

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

AGENDA NOTES

FOR

40th Meeting of Board of Governors to be held on 16th November 2015 at 11:30 A.M. at the Senate Room, Administrative Building, National Institute of Technology Durgapur, Pin – 713209.

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Item #40.01: To confirm the Minutes of the 39th Meeting of Board of Governors held on 22nd September, 2015.

The 39th Meeting of the Board of Governors of NIT, Durgapur was held on September 22nd, 2015 at the Seminar Room – 2, United Service Institution of India, Rao Tula Ram Marg (Opposite Signals Enclave), Post Bag No.8 Vasant Vihar, P.O. New Delhi – 110 057. The Minutes of the said meeting were circulated amongst the members. The Minutes of the said meeting are placed for confirmation.

(Annexure - I)

Comments on the Minutes were received from Prof. A. B. Bhattacharyya, Chairperson, BOG and Shri Sanjeev Sharma, Director, NITs, MHRD, New Delhi.

(Annexure – II)

Item #40.02: To note action taken on the Minutes of 39th Meeting of Board of Governors held on September 22nd, 2015.

Item No.	Subject	Action taken
39.01	To confirm the Minutes of the 39 th Meeting of Board of Governors held on September 22 nd , 2015.	Noted.
39.02	To note action taken on the Minutes of 39 th Meeting of Board of Governors held on September 22 nd , 2015.	Noted.
39.03	To consider the recommendations of the 35 th Meeting of the Finance Committee held on 22 nd September, 2015.	Noted.
39.04	To approve the Minutes of 38 th Senate Meeting held on August 12 th , 2015.	Noted.
39.05	<p>Chairperson's Overview.</p> <p>1. Selective Steps for Enhanced Transparency.</p> <p>a) <u>Board Level.</u> Policy related proceedings / discussions of the Board meeting, de – classifying which, may not be detrimental to the Government or the Institute, may be selectively put on the You Tube.</p> <p><i>It was felt that such a step is likely to be misused by way of misinterpretation and misrepresentation using only part of the proceedings. The minutes should be more self explanatory, however individual view should not be reflected, only collective decision of the board should be given.</i></p> <p>b) <u>Institute Level.</u></p> <p>i) Inviting two student representatives as observers without voting rights to Senate Meetings, during purely academic related discussions as per Clause 8(15) of NIT Statutes. <i>The Board agreed to the proposal.</i></p> <p>ii) Nomination of Chief Guest for Convocation / Honorary Doctorate by Senate Convocation Committee.</p>	<p>It was felt that minutes should be more detailed. Noted for compliance.</p> <p>Being Implemented</p> <p>Action Completed</p>

	<p>It was informed that a committee has been formed and the committee has requested the senate members to recommend names for the chief guest or suggest a panel.</p> <p>2. <u>Policy Support for Inter Disciplinary Teaching and Research.</u> Following was proposed.</p> <p>a) Creation of Inter- Disciplinary School on Smart Systems – a Virtual administrative entity / set up.</p> <p>b) <u>Support of Administrative Framework.</u></p> <p>i) Coordinator / Professor In-Charge</p> <p>ii) <u>A Five year Vision Programme.</u> Objectives, Strategic, Planning development of inter-disciplinary activities (Research / Laboratory facilities / systems / workshops and conferences) Resource Generation etc.</p> <p>c) <u>Seed Investment by Institute.</u> Additional Research Scholar for Inter – Disciplinary work for each department, operational recurring fund, non-recurring fund for selective critical facilities, training travel etc.</p> <p>d) Limited Faculty Positions with Multi – Departmental affiliation at all levels with Inter – Disciplinary background and outstanding academic / performance record.</p> <p>3. <u>Establishment of Society for Innovation and Entrepreneurship (SIEN).</u></p> <p>4. <u>Redressal of Students' Concerns.</u></p>	<p>Noted</p> <p>Proposal being studied.</p> <p>Being followed.</p>
39.06	Appointment records of Deans since 2006.	Pending - subject to clarification in next meeting of BOG.
39.07	<p>Representations.</p> <p>a) Representation on Fixation of Pay of 13 internal faculty members.</p> <p>b) Re-employment of Mr. Pijush Kanti Debroy.</p>	<p>The case has been referred to the MHRD.</p> <p>Pending – Subject to clarification in next meeting of BOG.</p>
38.08	Director's Report on initiatives undertaken since the last Board of Governors Meeting.	Noted.

39.09	To consider and approve the Annual Report of the Institute for 2014 – 2015.	Noted.
39.10	To adopt MHRD, Govt. of India letter no. 33-3/2014-TS. III dated 17 th June, 2015 regarding the recommendations of the Oversight Committee on Four Tier Flexible Cadre.	Action Completed (Annexure – III)
39.11	To adopt MHRD, Govt. of India letter no. F.No. 33–4/2014-TS.III dated 16th June, 2015 regarding Fee structure of various programmes in NITs – Instructions with regard to tuition fee waiver for SC/ST category of students in NITs.	Action Completed (Annexure – IV)
39.12	Ratification of the actions taken by the Chairperson. Regarding approval of the foreign visit by faculty members. Regarding regularization of Ms. Mamata Dalui, Department of Computer Science and Engineering.	Action Completed (Annexure – V) Action Completed (Annexure – VI)
39.13	To consider and approve the Institutional Development Proposal (IDP) & Governance Development Plan (GDP) as per the mandate of TEQIP II.	Action Completed (Annexure – VII)
39.14	Christening the newly constructed International Hostel for boys as. A.P.J. Abdul Kalam Hall.	Action Completed (Annexure – VIII)
39.15	Justification for creation of the post of Chief Warden and provision of such a post in the statutes of NITs.	Noted.
39.16	Important Information to the Board.	Noted.
39.17	Any other item with the permission of the chair. a) To consider the proposal to establish a 'Regular Study Centre' of IGNOU at NIT Durgapur. The Board of Governors approved the proposal to establish a 'Regular Study Centre' of IGNOU at NIT Durgapur. b) Representation of the Associate Professors (AGP Rs.9000/-). After detailed discussion it was decided that the case be forwarded to the Anomalies committee of MHRD for consideration.	Action Completed (Annexure –IX) Being referred to anomalies committee of MHRD.

	<p>c) Status of GKCIET Malda.</p> <p>Prof. N.K.Roy, Prof. incharge GKCIET Malda, briefed the Board regarding the status of GKCIET Malda, where situation is deteriorating with every passing day, due to political interference, vested interests and non functional BOG and non-appointment of regular Director.</p> <p>The Board desired that a report be sent to MHRD on regular basis for taking action on appointments of the BOG and Director for GKCIET, Malda</p>	<p>Noted for compliance</p>
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Item #40.03: To consider the recommendations of the 36th Meeting of the Finance Committee held on 16th November, 2015.

The Minutes of the 36th Meeting of the Finance Committee held on 16th November, 2015 are placed on the table for consideration of the Board of Governors.

Item #40.04: To approve the Minutes of 39th Senate Meeting held on 9th November, 2015.

The Minutes of the 39th Senate Meeting held on 9th November, 2015 are placed on the table for consideration of the Board of Governors.

Item #40.05: Chairman's overview and proposed agenda items.

To be placed on the Table

Item #40.06: Chairman's observations on ATR of 38th Board Meeting.

The observations of the Chairperson, BOG on the ATR of 38th Board Meeting are placed as
(Annexure – X)

Item #40.07: Accreditation related records/information for NIT Council, TEQIP, NBA.

Will be placed on the table.

Item #40.08: To consider for approval, the proposed list of visiting experts for comprehensive audit of the departments and external review of the Institute as resolved in the 9th NIT council meeting.

The BOG may consider the proposed lists of visiting experts for the comprehensive audit of departments and external review of the institute and approve the same.

The proposed list of visiting experts for comprehensive audit of the departments and external review of the Institute will be placed on the table.

Item #40.09: Status of GKCIET, Malda.

Director NIT Durgapur was assigned the additional responsibility of mentoring the Ghani Khan Choudhury Institute of Engineering and Technology (GKCIET) vide MHRD letter Number 25/1/2009, TS.IV dated 06 April 2010 and even number dated 07 April, 2010.

Accordingly NITD had constituted a committee headed by a senior professor to look into the matters of GKCIET. It may be realised that such adhoc arrangement can be in place only for a limited period of a few months and cannot go on for years.

The current situation in GKCIET, which is marked by violent incidents, lawlessness, lack of clear direction and student unrest, due to various internal and external factors, needs immediate attention of the ministry and appointment of a chairman BOG, a permanent Registrar and finding a long lasting solution to woes of the institute. **(Annexure – XI)**

Item #40.10: Allowances of Chairperson, Board of Governors.

- a) Refer to the email from the Chairperson, BOG titled "Allowances to the Chairperson (IEEE membership)" dated 29th October, 2015. **(Annexure – XII)**

The Chairperson, BOG is a member of various specialized branches of IEEE, and has to keep himself abreast in areas which also concern activities of NIT Durgapur.

It is proposed that Chairperson, BOG be reimbursed the above membership fees every year as per Sec 12.F and section 25.L of NIT Act, 2007.

- b) There is no specific guidelines related to any travel expenses being incurred by the Chairperson, BOG for travel undertaken related to matters of NIT Durgapur. (Separate agenda point being projected relating to entitlement of Air Travel by Hon'ble Chairperson, and other members of FC/BOG.

It is proposed that the Board may issue necessary guidelines on reimbursement of travel costs incurred by the Hon'ble Chairperson, BOG while he travels for official purposes.

Item #40.11: Entitlement of Air Travel by Hon'ble Chairperson and other members of FC/BOG in Executive/ Business Class.

It has been noticed that there are no specific guidelines on entitlement for travel by air by Hon'ble Chairperson and other members of the FC/BOG, who are not employees of Government.

It is therefore proposed that they may be entitled for reimbursement of costs of travel by air in Executive/ Business class, in connection with attending the FC/BOG meetings or for travel on invitation of the institute for official purposes.

Item #40.12: To consider adoption of DoPT, Ministry of Personnel & Public Grievances & Pensions OM No. 104/76/2011-AVD.I dated 31st March, 2015 regarding Guidelines handling of complaints in Ministries/ Departments.

The Department of Personnel & Training, Ministry of Personnel & Public Grievances & Pensions has communicated vide OM No. 104/76/2011-AVD.I dated 31st March, 2015, the Guidelines regarding handling of complaints in Ministries/ Departments.

Placed before the Board of Governors for adoption in NIT Durgapur.

(Annexure – XIII)

Item #40.13: Rectification of designation from “Assistant” to “Senior Assistant” for the restructured UDAs of NIT Durgapur.

Some of the UDAs were redesignated as “Assistant” during restructuring in January 2015 and the same was approved in the 37th BOG meeting held on 10/02/2015.

The designation of the existing UDAs may be changed from “Assistant” to “Senior Assistant” as there is no designation of “Assistant” in the Recruitment Rule (RR) for the Non- Teaching employees of NIT.

(Annexure – XIV)

Item #40.14: Acceptance of resignation of Dr. Nihar Ranjan Samal, Ex- Assistant Professor, Civil Engineering Department and sending notice of recovery of three months salary.

The resignation as submitted by Dr. Nihar Ranjan Samal, Ex- Assistant Professor, Civil Engineering Department, may be accepted as he did not return to the Institute on completion of his post doctoral study for which he was placed to the City University of New York for the period from 06/09/2010 to 05/09/2011. Dr. Samal tendered his resignation through a letter dated 12/09/2013. His resignation may be accepted w.e.f. 05/09/2011 (afternoon).

Notice may be served on Dr. Samal for recovery of three months salary as he had not served statutory three months notice period, being a confirmed employee.

(Annexure – XV)

Item#40.15: List of Experts for Faculty Recruitment.

As per clause 23(5) (a)(3) of the NIT Statutes 2009, the Selection Committee for the recruitment of the academic staff should include, inter alia, two nominee of the Board of Governors. The recommended list of experts for faculty recruitment is placed in Annexure.

(Annexure – XVI)

Item#40.16: To consider adoption of MHRD, New Delhi, OM No. F.No.34-6/2015 – TS.III, dated 20th October, 2015, regarding decisions taken in the 9th Council of NITSER meeting held on 1st October, 2015 at NIT – Warangal.

MHRD, New Delhi, has communicated vide OM No. F.No.34-6/2015 – TS.III, dated 20th October, 2015, the decisions taken in the 9th Council of NITSER meeting held on 1st October, 2015 at NIT – Warangal.

Placed before the Board of Governors for adoption in NIT Durgapur.

(Annexure – XVII)

Item #40.17: Important Information to the Board.

The following are placed for information of the Board:-

a) Recognition achieved by NITD worthy to be reported to the Board.

Following is the list of various recent achievements:-

- i) Prof. Pathik Kumbhakar, Head, Dept. Of Physics received the IAPT- Dinabandhu Sahu Memorial Award by Indian Association of Physics Teachers on October 30, 2015.
- ii) A workshop on renewable energy was held in association with Ecosense. Sustainable Solutions on September 29, 2015.
- iii) A number of conferences and short term courses were organized at the Institute.
- iv) NIT Durgapur was included in the IIT Kharagpur led cluster of C2SD (SMDP-III).
- v) The girls' table tennis team won the team and individual championship in Inter- NIT meet.

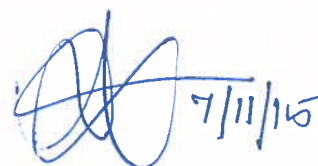
b) Incidents of concern – nil

c) Cases of Litigations.

(Annexure – XVIII)

The information regarding litigations was placed before the Board of Governors at its 39th Meeting held on 22nd September, 2015 at New Delhi vide Page No. 136 & 137 of the Agenda Notes of the above mentioned Meeting.

Item #40.18: Any other matter with the permission of the Chair.



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

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

AGENDA NOTES

40th Meeting of Board of Governors to be held on 16th November 2015 at 11:30 A.M. at the Senate Room, Administrative Building, National Institute of Technology Durgapur, Pin – 713209.

Item #40.18: Any other matter with the permission of the Chair.

- a) **Nominations of Screening Committee for Screening of Faculty for 4 Tier Faculty Selections.**

Screening of Associate Professors: Screening of Associate Professors is being done by a Screening Committee consisting of all Deans & concerned HODs (where HOD is a candidate himself, senior Professor of the Department / Sister Department).

Screening of Professors (AGP Rs. 10500) - Since the Institute does not presently have any Professors, with AGP Rs.10500/- and all the professors are probable candidates, separate Screening Committee is required to be constituted for this purpose. It is proposed that two professors from any of the IITs with subject expertise along with one visitor's nominee and one observer (Director of any of the NITs) may be permitted as members of the Screening Committee.

It is further proposed that in all future faculty selections, besides the selection committee members, Director of one of the NITs may be permitted to be the observer of the selections committee.

- b) **Director's report on initiatives undertaken since the last Board Meeting.**

Will be placed on the table.

- c) **Presentation on Helium and Geothermal Project.**

A presentation will be made before the Board of Governors on Helium and Geothermal Project by Dr. Hirok Chaudhuri, Department of Physics, NIT Durgapur.

- d) **Presentation on Institute Automation.**

A presentation will be made before the Board of Governors on Institute Automation System by Prof. N.K. Roy, Chairman, Committee for Institute Automation.

- e) **Presentation on Progress of various works.**

A presentation will be made before the Board of Governors on Progress of various works by Prof. J.P. Sarkar, Dean (P&D), NIT Durgapur.

- f) **Presentation on Centre for Device Prototyping.**

A presentation will be made before the Board of Governors on Centre for Device Prototyping by Prof. A. K. Saha, Department of Mechanical Engineering/ Dr. Rajat Mahapatra, Department of Electronics and Communication Engineering, NIT Durgapur.



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

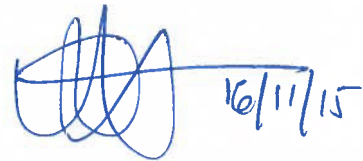
**NATIONAL INSTITUTE OF TECHNOLOGY
DURGAPUR-713209, WEST BENGAL, INDIA
AGENDA NOTES**

40th Meeting of Board of Governors to be held on 16th November 2015 at 11:30 A.M. at the Senate Room, Administrative Building, National Institute of Technology Durgapur, Pin – 713209.

Item #40.18: Any other matter with the permission of the Chair.

- g) Judgment delivered by Hon'ble Allahabad High Court regarding Faculty Recruitment – advertisements issued by different NIsT.

The judgment delivered by the Hon'ble High Court of Allahabad regarding Faculty Recruitment advertisements issued by different NIsT is placed on the table for perusal and consideration of the Board of Governors.



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

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

Minutes of the 39th Board of Governors Meeting held on 22nd September, 2015 at 11.30 A.M. at Seminar Room-2, United Service Institution of India, Rao Tula Ram Marg (Opposite Signals Enclave), Vasant Vihar, New Delhi - 110057.

The following members attended the Meeting:

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

2. **Prof. T. Kumar,** **Member**
Director,
National Institute of Technology,
Durgapur

3. **Shri Rajesh Singh,** **Member**
Director (IFD),
Internal Finance Division,
Dept. of Higher Education,
MHRD, Govt. of India,
Shastri Bhavan, New Delhi

4. **Shri Sanjeev Kumar Sharma,** **Member**
Director (NITs),
Dept. of Higher Education,
MHRD, Govt. Of India
Shastri Bhavan, New Delhi

5. **Prof. Nirmal Kumar Roy,** **Member**
Professor,
Department of Electrical Engineering,
National Institute of Technology,
Durgapur.

6. **Mr. Somnath Karmakar,** **Member**
Assistant Professor,
Department of Civil Engineering,
National Institute of Technology,
Durgapur.



7. Brig. A. S. Nijjar,
Registrar,
National Institute of Technology,
Durgapur.

Secretary

The Chairperson, Board of Governors welcomed all members of the Board to the 39th meeting.

Prof. Partha Pratim Chakrabarti, Director, Indian Institute of Technology, Kharagpur, Shri Sanjay Jhunjhunwala, Chief Executive Officer, Mani Group, Kolkata and Shri D.K. Majumdar, Assistant Professor, Pharmaceutical College of Pharmacy, University of Delhi, could not attend the meeting and were granted leave of absence by the Chairperson, Board of Governors. Since Shri D. K. Majumdar has not been attending any meetings and was non responsive, the State Govt. of West Bengal be approached for his replacement.

Item #39.01: To confirm the Minutes of the 38th Meeting of Board of Governors held on May 15th, 2015.

The Board approved and confirmed the Minutes of the 38th Meeting of Board of Governors held on May 15th, 2015, incorporating the comments received from the member.

Item # 39.02: To note action taken on the Minutes of 38th Meeting of Board of Governors held on May 15th, 2015.

The Board noted the action taken on the Minutes of the 38th Meeting of Board of Governors held on May 15th, 2015.

Item #39.03: To consider the recommendations of the 35th Meeting of the Finance Committee held on 22nd September, 2015.

The Board of Governors approved the Minutes of the 35th Meeting of the Finance Committee held on 22nd September, 2015.

Item#39.04: To approve the Minutes of 38th Senate Meeting held on August 12th, 2015.

The Board of Governors approved the Minutes of the 38th Senate Meeting held on August 12th, 2015, with the following observations:-

On item No 38.09 regarding extension of PhD it was felt that there should be a limit to the extensions for registration of PhD beyond the stipulated seven years and no further extension should be given beyond the first extension without approval of the Board.

Regarding item 39.19 on MoU with the industry, it was pointed out that role of the institute and terms and conditions in such MOUs should be very clearly stated, to obviate any legal hassles or litigations at a later stage.

Item #39.05: To Chairperson's Overview.

As his 'Overview' The Chairperson BOG placed some proposals before the Board in the form of handouts. He stated that if accepted these proposals would have far reaching implications for good, of the Institute.

1. Selective Steps for Enhanced Transparency. The Chairperson proposed the following for achieving higher transparency at different levels.

- a) Board Level. Policy related proceedings / discussions of the Board meeting, de – classifying which, may not be detrimental to the Government or the Institute, may be selectively put on the You Tube.

It was felt that such a step is likely to be misused by way of misinterpretation and misrepresentation using only part of the proceedings. The minutes should be more self explanatory, however individual view should not be reflected, only collective decision of the board should be given.

b) Institute Level.

- i) Inviting two student representatives as observers without voting rights to Senate Meetings, during purely academic related discussions as per Clause 8(15) of NIT Statutes.

The Board agreed to the proposal.

- ii) Nomination of Chief Guest for Convocation / Honorary Doctorate by Senate Convocation Committee.

It was informed that a committee has been formed and the committee has requested the senate members to recommend names for the chief guest or suggest a panel.

2. Policy Support for Inter Disciplinary Teaching and Research. Following was proposed.

- a) Creation of Inter- Disciplinary School on Smart Systems – a Virtual administrative entity / set up.

b) Support of Administrative Framework.

- i) Coordinator / Professor In-Charge

- ii) A Five year Vision Programme. Objectives, Strategic, Planning development of inter-disciplinary activities (Research / Laboratory facilities / systems / workshops and conferences) Resource Generation etc.
- c) Seed Investment by Institute. Additional Research Scholar for Inter – Disciplinary work for each department, operational recurring fund, non-recurring fund for selective critical facilities, training travel etc.
- d) Limited Faculty Positions with Multi – Departmental affiliation at all levels with Inter – Disciplinary background and outstanding academic / performance record.

The Board appreciated the suggestions.

3. Establishment of Society for Innovation and Entrepreneurship (SIEN).

The Chairperson proposed establishment of a Society for Innovation and entrepreneurship (SIEN) with following salient features:

- a) An independent, autonomous society.
- b) Society to promote Innovation, Entrepreneurship, Technology, Transfer Start-up Enterprises etc. Provides logistics, networking and marketing support to academic programs on Innovation and Entrepreneurship of NITD.
- c) Provides services on Intellectual Property Right (IPR), self, Financed Courses, liasoning with industry / Financial agencies.
- d) Promote collaboration with private institutions and enterprises.
- e) Generation of resources for research and development, initiating proactive measures for generating non-government research funding.
- f) SIEN will have access to the reservoir of the human resource in the form of faculty, research scholars, Post Graduate and Under Graduate Students and Laboratory infrastructure of NITD, for promoting research and development.
- g) It will have its own Management Board with Managing Director as the Executive Head. It will frame its own rules and regulations necessary to meet the objectives of the Society. Director, NITD will be the Ex-officio Chairman of the Board of SIEN.
- h) SIEN will have MOU with NITD for access to human resource and physical infrastructure. But its operations should not be restricted to NITD only.

- i) It will submit its half-yearly report to BOG, NITD.
- j) While SIEN is deemed to be a self financed society, it is proposed that NITD provides a suitable incubation/Seed corpus fund for taking it off the ground.
- k) It is proposed that MHRD is requested to sanction an additional position of 'Managing Director' for SIEN for a period of five years. Further it is proposed that NITD provides on loan, the support of one technical personnel, one office staff and one service staff for a period of five years.
- l) It is envisaged that after a period of five years the society will be completely self supporting financially.
- m) NITD will make available a suitable office space within the campus for functioning of the SIEN. After five years the society will pay rent to NITD, as appropriate. Depending upon the scale of activities SIEN may have more staff than the skeleton staff provided by NITD. Salaries of such staff will be met by the SIEN. Also the staff employed by SIEN will not be considered as staff of NITD.
- n) If the above proposal is approved in principle by the BOG, NITD, a detailed proposal may be formulated for the creation of position of Managing Director for SIEN for a period of five years on full salary and the proposal be send to MHRD for Visitors' Approval (Statute 28).

The members of the Board informed, that a similar proposal is being placed for discussion in the forthcoming meeting of NIT Council. So the issue should wait till the outcome of the Council Meeting is received.

4. Redressal of Students' Concerns. The Chairperson proposed various steps for Redressal of Students' Concerns

- a) Hostel – Mess Management and food, drinking water, toilet, sanitation, extracurricular facilities, compliance of code of Conduct and Counselling.
- b) Violence / Harassment.
- c) Expansion of class room / laboratory infrastructure, optimal management of existing class room / laboratory.
- d) In- campus cafeteria.
- e) Access to drinking water in academic building.
- f) Problems related to results, mark sheet, certificates, examinations, evaluation etc.

- g) Use of WhatsApp may be considered on UPTU model to get students' complaint registered and redressal within fixed time limit.

The Board appreciated the above suggestions for appropriate action in the matter.

Item# 39.06: Appointment records of Deans since 2006.

It was felt by the BOG that there should be no deviation from the statutes unless there is exceptional situation. Statutes and NIT Act are sacrosanct.

The Director should have confidence of the selected person and the selected person should have confidence of the stakeholders (faculty & students). It was felt that there should be a nomination committee involving some ex-Deans and present Deans to help in selection of Deans. The details of the committee and its Term of Reference including procedure may be put up in the next BOG meeting.

The Chairperson informed that now a days it was customary to ascertain from the aspirants of Deanship, their road map for discharging their responsibilities.

Item# 39.07: Representations.

(a) Representation on Fixation of Pay of 13 internal faculty members.

The Board deliberated upon the issue and noted that the situation which has occurred, cannot be decided in haste and needs to be sent for a detailed examination to the MHRD, particularly in the light of the fact that the issue has already been decided in the previous board meeting. The Board took notice of meticulous data worked out and some very valid points made by the Personnel Section.

(b) Re-employment of Mr. Pijush Kanti Debroy.

It was brought out that Mr. Pijush Kanti Debroy was temporarily employed in the Director's Secretariat after retirement due to his exceptional capabilities and in interest of the institute.

The Board noted the above and accepted the justification, it however pointed out that in such cases the statutes should be the guiding spirit and should be followed in future.

Item# 39.08: Director's Report on initiatives undertaken since the last Board of Governors Meeting.

