MINUTES OF THE 24thMEETING OF THE BOARD OF GOVERNORS OF NATIONAL INSTITUTE OF TECHNOLOGY CALICUT HELD AT 2.30PM ON 22nd OCTOBER 2013 AT KADAVU RESORTS,KOZHIKODE.

Members Present

Dr. C. G. Krishnadas Nair
 Hon. Chairperson
 Hon. Chairperson
 BoG, NIT Calicut
 Dr. M. N. Bandyopadhyay
 Member
 Director, NIT Calicut
 Dr. M. Vijayan,
 HomiBhabha Distinguished Professor, IISc, Bangalore
 Mr. R. Srinivasan
 Member
 Director (TC), MHRD

5. Adv. P. M. Suresh Babu Member

Nominee of the Govt. of Kerala

6. Dr. P. Vineeth Kumar Member

Nominee of the Senate, NIT Calicut

7. Dr. Sameer. S. M. Member

Nominee of the Senate, NIT, Calicut

8. Dr. R. Vijayakumar Secretary

Registrar, NIT Calicut

Smt. Uma Pillai IAS and Dr. K. Shoukath Ali expressed their inability to attend the meeting due to prior commitments.

The Hon. Chairperson, Board of Governors, NIT Calicut called the meeting to order at 2.30PM and welcomed the members. The following decisions were taken at the meeting.

Subject	BG24.01 Passing the minutes of the 23 rd meeting of the BoG
Decision	The minutes of the 23 rd meeting of the BoG was confirmed and ratified.
Subject	BG24.02 Report of action taken/ pending on the minutes of the 23 rd meeting of the BoG
Decision	The BoG noted the report of action taken/ pending on the decisions taken at its 23 rd meeting.
Subject	BG24.03 Rationalization of pay scales of non-teaching staff – Reporting current status and
	request for decision on future course of action
Decision	Director informed the BoG that as per the decisions taken in the 17-th BoG (17.23) and subsequently in
	20-th BoG (20.06), Institute has implemented the Pay rationalization report pertaining to the non-
	teaching staff of the Institute and revised pay has been paid from October 2012 onwards after obtaining
	an undertaking individually from the employees 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. In the light of the letter received from the MHRD as per No.4-15/2009-TS-III dated 23-rd July 2013, stating that the Finance ministry did not agree to the proposal submitted by the Institute for Pay rationalization and BoG was requested to take necessary action on the matter. BoG discussed the various aspects of the matter at length including the High Court Order WP(C) No.9971/2007(K) dated 15.1.2013 in favour of one of the employees of the Institute. The BoG felt that the decision to implement the Pay rationalization report was taken after detailed deliberations in two of its meetings and various aspects including financial details were studied in detail. BoG also noted thatas per Section 13 of NIT Act and Clause 5 of the NIT Statutes, the BoG of every NIT is empowered in exercising its powers for taking policy decisions regarding the administration and functioning of the Institute for the benefit of all stakeholders and the action taken by the BoG is strictly according to these provisions. However, as MHRD has filed an appeal challenging the verdict of Hon. High Court order stated above, BoG has decided to maintain status-quo on this matter, and decided to send a new memorandum to MHRD stating various justifications considered for the implementation of the report. Chairperson, BoG informed the members that he himself will try to meet the Hon. Minister of State for MHRD and other senior officials in MHRD on this issue. It is also decided to take-up the matter again in the next BoG meeting to review the status and decide on the future course of action.

The BoG also took notice of the indefinite strike notice issued by the co-ordination committee of the "Non-teaching Staff Associations" and directed the administration to take appropriate action against anyone hindering the normal functioning of the Institute.

Subject

BG24.04 Adoption of MHRD guidelines for implementation of 4-tier flexible faculty cadre structure

Decision

The BoG already approved the adoption of the decision of the NIT Council to shift to the flexible 4-tier faculty cadre structure from 01.08.2013 vide resolution BG 23.08. BoG decided to adopt the subsequent guidelines issued by MHRD as per OM F. No. 33-9/2011 dated 23-08-2013 on this matter.

BoG also decided to constitute a committee comprising of Dean (FW) as Chairman and Dean (P&D), Dean (R&C), Registrar, and one internal BoG member (Dr. Sameer S. M.) as members to study of the modalities of the implementation of flexible 4-tier structure. The committee is asked to study the future guidelines from MHRD on this matter and also look into the implementation of it in other neighboring NITs.

