

राष्ट्रीय प्रौद्योगिकी संस्थान, उत्तराखण्ड
NATIONAL INSTITUTE OF TECHNOLOGY, UTTARAKHAND

MINUTES OF THE 7th MEETING OF THE BOARD OF GOVERNORS, HELD ON 4th June 2015

The following members were present:

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|----------------------------|---|----------|
| 1. Shri Bhaskar Bhat | - | Chairman |
| 2. Shri R. Srinivasan | - | Member |
| 3. Prof. Pradipta Banerjee | - | Member |
| 4. Prof. S. C. Lakkad | - | Member |
| 5. Prof. Geetha Nambissan | - | Member |
| 6. Prof. P. K. Pande | - | Member |
| 7. Prof. H. T. Thorat | - | Member |
| 8. Shri. Satpal Sharma | - | Member |
| 9. Dr. Pawan Kr. Rakesh | - | Member |

At the outset, the Chairman welcomed all the members, the Board welcomed Prof. P.K. Pande, Ex-Pro Vice Chancellor, University of Roorkee, as a State Government representative.

The Committee discussed the following agenda:

BoG 07.01: Confirmation of the Minutes of the Fifth meeting of Board of Governors.

Resolution: Confirmed.

BoG 07.02: Action Taken Report

Resolution: Action Taken Report is noted.

BoG 07.03 Ratification of notes approved by the Chairman

Agenda: Approval was taken from the Chairman, BOG for emergent and inevitable items.

1. Resignations of following members of faculty
 - a. Mr. Anand Kumar Mishra
 - b. Mr. Sarath S
 - c. Ms. Kripa Meena.
 - d. Dr. A.S. Dhundi
 - e. Mr. Nitish Kumar (Trainee Teacher)
2. Assigning responsibilities of Dean/Associate Dean
3. To consider the request of Mr. Kumar Gaurav for continuation in service.
4. Missing documents-regarding
5. Permission to attend international conference abroad-
 - a. Dr.P.K.Rakesh
 - b. Mr. Suvadip Batabyal
 - c. Ms.Sweta



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The notes duly approved by the Chairman are placed at **Annexure- BoG 07.02**.
The Board is requested to ratify.

Resolution: Ratified with a suggestion that missing files/ documents may be recreated and same may be certified by the Director with information to Board. Beside this proposal for safeguarding the documents may also be recommended.

BoG 07.04 Appointment of Deputy Director and amendment in first Statutes of NIT's

Agenda: The first Statutes 18 (2) to (5) has a provision of appointment of Deputy Director in the NIT's. However the Government of India, Ministry of Human Resource Development vide letter F.No.33/6/2013 dated 27/10/2014 stipulate that appointment of Deputy Director in NITs is to be made by the Board as per Section 17(5) and 24(a) of the NITTSER Act, 2007 until further amendments are taken up in NITTSER Act. It is, therefore, necessary to make amendment in Statutes 18(1) in conjunction with amendment in Section 17(5) and Section 24 of the NITTSER Act, 2007 as under:

"The appointment of the Deputy Director shall be made by the Board on the recommendations of the Selection Committee constituted in terms of provision under Statutes 23(5) (b) of the First Statutes of NITs.

The Board is requested to approve the amendment in First Statutes as stated above. The decision of the Board will be communicated to MHRD for onward transmission for approval of the Hon'ble Visitor.

Resolution: Approved.

BoG 07.05: Information regarding staff recruited in Academic Year 2014.

Agenda: 11 teaching and 20 non-teaching staff recruited in year 2014-15.
List is enclosed as **Annexure BoG 07.03**
The Board is requested to note.

Resolution: Noted.

BoG 07.06: To approve the draft Annual Report for the year 2014-15

Agenda: A draft Annual Report for the year 2014-15 is prepared as per Ministry of HRD guidelines. A copy of draft Annual Report is enclosed as **Annexure- BoG 07.04** for consideration and approval of the Board.

Resolution: Approved with few corrections on page no. 33, 36 & 42.

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BoG 07.07: Approval regarding constitution of Grievance Cell.

Agenda: In order to address the Grievances of the employees, it is proposed to constitute a Grievance Cell as under:

1. Senior faculty member (to be nominated by the Director) - Chairman
2. Officer dealing with administration - Secretary
3. Liaison Officer SC/ST and OBC - Member
4. Representative of Group 'C' employees - Member
5. One female member preferably from faculty - Member
6. One member not below the rank of Assistant Registrar to be co-opted from any other Government organization. - Member

The term of all the above members will be of two years. The Director of the Institute shall take appropriate action on recommendations of the Grievance Cell.
Board is requested to approve the constitution of Grievance Cell.