The Board noted the Director's Report on initiatives undertaken since its last Meeting.

Item #39.09: To consider and approve the Annual Report of the Institute for 2014 – 2015.

It was pointed out that the audit objections of CAG, if any, should be brought to the notice of the BOG in the subsequent board meeting.

The Board of Governors approved the Annual Report of the Institute for 2014 – 2015.

Item # 39.10: To adopt MHRD, Govt. of India letter no. 33-3/2014-TS. III dated 17th June, 2015 regarding the recommendations of the Oversight Committee on Four Tier Flexible Cadre.

The Board of Governors adopted MHRD, Govt. of India letter no. 33-3/2014-TS. III dated 17th June, 2015 regarding the recommendations of the Oversight Committee on Four Tier Flexible Cadre.

Item #39.11: To adopt MHRD, Govt. of India letter no. F.No. 33-4/2014-TS.III dated 16th June, 2015 regarding Fee structure of various programmes in NITs – Instructions with regard to tuition fee waiver for SC/ST category of students in NITs.

It was clarified that the tuition fee is to be charged from SC/ST candidates at a later date on receipt of loan / scholarship etc by the students.

The Board of Governors adopted MHRD, Govt. of India letter no. F.No. 33-4/2014-TS.III dated 16th June, 2015 regarding Fee structure of various programmes in NITs – Instructions with regard to tuition fee waiver for SC/ST category of students in NITs.

Item# 39.12: Ratification of the actions taken by the Chairperson.

Regarding approval of the foreign visit by faculty members it was decided that for each foreign travel supported by Institute/Project, two presentations need to be made in the concerned Department, especially when papers are presented in Conference. The first one should pertain to the presentation proposed in the Conference. This Departmental presentation should take place before a Faculty leaves for the Conference. The second one should be after the faculty has returned from the Conference. The presentation should pertain to highlights of the conference, summary of key note addresses, scope of interaction/collaboration etc. The Department concerned should compile record /summary for each month of such presentations and report to the Dean.

The Board of Governors ratified the actions taken by the Chairperson, BOG.

Item #39.13: To consider and approve the Institutional Development Proposal (IDP) & Governance Development Plan (GDP) as per the mandate of TEQIP II.

The Board of Governors approved the Institutional Development Proposal (IDP) & Governance Development Plan (GDP) as per the mandate of TEQIP II.

Item #39.14: Christening the newly constructed International Hostel for boys as Dr. A.P.J. Abdul Kalam Hall.

The Board of Governors approved the proposal, of christening the newly constructed International Hostel for boys, as A.P.J. Abdul Kalam Hall.

Item#39.15: Justification for creation of the post of Chief Warden and provision of such a post in the statutes of NITs.

It was brought out that the redesignation of the post of Secretary, Warden Council to Chief Warden had been approved by the Board of Governors of NIT Durgapur in its 24th meeting held on 18th October, 2012. The Board members felt that due to the increased number of hostels, the appointment was justified.

It was pointed out that the role of all important appointments including the Chief Warden should be clearly defined, documented and displayed.

Item #39.16: Important Information to the Board.

The Board of Governors noted the information.

Item # 39.17: Any other item with the permission of the chair.

- a) To consider the proposal to establish a 'Regular Study Centre' of IGNOU at NIT Durgapur.

The Board of Governors approved the proposal to establish a 'Regular Study Centre' of IGNOU at NIT Durgapur.

- b) Representation of the Associate Professors (AGP Rs.9000/-).

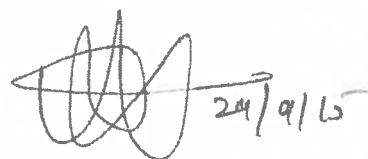
After detailed discussion it was decided that the case be forwarded to the Anomalies committee of MHRD for consideration.

- c) Status of GKCIET Malda.

Prof. N.K.Roy, Prof. incharge GKCIET Malda, briefed the Board regarding the status of GKCIET Malda, where situation is deteriorating with every passing day, due to political interference, vested interests and non functional BOG and non- appointment of regular Director.

The Board desired that a report be sent to MHRD on regular basis for taking action on appointments of the BOG and Director for GKCIET, Malda.

There being no other item the meeting ended with a thanks to the Chair.



Brig. A. S. Nijjar

Registrar and Secretary,
Board of Governors,
National Institute of Technology,
Durgapur

Chairman's Remarks/comment on the Minutes of 39th B.O.G meeting for inclusion in the Minute.

From : Amalendu Bhattacharya
<abbhattacharyya@yahoo.com>

Tue, Sep 29, 2015 06:54 PM

Subject : Chairman's Remarks/comment on the Minutes of 39th B.O.G meeting for inclusion in the Minute.

To : Registrar NIT. Durgapur
<registrar@admin.nitdgp.ac.in>

Cc : sanjeevsharma edu <sanjeevsharma.edu@nic.in>

Dear Amar,

Am enclosing my comments on the Minutes of 39th B.O.G meeting below.

Kindly acknowledged.

Regards.

Sincerely

A.B. Bhattacharyya

Chairman B.O.G,NITD

Chairman's Remarks on the minutes of 39th B.O.G meeting:

39.06: Appointment Records of Deans since 2006

1. The Minute does not record the discussion logically. As it was accepted that the Statute and NIT Act are sacrosanct, and there should be no deviation from it . It was recommended that necessary steps should be taken to ensure that the violation of Statute is corrected. Board cannot simultaneously declare that Statute and NIT Act are sacrosanct and at the same time allow continuation of its violation. Therefore it is logical that steps are immediately taken to correct the violation of Statute by nominating new Deans at the earliest, for the cases where there is violation

2. The Chairman outlined the practices followed in institutions like IIT which should have been recorded.

3. There was no mention of Ex-Deans and present Deans only being in the Nomination Committee. Rather the Chairperson mentioned that Professorial Senate members who are not aspirant of any Deans position form the Nomination Committee . There should be wider representation in the Nomination Community of opinions of the Professorial Community.

39.07: (a)

1. The document of Personal Section being sent to MHRD should also accompany the Representation of the Faculty which was forwarded to the Director in march 2015. This will allow the MHRD to understand the issues created due to various orders and assurances from the institute since their appointment.

39.07 (b): Re-employment of Mr. Debroy

1. In my opinion the Board clearly agreed that the Appointment of

Mr. Debroy was irregular and not as per Statute provisions. Continuation of Mr. Debroy will mean Board itself will be a party to the violation of the Statute. I am not aware of whether the Board is empowered to violate the Statute. In my understanding the matter has to be referred to MHRD, if Mr. Debroy is allowed to continue. Government of India, as far as I know, has its own guidelines for Appointment of Retired Person from Government Service which also has to be looked into. The Board has not been given the terms of appointment of Mr. Debroy. Further the contract appointment of Mr. Debroy was not ratified by Board. It has to be ascertain whether the Contract Appointments are beyond the purview of the Board. Board suggested that if Contract Appointment has to be made for any person the procedure outlined in the Statute must be adopted.

39.17 (b) :Representations of the Associate Professor

1. It was also suggested that efforts should be made to present the case before the Anomalies Committee of MHRD.

Sent from my iPad

Re: Circulation of Minutes of the 39th Board of Governors meeting and 35th Finance Committee meeting of National Institute of Technology,Durgapur.

From : Amalendu Bhattacharya
<abbhattacharyya@yahoo.com>

Wed, Oct 28, 2015 10:12 AM

Subject : Re: Circulation of Minutes of the 39th Board of Governors meeting and 35th Finance Committee meeting of National Institute of Technology,Durgapur.

To : Registrar NIT. Durgapur
<registrar@admin.nitdgp.ac.in>

Dear Anar,

1. After the draft minute was circulated, I sent my comments dissenting on issues regarding action to be taken on (1) implementing changes in Deanship where there is violation from Statute guideline (2) reappointment of Mr. Deb Roy in violation of statute guideline and not following procedure for contract appointment and not informing the Board of appointment made . Recommendation was to carry out guideline wherever applicable (3) attaching the original representation of Favulty about pay fixation along with note of establishment to MHRD for understanding the issue in totality.

The final draft must contain above comments of Chairman on the draft minute.

The final draft must record all views for discussion.

For necessary action.

Regards,

Sincerely,

A.B.Bhattacharyya

Chairmen, BOG,NITD

Sent from my iPad

> On 29-Sep-2015, at 12:56 pm, Registrar NIT. Durgapur
<registrar@admin.nitdgp.ac.in> wrote:

>

> Circulation of Minutes of the 39th Board of Governors meeting and 35th Finance Committee meeting of National Institute of Technology,Durgapur.

>

> Dear Member,

>

> The Minutes of the 39th Board of Governors meeting and 35th Finance Committee meeting of National Institute of Technology,Durgapur held on 22nd September, 2015 at Seminar Room 2,United Service Institution of India,Rao Tula Ram Marg (Opposite Signals Enclave),Vasant Vihar,New Delhi – 110 057 are attached for perusal please.

>

> Comments, if any,may be intimated to the undersigned within 15 days of receipt of the minutes.

>

> Regards,

(18)

- >
 - > A.S.Nijjar
 - > Brig.
 - > Registrar & Secretary
 - > Board of Governors
 - > National Institute of Technology
 - > Durgapur
 - >
 - > <Minutes of 39th Board of Governors Meeting..pdf>
 - > <Minutes of 35th Finance Committee Meeting..pdf>
-

Re: Circulation of Minutes of the 39th Board of Governors meeting and 35th Finance Committee meeting of National Institute of Technology, Durgapur.

From : Sanjeev Sharma <sanjeevsharma.edu@nic.in> Wed, Oct 28, 2015 01:21 PM
Sender : sanjeevsharma edu <sanjeevsharma.edu@nic.in> 1 attachment
Subject : Re: Circulation of Minutes of the 39th Board of Governors meeting and 35th Finance Committee meeting of National Institute of Technology, Durgapur.
To : director@admin.nitdgp.ac.in
Cc : Prof T Kumar <tkumar2002@yahoo.com>, sanjeevsharma bsnl <sanjeevsharma.bsnl@gmail.com>, rajeshsingh edu <rajeshsingh.edu@nic.in>, nijjar e azam <nijjar_e_azam@yahoo.com>, Registrar NIT. Durgapur <registrar@admin.nitdgp.ac.in>, Amalendu Bhattacharya <abbhattacharyya@yahoo.com>, director nitdgp <director.nitdgp@gmail.com>, subrahya@gmail.com, director@iitkgp.ernet.in, Sanjay Jhunjhunwala <sanjay13.jhunjhunwala@gmail.com>, teage@mani-group.com, D K Majumdar <dkmajumdar@dkmajumdar.8m.com>, roy nk2003 <roy.nk2003@gmail.com>, Somnath Karmakar <som_civil07@rediffmail.com>, jsfa edu <jsfa.edu@gov.in>

kindly find enclosed the attachment
rgrds

On 10/27/15 07:13 PM, **Director NIT Durgapur** <director@admin.nitdgp.ac.in> wrote:

Dear Shri Sharma,

We have not received the enclosure. Kindly send the enclosure.

With kind regards,

Yours sincerely,

(20)

Prof. T. Kumar
Director

National Institute of Technology Durgapur
Mahatma Gandhi Avenue, Durgapur – 713 209, India
Tel. No. +91 343 254 6397, Fax No. +91 343 254 7375
Mobile No. +91 94347 88001
Email: director@admin.nitdgp.ac.in

From: "Sanjeev Sharma" <sanjeevsharma.edu@nic.in>
To: "Registrar NIT. Durgapur" <registrar@admin.nitdgp.ac.in>, "Amalendu Bhattacharya" <abbhattacharyya@yahoo.com>, "director" <director@admin.nitdgp.ac.in>, "director nitdgp" <director.nitdgp@gmail.com>, subrahdy@gmail.com, director@iitkgp.ernet.in, "Sanjay Jhunhunwala" <sanjay13.jhunhunwala@gmail.com>, teage@mani-group.com, "D K Majumdar" <dkmajumdar@dkmajumdar.8m.com>, "roy nk2003" <roy.nk2003@gmail.com>, "Somnath Karmakar" <som_civil07@rediffmail.com>, "jsfa edu" <jsfa.edu@gov.in>
Cc: "Prof T Kumar" <tkumar2002@yahoo.com>, "sanjeevsharma bsnl" <sanjeevsharma.bsnl@gmail.com>, "rajeshsingh edu" <rajeshsingh.edu@nic.in>, "nijjar e azam" <nijjar_e_azam@yahoo.com>
Sent: Tuesday, October 27, 2015 2:46:43 PM
Subject: Re: Circulation of Minutes of the 39th Board of Governors meeting and 35th Finance Committee meeting of National Institute of Technology,Durgapur.

Dear all,
Kindly find enclosed herewith my comments on 35th FC and 39th BoG
rgrds
sanjeev sharma,
Ministry of HRD

On 09/29/15 01:50 PM, "**Registrar NIT. Durgapur**" <registrar@admin.nitdgp.ac.in> wrote:

Circulation of Minutes of the 39th Board of Governors meeting and 35th Finance Committee meeting of National Institute of Technology,Durgapur.

Dear Member,

The Minutes of the 39th Board of Governors meeting and 35th Finance Committee meeting of National Institute of Technology,Durgapur held on 22nd September, 2015 at Seminar Room 2,United Service Institution of India,Rao Tula Ram Marg (Opposite Signals Enclave),Vasant Vihar,New Delhi – 110 057 are attached for perusal please.

Comments, if any,may be intimated to the undersigned within 15 days of receipt of the minutes.

Regards,

(21)

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



Comments on 35th Finance Committee of NIT Durgapur.docx

11 KB

Comments on 39th BoG meeting

39.05(3) Setting up of another autonomous body or society by NIT requires examination whether, it is as per Act and Statute. Registrar may study the proposal and may discuss in next BoG.

39.07(b) : Statute deals with contractual appointment which should be followed in all cases.

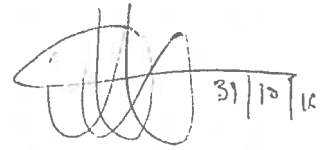
No: NITD/ Reg/OR/2015/07

31st October, 2015

Office Order

The Board of Governors in its 39th meeting held on 22nd September, 2015, has approved the adoption of MHRD, Govt. of India letter no. 33-3/2014-TS. III dated 17th June, 2015 regarding the recommendations of the Oversight Committee on Four Tier Flexible Cadre.

This issues with the approval of the competent authority.



Registrar

Copy to:-

1. Director.
2. Registrar.
3. All Deans/All HODs.
4. Director's Secretariat.
5. Registrar's Secretariat.
6. Office Copy.

**NATIONAL INSTITUTE OF TECHNOLOGY,
DURGAPUR
Registrar's Secretariat**

No: NITD/ Reg/OR/2015/08

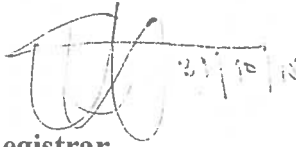
31st October, 2015

Office Order

The Board of Governors in its 39th meeting held on 22nd September, 2015, has approved the adoption of MHRD, Govt. of India letter no. F.No. 33-4/2014-TS.III dated 16th June, 2015 regarding Fee structure of various programmes in NITs – Instructions with regard to tuition fee waiver for SC/ST category of students in NIT Durgapur.

The tuition fee is to be charged from SC/ST candidates at a later date on receipt of loan / scholarship etc by the students.

This issues with the approval of the competent authority.


Registrar

Copy to:-

1. Director.
2. Registrar.
3. All Deans/All HODs.
4. Director's Secretariat.
5. Registrar's Secretariat.
6. Office Copy.

**NATIONAL INSTITUTE OF TECHNOLOGY,
DURGAPUR
Registrar's Secretariat**

No: NITD/ Reg/OR/2015/09

31st October, 2015

Office Order

The Board of Governors in its 39th meeting held on 22nd September, 2015, approved the foreign visits of the following faculty members:

Sl.No.	Name of the Faculty Members	Department
1.	Dr. Neelotpaul Banerjee	Management Studies
2.	Mousumi Saha	Computer Applications
3.	Prof. Goutam Sanyal	Computer Sc. & Engineering
4.	Dr. Debjani Dutta	Biotechnology
5.	Dr. Hirok Chaudhuri	Physics
6.	Dr. Pronab Roy	Civil Engineering
7.	Dr. Dakshina Ranjan Kisku	Computer Sc. & Engineering
8.	Animesh Dutta	Information technology
9.	Sujoy Saha	Computer Applications

Further, the Board directed the following regarding the foreign visit by faculty members:


i) For each foreign travel supported by Institute/Project, two presentations need to be made in the concerned Department, especially when papers are presented in Conference.

ii) The first one should pertain to the presentation proposed in the Conference. This Departmental presentation should take place before a Faculty leaves for the Conference.

iii) The second one should be after the faculty has returned from the Conference. The presentation should pertain to highlights of the conference, summary of key note addresses, scope of interaction/collaboration etc.

iv) The Department concerned should compile record /summary for month of such presentations and report to the Dean.

This issues with the approval of the competent authority.


31/10/15
Registrar

Copy to:-

1. Director.
2. Registrar.
3. All Deans/All HODs.
4. Director's Secretariat.
5. Registrar's Secretariat.

**NATIONAL INSTITUTE OF TECHNOLOGY,
DURGAPUR
Registrar's Secretariat**

No: NITD/ Reg/OR/2015/13

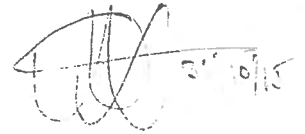
31st October, 2015

Office Order

The Board of Governors in its 39th meeting held on 22nd September, 2015 has approved the regularisation of the following faculty member of the Institute, against a sanctioned post, after due selection.

Sl.No.	Name	Department
01	Ms. Mamata Dalui	Computer Science and Engineering.

This issues with the approval of the competent authority.



Registrar

Copy to:-

1. Director.
2. Registrar.
3. All Deans/All HODs.
4. HOD, Department of Computer Science and Engineering.
5. Director's Secretariat.
6. Registrar's Secretariat.
7. Office Copy.
8. Ms. Mamata Dalui, Department of Computer Science and Engineering.

**NATIONAL INSTITUTE OF TECHNOLOGY,
DURGAPUR
Registrar's Secretariat**

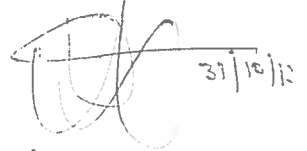
No: NITD/ Reg/OR/2015/12

31st October, 2015

Office Order

The Board of Governors in its 39th meeting held on 22nd September, 2015 has approved the Institutional Development Proposal (IDP) & Governance Development Plan (GDP) as per the mandate of TEQIP II.

This issues with the approval of the competent authority.



Registrar

Copy to:-

1. Director.
2. Registrar.
3. All Deans/All HODs.
4. Prof. KC. Ghanta, Coordinator, TEQIP-II.
5. Director's Secretariat.
6. Registrar's Secretariat.
7. Office Copy.

NATIONAL INSTITUTE OF TECHNOLOGY,
DURGAPUR
Registrar's Secretariat

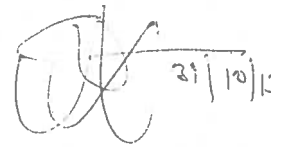
No: NITD/ Reg/OR/2015/10

31st October, 2015

Office Order

The Board of Governors in its 39th meeting held on 22nd September, 2015 has approved christening the newly constructed International Hostel for boys as "A.P.J. Abdul Kalam Hall".

This issues with the approval of the competent authority.



Registrar

Copy to:-

1. Director.
2. Registrar.
3. All Deans/All HODs.
4. Director's Secretariat.
5. Registrar's Secretariat.
6. Office Copy.

**NATIONAL INSTITUTE OF TECHNOLOGY,
DURGAPUR
Registrar's Secretariat**

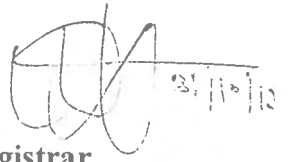
No: NITD/ Reg/OR/2015/11

31st October, 2015

Office Order

The Board of Governors in its 39th meeting held on 22nd September, 2015 has approved the proposal to establish a 'Regular Study Centre' of Indira Gandhi National Open University (IGNOU) at NIT Durgapur.

This issues with the approval of the competent authority.


Registrar

Copy to:-

1. Director.
2. Registrar.
3. All Deans/All HODs.
4. Dr. S.K. Rai, Department of Humanities.
5. Director's Secretariat.
6. Registrar's Secretariat.
7. Office Copy.



National Institute of Technology, Durgapur

CHAIRMAN'S
OBSERVATION
ON 38th BOG MEETING'S
ATR

31



National Institute of Technology, Durgapur

CONTENT

1. <u>Institute Automation</u>	<u>03</u>
2. <u>Faculty representation on salary fixation</u>	<u>05</u>
3. <u>Observation on ATR 38.17(a) and 37.18(b)</u>	<u>06</u>
4. <u>Website Management</u>	<u>07</u>
5. <u>Best PhD, M. Tech and B. Tech Thesis/Project Award</u>	<u>08</u>
6. <u>ISSUES REGARDING HELIUM AND GEOTHERMAL PROJECT AND EARTHQUAKE PRECURSOR PROJECT OF NIT DURGAPUR</u>	<u>09</u>
7. <u>Center of Excellence</u>	<u>13</u>

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National Institute of Technology, Durgapur

Institute Automation

Reference: to the report on Automation Software submitted as ATR of 38th Board Meeting. Not being specialist I will not deal with technical aspects but restrict myself mostly on administrative and management concerns. I will like to make the following observations on the ATR. :

1.

The report was asked seeking answers to the questions to serve as a base document to enable taking an informed view on the decision taken by NITD on Software Automation and possible course correction, if necessary. Unfortunately the document is wage to serve such a purpose.

- a) The document does not answer effectively with supporting documents how the decision was taken and who took the decision to place order for Institute Automation with the present Organization FocuzInfotech. From my queries to NITs indicate that except NITD none other has placed order with the present Organization FocuzInfotech.
- b) The starting point before giving the final contract of Automation Software is the development of Software Resource Specification (SRS) for the costumer. It itself is an involved and specialized process and that must be executed professionally.
 - 1) Was the process of taking decision purely an administrative one? If so, was it followed by a proper technical homework?
 - 2) Who were the persons at NITD responsible for the above decision?
 - 3) Did they have technical expertise to take such decision and if so who were the experts involved?
 - 4) Was a review made of the options adopted by other Institutes in this area of Software Automation?
 - 5) Was National Informatics Center, which is an established Govt. organization, considered for development of Automation Software? If not why?

2. The most important point that is not answered as to who is the Person or which is the Executive Unit(department /centre) which should be responsible for receiving the know-how, assimilate,disseminate, train, provide training ,customize ,maintain interface with the supplier etc. to make the Automation Process a success . The fact that the entire activities such as academic record, accounting, administration etc. will all be determined by the quality, integrity, reliability and user-friendliness of the software. The responsibility involved, coordination and infrastructural support required is full time attention and it should not be under estimated. The document does not provide answers to these vital questions as to who is responsible and accountable for what.

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Professor A.B.Bhattacharyya Chairman BoG NITD



National Institute of Technology, Durgapur

3. The fact that the entire institute administration will be at the mercy of this Automation Software the Institute administration must come out with convincing justification that there will be no catastrophe in future with the use of the current Automation Software.

4. The statement of the Coordinator " ... few persons are using the software which is basically demoralizing the initiatives taken by the committee members.", is extremely disturbing . The Board will like to know the steps that has been taken to make the operation affective and efficient. Also clear deadline should have been projected to the Board for adaptation of each module of the software by each users concerned.

5. Financial Issues:

As e-governance has been made mandatory by NIT council the Institute must have a long term professional comprehensive plan with clear prediction of **Financial Outlay** and that should be projected to Finance Committee. Further Institute administration must unambiguously assign responsibilities and tasks with accountability .An indication of how other NITs are handling e-governance would be useful.

6. I gather an impression from limited inquiry made from several institution regarding software automation that the trend is to develop some sort of In-house expertise as well for customizing the procured software and developing standalone software modules where necessary. For this purpose as well as for interfacing with the Automation Software supplier a software development team consisting mostly of programmers seems to be appropriate. This group is best to be located possibly under the administrative control of computer center, with mandate for software development and maintenance.

7. The Board should be given a comprehensive report and presentation in the next meeting addressing the points raised.

It will not be out of place to point out that Chairman's repeated requests to provide **Certified Training** to office staff on computers and automations have not been implemented inspite of deadlines being set more than once. **Non-compliance of Chairman's proactive initiative is not only unfortunate but is a matter of serious concern.**

8. When a report is submitted to the Board it should be cleared by the competent authority under whose authorization the activity has been carried out.

Answers to the questions raised by the chairman on Institute Automation has to be presented to the Board.

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National Institute of Technology, Durgapur

Faculty representation on salary fixation

1. Along with the note of the Establishment Section the original representation of the faculties outlining their grievances also be sent to MHRD for proper understanding of issues involved.
2. MHRD should also be provided recommendations of any committee set up by Director to look into the issue of Fixation of Salary of the concerned faculty members.
3. The Board needs to know why the issue is pending for more than a year. **Not paying a salary as per Appointment Letter approved by the Board should be a matter of serious concern to the Board.**

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National Institute of Technology, Durgapur

Observation on ATR 38.17(a)

Board be given details of implementations deadline of the order issued on the following aspects:

1. Status of the courses run by the Computer Center and its transfer to the academic department.
2. Policy guideline on the participation of **faculty** of Computer Center in teaching in Academic Department and limits on the Hours of Teaching.
3. Policy guideline on guiding of PhD level Research, M. Tech and B. Tech level projects of the **faculty** of Computer Center.
4. Ascertaining concurrently requirement of programmers and other categories of technical staffs of Computer Center, in view of expanding work load related to :
 - a. Server maintenance
 - b. Networking
 - c. Maintenance and Development of Automation Tools
 - d. Conducting Hands on training on Hardware/Software labs of Computer Center.
 - e. A team of programmers may be required for the purpose of developing In-house custom required software tools and interface with Agencies supplying special purpose tools.
5. The need for the appointment of Professor In-charge along with HOD should be explained to the Board. If both are necessary then their roles should be defined and necessary approval should be obtained from the Board.
6. The grievance of Dr. Sarvanan should be addressed separately by appropriate body and decision be reported to the Board.
7. The Institute should clearly and categorically define specific responsibilities, roles and functions of the Computer Center.

