based on the conditions of eligibility in respect of educational qualifications and teaching/research experience laid down by the University Grants Commission and if any by the university from time to time. The posts of Principal in Under Graduate Colleges shall be in the Pay Band of Rs.37400-67000 with AGP of Rs.10000, plus a Special Allowance of Rs. 2000 per month. All Principals in service shall be appropriately fixed in the Pay Band with the AGP of Rs. 10000.

(ii) Principal of Post Graduate Colleges

Appointments to the posts of Principal in Post Graduate Colleges shall be based on the conditions of eligibility in respect of educational qualifications and teaching/research experience laid down by the University Grants Commission and if any by the university

from time to time. Posts of Principal in Post Graduate Colleges shall also be in the Pay Band of Rs.37400-67000 with AGP of Rs.10,000, plus a Special Allowance of Rs. 3000 per month. All Principals in service shall be appropriately fixed in the Pay Band with the AGP of Rs. 10000.

5. Pay Scales and Career Advancement Scheme for Librarians etc:

(a) Assistant Librarian/ College Librarian:

(i) Assistant Librarian/ College Librarian in the pre-revised scale of pay of Rs. 8000-13500 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs. 6000.

(ii) All existing conditions of eligibility and academic qualifications laid down by the UGC shall continue to be applicable for direct recruitment of Assistant Librarian/ College Librarian.

(b) Assistant Librarian (Sr. Scale)/ College Librarian (Sr.Scale)

(i) The posts of Assistant Librarian (Sr. Scale)/ College Librarian (Sr.Scale) in the pre-revised scale of pay of Rs. 10000-15200 shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs.7000.

(ii) Assistant Librarian/ College Librarian possessing Ph.D. in Library Science at the entry level, after completing service of 4 years in the AGP of Rs.6000, and if otherwise eligible as per guidelines laid down by the UGC shall be eligible for the higher AGP of Rs. 7000 with in the Pay Band of Rs. 15600-39100.

(iii) Assistant Librarian/ College Librarian not possessing Ph.D. but only M.Phil in Library Science at the entry level after completing service of 5 years in the AGP of Rs. 6000, if otherwise eligible as per guidelines laid down by the UGC, shall become eligible for the higher AGP of Rs. 7000.

(iv) After completing service of 6 years in the AGP of Rs. 6000 Assistant Librarian/ College Librarian without the relevant Ph.D. and M.Phil shall, if otherwise eligible as per guidelines laid down by the UGC and if any by the university, move to the higher AGP of Rs. 7000.

(v) The pay of the existing Assistant Librarian (Sr. Scale)/ College Librarian (Sr.Scale) in the pre-revised scale of pay of Rs. 10000-15200 shall be fixed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 7000. at an appropriate stage based on their present pay,

(c) Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian (Selection Grade)

(i) Deputy Librarians who are directly recruited at present shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 8000 initially at the time of recruitment.

(ii) On completion of service of 5 years, Assistant Librarian (Sr.Scale)/ College Librarian (Senior Scale) shall be eligible for the post of Deputy Librarian/ equivalent posts in Pay Band of Rs. 15600-39100, with Academic Grade Pay of Rs.8,000, subject to their fulfilling other conditions of eligibility (such as Ph.D. degree or equivalent published work etc. for Deputy Librarian) as laid down by the UGC. They shall be designated as Deputy Librarian/ Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade), as the case may be.

(iii) The existing process of selection by a Selection Committee shall continue in respect of promotion to the post of Deputy Librarian and their equivalent positions.

(iv) After completing 3 years in the Pay Band of Rs. 15600-39100 with an AGP of Rs. 8000, Deputy Librarians/ equivalent positions shall move to the Pay Band of Rs. 37400-67000 and AGP of Rs. 9000, subject to fulfilling other conditions of eligibility laid down by the UGC and if any by the university.

(v) Assistant Librarians (Senior Scale) in Universities/ College Librarians (Senior Scale) in the AGP of Rs.7000 not possessing Ph.D. in Library Science or equivalent published work but who fulfill other criteria prescribed by the UGC and if any by the university, shall also be eligible for being placed in the AGP of Rs. 8000.

