

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

**Minutes of the 47<sup>th</sup> meeting of Board of Governors held on 18th August 2017 at 11:30 A.M. in Seminar Room-2, United Service Institution of India, Rao Tula Ram Marg (Opposite Signals Enclave), Vasant Vihar, New Delhi – 110 057.**

The following members attended the Meeting:

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|---|--------------------|
| <b>1. Prof. A. B. Bhattacharyya,</b><br>Chairperson, Board of Governors,<br>National Institute of Technology,<br>Durgapur   | <b>Chairperson</b> |
| <b>2. Prof. Animesh Biswas</b><br>Director, (Additional Charge),<br>National Institute of Technology,<br>Durgapur   | <b>Member</b>      |
| <b>3. Shri Sanjeev Kumar Sharma</b><br>Director NITs<br>Dept. of Higher Education,<br>MHRD, Govt. Of India<br>Shastri Bhavan, New Delhi                                     | <b>Member</b>      |
| <b>4. Shri D. K. Singh,</b><br>Under Secretary, IFD (Representing JS & FA, MHRD)<br>Dept. of Higher Education,<br>MHRD, Govt. Of India<br>Shastri Bhavan, New Delhi         | <b>Member</b>      |
| <b>5. Dr. Mitali Mukerji,</b><br>CSIR, IGIB,<br>New Delhi   | <b>Member</b>      |
| <b>6. Dr. D.K. Majumdar</b><br>Former Professor (Pharmaceutics)<br>(DIPSAR) University of Delhi,<br>C-8, IDPL Apartments<br>Plot No -GH 10<br>Sector 10A<br>Gurgaon- 122001 | <b>Member</b>      |
| <b>7. Prof. S.P. Ghoshal</b><br>Professor,<br>Department of Electrical Engineering,<br>National Institute of Technology,<br>Durgapur.                                       | <b>Member</b>      |

- 8. Dr. Arup Kumar Biswas** **Member**  
Associate Professor  
Department of Mechanical Engg.  
NIT Durgapur
- 9. Shri U.C. Mukherjee,** **Secretary**  
Registrar (I/C),  
National institute of Technology,  
Durgapur

The Chairperson, Board of Governors welcomed all members of the Board to the 47<sup>th</sup> meeting of the Board of Governors.

Prof. Partha Pratim Chakrabarti, Director, Indian Institute of Technology, Kharagpur, Shri S. Jhunjhunwala, CEO, Mani Group, Kolkata and Dr. Jyotsna Dhawan, Senior Principal Scientist, CCMB, Hyderabad could not attend the meeting and were granted leave of absence by the Chairperson, Board of Governors.

**Due to constraint of time, selected Agenda Items were taken up for discussion, based on their importance as follows:**

**Item#47.01: To confirm the Minutes of the 45th Meeting of Board of Governors held on 5<sup>th</sup> May, 2017.**

Discussion on the minutes deferred for next BoG meeting.

Minutes have to be redrafted with comments incorporated as per suggestion of Mr. Sanjeev Sharma.

**Item#47.02: To note action taken on the Minutes of 45th Meeting of Board of Governors meeting held on 5<sup>th</sup> May, 2017.**

Action taken compliance deferred for next Board meeting.

**Item#47.03: To consider the Minutes of 41st Finance Committee meeting held on 5<sup>th</sup> May, 2017.**

The Board approved the minutes of the 41<sup>st</sup> Finance Committee meeting.

**Item#47.04: To revert to the practice of approving FC minutes in the BOG meetings being held immediately after the FC Meeting. Accordingly to consider the minutes of 42<sup>nd</sup> FC meeting.**

The Agenda item was withdrawn.

The Board approved the minutes of the 42<sup>nd</sup> Finance Committee meeting held on 18<sup>th</sup> August, 2017.

**Item#47.05: To confirm the Minutes of the 46th (Emergency) Board of Governors meeting held on 14th June, 2017.**

Discussion on the minutes deferred for next BoG meeting.

Minutes have to be redrafted with comments incorporated as per suggestion of Mr. Sanjeev Sharma.

**Item#47.06: Chairman's Observations.**

Chairman informed the Board regarding his meeting with Secretary (MHRD) on 19<sup>th</sup> July, 2017. His observations are given in Appendix – I.

**However the Salient points he discussed with the Secretary (MHRD) are as under:**

- i) Chairman expressed his concerns over the deteriorating condition in academic, administrative and development matters at NIT Durgapur due to absence of full-time regular Director for more than a year and half. Drop in NIRF ranking from 30<sup>th</sup> position in the year 2016 to 55<sup>th</sup> position in 2017 is a demonstration of sharply deteriorating condition of the Institute's performance that has taken place during the last one year.
- ii) Chairman Specifically discussed 3 points with the Secretary (MHRD):
  - a) Need for early selection of a regular Director.
  - b) Restriction, if any, under which the BoG/Director has to function regarding recruitment of permanent faculty or technical staff while a regular Director is not in place.
  - c) Concern of Chairman over non-compliance and/or poor compliance of Board decisions regarding matters related to administration and academic performance.

