

**MINUTES OF THE 27<sup>th</sup> MEETING OF THE BOARD OF GOVERNORS OF  
NATIONAL INSTITUTE OF TECHNOLOGY CALICUT HELD AT 3.30PM ON  
7<sup>th</sup> MAY 2014 AT HOTEL CLASSIC INN, BANGALORE**

Members Present

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| 1. Dr. C. G. Krishnadas Nair<br>Hon. Chairperson, BoG, NIT Calicut         | Hon. Chairperson |
| 2. Dr. M. N. Bandyopadhyay<br>Director, NIT Calicut                        | Member           |
| 3. Dr. M. Vijayan,<br>Homi Bhabha Distinguished Professor, IISc, Bangalore | Member           |
| 4. Smt. Uma Pillai IAS<br>Former Secretary to Govt. of India               | Member           |
| 5. Mr. Navin Soi<br>Director, IFD, MHRD, GoI                               | Member           |
| 6. Mr. Raju Srinivasan<br>Director (TC), MHRD, GoI                         | Member           |
| 7. Adv. P. M. Suresh Babu<br>Nominee of the Govt. of Kerala                | Member           |
| 8. Dr. P. Vineeth Kumar<br>Nominee of the Senate, NIT Calicut              | Member           |
| 9. Dr. Sameer. S. M.<br>Nominee of the Senate, NIT, Calicut                | Member           |
| 10. Dr. Santosh G Thampi<br>Registrar, NIT Calicut                         | Secretary        |

The Hon. Chairperson, Board of Governors, NIT Calicut called the meeting to order at 3.30PM and welcomed the members. The following decisions were taken at the meeting.

Subject	<b>BG27.01 Passing the minutes of the 26<sup>th</sup> meeting of the BoG</b>
Decision	The minutes of the 26 <sup>th</sup> meeting of the BoG was confirmed and ratified.
Subject	<b>BG27.02 Report of action taken/ pending on decisions taken by the 26<sup>th</sup> meeting of the BoG</b>
Decision	The BoG noted the report of action taken/ pending on the decisions taken at its 26 <sup>th</sup> meeting. A consolidated statement of action taken on the decisions of meetings of the BoG since May 2012 was also circulated.
Subject	<b>BG27.03 Rectification of pay rationalization anomaly of non-teaching staff – reporting of current status and request for direction on the future course of action</b>
Decision	The BoG took note of the submissions made with regard to payment of rationalised pay w.e.f. 01.10.2012 and pension and retirement benefits to employees who retired from service after 01.10.2012. The BoG also noted the contents of the FAX received on 05.05.2014 from Mr. Raju

	Srinivasan, Director (TC), MHRD and the recommendations of the FC in this regard. It resolved that status quo shall be maintained on the issue of payment of arrears. The BoG also observed that payment of pension and retirement benefits is based on the last drawn pay. This, along with the issue of booking the extra expenditure to the interest earned on the 'Growth Fund', shall be handled and settled at the Institute level itself.
Subject	<b>BG27.04 Complaints in connection with the promotions granted to non-teaching staff in January 2013 and related matters – submission of legal opinion about the date from which promotions in reservation may be implemented</b>
Decision	The BoG considered the report of the Committee headed by the Dean (P&D) that reviewed the entire proceedings with regard to the promotions granted to non teaching staff in January 2013 including the complaints received and the omissions reported. Based on the recommendation of the Director, the BoG accepted the recommendations of the report and authorised the Institute administration to take immediate action to complete the procedures and formalities in this regard to make the promotions effective and address the omissions in the promotions granted. The BoG considered the legal opinion tendered by the Standing Counsel of the Institute in the Hon. High Court of Kerala regarding the date from which reservation in promotions shall be implemented in the Institute. Based on the legal opinion, the BoG decided that resultant and future vacancies in non teaching staff positions shall be assessed with 2009 as the base year for implementation of reservation in promotions to all eligible categories. The BoG also noted that the proposal of the Institute for restructuring non teaching staff positions is pending before the MHRD for more than nine months (since the original proposal was submitted). Members requested the MHRD representatives to expedite clearance of the proposal as the non teaching staff position in the Institute is grossly inadequate to meet the work load. In this connection, members also requested the MHRD representatives to expeditiously sanction the proposal for enhancing the strength of faculty, which is also pending with the MHRD since about nine months.
Subject	<b>BG27.05 Request of Dr Radharamanan, Asst. Professor for retaining his lien in the Institute for two years</b>
Decision	The BoG considered the request of Dr. Radharamanan, Assistant Professor, Department of Mechanical Engineering, to relieve him with effect from 01.05.2014 to enable him to join at IIM, Indore, retaining his lien in the Institute for two years. The BoG ratified the decision to relieve him subject to approval by the BoG and decided to allow him to retain lien in the Institute for two years as per relevant provisions in the FR.
Subject	<b>BG27.06 Request for charge allowance for holding additional charge of higher post</b>
Decision	The BoG considered the request of some employees who are holding additional charge of higher posts for granting them charge allowance. Based on the recommendations of the FC, the BoG decided that charge allowance may be granted in case of employees holding additional charge of higher posts as per the relevant provisions in the FR.