Observation on ATR 38.17(b)

1. Specific time deadline to be set for all actions mentioned in the above ATR.

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National Institute of Technology, Durgapur

Website Management

1. There should be a dedicated core Team to take care of various elements of website like development, up-gradation, maintenance etc. There should also be core Team looking after the Server for its proper functioning.

2. Development and Maintenance of Website should be In-house.

3. The present website major modification to be useful and informative.

4. A proper SRS should be formulated to include the following parameters.

a. Faculty:

Each faculty should be allotted separate web pages for the following items:

- I. Course Planning, text book/resource reference, mode of examination (Open Book, Close Book, Carry Home etc.), marks allocation (assignment, quiz, term examination).
- II. Lectures wise content outline to be displayed to the students in advance on website.
- III. Course material to be distributed to the students.
- IV. Research: Research Papers, List of PhD students and their details of the research, Publications.

b. Departments:

Each faculty should be allotted separate web pages for the following items:

- I. Academic activities: Seminars, workshops, conferences etc.
- II. Alumni: Each department should mention the details of the Alumni.
- III. Courses offered by the Departments.
- IV. Faculty members and their web-link for details.
- V. Facilities and laboratories.
- VI. Name of Students, their Email Id (only NIT Durgapur's Mail Id), phone numbers.
- VII. Details of their Technical Staff and Non-Technical Staff.

c. Chat Id:

- I. The website should also have login section to the Chat server.
- II. The login to the Chat Server would be done through the NIT Durgapur's Mail Id.
- III. The chat server should be used for interaction between students and faculties as one to one or as group chat.

d. The website should have pages dedicated to code of conduct, plagiarism, ethics, and student activities club.

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National Institute of Technology, Durgapur

- e. There should be web page and details of Halls of Residence.

Best PhD,M. Tech and B. Tech Thesis/Project Award

Institute has to announce Certificate award for best Thesis/Project to the above students in the beginning of academic calendar year with criteria of evaluation. Institute needs to initiate action in this regard.

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National Institute of Technology, Durgapur

ISSUES REGARDING HELIUM AND GEOTHERMAL PROJECT
AND
EARTHQUAKE PRECURSOR PROJECT
OF
NIT DURGAPUR

On the basis of the ATR report in response to questions on geothermal (appended as :Appendix 1) submitted to the Chairman through the Registrar by Dr. Hirok Chaudhury in connection with the Board Agenda the following issues are important to be considered by the Board.

- 1 All the Projects till 2013 has been carried out mainly by SNIP, VECC and funded primarily by DST, DAE and MoES (Page 3/86).
- 2 Total cost incurred to carry out these work has been INR 1576.91 Lacks during 2003-2013. (Page 3/86)44
- 3 The projects of SNIP/VECC and entire research activities related to projects was transferred to NITD in 2013(Remarks: Relevant documents regarding transfer not available). (Page 14/86).
- 4 In May 2014, BoG NITD, sanctioned INR 92 lacks for execution of drilled.
- 5 BoG also approved the submission of project proposals to MHRD for Center of Excellence on
 - a) Helium exploration
 - b) Geothermal Power(Remarks: 1)It is not clear why NITD took up this Adventure?
2) With its limited manpower, resources it is weakening the other areas from which the manpower is drawn excluding VECC/SINP's expertise developed over a decade . (Page 20/86).
- 6 What is the expertise of NITD Team regarding MASS SEPECTROMETER who visited VECC to check its condition? (Page 26/86)
- 7 What are the documents available with NITD regarding the land from the present owners (VECC and Govt. of West Bengal) ?(Page 26/86)
- 8 Documents on the basis of which sanction has been made is not available. (Page 27/86)
- 9 Budget layout under different Heads should be shown. (Page 27/86)
- 10 What is the duration of project? It cannot be open-ended .
- 11 What is the basis of drilling six drills and the depth up to which it shall be drilled? Page (27/86)
- 12 How the location of each of the six drills were decided? (Page 27/86)
- 13 What is the present status of submitted projects (two) to MHRD with supporting evidence from

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National Institute of Technology, Durgapur

MHRD? (Page 27/86)

- 14 Breakup of Financial Assistance of INR 90.00 Lacks among different Heads should be made to maintain Financial Discipline. (Page 28/86)
- 15 What are the Terms and Conditions of GSI involvement in the work? Will they provide 2D/3D Subsurface Models ? (Page 28/86)
- 16 Is there any way MOV with GSI? If Yes, documents should be provided. (Page 28/86).
- 17 What is there Status of projects submitted to MHRD as per BoG's Resolution? (Page 29/86)?
- 18 What is the Status of 1) INR 21.83 croresproject 2) INR 3.96croresproject and 3) 29.11 crores projects submitted to MOES SERB and DRDO ? (Page 29/86)
- 19 Why DAE INSTITUES cannot take up the work if it is strategic? (Page 29/86)
- 20 What is the core competence of NITD on such specialized areas to carry out **three mega projects?** (Page 29/86)
- 21 Why funding request has been shifted from MHRD to MoES, SERB and DRDO? (Page 29/86)
- 22 Where are the recommended papers from ISM, JU and GSI? (PAGE 31/86)
- 23 Copy of formal letters from NITD to ISM, JU and GSI: requesting recommendations for drilling locations? (Page 31/86)
- 24 Why are the documents with VECC, SINP when the Assets have been transferred to NITD? (Page 58/86).
- 25 Attested copies of transfer of Assets from VECC, SINP to NITD should be re enclosed. (Page 58/86) .
- 26 Original development of transfer of Assets should be with NITD only. (Page: 58/86).

NOTE:

The report on Geothermal project submitted to the Board is silent on the management of **Off-Campus sites/laboratories** which can develop into a major problem, if not addressed properly.

Suggested Action for the Board's consideration:

1. **Asset Transfer:**

MHRD may look into the legal aspects of the transfer of assets to NITD related to off-campus sites as it involves multiple government Institutions.

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National Institute of Technology, Durgapur

2. Management of Off-Campus sites

If the sites are under the administrative control of NITD and it has undisputed freedom to carry out research activity then only off-campus research may be carried out. Certain basic disciplines must be ensured before the activity continues.

a. For each off-campus sites the steering committee must examine the man power requirement, their categories, maintenance cost of the establishment, salary overhead, recurring expenditure, travel, activity chart, milestones, deadlines, duration of activity etc. for each site.

b. The stock register of the assets of each off-campus sites must be audited by appropriate body.

3. Rationality of funding priority

If the allocation of fund for Geo-Thermal project is not exclusively funded in the project mode by MHRD but is from Institute's general grant then justification for investment in this project must be reviewed. The review assumes significant importance because of the demand of resource allocation for basic amenities and infrastructures on teaching-learning environment which is assigned top most priority in view of scaling of number of students.

4. Continuation of Earthquake Precursor and Helium Project

It may be worthwhile considering that presently the research on Earthquake Precursor and helium Project only be supported which does not call for substantial investment and can be carried out with existing infrastructure.

5. Geothermal collaborating project through external funding

For Geothermal exploration activity NITD does not have any core competence. This exploration activity has been envisaged to be outsourced. Such project or activity can be undertaken as an **externally funded separate sponsored project** for which collaboration of another organization (such as GSI, ISM etc.) which has core competence in Geothermal Prospecting should first be obtained.

6. Building Core Competence in Non-Conventional Energy

It may be advisable that NITD first focuses on teaching and research centered on its core competence. An inter-disciplinary M.TECH program on Non-Conventional Energy such as Solar, Wind, and Tidal, a Geothermal etc. may be initiated to develop a platform for embarking on ambitious development programs on non-conventional/renewable energy at appropriate stage.

For such Interdisciplinary program it should be mandatory that the proposal is circulated to all departments seeking participation from interested faculty members. This is a practice followed in leading universities in USA and several IITs.

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National Institute of Technology, Durgapur

7. Terms of reference of the steering committee:

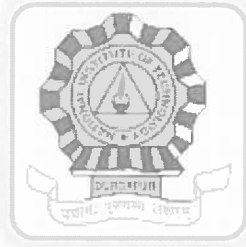
Terms of reference of the steering committee as set by the Board for the Geo thermal project be defined as given in 2.a.



National Institute of Technology, Durgapur

Center of Excellence

The Center of Excellence should constitute a **User's Committee** selected from actual Users of the facilities to give feedback on the equipment's functioning of, creation of inventory for spares, generation of resources through providing services to outside institutions, training of maintenance persons and users, maintenance of log book recording utilization of facilities, holding workshops on educating of facilities etc.



National Institute of Technology, Durgapur

Appendix 1

GEOThARMAL PROJECT:

- SCOPE OF WORK.
- OBJECTIVE / DELIVERABLES.
- PERT CHART. (ACTIVITY WITH TIMELINE)
- STAFF APPROVAL WITH CATEGORY / SCALE
- FINANCIAL ALLOCATION.
- REVIEW / STEERING MECHANISM.
- DOCUMENTATION.
- INVENTORY OF EQUIPMENTS.
- MANAGEMENT OF EXTENTION CENTRES.
- INVESTIGATORS WITH AFFILIATION AND RESPONSIBILITIES / ASSIGNMENTS.
- PROJECT EXECUTION METHODOLOGY.

CENTRAL FACILITY:

- FACILITY-
 - a) STATUS.
 - b) COST.
 - c) UTILIZATION RECORD.
 - d) MAINTAINANCE.
 - e) LOCATION
 - f) USER DEPARTMENTS.
 - g) USER COMMITTEE.



National Institute of Technology, Durgapur

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Professor A.B.Bhattacharyya Chairman BoG NITD

Item# Status of GKCIET, Malda

As directed by Ministry of Human Resource Development, in reference to letter No 25-1/2009-TS. IV dated 6-4-2010 & 7-04-2010, was decided to assign the mentoring of the Ghani Khan Choudhury Institute of Engineering and Technology (GKCIET) to National Institute of Technology, Durgapur and with reference to the letter No. 8-7/2012-TS,VII dated 08-04-2015, it was directed that NIT Durgapur would take over the charge of GKCIET, Malda.

In pursuance of the order, a committee was formed to coordinate the activities of Gani Khan Choudhury Institute of Engineering and Technology (GKCIET), Malda and it also decided that all Deans will advise as and when required. The composition of the committee is as under:

- Prof A Gongopadhyay, Chairman
- Prof N K Roy, Prof In charge
- Sri J. Barman, Member
- Sri U Mukherjee, Member
- Sri A Das Member

It is a matter of great concern that the performance/integrity of the faculty members and staff of GKCIET, Malda are in very poor state. As a result, continuous tense situation has been evolving at GKCIET, Malda internally as well as externally by political/social means, which are making GKCIET, Malda as a disturbed and uncomfortable zone. Some of the issues requiring immediate attention and resolution as under:

- a) Resolve the issue of Irregular appointment of Prof Subhasis Dutta at GKCIET, Malda (Enquiry Committee Report attached)
- b) Constitution of enquiry committee to verify the legality of various appointments
- c) Filling of Vacant posts urgently
- d) Request MHRD for reconstitution of Board of Governors and appointment of regular director, and Registrar of GKCIET, Malda
- e) Decision for the permanency of employees who will be finishing their probation period.
- f) Issue of affiliation of the Degree, Diploma and certificate courses.

Overall, it is very difficult task to run the day to day activities of GKCIET, Malda by the Mentoring Committee of NIT Durgapur considering the geographical distance between the two Institutes as well as for the above situation. The Mentoring Committee recommends suspension of all activities including teaching learning of GKCIET, Malda, temporarily till the normalcy is restored in academic as well as administrative areas, which is only possible by reconstitution of Board of Governors and appointment of regular director, and Registrar of GKCIET, Malda immediately.

Zimbra

regis ANNEXURE - XII

Allowances for Chairman (IEEE membership).

From : Amalendu Bhattacharya
<abbhattacharyya@yahoo.com>

Thu, Oct 29, 2015 08:51 PM

Subject : Allowances for Chairman (IEEE membership).

To : Registrar NIT. Durgapur
<registrar@admin.nitdgp.ac.in>

Dear Amar,

1. I am enclosing herewith the acknowledgement receipt of the payment by me made towards IEEE membership with a few specialized branches such Education, Electronic Devices, Solid States Circuits, MTT, Sensors etc. These are the areas with which I keep myself up dated regularly as their relevant to activities at NIT Durgapur. I propose this fees to be reimbursed for which you may obtain necessary approval of Board as per provision in Statute (NIT Act 2007 section 12.F and Section 25. L).

2. I would also like to know the guidelines for reimbursement on any travel expenses incurred by Chairman related to the matters of NIT Durgapur that is available and if not, guidelines be taken from the Board. Mostly the expenses will be for road travel undertaken for discussions.

3. I had written earlier also that the office support provided to the Chairman be approved by competent authority where-ever necessary.

For necessary action.

With Regards,
Sincerely,
A.B.Bhattacharyya
Chairman BoG,NITD

Sent from my iPad

(47)

No.104/76/2011-AVD.I
Government of India
Ministry of Personnel & Public Grievances & Pensions
(Department of Personnel & Training)

New Delhi, Dated 31st March, 2015

OFFICE MEMORANDUM

Subject:- Guidelines regarding handling of complaints in Ministries/Departments.

The undersigned is directed to say that instructions regarding dealing with anonymous and pseudonymous complaints were issued vide this Department's Office Memorandum of even number dated 18.10.2013 and subsequently clarified vide Office Memorandum of even number dated 18.6.2014.

2. A copy each of the aforesaid Office Memoranda are enclosed herewith. The instructions contained therein are reiterated and all Ministries/Departments are requested to follow the same while handling complaints received in their respective Ministry/Department.


(Aditya Kumar Joshi)
Director

1. All Ministries/Departments as per standard circulation list
2. Secretary, CVC
3. All Desks/Sections of DOP&T
4. Guard File
- ✓ 5. NIC, DOP&T Cell for placing a copy of this OM on the website of this Department.

No.104/76/2011-AVD.I
Government of India
Ministry of Personnel & Public Grievances & Pensions
(Department of Personnel & Training)

New Delhi, Dated October 18, 2013

OFFICE MEMORANDUM

Subject: Guidelines regarding handling of complaints in Ministries/Departments.

The undersigned is directed to say that the instructions regarding dealing with anonymous and pseudonymous complaints as contained in this Department's OM No. 321/4/91-AVD.III, dated 29th September, 1992 and as reiterated vide DOP&T's OM No. 371/38/97-AVD.III, dated 3/11/1997, being at variance with instructions issued by CVC in this regard vide curricular No.3(V)/99/2 dated 29th June, 1999, No. 98/DSP/9, dated 31st January, 2002 and 11th October, 2002, had been receiving the attention of the Government for the past some time.

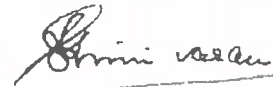
2. The matter was examined afresh in consultation with the Central Vigilance Commission. Subsequent to the Public Interest Disclosure & Protection of Informers' Resolution - 2004 (PIDPI), the Commission has created a mechanism for handling complaints where identity of the complainant is kept secret and the complainant is provided protection. This has been endorsed and operationalized by the Central Government with the approval of the competent authority.

3. In view of the fact that complainants who desire to protect their identity now have the protection of the Public Interest Disclosure & Protection of Informers' Resolution - 2004 (PIDPI), the following procedure is laid down for handling anonymous and pseudonymous complaints, in supersession of instructions contained in DoP&T's OM No. 321/4/91-AVD.III dated 29th September, 1992:

- (i) No action is required to be taken on anonymous complaints, irrespective of the nature of allegations and such complaints need to be simply filed.
- (ii) Complaints containing vague allegations could also be filed without verification of identity of the complainant.

(iii) If a complaint contains verifiable allegations, the administrative Ministry/Department may take cognizance of such complaint with the approval of the competent authority to be designated by the Ministry/Department as per their distribution of work. In such cases, the complaint will be first sent to the complainant for owning/disowning, as the case may be. If no response is received from the complainant within 15 days of sending the complaint, a reminder will be sent. After waiting for 15 days after sending the reminder, if still nothing is heard, the said complaint may be filed as pseudonymous by the Ministry/Department.

4. Instructions contained in para-3 above would also be applicable (with appropriate competent authority to be designated under para 3 (iii) above) for dealing with complaints against Secretaries to the Government of India or Chief Executives / CMDs / Functional Director of PSEs/PSBs/FIs, which will continue to be referred to the Cabinet Secretariat for placing before the Group of Secretaries headed by the Cabinet Secretary/Secretary (Co-ordination) in the Cabinet Secretariat, as the case may be, as per procedure given in Department's OM No. 104/100/2009-AVD.I, dated 14/1/2010 and DPE's OM No. 15(1)/2010-DPE(GM), dated 11/3/2010, as amended from time to time.



(G. Srinivasan)

Under Secretary to the Government of India

To,

1. All Ministries/Departments as per standard circulation list
2. Secretary, Central Vigilance Commission
3. Department of Public Enterprises
4. All Desks/Sections of DOP&T
5. Guard File

✓ 6. NIC, DOP&T Cell for placing a copy of this OM on the website of the Ministry.

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No. 104/76/2011-AVD.1
Government of India
Ministry of Personnel, Public Grievances & Pension
Department of Personnel & Training

New Delhi, the 18th June, 2014.

Office Memorandum

Subject:- Guidelines regarding handling of complaints in Ministries/Departments.

The undersigned is directed to refer to this Department's O.M. of even number dated 18.10.2013 on the above subject and to say that the Ministries/Departments of the Government of India have been seeking clarifications from this Department on operation of the aforesaid O.M. The matter has been considered and it is clarified as under:-

- (i) **'Anonymous complaints'** are such complaints which do not carry both, **name and address** of the complainant and need to be dealt with in terms of para 3 (i) of the DOP&T O.M. dated 18.10.2013 referred to in para 1 above, irrespective of the nature of allegations.
- (ii) The complaints other than anonymous complaints which contain vague allegations need to be dealt with in terms of para 3 (ii) of the DOP&T O.M. dated 18.10.2013 referred to in sub-para (i) above.
- (iii) The complaints which contain verifiable allegations and are not anonymous, need to be dealt with in terms of para 3 (iii) of the DOP&T O.M. dated 18.0.2013 referred to in para 1 above


(G.Srinivasan)

Under Secretary to the Govt. of India

1. All Ministries/Departments as per standard circulation list.
2. Secretary, Central Vigilance Commission, New Delhi.
3. Department of Public Enterprises.
4. All Desks/Sections of DOP&T.
5. Guard File.
6. NIC, DOP&T Cell for placing a copy of this OM on the website of the Ministry.

National Institute of Technology Durgapur

Personnel Section

No. NITD/Per_Sec/2015/restructuring

Date : 2015-SEP-16

Note Sheet

Sub : Restructuring of Upper Division Assistants of the Institute.

This is in connection with the ongoing Restructuring process of the staff members of the Institute. In case of the Upper Division Assistants (UDAs), the Restructuring Committee, in its meeting held on 20/01/2015, proposed "Assistant" as the "designation after restructuring". But, unfortunately in the Model Recruitment Rule for the NITs, there is no such designation as "Assistant".

FLAG A

In the Model Recruitment Rule, there are two categories of staff in this connection :

FLAG B

Name of the post	Classification	Pay Band	Grade Pay
1. Junior Assistant	Group C	Rs. 5,200—20,200/-	Rs. 2,000/-
2. Senior Assistant	Group C	Rs. 5,200—20,200/-	Rs. 2,400/-

SUGGESTION : The difference between the two aforesaid documents needs to be resolved before proceeding further, at the Institute level.

Submitted for kind consideration.

[Signature]
 Assistant Registrar (Establishment)

Assistant Registrar (Establishment)

(i) There is also one designation as Assistant (Selection Grade-II) in RR Circular No. ...
 -- T.S III. of MHRD dated 05-02-2014.

Deputy Registrar (Establishment)

(ii) As per letter Restructuring letter ...
 No. T 23-18/2008. T.S-III dated 17 ...

Registrar

There are total four designations ...
 In Asst, Sr. Asst, Asst (SG-II) ...
 In view of the abt may be decided, the ...
 as per the recommendation (and subsequent ...
 of the Restructuring Committee dated ...

Assistants' may be replaced by ...
 "Assistants", the recommendation ...
 of the committee was probably a ...
 by ...

[Signature]
 17/9/15

Registrar

[Signature]

[Signature]
 27/9/15

Director

(52)

D.T.O

The recommendation of Registrar (I/C) dtd 21⁰⁵/₁₅ overlaid may please be ratified by BOG as the past restructuring of respective UDA's was approved by BOG. Changes proposed in col 6 wherever it is mentioned Assistant (MLC) may replaced by Sr. Asst (MLC).

Registrar

Abhishek
24/10/15

Item # : Rectification of designation from "Assistant" to "Senior Assistant" for the restructured UDAs of N.I.T. Durgapur.

Some of UDAs were redesignated as "~~Assistant~~" during restructuring in 2015-JANUARY and the same was approved in the 37th BOG Meeting dtd 10/02/2015.

The designation of the existing UDAs may be changed from "~~Assistant~~" to "Senior Assistant" as there is no designation of "~~Assistant~~" in the Recruitment Rule (RR) for the Non-Teaching employees of N.I.T.s.

Include

A 21/11/15

(AR)

(58)

10/15 - NO. 07

()

Recruitment Rules for the post of "Junior Assistant" in NITs

1.	Name of the Post	Junior Assistant
2.	Number of posts	As per sanctioned strength
3.	Classification	Group - C
4.	Scale of pay (Grade Pay, Band Pay)	PB : 1 (₹5,200 – 20,200/-) with Grade Pay of ₹2000/-
5.	Whether Selection Post or non-Selection Posts	Not Applicable
6.	Age limit for direct recruits	Below 27 years
7.	Educational and other qualifications required for direct recruits	10+2 in any discipline with a minimum Typing speed of 35 w.p.m. and proficiency in Computer Word Processing and Spread Sheet. <u>Desirable</u> Proficiency in other computer skills, stenography skills
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Not Applicable
9.	Period of probation, if any	2 years
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	100% Direct Recruitment through an examination to be conducted by the Institute.
11.	In case of recruitment by promotion/ deputation /transfer, grades from which promotion/ deputation/ transfer to be made	Not Applicable
12.	If DPC exists, what is its composition	As per the provision contained in the NIT Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

Recruitment Rules for the post of "Senior Assistant" in NITs

1.	Name of the Post	Senior Assistant
2.	Number of posts	As per sanctioned strength
3.	Classification	Group - C
4.	Scale of pay (Grade Pay, Band Pay)	PB - 1 (₹5,200 - 20,200/-) with Grade Pay of ₹2400/-
5.	Whether Selection Post or non-Selection Posts	Selection (first time) / deputation later 50% by promotion and 50% by selection.
6.	Age limit for direct recruits	33 years
7.	Educational and other qualifications required for direct recruits	10+2 in any discipline with a minimum Typing speed of 35 w.p.m. and proficiency in Computer Word Processing and Spread Sheet. Desirable Proficiency in other computer skills, stenography skills, Bachelor's degree in direct recruitment (selection) Experience 6 years at the level of Junior Asst.
8.	Whether age and educational qualifications prescribed for direct recruits will apply in the case of promotees	Qualification and experience Yes Age bar Relaxed
9.	Period of probation, if any	2 years for direct recruits only.
10.	Method of Recruitment whether by direct recruitment or by promotion or by deputation or transfer & percentage of the vacancies to be filled by various methods	By promotion, failing which by deputation, failing in both by direct recruitment.
11.	In case of recruitment by promotion/ deputation /transfer, grades from which promotion/ deputation/ transfer to be made	Promotion Junior Assistant with 6 years' regular service at Grade pay of ₹2000/- selected on the basis of trade test, interview and service record, as specified under these regulations Deputation: Officers of the Central / State Govt or similar organized services / Semi-Govt / PSU / autonomous organization / University / Institute of national importance a) i) Holding analogous post; ii) 6 years' regular service with Grade Pay of ₹2000/- as Junior Assistant or its equivalent post.
12.	If DPC exists, what is its composition	As per the provision contained in the NIT Act, 2007, First Statutes and the subsequent Statutes.
13.	Circumstances in which UPSC is to be consulted in making recruitment	Not Applicable

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

Minutes of the 37th Board of Governors Meeting held on February 10th, 2015
at 11:30 A.M. at the Senate Room, New Administrative Building,
National Institute of Technology, Durgapur, PIN-713209.

The following Members attended the Meeting:

- | | | |
|--|---|--------------------|
| 1. Prof. A. B. Bhattacharyya
Chairperson, Board of Governors,
National Institute of Technology, Durgapur
and Professor Emeritus,
Jaypee Institute of Information Technology,
A-10, Sector 62, Noida-201307 | - | Chairperson |
| 2. Prof. T. Kumar
Director,
National Institute of Technology,
Durgapur | - | Member |
| 3. Shri Sanjeev Kumar Sharma
Director (NITs),
Dept. of Higher Education,
MHRD, Govt. of India
New Delhi | - | Member |
| 4. Shri Sanjay Jhunjunwala
Chief Executive Officer,
Mani Group,
Kolkata | - | Member |
| 5. Prof. Nirmal Kumar Roy
Professor
Department of Electrical Engineering
National Institute of Technology,
Durgapur | - | Member |



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3/6

Item # 36.05: Report of the committee constituted for restructuring of the post of Maintenance Engineer.