The response from the Secretary (MHRD) was very receptive to the concerns of Chairman and broadly can be summarized as follows:

- i) MHRD is fully aware regarding the urgency of full-time Director Appointment of NIT Durgapur and the process is underway.
  - ii) Full-time appointment of any category is not expected to be carried out in absence of a regular full time Director. In case of extreme urgency formal permission to be taken from MHRD.
  - iii) Regarding non-compliance of Board decisions he gave instructions that this matter should be seriously looked into by MHRD representatives during Board meeting not only for NIT Durgapur but for all NITs.  
Chairman was of the view that non-compliance of Board decisions trivialize the Board, which in turn damages the institutional mechanism that sustains the functioning of the Institute.
- Chairman pointed out that the process of regular recruitment of both faculty and technical/administrative staff may be initiated immediately strictly in

compliance with procedures and guidelines for such appointments. However, final recruitment will be carried out by regular Director. For appointment related matters the entire process should be procedurally and legally flawless.

- Chairman drew the attention of the Board members that the record of compliance of Board decisions has been disappointing. This may be partially due to the fact that Director I/C is severely constrained to be physically present on the campus. Further in the administrative system of the Institute non-accountability, absence of delegation of power in the administrative structure, non-assignment of specific responsibilities to monitor compliance etc. have contributed to the poor performance of the Institute. The Chairman narrated a few samples of non-compliances as follow:
  - i) Institute web-site is in very poor shape in spite of repeated reminder from the Chairman for the last two years.
  - ii) Senate report on structures of schools, departments, centers, cells, service units etc. not submitted to Board.
  - iii) Project cell created to handle externally funded projects is not taking off the ground.
  - iv) Best teacher award, best PhD thesis award, best administrative/technical staff award implementation not completed.
  - v) Grievance cell both for students and staff non-functional.
  - vi) Administrative reform not implemented. Formation of committee to look into irregularities at NIT Durgapur as compiled by MHRD, a year and a half back and handed over to Director, still not formed.
  - vii) Biometric attendance.
  - viii) Appointment of temporary secretarial staff to departmental head and temporary technical staff to laboratories not implemented.
  - ix) Board recommendation to form a committee for looking into the functioning of computer centre and its requirement has not been initiated.
  - x) Lack of management of allocation and utilization of budget to departments.
  - xi) Board of Academic Planning.
- Foreign collaboration with Russian University not reported to the Board in spite of Chairman's specific instruction. His approval, in principle, was subject to scrutiny by Board on Institute Commitments and financial obligations. Also, the approval for any foreign visit given by Chairman is subject to information on source of funding on travel for the members undertaking journey. The Chairman has not been provided the above details regarding delegation that visited the Russian University.
- Board was not informed about the change of Dean of International Collaboration which was carried out only two weeks before the expiry of the term of the outgoing Director I/C. The mandate of sixth Dean, not defined in Statute, can be defined only with the concurrence of the Board.
- In compliance status, in general, no time frame is mentioned for completion of the agenda.

**Apart from discussion with Secretary (MHRD), Chairman (BoG), pointed out procedural flaws regarding following:**

1. Reassessment of appointments of 13 faculty members carried out earlier is pending with MHRD. Chairman has recommended that reassessment should be referred to MHRD for comments on procedural and related matters to avoid legal implications. It was also informed that the reassessment was neither approved nor ratified by the Board. Members took note of it, necessary follow up action to be initiated.
2. Chairman pointed out that with the merger the departments of Information Technology (IT) and Computer Applications with Computer Science and Engineering (CSE), examination of RR (Recruitment Rules) requirement, as per MHRD guidelines, for faculty members assigned to CSE is still pending and is neither approved nor ratified by the Board. Members took note of it, necessary follow up action to be initiated.

**Item#47.07: To note action taken on the Minutes of 46th (Emergency) Board of Governors meeting held on 14<sup>th</sup> June, 2017.**

Action taken compliance deferred for next Board meeting.

**Item#47.08: Director's report on the initiatives undertaken since the last Board of Governors Meeting.**

The Director informed the Board regarding actions taken by him, since his joining the Institute as follows:

- (i) Formation of Internal Finance Committee (IFC)
- (ii) Formation of an enquiry committee for any possible instigation in the recent signature campaign by the students.
- (iii) Formation of an enquiry committee for alleged irregularities in the MSW Admission.
- (iv) Discussed in details the renovation plan to ECE Dept. with Dean (P&D), HoD, ECE & faculty members of ECE Deptt which is essential for getting NBA Accreditation.