Resolution: Approved.

BoG 07.08: Approval regarding constitution of Women Cell

Agenda: In order to address the issue of the women employees, it is proposed to constitute a Women Cell as under:

1. Senior women faculty member (to be nominated by the Director) - Chairperson
2. Women Officer not below the level of Assistant Registrar - Secretary
3. NGO Representative - Member
4. Representative of Group 'C' employees - Member
5. One male member preferably from faculty - Member
6. One member not below the rank of Assistant Registrar to be co-opted from any other Government organization. - Member

The term of all the above members will be of two years. The Cell shall submit its report to the Director for further appropriate action.
Board is requested to approve the constitution of Women Cell.

Resolution: Constitution of the Cell is approved. Nomenclature may be changed as per Vishakha Guidelines, keeping in view the Gender sensitization related issues.

BoG 07.09: Approval regarding appointment of teachers on contract on the basis of student faculty ratio.

Agenda: The Institute has received sanction of 50 teaching posts till the academic year 2013-14. The intake of the students is ever increasing and during the year 2015,

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230 additional students are likely to be enrolled. The student's strength of the Institute is at present 676. On the basis of approved norms of student's-faculty ratio of 12:1 the total required strength of the faculty in Academic Year 2015-16 shall be 75. The Institute therefore, requires additional posts of faculty for effective functioning.

Board is requested to approve as a policy to appoint of teachers on adhoc basis (against actual student faculty ratio) till the regular sanction is received from MHRD and posts are filled up.

Resolution: Approved. It is desirable to appoint Senior Faculty to strengthen Academic Activities in the Institute and Board wishes that efforts shall be made to appoint Senior Faculty.

BoG 07.10: Approval regarding regularization of services of Assistant Professor on Contract on completion of PhD.

Agenda: Institute has appointed M.Tech. qualified teachers as Assistant Professor (on Contract) after due selection procedure. These teachers are appointed in Three -Tier Structure and Four Tier Flexible Structure. There is no issue regarding teachers appointed in Four-Tier flexible structure. However, as Three-Tier structure does not exist now, directives of the Board are sought, whether Assistant Professor (on Contract) in Three-Tier shall be considered for regularization as per process for Three-Tier Structure or for Four-Tier Structure.

The proposed regularization procedures are detailed in **Annexure BoG 07.05** alongwith relevant RR. It is further added that the Recruitment Rules stipulate that any change in Pay or Grade Pay shall be on the recommendation of duly constituted Selection Committee and hence the concerned faculty member is required to appear before duly constituted Selection Committee.

The Board is requested to consider the regularization procedures for approval and give directions for the procedure to be adopted for Three-Tier faculty members. Applications for regularization of Dr. A K Yadav and Dr. A Mondal shall be processed accordingly.

Resolution: The Board approved the proposal with following replacement of items 1, 2 & 3 for Assistant Professor (on Contract) in three tier structures.

1. On completion of Ph.D., Selection Committee (as per NIT Act) in personal interview shall consider the application of Assistant Professor (on Contract) for Grade Pay of ₹7,000/-.
2. It found suitable for continuation , on approval of BoG, the applicant faculty shall be placed in AGP of ₹7,000/- from the date of acquiring Ph.D. as Assistant Professor (on Contract) till the applicant faculty is selected as Assistant Professor in Grade Pay of ₹8,000/-. In other case, the applicant faculty will be relieved from services of National Institute of Technology, Uttarakhand.
3. The applicant faculty shall be regularized in four tier flexible structure on completion of one year probation after being placed in Grade Pay of ₹8,000/-.

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BoG 07.11: To consider resignation of Dr. Deepak Kumar Bahera and policy for granting lien.

Agenda: Dr. Deepak Kumar Bahera had joined NIT Uttarakhand services as Assistant Professor in the Department of Science and Humanities in August 2013. He applied for the post of Assistant Professor in NIT Patna through proper channel, got selected and joined NIT Patna in December 2014 after tendering technical resignation at NIT Uttarakhand and also applied for lien. Due to paucity of time he was relieved from the services of NIT Uttarakhand in anticipation of the approval of the Board. Relevant documents are enclosed as **Annexure BoG 07.06**

It is submitted that the lien period is generally of two years. This being very upcoming Institute, starves for adequate strength of faculty to run the courses. It is therefore, proposed to retain the faculty at least for a period of 3 years, to be eligible for applying for lien. The application of Dr. D.K. Behara shall therefore be considered on same line. And his technical resignation be accepted. Board is request to approve the above proposal.

Resolution: The Board did not approve the Lien in respect of Dr D K Behara. The Board further suggested to frame the policy as per mobility order and place before the Board.