The post of Maintenance Engineer was restructured as Executive Engineer (Civil) as recommended by the Assessment Committee in accordance with the guidelines of MHRD O.M. No.F.33-2/2013-TS.III dated 5th February, 2014. Considering this, the Board of Governors approved the report of the committee.

Item # 36.07 (b) Report of the committee constituted for restructuring/ re-designating the post of Medical Officers.

The restructuring/re-designating of the post of Medical Officer has been done in accordance with guidelines issued by GOI in this respect. Considering this, the Board of Governors approved the report of the committee.

Item # 36.07 (c) Report of the committee constituted for restructuring of the non-teaching employees of the Institute.

The report of the committee constituted for restructuring of the non- teaching employees of the Institute has followed the relevant guidelines issued by MHRD. Considering this, the Board of Governors approved the report of the committee.

Item # 37.02: To note action taken on the Minutes of 36th Meeting of Board of Governors held on November 19th, 2014.

The Board of Governors noted the Minutes of 36th Meeting of Board of Governors held on November 19th, 2014 .

Item # 37.03: To consider the recommendations of the 33rd Meeting of the Finance Committee held on February 10th, 2015.

The Board of Governors approved the recommendations of the 33rd Meeting of the Finance Committee held on February 10th, 2015. The ATR on the Audit Report will be discussed in the ensuing meeting.



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4/6
Item # 37.04: To consider the Minutes of the 36th Senate Meeting held on February 06th, 2015.

The Board of Governors approved the Minutes of the 36th Senate Meeting held on February 06th, 2015.

Item # 37.05: Report of the committee constituted for restructuring of the non-teaching employees of the Institute.

The report of the committee constituted for restructuring of the non-teaching employees of the Institute has followed the relevant guidelines issued by MHRD. Considering this, the Board of Governors approved the report of the committee.

Item # 37.06: Implementation of four-tier flexible faculty structure at NIT Durgapur.

The Board of Governors approved the report of the committee of the Deans on the Implementation of four-tier flexible faculty structure at NIT, Durgapur. However, the advertisement will be put up as per the MHRD guidelines/notifications in this regard.

Item # 37.07: Submission of service grievances through proper channel.

The Board of Governors noted that the Board of NIT Durgapur in its 28th meeting held on July 26th, 2013 has already adopted DoPT O.M. No. 11013/08/2013-Estt. (A)-III dated 6th June, 2013 regarding "Representation from Government Servant on service matters" which was subsequently communicated to all the employees of NIT Durgapur vide Office Order No NITD/ Reg/OR/2013/22 dated August 14th, 2013.

The Board of Governors resolved that while for all grievances related to service matters, any representations should be done through proper channel, through the Director of the institute who will forward it to the Grievance Officer of the Institute. If for any reason one has to make an appeal to the Board of Governors /higher authorities against the decision, this needs to be done through the Director who will put up the matter to the Board of Governors, if required. Any violation of the procedure of representation from institute employees on service matters as laid down by the DoPT O.M. No. 11013/08/2013-Estt. (A)-III dated 6th June, 2013 regarding "Representation from Government Servant on service matters" and adopted by the Board of Governors of NITD as above, will be considered as an act of indiscipline. Complaints from individuals other than institute employees will not be entertained at the institute level.

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 2015 MAY 11

National Institute of Technology Durgapur
Personnel Section

No. NITD/ Per_Sec/ UDA- restructuring/ 01/ 15

Date : 2015-MAY-11

Office Order

Sub : Restructuring of UDA of the Institute.

The BOG of NIT Durgapur has approved the restructuring of UDA of the Institute as given below as recommended by the Restructuring Committee constituted vide NITD/ Estt/ restructuring/ 2014 dated 11/11/2014 , held from 12.11.2014 to 14.11.2014 and 2015-JAN-20.

Sl. No.	Name	Effective date of appointment in present post [before restructuring]	PB/GP as on 01.01.06 or actual date of joining if appointed after 01.01.06	Designation after restructuring	Recommended as on 14.11.2014
1.	Sri Subal Bandyopadhyay Emp. ID: 4P-561 Appointment. to REC: 30.03.1998 DOB: 05.02.1962	01.04.2003	PB2/ Rs. 4200/-	Assistant (MLC)	Vide Office Order No. 05.05.2008 and 17.05.2013 no more upgradation
2.	Sri Sumit Biswas Emp. ID: 4P-454 Appointment. to REC: 27.08.1997 DOB: 22.07.1971	01.04.2003	PB2/ Rs. 4200/-	Assistant (MLC)	GP- 4600/-
3.	Sri Panchanan Laha Emp. ID: 4P-228 Appointment. to REC: 27.08.1984 DOB: 04.02.1957	01.04.2003	PB2/ Rs. 4200/-	Assistant (MLC)	GP-4600/-
4.	Sri Tanmoy Santra Emp.ID:4P-244 Appointment. to REC: 12.08.1989 DOB: 10.02.1961	01.04.2003	PB2/ Rs. 4200/-	Assistant (MLC)	GP-4600/-

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Matter needs discussion with Registrar as per RR of NITS - ~~the~~ No designation for Asst. in found however Sr. Asst could be seen. Pl. put up note.

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 20/05/15

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H. N. Gupta
2015 MAY
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Sl. No.	Name	Effective date of appointment in present post [before restructuring]	PB/GP as on 01.01.06 or actual date of joining if appointed after 01.01.06	Designation after restructuring	Recommended as on 14.11.2014
5.	Sri P. K. Debroy Emp.ID: 4P-129 Appointment. to REC:12.11.1987 DOB: 04.05.1953	01.04.2003	PB2/ Rs. 4200/-	Assistant (SG-I)	Retired on 31.05.2013 with GP-4600/-
6.	Sri Mani Sankar Ganguli Emp. ID: 4P-799 Appointment. to REC: 30.01.1989 DOB: 13.06.1954	01.04.2003	PB2/ Rs. 4200/-	Assistant (SG-I)	Retired on 30.06.2014 with GP-4600/-
7.	Sri Jiban Krishna Ray Emp. ID: 4P-393 Appointment. to REC: 25.05.1989 DOB: 25.07.1962	01.04.2003	PB2/ Rs. 4200/-	Assistant (MLC)	GP-4600/-
8.	Sri Rabindra Nath Pan Emp. ID: 4P-747 Appointment. to REC: 22.01.1979 DOB: 15.12.1952	22.06.1999	PB2/ Rs. 4200/-	To continue as UDA till superannuation (ML)	Retired on 31.12.2012 with GP-4600/-
9.	Sri Baniprasad Pal Emp.ID: 4P-737 Appointment. to REC: 16.09.1981 DOB: 03.11.1953	01.04.2003	PB2/ Rs. 4200/-	Assistant (SG-I)	Retired on 30.11.2013

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Sl. No.	Name	Effective date of appointment in present post [before restructuring]	PB/GP as on 01.01.06 or actual date of joining if appointed after 01.01.06	Designation after restructuring	Recommended as on 14.11.2014
10.	Soumitra Bandyopadhyay Emp. ID: 4P-519 Appointment. to REC: 24.11.1993 DOB: 04.07.1965	01.04.2003	PB2/ Rs. 4200/-	Assistant (MLC)	GP-4600/-
11.	Sri Prokash Pal Emp. ID 4P-340 Appointment. to REC: 27.08.1997 DOB: 03.11.1967	01.04.2003	PB2/ Rs. 4200/-	Assistant (MLC)	GP-4600/-
12.	Sri Sandip Das Emp. ID: 4P-893 Appointment: 16.01.2007 DOB: 12.01.1975	16.01.2007	PB1/ Rs. 2400/-	Assistant (MLC)	GP-2400/-
13.	Sri Sadananda Chatterjee Emp. ID: 4P-179 Appointment. to REC: 15.02.1983 DOB: 27.01.1957	02.03.1998	PB2/ ₹4200/-	Assistant (MLC)	GP-4600/-

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2015 MAY

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Sl. No.	Name	Effective date of appointment in present post [before restructuring]	PB/GP as on 01.01.06 or actual date of joining if appointed after 01.01.06	Designation after restructuring	Recommended as on 14.11.2014
14.	Sri Debabrata Mukherjee Emp. ID: 4P-466 Appointment. to REC: 12.11.1986 DOB: 22.03.1965	21.06.1999	PB2/₹4200/-	UDA (MLC)	To continue as UDA for want of qualification.
15.	Sri Debasish Kundu Emp. ID; 4P-577 Appointment. to REC:15.09.1989 DOB: 02.03.1965	01.04.2003	PB2/₹4200/-	Assistant (MLC)	GP-4600/-
16.	Sri Amar Hari Emp. ID: 4P-1004 Appointment to NIT: 06.08.2013 DOB: 13.08.1987	06.08.2013	PB1/ Rs. 2400/-	Assistant (MLC)	GP-2400/-

This issues with the approval of the competent authority.

REGISTRAR(I/C)

Copy to :

1. Director
2. Registrar
3. All Deans & All Heads of Depts/ Secs.
4. Deputy Registrar (Establishment) & Deputy Registrar (F & A)
5. Assistant Registrar (Internal Audit) 6. Director's Secretariat & Registrar's Secretariat
7. Concerned Staff Members 8. Office File

Assistant Registrar (Establishment)

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No.: NITD/Estt./4P-968/

Date: 2015-OCT-29

NOTE SHEET

Sub: Acceptance of resignation of Dr. Nihar Ranjan Samal from the post of Assistant Professor, Dept. of Civil Engineering, NIT Durgapur.

Ref: Letter dated 12.09.2013, of Dr. Nihar Ranjan Samal, Assistant Professor, Dept. of Civil Engineering, tendering his resignation from the substantive post of Assistant Professor, Dept. of Civil Engineering.

Dr. Nihar Ranjan Samal, Assistant Professor, Dept. of Civil Engineering, was deputed for Post Doctoral position for one year at New York City, Department of Environmental Protection (NYCDED) in collaboration with City University of New York (CUNY), Institute of Sustainable cities w.e.f 06.09.2010 granting without Pay and allowances from the Institute. Dr. Samal thereafter applied for extension of leave for several times.

Statement of facts :

1. Name & Designation: Dr. Nihar Ranjan Samal, Assistant Professor
2. Department: Civil Engineering
3. Date of joining : 03.01.08 ; date of confirmation : 03.01.2009
4. Dr. Samal was released for Post Doctoral position at the City University New York for one year w.e.f. 06.09.2010 without any bond.
5. On 18.07.2011 he submitted application for extension of leave for one year.
6. On 24.08.2011 the HOD, Civil Engineering and the Registrar (I/ C) put up note regarding extension of leave.
7. On 06.12.2012, Prof. S.K. Mitra wrote to the Registrar with his comment regarding extension of leave.
8. On 09.01.2013, the then Registrar directed Dr. Samal to report back and join immediately with no other option but disciplinary action.
9. Till 11.09.2013 no reply of the above mentioned letter dated 09.01.2013, from Dr. Samal, was received by the Institute.
10. By a letter dated 12.09.2013 he submitted his resignation.
11. On 16.08.2013 a committee was set up vide Office Order No. NITD/Per.Sec./4P-968, dated 16.08.2013, to look into the matter.
12. Report of the Committee is not on record.
13. Dr. Samal refunded salary from September 2010 to March 2011 vide M.R. No. 10610, dated 11/09/2013.

Contd-p/2

14. It is revealed from the Leave File records of Dr. Samal that the credit balance of his leave is as follows:

Earned Leave – 60.42 and H.P.L. – 48.33 up to 30.06.2010.

The Deputy Registrar (Establishment) commented :

As per Statute 30 of 1st Statutes of NITs, "A permanent member of the Institute may resign only after giving three months notice in writing to his appointing authority, or by paying three months salary in lieu thereof. Resignation may be accepted subject to clearance of all dues."

The Registrar commented :

"The resignation of Nihar Ranjan Samal be accepted and he be sent a legal notice to pay the amount due to the institute as he has not returned after post-doctoral leave."

Submitted for placement before the BOG with a view to acceptance of Dr. Nihar Ranjan Samal's resignation and recovery of three months salary from him.

Asst. Registrar (Establishment)

Dy. Registrar (Establishment)

Registrar

Director

Item # _____ : Acceptance of resignation of Dr. Nihar Ranjan Samal, Ex-Assistant Professor, Civil Engineering Department and sending notice of recovery of three months salary.


The resignation as submitted by Dr. Nihar Ranjan Samal, Ex-Assistant Professor, Civil Engineering Department, may be accepted as he did not return to the Institute on completion of his post-doctoral study for which he was placed

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Cont-p/3

to the City University of New York
for the period from 06/09/2010 to
05/09/2011. Dr. Samel tendered his
resignation ^{through} by a letter dated 12/09/2013.
His resignation may be accepted
w.e.f. 05/09/2011 (afternoon).

Notice may be served on
Dr. Samel for recovery of three months
salary as he had not served statutory
three months notice period, being a
confir~~med~~ and employee.

2015 Nov 02 
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Sayan 
2/11/15

NATIONAL INSTITUTE OF TECHNOLOGY, DURGAPUR

EXPERT LIST FOR FACULTY RECRUITMENT

1) DEPARTMENT OF BIOTECHNOLOGY

1. Dr. Gajendra P.S. Raghava (FASc. FNASc)
Scientist & Head, Bioinformatics Centre
Institute of Microbial Technology
Chandigarh
Tel: 0172-2690557/ 6665450.
2. Prof. Anand Kumar Bachhawat, FNA, FASc, FNASc
Indian Institute of Science Education & Research (IISER), Mohali
Sector 81, Knowledge City, SAS Nagar, P O Manauli
3. Ram Rajasekharan, PhD, FNA, FASc, FNASc, FNAAS, JC Bose National Fellow
Director, Central Food Technological Research Institute (CFTRI), CSIR
Mysore – 570020
4. Dr. Jayant M. Modak
Professor, Department of Chemical Engineering
Indian Institute of Science, Bangalore - 560012
Tel: 080-2293-3108:
5. Dr. S. Venkata Mohan
Principal Scientist, CSIR-Indian Institute of Chemical Technology
Tarnaka, Hyderabad-500007, Telangana
6. Prof Tapas Kumar Maiti
Head of the Department
Department of Biotechnology, IIT Kharagpur
Ph.No. +91-3222-283766/3222-283767
Email: tkmati@hijli.iitkgp.ernet.in
7. Prof V Venkata V. Dasu
Professor & Head of the Department
Department of Biosciences and Bioengineering
IIT, Guwahati
Phone: 0361-2582249
Email: veeranki@iiitg.ernet.in
8. Prof Ashok Kumar
Department of Biological Sciences & Bioengineering
IIT, Kanpur
Phone: +91 512-259-4051

6. Prof. Dibyendu Mukherjee
Professor & former Head
Chemical Engineering Department
IIT Kharagpur 721302
Phone (residence)+91 - 3222 - 283939 (IIT Phone)

7. Prof Gopal Mugeraya
Director, NIT Agartala
Phone: 0381-2546630
Fax: 0381-2546360

8. Prof Rajdip Bandyopadhyaya
Professor
Department of Chemical Engineering
IIT, Mumbai
Ph.No. +91-22-25768209

9. Prof V.K.Saxena
Professor & Head
Department of Chemical Engineering
ISM,Dhanbad
Phone: +91-326-2296563
Email: vksaxenaism@hotmail.com

3) DEPARTMENT OF CHEMISTRY

1. Dr. Pratim Kumar Chattaraj. FTWAS, FASc. FNA, FNASc, FAScT
J. C. Bose National Fellow
Dean (Faculty)
Professor. Department of Chemistry
Indian Institute of Technology Kharagpur
Kharagpur - 721302
Phone: +91-3222-283304(O)
+91-3222-283305.

2. Dr. Amit Basak FNA. FASc. FNASc
Professor
Department of Chemistry
Indian Institute of Technology Kharagpur
Kharagpur - 721 302
Phone: + 91-3222-283300 (O)
+ 91-3222-283301

3. Prof.A. K. Gosain.
Professor
Department of Civil Engineering
Indian Institute of Technology Delhi
Hauz Khas New Delhi - 110 016
4. Prof.Anjan Dutta
Professor
Civil Engineering Department
IIT Guwahati-781039
5. Prof.Subrata Chakraborty
Professor
Civil Engineering Department
IEST Shibpur
P.O.Botanic Garden, Shalimar, Howrah, West Bengal 711103
6. Prof.Venkappayya Desai
Professor
Civil Engineering Department
IIT Kharagpur
India - 721302
7. Prof Animesh Das
Professor.
Deaprtment of Civil Engineering
IIT, Kanpur
Ph. No. (91-512)259 7477
Email: adas@iitk.ac.in
8. Prof.Ashim Kanti Dey
Professor
Civil Engineering Department
NIT Silchar-788010

6. Prof. Niloy Ganguly
Professor.
Department of Computer Science and Engineering,
Indian Institute of Technology (IIT) Kharagpur,
Kharagpur-721302, West Bengal, India.
Phone: +91-3222-283460 (O)

7. Prasanta K. Jana, Ph. D (Engg.)
Professor, IEEE Senior Member
Department of Computer Science & Engineering
Indian School of Mines
Dhanbad-826004, India
Phone No:(0326)2235473(Off).

- 8 Prof. V S. Ananthanarayana,
Professor.
Department of Information Technology,
NIT, Surathkal, Karnataka.
Tel: +91-824-2473550

6) DEPARTMENT OF COMPUTER APPLICATIONS

1. Prof Ujjwal Maulik, FNAE
Professor
Department of Computer Science and Engineering
Jadavpur University
Kolkata-700032
West Bengal, India

2. Prof. Sripati Mukhopadhyay
Professor
Department of Computer Science
The University of Burdwan,
Burdwan – 713104
West Bengal, India

3. Prof. Nandini Mukherjee
Professor
Department of Computer Science and Engineering
Jadavpur University
Kolkata-700032
West Bengal.



5. Prof. R. Sarathi (Specialization: High Voltage Engineering)
Professor
Department of Electrical Engineering
Indian Institute of Technology Madras
Pin- 600 036
Tel: 044 2257- 4436 (O)

6. Prof. Shyama Prasad Das (Specialization: Microprocessor systems & Instrumentation.
Electric Drives)
Professor
Department of Electrical Engineering
Indian Institute of Technology Kanpur
Tel: 0512-259-7106 (O)

7. Prof. Siddhartha Sen (Specialization: Instrumentation)
Department of Electrical Engineering
Indian Institute of Technology, Kharagpur.
Kharagpur - 721302, India.
FAX: 03222-282262
Tel: 03222- 282262 (O).

8) DEPARTMENT OF ELECTRONICS AND COMMUNICATION ENGINEERING

1. Prof. Santanu Chottopadhyaya
Professor, Dept. of E & ECE
IIT Kharagpur
Ph:+91 - 3222 - 283564
Phone (residence)+91 - 3222 - 283565 (IIT Phone)

2. Indranil Sengupta
Professor
Department of Computer Science and Engg
IIT Kharagpur
Kharagpur
Phone (office)+91 - 3222 - 283496

3. Prof. M. Jagdish Kumar
Professor,
Department of Electrical Engg
IIT Delhi
:+91 11 2659 1085

4. Prof. Saswat Chakraborti
Professor, G.S. Sanyal School of Telecommunication
Phone (office) +91 - 3222 - 283900

Pin - 700108
Phone: +91-33-2575-3004

12. Prof. Prabir Kumar Biswas
Professor
E & ECE Dept,
IIT Kharagpur
Ph:+91 - 3222 - 283506
13. Prof. Ajay Chakrabarty
Professor,
Dept. of E &ECE
IIT Kharagpur
Ph: +91-3222-283510 .
14. Prof. S.K. Koul
Professor
CARE, IIT Delhi
Phone: +91-11-26591104, +91-11-26596219
15. Prof. A.R. Harish
Professor
Department of Electrical Engineering
Indian Institute of Technology Kanpur
Kanpur-208016
Office:ACES 225B
Phone:+91-512-2597569
16. Prof. Girish Kumar
Professor
Department of Electrical Engineering
IIT Bombay, Powai
Mumbai 400 076. India
17. Avinash Keskar, PhD, SMIEEE, FIE,FIETE,LMISTE
Professor, Former Head of the Dept & Dean(R&D)
Visvesvaraya National Institute of Technology Nagpur. 440010.

9) DEPARTMENT OF ENVIORNMENT AND EARTH SCIENCE

1. Prof. Shiva Kumar.
Professor & Head.
Department of Geology

(71)

(2)

2. Prof Joydeep Dutta
Department of HSS.
IIT, Kanpur
Ph.No. 0512-259-7568
Email.: jdutta@iit.ac.in
3. Prof Pashupati Jha
Professor.
Department of HSS
IIT, BHU
Ph.No. 91-01332-285306
Email: pashufhs@iitr.ac.in
4. Prof. Biswajit Chatterjee.
Professor. Department of Economics. Jadavpur University,
Kolkata - 700032.
5. Dr. Prasanta Ghosh
Professor.
Dept. of Social Work.
Visva Bharati.
Post:- Sriniketan.
Dist.- Birbhum
6. Prof. J. Sarkhel
Professor of Economics.
Department of Commerce.
The University of Burdwan
7. Prof Mrinal Kanti Dutta
Professor.
Department of HSS
IIT, Guwahati
Ph.No. 91 361 2582558
Email. mkdutta@iitg.ernet.in

B: List of Experts for English

1. Dr Krishna Sen
Professor
Department of English Language and Literature
University of Calcutta
87/1 College Street
Kolkata-700073

4. Prof.Sankhyan Choudhury
Professor. Department of Computer Science and Engineering.
University of Calcutta
92, APC Road
Kolkata-700009
5. Bhargab B. Bhattacharya.
Professor of Computer Science and Engineering.
Department of Advanced Computing and Microelectronics Unit.
Indian Statistical Institute
203. B. T. Road, Kolkata-700108

12) DEPARTMENT OF MATHEMATICS

1. Prof. S. Sundar
Dept. of Mathematics
IIT Madras, Chennai-36
Phone: 0091-44-22574618
2. Prof. Amartya Kumar Dutta
SMU, ISI Kolkata
Kolkata-108
Phone: 91-33-2575 3427
3. Prof. S. Chakraborty, D.SC.
Dept. of Mathematics
JadavpurUniversity, Kol-32
4. Prof. G. Rangarajan
Fellow. N. A. S. India:
J.C. Bose Fellow
IISC: Bangalore
5. Prof. S.Kumarasan
Dept. of Mathematics & Statistic
University of Hyderabad
Central University P.O. Hyderabad
6. Prof Amares Chattopadhyay
Professor. Department of Mathematics
ISM, Dhanbad
Ph.No. 91-326-2235230
Email: amares.c@gmail.com

5. Dr. Pradip Kumar Chatterjee
Chief Scientist, CSIR-CMERI, Durgapur
West Bengal, India
Phone No: +91-343-6510236: +91-343-2601966: 903100831
9. Prof. Subir Kumar Saha
Professor & Head of the Department
Mechanical Engineering Indian Institute of Technology Delhi,
Hauz Khas.
New Delhi - 110 016.
INDIA Phone: +91-11-2659 1135. 6139. Fax: +91-11-2658 2053
10. Prof. Suman Chakrabarty
Professor, Mechanical Engineering
Head, Medical Science and Technology
IIT Kharagpur
West Bengal
8. Prof Rajat Gupta,
Director
NIT . Srinagar

14) DEPARTMENT OF METALLURGICAL AND MATERIAL SCIENCE ENGINEERING

1. Dr. B. S. Murty
FNAE, FASc, FNASc
Professor
Department of Metallurgical and Materials Engineering
Indian Institute of Technology Madras
Chennai 600 036, India
Ph: (Off):+91-44-22574754 (res):+91-44-22576754
2. Dr. Gour Gopal Roy.
Professor and Head.
Department of Metallurgical and Materials Engineering
Indian Institute of Technology Kharagpur,
Kharagpur-721302
West Bengal, India
Office:+91-3222-282279
Phone (Chamber): +91-3222-283276
3. Dr. Rahul Mitra
Professor
Department of Metallurgical and Materials Engineering

Professor, Systems and Marketing
Department of Business Management,
Calcutta University

5. Prof. Kailash Bihari Srivastava
Professor. (OB & HRM)
Department of Humanities & Social Sciences,
Indian Institute of Technology Kharagpur.

16) DEPARTMENT OF PHYSICS

1. Prof. P. S. Gupta
Ex- Professor, Department of Applied Physics,
Indian School of Mines,
Dhanbad-826004, India.
E3-301, Eden City
Budge Budge Road,
Kolkata – 700 137
Phone No. 7044976435
Email ID: psgupta2ism@yahoo.co.in
2. Prof. Aswini Ghosh
Senior Professor (FNASc) (Fellow, Indian National Science Academy, New Delhi)
& Fellow, Indian Academy of Sciences, Bangalore
Department of Solid State Physics,
Indian Association for the Cultivation of Science,
Jadavpur, Klokata 700032, India
Phone: 91 33 24734971 Ext. 1314
3. Prof. Prasanta K. Datta
Residence B-62, IIT Campus, Kharagpur 721302
Phone (office) +91 - 3222 - 283860
Phone (residence) +91 - 3222 - 283861 (IIT Phone)
4. Prof. T. Ganguly
Professor Dr T Ganguly, M Sc., Ph D(Sc), FAScT
Emeritus fellow (AICTE)
School of Laser Science and Engineering
Jadavpur University, Jadavpur, Kolkata 700032, India
Ex-Senior Professor and Ex-Chair
The Department of Spectroscopy
Indian Association for the Cultivation of Science (IACS),
Jadavpur, Calcutta 700 032, India

5. Prof. G. C. Bhar
Ex-professor of Department of Physics,
Burdwan University, Burdwan.
Present Address:
Ramakrishna Mission Vivekananda University
Belur Math.
West Bengal- 711202
6. Prof A Roy
Department of Phsics,
IIT, Kharagpur
Ph.no.03222-283856/283857
Email: anushree@phy.iitkgp.ernet.in
7. Prof T K Nath
Professor
Department of Physics
IIT, Kharagpur
Ph.No. 03222-283862/283863
Email: tnath@phy.iitkgp.ernet.in
8. Prof Debaprasad Giri, Professor
Head of the Department
Department of Physics
IIT, BHU.
Ph. 91-542-6701917
Email: head.app@iitbhu.ac.in

F.No.34 – 6 / 2015 – TS.III
Government of India
Ministry of Human Resource Development
Department of Higher Education
Technical Education Bureau
*_*_*_*

Shastri Bhawan, New Delhi,
dated, the 20th October, 2015

To

The Directors of all the 30 NITs.

