

**MINUTES OF THE 22<sup>nd</sup> MEETING OF THE BOARD OF GOVERNORS OF  
NATIONAL INSTITUTE OF TECHNOLOGY CALICUT HELD AT 3.30PM ON  
27<sup>th</sup> APRIL 2013 AT HOTEL CLASSIC INN, BANGALORE**

Members Present

1. Dr. C. G. Krishnadas Nair Hon. Chairperson, BoG, NIT Calicut	Hon. Chairperson
2. Dr. M. N. Bandyopadhyay Director, NIT Calicut	Member
3. Dr. M. Vijayan, Homi Bhabha Distinguished Professor, IISc, Bangalore	Member
4. Smt. Uma Pillai IAS Former Secretary to Govt. of India	Member
5. Mr. Yogendra Tripathi Joint Secrtary and Financial Advisor, IFD, MHRD	Member
6. Adv. P. M. Suresh Babu Nominee of the Govt. of Kerala	Member
7. Dr. P. Vineeth Kumar Nominee of the Senate, NIT Calicut	Member
8. Dr. Sameer. S. M. Nominee of the Senate, NIT, Caicut	Member
9. Dr. Santosh G Thampi Registrar, NIT Calicut	Secretary

The Hon. Chairperson, Board of Governors, NIT Calicut called the meeting to order at 3.30PM and welcomed the members. Members of the BoG joined the Hon. Chairperson in expressing gratitude to the previous members of the BoG (Dr. T. K. Suresh Babu and Dr. K. Muralikrishnan representing the Senate of NITC) and appreciated their services. The following decisions were taken at the meeting.

Subject	<b>BG22.01 Passing the minutes of the 21<sup>st</sup> meeting of the BoG</b>
Decision	The minutes of the 21 <sup>st</sup> meeting of the BoG was confirmed and ratified.
Subject	<b>BG22.02 Report on action taken/ pending on the minutes of the 21<sup>st</sup> meeting of the BoG</b>
Decision	The BoG noted the report on action taken/ pending on the decisions taken at its 21 <sup>st</sup> meeting.
Subject	<b>BG22.03 Consideration of the budget proposals for the year 2013-'14</b>
Decision	The meeting took note of the revised budget estimates for 2012-'13 and the revised budget proposals for the year 2013-'14 as recommended by the FC. This was approved by the BoG.
Subject	<b>BG22.04 Request to extend the date of eligibility for onetime CAS up to 30.4.2013</b>
Decision	Director informed the meeting that the Institute has not been able to conduct the one time CAS as per V CPC norms, as decided in the 18 <sup>th</sup> meeting of the BoG on 3 <sup>rd</sup> May 2012 as the name/ names of the nominee(s) of the