Subject	<b>BG27.07 Report of the Faculty Grievance Redressal Committee on the request of Dr. P P. Anilkumar, Associate Professor, Department of Architecture for rectification of anomaly on account of delay in the conduct of 5<sup>th</sup> CPC CAS</b>
Decision	The BoG considered the report of the Faculty Grievance Committee on the request of Dr. P. P. Anilkumar, Associate Professor and Head, Dept. of Architecture and decided to accept the recommendation of the Committee to consider him eligible for promotion as Lecturer (Selection Grade) and all consequential benefits w.e.f. 05.09.2002.
Subject	<b>BG27.08 Request of Dr. P Predeep for sanctioning sabbatical leave for one year</b>
Decision	The BoG considered the request and observed that the details furnished by Dr. Predeep are not adequate to make a decision. The BoG resolved that the proposal may be resubmitted with all relevant documents and with a clear recommendation by the Director. The BoG observed that while proposals are being forwarded for granting clearance, information furnished should be complete and there should be a clear note from the screening committee regarding whether the conditions of eligibility are satisfied and the overall conduct of the faculty concerned. The BoG also suggested that to ensure more systematic functioning of the screening committee, it may be strengthened by adding more members and the committee shall meet once a month to consider requests received and take decisions.
Subject	<b>BG27.09 Request for amendment to Statutes no. 17 (2) of the First Statutes of NITC</b>
Decision	The BoG discussed the proposal submitted as per the direction of the MHRD, to amend the clause relating to the retirement age of Director, contained in Schedule A under Statute no. 17 (2), raising the retirement age of Directors of NITs from 65 to 70 years, and accepted the proposal.
Subject	<b>BG27.10 Request for adoption of Model Recruitment Rules for various posts in the Official Language Cell</b>
Decision	The BoG discussed the Model Recruitment Rules for various posts in the Official Language (OL) cadre in Central Autonomous Institutions issued vide letter No. AB-1407/46/2011 dated 19.09.2013 by the Department of Personnel and Training, Ministry of Personnel, Public Grievances & Pensions, Government of India and noted the recommendations of the FC on the item. The BoG resolved to adopt the Model Recruitment Rules for various posts in the Official Language (OL) cadre in Central Autonomous Institutions in the Institute. Regarding the posts to be sanctioned in the Official Language Unit of the Institute, the BoG, based on the recommendations of the FC, approved the request for initially sanctioning one post of Jr. Translator in the Grade Pay ₹ 4200/- by appropriation from the 16 posts of Superintendents/ Accountants in the Ministerial Higher Cadre approved by the BoG as part of the proposal for restructuring non-teaching staff positions and submitted to the MHRD for approval.
Subject	<b>BG27.11 Request for inclusion of a SC/ST representative in the Grievance Committee for non-teaching staff</b>
Decision	The BoG considered the request of the SC-ST Employees Welfare Forum for inclusion of their representative in the Grievance Committee for the Non Teaching Staff. The BoG noted that this

