

NATIONAL INSTITUTE OF TECHNOLOGY
DURGAPUR-713209, WEST BENGAL, INDIA

Minutes of the 42nd Board of Governors Meeting held on 25th May, 2016 at 11.30 A.M. Seminar Room 2, United Service Institution of India, Rao Tula Ram Marg (Opposite Signals Enclave), Vasant Vihar, NewDelhi –110 057.

The following members attended the Meeting:

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| 1. Prof. A. B. Bhattacharyya,
Chairperson, Board of Governors,
National Institute of Technology,
Durgapur | Chairperson |
| 2. Prof. Asok De,
Director, (Additional Charge),
National Institute of Technology,
Durgapur | Member |
| 3. Shri K. Rajan
Under Secretary
MHRD Shastri Bhawan,
New Delhi – 110 015 | Member |
| 4. Shri Satpal Sharma
AFA(IFD), Department of Higher Education,
MHRD, Shastri Bhawan,
New Delhi – 110 015 | Member |
| 5. Shri Sanjay Jhunjhunwala,
CEO, Mani Group
Mani Square Mall, 9 th Floor
164/1 Manik Tala Main Road, Kol-54 | Member |
| 6. Dr. D.K. Majumdar
Former Professor (Pharmaceutics)
(DIPSAR) University of Delhi,
C-8, IDPL Apartments
Plot No -GH 10
Sector 10A
Gurgaon- 122001 | Member |

7. Prof. S.P. Ghoshal
Professor,
Department of Electrical Engineering,
National Institute of Technology,
Durgapur.

Member

8. Dr. Arup Kumar Biswas
Associate Professor
Department of Mechanical Engg.
NIT Durgapur

Member

9. Brig. A. S. Nijjar,
Registrar,
National institute of Technology,
Durgapur

Secretary

The Chairperson, Board of Governors welcomed all members of the Board to the 42nd meeting.

Prof. Partha Pratim Chakrabarti, Director, Indian Institute of Technology, Kharagpur, West Bengal could not attend the meeting and was granted leave of absence by the Chairperson, Board of Governors.

Item #42.01: To confirm the Minutes of the 41st Meeting of Board of Governors held on 23rd December, 2015.

The minutes of the 41st meeting of the Board of Governors held on 23rd December, 2015, were confirmed.

The Chairman, BOG however mentioned about the tenure of Mr. P.K. Debroy. Director informed about the actions taken during the intervening period including advertisement for post of Secretary and scrutiny of applications.

The Chairman stated that Mr. Debroy should not be given any further extension on completion of his current tenure irrespective of whether the new appointment is made or not .

Director told that Mr. A.C. Minz will officiate as secretary till new appointment is made.

Item #42.02: To note action taken on the Minutes of 41st Meeting of Board of Governors held on 23rd December, 2015.

The Board was informed about the progress on various points in the intervening period from 18th March, when the BOG meeting was initially planned till date.

Regarding approval of the minutes of the 38th Finance Committee, although the minutes will be approved in the next Board meeting, yet it was resolved that item No. 38.03 pertaining to loan from IRG (Corpus) stands approved for implementation on immediate basis.

Regarding confirmation of Dr. Nirmal Baran Hui, Item No.41.08 the board recommended his confirmation subject to subsequent clearance from the MHRD.

Item#42.03: To consider the Minutes of the 37th Finance Committee meeting held on 23rd December 2015.

Confirmed.

Item#42.04: Presentation by the Chairman, BOG:-

Retrospection On The Recent Turmoil at NIT DGP Campus And Review On Related Issues.

Copy of the presentation by Chairman is attached as Appendix. Salient points discussed are as under:

Authorisation for summoning Police: - It was resolved that the Police should enter the institute only on permission of the Director & in his absence Registrar and a formal record be kept of such a permission. In case of emergency director's permission should be taken subsequently and same be recorded.

Regarding the requirement of a grievance cell for students, it was agreed that there should be a grievance cell for students.

It was further resolved that students grievance cell if not existing should be created.

Regarding duties of the Deans, Wardens and HoDs, the chairman was informed that the same have been instituted in the "Administrative Reforms Report" being presented to the Board as a subsequent item.

Regarding existing vacancies of teaching staff, Director informed that scrutiny of applications for recruitment of faculty was almost complete; however there were representations from within and people were threatening to go to court. He said that, irrespective of this obstruction, the process will continue. Director however felt that since

the selection process of permanent director was also under way, recruitment should be done by the permanent incumbent. The Board however authorized the Director to go ahead with the recruitment process, irrespective of his continuing in NIT Durgapur or otherwise.

