

**MINUTES OF THE 26th MEETING OF THE FINANCE COMMITTEE OF
NATIONAL INSTITUTE OF TECHNOLOGY CALICUT HELD AT 2.00PM ON
24th JULY 2013 AT HOTEL CLASSIC INN, BANGALORE**

Members Present

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| 1. Dr. C. G. Krishnadas Nair
Hon. Chairperson, BoG, NIT Calicut | Hon. Chairperson |
| 2. Dr. M. N. Bandyopadhyay
Director, NIT Calicut | Member |
| 3. Smt. Uma Pillai IAS
Former Secretary to Govt. of India | Member |
| 4. Mr. Satpal Sharma
Under Secretary, IFD, MHRD | Member |
| 5. Dr. P. Vineeth Kumar
Nominee of the Senate, NIT Calicut | Member |
| 6. Dr. Santosh G Thampi
Registrar, NIT Calicut | Secretary |

The Hon. Chairperson, Board of Governors, NIT Calicut called the meeting to order at 2.00PM and welcomed the members. The following decisions were taken at the meeting.

Subject	FC26.01 Passing the minutes of the 25th meeting of the FC
Decision	The minutes of the 25 th meeting of the FC was confirmed and ratified.
Subject	FC26.02 Report of action taken/ pending on the minutes of the 25th meeting of the FC
Decision	The FC noted the report of action taken/ pending on the decisions taken at its 25 th meeting.
Subject	FC26.03 Consideration of the annual accounts for 2012-'13
Decision	The FC discussed and recommended to the BoG that the annual accounts for 2012-'13 may be approved. It observed that once audit of the accounts is completed, the annual accounts may be forwarded to the MHRD.
Subject	FC26.04 Consideration of the minutes of the Selection Committees for promotion under CAS
Decision	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 27 th June 2013. At the outset, Dr. Santosh. G. Thampi, Registrar, requested that he may be permitted to stay away during the discussion on this item as he had attended the interview. The FC allowed him 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 FC. The following important features regarding the dates of eligibility were noted by the FC.

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).

Dean (FW) also requested the FC 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, the FC recommended to the BoG 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 FC also recommended to the BoG that this can be taken up after a uniform policy in this regard is evolved at the NIT Council.

The FC recommended to the BoG to approve the recommendations of the selection committees for promotion under CAS and grant promotions to those faculty members recommended for promotion by the selection committees w.e.f. the respective dates of eligibility. The FC also took note of the recommendations of the scrutiny committee regarding dates of eligibility. The FC recommended to the BoG 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 recommended by the FC to 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 placed
1.	Dr. Aparna K	Assistant Professor (AGP `7000)	28-11-2011

6. 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

7. 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

8. Department of Civil Engineering

Sl. No.	Name	Promoted under CAS as	Date from which placed
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
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 FC recommended to the BoG 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 may be kept in safe custody.

Subject	FC26.05 Consideration of the report of the Faculty Grievance Redressal Committee
Decision	The FC discussed the report of the Faculty Grievance Redressal Committee. It decided to recommend to the BoG 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	FC26.06 Upgradation of 5th CPC Assistant Professors recruited after 1.1.2006 as Associate Professors in PB IV `37400-67000 with AGP `9000
Decision	The FC discussed the proposal for upgradation of eight 5 th CPC Assistant Professors as Associate Professors in PB IV `37400-67000 with AGP `9000. The FC observed that a performance appraisal has to be carried out in the case of these persons before they can be considered for upgradation.
Subject	FC26.07 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 FC observed 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 situation in the Institute. It recommended 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 9 th 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 FC that a certified copy of the judgment has not yet been received although a copy of the judgment was delivered to the Institute on 15 th July 2013. The FC considered the representation and recommended to the BoG that a committee may be set up to examine the grievances of Mr. M.V.

	Prasad against the promotion granted to Sri. A. Balan and report on the same to enable taking a final decision in the matter. The FC also recommended to the BoG that the Legal Counsel may be contacted and asked to do the needful to seek extension of time from the Hon. High Court of Kerala to decide on the matter.
Subject	FC26.08 Request for permission to engage the services of Apprentice Trainees for one year on contract basis on successful completion of their apprenticeship period
Decision	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 FC recommended to the BoG 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 FC also recommended that this may be effective from the batch of apprentice trainees completing their apprenticeship in June-July 2013. Further, the FC also recommended to the BoG 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.
Subject	FC26.09 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
Decision	The FC recommended to the BoG to grant permission to engage 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. The FC also recommended to permit the engagement of Sri. K Mohandas, Retired Junior Superintendent, for a period of six months to rectify mistakes and complete works pending in connection with income tax deduction and to sort out outstanding problems with the Dept. of Income Tax for a period of six months and directed that payment to him may be regulated as per the rules of the GoI.
Subject	FC26.10 Any other item permitted by the Chair
Decision	(i) Request of A V Francis, retired Sr Project Leader to rectify the mistake in 6th CPC pay revision The FC recommended to the BoG 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.

(ii) Request of Dr Mathew Varghese Vaidyan to come under Pension Scheme

The FC recommended to the BoG 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 FC recommended to the BoG to await the decision of the Govt. of India in this regard.

(iii) Request of the Officer on Special Duty (OSD) to permit to opt the scale of pay of Deputy Registrar

The FC observed 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 FC recommended 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.

(iv) Request for permission to appoint an MIS Officer and two support staff on adhoc basis in the Office of TEQIP

The FC recommended to the BoG 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.