	Committee is yet to be constituted due to problems created by a section of the non teaching staff and instructed the Institute administration to take immediate action to see that the Committee is constituted without further delay as per the structure originally decided upon and following the procedure already laid down for this purpose. Any act of disruption/ indiscipline shall be sternly dealt with by the administration. The BoG resolved that the request for inclusion of a SC/ ST representative in the Committee cannot be taken up at this stage.
Subject	<b>BG27.12 Request for permission to strengthen the Internal Audit Wing</b>
Decision	The BoG deliberated in detail on the proposal of the Internal Audit Officer seeking urgent measures to resolve some problems and practices related to the Institute accounts. Taking note of the points raised and based on the recommendations of the FC, the BoG agreed to the proposal that adequate staff well versed in accounting works shall be provided to conduct audit functions. It decided that one consultant @₹30,000/-p.m. and two junior consultants @₹25,000/-p.m. may be appointed for this purpose for a period of six months. Qualifications of these personnel may be finalized and approved by the Director.
Subject	<b>BG27.13 Request for permission to appoint a Security Officer on contract</b>
Decision	The BoG deliberated on the proposal to engage a Security Officer on contract basis till a regular posting is made after restructuring of non teaching staff positions and, based on the recommendations of the FC, granted permission for the same. Qualifications as prescribed in the Model Recruitment Rules may be followed and the monthly emolument will be ₹30000/- p.m. consolidated. The BoG also instructed that hereafter while publishing the tender notice for providing security services, only agencies with accreditation shall be awarded the contract of providing security in the campus.
Subject	<b>BG27.14 Request for approval of a 24 x 7 hired ambulance service (already provided on emergency basis)</b>
Decision	The Registrar informed the BoG that following the tragic incident involving death of a student Mr. M Venkateswarlu on 15.02.2014 in an accident inside the campus, a 24 x 7 Ambulance service has been provided by the Institute for use by the student community and others in the event of any emergency. The service was arranged on competitive quotation basis and awarded to the agency which quoted the lowest monthly rent of ₹50,000/- (inclusive of the charges for the driver and arrangements for essential medical care facility to be available in the ambulance). The recommendation of the FC was noted. The BoG discussed and approved the arrangement already made for engaging the services of an ambulance on a regular basis through competitive quotation/ tender. It also instructed that to invite quotations on competitive basis for continuing the arrangement on long term basis.
Subject	<b>BG27.15 Proposal for infrastructural development of Technology Business Incubator (TBI) – approval requested</b>
Decision	The BoG agreed with the observations of the Finance Committee that the proposal put forward was a good step. Based on the recommendations of the FC, the BoG asked the Director to approach the Govt.

	of Kerala/ Kerala State Council for Science Technology and Environment and other govt. agencies that are funding such proposals. Once funding for the proposal is obtained, the proposal can be placed before the Building and Works Committee (BWC) and thereafter it may be submitted with the recommendations of the BWC for the approval of the BoG.
Subject	<b>BG27.16 Consideration of the minutes of the BWC meetings held on 19.11.2013 and 27.03.2014</b>
Decision	The BoG considered the minutes of the meetings of the Buildings and Works Committee held on 19.11.2013 and 27.03.2014 and the recommendations of the FC in this regard. The BoG accorded approval for the minutes of these meetings and the following new constructions: (i) New Guest House with 40 double rooms, (ii) Subway between Architecture Block and New Academic Area, (iii) New Academic Buildings for the Departments of Civil Engineering, Mechanical Engineering, Electrical Engineering, Electronics & Communication Engineering and Computer Science Engineering. The Registrar presented an update on the status of construction activities in the campus (ongoing and recently completed construction activities) and the status of procurement activities for the completed buildings and the BoG took note of the same. Brief particulars of projects proposed to be taken up in the near future were also mentioned. Based on the recommendations of the FC and the BoG, the BoG decided to grant extension of project management consultancy (PMC) to M/S Pithavadian & Partners for the Mega Hostel – I project upto 30.09.2014. The BoG also approved enhancement of compensation to the Consultant of the Mega Hostel – I project during the extended period (to ₹3.25 lakhs p.m. from the existing rate of ₹2.85 lakhs p.m.). Additional items and extra quantities for the Mega Hostel – I project under various heads was also approved by the BoG. The BoG approved the recommendation of the BWC and the FC to award the work of checking the integrity and safety of the main and departmental buildings and carrying out works pertaining to urgent repair and maintenance of these buildings to the CPWD. Further, the BoG decided that the task of preparation of a master plan for the NITC campus shall be coordinated by the Dept. of Civil Engineering, NITC, in consultation with the Dept. of Architecture, NITC. Representatives from the MHRD said that although preparatory work in connection with the new construction activities can be taken up immediately, a clearance from the MHRD may be taken before the process of awarding the work is initiated, so that problems regarding funds do not rise at a later stage.
Subject	<b>BG27.17 Leadership and administrative training for NIT faculty</b>
Decision	Hon. Chairperson, BoG, outlined the background of the proposal for leadership and administrative training for NITC faculty. Dr. N. Sudarsan, Professor and Head, School of Management Studies, explained the salient features of the proposed program. The program is envisaged in two parts - the first part dealing with leadership, motivation, and stress management skills, and the second part dealing with administrative rules and procedures. Hon. Chairperson, BoG, proposed that the second part should