	<p>Visitor on the Selection Committee has not yet been provided by the MHRD, although a circular has been issued (F.No.33-71/2011-TS-III dated 18<sup>th</sup> March 2013) by the MHRD specifying the last date for the conduct of onetime CAS.. He also informed that he along with Dr. Jose Mathew, Dean (R&amp;C) had visited the MHRD in this regard in April 2013 and met the Secretary, Additional Secretary, and Director (NITs). He told that Director (NITs) has informed that the process of nomination of the Visitor nominee(s) is in progress and is expected to be completed soon. He said that Director (NITs) has also informed them that NITC could conduct interviews under the one time CAS sanctioned by the MHRD once the name(s) of the Visitor nominee(s) is(are) provided by the MHRD and the deadline for deciding eligibility could be extended to 30.04.2013. In view of the above, Dr. R. Vijayakumar, Dean (Faculty Welfare) had proposed that applications shall be invited from eligible faculty for this purpose, specifying that the cutoff date for deciding eligibility would be 30.04.2013. Hon. Chairperson, BoG, had instructed that applications may be invited as proposed by the Dean (FW), subject to approval by the BoG. Members deliberated on the issue and the BoG decided to give an opportunity to all eligible faculty to apply for interview under the one time CAS sanctioned by the MHRD and extend the cutoff date for deciding eligibility to 30.04.2013.</p>
Subject	<b>BG22.05 Restructuring of non-teaching (non-faculty) posts</b>
Decision	<p>Registrar presented the highlights of the report of the Committee set up by the BoG to study and prepare a revised proposal for restructuring of non-teaching positions of the Institute in line with the guidelines issued by the MHRD. The proposal addresses key issues including mapping of existing non-faculty to the new structure, direct selection and promotions, details pertaining to breakup and distribution in different cadres etc. The meeting discussed the proposals in detail. It was also informed that the Hon. High Court of Kerala has granted an interim stay on implementation of restructuring in a petition filed by a section of employees and this will have to be vacated before implementation of the proposal. The meeting approved the proposal for restructuring of non-faculty positions in NITC as recommended by the FC. The BoG also decided to submit the proposal to the MHRD for consideration and approval.</p>
Subject	<b>BG22.06 Proposal for Inclusive Innovation Centre</b>
Decision	<p>The meeting discussed the revised proposal for setting up an Inclusive Innovation Centre (IIC) in the Institute, drafted by the Committee appointed by the BoG in its last meeting for this purpose. The BoG, based on the recommendations of the FC, agreed in principle to the proposal for establishing an IIC in NITC. The BoG agreed with the recommendations of the FC that the IIC should be registered as an independent society and the Board of Management (BoM) of the IIC will comprise of, besides the Director of NITC, three representatives each of NITC and the Alumni and a few eminent persons who can contribute to the cause. Members of the BoG concurred with the view of the FC that the proposal needed to be more specific and need to identify few problems on which work would start once it is established. Alumni shall raise the funds for establishing the IIC and contribute to its day to day working. Land/ building required for the purpose will be leased by NITC at market rates. The BoG agreed with the FC that the rules governing day to day functioning of the Centre has to be simple and should avoid red tape. Dean (R&amp;C) and Dr. Vineeth Kumar, Member, FC and BoG, would seek the guidance of Prof. M. Vijayan, Member, BoG, in this regard.</p>

Subject	<b>BG22.07 Request to enhance the remuneration of ad-hoc non-faculty</b>																				
Decision	<p>The meeting discussed the revised proposal presented before it to enhance the remuneration of adhoc non faculty. The meeting approved the recommendations of the FC on revising the remuneration of adhoc non faculty as given below.</p> <table><tr><th>Sl. No.</th><th>Present Remuneration (₹)</th><th>Revised remuneration (₹)</th></tr><tr><td>1</td><td>5760</td><td>8,000</td></tr><tr><td>2</td><td>7000 to 7500</td><td>10,000</td></tr><tr><td>3</td><td>8000</td><td>11,000</td></tr><tr><td>4</td><td>10,000</td><td>12,000</td></tr><tr><td>5</td><td>12,500 to 13,000</td><td>14,000</td></tr></table> <p>The BoG also decided that revision of wages of adhoc staff engaged on daily wage basis will be done based on the enhanced remuneration listed above. The enhancement will be effective from 01.05.2013.</p>			Sl. No.	Present Remuneration (₹)	Revised remuneration (₹)	1	5760	8,000	2	7000 to 7500	10,000	3	8000	11,000	4	10,000	12,000	5	12,500 to 13,000	14,000
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Subject	<b>BG22.08 Request for regularizing the services of contract faculty on acquiring PhD</b>																				
Decision	<p>The BoG discussed in detail the proposal to regularize the services of three faculty appointed on contract through the regular selection process on acquiring PhD. Wherever there was difficulty in obtaining faculty with PhD, the MHRD had permitted a mode of recruitment in NITs, whereby good candidates with Masters degree could be selected and appointed, if found suitable, on contract basis. Against the Institute’s standing advertisement dated 29.4.2008 and 29.1.2009, the following persons were appointed as Lecturers (earlier designation) / Assistant Professors on contract basis in various departments of the Institute. As per the appointment orders issued to them, the initial period of contract was for three years, renewable for a further period as deemed fit by Competent Authority, depending upon their performance and progress in research activities. The letter of appointment also offered that on acquiring PhD, the Institute may consider regularization of their service under contract. Out of the 23 faculty members thus appointed, services of three faculty (Sl. Nos. 6, 7 and 19) have already been regularized on acquiring PhD. The present proposal was to regularize the services of three faculty (Sl. Nos. 1, 22 and 23) who have reported that they have acquired PhD and has requested to regularize their contract service. The BoG noted this and also considered the report of the Committee constituted by the Dean (Faculty Welfare) to review their requests and performance during the period of contract. The Committee had recommended regularization of their services from the date of initial appointment as mentioned in the offer of appointment. Taking these into account, the BoG decided to regularize the services of Dr. S. Kumaravel, Assistant Professor, Department of Electrical Engineering, Dr. D. Sathish Kumar, Assistant Professor, Department of Civil Engineering, and Dr. G. Gopakumar, Assistant Professor, Department of Computer Science and Engineering as mentioned in the offer of appointment, ie. from the date of initial</p>																				