BoG 07.12: Regularization of claims for travel charges..

Agenda: Dr. Anirban Mukherjee, Assistant Professor Department of Science and Humanities and Mr. Vineet P.Chandran, Assistant Professor Department of Electrical Engineering have availed the LTC but booked their tickets through 'Make My Trip'.

Dr. A.K. Chaubey, Assistant Professor, Department of Science and Humanities has submitted a ticket which is for Air India but through 'Make My Trip' for attending International conference.

Though the claims are not as per the existing rules, which envisage that air tickets shall be purchased directly from Air India booking counters or authorised agents, the claimants may be permitted the reimbursement without facilitation charges to the private agency.

Since these financial implications are out of the powers of the Director, the Board is requested to approve the above proposal as a special case.

Resolution: Withdrawn in view of GOI Orders.

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BoG 07.13: Regarding vacation leave of the faculties.

Agenda: As per CCS leave rules Vacation Leave is not admissible during first year of service and Vacation Leave is calculated on the basis of Academic Year.

However there are no clear instructions regarding Earned Leave or the Vacation Leave during the period between the end of the first year of service and beginning of immediate next Academic Year.

Following method of calculations based on the CCS rules is proposed:

1. During first Year of Service 30 Days of Earned Leave in lieu of 60 days of Vacation shall be admissible on pro rata basis (2.5 days accumulated at the end of every month) for convenience of teaching staff.
2. Academic Year starting after completion of one Year of service shall be admissible for availing 60 days of Vacation. Academic Year starts on the day of Enrolment of Autumn Semester.
3. During the period between completion of one year of service and beginning of new Academic Year, teaching staff shall be entitled to Vacation Leave in proportion of 5 days per calendar month and 1 day for every 6 days of balance days. Fractional leave of 0.5 days and above shall be rounded off to 1.0 and fractional leave below 0.5 shall be rounded off to zero.

The Board is requested to approve the above proposed basis of calculation of leave and permit to re-calculate leave as per above method. Leave granted in excess, if any, will be adjusted from the leave to be earned in future.

Resolution: As Director is empowered to interpret rules and prepare guidelines, hence item is withdrawn.

BoG 07.14: To approve the Special Casual Leave for Ph.D. work.

Agenda: Majority of Assistant Professors (on Contract) in Engineering Departments and all Trainee Teachers are pursuing PhD in Part-Time mode. They can visit the Institutes of their study during the vacation. Quality and pace of their PhD work suffers due to such visits after long gaps. To overcome this serious issue, it is proposed that Special Casual Leave of 5 days per month during non-vacation period be admissible to such members of faculty for the purpose of their PhD work subject to the condition that they spend at least 45 days of vacation at the Institute of study.

If such permission is granted, the Department shall share the teaching and other assignments and expenses for such visits shall be permissible through CPDA of concerned faculty member.

The Board is requested to approve the proposal.

Resolution: Approved in view of facilitating the faculty carry out quality PhD work.

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BoG 07.15 To approve the policy for recovery of amount in case of unsatisfactory performance of members of faculty deputed to pursue Ph.D.

Agenda: Institute deputed members of faculty for course work to pursue Ph.D. Such deputed teachers furnish a bond of Rs. 4.00 lakh amounting to approximately 6 months's salary. However many teachers are spending much lesser time during deputation and actual expenses made are less than Rs. 4.00 Lakh. Under the circumstances it is proposed that only actual amount spent by the Institute shall be recovered from such a member of faculty if need of recovery arises.
The Board is requested to approve the proposal.

Resolution: The Board approved the proposal for recovery of ₹ four lakh or actual amount spent on deputation, whichever is less.

BoG 07.16 Academic reviews as recommended by NIT Review Committee

Agenda: The NIT Council has accepted the report of NIT Review Committee under the Chairmanship of Dr. Anil Kakodkar. The report expects an extensive academic review from external agency conducted periodically. Members of faculty of NITUK being at very initial stage, need extensive mentoring and monitoring. It is proposed to have two independent mechanisms for monitoring and mentoring as detailed below.

Academic Audit Committee (AAC) (One for each Department)

This committee shall consist of three to five Professors / Associate Professors from IIT Roorkee and IIT Delhi nominated by the Director NITUK. This committee shall review every semester all the academic activities i.e. teaching, evaluation, research etc. department wise and give assessment of individual teacher and the department. This committee shall also suggest the improvement areas. These reports shall be addressed to the Director and report on individual shall be a confidential.

Academic Mentor Committee (AMC) (One for each Department)

This committee shall be of 3-7 Professors / Associate Professors from any IIT (but not from AAC) as recommended by HoD of concerned Department. Members of these committees shall visit Institute together or individually. They shall closely interact with the faculty and Department to guide teachers in all academic activities. They can give suggestions for growth of the Department to the respective HoD. This committee not being in the evaluation mode, faculty shall be free to interact with them and share their shortcomings.