Subject

BG24.05 Request permission to make Assistant Professors' selection to anticipated vacancies arising in one year period

Decision

BoG noted that the Institute has issued advertisement for the recruitment of Assistant Professors at the entry level. It resolved that the selection and appointment of candidates has to be as per the 4-tier structure guidelines issued by MHRD (as per OM F. No. 33-9/2011 dated 23-08-2013). The Board noted that apart from the 37 vacancies approved as per BG 23.09, there are 40 more vacancies available at higher cadres as per the current

sanctioned strength. The Institute proposed (i) to transfer these 40 vacancies to the entry level on a temporary basis to meet the acute shortage of faculty and to compensate these vacancies when the new sanctioned posts are available and (ii) to maintain the validity of rank list of the forthcoming selection for a period of one year for filling-up the vacancies anticipated to be sanctioned. BoG decided to consider these matters when the rank list of the selected candidates is made and presented to the Board. BoG noted that this should not affect the promotion to higher cadres and also directed the administration to follow-up with MHRD to expedite the approval for new faculty positions as per re-structuring proposal submitted by the Institute.

Subject

BG24.06 Consideration of the report of the Faculty Grievance Redressal Committee

Decision

The item was deferred in the last BoG meeting. Based on resolution BG17.05 dated 18.01.2012, a Faculty Grievance Redressal Committee was formed with the Dean (Faculty Welfare) as Chairman and four other faculty members and the Registrar as members. The MHRD vide Para (v) of Letter No.F.33-7/2011-TS-II dated 18.03.2013 has suggested that there has to be an effort at the level of the BoGs of NITs, exercising its powers under the Statutes, to eliminate pay anomalies of faculty. The BoG considered the report of the committee containing the recommendations on various cases of grievances and the recommendations of the FC in this regard. The Registrar pointed out that the report of the FacultyGrievance RedressalCommittee has three parts; (i)Grievances Related to Pay Anomaly(ii)Other Grievances and (iii) General Recommendations for One-time CAS.

The BoG accepted the recommendations of the Finance committee and resolved to implement the recommendations of the Faculty Grievance Redressal Committee about the "Grievances related to Pay Anomaly".

It is observed by the members of the BoG that many of the grievances falling into the second category (Other Grievances) are due to delay in V-CPC CAS happened in the Institute earlier. The 23rd meeting of the BOG (BG 23.04) had resolved not to consider experience of the faculty members in Government/Government aided institutes for the one-time CAS promotions conducted recently. The dates of eligibility for one-time CAS were reckoned by correcting anomalies, if any, as per BG17.06. Accordingly the BoG resolved to accept the recommendations of the FC in this regard. Thus the recommendation of the Grievance redressal committee is accepted in those cases where (i)counting of previous experience is not involved (ii) the CAS promotions for which correction is to be made were conducted as per Vth CPC norms. Thus the recommendations of the Faculty Grievance Redressal Committee (in the second category) on the grievances of by Mr. K.A. Abdul Nazeer, Dr. S.D. Madhukumar and Dr. M.S. Sunitha are accepted. These faculty members will be eligible to get notional benefit from their dates of eligibility. Monetary benefits will accrue only from the date of this BoG meeting i.e. 22-10-2013.

The BoG observed that the third part of the report on "General Recommendations for One-time CAS"