(vi) Incumbents to the posts of Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) who have completed three years in the pre-revised pay scale of Rs. 12000-18300 on 1.1.2006 shall be fixed at an appropriate stage in the Pay Band of Rs. 37400-67000 with an AGP of Rs. 9000. They shall continue to be designated as Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian (Selection Grade)

(vii) Incumbents to the posts of Deputy Librarian/ Assistant Librarian (Selection Grade)/College Librarian (Selection Grade) who have not completed the requirement of three years in the pre-revised pay scale of Rs. 12000-18300, for being eligible to be placed in the higher Pay Band of Rs. 37400-67000, shall be placed at an appropriate stage with Academic Grade Pay of Rs.8000 till they complete three years of service as Deputy Librarian/ Assistant Librarian (Selection Grade)/ College Librarian (Selection Grade).

(viii) Pay in regard to the directly recruited Deputy Librarians shall be initially fixed in Pay Band Rs. 15600-39100 with AGP of Rs. 8000. They shall move to the Pay Band of Rs. 37400-67000 with AGP of Rs. 9000 after completing three years of service in the AGP of Rs. 8000.

(ix) The existing conditions of eligibility and academic qualifications prescribed by the UGC shall continue to be applicable for direct recruitment to the post of Deputy Librarian.

(d) Librarian (University)

(i) The post of Librarian shall be in the Pay Band of Rs. 37400-67000 with the Academic Grade Pay of Rs. 10000.

(ii) The existing conditions of eligibility and academic qualifications prescribed by the UGC shall continue to be applicable for appointment to the post of Librarian (University).

(iii) Deputy Librarian completing service of three years in the AGP of Rs. 9000 and otherwise eligible as per conditions prescribed by the UGC and if any by the university, shall also be eligible to be considered for appointment to the post of Librarian through open recruitment.

(iv) Incumbent Librarian (University) shall be placed at the appropriate stage as per the 'fixation formula' of the 6th CPC in the Pay Band of Rs. 3740-67000 with AGP of Rs. 10000.

6. Pay Scales and Career Advancement Scheme for Physical Education Personnel:

(a) Assistant Director of Physical Education(Assistant DPE)/ College Director of Physical Education (College DPE)

- (i) The Assistant Director of Physical Education/ College DPE in the pre-revised pays scale of Rs. 8000-13500 shall be placed in the Pay Band of Rs.15600-39100 with AGP of Rs. 6000.
- (ii) Pay of Incumbent Assistant Directors of Physical Education/ College DPE shall be fixed at an appropriate stage in the Pay Band of Rs. 15600-39100 with an AGP of Rs. 6000, in accordance with the 'fixation formula' of the 6th CPC.
- (iii) All existing conditions of eligibility and academic qualifications laid down by the UGC shall continue to be applicable for direct recruitment of Assistant Director of Physical Education/College DPE.

(b) Assistant Director of Physical Education (Senior Scale)/ College DPE (Senior Scale)

- (i) Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) in the pre-revised pay scale of Rs. 10000-15200 shall be placed in the Pay Band of Rs. 15600-39100 with AGP of Rs. 7000.
- (ii) Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) possessing Ph.D. in Physical Education at the entry level of Assistant DPE/ College DPE in the AGP of Rs. 6000 shall, after completing service of four years in the AGP of Rs.6000, and if otherwise eligible as per guidelines prescribed by the UGC and if any by the university, move to higher AGP of Rs. 7000 in the Pay Band of Rs. 15600-39100.
- (iii) Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) possessing M.Phil in Physical Education at the entry level of Assistant DPE/ College DPE in the AGP of Rs. 6000 shall, after completing service of five years in the AGP of Rs. 6000, be eligible for the higher AGP of Rs. 7000.
- (iv) Assistant Directors of Physical Education/ College DPEs without the relevant Ph.D. and M.Phil shall, after completing service of six years as Assistant Director of Physical Education/College DPE in the AGP of Rs. 6000, and if otherwise eligible as per guidelines prescribed by the UGC and if any by the university, be eligible for being placed in the AGP of Rs. 7000.
- (v) Pay of Incumbent Assistant Directors of Physical Education (Senior Scale)/ College DPE (Senior Scale) shall be fixed in Pay Band of Rs. 15600-39100 at an appropriate stage in the AGP of Rs. 7000, as per the 'fixation formula' of the 6th CPC.