The Chairman further suggested that ITI qualified personnel be hired as Technical Assistants on a stipend. The Director recommended that this should be done through the outsourcing agencies

Regarding the improvement of the class rooms, the Director informed that extra fund is expected from TEQIP – II and it will be used for improvement of class rooms.

Director confirmed that e-mail ID will be issued to the students.

It was resolved that a letter be written to all HoDs asking for their requirement of funds for development of UG & PG laboratories.

Regarding the absence of long term academic and strategic planning for development, the Director assured that the point would be discussed in the next Senate Meeting.

Regarding the rationale of multiplicity of departments the Board was assured that the issue will be discussed in the Senate.

The Chairman recommended a “Rural Technology Development” Cell and said that Unnat Bharat should not be considered, merely as an extension of NSS activity. It also requires technological intervention. Therefore a cell be established to coordinate rural technology related issues.

Director raised the issue of availability of funds and manpower. He recommended that NIT Durgapur should get included in one of the Govt. schemes on this subject.

Implementation of the cell to be further discussed by the director with the chairman.

Regarding several cases of irregularities which were handed over by the MHRD to the Director and still await action, it was resolved that a high power committee comprising of a retired judge, an MHRD representative and Registrar of one of the Institutes will be constituted by Director, to look into the allegations and resolve the issue once and for all.

Regarding student grievances, frustration and indiscipline, apart from lack of amenities and physical facilities, the suggested mechanism to monitor and review these aspects, the Chairman was informed that the Administrative Reforms Report has taken into account these aspects.

Regarding the analysis of the existing gap with the institute placed at number one vis a vis the 8th position among NITs and 30th position among engineering institutes, the Board was informed that the issue will be discussed in the senate.

On the issue pertaining to the Geo Thermal projects, the Board resolved that No payment will be released to any one, related to these projects. Services of the personnel if hired, be terminated and any assets of NIT that may have been deployed for these projects, must be retrieved. It was also resolved, that the Asset Register be completed and physical verification of assets be carried out.

Item #42.05: To consider the Proposal regarding Installation of aggregate / cumulative 1.0 MWp Grid Connected Solar Rooftop Projects in National Institute of Technology, Durgapur – In-principle approval.

Approved.

Item#42.06: Relaxation of age for recruitment of certain categories of employees who are already engaged at the Institute through contract/NTMIS.

Regarding decision for age relaxation for employees already engaged on contractual basis, the board recommended that it should be placed to the NIT Council.

The board however recommended that the individuals of erstwhile NTMIS may be absorbed as per their qualification and subject to existing vacancies, as has been done in other NITs.

Item#42.07: To consider the inquiry report of the Internal Complaints Committee conducted in pursuance of the complaint received from a girl student of the Institute.

The report was placed to the board. The board was informed of the actions, which the Institute had already taken in this regard including imposition of some restrictions on the defaulting faculty.

The board recommended, that the accused faculty be censured, stoppage of one increment of pay with cumulative effect and be barred from interaction with girl students in terms of projects and PhD supervision.

It was brought out that tenure of the Internal Complaints Committee be fixed and be notified.

Item#42.08: Director's report on the initiatives undertaken since the last Board of Governors Meeting.

The director gave out major actions taken during his approximate six months tenure. The Chairman lauded the efforts undertaken by the Director to control and improve the situation manifold in a short while.

The board appreciated the director's contribution. The report was placed for perusal of the board.

Item#42.09: Tenure of Warden and Chief Warden.

Approved.

Item#42.10: To consider and approve the post of 'Estate Officer' at NIT Durgapur.

It was informed that the post of Estate Officer is not authorised in NITs and estate matters fall under the Registrar. It was however recommended, that if the need for same was strongly felt, then AR/DR Estate may be appointed to look after the estate matters.

Item#42.11: Representation on Fixation of Pay of 13 Internal Faculty Members.

It was resolved that the pay of 13 faculty members in question, be re-fixed as per the norms of Four Tier Recruitment of faculty and according to the initial advertisement. The said advertisement was placed to the board for perusal.

Item#42.12: A Status report on various outstanding issues to be placed for information of the Board of Governors:

It was resolved that all pending actions be completed in a fixed time frame and report to be submitted to the Chairman Board of Governor.

Item#42.13: Information to the Board.

- a) Noted.
- b) Noted
- c) Noted

Item#42.14: Any other item with the permission of the chair.

A) To ratify Faculty Development Plan for International Visit under TEQIP-II.