	is not relevant any more as the one time CAS was already conducted by the Institute in July 2013.
Subject	BG24.07Consideration of the report of the committee constituted for looking into the complaints
	in connection with the promotions granted to non-faculty staff in January 2013 and related
	matters
Decision	Based on the proposal submitted by the Institute, the BoG, vide resolution BG 20.05 dated 16.10.2012
	and BG 21.03 dated 03.01.2013 had resolved to fill up all existing vacancies in non-teaching posts,
	including backlog vacancies of SC/STs, from the dates of eligibility. Accordingly, promotion orders
	were issued vide proceedings Estt /P2/3026/97 dated 31.1.2013. Subsequently, some complaints were
	received regarding the way in which the Board resolution was implemented while sanctioning
	promotions. A committee was constituted under the chairmanship of Dean (P&D) and consisting of two
	senior faculty and the Internal Audit Officer as members to review the entire process to ensure that the
	relevant BoG decisions were implemented in letter and spirit. The report of the committee was placed
	in the 23 rd BoG meeting. The discussion on this report was deferred at that time.
	The BoG found that the "crucial" date for the reservation (to eligible categories) and the total number of
	positions available for SC, ST categories, number of positions already filled,and number of positions
	lying vacant are to be re-examined and reported to the BoG by the Institute.
Subject	BG 24.08 Request for permission to appoint an MIS Officer and two support staff on ad-hoc basis
	in the Office of TEQIP
Decision	The Coordinator, TEQIP II of the Institute has requested for permission to appoint a Management
	Information System (MIS) Officer, two support staff and one data entry operator on ad-hoc basis in the
	Office of TEQIP to enable him to carry out day to day activities connected with the implementation of
	the project. Qualifications for these posts and mode of appointment have been proposed. The BoG
	considered the request and resolved to accept the recommendations of the Finance Committee in this
	regard to engage an MIS Officer, two support staff, and one data entry operator on contract basis for the
	duration of the project. The remuneration proposed for MIS Officer (Rs.40,000 p.m.) and support staff
	and data entry operators (Rs.10,000 p.m. each), and qualifications suggested are also accepted. The
	expenses incurred in this regard will be from TEQIP grants.
Subject	BG 24.09 Request for permission to apply for Income Tax exemption under section 10 (22-C) of
	IT Act and to entrust the job to Chartered Accountants
Decision	IT Act and to entrust the job to Chartered Accountants The Officer on Special Duty (Finance) has pointed out that since the Institute is generating taxable
Decision	-

be submitted in the prescribed format to the chief Commissioner of Income Tax through licensed IT consultants. Since the procedure for availing Tax exemption is a complex and time consuming one, the OSD has suggested that the work may be entrusted to a Chartered Accountant. BoGresolved to accept the recommendations of the FC in this matter and decided that the institute can use a service contract for the work for a limited period of time. Subject BG 24.10 Request approval for MOU with King Abdulazeez University, Jeddah, Saudi Arabia Dr.K. Shoukathali Hon. Member of BoGsubmitted a draft MoU for technical tie-up and collaboration Decision of NIT Calicut with King AbdulAzeez University, Jeddah, Saudi Arabia. The MoU covers co-operation between the two institutions in educational research programmes, publication experiences, academic exchange programmes, exchange of visiting faculties, etc. BoG noted the suggestions made by NIT council in this regard that MoUs are to be signed with IITs and other reputed institutions in India and abroad. BoG directed the administration to constitute a committee, comprising of Dean (Academic), Dean (R&C), HoD of concerned departments where collaboration is intended, to evaluate any new proposal for signing MoU for academic and research collaboration and submit the recommendation to the BoG. In this context, BoG also directed the Institute to submit a report listing MoUs already signed and the status and activities conducted against each MoU. Subject BG 24.11 Request for BoG's approval for BWC resolution on labour charges Decision The Institute is paying wages to labourers engaged for routine maintenance and repair works undertaken by Engineering Unit, as per the schedule of rates approved by Kerala Public Works Department (KPWD). The KPWD has since revised the schedule of rates and accordingly, the Buildings and Works Committee (BWC), as per decision 2013:01:08, dated 4.2.2013, has approved the adoption of the revised rates for payment of labour charges as per necessity. The BWC has further resolved to adopt future KPWD schedule revisions automatically for payment of labour charges. The BoGresolved to accept the recommendations of the FC, based on proposal of the BWC, to adopt KPWD schedule revisions automatically for payment of labour charges. Subject BG 24.12Request of Class IV employees to count half of their Part Time service for MACP upgradations. Decision The Institute had reported that a majority of the supporting staff (former class IV employees), now in service (40 out of 47), were recruited as Part-Time Sweepers (PTS) in REC. In the REC system, regular class IV employees were appointed from PTS by selection. The above mentioned staff got promotion after one to seventeen years of part time service. Subsequent to the conversion of REC to NIT, all such PTS were regularized as full time class IV employees as there is no system of PTS under CCS rules. At present, their part-time service is not reckoned for any service benefits except counting half of the parttime service for calculation of retirement benefits. Since there was no regular pay scale to PTS, on regularization from part-time service they started drawing pay at the minimum of the lowest pay scale only. Following a request from the employees, the institute proposed to reckon half of the Part-Time service for MACP up-gradation also.