(c) Deputy Director of Physical Education/ Assistant Director of Physical Education (Selection Grade)/ College Director of Physical Education (Selection Grade)

- (i) After completing service of five years in the Pay Band of Rs. 15600-39100 with the AGP of Rs. 7000 and subject to satisfying other eligibility conditions laid down by the UGC and if any by the university, Assistant Director of Physical Education (Senior Scale)/ College DPE (Senior Scale) shall move to AGP of Rs. 8000 in the Pay Band of Rs. 15600-39100. They shall be designated as Deputy Director of Physical Education/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade), as the case may be.

(ii) After completing service of three years in the Pay Band of Rs. 15600-39100 and the AGP of Rs. 8000 and subject to eligibility laid down by the UGC and if any by the university, Deputy DPE/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade) shall move to the Pay Band of Rs. 37400-67000 with the AGP of Rs. 9000. They shall continue to be designated as Deputy DPE/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade)

(iii) All Incumbents to the post of Deputy DPE/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade) who have completed service of at least three years in the un-revised Pay Scale of Rs. 12000-18300 as on 1.1.2006 shall be eligible to be fixed in the Pay Band of Rs. 37400-67000 with AGP of Rs. 9000.

(iv) All incumbents to the post of Deputy DPE/ Assistant DPE (Selection Grade)/ College DPE (Selection Grade) whose services in the un-revised Pay Scale of Rs. 12000-18300 fall short of three years which would have made them eligible to move to the higher Pay Band, shall be placed at an appropriate stage at the AGP of Rs. 8000 in the Pay Band of Rs. 15600-39100 till they complete the required service of three years as Deputy DPE/ ADPE (Selection Grade)/ College DPE (Selection Grade) in the un-revised Pay Scale.

(v) Pay of the directly recruited Deputy DPE shall be initially fixed with the AGP of Rs. 8000 in the Pay Band of Rs. 15600-39100, and after completing 3 years of service directly recruited Deputy DPE and equivalents shall move to Pay Band Rs. 37400-67000 with AGP of Rs. 9000.

(d) Director of Physical Education (University):

(i) Post of Director Physical Education in universities shall be in the Pay Band of Rs. 37400-67000 with AGP of Rs. 10000.

(ii) Post of Director Physical Education (University) shall continue to be filled through direct recruitment and the existing conditions of eligibility i.e. the minimum qualification, number of years of relevant experience and other conditions prescribed by the UGC shall continue to be the eligibility for recruitment.

(iii) Pay of the incumbents shall be fixed at the appropriate stage in the Pay Band of Rs. 37400-67000 as per 'fixation formula' of the Government of India for 6th CPC.

7. Incentives for Ph.D./M.Phil and other higher qualification:

(i) Five non-compounded advance increments shall be admissible at the entry level of recruitment as Assistant Professor to persons possessing the degree of Ph.D. awarded in the relevant discipline by a university following the process of registration, course-work and external evaluation as prescribed by the UGC.

(ii) M.Phil degree holders at the time of recruitment to the post of Assistant Professor shall be entitled to two non-compounded advance increments.

(iii) Those possessing Post Graduate degree in a professional course such as LL.M/M.Tech etc., recognised by the relevant Statutory Body/Council, shall also be entitled to 2 non-compounded advance increments at the entry level.

(iv) Teachers who complete their Ph.D. degree while in service shall be entitled to three non-compounded increments if such Ph.D. is in the relevant discipline and has been awarded by a university complying with the process prescribed by the UGC for enrolment, course-work and evaluation etc.

(v) However, teachers in service who have been awarded Ph.D. at the time of coming into force of this Scheme or having been enrolled for Ph.D. have already undergone course-work, if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.

(vi) In respect of every other case, a teacher who is already enrolled for Ph.D. shall avail the benefit of three non-compounded increments only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D. in respect of either course-work or evaluation or both, as the case may be.

(vii) Teachers in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D. while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.

(viii) Teachers who acquire M.Phil. degree or a post graduate degree in a professional course recognised by the relevant Statutory Body/Council, while in service, shall be entitled to one advance increment. If post graduate qualification in a particular subject is not a mandatory requirement at the entry level of recruitment, acquisition of such a qualification for in service candidates shall also entitle them to one advance increment.