appointment in NITC. Regularisation of services of all contract faculty satisfying the requirements in the offer of appointment will be done w.e.f. from the date of initial appointment.

Sl. No	Name & Designation	Department	Entry Qualification	Date of joining	Date of acquiring PhD	Duration of service under contract	Remarks
1	S Kumaravel, Lecturer	Electrical	M Tech	29.12.2008	12.10.2012	4y 4m	OBC
2	S Bhuvaneswary, Lect	Chemical	M Tech	08.01.2009		4y 3m	SC
3	K J Suja, Lecturer	Electronics	M Tech	08.01.2009		4y 3m	SC
4	T S Bindya, Lecturer	Electronics	M Tech	09.01.2009		4y 3m	UR
5	P Bimal, Lecturer	Architecture	MCP	11.02.2009		4y 2m	OBC
6	VariSivaji Reddy, Lect	Physics	MPhil	23.03.2009	12.5.2010	4y 1m	UR
7	S Sunitha, Lecturer	SOMS	MA, NET	29.06.2009	27.5.2011	3y 10m	UR
8	Anu Mary Chacko, Lect	Computer	M Tech	01.07.2009		3y 10m	UR
9	Vineesh Ravi, Lecturer	Chemical	M Tech	29.10.2009		3y 7m	UR
10	P M Ameer, AP	Electronics	M Tech	08.04.2010		3y 1m	OBC
11	P M Pournamy, Lect	Computer	M Tech	18.04.2010		3y	SC
12	E P Jayakumar, AP	Electronics	M Tech	19.04.2010		3y	OBC
13	Smitha. G., A P	Architecture	M Plan	28.04.2010		3y	UR
14	Vinay V Panicker, A P	Mechanical	M Tech	28.04.2010		3y	UR
15	Gangadharankumar, Lect	Mechanical	M Tech	05.05.2010		3y	OBC
16	HariBabu, , A P	Chemical	M Tech	06.05.2010		3y	OBC
17	SudhishN GeorgeAP	Electronics	M Tech	19.05.2010		3y	UR
18	P B JayarajLect	Computer	M Tech	26.05.2010		2y 11m	OBC
19	M Selvaraju, Asst Prof	Chemical	PhD	02.06.2010	02.06.2010	2y 10 m	OBC
20	M Sivakumar, Asst Prof	Civil	M E	02.06.2010		2y 9m	SC
21	T Jagdeesha, A P	Mechanical	M E	21.06.2010		2y 9m	OBC
22	G Gopakumar	Computer	M Tech	01.07.2010	12.03.2013	2y 9 m	UR
23	D Sathish Kumar	Civil	M Tech	29.09.2010	21.10.2012	2y 8m	UR

**Subject BG22.09 Cashless Medical Treatment – Proposal for tie up with National Hospital**

**Decision** The BoG discussed the recommendations of the FC to empanel National Hospital, Calicut, for offering cashless medical treatment facility to NITC faculty and staff and decided to approve the same. It also approved the conditions to be satisfied before such proposals are brought before the FC/ BoG. (i) The hospitals should be so selected as to ensure reasonably good regional coverage. (ii) The hospitals shall be approved by Government and other statutory bodies and shall be well reputed. (iii) The hospitals shall have on its roll the services of a good number of reputed specialist doctors. Taking note of the fact that many reputed hospitals are not willing to offer cashless treatment facility at CGHS rates, the BoG also approved the recommendation of the FC to permit tie up with such hospitals and allow employees to avail facilities/ treatment (including room rent) in hospitals with which the Institute has entered into an MoU regarding cashless medical treatment, at rates higher than CGHS rates, subject to the condition that employees will remit the hospital charges in excess of CGHS rates directly in the hospitals.