Subject:- Decisions taken in the 9th Council of NITSER meeting held on 1st October, 2015 at NIT – Warangal.

Madam \ Sir,

The 9th meeting of the Council of National Institutes of Technology, Science Education and Research (NITSER) held under the Chairpersonship of Hon'ble Minister of Human Resource Development on 1st October, 2015 at Senate Hall, NIT – Warangal approved the following for initiating actions on part of the NITs:-

- (i) The Council approved the recommendations of the Sub-Committee on Governance and modification in the First Statutes of NITs (copy enclosed). The Council directed all Board of Governors to consider the recommendations and take immediate necessary actions.
- (ii) All NITs would participation in National Institutional Ranking Framework (NIRF) and feed data by December, 2015. For any assistance, AICTE can be approached.
- (iii) The Council considered the report of the Committee on determination of land requirement for CFTIs. Based on the issues raised by the participants, the Council decided that all participants may submit their remarks within 10 days.
- (iv) The Chairperson expressed displeasure at non-adherence of deadlines by NITs. A deadline of 30th November, 2015 has been fixed for completing External Review and Departmental Review, respectively.

2. In light of the above decisions, it is requested to kindly take actions immediately as per decisions taken by the Council of NITSER in its 9th meeting held on 1st October, 2015. The actions taken by your Institute may please be informed to the Ministry so as to enable this Division to apprise Chairperson of the Council of NITSER.

3. This issues with the approval of the competent authority in the Ministry.

Yours faithfully,


[Sanjeev K. Sharma]
Director (NITs)
Tel: 23070186

Copy for information to:- The Chairperson, Board of Governors of all the 30 National Institutes of Technology (NITs).

**Proposal for modification in the First Statutes – 2009
of the National Institutes of Technology (NITs)**

Statutes No.	Existing Provisions	Proposed Modifications
6 [Authentication of Orders of the Board]	All orders and decisions of the Board shall be authenticated by the signature of the Director or Registrar or any person-authorized by the Board in this behalf.	All orders and decisions of the Board shall be authenticated by the signature of the Director. In absence of Director , any person-authorized by the Board in this behalf.
10 (1) (v) [Finance Committee]	the Registrar, ex-officio, Member-Secretary: Provided that in addition to the above, the Chairman may, in consultation with the Director, co-opt a member as and when found necessary.	the Registrar, ex-officio, Member-Secretary: Provided that in addition to the above, the Chairman may invite an expert as special invitee, in consultation with the Director. However, the special invitee may not have voting rights.
10 [Finance Committee]	Sequential Changes	10 (2) is to be changed to 10 (3). 10 (3) is to be changed to 10 (4) with "Four members" to complete a quorum of the Finance Committee. 10 (4) is to be changed to 10 (5). 10 (5) is to be changed to 10 (6). 10 (6) is to be changed to 10 (7). 10 (7) is to be changed to 10 (2).
11 (ii) [Powers of the Finance Committee]	give its views and make its recommendations on any financial question affecting the Institute to the Board either on the initiative of the Board or of the Director, or on its own motion.	give its views and make its recommendations on any financial proposals / issues/ question affecting the Institute to the Board either on the initiative of the Board or of the Director, or on its own motion.
12 (1) (ii) [Building and Works Committee]	one member nominated by the Central Government not below the rank of Director or Deputy Secretary;	Director or Deputy Secretary or his nominee dealing with NITs in the Ministry and Director or Deputy Secretary or his nominee dealing with Finance of NITs in the Ministry as <i>Ex-Officio</i> Members of the Central Government;
12 (3)	Three members shall form a	Four members shall form a

Statutes No.	Existing Provisions	Proposed Modifications
[Building and Works Committee]	quorum for a meeting of the Building and Works Committee.	quorum for a meeting of the Building and Works Committee.
12 (5) [Building and Works Committee]	A copy of the minutes of every meeting of the Building and Works Committee shall be placed before the Board.	A copy of the minutes of every meeting of the Building and Works Committee shall be placed before the Board together with the recommendations of the Finance Committee on specific proposal / proposals which requires approval of the Board.
13 (1) (ii) [Powers and Functions of the Building and Works Committee]	have the power to give the necessary administrative approval and expenditure sanction for minor works and works pertaining to repair and maintenance, within the approved budgetary provision of the Institute;	have the power to give the necessary administrative approval and expenditure sanction for minor works and works pertaining to repair and maintenance, within the approved budgetary provision of the Institute; The definition of minor work and minor repair shall be decided by the Board. The Board will define the minor work and minor repair and maintenance in terms of quantum / expenditure.
13 (1) (iii) [Powers and Functions of the Building and Works Committee]	cause to prepare estimates of cost of buildings and other capital works, minor works, repairs, maintenance and the like;	cause to prepare estimates of cost of buildings and other capital works, minor works, repairs, maintenance and the like. The Building and Works Committee shall approve the cost estimates for minor works, minor repairs and maintenance;
17 (1) [The Director and his powers]	The Director of the Institute shall be appointed by the Visitor on contract basis on the recommendation of a Selection Committee constituted by him consisting of atleast five members including the Chairman who are experts in the field of technical education with experience at national and international level.	The Director of the Institute shall be appointed by the Visitor on contract basis on the recommendation of a Search-cum-Selection Committee constituted by him.
21 [Registrar]	At present, there is no provision for review of the functioning of	The review of performance of the Registrar upon completion

Statutes No.	Existing Provisions	Proposed Modifications
	the Registrar in the Institute.	of one year of service may be carried out by the Committee to be constituted by the Board for the purpose of his/her continuation for the remaining period of contract. Subsequently, Board may carry review of the performance of Registrar as and when it may wish.
23 (5) (a) [Appointments]	the Selection committee for recruitment of Academic Staff (excluding the Director and the Deputy Director), or for promotion shall be as under:	the Selection committee for recruitment of Academic Staff (excluding the Director), or for promotion shall be as under:
24 (i) [General Terms and Conditions of service of Permanent Employees]	Provided that the appointing authority shall have the power to extend the period of probation of any employee of the Institute for such periods as may it may deem fit.	Provided that the appointing authority shall have the power to extend the period of probation of any employee of the Institute for a period not exceeding one year.
25 [Code of Conduct for Permanent Employees]	The code of conduct for employees shall be made by each Institute in consultation with the Central Government.	The code of conduct for employees shall be made by each Institute in consultation with the Central Government. Till such time the code of conduct for employees is framed, the Institute shall follow the Central Civil Services (Classification, Control and Appeal) Rules, 1965.
26 [Suspension, Penalties, Disciplinary Proceedings]	The Section provides for Suspension, Penalties, Disciplinary Proceedings for the permanent employees.	The rules are identical to CCS (CCA) Rules, 1965, therefore, it is propose to delete the same.
29 [Provident Fund and Pension Scheme]	Employees of the Institute appointed prior to 1.1.2004 will be governed by Central Civil Services (Pension) Rules, 1972 and Central provident Fund (Central Services) Rules, 1960 and the Employees appointed on or after 1.1.2004 will be governed by New Pension Scheme of Central Government.	Employees of the Institute appointed prior to 01.01.2004 will be governed by Central Civil Services (Pension) Rules, 1972 and General Provident Fund (Central Services) Rules, 1960 and the Employees appointed on or after 01.01.2004 will be governed by New Pension Scheme of Central Government.

* * * * *

(80)

Ref. No.

Date : 14/09/2015

To
The Registrar
NATIONAL INSTITUTE OF TECHNOLOGY
Durgapur - 713209, Dist - Burdwan.

Dear Sir,

I am enclosing herewith Status Report of the under mentioned suit and cases for your kind information.

Thanking you,

Yours faithfully,


[Serajul Islam]
ADVOCATE

PRESENT POSITION OF PENDING COURT CASE AT DURGAPUR COURT AS ON 14/09/2015

Sl. No.	Suit /Appeal	Name of Concerned parties	Court Direction if any	Next date	Case details
1	Title Appeal 3/11	Bimal Ch. Kar V/s. N.I.T. - Durgapur	Appeal hearing	15/9/2015	Suit relates to Transfer Order dtd. 1/8/1993 from soil Mechanic & Foundation Engg. Lab of Civil Engg. Dept to structure & Concrete Laboratory
2	Title suit 141/14	NIT V/s. Bimalendu Majumder	For W.S. & S/R	05/10/2015	For vacating the qtr of NIT - Durgapur
3	T.S. No. 89/15	NIT V/s. Sk. Sairuddin	For W.S.	01/10/2015	For vacating the qtr of NIT - Durgapur


Serajul Islam
Advocate

LIST OF COURT CASES AGAINST NIT DURGAPUR IN THE CALCUTTA HIGH COURT

S.N	W.P. no.	Name Of Concerned Parties /Organization	Contempt/Court Direction, If Any	Hearing	Next Date	Case Details
1	23699 (w) of 2010	Dr.Tapas Ranjan Bandopadhyay Vs NIT	Affidavits called for	Final Hearing on and listed for judgment	N.A	Petitioner challenged the order of the Appellate authority in his departmental proceedings.
2.	MAT NO.883 OF 2011, CAN NO.5713 OF 2011	NIT Durgapur -vs- Ananga Mohan Majhi and Ors.	Order of single Judge stayed.			NIT has challenged the order of a single judge directing permanent absorption of the Hostel Mess Employees of NIT
3.	MAT NO.884 OF 2011, CAN NO.5715 OF 2011	NIT Durgapur -Vs- Bijoy Krishna Das and Ors.	Order of single Judge stayed.			--do--
4	W.P.26042 (w) 2012	Sk Shahdot Vs NIT	Pending			Petitioner has asked for absorption in higher post in NIT upon his being employed as compassionate employee.

2) Reply on the comments/dissent by a member (Hon'ble Chairman) on appointment of Shri P. K. Debroy temporarily as PA to Director Item No. 39.07(b)

The Hon'ble Chairman had requested to put up details of appointment of Shri P. K. Debroy as PA to Director which was provided to the BOG in its meeting held on 22.9.2015. It may please be noted that the agenda did not have proposal to terminate him.

There have been several instances where an interim arrangement of appointment of PA is made temporarily due to urgency of the matter till the regular vacancy for the same is filled up. In the instant case, the institute is in the process of appointment of staff including PA. The appointment of Shri P. K. Debroy as PA to director is purely temporary till further orders and the same would be terminated as soon as the regular appointment to the post of PA is made by the institute.

It would be appropriate to place the relevant and related facts for information of the Hon'ble members of the Board. There has been precedence in the institute when such type of temporary appointments due to urgency were made for the office of earlier Hon'ble Chairman, BOG as well as for the residential office of the present Hon'ble Chairman.

In view of above, without disregard to the Act and Statutes and the authority of the Board of Governors including the Hon'ble Chairman and Hon'ble members, Shri P. K. Debroy may please be allowed to continue for some more time as PA to Director till the alternative arrangement is made by the institute.

Submitted for consideration of the BOG please.

1) Reply on the comments and dissent of a member (the Hon'ble Chairman) of the Board of Governors on appointment of Deans Item No. #39.06

Reference is made to the comments/dissent by a member (Hon'ble Chairman, BOG) on the agenda item which did not have original proposal for removal of Deans. The Chairman, BOG wanted to place information to be submitted in the BOG meeting held on 22.9.2015 on the records of appointment of all Deans with effect from the year 2006 which was provided. However the agenda did not have proposal to consider removal of Deans prematurely. As a result the relevant facts and figures need to be brought to the knowledge of the Hon'ble members of the BOG before any further consideration of the issue of removal of Deans prematurely is taken up.

It was informed to the Hon'ble members of the BOG that the appointment of Deans was made afresh on each occasion by the appropriate authority as laid down in the Act and Statutes. Some of the Deans were reappointed because the Act and Statutes did not forbid any faculty member to be considered for reappointment for the post of any Dean. It may please be noted that the issue was discussed with the then Hon'ble Chairman, BOG, Prof. Bikash Sinha, whose explicit written approval was there for appointment of the present set of Deans (copy of the document with his approval and the relevant office order are attached for perusal and reference please).

In view of above the removal of Deans prematurely may not be appropriate.

NATIONAL INSTITUTE OF TECHNOLOGY DURGAPUR

Mahatma Gandhi Avenue, Durgapur-713209

Subject: Appointment of Deans

Six Deans of the Institute were appointed on 22 November 2011 initially for the period of two years. On the expiry of the said period their tenure was extended till further orders. However, as per NIT Act and Statutes, such extension is limited to the maximum period of one year, which expires shortly.

In view of above the following faculty members are proposed to be appointed as Deans initially for the period of two years with effect from the date of notification:

- | | | |
|--|---|------------------------------|
| 1. Prof. D. K. Mandal, Dept. of M&ME | - | Dean (Academic) |
| 2. Prof. J. P. Sarkar, Dept. of ChE | - | Dean(Planning & Development) |
| 3. Prof. A. K. Bhattacharcha, Dept. of ECE | - | Dean(Students Welfare) |
| 4. Prof. P. Gupta, Dept. of ChE | - | Dean(Research & Consultancy) |
| 5. Prof. Gautam Sanyal, Dept. of CSE | - | Dean(Faculty Welfare) |
| 6. Prof. Aniruddha Gangopaphyay, Dept. of EES- | - | Dean(Administration) |

Submitted for kind perusal and concurrence please.

Chairman,
Board of Governancc.
NIT Durgapur

Approved
[Signature]
15/09

[Signature]
(Prof. T. Kumar)
Director

**NATIONAL INSTITUTE OF TECHNOLOGY
DURGAPUR**

No: NITD/ Regis/54/2014

Date: September 16, 2014

Office Order

Subject: Appointment of Deans.

As approved by the Chairman, Board of Governors, the following faculty members are hereby appointed as Deans of the Institute initially for the period of two years with effect from the date of this Office Order.

Sl. NO.	NAME	DESIGNATION	REMARKS
1.	Prof. D.K. Mandal	Professor, Department of M&ME	Dean (Academic)
2.	Prof. J.P. Sarkar	Professor, Department of ChE	Dean (Planning & Development)
3.	Prof. A.K. Bhattacharya	Professor, Department of ECE	Dean (Students' Welfare)
4.	Prof. P. Gupta	Professor, Department of ChE	Dean (Research & Consultancy)
5.	Prof. G. Sanyal	Professor, Department of CSE	Dean (Faculty Welfare)
6.	Prof. A. Gangopadhyay	Professor, Department EES	Dean (Administration)

This issues with the approval of the competent authority.

Copy to:-

1. Chairman, Board of Governors.
2. Director.
3. All Deans/HODs.
4. Registrar (I/C).
5. Director's Secretariat.
6. Registrar's Secretariat.
7. Concerned Faculty Members.
8. File copy.

JG 16/09/14
Registrar (I/C)

File

NATIONAL INSTITUTE OF TECHNOLOGY DURGAPUR

39TH MEETING OF THE SENATE

HELD ON

09TH NOVEMBER, 2015

AT

3 PM AT SENATE ROOM

MINUTES

The meeting was attended by the following members:

- | | | | |
|-----|---|---|-------------------------|
| 1. | Prof. T. Kumar,
Director,
N.I.T., Durgapur. | - | Chairman |
| 2. | Sri S. Chatterjee
Ex-Managing Director
Innovative Heat Handling Pvt. Ltd.,
CG-106, Salt Lake City,
Kolkata- 700091 | - | Nominated Member |
| 3. | Dr. K. Aikat,
HOD, Dept. of Biotechnology
N.I.T. Durgapur | - | Member |
| 4. | Prof. Apurba Dey,
Deptt. of Biotechnology,
N.I.T. Durgapur | - | Member |
| 5. | Prof. B.P. Mukhopadhyay,
Deptt. of Chemistry
N.I.T., Durgapur | - | Member |
| 6. | Dr. Milan Maji,
HOD, Deptt. of Chemistry
N.I.T., Durgapur | - | Member |
| 7. | Prof. P. Gupta,
Deptt. of Chemical Engineering
N.I.T., Durgapur | - | Member |
| 8. | Prof. Parimal Pal,
Deptt. of Chemical Engineering
N.I.T., Durgapur | - | Member |
| 9. | Prof. J.P. Sarkar,
Deptt. of Chemical Engineering
N.I.T., Durgapur | - | Member |
| 10. | Prof. K. C. Ghanta,
Deptt. of Chemical Engineering
N.I.T., Durgapur | - | Member |
| 11. | Prof. Tamal Mondal,
Deptt. of Chemical Engineering
N.I.T., Durgapur | - | Member |
| 12. | Prof. Anup Kr. Sadhukhan,
HOD, Chemical Engineering Deptt.
N.I.T., Durgapur | - | Member |



- | | | | |
|-----|--|---|---------------|
| 13. | Dr. Atul Krishna Banik,
HOD, Dept. of Civil Engineering,
N.I.T., Durgapur | - | Member |
| 14. | Prof. S. Saha,
Deptt. of Civil Engineering
N.I.T., Durgapur | - | Member |
| 15. | Prof. Dilip Kr. Singha Roy,
Deptt. of Civil Engineering
N.I.T., Durgapur | - | Member |
| 16. | Prof. Kamal Bhattacharya,
Deptt. of Civil Engineering
N.I.T., Durgapur | - | Member |
| 17. | Prof. A. Das,
Deptt. of Civil Engineering
N.I.T., Durgapur | - | Member |
| 18. | Prof. Soumya Bhattacharjee,
Deptt. of Civil Engineering
N.I.T., Durgapur | - | Member |
| 19. | Prof. V.K. Dwivedi,
Deptt. of Civil Engineering
N.I.T., Durgapur | - | Member |
| 20. | Prof. Gautam Sanyal,
Deptt. of CSE
N.I.T., Durgapur | - | Member |
| 21. | Dr. Tanmay De,
HOD, Dept. of CSE
N.I.T., Durgapur | - | Member |
| 22. | Dr. Anirban Sarkar
HOD, Dept. of CA
N.I.T., Durgapur | - | Member |
| 23. | Prof. Mrs. Mousumi Roy,
Dept. of MS
N.I.T., Durgapur | - | Member |
| 24. | Dr. G. Bandopadhyay,
HOD, Dept. of MS
N.I.T., Durgapur | - | Member |
| 25. | Prof Gautam Kr. Mahanti,
Deptt. of ECE
N.I.T., Durgapur | - | Member |
| 26. | Prof Anup.Kr. Bhattacharjee,
Deptt. of ECE
N.I.T., Durgapur | - | Member |



27.	Prof. Banshi Badan Maji, Dept. of ECE N.I.T., Durgapur	-	Member
28.	Prof. Sumit Kundu, HOD, Deptt. of ECE N.I.T., Durgapur	-	Member
29.	Prof. Rowdra Ghatak, Dept. of ECE N.I.T., Durgapur	-	Member
30.	Prof. Siddhartha Sankar Thakur, Dept. of Electrical Engineering N.I.T., Durgapur	-	Member
31.	Prof. N.K. Roy, Dept. of Electrical Engineering N.I.T., Durgapur	-	Member
32.	Prof. Saradindu Ghosh, Dept. of Electrical Engineering N.I.T., Durgapur	-	Member
33.	Prof. Aniruddha Gangopadhyay, Dept. of EES N.I.T., Durgapur	-	Member
34.	Dr. Kalyan Adhikari, HOD, Dept. of EES N.I.T., Durgapur	-	Member
35.	Prof. P.P. Sengupta, HOD, Humanities and Social Science N.I.T., Durgapur	-	Member
36.	Dr. Debasish Nandi, HOD, Dept. of Information Technology N.I.T. Durgapur	-	Member
37.	Prof. Mrs. Kajla Basu, HOD, Dept. of Mathematics N.I.T., Durgapur	-	Member
38.	Prof. Manik Ch. Majumder, Dept. of Mechanical Engineering N.I.T., Durgapur	-	Member
39.	Prof. Anup K. Saha, Dept. of Mechanical Engineering N.I.T., Durgapur	-	Member
40.	Prof. Nilotpal Banerjee, HOD, Dept. of Mechanical Engineering N.I.T., Durgapur	-	Member



41.	Prof. Amar Nath Mullick Dept. of Mechanical Engineering N.I.T., Durgapur	-	Member
42.	Prof. D.K. Mondal, Dept. of Metallurgical & Materials Engineering N.I.T., Durgapur	-	Member
43.	Prof. Swapan Kr.Mitra, Dept. of Metallurgical & Materials Engineering N.I.T., Durgapur	-	Member
44.	Prof. Karuna Sindhu Ghosh, Dept. of Metallurgical & Materials Engineering N.I.T., Durgapur	-	Member
45.	Dr. Joydeep Maity, HOD, Dept. of MME N.I.T., Durgapur	-	Member
46.	Prof. Amit Kr. Ganguly, Dept. of Metallurgical & Materials Engineering N.I.T., Durgapur	-	Member
47.	Prof. Ajit Kr. Meikap, Dept. of Physics N.I.T., Durgapur	-	Member
48.	Brig. A. S. Nijjar Registrar & Secretary of Senate N.I.T., Durgapur	-	Secretary

Dr. Maitree Bhattacharya, Prof. S. Chattopadhyay, Prof. C.M. Narayan, Prof. P. Ray, Prof. S. P. Ghoshal, Prof. S. Dutta, Prof. Subrata Banerjee, Prof. I. Basak, Prof. B. Halder, and Prof. Pathik Kumbhakar, could not attend the meeting and were granted leave of absence.

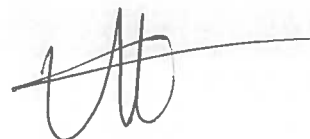
The Chairman welcomed the Senate members to the meeting and requested Registrar to present the agenda of the 39th Senate meeting.

Item No. 39.1: Confirmation of minutes of 38th Senate meeting

The minutes of the 38th Senate meeting held on 12th August, 2015 at 3 PM at Senate room of the Institute were confirmed.

Item No. 39.2: Action taken Report

The actions taken on the resolutions of the 38th Senate meeting held on 12th August, 2015 were noted by the Senate.



Item No. 39.3: To consider the proposed list of visiting experts for comprehensive audit of departments and external review of the Institute as resolved in the 7th NIT Council Meeting

The Senate recommended the proposed lists of visiting experts for comprehensive audit of departments and external review of the Institute for consideration by the BoG.

Item No. 39.4: To approve the award of Ph.D. degree

The Senate congratulated the following candidates and their supervisors for successfully completing all the requirements for the award of PhD degree and approved the award of PhD degree to the candidates in the next convocation.

Sl. No	Registration No.	Name of Candidate	Ph.D., Dept. of	Supervisors	Date
1	NITD/PhD/ME/2012/0037 1	Anirban C. Mitra	ME	Prof..N.Banerjee,ME,NITD	18/08/2015
2	NITD/PhD/ChE/2011/00316	M. Geetha Devi	CH	Dr. S. Dutta,CH,NITD Dr. A.T. Al-Hinai,Oman Prof. S. Feroz,Oman	25/08/2015
3	NITD/PhD/ME/2011/00265	Arup Kumar Biswas	ME	Prof. A N Mullick,ME,NITD Dr. P.K. Sinha, DIATM, Durgapur Prof. B. Majumdar, JU	04/09/2015
4	NITD/PH.D/CH/2011/00320	Koyel Misra	CY	Dr. S. C. Moi, CY, NITD	04/09/2015
5	NITD/PhD/CSE/2011/00325	Sujoy Saha	CS	Dr. S Nandi ,CSE, NITD	30/09/2015
6	NITD/PhD/ECE/2012/00341	Manimala Pal	EC	Prof. R Ghatak, ECE, NITD Prof. A.K. Aditya, FIEM, Kolkata Prof. D.R. Poddar, JU	02/11/2015
7	NITD/Ph.D/Phy/09/00161	K Usha	PH	Prof. P. Kumbhakar, PH, NITD Dr. B N Mondal, CMERI	03/11/2015
8	NITD/Ph.D/Chem/09/00159	Avik Banerjee	CY	Prof. B P. Mukhopadhyay, CY,NITD	06/11/2015
9	NITD/PhD/MS/2010/00212	Koushick Roy	MS	Dr. K. Mandal,MS,NITD	09/11/2015

Item No. 39.5: To approve the registration for Ph.D. degree

The Senate approved the registration for PhD degree of the following candidates.

Sl No	Name	Dept	Supervisors
1	AMERENDRA KUMAR	ME	1)DR.KALLOL KHAN,ME , NITD.