Ratified.

- B) Formation of Screening Committee to evaluate Application of International Travel under TEQIP II.

Ratified.

- C) To consider the Minutes of 41st Senate Meeting held on 4th April, 2016.

Perused

- D) Status of compliance of various resolutions of the BOG pending implementation.

All actions still pending, to be completed in a fixed time frame and reported in the next BOG. All faculty members going for foreign visits to submit a report to the BOG regarding their pre and post visit seminars organized in the respective departments.

- E) Additional points of information to the Board.

Noted.

- F) To consider the drafting of Polling Personnel of election duty – Randomization of Polling Personnel.

It was resolved that the case be forwarded to the MHRD for being taken up at appropriate level.

- G) To ratify the proposed reforms in the Hostel Administration.

Dr. Kalyan Adhikari, Associate Professor and HoD, Department of Earth and Environment Studies, Chairman of the Administrative Reforms Committee ordered by the Director, briefed the Board on the report prepared by the committee.

The committee had earlier completed phase – I of the reforms, pertaining to the hostel administration and the same had been approved by the Chairman, BOG. In the meanwhile, work on remaining administrative setup was also completed and the Report of the committee was presented to the board.

The Board approved the report, it was however recommended that the issue pertaining to delegation of financial powers be prepared separately and be presented in the next Finance Committee meeting.

The Chairman proposed that Biometric attendance be introduced in the hostels, chairman also recommended an honours committee in each hostel. He was informed that such a provision has been made in Administrative Reforms Report, though with a different name. The member from MHRD informed that the biometric attendance system has to be implemented for the employees also.

- H) To consider and approve the report of the Inquiry Committee, constituted in the case of Late Prasenjit Sarkar.

The Report of the enquiry committee was presented to the Board by Dr. Brahm Prakash, Head Hospital Services, IIT Delhi in the presence of Dr. Charan Singh, member of the committee.

The Board was briefed in detail about the happenings of 18th November, 2016, the day when the unfortunate incident occurred.

Thereafter the report elaborated on each of the terms of reference, laid down for it by the convening order. The Board appreciated the efforts of the inquiry committee and resolved the following:-

Formal charge sheet be framed against the defaulters as stated in the inquiry report.

A show cause notice be served to them, a committee be constituted as per CCS rules for further action.

Suspension of Dr. B.K. Sarkar be reviewed by a committee and if it is further extended his subsistence allowances be increased to 75% or as per CCS rules.

The Board also resolved that in recognition of the hard work put in by the committee, fees of rupees 7000/- each be paid to both of Dr. Brahm Prakash & Dr. Charan Singh.

I) Following information be placed for information of the Board:-

a) It was informed that the post of a full time TPSW head does not exist in NITs.

b) Noted

c) Noted

J) Information regarding acceptance of resignation of Shri Chandramohan Rajlingam Tondur from the post of Dy. Librarian.

Approved.

K) Status of DASA (Self Financed) foreign students from Nepal to sit for campus placements.

Placement not allowed being foreign nationals.

L) Application of Sri Krishnaraj, Technical Officer for EOL.

One year EOL approved, individual will retain his seniority and will not receive any salary for the period of EOL.

M) Treating Hostel/Mess Employees as permanent employees of NIT Durgapur.

The point was not discussed. The issue is subjudice.

N) Petition by Smt.Asima Lahiri w/o Lt Dr. Pralay Kumar Lahiri for being re –instated her temporary job in the NIT Durgapur.

The Board was informed about the case. It was resolved that the case be defended in the court and necessary appeal, be preferred.

However if the court verdict is against NIT, then the verdict of the court has to be respected..

O) Application of Dr. Asish Kumar De, Associate Professor of Electronics and Communication Engineering for voluntary retirement from NIT Durgapur.

Approved.

P) Application of Registrar, Brig. A.S. Nijjar for annual leave as per existing rules for Army Officers on deputations.

Leave approved, however a case be forwarded to MHRD to seek clarification on the ruling on the subject.

Approved
A.B. Bhattacharya

 20/5/16

Brig. A. S. Nijjar
Registrar &
Secretary, Board of Governors,
National Institute of Technology, Durgapur

Prof. A.B. Bhattacharyya,
Chairperson, Board of Governors,
National Institute of Technology,
Durgapur

Appendix

Refers to the item #42.04 of the minutes of the 42nd Meeting of BOG Of NIT Durgapur held on 25 May 2016.