**Subject BG22.10 Request for extension of the period of engagement of Officer appointed for implementation of one rank- one pension scheme**

**Decision** The BoG discussed the proposal for extension of services of Sri. V. Balasubramanian, Officer appointed for implementation of the one rank- one pension (minimum guaranteed pension) scheme by 9 more months from

	25.03.2013, with the last month salary drawn by him (excluding HRA) as consolidated monthly remuneration. Registrar had requested this extension to complete the above mentioned work along with correction of irregularities pointed out by the Income Tax Department and rectification of errors in pay fixation of faculty. In view of the urgency of the matter, the Hon. Chairperson, BoG, had approved the request subject to ratification by the BoG. The FC also has accepted and recommended the proposal to the BoG. In view of the above, the BoG approved the request.
Subject	<b>BG22.11 Request for extension of the period of engagement of the Legal Officer</b>
Decision	The Registrar presented a background of ongoing litigation and enquiries under RTI and expressed the difficulties faced by the administration in coping up with the resulting pressure and responding in time. The FC had accepted the proposal for reemployment of Adv. T. Harikrishnan, Legal Officer, for a period of one year, on contract basis for a consolidated monthly remuneration of ` 33,000/-, after the present tenure of contract is completed and had recommended the proposal to the BoG. The FC also recommended that a short gap may be ensured before the new engagement. In view of the above, the BoG approved the request.
Subject	<b>BG22.12 Request for extension of the period of engagement of the Accountant</b>
Decision	The Registrar presented a proposal for extension of the period of engagement of Ms. Krishnapriya P. B. as Accountant, once the tenure of her present engagement is over. The FC had accepted the proposal for reemployment of Ms. Krishnapriya P. B. as Accountant for a period of one year, on contract basis for a consolidated monthly remuneration of ` 33,000/-, after the present tenure of contract is completed and had recommended the proposal to the BoG. The FC also recommended that a short gap may be ensured before the new engagement. In view of the above, the BoG approved the request.
Subject	<b>BG22.13 Implementation of 8<sup>th</sup> Kerala State pay revision to non-teaching staff from 1.7.2004</b>
Decision	The BoG reviewed the overall situation in this regard including implementation of 8 <sup>th</sup> Kerala State pay revision for non-teaching staff, verification of statements of pay fixation of all employees by the Internal Audit Officer, the communication received from the MHRD (vide letter F no.4-15/2009-TS.III dated 25.03.2013) intimating that the Ministry of Finance, Department of Expenditure, did not agree with the recommendations of the NITC and MHRD on the pay rationalization proposals submitted by NITC and the detailed reply (vide letter no. Estt./P1/2444/ dated 08.04.2013) submitted subsequently to the MHRD by NITC, containing information/clarifications required for removing the apprehensions of the Finance Ministry and requesting reconsideration of their decision. The FC also took note of a judgment of the Hon. High Court of Kerala dated 15.1.2013, in WP (C) No 9971 of 2007 (K) filed by an employee of the Institute, ordering that pay “shall be revised and pay arrears shall be paid within two months thereafter”. The Registrar informed that the MHRD is contemplating filing an appeal against this order. The BoG noted that an undertaking has been obtained individually stating that excess payment to them in this regard, if any, shall be recovered at any point of time, if any decision to that effect is made by the MHRD in similar cases in other NITs also. Also, the pay has been revised w.e.f. October 2012 and revision of pay of those non teaching staff who retired before October, 2012 has not yet been done. The BoG approved the recommendation of the FC that the administration shall discuss the judgment with the Standing