Visiting members of the committees shall be provided with TA/DA and local hospitality in addition to honorarium as per Institute norms.

The board is requested to approve the proposal.

Resolution: Approved with following directives:

1. Academic Audit Committee should be replaced by Academic Assessment Committee.
2. Suggestion for names shall be invited from the Department for nomination on Academic Assessment Committee.

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3. Details of the proposed process of academic assessment should be prepared and placed before Board for consideration.

BoG 07.17: Approval for Sponsoring Best Innovation Awards.

Agenda: In support to Govt. of India's policy to encourage the students to do the innovative work, it is proposed that the NIT, Uttarakhand shall sponsor All India Innovation Awards from amongst innovations submitted by students from NITs as under.

First Award - Rs. 100,000/- and Certificate

Second Award – Rs. 50,000/- and Certificate

Third Award – Rs.25,000/-

To motivate NITUK students exclusive awards for innovations for NITUK students shall be as under

Best NITUK Innovation – Rs.50,000/- and Certificate

Consolation Prizes for NITUK students (5 Nos.) – Rs. 10,000/- each and a Certificate

For this purpose, NIT Uttarakhand will invite innovation reports from all NIT students and choose best 10 out of them for demonstration and presentation at NIT Uttarakhand. A committee of three senior professors from respective field (from outside NIT Uttarakhand) will be constituted for the purpose. A certificate from the respective NIT Director will be requested indicating that the particular work is the original one and done by the concerned student. If approved, provision will be made in Institute Budget.

The Board is requested to approve the above proposal.

Resolution: Approved.

BoG 07.18: Permission for ceiling on cash award instituted by the Council of Students Activities (CSA).

Agenda: The CSA is organizing various competitions for students of NIT, Uttarakhand in the field of cultural, sports and technology. To boost the participation, CSA desires to give cash awards to the winners. It is proposed to permit CSA to give away the cash awards not exceeding Rs.10000/- in any single event and not more than 10% of the total CSA budget for all events taken together.

The Board is requested to approve the above proposal.

Resolution: Since the matter is within the powers of the Director, item is withdrawn.

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BoG 07.19 - Confirmation of faculty appointed on probation for one year.

Agenda: The following faculty members have completed their probation period satisfactory.

1. Dr. Pawan Kumar Rakesh
2. Dr. Manvendra Singh Khatri
3. Dr. Indrajit Manohar Nagpure
4. Dr. Ajay Kumar Chaubey
5. Dr. Saroj Ranjan De
6. Dr. Dheerendra Bahadur Singh
7. Dr. Kuldeep Sharma
8. Dr. Renu Bhadola Dangwal
9. Dr. Nitin Sharma
10. Dr. Anirban Mukherjee
11. Dr. Pankaj Kandwal

Further, verification regarding medical fitness, character, antecedence and caste (where able applicable) is also been successfully done.

The Board is requested to accord approval for their confirmation.

Resolution: Board deferred the item. The Board further suggested to prepare detailed process of confirmation based on performance parameters, conduct etc. and place the same before the Board for consideration.

BoG 07.20 Items for Information:

Agenda: 1-Appointment of Legal Advisor –For Information

For legal matters related to Delhi High Court/Supreme Court & others, Mr.Ayush Negi, Advocate Supreme Court is empaneled as legal advisor. His profile is attached for reference as Annexure BOG 07.

2- Typographic Errors

- a. The approval for consideration of resignation of Dr. Dhundi has been obtained vide note NITUK/Estt./Pers(AS)/2015/012/218 dated 08.05.2015. However the designation has been shown as Assistant Professor as against Associate Professor inadvertently. Necessary correction has been taken on record.
- b. Approval for appointment of faculty was taken from the Chairman vide note NITUK/Estt./2014/Recruitment/034/766 dated 12/06/2014. It is observed that 2 increments as against 7 were inadvertently shown against Mr. Anupam Yadav. However, the order has been issued with due correction.

Resolution: Noted.



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BOG 7.21 Approval of the minutes of the Sixth Meeting of Finance Committee.

Agenda: Minutes of the Sixth Meeting of the Finance Committee are tabled. The Board is requested to approve the same.

Resolution: Minutes of Sixth Finance Committee meeting duly approved by the Chairman, Board of Governors shall be circulated to all the members.

The meeting ended with Vote of thanks to the Chair.



Prof. H. T. Thorat
Director

Submitted for Approval



The Chairman
Board of Governors
NIT, Uttarakhand