42nd Board Meeting BoG, NIT Durgapur

Retrospection On The Recent Turmoil At NITDGP Campus And Review On Related Issues

A. B. Bhattacharyya
Chairman, BoG, NIT Durgapur
25th May 2016



PREAMBLE

Subsequent to the intervention of MHRD and Prof. Asok De taking over additional responsibility as Director NIT Durgapur following important events are noteworthy as he brought the derailed system on track:

1. In spite of disturbance spread over several weeks normal academic schedule has been maintained. Professor De, all faculty members, staff and students deserve to be complimented for this.
2. External audit of Institute and departments as per requirement of NIT Council, on which Institute was defaulting was accomplished by Professor De through a committee of 35 members mostly from various IITs, in spite of serious limitations.
3. NBA accreditation has been initiated and with review of 3 departments completed which resulted in release of fund from TEQIP which was blocked for non-compliance on accreditation. This has enhanced the possibility of NIT Durgapur for 3rd phase of TEQIP.
4. Two new laboratories, one on embedded system as shared facility for 4 departments, has been launched with allocation of space budget and faculty.
5. Approval has been given by the Director for initiating a new language laboratory to be initiated from next semester based on the recommendation of Review Committee.
6. Take over of building has been put on urgency.
7. However I would like to bring to the attention of the Board that there are large number of backlog of issues which needs to be addressed.



Retrospection And Review

1. **Authorization for Summoning Police** : It has come to my notice that there was no formal written record of the order to summon Police in the campus. There is no authorized documentation on
 - a. Communication to Police and
 - b. Person responsible on taking this decision.

In my opinion, if ever Police has to be invited, there must be a record of written request. Board should give a guideline on authorization to call the police if such situation arises.

2. **Functioning of Board:**

1. Does the intervention of MHRD that led to the stepping down of Director indirectly reflect that the Board got disconnected from ground realities on many issues which led to this crisis? The action recommended by MHRD was not for an isolated event of death of a student but for accumulated degeneration of the functioning of the Institute over a long period. This should be taken as a wake up call for the Board and it should retrospect on its functioning.
2. Does the recent turmoil indicate a communication gap between the Board and the Stake holders?
3. Is it an appropriate time for the Board to review its own functioning regarding the effectiveness of top-down and bottom-up communication channel so that there is a self-corrective mechanism and more effective governance within the prevailing framework of the statute.



Retrospection And Review

3. **Grievance Cell** : MHRD has formed a grievance cell (MHRD letter number vide F.No. 35 - /2016 –TS. III dated 16th Feb 2016) for students. Should there be a **grievance cell** for students within the institute itself to prevent or to address such grievances before the matter goes beyond the Institute?
4. Board needs to review its ineffectiveness as the issues related to indifference in governance made by MHRD were already projected by Chairman to the Board . For example:
 - 1.Lack of communication between Administration and Stakeholders (36th BoG).
 - 2.Need for addressing student’s grievance through E-Redressal (39th Board meeting).
 - 3.Accreditation by NBA and Audit of Departments (35th and 40th BoG ?).
 - 4.Defining duties and responsibilities of Deans ,Wardens, HODs and implementing Annual Performance Appraisal for all categories of staff (40th BoG)
 - 5.Compliance of Statute in all matters of Institute functioning (39th BoG).
 - 6.Office Automation and Website Maintenance (38th BoG) etc.



Retrospection And Review

5. Chairman has completed visit of all departments and will like to submit the following observations for consideration and necessary intervention of Board.
 1. The student to staff ratio at NITDGP at this moment is around is 25:1 . This is an acute problem which has created an environment of frustration and desperation in faculty inhibiting initiatives in teaching ,research, lab development and strategic planning. I request the Board for initiating following actions:
 1. The recruitment of faculty which has already been advised long back be processed and completed without any delay.
 2. Concurrently, efforts be made to appoint adjunct faculties in all departments to be effective from next academic year beginning July 2016. The board has already approved the guideline.
 3. The existing vacancies of technical staffs required in laboratory and workshop be recruited before the start of next semester. Also in parallel stipendiary positions be created for technical staff with ITI equivalent qualification as per requirement. NIT Rourkela has successfully implemented such options through Board approval. This option was also pointed by Chairman in previous Board meeting.



Retrospection And Review

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 4. From my visit I get the information that departments do not have a semblance of secretarial assistance and also I get an impression that Deans and other Offices are severely constrained due to shortage of support office staff and secretarial assistance. In my opinion part of administrative sluggishness and lapses may be attributed to the shortage of support staff. I propose that stipendiary positions also be created to meet this shortage of secretarial and office staff. Such stipendiary position will be renewable every year and will not exceed more than three years for any recipient. The stipendiary positions will be appropriately terminated when additional positions are stationed by MHRD and recruitment made. Same criteria may also be applied for lab technical staff mentioned above.