	Counsel in the Hon. High Court of Kerala expeditiously and take appropriate action to avoid contempt of court proceedings. The BoG also directed that the Hon. High Court shall be informed that NITC has partly complied with the order and shall be apprised of the difficulties involved in implementation of the remaining part of the judgment.
Subject	<b>BG22.14 One rank - one pension issue - request for permission to regulate pension payment to CREC pensioners as per Kerala Service Pension Rules</b>
Decision	The BoG discussed the issue of pensioners of the erstwhile CREC who retired prior to 1.4.2004. Since the benefits of both Central and State pension revisions have not been extended to them since conversion of CREC to NITC, and a decision regarding shifting them to the Central pattern and making CCS (Pension) Rules applicable to them is yet to be taken by the MHRD, the BoG approved the recommendation of the FC that the proposal to regulate pension payment to CREC pensioners for the period from 1.4.2004 under Kerala State Pension Rules and adjust payments already made to them may be accepted.
Subject	<b>BG22.15 Any other item permitted by the Chair</b>
Decision	<p><b>(i) Request for sanctioning sabbatical leave</b></p> <p>The BoG considered the proposal for granting sabbatical leave for one year to Sri. Mokalla Srinivas, Assistant Professor, Dept. of Mechanical Engineering, for completing his PhD. As he satisfies the guidelines for grant of sabbatical leave, and the FC has recommended his request favourably, the BoG approved the request.</p> <p><b>(ii) Request to permit official journeys in connection with project work in private airlines</b></p> <p>The BoG considered the request of Dr. P Parameswaran, Assistant Professor, Department of Chemistry, to reimburse the expenses incurred towards travel in a private airline by him from his DST project (sanction SERB/F/1788/2012-13) for delivering a lecture at the 3<sup>rd</sup> INDO-GERMAN Conference on Modeling Chemical and Bio-Chemical (Re)activity at NIPER and IISER Mohali, during 26<sup>th</sup> February to 1<sup>st</sup> March 2013. The BoG also noted the remarks of the Internal Audit Officer (IAO) that since the journey was in connection with his externally funded project which specified only the maximum amount to be spent under the head 'travel' in the project grant, private airline charges may be reimbursed, if cheaper than AIR INDIA, to enable restricting the travel expenses within the sanctioned grant. The FC had recommended to the BoG that travel by private airline can be permitted, if cheaper than AIR INDIA, in the case of externally funded projects. The BoG approved the recommendation of the FC.</p> <p><b>(iii) Request of the NITC Multi-purpose Co-operative Society for reducing the rent of premises allotted in the Student's Amenity Centre (SAC)</b></p> <p>The BoG discussed the request of the NITC Multi-Purpose Co-operative Society (NITC-MPCS) functioning in the Institute campus to reduce the monthly rent of the Society's new extension counter functioning in the Student's Amenity Centre to a nominal amount. Since the NITC-MPCS is a non-profit motive welfare institution formed under the Kerala State Co-operative Society's Act (Act 21 of 1969), with the right for membership reserved exclusively for the staff and students of NITC and the extension counter is dealing with items for students only and is operated mainly for the benefit of students staying in the Men's Hostel, the FC</p>

had recommended to the BoG that a nominal rent of `1 (Rupee One Only) may only be levied from the Society (fixed by the Governing Body of the CREC as per Resolution 83.08) as in the case of the building in which Society's office and the main branch is functioning. Also, the FC had laid down a condition that the rates charged from students on various items sold through this outlet shall be fair and below rates prevailing in the open market. The BoG approved the recommendation of the FC.

**(iv) Request for sanction to pay US \$2760 to Prof. Dr. Mihir Sen of the University of Notre Dame, USA**

The Registrar briefed the BoG about the issue of non payment of remuneration to Dr. Mihir Sen, Professor in the Department of Aerospace & Mechanical Engineering, University of Notre Dame, USA, who visited NITC during 24<sup>th</sup> September to 16<sup>th</sup> October 2011, on the invitation of the Department of Mechanical Engineering. As per the invitation, Dr Mihir Sen was offered a remuneration of US \$ 120 per day, for 23 days of his stay and work at NITC (US \$ 2760). The Registrar informed the meeting that although these rates may not be in line with the one approved by the BoG in its last meeting, this commitment had already been made by the Institute and has to be honoured. The BoG noted that payment is overdue since long and approved the proposal for payment as recommended by the FC..