	<p>include accounting also. Mr. Raju Srinivasan, Director (TC) mentioned about the training organized by the DoPT in this regard. He also mentioned about the training program being organized at IIT Bombay on the new accounting system. Hon. Chairperson, BoG, suggested that at least two persons connected with the work should be sent to attend the program. Initially, the first part is proposed to be taken up. The course will be funded by TEQIP II and will be of three days duration. A brief course outline was also presented. The BoG approved the conduct of the course as proposed and decided that a detailed course outline with details of course delivery may be submitted to the Hon. Chairperson, BoG, for approval. The course may be conducted separately for junior, middle, and senior level faculty.</p> <p>Mrs. Uma Pillai observed that there can be no compromise on academic quality. Dr. Vineeth Paleri and Mrs. Uma Pillai stressed the need for maintaining approved staff-student ratio in academic institutions and raised serious concern on the present state of affairs in this regard. Mr. Raju Srinivasan, Director (TC), informed that the proposals submitted by NITC for enhancing staff strength is expected to be cleared by the MHRD in a week.</p> <p>Hon. Chairperson, BoG, stressed the need for evolving a new and rational procedure for ranking institutions imparting technical education in the country in view of the drawbacks of the existing practices of ranking. Dr. Sudarsan, made a brief presentation on the widely accepted existing systems ranking. Prof. Vijayan observed that ideally India should be on the top and why it is not so is partly due to the numbers and the small number of foreign student enrolment. Dr. Sudarsan also made a brief presentation on a new ranking system being developed and this was followed by a brief discussion on the same. Prof. Vijayan remarked that assessment should always be linked to the mandate of the institute. Hon. Chairperson, BoG, observed that the proposal should be critically examined and suggested that the draft proposal may be sent to Prof. Vijayan and Mrs. Uma Pillai for their critical review and comments before it is finalised. Mr. Raju Srinivasan, Director (TC) suggested giving a higher credit for NBA accreditation in the ranking system as avenues for credit transfer, faculty exchange etc with foreign universities are likely to open up with NBA accreditation of courses as per the Washington Accord.</p>
Subject	<b>BG27.18 Action taken on the minutes of the 7<sup>th</sup> meeting of the NIT Council</b>
Decision	The Registrar presented a brief report on the action taken on the minutes of the 7 <sup>th</sup> meeting of the NIT Council. The BoG took note of the action take report (ATR). The list of nominees of the BoG on the review committees for various Departments/ Schools from academia and industry was presented and these were approved. Names of nominees of the BoG proposed for inclusion in the Institute review committee were also presented and approved.

Subject	<b>BG27.19 Achievements and contributions during the last three years</b>
Decision	The Director presented a brief report on the achievements of NIT Calicut and the contributions made by the BoG during the period 2011 to 2014. Details of issues pending to be resolved were also presented. The BoG took note of these.
Subject	<b>BG27.20 Request for permission to allow the designation and pay of Deputy Registrar to Senior Audit Officers on deputation from the office of the AG</b>
Decision	This item was dropped from the agenda.
Subject	<b>BG27.21 Request of Sri K M Subhash, Assistant Professor under suspension to reinstate in service</b>
Decision	The BoG considered the request of Sri K M Subhash, Assistant Professor, Department of Electrical Engineering (who is under suspension from 29.12.2012, on account of being charged in a criminal case as per CBCID Crime No.105/CR/HHW-III /KKD/2011 - Railway PS Claim 36/11of Kozhikode; charge sheeted before the Hon. JFMC – I, Aluva and released on bail), for revoking his suspension and reinstating him in service. The meeting also considered the report of the review committee and the legal opinion tendered by the Standing Counsel of the Institute in Hon. High Court of Kerala. The BoG also considered the interim order dated 09.04.2014 passed by the Hon. High Court of Kerala, in the petition WP (C) 10568/2014 filed by Sri Subhash praying for orders directing the Director, NITC, to reinstate him in service, directing the Institute to take an appropriate decision on the recommendations of the review committee, taking note of Rule 10(7) of CCS (CCA) rules within one month from the date of receipt of the order. The BoG observed that as the case involves charge sheeting a faculty of the Institute for committing grave offences against a student of the Institute, Mr. Subhash will remain under suspension in public interest as well as in the interests of the Institute. The BoG also decided that review of the suspension can be done only based on the final verdict of the Hon. High Court of Kerala in this case.
Subject	<b>BG27.22 Any other item permitted by the Chair</b>
Decision	<p><b>(i) Review of activities under TEQIP II</b></p> <p>The Registrar presented a brief report on the progress of implementation of TEQIP II at NITC. The BoG noted the progress and suggested that the pace of activities should be accelerated so that the project objectives can be attained.</p> <p><b>(ii) Management Development Program on Academic Leadership for faculty of NITC held at IIMK</b></p> <p>Dr. Sameer presented a detailed report on the Management Development Program (MDP) on Academic Leadership for faculty of NITC held at IIMK. Some suggestions for bringing about changes in administrative setup of NITC, improving the working atmosphere in the Institute and enhancing the</p>

	quality of research output were also presented. The BoG took note of this and asked the Director to examine the suggestions and initiate in house discussions on the suggestions so that positive action can be initiated to improve the working and performance of the Institute.
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