

**MINUTES OF THE 23rd MEETING OF THE BOARD OF GOVERNORS OF
NATIONAL INSTITUTE OF TECHNOLOGY CALICUT HELD AT 3.30PM ON
24th JULY 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. Satpal Sharma Under Secretary, IFD, MHRD	Member
6. Dr. K. Shoukath Ali Nominee of the Govt. of Kerala	Member
7. Adv. P. M. Suresh Babu Nominee of the Govt. of Kerala	Member
8. Dr. P. Vineeth Kumar Nominee of the Senate, NIT Calicut	Member
9. Dr. Sameer. S. M. Nominee of the Senate, NIT, Calicut	Member
10. 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. The following decisions were taken at the meeting.

Subject	BG23.01 Passing the minutes of the 22nd meeting of the BoG
Decision	The minutes of the 22 nd meeting of the BoG was confirmed and ratified.
Subject	BG23.02 Report of action taken/ pending on the minutes of the 22nd meeting of the BoG
Decision	The BoG noted the report of action taken/ pending on the decisions taken at its 22 nd meeting. Hon. Chairperson, BoG, observed that action taken could be slightly elaborated in the agenda.
Subject	BG23.03 Consideration of the annual accounts for 2012-'13
Decision	The BoG took note of the recommendations of the FC and approved the annual accounts for 2012-'13. It observed that once audit of the accounts is completed, the annual accounts may be forwarded to the MHRD.

Subject	BG23.04 Consideration of the minutes of the Selection Committees for promotion under CAS
Decision	<p>Director informed the meeting that the Institute had conducted interviews for promotion of faculty under the one time CAS approved by the MHRD. From the applicants, all faculty members satisfying the eligibility norms as on 30.04.2013 were called for the interview. Besides the above, four other faculty members, whose applications were rejected by the scrutiny committee, were also called for the interview on the basis of an order of the Hon. High Court of Kerala dated 27th June 2013. At the outset, Dr. Santosh. G. Thampi, Registrar, and Dr. Sameer, S. M., Member, BoG, requested that they may be permitted to stay away during the discussion on this item as they had attended the interview. The BoG allowed them to stay out and Dr. R. Vijayakumar, Dean (Faculty Welfare) was called inside to assist the Director in presenting the minutes of the Selection Committees. The Director along with the Dean (Faculty Welfare) presented department wise the minutes of the selection committees constituted for promotion of faculty under CAS. The selection committees had proposed that the following faculty may be promoted to the posts noted against their names w.e.f. their respective date of eligibility, worked out by the scrutiny committee. The details pertaining to dates of eligibility were also presented before the BoG. The recommendations of the FC in this regard were also presented before the BoG. The following important features regarding the dates of eligibility were noted by the BoG.</p> <ol style="list-style-type: none"> 1. All promotions are based on the norms followed for the last CAS interviews in the Institute. Dean (FW) explained to the BoG that as per the above mentioned norms, the eligibility period for moving from Lecturer to Lecturer (SS) is 6 years for those with BTech, 5 years for those with MTech and 4 years for those with Ph.D. To move from Lecturer (SS) to Lecturer (SG), the eligibility period is uniformly 5 years as on the cut-off date. For movement to the post of Professor, the eligibility period is 8 years as Assistant Professor. (Service as Lecturer (SG) will be counted towards the 8 years, from the date on which the candidate acquires Ph.D). 2. All the dates of eligibility are on or before the cutoff date (30-04-2013). 3. Correction of CAS anomalies on the date of eligibility had been accommodated, as directed by the BoG (BG17.06). <p>Dean (FW) also requested the BoG to consider case of faculty members who have put in teaching service in Government Colleges and/or Government aided Colleges. Mr. Satpal Sharma representing the MHRD said that a uniform decision across all NITs is required in the matter and until such time a decision is taken, the request cannot be considered. Taking note of this view of the MHRD and the recommendation of the FC, the BoG decided not to consider the case of faculty members who have put in teaching service in Govt. Colleges and Govt. aided Colleges for the time being. The BoG also decided that this can be taken up after a uniform policy in this regard is evolved at the NIT Council.</p>

The BoG accepted the recommendation of the FC to approve the recommendations of the selection committees for promotion under CAS and decided to grant promotions to those faculty members recommended for promotion by the selection committees w.e.f. the respective dates of eligibility. The BoG also took note of the recommendations of the scrutiny committee regarding dates of eligibility. The BoG approved the recommendation of the FC to fix their pay notionally from the respective dates of eligibility. The final selection list of faculty members for promotion under CAS in various Departments along with their dates of eligibility as approved by the BoG is as follows:

1. Department of Mathematics

Sl. No.	Name	Promoted under CAS as	Date from which placed
1.	Dr.C.M.Sushama	Assistant Professor (AGP `8000)	05-06-2009
2	Mr. Sanjay P.K.	Assistant Professor (AGP `7000)	18-08-2011
3	Mr. Lineesh M.C	Assistant Professor (AGP `7000)	03-08-2011

2. Department of Physics

Sl. No.	Name	Promoted under CAS as	Date from which placed
1.	Dr.K.Chandrasekharan	Professor (AGP `10000)	14-09-2010
2	Dr. Vari Sivaji Reddy	Assistant Professor AGP `7000	23-03-2013

3. Department of Chemistry

Sl. No.	Name	Promoted under CAS as	Date from which placed
1.	Dr. Lisa Sreejith	Assistant Professor AGP `8000	02-01-2010
2	Dr. A. Sujith	Assistant Professor AGP `7000	06-02-2012

4. School of Nano Science and Technology

Sl. No.	Name	Promoted under CAS as	Date from which placed
1.	Dr. V. Sajith	Assistant Professor AGP `8000	05-01-2011
2	Mr. Shijo Thomas.	Assistant Professor AGP `7000	03-08-2010
3	Mr. Hanas T	Assistant Professor AGP `7000	03-08-2010

5. Department of Chemical Engineering

Sl. No.	Name	Promoted under CAS as	Date from which
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			placed
1.	Dr. Aparna K	Assistant Professor (AGP `7000)	28-11-2011

6. Department of Mechanical Engineering

Sl. No.	Name	Promoted under CAS as	Date from which placed
1.	Dr. M.A. Joseph	Professor (AGP `10000)	12-12-2010
2	Dr. N. Sudarsan.	Professor (AGP `10000)	18-04-2008
3	Dr. Ghulam Jilani	Professor (AGP `10000)	19-07-2010
4	Dr. R. Manu	Assistant Professor (AGP `8000)	01-06-2008
5.	Dr. P.B. Dhanish	Assistant Professor (AGP `8000)	24-10-2010
6.	Mr. Sudheer A P	Assistant Professor (AGP `7000)	03-11-2010
7	Mr. Rohinikumar	Assistant Professor (AGP `7000)	14-12-2012
8	Mr. M. Srinivas	Assistant Professor (AGP `7000)	11-12-2011
9	Mr. P.V. Manu	Assistant Professor (AGP `7000)	26-11-2012
10	Mr. A.M. Sreenath	Assistant Professor (AGP `7000)	12-12-2010
11	Mr. G. Varaprasad	Assistant Professor (AGP `7000)	05-08-2010
12	Mr. K. Sekar	Assistant Professor (AGP `7000)	25-07-2012
13	Mr. U.B. Jayadeep	Assistant Professor (AGP `7000)	29-08-2010

7. School of Bio-Technology

Sl. No.	Name	Promoted under CAS as	Date from which placed
1.	Dr. R. Aswathi Nair	Assistant Professor (AGP `7000)	28-01-2013
2	Dr. Rathinaswamy K	Assistant Professor (AGP `7000)	23-01-2013
3	Dr. Suchithra T.V.	Assistant Professor (AGP `7000)	02-01-2013

8. Department of Civil Engineering

Sl. No.	Name	Promoted under CAS as	Date from which placed
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1.	Dr. Santosh G Thampi	Professor (AGP `10000)	22-03-2011
2.	Mr. Sajith A.S.	Assistant Professor (AGP `7000)	01-08-2010
3	Ms. N.R. Chithra	Assistant Professor (AGP `7000)	31-12-2012
4	Ms. Reesha Bharath	Assistant Professor (AGP `7000)	03-12-2012
5	Dr. Vinu Palissery	Assistant Professor (AGP `7000)	28-01-2013
6	Dr. K. Rangaswamy	Assistant Professor (AGP `7000)	16-01-2013
7	Mr. George K Varghese	Assistant Professor (AGP `7000)	29-08-2010
8	Mr. M. Harikrishna	Assistant Professor (AGP `7000)	29-08-2010