The Finance Committee did not recommend this proposal observing that MACP can be given only form the date of regular service. The BoG decided to accept the recommendations of the F C in this regard.

Subject

BG 24.13 Request of Medical Officer and Para-medical staff of the Institute Health Centre to sanction eligible Central Scales from 1.4.2004

Decision

The Medical Officer and Para-medical staff (one Nurse and one Pharmacist) of the Institute Health Centre has requested for sanctioning the scale of pay applicable to the medical and Para - medical staff in Dispensaries under Government of India, Ministry of Health and Family Welfare, instead of the rationalized scales already sanctioned to them.

The Finance committee suggested that a detailed proposal be prepared and sent to the ministry for examination. The matter can be taken up by theBoG after this. The BoG resolved to accept the recommendations of the FC and directed the institute to prepare a detailed proposal to be sent to the ministry. The matter can be placed before the BoG again, after the Ministry's view on the matter is available.

Subject

BG24.14Request of the Officer on Special Duty (OSD) to permit to opt for the scale of pay of Deputy Registrar

Decision

Sri C Unnikrishnan, Sr. Audit Officer from AG's Office, working on deputation as Officer on Special Duty (OSD) had exercised option to draw pay in the pay scale of Deputy Registrar (DR) to which he has been posted on deputation. He had requested to fix his pay as per the provisions in OM No 6/8/2009/Estt (Pay II) dated 17.06.2010 issued by the Department of Personal and Training (DoP&T), Government of India. Pending approval from the BoG, he was allowed to draw only his parent department pay plus 10% deputation allowance.

On placing the request for approval, Hon. BoG as per BG 23.13 (iii) dated 24.7.2013 observed that the request can be granted only if provision of such an option had been mentioned in the request of the Institute seeking deputation.

It was observed by the BoG that, eventhough the OSD is performing the duties and has the responsibilities of a Deputy Registrar, he was specifically appointed as an "Officer on Special Duty". The Finance Committee also did not recommend the request of OSD(Finance) for opting the payscale of the Deputy Registrar. In the light of these, the BoG resolved not to permit OSD to opt the scale of pay and designation of "Deputy Registrar".BoG suggested that while the advertisement for Deputy

	Registrar post is given, Institute can prescribe qualifications as per requirements.
Subject	BG 24.15 Request of M V Prasad UDC, Director's office to give promotion as Divisional
	Accountant
Decision	As per the representation submitted to the Hon. Chairman BoG, Sri M V Prasad UDC now working as
	PA to Director, has complained that despite being the only person qualified as per the CREC rules, he
	was not given promotion to the post of Divisional Accountant (DA) in the Engineering Unit. The Hon.
	Chairman as per order dated 22.2.2013, had authorized the Director to take action as per rules and place
	it before the BoG. The BoG took note of the fact that, the qualification acquired by Sri M.V. Prasad
	was that prescribed for State Government Service prevailing in REC and he is not eligible for
	promotions in 2013 as per CREC norms. The Board also studied the report of the committee comprising
	of the Dean (P&D), Internal Audit Officer and the Registrar wherein the arguments favouring M.V.
	Prasad's request and the justification of the promotion given to Sri. M. Balan were detailed. The BoG
	came to the conclusion that, since the promotion was given to Mr. Balan in 2013 the CREC rules
	cannot apply and Mr.Prasad's request cannot be entertained.
Subject	BG 24.16 Request of Jagadeesha T Assistant Professor for reimbursement of expenses on writing
	Book under PDA.
Decision	Sri Jagadeesha T, Assistant Professor, Mechanical Engineering Department has requested to reimburse
	the expenditure of Rs.39770/-met by him for writing a book titled 'Fluid Power Generation,
	Transmission and Control' from his Professional Development Allowance (PDA). The book was
	published by John Wiley and Sons Pvt Ltd, 2013 edition, ISBN 978-81-395403 and relates to the
	academic area of the faculty. The existing guidelines for PDA approved by the Hon BoG as per
	resolution BG 18.07 dated 3.5.2012 does not provide for reimbursement of expenses on writing books,
	whereas, it was permitted previously, as per proceedings dated 11.01.2010.
	The members of the Board of Governors were of the opinion that the process of writing a book is more
	time consuming and involves more effort from the author than presenting a research article in a
	conference, seminar or workshop. However, the proceeds from the sale of books will benefit the author.
	Therefore taking part in conferences and seminarsand publishing a book cannot be treated at par in
	allocating PDA for the two activities. The Finance committee also did not recommend the request.
	Therefore the BoG decided not to include expenses related to "writing and publishing books" as items
	Therefore the BoG decided not to include expenses related to "writing and publishing books" as items of expenditure refundable from PDA of faculty members.
Subject	
Subject Decision	of expenditure refundable from PDA of faculty members.