(ix) Five non-compounded advance increments shall be admissible to Assistant Librarian/ College Librarian who are recruited at entry level with Ph.D. degree in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in library science.

(x) Assistant Librarian/ College Librarian and other Library personnel acquiring the degree of Ph.D. at any time while in service, in the discipline of library science from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation shall be entitled to three non-compounded advance increments.

(xi) However, persons in posts of Assistant Librarian/College Librarian or higher positions who have been awarded Ph.D. in library science at the time of coming into force of this Scheme or having been enrolled for Ph.D. in library science have already undergone course-work, if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.

(xii) In respect of every other case of persons in the posts of Assistant Librarian/ College Librarian or higher positions who are already enrolled for Ph.D. shall avail the benefit of three non-compounded increments only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D. in respect of either course-work or evaluation or both, as the case may be.

(xiii) Assistant Librarian/ College Librarian and others in higher Library positions in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D. while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.

(xiv) Two non-compounded advance increments shall be admissible for Assistant Librarian/ College Librarian with M.Phil degree in Library Science at the entry level. Assistant Librarian/ College Librarian and those in higher positions acquiring M.Phil degree in Library Science at any time during the course of their service, shall be entitled to one advance increment.

(xv) Five non-compounded advance increments shall be admissible to Assistant Director of Physical Education/ College Director of Physical Education who are recruited at entry level with Ph.D. degree in the discipline of Physical Education from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation process for the award of Ph.D. in Physical Education.

(xvi) Persons in posts of Assistant Director of Physical Education/ College DPE or higher positions acquiring the degree of Ph.D in the discipline of Physical Education, at any time while in service from a university complying with the process prescribed by the UGC in respect of enrolment, course-work and evaluation shall be entitled to three non-compounded advance increments.

(xvii) However, persons in posts of Assistant Director of Physical Education/ College DPE or higher positions who have been awarded Ph.D. in Physical Education at the time of coming into force of this Scheme or having been enrolled for Ph.D. in Physical Education have already undergone course-work, if any, as well as evaluation, and only notification in regard to the award of Ph.D. is awaited, shall also be entitled to the award of three non-compounded increments even if the university awarding such Ph.D. has not yet been notified by the UGC as having complied with the process prescribed by the Commission.

(xviii) In respect of every other case of persons in the posts of Assistant Director of Physical Education/ College DPE or higher positions who are already enrolled for Ph.D. in Physical Education shall avail the benefit of three non-compounded increments only if the university awarding the Ph.D. has been notified by the UGC to have complied with the process prescribed by the Commission for the award of Ph.D. in respect of either course-work or evaluation or both, as the case may be.

(xix) Assistant Director of Physical Education/ College DPE and others in higher Physical Education positions in service who have not yet enrolled for Ph.D. shall therefore derive the benefit of three non-compounded increments on award of Ph.D, while in service only if such enrolment is with a university which complies with the entire process, including that of enrolment as prescribed by the UGC.

(xx) Two non-compounded advance increments shall be admissible for Assistant Director of Physical Education/ College DPE with M.Phil degree in Physical Education at the entry level. Assistant Director of Physical Education/ College DPE and those in higher positions acquiring M.Phil degree in Physical Education at any time during the course of their service, shall be entitled to one advance increment.

(xxi) Notwithstanding anything in the foregoing clauses, those who have already availed the benefits of advance increments for possessing Ph.D./ M.Phil. at the entry level under the earlier scheme shall not be entitled to the benefit of advance increments under this Scheme.

(xxii) For posts at the entry level where no such advance increments were admissible for possessing Ph.D/ M.Phil. under the earlier scheme, the benefit of five advance increments for possessing Ph.D./ M.Phil. shall be available to only those appointments which have been made on or after the coming into force of this Scheme.

(xxiii) Teachers, Library and Physical Education cadres who have already availed the benefits of increments as per existing policy for acquiring Ph.D./M.Phil while in service, would not be entitled to benefits under this Scheme.

8. Other terms and conditions:

(a) Increments:

(i) Each annual increment shall be equivalent to 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable for the stage in the Pay Band.

(ii) Each advance increment shall also be at the rate of 3% of the sum total of pay in the relevant Pay Band and the AGP as applicable and shall be non-compoundable.