9. Department of Computer Science and Engineering

Sl. No.	Name	Promoted under CAS as	Date from which placed
1.	Mr. Saidalavi Kaladi	Assistant Professor (AGP `8000)	02-06-2008
2	Ms. M. Subhasree	Assistant Professor (AGP `8000)	25-07-2011
3	Ms. R. Subhashini	Assistant Professor (AGP `8000)	28-07-2011
4	Ms. N. Saleena	Assistant Professor (AGP `8000)	30-10-2010
5	Mr. Vinod P	Assistant Professor (AGP `8000)	20-07-2008
6	Mr. Jimmy Jose	Assistant Professor (AGP `7000)	09-05-2012
7	Ms. A.Lijiya	Assistant Professor (AGP `7000)	19-11-2012
8	Mr. T.A. Sumesh	Assistant Professor (AGP `7000)	04-12-2011
9	Mr. Sreenu Naik Bhukya	Assistant Professor (AGP `7000)	26-07-2012

10. Department of Electrical Engineering

Sl. No.	Name	Promoted under CAS as	Date from which placed
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1.	Dr. M P. Nandakumar	Professor (AGP `10000)	31-10-2008
2	Dr. Saly George	Professor (AGP `10000)	16-11-2008
3	Ms. P. Preetha	Assistant Professor (AGP `8000)	11-11-2008
4.	Ms. R. Sunitha	Assistant Professor (AGP `8000)	20-11-2010
5	Ms. P. Hemarani	Assistant Professor (AGP `8000)	26-02-2011
6.	Ms. K. Sunitha	Assistant Professor (AGP `8000)	31-01-2011
7	Mr. Rijil Ramachand	Assistant Professor (AGP `8000)	21-09-2008
8	Ms. Subha D Puthenkattil	Assistant Professor (AGP `8000)	20-11-2010
9	Mr. Jagadanand G	Assistant Professor (AGP `7000)	21-12-2012
10	Ms. Mija S.J.	Assistant Professor (AGP `7000)	28-11-2012
11	Dr. Sunilkumar T.K.	Assistant Professor (AGP `7000)	01-02-2012
12	Dr. Kumaravel S	Assistant Professor (AGP `7000)	29-12-2012

11. Department of Architecture

Sl. No.	Name	Promoted under CAS as	Date from which placed
1.	Mr. Mohammed Firoze	Assistant Professor (AGP `7000)	28-07-2009
2	Ms. Shyni K	Assistant Professor (AGP `7000)	01-12-2011
3	Ms. Chithra K	Assistant Professor (AGP `7000)	22-01-2012

12. Department of Electronics And Communication Engineering

Sl. No.	Name	Promoted under CAS as	Date from which placed
1.	Mr. A. V. Babu	Assistant Professor (AGP `8000)	31-07-2008
2	Mr. Suresh R.	Assistant Professor (AGP `8000)	22-05-2008
3	Mr. M. G. Jaikumar	Assistant Professor (AGP `8000)	24-07-2009
4.	Mr. S. M. Sameer	Assistant Professor (AGP `8000)	12-06-2008

	5	Mr. Dhanaraj K.J.	Assistant Professor (AGP `7000)	01-08-2010
	6.	Mr. V.Sakthivel	Assistant Professor (AGP `7000)	01-12-2011
	7	Mr. Bhuvan B	Assistant Professor (AGP `7000)	19-11-2012
	8	Mr. C.V.Raghu	Assistant Professor (AGP `7000)	11-02-2013
	13. School of Management Studies			
	Sl. No.	Name	Promoted under CAS as	Date from which placed
	1.	Mr. Mohammed Shafi K	Assistant Professor (AGP `7000)	09-01-2013
	Further, the BoG directed that the sealed covers containing the minutes of the selection committees in regard to the four faculty members who were called for interview based on the orders of the Hon, High Court of Kerala shall be kept in safe custody. The BoG discussed the case of Sri. T. M. Srinivasa, Assistant Professor, Dept. of Computer Science and Engineering, who is presently on study leave in Germany. He had requested that he may be interviewed by video conferencing. However, the selection committee had turned down his request. The BoG asked the Director to do the needful to conduct his interview by video conferencing at the earliest.			
Subject	BG23.05 Consideration of the report of the Faculty Grievance Redressal Committee			
Decision	The BoG discussed the report of the Faculty Grievance Redressal Committee and the recommendations of the FC in this regard. It decided to accept the recommendation of the FC that the recommendations of the Faculty Grievance Redressal Committee may be presented again with details of financial and other implications so as to enable taking a decision on the recommendations.			
Subject	BG23.06 Upgradation of 5th CPC Assistant Professors recruited after 1.1.2006 as Associate Professors in PB IV `37400-67000 with AGP `9000			
Decision	The BoG discussed the proposal for upgradation of eight 5 th CPC Assistant Professors as Associate Professors in PB IV `37400-67000 with AGP `9000 and the recommendation of the FC in this regard. The BoG agreed with the recommendation of the FC that a performance appraisal has to be carried out in the case of these persons before they can be considered for upgradation. The BoG instructed the Director to constitute an in house committee for this purpose and submit its recommendations to the Hon. Chairpserson, BoG. The BoG authorized the Hon. Chaiperson, BoG to take an appropriate decision on this based on the recommendations of the Committee and the Director.			
Subject	BG23.07 Declaration of probation of faculty appointed on contract after regularization of their service on acquiring PhD			
Decision	The BoG discussed the proposal presented before it to declare the probation of three faculty members -			