2	SUBHASISH DUTTA	BT	1)DR. APURBA DEY,BT, NITD.
3	MOUMITA PRADHAN	CS	1)DR.TANDRA PAL, CSE, NITD. 2)DR.PROVAS KUMAR ROY,JALPAIGURI GOVERNMENT ENGG. COLLEGE, JALPAIGURI.
4	ASHOK KUMAR BANDYOPADHYAY	ME	1)DR.MANIK CHANDRA MAJUMDER,ME,NITD, 2) DR.SWAPAN KUMAR MAZUMDER,DR.B.C.ROY ENGG. COLLEGE, DURGAPUR
5	MANOJ KUNDU	ME	1)DR.MANIK CHANDRA MAJUMDER,ME,NITD, 2) DR.SWAPAN KUMAR MAZUMDER,DR.B.C.ROY ENGG. COLLEGE, DURGAPUR
6	TUSHNIK SARKAR	EE	1)DR.SUBRATA BANERJEE,EE,NITD. 2)DR.KHONDEKAR MOFAZZAL HOSSAIN, DR.B.C.ROY ENGG.COLLEGE,DGP
7	PRADIP DAS	BT	1)DR.ASHISH BHATTACHARJEE,BT,NITD. 2) DR.SUDIT S MUKHOPADHYAY,BT,NITD
8	KARTIK CHANDRA GHOSH	ME	1)DR.M.C.MAJUMDER,ME,NITD. 2)DR.S.K.MAZUMDER,DR.B.C.ROY ENGG.COLLEGE,DURGAPUR
9	DHANANJOY MANDAL	CE	1)DR.SHOWMEN SAHA,CE,NITD.
10	BISWARANJAN MISHRA	EE	1)DR.S.S.THAKUR,EE,NITD. 2)DR.SOURAV MALLICK,EE,CCET,BHALAI,CG. 3)DR.C.K.PANIGRAHI,EE,KIIT UN.BHUBANESWAR
11	AMRITA GORAI	EC	1)DR.G. K. MAHANTI,EC,NITD. 2)DR.NARENDRA NATH PATHAK,DR.B .C. ROY ENGINEERING COLLEGE DURGAPUR
12	DEEPA NAIK	CS	1)DR.TANMAY DE,CS,NITD.
13	VIKASH KUMAR SINGH	IT	1)DR.SAJAL MUKHOPADHYAY,IT,NITD
14	DIPAK PANDIT	CH	1)DR.JYOTI PRAKASH SARKAR,CH,NITD. 2)DR.BIPLAB CHOUDHURY, CMERI,DURGAPUR-9
15	VENKATA NAG LAKSHMI DURGA	ME	1)DR.APURBA LAYEK,ME,NITD. 2)DR.P MUTHKUMAR,IIT,GUWAHATI
16	SHRABONI MUKHERJEE	CH	1)DR.GOPINATH HALDER,CH, NITD
17	PALLABI SAHA	BT	1)DR.SUBHANKAR ROY BARMAN,BT, NITD
18	RAKTIM BISWAS	CE	1)DR.SOUMYA BHATTACHARYYA,CE,NITD.



			2)DR.SUPRIYA PAL,CE,NITD.
19	KRISHNENDU ADHIKARY	MA	1)DR.SAMARJIT KAR,MA, NITD.
20	JAGANNATH ROY	MA	1)DR. SAMARJIT KAR,MA,NITD

Item No. 39.6:To ratify the registration for PhD Degree

The Senate ratified the registration for PhD degree of the following candidates.

SI No	Name	Dept	Supervisors
1	SUJOY DAS	MT	1)DR.M.M.GHOSH,MT,NITD
2	M J VARGHESE	CH	1)DR.SUSMITA DUTTA,CHE,NITD 2)DR.SHAIK FERAZ,COLEDONIAN COLLEGE OF ENGINEERING, OMAN
3	SUMIT HANSAPAL DHAWANE	CH	1)DR.T KUMAR,DIRECTOR,NITD 2)DR.GOPINATH HALDER,CH,NITD
4	KUNAL KUMAR MANDAL	CA	1) SUVROJIT DAS ,CA,NITD
5	TAPAS SI	EC	1)DR.ANUP KUMAR BHATTACHARJEE,EC,NITD 2) DR.ARUNAVA DE, DR.B.C.ROY.ENGINEERING COLLEGE DURGAPUR
6	APARNA KUNDU	EC	1)DR.ANUP KUMAR BHATTACHARJEE,EC,NITD
7	DEBAJYOTI RAY	ME	1)DR.A B PURI,ME,NITD
8	SRINIVASAN M	CS	1)DR. GOUTAM SANYAL,CS,NITD 2)DR.PARTHA BHATTACHARJEE, SR.PR.SCIENTIST, CMERI
9	SUSHMA	IT	1)DR.SUBHRABRATA CHOUDHURY,IT,NITD
10	ARAK SEN	ME	1)DR.MANIK CHANDRA MAJUMDER,ME,NITD 2)DR.SUMIT MUKHOPADHYAY ,ME, NITD
11	NAYANJYOTI BHATTACHARJEE	MS	1)DR.ANUPAM DE,MS,NITD
12	DEBALINA SENGUPTA	HS	1)DR.JOYDEEP BANERJEE,HS,NITD
13	JOGENDRA GARAIN	CS	1)DR. GOUTAM SANYAL,CS,NITD 2)DR. DAKSHINA RANJAN KISHU ,CS,NITD

14	RAVI KANT KUMAR	CS	1) DR. GOUTAM SANYAL,CS,NITD 2) DR.DAKSHINA RANJAN KISKU .CS, NITD
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Item No. 39.7: To convert the status of the M Tech students from Full-time to Part-time

The Senate approved the conversion of the status of Pratik Patel (14/EE/457) from full-time to Part-time candidate subject to submission of NOC of his employer.

Item No. 39.8: To consider the pending submission of provisional degree certificate and Migration certificate by the first semester PG students

The Senate resolved that the above candidates shall be allowed to sit for odd semester examinations 2015-16 with a suitable undertaking. However, her/his results will be withheld and s/he will not be allowed to register for the next semester till s/he submits the pending document. It was further resolved that henceforth the students of any academic programmes shall not be required to submit the migration certificate.

Item No. 39.9: To ratify the resolutions of the 15th BOS(R) to be held on 04.11.2015

The Senate ratified the resolutions of 15th BOS (R) meeting held on 04.11.2015. Cl. 6.1.4 shall be made notionally effective since May 13, 2015, while other clauses shall be made effective from November 09, 2015.

Item No. 39.10: To consider the award of Gold Medals in the 11th convocation

The Senate approved the list of awardees of Gold Medals during 11th Convocation. It was further resolved that a committee shall revisit the M Tech regulations, particularly with respect to regular and part-time students.

Item No. 39.11: Implementation of MHRD office order on PhD fellowship tenure

The Senate recommended the adoption of the MHRD letter F. No. 17-2/2014-TS.1 dated 01.09.2015. regarding the revision of tenure of the PhD scholarships.

Item No. 39.12: Ratification of the MoU with CAT examination authority

The Senate ratified the MoU with CAT examination authority.

Item No. 39.13: To consider the draft regulations of the Sponsored Research & Consultancy Cell

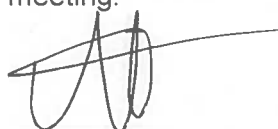
The Senate discussed and suggested revision in the regulations. The committee constituted for the purpose along with a few invitees shall revise the regulations accordingly and submit to Chairman, Senate for presenting it in the 40th BoG meeting.

Item No. 39.14: To consider the proposal for the Centre for Device Prototyping and the report of the Screening committee

The Senate recommended the proposal for the Centre for Device Prototyping for consideration by the BoG.

Item No. 39.15: To consider MoU with Defence University College, Bishoftu, Ethiopia and Universitat Catholic Lauvain, Belgium

The matter will be taken up in the next Senate meeting.



Item No. 39.16: To consider the proposal for the establishment a state of the Art Laboratory of 'Renewable Energy' in the department of 'Electrical Engineering'

The proposal was presented at the Senate who recommended it subject to getting it vetted by an expert committee to be constituted for the purpose.

Item No. 39.17: To consider the proposal for setting up of a Centre for Monitoring Human Values and Meditation, along with institution of Chair Professor (i.e Vivekananda Chair Professor of Values, Ethics and Culture) under department of Humanities & Social Studies was approved.

The Senate recommended it for being placed in the next FC meeting after incorporating financial implications in the proposal.

Item No. 39.18: To consider the proposal for setting up a Multi-Disciplinary Research Centre to carry out research of Social Issues by interlinking technology.

The Senate recommended it for consideration by by the next FC meeting after incorporating financial implications in the proposal.

Item No. 39.19: Concept Paper on Departments, Centres, Cells and Units.

The concepts were discussed by the Senate.

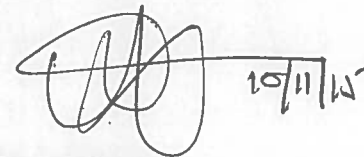
Item No. 39.20: List of Experts for Faculty Recruitment.

The list was recommended for consideration by the BoG.

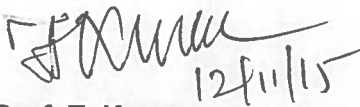
Item No. 39.21: Distribution of the Faculty Positions in Respective Departments

A committee comprising of Dean (Academic), Dean (Admin), HoDs of all academic departments and chaired by Dean (Faculty Welfare) was constituted to prepare a report and submit it to Chairman, Senate.

There being no further points the meeting was declared closed.



Brig. A S Nijjar
Registrar & Secretary, Senate
NIT, Durgapur



Prof. T. Kumar
Director & Chairman, Senate
NIT, Durgapur

ITEM NO. 40.05

40th Board Meeting
BOG, NIT Durgapur

A. B. Bhattacharyya

Chairman BOG, NIT Durgapur

16 NOV 2015



CHAIRMAN'S OVERVIEW

AGENDA

) Administrative Reforms and Initiatives

) Accreditation and Ranking



I. Administrative Reforms and Initiatives

Senate Membership

) As per NIT Act 2007 clause 14 (c) "... The Professors appointed or recognized as such by the Institute for the purpose of imparting education in the Institution; ..." will constitute the Senate Membership.

) Action for NITD Admin: The administration is to ensure that the above provision is compliant.

Annual Performance Appraisal (APA)

) The practice of annual appraisal for Deans, HODs, Wardens and Functional Heads should be introduced.

Biometric Recording of student's attendance in Hall of Residence at night

There should be Biometric Recording of student's attendance in Hall of Residence at night with entry and exit check by security guard.



I. Administrative Reforms and Initiatives

Tenure for Warden

-) Board should provide a guideline. The general practice is to be follow the guideline provided for Deans.

Information to the Chairman

-) Guideline on information to Chairman regarding period of absence of Director from NITD(on duty or on leave).
-) Guideline on officiating Director, Deans, Registrar during their absence from NITD.

Transparency

1. Uploading Ph.D. thesis in public domain

It is proposed that all Ph.D. thesis to be awarded in next Convocation and thereafter be uploaded in the website/public domain. The NITD website be accordingly designed.



I. Administrative Reforms and Initiatives

2. Recruitments

-) **Pre-screening** to be further scrutinized by **Visitor's Nominee**.
 -) **The clause on in-breeding** to be complied strictly.
 -) The name of the **shortlisted candidate** and the **criteria** used be **displayed on the website**. **15 days** time may be given to any applicant not shortlisted, for receiving a representation showing non compliance of the criteria appropriately.
 -) **Expert for selection of faculty** must be drawn from **National pool** and should not be confined to regional level. **At least one** expert during selection must be either **FNAE or FNA**.
 -) **The composition of expert panel for recruitment** should avoid any **Conflict of Interest** . As per recruitment guideline **both internal and external candidates** should be subject to the **same criteria**.
- In case of **sub-judice cases** related to the **Appointment of Faculty** guidelines should be obtained from **Court or MHRD** regarding processing their applications.



II. Accreditation and Ranking

) I understand informally that in TEQIP program NITD is not amongst the Institutes selected for third phase even though its rating was at the top in the first phase. Apparently non-compliance of accreditation and faculty recruitments are the factors. NITD is advised to ascertain facts and perform on compliances as necessary.

) The NIT Council has announced ranking criteria of engineering institutes against which NITs will be benchmarked and ranked. Now onwards funding will be linked with ranking. NITD administration should work out a plan for internal evaluation of its performance on each ranking parameter and assign responsibility for performance on each ranking parameters. The measures taken be reported to the Board.



THANK YOU



Item no. 40.07

UG/PG	Program	Eligibility	Accredited earlier?	Applied For?	Permission obtained from NBA for fee submission?	Fee Submitted?	Permission obtained from NBA for SAR submission?	SAR Submitted?
B Tech	Biotechnology	Yes	No	Yes	No	No	No	No
B Tech	Chemical Engineering	Yes	Yes, twice	Yes	Yes	Yes	Yes	No, being uploaded
B Tech	Civil Engineering	Yes	Yes, twice	Yes	Yes	Yes	Yes	No, being uploaded
B Tech	Computer Science & Engineering	Yes	Yes	No	No	No	No	No
B Tech	Electronics & Communication Engineering	Yes	Yes, twice	Yes	No	No	No	No
B Tech	Electrical Engineering	Yes	Yes, twice	Yes	Yes	Yes	Yes	No, being uploaded
B Tech	Information Technology	Yes	Yes	Yes	No	No	No	No
B Tech	Mechanical Engineering	Yes	Yes, twice	Yes	Yes	Yes	Yes	No, being uploaded
B Tech	Metallurgical & Materials Engineering	Yes	Yes, twice	Yes	Yes	Yes	Yes	No, being uploaded
M Tech	Biotechnology (Biotechnology)	Yes	No	Yes	No	No	No	No
M Tech	Chemical Engineering (Chemical Engineering)	Yes	Yes	Yes	No	No	No	No
M Tech	Corrosion Science & Technology (Chemistry)	Yes	Yes	Yes	No	No	No	No
M Tech	Structural Engineering (Civil Engineering)	Yes	Yes	No	No	No	No	No
M Tech	Telecommunication Engineering (Electronics & Communication Engineering)	Yes	No	Yes	No	No	No	No
M Tech	Microelectronics & VLSI (Electronics & Communication Engineering)	Yes	No	Yes	No	No	No	No
M Tech	Environmental Science & Technology (Earth & Environmental Studies: Coordinating department)	Yes	No	No	No	No	No	No

M Tech	Operations Research (Mathematics)	Yes	No	Yes	No	No	No	No	No
M Tech	Advanced Materials Science & Technology (Physics)	Yes	No	Yes	No	No	No	No	No

The remaining M Tech programs which are not eligible yet.

List of Experts - External review of the Institute & Comprehensive Audit of departments

From : parthapratim gupta
<parthagupta2000@yahoo.com>

Mon, Nov 02, 2015 05:38 PM

 1 attachment

Subject : List of Experts - External review of the Institute & Comprehensive Audit of departments

To : Registrar NIT. Durgapur
<registrar@admin.nitdgp.ac.in>, Nijjar E. Azam
<nijjar_e_azam@yahoo.com>, Director NIT
Durgapur <director@admin.nitdgp.ac.in>

Cc : director@admin.ac.in, Prof. T. Kumar
<tkumar2002@yahoo.com>

Reply To : parthapratim gupta
<parthagupta2000@yahoo.com>

Dear Brig. Nijjar,

Please find attached the List of experts for External review of the Institute & Comprehensive Audit of departments. Please note that BT and MA have not yet submitted the lists. Please also note that the list may be edited by the Senate in its 39th meeting.

With regards,

Dr. Parthapratim Gupta
Professor of Chemical Engineering & Dean (Research & Consultancy)
National Institute of Technology Durgapur, West Bengal, INDIA



All Depts mod.docx

105 KB

External review of the Institute

Academia

1. Prof. Amitava Ghosh
Former Director, IIT Kharagpur
Mobile: 9433043427
2. Prof. B. B. Bhattacharyya
Former Director, Indian School of Mines
Mobile: 9432147721; Email: bimal_ism@yahoo.com
3. Prof. D. Acharya
Former Director, IIT Kharagpur
Office Ph: 0674-2350635; Email: dacharya@soauniversity.ac.in
4. Prof. A. K. Ghose
Former Director, Indian School of Mines
Mobile: ghose.ajoy@gmail.com

Industries

1. Mr. Goutam Roy
Ex-General Manger (Power & Energy), SAIL Durgapur Steel Plant
E-Mail: goutam_dgproy@rediffmail.com, Mob: 9434739120
2. Dr. Sisir Kumar Samanta
Deputy General Manager (R&C Laboratory), Alloys Steel Plant Durgapur
Mobile: 9434798925
3. Dr. A. K. Roy
Ex- General Manager (Quality), SAIL Durgapur Steel Plant
Mobile: 8420485303
Email: akray1952@gmail.com
4. Mr. Nibit Dutta
IBM Certified Senior Project Manager, IBM Global Business Services
Practice Area Lead - Financial Services Sector, Business Analytics & Strategy
DLF IT Park Tower B, 4th Floor, Seat 129, New Town (Rajarhat)
Kolkata – 700156, West Bengal, India
Phone: [+91-33-66195055](tel:+91-33-66195055) Ext. 95055, Mobile: [+91-9831207803](tel:+91-9831207803); Email: nibdutta@in.ibm.com

Alumni

1. Prof. D. K. Pal (Alumnus-1965)
Former Professor & Head of Mechanical Engg., NIT Durgapur
Mob 9433112312; Email: dpal_recdgp@yahoo.com
2. Prof. T. K. Pal (Alumnus-1974)
Professor, Metallurgical & Materials Engg.
Email: tkpal@metal.jdvu.ac.in, Mobile: 9830906601

Eminent Citizens

1. Dr. Satyajit Bose
Chairman & Cardiothoracic Surgeon, The Mission Hospital, Durgapur
Mobile: 9800881701
2. Mr. Ajay Kumar Nanda, IPS
Commissioner of Police, Asansol-Durgapur Police Commissionerate
Ph: 0341-2257260

Comprehensive Audit of departments

Biotechnology

Not yet submitted

Civil Engineering

Academic

1. Prof. Punyabrata Basak
M.Tech & PhD in CE from IIT Kanpur; Ford Foundation Fellow, MIT USA;
Visiting Professor in Civil Engineering Department, NIT Jamshedpur;
Formerly Executive Director, Center for Water Resources Dev. & Mgt. (CWRDM), Kozhikode;
Mob. : 8757206699.
2. Prof. Sudhir Kumar Barai, PhD (IISC Bangalore);
Professor in Civil Engineering, IIT Kharagpur;
Ph. : 3222-283408/283409, 3222-278697 (Private phone);
Email : skbarai@civil.iitkgp.ernet.in

Industrial Experts

1. Mihir Baran Roy, PhD (USA);
Senior Consultant, Tata Consultant Engineers Limited, Kolkata;
Mob. : 94322292556;
Email : roymihir@yahoo.com
2. S. K. Dutta Mazumdar, B.Tech(CE)(IIT Kanpur), M.Tech (NIT Durgapur);
Dy. General Manager (Projects), Durgapur Steel Plant;
Mob. : 9434792556;
Email : (i) shyamal64@gmail.com; (ii) skdmazumdar@saildgp.co.in

Chemical Engineering

Academic

1. Prof. R. K. Saha
Former Professor & Head, Chemical Engg, IIT Kharagpur
Mobile: 9434086639; Email: rks_iit@yahoo.co.uk
2. Prof. Gargi Das
Professor, Chemical Engg, IIT Kharagpur
Ph: 03222-283952, Email: gargi@che.iitkgp.ernet.in
3. Prof. J K Basu
Professor, Chemical Engg, IIT Kharagpur
Ph: 03222-283914, Email: jkb@che.iitkgp.ernet.in

Industries

1. Pradip Choudhury
General Manager - Environmental Technology
SIEMENS VAI METAL TECHNOLOGIES
Mobile: 9433513928
2. Mr. BipulRanjan Pal
Vice-President (Business Development)
IL & FS Water Limited (IWL)
Mobile: 9910204435
Email id: brpal1960@gmail.com
3. Mr. AsokMajumdar
Deputy General Manager (Blast Furnace), DSP
Mobile: 9434791325
4. Mr. MrinalKanti Pal
Director
Manaksia Aluminium Company Limited, Kolkata
Mob: 9830195559

Fw: Audit Panel List

ITEM No. 40-08

From : parthapratim gupta
<parthagupta2000@yahoo.com>

Sat, Nov 07, 2015 11:11 PM

 1 attachment

Subject : Fw: Audit Panel List

To : Registrar NIT. Durgapur
<registrar@admin.nitdgp.ac.in>, Nijjar E. Azam
<nijjar_e_azam@yahoo.com>

Reply To : parthapratim gupta
<parthagupta2000@yahoo.com>

Dear Brig. Nijjar,

Please find attached the list of experts suggested by Chairperson, BOG for the external audit.

With regards,

Dr. Parthapratim Gupta
Professor of Chemical Engineering & Dean (Research & Consultancy)
National Institute of Technology Durgapur, West Bengal, INDIA

----- Forwarded Message -----

From: Amalendu Bhattacharya <abbhattacharyya@yahoo.com>
To: Director NIT Durgapur <director@admin.nitdgp.ac.in>
Cc: parthapratim gupta <parthagupta2000@yahoo.com>
Sent: Saturday, 7 November 2015 6:56 PM
Subject: Audit Panel List

Dear Prof. Kumar,

1. I am enclosing below the panel list of experts for Institute and Department level audit.
 2. I do not want this event to be done ritually. I attached a great significance to the expert view that can transform an Institution . The list I have given consists of people who are known to have been pioneers in their respective areas. We will have to make conscious and persistent effort to get them involved in the review process. We should not look for short cut howsoever daunting the alternative route may be.
 3. I shall look into the list prepared by the Institute and select the best amongst them. The most important consideration will be avoidance of conflict of interest ,if any.
 4. The final Institute list approved will be add on to this list sent by me which happens to be moreNational than Regional and also to be approved by the Board. Honestly it has been an uphill task for me to compile the list for all 17 departments. I hope that the effort proves to be of some value to this Institute.
- With Regards.

Sincerely,
Prof. A. B. Bhattacharyya .
Chairman BoG, NITD .



Audit Panel List.docx

29 KB

LIST OF PANNEL FOR AUDIT AT INSTITUTEL LEVEL AND DEPARTMENT LEVEL AS PROPOSED BY THE CHAIRMAN

	PROPOSED NAME OF THE FACULTY/PROFESSIONAL	INSTITUTION/ORGANISATION	CONTACT
INSTITUTE LEVEL AUDIT	1. Dr. Rajeev Shorey, Principal Scientist,	TCS Innovation Lab, Cincinnati, USA & Bangalore, India	Phone: +91-9902046110

DEPARTMENT LEVEL AUDIT

DEPARTMENT NAME	PROPOSED NAME OF THE FACULTY/PROFESSIONAL	INSTITUTION/ORGANISATION	CONTACT
1. Biotechnology	1. Professor Sudha Bhattacharya	JNU, School of Environmental Sciences	Email: sb@mail.jnu.ac.in , sbjnu110@gmail.com Phone: 011-26704308
	2. Professor Alok Bhattacharya. (S.S. Bhatnagar award)	JNU, School of Life Sciences	Email: alok0200@mail.jnu.ac.in , alok.bhattacharya@gmail.com Phone: 011-26704516
2. Chemical Engineering	1. Professor Suddhasatwa Basu	IIT Delhi, Chemical Engineering	Email: sbasu@iitd.ac.in Phone: (Off.) 91-11-2659 1021, 1035
	2. Professor Animangsu Ghatak	IIT Kanpur, Department of Chemical Engineering	Email: aghatak@iitk.ac.in Phone (O): 0512-2597146
	3. Professor K Kesav Rao	IISc, Department of Chemical Engineering	Email: kesava@chemeng.iisc.ernet.in Phone :080-2293-2341
3. Chemistry	1. Professor ArunachalmRamanan	IIT Delhi, Department of Chemistry	Email: aramanan@chemistry.iitd.ac.in Tel: +91 11 2659 1507
	2. Professor Jayaram B	IIT Delhi, Department of Chemistry	Email: bjayaram@chemistry.iitd.ac.in Tel: +91 11 2659 1505
4. Civil Engineering	1. Professor MadanAlok	IIT Delhi, Department of Civil Engineering	E-mail: madan@civil.iitd.ac.in
	2. Professor S.K.	IIT Roorke, Department	Email: scangfce@iitr.ac.in

	Ghosh	of Civil Engineering	Phone: 01332-285463
5. Physics	1. Prof. Vikram Kumar (S.S. Bhatnagar award)	IIT Delhi, Department of Physics	Email: vkmr@physics.iitd.ac.in Phone: 011-2659-6296
	2. Professor K. Thyagrajan	IIT Delhi, Department of Physics	ktrajan@physics.iitd.ac.in Phone: 011-2659-1328
6. Computer Application	1. Professor Subhashis Banerjee	IIT Delhi, Computer Science and Engineering	Email: suban@cse.iitd.ac.in Phone:011-26591288
	2. Prof. B. B. Chaudhuri	ISI Kolkata, Computer Vision & Pattern Recognition Unit	E-mail : bbc@isical.ac.in Phone : 033-2575-2852
7. Computer Center	1. Professor Prem K Kalra	IIT Delhi, Department of Computer Science & Engineering	Email: pkalra@cse.iitd.ac.in Phone: +91 (11) 2659 1295
	2. Professor A. Gupta	IIT Kharagpur, Computer Science & Engineering, Head, Computer & Informatics Centre, Chairman, Computer Purchase & Networking Maintenance Committee	Email: agupta@cse.iitkgp.ernet.in Phone(o):+91-3222-283476
8. Computer Science and Engineering	1. Prof. Karmeshu	JNU, School of Computer & Systems Science	Email: karmeshu@mail.jnu.ac.in (Off)Phone: 011-26704773
	2. Dr. Sankar Kumar Pal	ISI Kolkata, Distinguished Scientist and Former Director Indian Statistical Institute	E-mail: sankar@isical.ac.in sankarpal@yahoo.com Phone (O): (+91)(33) 2575-2040/3101
	3. Professor Huzur Saran	IIT Delhi, Department of Computer Science & Engineering	Email : saran@cse.iitd.ernet.in Phone:011-2659-1291
9. Earth and Environmental Studies	1. Professor Somnath Dasgupta	IISER, Kolkata	Email : somnath@iiserkol.ac.in
	2. Deepak C. Srivastava	IIT Roorke ,Department of Earth Sciences	Email: dpkesfes@iitr.ac Phone: 01332-285558