(iii) The number of additional increment(s) on placement at each higher stage of AGP shall be as per the existing scheme of increment on promotion from lower Pay Scale to higher Pay Scale; however, in view of the considerable raise in effective pay between the two Pay Bands, there shall be no additional increment on movement from the Pay Band of Rs. 15600-39100 to the Pay Band of Rs. 37400-67000.

(iv) All issues relating to grant of advance increments to teachers engaged in engineering/ technical courses in the university system shall be subject to recommendations of the Committee separately constituted by the Central Government for pay review of teachers in technical education.

(b) Pay 'fixation formula':

The pay 'fixation formula' recommended by 6th Central Pay Commission as accepted by the Central Government shall be adopted for teachers and equivalent positions in the Library and Physical Education Cadres.

(c) Allowances:

(i) Allowances such as Leave Travel Concession, Special Compensatory Allowances, Children's Education Allowance, Transport Allowance, House Rent Allowance, Deputation Allowance, Travelling Allowance, Dearness Allowance, area based Special Compensatory Allowance etc. as applicable to teachers and Library and Physical Education Cadres, shall be at par with those accepted by the Central Government for Central Government employees on the recommendations of 6th Central Pay Commission and shall be applicable from 1.09.2008.

(ii) For teachers and equivalent positions in Library and Physical Education cadres in UGC maintained universities/colleges and institutions deemed to be universities, the rates of allowances as applicable to Central Government Group 'A' employees shall be adopted.

(iii) Teachers and equivalent positions in Library and Physical Education cadres, in UGC maintained universities/colleges and institutions deemed to be universities, with visual, orthopedic hearing or other disabilities under the provisions of 'Persons with Disabilities (Protection of Rights, Equal Opportunities and Full Participation) Act, 1995' shall be entitled to twice the normal rate of transport allowance as accepted by the Central Government on the recommendations of 6th CPC for Central Government Employees with disabilities.

(d) **Study Leave:**

(i) University Grants Commission shall revise its guidelines in respect of granting study leave with pay for acquiring M. Phil etc. and Ph.D. in the relevant discipline while in service by relaxing the number of years to be put in after entry while keeping in mind the availability of vacant positions for teachers and other cadres in colleges and universities, so that a teacher and other cadres entering service without Ph.D. or M.Phil. or higher qualification could be encouraged to acquire these qualifications in the relevant disciplines at the earliest rather than at a later stage of the career.

(e) **Research Promotion Grant:**

(i) University Grants Commission shall prescribe a scheme with appropriate guidelines for providing by way of appropriate 'start up grants' to teachers and other cadres taking up research in all disciplines including basic science research as recommended by 'Prof. M.M. Sharma Committee on Strengthening of Basic Science Research' and suitably adopted for research in social sciences/humanities and other disciplines by the UGC.

(f) **Age of Superannuation:**

(i) In order to meet the situation arising out of shortage of teachers in universities and other teaching institutions and the consequent vacant positions therein, the age of superannuation for teachers in Central Educational Institutions has already been enhanced to sixty five years, vide the Department of Higher Education letter No.F.No.1-19/2006-U.II dated 23.3.2007, for those involved in class room teaching in order to attract eligible persons to the teaching career and to retain teachers in service for a longer period. Consequent on upward revision of the age of superannuation of teachers, the Central Government has already authorized the Central Universities, vide Department of Higher Education D.O. letter No.F.1-24/2006-Desk(U) dated 30.3.2007 to enhance the age of superannuation of Vice- Chancellors of Central Universities from 65 years to 70 years, subject to amendments in the respective statutes, with the approval of the competent authority (Visitor in the case of Central Universities).

(ii) Subject to availability of vacant positions and fitness, teachers shall also be re-employed on contract appointment beyond the age of sixty five years up to the age of seventy years. Re-employment beyond the age of superannuation shall, however, be done selectively, for a limited period of 3 years in the first instance and then for another further period of 2 years purely on the basis of merit, experience, area of specialization and peer group review and only against available vacant positions without affecting selection or promotion prospects of eligible teachers.