**(v) Request of Smt J Sathidevi, former Junior Superintendent for reimbursement of actual expenses on medical treatment**

The BoG considered the request of Smt. J Sathidevi, then Junior Superintendent, Accounts Section, (later died while in service on 5.10.2012), to sanction reimbursement of actual medical expenses to her, treating it as a special case.. Since the official died while in service, during the course of medical treatment for which the advance of `3,10,500 was drawn by her, the FC had recommended to the BoG that the balance unadjusted medical advance of `1,58,233/- may be written off as a special case on purely humanitarian grounds. The BoG accepted the recommendation of the FC.

**(vi) Request for payment/ increase in additional duty/ charge allowance**

The BoG did not take up this item as it was not taken up by the FC.

**(vii) Request of Sri. T. Raghunathan, DR (S&P) for grant of 3 more months study leave**

The BoG approved the recommendation of the FC that the request of Sri. T. Raghunathan, Deputy Registrar (S&P) to grant him study leave for 3 more months to enable him to submit his PhD thesis at NITK, Surathkal may be considered favourably. The BoG directed that as he is eligible for leave, his request may be processed as per rules.

**(viii) Request for sanctioning sabbatical leave**

The BoG discussed the requests of Dr. A. K. Kasturba, Associate Professor, Department of Architecture, to sanction her sabbatical leave for one year to do research on a Post-Doctoral Fellowship (PDF) for women for 6 months from 1.6.2013 in IIT Madras (IITM) and for another 6 months in continuation (up to 31.5.2014) in the University of Illinois, USA. Dr. Kasturba is serving the Institute since May, 1990 and has not availed sabbatical leave till date. As she had been permitted on an earlier occasion to avail post doctoral fellowship at IIT, Madras and work there for 6 months and she had not been able to do that, Hon. Chairperson, BoG, had permitted her to report at IITM and work on a Post-Doctoral Fellowship (PDF) for women for six months from 1.6.2013, subject to ratification by the BoG. The BoG ratified this decision. Regarding the request for proceeding to the University of Illinois, USA, for doing short term research, the BoG advised that it should be routed through proper channel including the Departmental Consultative Committee of the Department of Architecture, and should come with the recommendation of the Director to enable considering the request.

**(ix) Disbursement of remuneration for work done for NIT Sikkim**

The BoG approved the proposal of the Coordinator, NIT, Sikkim (NITS) at NITC for disbursement of the amount released by the Director, NITS, among the staff of NITC, towards claim for extending support to NITS students while they were at NITC.

**(x) Reports of the Women's Complaint Cell into two separate incidents of alleged sexual harassment**

The Director placed before the BoG the enquiry reports of the Women's Complaint Cell that enquired into two separate complaints of alleged sexual harassment. One of the complaints was received from a research scholar alleging sexual harassment against a Professor who is her Ph.D guide. The other set of complaints was filed by an Associate Professor against her colleague who is also an Associate Professor in the same department. The legal opinion tendered by the Standing Counsel of the Institute in the Hon. High Court of Kerala was also placed before the BoG. The BoG directed the Director to take immediate action based on the findings of the Committee in accordance with the Legal opinion.

**(xi) Request for inclusion of a SC/ST representative in the Grievance Committee for nonteaching staff**

The BoG did not take up this item due to lack of time and deferred it to the next meeting.

**(xii) Review of progress of ongoing civil works in the campus**



	<p>Dr. V. Mustafa, Dean (P&amp;D), presented details of ongoing and proposed civil works in the campus, including those for campus beautification and waste management. The progress of individual projects in progress was reviewed by the Hon. Chairperson and members of the BoG. The BoG observed that there is an immediate need to accelerate ongoing work, ensure strict quality control, establish a working mechanism for monitoring the progress of works, and to make buildings available for use wherever construction has been completed or is nearly complete. The BoG also directed the authorities of the Institute to explore ways and means to complete the Central Library Building, which is under litigation, at the earliest. Adv. P. M. Suresh Babu, Member, BoG, was requested to provide necessary help to the Institute administration in this regard and he agreed to do so.</p>
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