	Dr Vari Sivaji Reddy (Physics), Dr N Selvaraju (Chemical Engg.), Dr Sunitha (SoMS) - who were initially appointed on contract and subsequently regularised, subject to satisfactory completion of probation for one year from the date of regularisation. The BoG accepted the recommendation of the Director that these three faculty may be deemed to have completed probation satisfactorily and this be declared.																																			
Subject	BG23.08 Adoption of 4-tier flexible faculty cadre structure in the Institute with effect from 01.08.2013																																			
Decision	The BoG discussed the proposal of the Institute based on the direction of the MHRD that after the onetime CAS, all NITs shall adopt the flexible 4-tier faculty cadre structure as decided by the NIT Council in its 3 rd meeting by adoption of the MHRD guidelines by way of resolution by the BoGs. The selection norms for various positions under the flexible 4-tier structure will be issued by the MHRD in due course. MHRD has also instructed that all NITs shall send compliance report to the Ministry by 30 th April 2013. The BoG approved adoption of the decision of the NIT Council to shift to the flexible 4-tier faculty cadre structure from 01.08.2013 and directed that a compliance report may be sent to the MHRD.																																			
Subject	BG23.09 Recruitment of Assistant Professors by special recruitment to fill up backlog vacancies of SCs, STs, OBCs and PWDs and by open selection to unreserved vacancies																																			
Decision	<p>The BoG discussed and accepted the proposal submitted by the Institute to conduct direct recruitment to the 37 vacant faculty positions of Assistant Professors with AGP `6000/- as per the details furnished in Table below.</p> <p style="text-align: center;"><u>Vacancy Position of Assistant Professors</u></p> <table><tr><th>Sl. No.</th><th>Category</th><th>Reservation quota</th><th>In position</th><th>Vacancy</th></tr><tr><td>1</td><td>SC</td><td>26 (16.66%)</td><td>18</td><td>8</td></tr><tr><td>2</td><td>ST</td><td>12 (7.5%)</td><td>5</td><td>7</td></tr><tr><td>3</td><td>OBC</td><td>41 (25.84%)</td><td>29</td><td>12</td></tr><tr><td>4</td><td>PWD</td><td>{(5(3%))}</td><td>SC-1; UR-1</td><td>(2)</td></tr><tr><td>5</td><td>UR</td><td>80 (50%)</td><td>70</td><td>10</td></tr><tr><td colspan="2">Total</td><td>159</td><td>122</td><td>37</td></tr></table>	Sl. No.	Category	Reservation quota	In position	Vacancy	1	SC	26 (16.66%)	18	8	2	ST	12 (7.5%)	5	7	3	OBC	41 (25.84%)	29	12	4	PWD	{(5(3%))}	SC-1; UR-1	(2)	5	UR	80 (50%)	70	10	Total		159	122	37
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Subject	BG23.10 Consideration 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	The BoG agreed with the recommendation of the FC that the report of the committee has to be examined in detail and legal opinion has to be sought in this regard, taking into account the prevailing																																			