Bachelors, Masters and Ph. D programs, various research activities, infrastructure development etc. BoG noted the developments and suggested the following measures for improving the performance of the Institute.

- (a) To strengthen the UG programs, explore ways for increasing the intake of Ph.D scholars and research output of faculty members.
- (b) BoG noted that the present Faculty-Student ratio in the Institute is pathetically low and suggested the Institute to follow-up the proposal for sanctioning new Faculty positions based on the increased in-take of students which is under consideration of MHRD. In this context, Mr. R. Srinivasan, MHRD representative to BoG assured that he will look into the matter and asked the Institute to submit a copy of the proposal for restructuring of faculty positions to him.
- (c) Space shortage issue of various departments of the Institute also came-up for discussion. BoG resolved that a fair allocation of space have to be carried-out within the Institute and action should be taken on priority by Dean (P&D) in consultation with HoDs.
- (d) Regarding the procurement of laboratory equipment and other infrastructure facilities for the Institute, Mr. R. Srinivasan's suggestion, that if the procurement is through "open tender" and if all formalities of the procurement are followed, purchase can be made even based on one technically and financially qualified bid, was accepted by the BoG.
- (e) BoG expressed the opinion that the MoU with IITs and various universities signed by the Institute have to be converted to appropriate action.

(ii) Review of progress of TEQIP- Phase II at the Institute

- Dr. Abraham T. Mathew, who assumed charge as Coordinator, TEQIP-II recently presented the status of the program at the Institute. BoG observed that the progress is not at the expected level and particularly noted that so far the Institute has not procured any equipment under the project. BoG appreciated the efforts taken by Dr. Abraham T. Mathew for preparing a plan for utilizing the TEQIP fund effectively. Following suggestions were given by BoG in connection with TEQIP.
- (a) BoG advised the administration to speed-up the procurement process to realize the same and emphasized the need for full utilization of the money within the available short-time.
- **(b)** BoG directed the Coordinator, TEQIP-II to initiate some leadership training programs for Faculty and Senior administrative staff in association with HoD, SOMS and with IIM Kozhikode.
- (c) BoG also advised the Coordinator to explore the possibility of submitting new proposals under the "Centre of Excellence" scheme of the program.

(iii) Review of activities of School of Management Studies (SOMS) of the Institute

- Dr. N. Sudarsan, Head, SOMS presented an overview of the recent re-structuring done on the MBA program and other activities of the school. BoG suggested the following development plans for SOMS.
- (a) BoG expressed the view that the School has to explore ways to get enough number of quality applications to the MBA program so that the sanctioned intake can be maintained.

- (b) Chairman, BoG advised that short 3-5 days programs have to be organized by SOMS initially for NITC teachers and non-teaching staff but also extended for other NITs. SOMS may utilize guest faculty from IIM, Kozhikode for the same. Such programs should be conducted in the NITC campus with suitable batch sizes so that it will be cost effective (on chargeable basis from TEQIP). This should be in addition to sending limited number of faculty to training in other institutions including IIM, Kozhikode in specialized programs. (c) BoG directed to devise an executive MBA program and submit it to the Senate for approval.
- (d) BoG also directed the School to develop norms, criteria and format for rating technical education institutions such as NITs/IITs and make a pilot evaluation done for a few NITs including NIT Calicut. HoD, SOMS may prepare the format in consultation with Chairperson, BoG.