(ii) Whereas the enhancement of the age of superannuation for teachers engaged in class room teaching is intended to attract eligible persons to a career in teaching and to meet the shortage of teachers by retaining teachers in service for a longer period, and whereas there is no shortage in the categories of Librarians and Directors of Physical Education, the increase in the age of superannuation from the present sixty two years shall not be available to the categories of Librarians and Directors of Physical Education.

(g) **Pension:**

(i) For teachers and other cadres in UGC maintained Institutions in receipt of pension, the Central Government rules for pension and gratuity as applicable to Central Government employees shall be applicable. Recommendations of Sixth Central Pay Commission in respect of pension for Central Government employees, including eligibility for full pension i.e. 50% of average pay or last pay drawn whichever is higher after 20 years of qualifying service, shall be adopted for only those teachers and other cadres

who are already on pension in Central Universities/ colleges and other institutions deemed to be universities coming under the purview of the UGC :

(ii) In view of the new pension scheme effective from 1.1.2004, no new cases of conversion to pension scheme shall be allowed.

(h) **Family Pension:**

(i) Family Pension facilities as approved by the Central Government in respect of Central Government Employees on the recommendations of Sixth CPC shall be available to teachers and other cadres in Central Universities and other UGC maintained institutions who are eligible for such Pension at present.

(i) **Additional Quantum of Pension to senior pensioners:**

(i) The facility of additional quantum of pension accepted by the Central Government on the recommendation of 6th CPC for senior pensioners of the Central Government shall be extended to persons who are or were in teaching and other cadres on attaining the age of eighty years if they are already in pension scheme in Central Universities and other UGC maintained institutions.

(j) **Gratuity and Encashment of Leave:** Facilities of gratuity and encashment of leave accepted by the Central Government on the recommendation of 6th CPC for Central Government employees shall be extended to teachers and other cadres in Central Universities and other UGC maintained institutions.

(k) **Ex-Gratia Compensation:** Families of teachers and other cadres who die in performance of their bona fide duties shall be compensated in the same manner as similarly placed families of Central Government Employees.

(l) **Provident Fund:**

(i) In view of the present policy in regard to Contributory Provident Fund, the status quo shall continue.

(m) **Consultancy Assignments:**

(i) University Grants Commission shall work out a suitable model, for which the models of revenue sharing between institutions and consultant-teachers prevailing in the Indian Institutes of Technology, Indian Institutes of Management and other institutions may be taken into consideration.

(n) **Anomalies of the last PRC:**

(i) Anomalies and unimplemented recommendations of the last Pay Review Committee, if any, shall be examined by the University Grants Commission in consultation with the Ministry of Human Resource Development.

(o) **Other recommendations of PRC and UGC:**

(i) Recommendations made by the Pay Review Committee and the UGC in regard to the various selection processes, service and working conditions, training/ refresher courses etc. shall be considered appropriately by University Grants Commission with the approval of the Central Government, wherever required, or under the Commission's Regulations in accordance with the provisions of the University Grants Commission Act.

(p) Applicability of the Scheme:

(i) This Scheme shall be applicable to teachers and other equivalent cadres of Library and Physical Education in all the Central Universities and Colleges there-under and the Institutions Deemed to be Universities whose maintenance expenditure is met by the UGC. The implementation of the revised scales shall be subject to the acceptance of all the conditions mentioned in this letter as well as Regulations to be framed by the UGC in this behalf. Universities implementing this Scheme shall be advised by the UGC to amend their relevant statutes and ordinances in line with the UGC Regulations within three months from the date of issue of this letter.

(ii) This Scheme does not extend to the cadres of Registrar, Finance Officer and Controller of Examinations for which a separate Scheme is being issued separately.

(iii) This Scheme does not extend to the Accompanists, Coaches, Tutors and Demonstrators. Pay and Grade Pay of the said categories of employees shall be fixed in the appropriate Pay Bands relative to their existing Pay in each university/ institution corresponding to such fixation in respect of Central Government employees as approved by the Central Government on the basis of the recommendations of 6th Central Pay Commission.

(iv) This Scheme does not extend to the posts of professionals like System Analysts, Senior Analysts, Research Officers etc. who shall be treated at par with similarly qualified personnel in research/ scientific organizations of the Central Government.