	<p>situation in the Institute. It accepted the recommendation of the FC that the matter can be considered and decided in the next meeting and deferred a decision on the item. Registrar informed the meeting that the Hon. High Court of Kerala had passed orders on 9th July 2013 in a case filed by Sri. M. V. Prasad, U.D. Clerk, directing the BoG to consider his representation raising grievances against the promotion granted to Sri. A. Balan and pass appropriate orders thereon as expeditiously as possible, at any rate, within a period of one month receipt of a copy of the judgment. He also informed the BoG that a certified copy of the judgment has not yet been received although a copy of the judgment was delivered to the Institute on 15th July 2013. The BoG considered the representation and directed that the Director shall set up a committee to examine the grievances of Mr. M.V. Prasad against the promotion granted to Sri. A. Balan and report on the same to the BoG to enable taking a final decision in the matter. The BoG also instructed to contact the Legal Counsel and ask them to do the needful to seek extension of time from the Hon. High Court of Kerala to decide on the matter.</p>
Subject	<p>BG23.11 Request for permission to engage the services of Apprentice Trainees for one year on contract basis on successful completion of their apprentice period</p>
Decision	<p>Taking into account the large number of posts of non faculty lying vacant, the enhanced workload due to increase in student intake and the request of the Institute, the BoG accepted the recommendation of the FC that on successful and satisfactory completion of apprenticeship by apprentice trainees with Diploma in Commercial Practice (DCP) qualification, being engaged in various offices in the Institute from the Central Board of Apprentice Training, they may be engaged for a period of one year as adhoc office assistants on the same remuneration and terms and conditions as the adhoc office assistants engaged through a test and walk in interview. The BoG decided that this will be effective from the batch of apprentice trainees completing their apprenticeship in June-July 2013. Further, the BoG also accepted the recommendation of the FC that those adhoc office assistants who had to be engaged for a few days on daily wage basis after completion of their tenure due to delay in fresh engagement on account of administrative exigencies may be paid for the number of days for which their services were engaged on daily wage basis.</p>
Subject	<p>BG23.12 Requests for engaging the services of four retired staff to complete work in connection with the issue of Form 16 and regulation of pension of CREC pensioners as per Kerala State Pension Revision Orders</p>
Decision	<p>The BoG accepted the recommendation of the FC to permit engagement of three retired ministerial staff conversant with pension fixation and preparation of arrear bills for three months on a consolidated remuneration of ` 15000/- each to complete the works in connection with regulation of pension of CREC pensioners as per the Kerala Govt. pension revision orders. Based on the recommendations of the FC, the BoG also permitted engagement of the services of Sri. K Mohandas, Retired Junior Superintendent, for a period of six months to rectify mistakes and complete works pending in</p>

	connection with income tax deduction and to sort out outstanding problems with the Dept. of Income Tax for six months and directed that payment to him may be regulated as per the rules of the GoI.
Subject	BG23.13 Any other item permitted by the Chair
Decision	<p>(i) Request of A V Francis, retired Sr Project Leader to rectify the mistake in 6th CPC pay revision</p> <p>The BoG approved the recommendation of the FC that the request of Sri A V Francis cannot be considered as the post in which he was working was not that of a full time faculty.</p> <p>(ii) Request of Dr Mathew Varghese Vaidyan to come under Pension Scheme</p> <p>The BoG accepted the recommendation of the FC that a decision in this regard cannot be taken at this stage as Mr. Satpal Sharma, Under Secretary, IFD, MHRD, informed the meeting that conflicting judgments have been delivered by some courts and tribunals in the matter and the matter is before the Ministry of Finance for a decision. Hence, the BoG decided to await the decision of the Govt. of India in this regard.</p> <p>(iii) Request of the Officer on Special Duty (OSD) to permit to opt the scale of pay of Deputy Registrar</p> <p>The BoG concurred with the recommendation of the FC that this request could be granted only if provision of such an option had been mentioned in the request of the Institute seeking deputation. In the absence of such a provision, the BoG decided that the present practice will continue. The Institute shall keep provision for such an option in future requests for filling up of posts on deputation basis.</p> <p>(iv) Request for permission to appoint an MIS Officer and two support staff on adhoc basis in the Office of TEQIP</p> <p>The BoG approved the recommendation of the FC to permit appointment of an MIS Officer, two support staff and one data entry operator on adhoc basis for the duration of the project in the Office of TEQIP to enable the Coordinator, TEQIP II, to carry out day to day activities connected with the implementation of the project. The remuneration of these staff will be as follows: MIS Officer – `40,000/-p.m., support staff and data entry operator - `10,000/-p.m. The expenses incurred in this regard will be booked against TEQIP grants.</p> <p>(v) Review of progress of ongoing civil works in the campus</p> <p>The Registrar submitted before the BoG details of ongoing civil works in the campus including present status prepared by the Dean (P&D). The BoG took note of the same and directed to take immediate</p>

	<p>action to accelerate ongoing work, and ensure strict quality control, and monitoring of the progress of works. The Registrar informed the meeting that a letter had been received from the Deputy Chief Engineer, Kerala State Electricity Board in connection with the proposal for a 33/11kV substation, requesting to provide about 30 to 50 cents of land for this purpose. As per section 6(2) of the NIT Act 2007, prior approval of the Govt. of India is required for transfer of immovable properties of NITs. The BoG accepted the recommendation of the FC in this regard and approved the proposal to request the Govt. of India to permit transfer of upto 50 cents of land for the purpose of establishing an electrical substation in the campus.</p>
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