10. Electrical Engineering	1. Professor Bhim Singh	IIT Delhi, Department of Electrical Engineering	Email: bsingh@ee.iitd.ac.in Phone :011 2659 1045
	2. Professor. P. R. Bijwe	IIT Delhi, Department of Electrical Engineering	Email: prbijwe@ee.iitd.ac.in Phone :+91 11 2659 1046
	3. Soumitra Banerjee (S.S. Bhatnagar award)	IISER Kolkata	Email: soumitro@iiserkol.ac.in soumitro.banerjee@gmail.com m Mobile: 09432598503
11. Electronics and Communication	1. Professor AnanjanBasu	IIT Delhi, Department of Electrical Engineering	Email: ananjan@care.iitd.ernet.in Phone:011 2659 1049
	2. Professor Amitava Das Gupta	IIT Delhi, Department of Electrical Engineering	Email: adg@ee.iitm.ac.in Phone: 044 2257 4416
	3. Professor B.SundarRajan	IISC, Department of Electrical Communication Engineering	Email: bsrajan@ece.iisc.ernet.in Phone:080-22932855
12. Humanities	1. Professor(Emeritus) AnjanMukherji	JNU, Centre for Economic Studies and Planning, School of Social Sciences.	Email: anjan@mail.jnu.ac.in , anjan_mukherji@yahoo.com Phone: 011-2670 4467
	2. Professor Jayati Ghosh	JNU, Centre for Economic Studies and Planning, School of Social Sciences.	Email: jayati@mail.jnu.ac.in , jayati@jnu@gmail.com Phone: 011- 26704494
13. Information Technology	1. ProfessorK. K. Biswas	IIT Delhi, Department of Computer Science & Engineering	Email: kkb@cse.iitd.ernet.in Phone:011-26596010
	2. ProfessorBijendra N. Jain	IIT Delhi, Department of Computer Science & Engineering	Email: bnj@cse.iitd.ernet.in Phone(o):011-2659 1284
14. Management Studies	1. ProfessorKanika Bhal	IIT Delhi, Department of Management Studies.	Email: kanika@dms.iitd.ac.in Phone: 011-26591175 & 26596309
	2. ShubhashisGangopadhyay	Director, School of Humanities and Social Sciences (SHSS),Shin Nagar University.	Email : sg@snu.edu.in Phone: 0124- 438-1691; (91) Mobile: 9910991221

15. Mathematics	1. Professor TirthankarBhattacharyya	IISc, Department of Mathematics.	Email: tirtha@math.iisc.ernet.in , tirtha@protonmail.com Phone: 080-22932710
	2. Professor K.R.Parthasarathy	ISI Delhi, Emeritus Distinguished Scientist	Email: krp@isid.ac.in Phone(O):011-4149-3923, Office Room No: 123
16. Mechanical Engineering	1. Professor K. GUPTA	IIT Delhi, Mechanical Engineering Department	Email: saha@mech.iitd.ac.in Phone: 011-2659 1135, 6139
	2. Professor NK Gupta	(Retired)IIT Delhi, Department of Applied Mechanics	Email: narinder_gupta@yahoo.com
	3. Prof. S.K. Saha	IIT Delhi, Mechanical Engineering Department	Email: saha@mech.iitd.ac.in Phone:011-2659-1135,6139
17. Metallurgical and Materials Engineering	1. Professor Dhananjai Pandey	IIT BHU, School of Materials Science and Technology	Email: dpandey_bhu@yahoo.co.in Phone(o):0542-2307046 /2307047
	2. Professor Rajiv Prakash	IIT BHU,School of Materials Science and Technology	Email: rprakash.mst@itbhu.ac.in , rajivprakash12@yahoo.com Phone(O):0542-6702741 Mobile:9935033011
	3. Professor Dipankar Banerjee	IISc, Materials Engineering	Email: dbanerjee@materials.iisc.ernet.in

40th BOG Meeting, Nov16, 2015

Director's Report - Progress since 39th BOG Meeting

1. UG Academics & Examinations

2. PG Academics & Research

PG, PhD & Research

- In the second phase of Visvesvaraya fellowship, 7 full time and 10 part-time PhD seats awarded to the Institute
- 34 new candidates registered for PhD programs
- 9 more PhD degree approved by the Senate
- PhD regulations revised
- Centre for Device Prototyping: An Expert Committee screened the submitted proposal and recommended the same with a few amendments. The Senate recommended the same for consideration by the FC &BoG.
- A workshop on "Renewable Energy" was held on September 29, 2015 in collaboration with Ecosense Sustainable Solutions. A proposal for the "Renewable Energy Laboratory" was submitted and presented in the 39th Senate meeting. The Senate recommended it subject to getting it vetted by an expert committee to be constituted for the purpose.
- A number of conferences and short term courses were organized at the Institute
- NIT Durgapur was included in the IIT Kharagpur led cluster of C2SD (SMDP-III). 2 full time PhD seats allocated.
- NIT Durgapur included in Rashtriya Avishkar Abhiyan in the West Bengal cluster along with IIT Kharagpur and IISER Kalyani.
- NIT Durgapur selected as a study centre for IGNOU.

3. Administration

- Process for recruitment of staff initiated.
- Preparation of norms for DPC in the final stage.
- Beautification of the campus in progress.
- Report of MACP committee to be submitted shortly.
- Maintenance of hostels and guest house rooms initiated.

4. Planning & Development


5. Faculty

- Screening of the applications for faculty recruitment in progress.
- Fresh recruitment drive for physically challenged candidates taken up.

6. Students

- Students' Gymkhana election conducted and new gymkhana elected
- The girls' table tennis team won the team and individual championship in Inter-NIT meet.

Directors Report - Planning and Development Activity

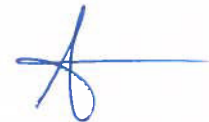
From : JYOTI PRAKAS SARKAR <jpsarkar53@gmail.com> Fri, Nov 13, 2015 05:39 PM
Subject : Directors Report - Planning and Development Activity  1 attachment
To : Registrar NIT. Durgapur
<registrar@admin.nitdgp.ac.in>

Dear Brig. Nijjar,
Attached please find 'Report on Planning & Development Activity' for Director's Report to be placed before BOG.
With Regards,

Prof. J.P.Sarkar
Dean(P&D)

 **Director Report_Dean (P&D).docx**
14 KB

Please attach with Annexure.



Activity of Planning & Development

After taking over of Biotechnology & Chemistry Laboratory building, 740 seated Boys Hostel, Extensions of Hall-5, Hall-2, the taking over of A.P.J Abdul Kalam International Students Hostels, 264 seated Girls Hostels are in the pipeline. Taking over committee are collecting all related documents from respective construction agencies. By the first week of December, these two buildings will be formally taken over. Regarding Renovated Students Activity Centre, it may be mentioned that Working Group-along with Dean(P&D) discussed with the construction agency to repair the damaged wooden floor of the Auditorium hall and decided to replace the wooden platform with synthetic floor supported by concrete floor. A preliminary estimate has been submitted by CPWD of nearly 7.00 lakhs. This work will be urgently executed before second week of December. Regarding Market complex it may be stated that NBCC has been advised to execute some minor additional finishing works which may be completed by first week of December and it will be taken over by NIT Durgapur

04 number of new buildings, like 500-seater Girls Hostel, 1250-seater Boys Hostel, 1500 capacity Auditorium and Guest House, CPWD representative & Dean (P&D) will give presentations regarding the status of the construction works of the aforesaid buildings.

Besides the said activity, a number of new projects like Multi-storeyed Central Research building and Students Sports complex and others have been proposed which was already approved by B & WC in its last meeting and placed in the 39th BOG meeting for final approval.

AFR

Reserve

Reserved on: 15.04.2015

Delivered on: 30.04.2015

Court No. - 29

Case :- Writ A No. - 51603 of 2014

Appellant:- Teachers Association MNNIT Allahabad and Another

Respondent :- Union of India and 4 others

Counsel for Appellant:- Anupam Kumar

Counsel for Petitioner :- A.S.G.I., Gyan Prakash, Ramesh Upadhyaya

&

Case :- Writ A No. - 4998 of 2015

Appellant:- Teachers Association MNNIT Allahabad and Another

Respondent :- Union of India and 4 others

Counsel for Appellant:- Anupam Kumar, T.P. Singh

Counsel for Petitioner :- A.S.G.I., Krishna Agarwal, Ramesh Upadhyaya

Hon'ble V.K. Shukla, J.

Hon'ble Mrs.Ranjana Pandya, J.

(Delivered by Hon'ble V.K. Shukla, J.)

Teachers' Association of Motil Lal Nehru National Institute of Technology, Allahabad through its Secretary, Dr. Ravi Prakash Tiwari has come up before this Court with the following prayers:

(i) Issue a writ, order or direction in the nature of certiorari quashing the impugned advertisement no.10/2014 dated 17.09.2014 issued by Registrar, Motil Lal Nehru National Institute of Technology, (MNNIT), (respondent no.4), Allahabad.

(ii) Issue writ, order or direction in the nature of certiorari, quashing the Government of India, Ministry of Human Resource Development (H.R.D.) notification dated 23.08.2013 and 18.03.2013 and 15.01.2014 issued by Director (NITs)

respondent no.2.

(iii) Issue a writ, order or direction in the nature of Mandamus directing the concerned respondents to proceed with "Mapping" of existing faculties at all levels at appropriate places in four tier flexible system, as followed in IITs.

(iv) Issue a writ, order or direction in the nature of Mandamus, directing the concerned respondent to continue and proceed with the implementation of the AICTE and UGC guidelines for Career Advancement Scheme till the amendment of the Act is affected and appropriate Statutes are framed after removal of anomalies.

(v) Issue a writ, order or direction in nature of Prohibition restraining concerned respondents from changing the service conditions of the petitioners by restraining them from implementing and enforcing the Model Recruitment Rules in view of the notification of respondents dated 18.03.2013.

Same set of petitioners in Writ Petition No.4998 of 2015 have come up with the following prayers:

(i) Issue a writ, order or direction in the nature of certiorari quashing the impugned advertisement no.13/2014 dated 18.12.2014 issued by Registrar, Motil Lal Nehru National Institute of Technology, (MNNIT), (respondent no.4), Allahabad for the post of Associate Professor and Professor.

(ii) Issue writ, order or direction in the nature of certiorari, quashing the Government of India, Ministry of Human Resource Development (H.R.D.) notification dated 23.08.2013 and 18.03.2013 and 15.01.2014 issued by Director (NITs) respondent no.2.

(iii) Issue a writ, order or direction in the nature of Mandamus directing the concerned respondents to proceed with "Mapping" of existing faculties at all levels at appropriate places in four tier flexible system, as followed in IITs.

(iv) Issue a writ, order or direction in the nature of Mandamus, directing the concerned respondents to continue and proceed with the implementation of the AICTE and UGC guidelines for Career Advancement Scheme till the amendment of the Act is affected and appropriate Statutes are framed after removal of anomalies.

(v) Issue a writ, order or direction in nature of Prohibition restraining concerned respondents from changing the service conditions of the petitioners by restraining them from implementing and enforcing the Recruitment Rules, 2013 in view of the notification of respondents dated 18.03.2013.

Both the writ petitions have been taken up today and Civil Misc. Writ Petition No.51603 of 2014 has been treated as leading writ petition.

Petitioner no.1 claims to be registered Forum/Association duly

recognized by Board of Governors of Motil Lal Nehru National Institute of Technology under the provisions of Societies Registration Act, 1860. Petitioner no.1 claims to be association comprising a large number of teachers working in MNNIT, Allahabad and claims to represent the agonies of the teaching faculty of the Institute.

Initially Motil Lal Nehru Regional Engineering College was one of the Regional Engineering Colleges and thereafter alongwith other 16 Regional Engineering Colleges, Moti Lal Nehru Regional Engineering College was converted into Motil Lal Nehru National Institute of Technology and the status of a deemed University was accorded in exercise of powers conferred by Section 3 of U.G.C. Act by Central Government on the advice of U.G.C. with cent-percent Central Government funding w.e.f. financial year 2003-04. The Institute in question thereafter has been brought within the scope and ambit of National Institute of Technology Act, 2007. The said Act in question was enforced on 5th June, 2007. In the year 2012, on 8th June, 2012, amendment has been introduced in this Act. In order to appreciate the controversy raised, relevant provisions of N.I.T. Act, 2007, as amended from time to time, are being looked into:

"3. In this Act, unless the context otherwise requires-

(a) to (f) xxx xxx xxx

(g) "Institute" means any of the Institutions mentioned in column (3) of the Schedule.

(h) to (l) xxx xxx xxx

(m) "Society" means any of the societies registered under the Societies Registration Act, 1860 and mentioned in column (2) of the Schedule.

(n) xxx xxx xxx

(5) On and from the commencement of this Act –

(a) xxx xxx xxx

(b) xxx xxx xxx

(c) xxx xxx xxx

(d) every person employed by a society, immediately before such commencement shall hold his office or service in the

corresponding Institute for the same tenure, at the same remuneration and upon the same terms and conditions and with the same rights and privileges as to pension, leave, gratuity, provident fund and other matters as he would have held if this Act had not been passed, and shall continue to do so unless until his employment is terminated or until such tenure, remuneration and terms and conditions are duly altered by the Statutes....."

13(1) Subject to the provisions of this Act, the Board of every Institute shall be responsible for the general superintendence, direction and control of the affairs of the Institute and shall exercise all the powers of the Institute not otherwise provided for by this Act, the Statutes and the Ordinances, and shall have the power to review the acts of the Senate.

(2) Without prejudice to the provisions of sub-section (1), the Board of every Institute shall,-

- (a) take decisions on questions of policy relating to the administration and working of the Institute;
- (b) institute courses of study at the Institute;
- (c) make Statutes;
- (d) institute and appoint persons to academic as well as other posts in the Institute;
- (e) consider and modify or cancel Ordinances;
- (f) consider and pass resolutions on the annual report, the annual accounts and the budget estimates of the Institute for the next financial year as it thinks fit and submit them to the Council together with a statement of its development plans;
- (g) exercise such other powers and perform such other duties as may be conferred or imposed upon it by this Act or the Statutes;

(3) The Board shall have the power to appoint such committees, as it considers necessary for the exercise of its powers and the performance of its duties under this Act.

25. **Statutes** : Subject to the provisions of this Act,

the Statutes may provide for all or any of the following matters, namely:-

- (a) xxx xxx xxx
- (b) xxx xxx xxx
- (c) xxx xxx xxx
- (d) xxx xxx xxx
- (e) xxx xxx xxx

(f) the qualifications of teachers of the Institute;

(g) the classification, the method of appointment and the determination of the terms and conditions of service of teachers and other staff of the Institute;

26. **Statutes how made** : (1) The first Statutes of each Institute shall be framed by the Central Government with the prior approval

of the Visitor and a copy of the same shall be laid as soon as may be before each House of Parliament.

(2) The Board may, from time to time, make new or additional Statutes or may amend or repeal the Statutes in the manner provided in this section.

(3) Every new Statute or addition to the Statutes or any amendment or repeal of Statutes shall require the previous approval of the Visitor who may grant assent or withhold assent or remit it to the Board for consideration.

(4) A new Statute or a Statute amending or repealing an existing Statute shall have no validity unless it has been assented to by the Visitor.

CHAPTER -III

30. (1) With effect from such date as the Central Government may, by notification specify in this behalf, there shall be established for all the Institutes specified in column (3) of the Schedule, a central body to be called the Council.

(2) The Council shall consist of the following members, namely:-

(a) the Minister in charge of the Ministry or Department of the Central Government having administrative control of the technical education, *ex officio*, as Chairman;

(b) the Secretary to the Government of India in charge of the Ministry or Department of the Central Government having administrative control of the technical education, *ex officio*, as Vice-Chairman;

(c) the Chairperson of every Board, *ex officio*;

(d) the Director of every Institute, *ex officio*;

(e) the Chairman, University Grants Commission, *ex officio*;

(f) the Director General, Council of Scientific and Industrial Research, *ex officio*;

(g) four Secretaries to the Government of India, to represent the Ministries or Department of the Central Government dealing with biotechnology, atomic energy, information technology and space, *ex officio*;

(h) the Chairman, All India Council for Technical Education, *ex officio*;

(i) not less than three, but not more than five persons to be nominated by the Visitor, at least one of whom shall be a woman, having special knowledge or practical experience in respect of education, industry, science or technology;

(j) three members of Parliament, of whom two shall be chosen by the House of the People and one by the Council of States;

provided that the office of member of the Council shall not disqualify its holder for being chosen as or for being, a member of either House of Parliament;

(k) two Secretaries to the State Government, from amongst the Ministries or Departments of that Government dealing with technical education where the Institutes are located, *ex officio*;

(l) Financial Advisor, dealing with the Human Resource Development Ministry or Department of the Central Government, ex officio,

(m) one officer not below the rank of Joint Secretary to the Government of India in the Ministry or Department of Central Government having administrative control of the Technical Education, ex officio, as Member-Secretary.

31.(1) The terms of office of a member shall be three years from the date of notification:

Provided that the term of office of an ex officio member shall continue so long as he holds office by virtue of which he is such a member.

(2) The term of office of a member elected under clause (j) of sub-section (2) of section 30 shall expire as soon as he ceases to be member of the House, which elected him.

(3) The term of office of a member nominated or elected to fill a casual vacancy shall continue for the remainder of the term of the member in whose place he has been appointed.

(4) Notwithstanding anything contained in this section an outgoing member shall, unless the Central Government otherwise directs, continue in office until another person is appointed as a member in his place.

(5) The members of the Council other than ex officio member shall be paid such travelling and other allowances as may be prescribed.

32.(1) It shall be the general duty of the Council to co-ordinate the activities of all the Institutes.

(2) Without prejudice to the provisions of sub-section (1); the Council shall perform the following functions, namely:-

(a) to advise on matter relating to the duration of the courses, the degrees and other academic distinctions to be conferred by the Institutes, admission standards and other academic matters;

(b) to lay down policy regarding cadres, methods of recruitment and conditions of service of employees, institution of scholarships and freeships, levying of fees and other matters of common interest;

(c) to examine the development plans of each Institute and to approve such of them as are considered necessary and also to indicate broadly the financial implications of such approved plans;

(d) to advise the Visitor, if so required, in respect of any function to be performed by him under this Act; and

(e) to perform such other functions as are assigned to it by or under this Act.

33.(1) The Chairman of the Council shall ordinarily preside at the meetings of the Council:

Provided that, in his absence, the Vice-Chairman of the Council shall preside at the meetings of the Council.

(2) It shall be the duty of the Chairman of the Council to ensure that the decisions taken by the Council are implemented.

(3) The Chairman shall exercise such other powers and perform such other duties as are assigned to him by this Act.

(4) The Council shall meet once in every year and follow such procedure in its meetings as may be prescribed.

34.(1) The Central Government may, by notification, make rules to carry out the purpose of this Chapter.

(2) In particular and without prejudice to the generality of the foregoing power, such rules may provide for all or any of the following matters, namely:-

(a) the travelling and other allowances payable to members of the Council under sub-section (5) of section 31; and

(b) the procedure to be followed in the meetings of the Council under sub-section (4) of section 33.

(3) Every rule made by the Central Government under this Chapter shall be laid, as soon as may be after it is made, before each House of Parliament, while it is in session, for a total period of thirty days which may be comprised in one session or in two or more successive sessions, and if, before the expiry of the session immediately following the session or the successive sessions aforesaid, both Houses agree in making any modification in the rule or both Houses agree that the rule should not be made, the rule shall thereafter have effect only in such modified form or be of no effect, as the case may be, so, however, that any such modification or annulment shall be without prejudice to the validity of anything previously done under that rule.

CHAPTER IV.

35. No act of the Council, or any Institute or Board or Senate or any other body set up under this Act or the Statutes, shall be invalid merely by reason of-

(a) any vacancy or defect in the constitution thereof, or

(b) any defect in the election, nomination or appointment of a person acting as a member thereof, or

(c) any irregularity in its procedure not affecting the merits of the case.

36.(1) If any difficulty arises in giving effect to the provisions of this Act the Central Government may, by order published in the Official Gazette, make such provisions not inconsistent with the provisions of this Act as may appear to it to be necessary or expedient for removing the difficulty;

Provided that no such order shall be made after the expiry of a period of two years from the date on which this Act receives the assent of the President.

(2) Every order made under this section shall, as soon as may be after it is made, be laid before each House of Parliament.

37. Notwithstanding anything contained in this Act-

(a) the Board of Governors of every Institute functioning as such immediately before the commencement of this Act shall

continue to so function until a new Board is constituted for that Institute under this Act, but on the constitution of a new Board under this Act, the member of the Board holding office before such constitution shall cease to hold office;

(b) every Senate constituted in relation to every Institute before the commencement of this Act shall be deemed to be the Senate constituted under this Act until a Senate is constituted under this Act for that Institute but on the constitution of new Senate under this Act, the members of the Senate holding office before such constitution shall cease to hold office.

(c) xxx xxx xxx

(d) all matters, which are meant to be provided through Statutes and Ordinances under Sections 25 and 27, respectively, shall, till such Statutes and Ordinances are made, be governed, *mutatis mutandis*, by the corresponding provisions in force immediately before the commencement of this Act."

After the enforcement of the Act in question in exercise of powers conferred by sub-section 1 of Section 26 of N.I.T. Act, 2007, the Central Government with the prior approval of Visitor has framed, First Statutes named as 'First Statutes of the National Institute of Technology' and same has been enforced on 23rd April, 2009. The said First Statutes, under Statute 3 defines the authorities of Institute. Statute 4 deals with Board of Governors and meeting thereof. Statute 5 deals with additional powers of the Board. Statute 5 provides for as follows:

"5.Powers of the Board:

In addition to the powers under sub-section (1) of section 13 of the Act, the Board shall be empowered:-

(i) to abolish, re-designate or change the nomenclature of any post in the institute;

(ii) to make, modify or cancel the statutes with the approval of the visitor from time to time:

Provided that the new Statute, additions or amendments of existing Statutes shall be applicable only after the assent of the visitor; and

(iii) to make, modify and cancel all or any ordinances on recommendation of the Finance Committee or Senate of the Institute subject to the condition that making, modification and cancellation shall not be in contravention of the Act and (or) Statutes."

Statute 14 deals with '*additional authority of Chairperson of*

Board of Governors. Statute 15 deals with '*travelling allowance of members of the authorities of Institute*'. Statute 17 provides for '*the Director and his powers*'. Statute 18 provides for '*Deputy Director*'. Statute 19 deals with '*Deans*'. Statute 20 deals with '*Head of the Department/Centre*'. Statute 21 talks of '*Registrar*'. Statute 22 provides for '*classification of the Member of Staff*' as follows:

"22. Classification of the Members of the Staff:

(1) Except in the case of employees paid from contingencies, the members of staff of the Institute shall be classified as under:-

(i) Academic staff:- Director, Deputy Director, Professor, Associate Professor, Assistant Professor, Lecturer, Professor Training and Placement and such other academic posts as may be decided by the Board from time to time;

(ii) Technical Staff:- System Manager, System Analyst, Programmer, Librarian, Workshop Superintendent, Assistant Workshop Superintendent, Foreman Technician, Instructor, Laboratory Assistant, Mechanic, Overseer, Technical Assistant, Draftsman and such other technical posts as may be decided by the Board from time to time, and

(iii) Administrative and other staff:- Registrar, Deputy Registrar and Assistant Registrar, Accounts Officer, Audit Officer, Estate Officer, Executive Engineer Assistant and Junior Engineer, Medical Officer, Medical Assistant, Horticultural Assistant/Officer, Office Superintendent Security Officer, Stores Officer, Store Keeper, Office Assistants, Data Entry Operators and such other Administrative and other staff a may be decided by the Board from time to time.

(2) Posts classified as Academic staff shall be vacation posts only."

Statute 23 deals with '*Appointment*', as follows:

23. Appointments:

(1) The posts at the Institute shall be filled by advertisement on all India basis:

Provided that the ratio between Direct Recruitment and Promotion posts for posts other than that of Director or the Deputy Director shall be as per the recruitment rules.

(2)The reservation of posts shall be in accordance with the rules of the Central Government.

(3) For the purpose of appointments, the rules applicable to of the Central Government employees shall apply.

(4) The Selection Committee, for filling posts under the Institute (other than the posts on contract basis) by advertisement or by promotion from amongst the members of staff of the Institute, shall be constituted in such manner as laid down by Ministry of Human Resources Development, Department of Higher and Secondary Education, Government of India or Board from time to time by

ordinances.