(v) This Scheme may be extended to universities, Colleges and other higher educational institutions coming under the purview of State legislatures, provided State Governments wish to adopt and implement the Scheme subject to the following terms and conditions:

(a) Financial assistance from the Central Government to State Governments opting to revise pay scales of teachers and other equivalent cadre covered under the Scheme shall be limited to the extent of 80% (eighty percent) of the additional expenditure involved in the implementation of the revision.

(b) The State Government opting for revision of pay shall meet the remaining 20% (twenty percent) of the additional expenditure from its own sources.

(c) Financial assistance referred to in sub-clause (a) above shall be provided for the period from 1.01.2006 to 31.03.2010.

(d) The entire liability on account of revision of pay scales etc. of university and college teachers shall be taken over by the State Government opting for revision of pay scales with effect from 1.04.2010.

(e) Financial assistance from the Central Government shall be restricted to revision of pay scales in respect of only those posts which were in existence and had been filled up as on 1.01.2006.

(f) State Governments, taking into consideration other local conditions, may also decide in their discretion, to introduce scales of pay higher than those mentioned in this Scheme, and may give effect to the revised bands/ scales of pay from a date on or after 1.01.2006; however, in such cases, the details of modifications proposed shall be furnished to the Central Government and Central assistance shall be restricted to the Pay Bands as approved by the Central Government and not to any higher scale of pay fixed by the State Government(s).

(g) Payment of Central assistance for implementing this 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 by the UGC by way of Regulations and other guidelines shall be implemented by State Governments and Universities and Colleges coming under their jurisdiction as a composite scheme without any modification except in regard to the date of implementation and scales of pay mentioned herein above.

9. Date of implementation of revised pay and allowance and payment of arrears:

(i) The revised Pay and revised rates of Dearness Allowance under this Scheme shall be effective from 1.01.2006. The revised rates of all other applicable allowances such as House Rent Allowance, Transport Allowance, Children Education Allowance etc. and the non-compounded advance increments shall take effect from 1.09.2008.

(ii) Payment of arrears up to 40% of the total arrears shall be made during the current financial year i.e. 2008-09, after deduction of admissible income tax.

(iii) An undertaking shall be taken from every beneficiary under this Scheme to the effect that any excess payment made on account of incorrect fixation of pay in the revised Pay Bands or grant of inappropriate Pay Band/ Academic Grade Pay or any other excess payment made shall be adjusted against the future payments due or otherwise to the beneficiary in the same manner as provided in this Ministry's O.M. No. F.23-7/2008-IFD dated 23.10.2008., read with Ministry of Finance (Department of Expenditure) O.M.No.F.1-1/2008-IC dated 30.8.2008.

10. The revised Pay in the relevant Pay Band and the Academic Grade Pay together with the applicable allowances including arrears of salary as mentioned above shall be paid to all eligible beneficiaries under this Scheme pending issue of Regulations by the UGC.

11. This Scheme is subject to the guidelines issued by the Ministry of Finance (Department of Expenditure) vide OM No. 7-23/2008-E.III dated 30.09.2008.

12. Anomalies, if any, in the implementation of this Scheme may be brought to the notice of the Department of Higher Education, Ministry of Human Resource Development, for clarification/decision of the Central Government.

Yours faithfully,



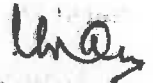
(R.Chakravarty)

Deputy Secretary to the Government of India

Copy to:

1. Vice Chancellors of all Central Universities/ Institutions Deemed to be Universities fully funded by the Central Government.
2. Principal Secretary to Prime Minister, South Block, Central Secretariat, New Delhi
3. Secretary (Coordination), Cabinet Secretariat, Rashtrapati Bhavan, New Delhi
4. Secretary, Department of Expenditure, North Block, New Delhi
5. Secretary, Department of Personnel & Training, North Block, New Delhi
6. Secretary, Department of Agriculture Research and Education, Krishi Bhavan, New Delhi.

7. Secretary, Ministry of Health and Family Welfare (Medical Education), Nirman Bhavan, New Delhi.
8. Member Secretary, All India Council for Technical Education, New Delhi
9. Chief Secretaries of all State Governments.
10. Web Master, Ministry of Human Resource Development for publication on the website of the Ministry, hosted by the National Informatics Centre.



(R. Chakravarty)

Deputy Secretary to the Government of India

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