He also informed the Board that as the new Director has already joined GKCIET Malda, the handing-taking over of charges in respect of GKCIET Malda has already been done. He emphasized that recruitment of teaching and non-teaching employees to fill-up the long standing vacancies at NIT Durgapur is in his priority.

**Item#47.09: Recruitment to 50 percent of the sanctioned vacancies of Faculty.**

The Board agreed that the recruitment process of faculty members may be initiated by the Director (Additional Charge)

**Item#47.10: Recruitment to Non-Teaching posts which were already advertised during 2016, revoked vide item no. 44.07 of 44th BoG meeting.**

The Board opined that the earlier advertisement may be cancelled and fresh recruitment process may be initiated for the non-teaching posts by the Director (Additional Charge)

**Item#47.12: Acceptance of the resignation of Brig. A. S. Nijjar, Registrar from the post of Registrar and arrangement for performance of duties of Registrar till selection of the permanent incumbent.**

The Board accepted the resignation of the Registrar, in principle, subject to compliance on notice period as per contract appointment and settlement of dues. The Board instructed that the last pay, leave salary, gratuity etc. of Brig. Nijjar, Registrar, be withheld, till the observations by CAG about financial benefit availed in the form of allowances etc. which were not entitled to him are settled by CAG.

The Board also observed that non entitlement of financial claim of Registrar should have been checked at appropriate level within the Institute more so after CAG observation. Board has also directed that the required notice period for resignation should be ascertained from the appointment letter of the Registrar which needs to be complied. In case the appointment letter is silent on notice period then Institute rule should be enforced. Necessary documents should be provided to the Director both regarding terms of notice period as per appointment contract and details of full recovery of financial benefits availed which were not entitled to him. Account section should suggest whether withholding above service benefits is adequate with respect to claims already made.

**Appointment of Registrar I/C**

Regarding the appointment of Registrar I/C after the resignation of Brig. Nijjar, Chairman informed the Board about its approach when similar situation occurred two years back prior to joining of Brig. Nijjar. It was considered that pay scale of Deputy Registrars currently at NIT Durgapur do not qualify them for the post of Registrar. Therefore, the Board recommended a Professor to be the Registrar I/C till permanent Registrar was appointed. Chairman informed the Board that Director I/C, Prof. Biswas, however, recommended Sri Uday Mukherjee, Deputy Registrar Account and Finance, to take over as Registrar I/C till regular Registrar is appointed. On this Chairman pointed out that there may be issues of serious conflict of interest in this case. For instance, Registrar as a sanctioning authority in matters of finance will also be the disbursing authority. Director (Addl. Charge), Prof. Biswas, agreed and suggested that a separate person will be assigned

the responsibility of Finance and Accounts and Sri Uday Mukherjee will act only as Registrar. Prof. Biswas also submitted that his choice is partly based on the fact that there is a severe shortage of senior faculty at NIT Durgapur and sparing a senior faculty will affect the academic program.

The Board agreed to the choice of Prof. Biswas for Sri Uday Mukherjee to take over as Registrar I/C after his assurance that matters of conflict of interest will be duly addressed. At this point Director informed the Board that in order to take care of financial conflict of interest he proposes the name of Shri Sayon Bhattacharjee, Assistant Registrar to look after the day to day affairs of Finance & Accounts and Shri A.K. Sardar to look after Hostel and Scholarship activities which were earlier assigned to Shri Sayon Bhattacharjee. The above proposal was accepted to be enforced till the joining of the new Registrar or till further order.

It was also recommended that the process of recruitment of regular Registrar would be initiated without delay.

**Item#47.15: To consider confirmation of Faculty members and Officers of the Institute in their respective posts.**

The Board opined that the confirmation of the eligible employees to be resubmitted to the next Board with the recommendation of an internal committee.

**Item#47.17: Confirm the recommendations of the Disciplinary Committee in the case of Shri Sanat Kumar Sinha, Administrative Officer.**

The Board authorizes the Director to issue the Charge sheet on the case. The Charge Sheet and the reply thereof, if any, may be placed to the next BoG for decisions.

- **Schedule of next Board meeting.**

It was decided that next Board meeting will be convened immediately after Durga Puja in early October where the primary focus will be on detailed financial management and planning for the next two years. It was suggested that necessary homework and exercise be carried out by all concerned on this issue.

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

**Shri U.C. Mukherjee**  
**Registrar (I/C) & Secretary,**  
**Board of Governors**  
**National Institute of Technology**  
**Durgapur - 713209**

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