Retrospection And Review

5. Chairman has completed visit of all departments and will like to submit the following observations for consideration and necessary intervention. (.....continued)
 2. There is a serious complaint that in many of the class rooms students cannot even see what is written on the board. Teachers have similar complain that in many class rooms the facilities are so inadequate that it is impossible to deliver lectures and manage discipline in the class. The Board may recommend urgent attention to be paid to mitigate such problems.
 3. Students and researchers complained that they are not given Institute's Email-Id . I was promised that this will be given by June 2015.The complain however still persists.
 4. My visit also revealed the absence of specialised Post Graduate lab expected to be associated with various PG programs of department. Though current space constraints may be attributed as one of the factors but absence of any projection or planning is a matter of concern. Internal review document does not reflect any such perception to be under taken. My visit revealed that UG and PG labs for teaching have been starved of funding . Most of the teaching labs in all departments require up-gradation on priority. Also several new laboratories needs to be setup in emerging areas. There should be allocation of planned development fund for up gradation and development of new laboratory for teaching.



Retrospection And Review

5. Chairman has completed visit of all departments and will like to submit the following observations for consideration and necessary intervention. (.....continued)
 5. The discussion with Deans ,HODs and faculties also revealed that there is absence of long term academic and strategic planning for the development of departments . It is my suggestion that academic planning should be an *Academic Planning Board* for strategic planning on teaching and research.
 6. The Institute needs to review the rationale of multiplicity of departments related to computer and viability of subcritical size department with skeleton faculty members numbering 2 or 3 . Chairman's proposal that Senate considers scope and mandate of departments, centers, cell, service unit etc supposed to be submitted by November end of 2015 is still awaited. Chairman will like the Senate to consider the following proposal :
 - a) Teaching learning getting more and more technology dominated a cell be created on Education Technology to address issues related to teaching and learning methodology.
 - b) Unnat Bharat Abhiyan(UBA) the flagship program of MHRD must not be perceived as an extension of NSS. Interdisciplinary technology intervention is an implied compliment of UBA. A Rural Technology Center be created to give due importance to UBA program that it deserves.



Retrospection And Review

6. MHRD made available to Director several cases of irregularities awaiting action. It is proposed that a committee be setup empowered to look into these cases of such irregularities and make recommendations for redressal as appropriate . The committee may consist of
 - a. Chairman – Retired Judge to be Nominated by MHRD.
 - b. A representative of MHRD .
 - c. Registrar : JNU/Jamia Millia/IGNOU/IIT Kanpur/ IIT Bombay etc.

The committee be asked to complete investigation within 3 months with terms of reference to be formulated by Director . Terms of reference should include the provision that the persons involved are given an opportunity to clarify their point of view.

7. Board may like to direct that student grievance , frustration and indiscipline apart from complains on amenities and physical facilities is closely related to effectiveness in teaching in class room and laboratories along with transparency/fairness in grading. Institute must have structured mechanism to monitor and review these aspects on a continuous basis. Online feed back from students commonly adopted in many institutes be adopted in NITdgp with immediate effect.



Retrospection And Review

8. Now that ranking of NITs is available and NIT Durgapur is positioned 8th amongst NITs and 30th amongst Engineering Institutes, the Institute needs to carry out a gap analysis taking the number one ranked NIT as reference to start with. Each department be directed to submit report to the Board about measures being taken to improve the performance of concerned department so that the shortcomings are addressed to improve our ranking.
9. Should the date of Board meeting also be projected for an academic calendar year as it is done for other activities like admission, examination etc ? This will perhaps help the Board members to save the date in advance.
10. The Board needs to be more serious to ensure compliances of Board and NIT Council decisions.

11. Pending Issues With MHRD

- a. **Recruitment of Faculty and Pay Fixation:** This issue is embarrassingly unresolved for years .MHRD has only to give its view whether the recruitment process did not violate the required MHRD guidelines. The pay fixation should be routine matter within the preview of the Board.
- b. **Geothermal:** MHRD report awaited. The Institute to inform the Board on the following:
 - a. Details of NITdgp assets transferred to Geothermal sites at Andaman, Rajouri (Kashmir), Bakreswar and Tatopani (Jharkhand).
 - b. Any staff employed by NITdgp for these locations and drawing salary.
 - c. Status of project submitted for external funding on Geothermal activity.