(5) Selection Committees for filling up of posts under the Institute (other than on contract basis) by advertisement or by promotion from amongst the members of staff of the Institute shall be constituted in the following manner, namely:-

(a) the Selection Committee for recruitment of Academic Staff (excluding the Director and the Deputy Director), or for promotion shall be as under:

- | | | |
|--|---|----------|
| (1) Director or Deputy Director | - | Chairman |
| (2) Visitor;s Nominee | - | Member |
| (3) two nominee of the Board one being an expert, but other than a member of the Board | - | Member |
| (4) one expert nominee of Senate from outside the institute | - | Member |
| (5) Head of Department concerned (for other than the post of Professor) | - | Member |

(b) The Selection Committee for Technical posts shall be as follows:

- | | | |
|--|---|----------|
| (1) Director or Deputy Director | - | Chairman |
| (2) one Expert from outside the Institute | - | Member |
| (3) Nominee of Ministry of Human Resources Development | - | Member |
| (4) Concerned Head of Department | - | Member |
| (5) Registrar | - | Member |

(c) The Selection Committee for Administrative and Ministerial Staff shall be as under:-

- | | | |
|---|---|----------|
| (1) Director or Deputy Director | - | Chairman |
| (2) one Expert from outside the Institute | - | Member |
| (3) Nominee of Ministry of Human Resource Development | - | Member |
| (4) Registrar | - | Member |

(d) The Selection Committee for Senior Administrative and other comparable posts carrying pay scale of Lecturer and above shall be as under:-

- | | | |
|--|---|----------|
| (1) Director or Deputy Director | - | Chairman |
| (2) one Expert from outside the Institute | - | Member |
| (3) Nominee of Ministry of Human Resources Development | - | Member |
| (4) Nominee of Board | - | Member |
| (5) Registrar | - | Member |

(6) The Registrar shall be substituted by another nominee of the Board in case the Selection is made from the Registrar or the equivalent post.

(7) In the absence of the Deputy Director, the Director may nominate any member of the staff of the Institute to be the member of the Selection Committee in his place.

(8) Where a post is to be filled on contract basis or by invitation, the Board may, constitute such Adhoc Selection committee, as circumstances of each case may require.

(9) Where a post is to be filled by promotion from amongst the members of the Institute or temporarily for a period not exceeding twelve months, the procedure for the same shall be as specified by ordinances.

(10) Notwithstanding anything contained in these Statutes, the Board shall have the power to make appointments of persons having special skill or knowledge to suit the emergent need of the department(s) or centre(s).

(11) If the post is to be filled by advertisement, the Registrar shall advertise the terms and conditions of the post and the screening committee for the purpose of short listing the eligible and most desirable candidates and shall screen all applications received within the date specified in the advertisement.

(12) As the time of interview, the Selection Committee shall examine credentials of all candidates who have been called for the interview, interview the eligible candidates and recommend the appointment of the most suitable candidate to the competent authority for approval.

(13) The recommendations of the Selection Committee shall remain valid for a period of one year from the date of interview and if for any reason the recommendations are not approved by the competent authority or appointment orders not issued after the approval of recommendations within the said period of one year, the recommendations shall lapse and fresh advertisement shall be issued.

(14) No act or proceeding of any Selection Committee shall be called in question on the ground merely of the absence of any member or members of the Selection Committee.

(15) Unless otherwise provided for under these Statutes, the Selection Committee constituted for the purpose of making recommendations for appointment to a post shall continue to exercise its functions in relation to that post till the appointment is made against that post.

(16) All appointments made at the Institute shall be reported to the Board at its next meeting.

(17) The application of the employees eligible for promotion under Assured Career Progress (ACP) shall be considered by the Departmental Promotion Committees before any promotion or up-gradation is recommended.

(18) The Departmental Promotion Committee shall be as follows:

- | | | |
|--|---|----------|
| (1) Director or Deputy Director | - | Chairman |
| (2) Concerned Head of Department | - | Member |
| (3) Head of Department from other Department | - | Member |
| (4) Registrar | - | Member |

Statute 24 deals with '*general terms and conditions of service*

of permanent employee. Statute 25 provides for '*code of conduct of permanent employees*'. Statute 26 deals with '*suspension, penalties, disciplinary proceedings*'. Statute 27 deals with '*general terms and conditions of temporary employees*'. Statute 28 deals with '*appointment on contract*'. Statute 29 deals with '*Provident Fund Pension Scheme*'. Statute with '*Provident Fund/Pension Scheme*'. Statute 30 and 31 deals with '*resignation and retirement*', respectively. Statute 32 deals with '*advances*' and Statute 33 deals with '*deputation*'. Statute 34 deals with '*residential accommodation*' and Statute 35 provides for '*leave and vacation rules*'.

The Council of the National Institute of Technologies (N.I.T.s) on 18th November, 2011 resolved to switch over to four tier flexible system for the faculty with the recommendation of respective Board of Governors and with appropriate recruitment rules. Relevant extract of the same are being extracted below:

"Item No.3.17: Switch over to four tier flexible system for the faculty with the recommendations of the respective Board of Governors and with appropriate Recruitment Rules.

The Council resolved that individual NITs will be allowed to adopt by the Central Government the 4-tier flexible faculty cadre structure through appropriate resolution of the respective Board of Governors. The Recruitment Rules, recommended by the Dr. Sarangi Committee and approved by the Council (with changes) vide item 3.18 of this meeting, will be notified by the Ministry of HRD to provide the selection norms mandated under the 6th C.P.C. implementation order dated 18th August, 2009. When an institute adopts the 4 tier structure, the AGPs will be upgraded to their revised values for every faculty member at Associate Professor and Professor level; pay in the pay band, however, will be raised to the prescribed minimum at all AGPs if recommended by a proper selection committee after reviewing the candidate's academic contribution. Assistant Professors with three years of post-Ph.D. experience may also move to AGP of Rs.8000/- with corresponding minimum pay in the pay band on review by a properly constituted selection committee."

Thereafter, the norms under Four-tier flexible faculty cadre structure were communicated to N.I.T.s vide Ministry's letter dated 23.08.2013, but same was kept on hold vide letter dated 12.12.2013 as a Committee to work out norms to ensure uniform implementation of Four-tier faculty structure in C.F.T.I.s was constituted to make

further recommendations. Based on the recommendations of Four-Tier Implementation Committee, the four tier norms alongwith recruitment rules were communicated to N.I.T.s for adoption by their respective Board and in this direction for implementation of aforesaid four tier flexible faculty structure in the National Institute of Technology, necessary circular dated 15th January, 2014 has been sent and alongwith the same recruitment rules and other guidelines to be adopted by Board of Governors have been attached. Relevant extract of the said letter is being quoted below:

"To

• The Directors of the 30 NITs.

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

Sir/Madam,

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

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

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

(i) That there would be no automatic migration to the salaries and AGP's of the four-tier flexible faculty structure.

(ii) Any change of the Grade Pay under Four-Tier will be purely through open advertisements and on the recommendation of duly constituted Selection Committee.

(iii) Those who do not fulfil the essential qualifications, relevant experiences and other essential requirements as in Annexure-I [pages 3 to 4], however, will continue in the present grade.

(iv) As an eligibility criteria for the post of Professor, the requirement of minimum four year's experience at the level of Associate Professor shall mean that of Associate professor under the Four-Tier System i.e. at the AGP of Rs.9,500/-. Associate Professors of three tier system with Academic Grade Pay of Rs.9,000/- shall also be eligible but with sever year's experience, if they meet the relevant academic requirements for the post;

(v) Professors with Rs.10,500/- AGP will only be considered for HAG Scale in accordance with Ministry's letter dated 22nd March, 2013 and the concerned Professor has to have 6 (six) years of

service in AGP of Rs.10,000/- or higher; and

(vi) The academic criteria as approved by the Council of NITs [Annexure-I] has to be used in conjunction with the Ministry's letter F.No.33-9/2011-TS.III dated 23rd August, 2013 [Annexure-II (pages 5 to 7)] for selection under four-tier flexible pay structure.

4. The Recruitment Rules and other guidelines to be adopted by the Board of Governors (BOGs) are attached at Annexure-iii [pages 8 to 22].

5. The NITs are advised to strictly adhere the aforesaid instructions for both the new and the existing faculty in NITs.

6. This issues with the approval of the competent authority in the Ministry."

Norms of Four-Tier Cadre Structure of Faculty Posts in the N.I.T.s has been as follows:

Sl No.	Designation, Pay Band and Academic Grade Pay	Essential Qualification and Relevant Experience
1	Assistant Professors (on contract) PB-3 of Rs.15600-39100 with AGP of Rs.6000/- p.m.	<p>(i) Assistant Professors to be recruited on contractual basis are not part of the regular faculty cadre in NITs. Appointment at this level may be made on contract basis to enable bright young Ph.D.s scholars to teach and earn experience in premier Institutions.</p> <p>(ii) At the entry level they may be placed in Pay Band PB-3 of Rs.15600-39100 with Academic Grade Pay (AGP) of Rs.6000/- p.m. with seven non-compoundable advance increments.</p> <p>(iii) To encourage fresh Ph.D.s to join the teaching system, at least 10% of the total faculty strength should be recruited at this level. However, relaxation in respect of educational qualifications could be given upto 25% of total Assistant Professors recruited. The reasons for such relaxations should be duly recorded and reported to the Board of Governors of the respective Institutions.</p> <p>(iv) After one year of post Ph.D. Experience, these Assistant Professors shall be placed in the AGP at Rs.7000/- p.m.</p>
2	Assistant Professors PB-3 of Rs.15600-39100 with AGP of Rs.8000/- p.m.	<p>(i) To be appointed in PB-3 to be placed at Rs.22500/- with AGP of Rs.8000/- p.m. For direct recruits, minimum pay in the Pay band to be fixed at Rs.30,000/-</p> <p>(ii) For appointment as Assistant Professor, one should have a Ph.D. with first class at the preceding degree or equivalent in the appropriate branch with a very good academic record throughout and at least three years industrial/research/teaching experience excluding however, the experience gained while pursuing Ph.D.</p> <p>(iii) Assistant Professors on completion of 3 years of service shall move to Pay Band of Rs.37400/-- 67000/- (PB-4) with an Academic Grade Pay</p>

- (AGP) of Rs.9000/- and will, however, continue to be designated as Assistant Professor.
- 3 Associate Professors
PB-4 of Rs.37400-67000 with AGP of Rs.9500/- p.m.
- (i) To be appointed in PB-4 with AGP of Rs.9500/- p.m. For direct recruits. Minimum pay in the P.B.-4 to be fixed at Rs.42,800/-.
- (ii) For appointment as Assistant Professor, one should have a Ph.D. with first class at the preceding degree or equivalent in the appropriate branch with a very good academic record throughout and a minimum of six years Teaching Industry/Research experience, or which at least three years' should be at the level of Assistant Professors, Senior Scientific Officer/Senior Design Engineer.
- 4 Professors
PB-4 of Rs.37400-67000 with AGP of Rs.10500/- p.m.
- (i) For appointment as Professor, one should have with a Ph.D. with first class at the preceding degree or equivalent with a very good academic record throughout and a minimum of 10 years experience of which at least 4 years should be at the level of Associate Professor.
- (ii) For Direct Recruits, Minimum pay in the Pay Band to be fixed at Rs.48,000/-
- (iii) Upto a maximum of 40% of the sanctioned posts of Professors after regular service of 6 years as Professor can be awarded HAG Scale of Rs.67000-79000 without any GP in all NITs after fulfilling the eligibility conditions given in the guidelines for implementation of HAG scales in this Ministry's letter No.34-9/2012-TS.III dated 22.3.2013.
- (iv) While implementing the HAG scales, those Professors of NITs and CFTIs who are appointed as Directors in the NITs system by the MHRD, shall deemed to have been placed in the HAG scale notionally from the day they took charge as Directors in NITs or from the day the guidelines were issued by the Ministry vide its letter No.F.23-1/2008-TS.II dated 18.08.2009, whichever is later.
- Professors: HAG Scale
(Rs.67000-79000) without any G.P.

**Recruitment Rules for the faculty posts under Four-Tier Flexible
Faculty Cadre in N.I.T.s has been as follows:**

"1. Short title and commencement: These rules may be called the NIT Faculty Recruitment Rules, 2013. These shall come into force from the date of their acceptance/adoption by the Board of Governors of the concerned Institute.

2. Definition: In these rules, unless the context otherwise requires;

a) "Act" means National Institutes of Technology, Scheme Education and Research (NITSER) Act, 2007.

b) "Statutes" means the First Statutes of the NITs and the Statutes subsequently framed by the respective NIT or framed by the Ministry of Human Resource Development.

c) "Service rules" means Service Rules of the respective NIT.

d) "Faculty" means the Professor, Associate Professor and Assistant Professor of the NITs.

3. Method of Recruitment and other matters: The method of recruitment and other matters relating to the post of Faculty shall be specified in the Schedule annexed to these rules.

4. Deputation/Contractual Appointments : Faculty, who are appointed on contractual basis, shall be for a fixed period not exceeding five years.

5. Disqualification: No person,

(i) Who had entered into or contracted a marriage with a person having a spouse living, or

(ii) Who having a spouse living, has entered into or contracted a marriage with any person.

shall be eligible for appointment to the said post;

provided that the Board of Governors may, if satisfied that such marriage is permissible under the personal law applicable to such a person and the other party to the marriage and that there were other grounds for so doing, exempt any person from the operation of this rule.

6. Saving : Nothing in these rules shall affect reservations, relaxations of the age limit and other concessions required to be provided for the candidates belonging to the Scheduled Castes, Scheduled Tribes, Other Backward Classes, Ex-servicemen and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard. These rules shall also not affect the recruitments already made or for which recruitment process has already commenced, but any appointment or promotion to higher post proposed to be made or made subsequent to the notification of these Recruitment Rules will be governed by these Recruitment Rules.

7. Other conditions of service: The other conditions of service of the Faculty for which no specific provisions have been made in these rules shall be regulated in accordance with such rules as are, from time to time, applicable as per the First Statutes of the NITs and the subsequent amendments. For matters not covered by the Statutes, the corresponding Central Government Rules shall be applicable.

8. Qualification and other requirements of Selection: Qualifications and other requirements of selection for various posts are given in detail in the Annexure-I.

9. These rules are bare minimum and the Board of Governors can however fix higher benchmarks, higher than the prescribed in consultation with the Council of NITs."

Petitioners' Association has been resisting the implementation of four tier system as per the pleadings made in writ petition on following grounds:

(a) Para 3(i) which says that there would be no migration to the salaries and AGPs of the 4-tier flexible faculty structure without keeping in mind the fact that any migration from one system to another needs certain period of time for the new system to adopt itself and mapping of seniority grade etc. of the old 3-tier system in the new system and for this purpose at least three years period was needed which would have facilitated adoption of the new 4-tier system and would have also given time for removal of anomalies which have crept up in the new 4-tier system.

(b) Since various anomalies have crept up relating to the promotion, seniority and service conditions and eligibility norms of the members of the Petitioners' Association which will adversely affect their future career, therefore, the Petitioners' Association wants to press the fact that the old system of CAS be continued as under the 3-tier system till the time all such anomalies which will be mentioned later on are removed from migration from one system to another.

(c) Adoption of 4-tier system relating to flexible faculty structure in NITs is full of flaws, since firstly, it has overlooked all the existing anomalies from such sudden migration and its adoption without following the norms procedures as provided under the NIT Act and Statute, secondly the MHRD/Central Government without inviting objections and recommendations of the aggrieved persons, like the petitioner association in utter violation of Principles of Natural Justice could force upon the implementation of the four tier system in such haphazard manner, third can newly framed recruitment rules apply retrospectively to those who are already in service i.e. existing faculty. Fourth, can powers of the Visitor with respect to grant of approval be exercised by the BOG.

(d) The procedure adopted in changing the qualification and service of the employees of NIT is in violation of the NIT Act 2007 and statutes 2009. Further NIT Council and NIT BOG cannot change the qualification and service conditions of the employees without due approval of Visitor, followed by its notification in Official Gazette of India.

At this juncture, petitioners are before this Court with the

prayers quoted above.

The claim that has been raised by the petitioners has been resisted by counter affidavit filed on behalf of the Institute as well as on behalf of Central Government by contending that rightful exercise has been undertaken and whatever action has been taken, same has been in the domain of Council of NIT and in view of this, none of the legal rights of petitioners has been infringed.

Affidavits and Supplementary Affidavits have been filed and rejoinder affidavit has also been filed.

After respective pleadings have been exchanged, the matter is taken up for final hearing and disposal with the consent of the parties.

Shri T.P. Singh, Senior Advocate assisted by Shri Anupam Kumar, Advocate has confined his arguments to the effect that in the present case merely because the Council has taken a policy decision to enforce four tier system, it ipso facto and automatically could not be enforced until and unless, the amendment is made in the statute or alternatively Central Government by way of notification introduces the Rules in question and as such, any action taken based on the same is *per se* bad and unjustifiable and contrary to the spirit of statutory provision.

Shri Ashok Mehta, Senior Advocate assisted by Shri Krishna Agrawal as well as Shri Ramesh Upadhyay, Advocate representing the Institute concerned, on the other hand, has justified the action taken by the Institute by contending that the Council is the Apex Body of fixing eligibility criteria and once policy decision has been taken and same has been ratified by the Board of Governors, then this Court should not at all come to the rescue and reprieve of the petitioners as in policy matters, the matter has to be left to the wisdom of experts who manage the system and it is not at all for the Court to lay down methodology of recruitment.

In order to appreciate the respective arguments that has been so advanced what we find that on the enforcement of NIT Act, 2007, Section 5 clearly proceeds to mention that every person employed by a Society, immediately before such commencement shall hold his office or service in the corresponding Institute for the same tenure, at the same remuneration and upon the same terms and conditions and with the same rights and privileges as to pension, leave, gratuity, provident fund and other matters as he would have held if this Act had not been passed, and shall continue to do so unless and until his employment is terminated or until such tenure, remuneration and terms and conditions are duly altered by the Statutes.

Thus this much is clear that whatever has been the terms and conditions in existence on the date of enforcement of the Act, same was to continue unless it was not duly altered by the Statutes.

Section 25 deals with the subject that is to be provided under the Statute and clause 'f' provides that qualification of teachers of the Institute has to be given in the Statutes and clause 'g' provides that the determination of the terms and conditions of service of teachers and other staff to the Institute is also to be provided by the Statute.

Section 26 provides for as to how the statutes are to be made. The first Statute of each university has to be framed by the Central Government with the prior approval of the Visitor and copy of the same has to be laid down as soon as may be before each House of Parliament. The Board has been authorized to make new or additional Statutes and the same requires previous approval of Visitor. Thus a Visitor has an important role to play in the matter of amending or repealing an existing Statute.

Section 37 is clear and categorical and starts with a non-obstante clause by providing that all matter which are meant to be provided through statutes, ordinances under Section 25 and 27,

respectively, shall till such statutes and ordinances are made be governed *mutatis mutandis* by the corresponding provisions in force immediately before the commencement of this Act.

Accepted position is that in consonance with the provisions of the Act in question, statutes have been framed known as the first Statutes of the National Institute of Technology Act, 2007 and in the said Statutes in question, statute 23, as already extracted above, deals with appointments and proceeds to mention that the reservation of posts shall be in accordance with the rules of the Central Government and that the Rules applicable to the Central Government employees shall also apply. For filling up of posts, constitution of selection committee for academic staff for technical posts and for administrative and ministerial staff has been provided for. The general terms and conditions of service of permanent employees have also been provided for alongwith other matters.

Under Chapter 3, Section 30 there is a Council comprising of high dignitaries and under Sub-section 1 of Section 32, it is the duty of the Council to co-ordinate the activities of all the Institutes and under sub-section (2) of Section 32 without prejudice to the provisions of sub-section (1), the Council is duty bound to perform following functions namely:-

(a) to advise on matters relating to the duration of the courses, the degrees and other academic distinctions to be conferred by the Institutes, admission standards and other academic matters;

(b) to lay down policy regarding cadres, methods of recruitment and conditions of service of employees and others.

The Rules/Policy in question have been framed in exercise of authority vested under clause (b) of sub-section (2) of Section 32 of the Act, and once policy has been framed then as per the terms of policy, it has to be ratified by the Board and the Board in its turn has ratified the same and from the said date it has to be accepted as enforceable, in this background as per the respondents then

petitioners legitimately can have no grievance on the said score and implementation of said policy decision can not be blocked, as has been requested in the present case by the petitioners.

Framing of policy decision is certainly the domain of the Council concerned, but in what way and manner the said policy is to be implemented and given effect to, is an issue to be answered by us. Rules/Policy in question has been approved by the Board in its existing format, and based on said Rules/Policy, Board is implementing the same, and the grievance is that without statutory sanction, the same cannot be implemented and given effect to. Under sub-section (1) of Section 34, the Central Government by notification is empowered to make rules to carry out the purposes of Chapter III. Sub section (2) of Section 34 provides that in particular to the generality of the foregoing powers, such rules may provide for all or any of the following matters, namely:-

- (a) the travelling and other allowances payable to members of the Council under sub-section (5) of section 31; and
- (b) the procedure to be followed in the meetings of the Council under sub-section (4) of section 33.

Sub-section (3) of Section 34 clearly provides that every rule made by the Central Government under this Chapter shall be laid, as soon as may be after it is made, before each House of Parliament.

Here the rules in question have been framed and the said rules have been approved by the Board but have not at all been placed before the Parliament. The Central Government is authorized to make rules to carry out the purpose of this Chapter and in case the Central Government intends to make rules to carry out the purpose of this chapter, then certainly the said rules will have to face the test of sub-section (3) of section 34. Sub-section (2) deals with specific subject on which rules can be framed i.e. **(a)** travelling and other allowances payable to members of the Council under sub-section (5) of Section 31; and **(b)** the procedure to be followed in the meetings of the

Council under sub-section (4) of section 33. As far as sub-section 2 of Section 34 is concerned, if rules are to be framed on the said subject, then sub-section 3 of section 34 is to be complied with and similarly, if Central Government makes rules by notification to carry out the purpose of this chapter, then also it has to go through the process of sub-section (3) of section 34.

In the present case, accepted position is that the Central Government has made rules and Rule 1 mentions that these Rules may be called '*The N.I.T. Faculty Recruitment Rules, 2013*' and it shall come into force from the date of their acceptance/adoption by the Board of Governors of concerned Institute. It also contains condition that it is bare minimum and the Board of Governors can fix higher benchmark, higher than the prescribed in consultation with the Council of N.I.T.s. These Rules till date have not at all been notified nor till date it has been laid before the House of Parliament.

Respondents cornered with this are submitting, that it is true that it has been described as Rules, but the fact of the matter is that it is not a Rule, and label should not matter, and on its face value it should be accepted as a policy decision and nothing beyond the same.

The Council is empowered to lay down policy decision regarding cadres, method of recruitment and conditions of service of employees but in what way and manner it is to be implemented and given effect to, is certainly a matter of concern.

Section 25 clearly provides that statutes may provide for all or any of the following matters: **(a)** the qualification of teachers of the Institutes; **(b)** the classification, the method of appointment and the determination of the terms and conditions of service of teachers and other staff. This section is wide enough to cover entire field pertaining to teachers of the Institute and in case anything touching the said

subject is to be provided for, then it has to be provided through statutes.

In the present case, the so called Rules/Policy is in reference to recruitment; deputation/contractual appointment; disqualifications; other conditions of service; qualifications and other requirements of selection and all these matters are to be provided by Statutes. Even under the First statutes covering such heads, various provisions have been in-fact introduced and if it has to be supplemented and new conditions of service with new eligibility criteria is to be introduced, then the Statutes will have to be added by new statutes or by additional statutes and said exercise has to be undertaken by the Board but same will require approval of the Visitor. Once prescribed procedure is there in the statutes, then consent of Visitor is required to be undertaken and once the consent of Visitor has not been undertaken in the case in hand, then in view of this, the inevitable conclusion is that the Council has got authority to frame policy decision and the institutes are duty bound and obligated to comply with the same and accordingly, even if the Board has proceeded to approve the same in the absence of approval by the Visitor, it has to be considered as "Statute in the making" or " Statute in process" i.e. it is incomplete and neither valid nor effective as a Statute.

Once the statutory provisions, provide for an act to be done and performed in particular manner, then the said act has to be performed accordingly, in the manner prescribed by the authority vested with the power to act under the statutory provisions. Here every new statute or addition to the Statute or any amendment or repeal of Statute requires prior approval of the Visitor, who may grant assent or withhold assent or remit to the Board for consideration. There is a mandate provided for that a new statute or statute amending or repealing an existing statute shall have no validity unless it has been assented by the Visitor. Once law lays down the procedure

and also provides for that a new Statute or Statute amending or repealing an existing Statute shall have no validity, then taking assent of the Visitor is part and parcel of Statute making process, and until and unless said exercise is not undertaken, the Statute will have to be accepted and treated as incomplete. There appears to be a purpose for taking assent of Visitor, as here the Visitor is no one else but the President of India as per Section 9 of the Act and Visitor is not an ornamental head, rather under sub-section 2 of Section 9, the Visitor may appoint one or more persons to review the work and progress of Institute and to hold enquiries thereof and to report in such manner as Visitor may direct. Sub-Section 3 of Section 9 empowers the Visitor, upon receipt of report to take such action as he considers necessary in respect of matter dealt with in report and Institutes are duty bound to comply with the same. Visitor is not a rubber stamp when he receives the Statute (Amended; New; Additional) for his consideration, he holds a unique position as Visitor is free to withhold assent and even remit the same for reconsideration. The so called 'Rules' have to be introduced through statutory forum i.e. by incorporating the same and making the same as part of the Statute and admittedly the same has not been done.

In view of this, as far as policy decision is concerned, framing of policy decision is in the domain of the expert body i.e. the Council, but its implementation certainly, has to take place as per the statutory provisions that holds the field and in the present case, once the policy decision is in reference to the subject that falls within the domain of the statutes, then such policy decision has to be incorporated in the statute as per the provision for amending, altering and adding statutes i.e. by taking assent from the Visitor and mere ratification of the same by the Board will not be sufficient.

In view of the above, till the said policy decision is not made part of the statute and assent is not taken by the Visitor, the same

cannot be enforced. In view of this, future action based on said Rules be kept on hold till said Rules are not made part of the Statute. Any action that has already been taken in the past and already attained finality, in no way would be effected by our judgement.

Writ petitions are disposed of with aforementioned observations/directions.

Order Date :- 30.04.2015

A. Pandey