(iv) Review of progress of ongoing civil works in the campus

Dr. V. Mustafa, Dean (P&D), presented details of ongoing civil works in the campus. BoG noted that the construction activities need to be accelerated, and issues related to CPWD may be brought to the notice of Director General of CPWD through their website. BoG resolved that the concerned Dept/s, for which a building is meant for, have to be included in the design phase of the project and subsequent monitoring of construction activities. Regarding the proposal from KSEB asking for land for installing a 33 KV substation, BoG directed the Institute to send the proposal to Govt. of India with a suggestion for lease of the required land for a specific period of years.

For the next BoG meeting, Chairperson suggested that the following items may be included as special agenda

- (a) Progress with respect to MoU with IITs and other institutions
- (b) Presentation from Dean (SW) regarding the student welfare activities
- (c) Presentation from Dean (R&C) on research and development activities and centre of excellence in R&D

Subject BG 24.1

BG 24.18 Other Items Permitted by the Chair

Decision

(i) Request of Dr J Sudhakumar, Professor, Department of Civil Engineering for short term faculty employment abroad

Dr. J. Sudhakumar, Professor of Civil Engineering Department has requested to grant him Extra Ordinary Leave (EOL) for two years from the last week of January 2014 to take up short term faculty assignment in King Fahd University of Petroleum & Minerals (KFUPM), Saudi Arabia. The guidelines for Leave approved by Hon. BoG as per BG 18.06 dated 3.5.2012 (paragraph 3.8.7 to 3.8.12) permits sanctioning of EOL up to five years to a faculty duringhis/her entire period of service.

The Board noted that Dr. J. Sudhakumar had availed 1st spell of EOL for assignment abroad from 11.6.2007 to 29.1.2009 (1year and 8 months) and that the mandatory three 3 year cooling period after his return from the 1st spell of EOL is expired in January 2012. The Civil Engineering Department Consultative Committee (DCC) has recommended sanctioning of the EOL to Dr. J. Sudhakumar. The faculty has satisfied all the conditions for eligibility for the EOL applied for. The Board after

deliberations decided to permit sanctioning of EOL to Dr. J. Sudhakumar for a period of two years from January 2014 to take up assignment at King Fahd University of Petroleum & Minerals (KFUPM), Saudi Arabia. BoG directed the administration to comply with all existing procedure in this matter including the execution of required bond for serving the Institute for the required period of years after availing the leave.

(ii) Request from Dr. A. K. Kasturba 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 six months in continuation with the already approved Post-Doctoral Fellowship (PDF) for women for 6 months from 1.6.2013 in IIT Madras, for doingresearch in the University of Illinois, USA up to 31.5.2014. The first part of the sabbatical was already approved by BoG as per BG 22.15(viii). BoG vide BG 22.15(viii) also advised Dr. A. K. Kasturba to place her request for second part of sabbatical after routing it through the Departmental Consultative Committee (DCC) of the Department of Architecture and Director.

Director reported to the BoG that her request was not recommended by DCC, and placed it before BoG. BoG expressed the view that availing sabbatical leave for research has to be entertained for the growth of the Institute and it should be encouraged. Since Dr. A. K. Kasturbais already on sabbatical at IIT Madras and it is only for a further period of six months, BoG approved her request for granting sabbatical leave upto31.5.2014 for carrying out research at the University of Illinois, USA.

(iii) Request for approval of four new M.Tech programs in engineering departments

Director informed the BoG that four M.Tech course approved by Senate namely "Water Resources Engineering" and "Computational Mechanics" in Civil Engg. Department, "Machine Design" in Mechanical Engineering Department and "High Voltage Engineering" in Electrical Engineering are pending for the BoG approval. BoG resolved that once Senate approves new courses, they are to be immediately placed before the consideration of BoG. After discussions, BoG resolved to grant approval for the four M.Tech programs.

(iv) Proposal from Adv. P. M. Suresh Babu, Member, BoG for revising the sitting allowance of BoG and FC meetings

Adv. P. M. Suresh Babu, Member, BoG invited the attention of BoG to the need for revising the sitting allowance paid to FC and BoG members while attending the meetings. BoG noted that the present sitting allowance was fixed long time back and decided to revise the sitting allowance to Rs.5000 for both FC and BoG meetings effective from next meeting as per the recommendations of the FC.