

ITEM No.B.21.1 TO CONFIRM THE MINUTES OF THE 20TH MEETING OF THE BOARD OF GOVERNORS HELD ON 25.06.2011 AND TO REPORT ACTION TAKEN THEREON

(a) The minutes of the 20th meeting of the Board of Governors of the institute held on 25.06.2011 were circulated amongst all its members vide institute letter No.NITTTTR/Board/20th-Minutes/11168-83 dated 04.07.2011, for their information and comments, if any. A copy of the minutes is enclosed as **Annexure - I** (at Page Nos.1 to 7). Since no comments have been received from any of the members, the same may please be confirmed as recorded.

(b) **FOLLOW UP**
FOLLOW UP OR ACTION TAKEN REPORT ON MINUTES OF THE PREVIOUS MEETING OF BOARD OF GOVERNORS

Minutes of the last meeting	Follow up
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Against

ITEM No.B.20.1 TO CONFIRM THE MINUTES OF THE 19TH MEETING OF THE BOARD OF GOVERNORS HELD ON 15.03.2011 AND TO REPORT ACTION TAKEN THEREON.

The minutes were confirmed as recorded Noted

Against

ITEM NO.B.18.2.9 TO REPORT CONTINUATION OF SERVICE OF PROFESSOR (DR.) SS BANWAIT ON ATTAINING THE AGE OF 50 YEARS

The Board of Governors approved that the instructions as per the guidelines of Government of India, MHRD vide its letter dated 16.5.2011 may be followed.

Action suggested by the Ministry has been taken.

Against

ITEM NO.B.18.4.5 TO CONSIDER ISSUANCE OF CHARGE SHEET TO SH. K.L. SINGLA, SENIOR ADMINISTRATIVE OFFICER

Action taken by the institute was noted by the Board of Governors.

Charge sheet issued vide letter No.19838 dated 23.09.2011

Against

ITEM NO.B.19.3.4 TO CONSIDER DELEGATION OF POWERS REGARDING DISCIPLINARY / PUNITIVE ACTION TO THE DIRECTOR OF THE INSTITUTE

Action taken by the institute was noted by the Board of Governors.

Reply received from Ministry of Human Resource Development, New Delhi vide letter no.7-17 / 2011-TS.IV dated 17.06.2011

Against

ITEM NO.B.20.2.2 TO REPORT REGARDING RELIEVING OF DR.PARIJAT DE FROM THE POST OF DIRECTOR, NITTTR, CHANDIGARH

Action taken by the institute was noted. The Board of Governors appreciated the services rendered by Dr Parijat De during his stay at this institute for two years. The Board of Governors further desired to convey him the appreciation of his services.

Appreciation letter No. NITTTR / Admn / E-1 / 13729 dated 02.08.2011 was sent to Dr. Parijat De.

Against

ITEM NO.B.20.3.1 TO CONSIDER AND APPROVE THE MINUTES OF THE 20TH MEETING OF FINANCE COMMITTEE TO BE HELD ON 25.06.2011

The Board of Governors approved the minutes of the 20th meeting of the Finance Committee in its meeting held on 25.6.2011

Noted

Against

ITEM NO.B.20.3.2 TO CONSIDER THE CASE OF FACULTY MEMBERS WHO HAD NOT OBTAINED PH.D WITHIN 7 YEARS AS PRESCRIBED IN THE TERMS & CONDITIONS OF THEIR SELECTION TO THE POST OF ASSISTANT PROFESSOR

The Member Secretary explained the individual cases of the faculty members. He informed that there are no prescribed guidelines from AICTE/MHRD in this regard. He also explained that a letter has been sent to AICTE Approval Bureau for this purpose and requested that, as the institute has not received any reply till date, we may give an extension of one year to the concerned faculty members. The members advised that separate cases for the extension may kindly be placed before the Board. It was also decided that as the faculty members have not fulfilled the prescribed condition, their next increment may be stopped.

The next increment of both the faculty members have been stopped vide letter No. NITTTR / Admn/E-1/727 dated 23.08.2011 and No.NITTTR/Admn/E-1/726 dated 23.08.2011. However a separate item for extension is put up vide item no.**B.21.3.4** for consideration of the Board.

Against

ITEM No.B.20.3.4 TO APPROVE APPOINTMENTS OF ASSISTANT PROFESSORS ADVERTISED BY THIS INSTITUTE AGAINST ADVERTISEMENT NO. 124-9/2010 REGARDING

The Board of Governors approved the recommendations of the Selection Committees for the post of Assistant Professors advertised by this institute against Advertisement No. 124-9/2010 the interviews for which were held on 19.4.2011 and from 20.5.2011 to 25.5.2011 except for the post of Assistant Professor, Applied Science (Applied Mathematics). For the post of Assistant Professor, Applied Science (Applied Mathematics), the Board advised that opinion/clarification

Appointment letters for the post of Assistant Professors in :

1. Civil Engineering Department
2. Electronics & Communication Engineering Department.
3. Computer Science Department
4. Electrical Engineering Department

have been issued. However, appointment letter for the post of Assistant Professor, Applied Science (Applied Mathematics) is

may be sought regarding the weightage of two High Court rulings in respect of need of NET qualification from UGC. The Board of Governors further approved that appointment letters may be issued to all the selected candidates except for the post of Assistant Professor, Applied Science (Applied Mathematics).

pending due to the clarification sought from UGC, the reply of which is still pending.

Against

ITEM No. B.20.3.5 TO CONSIDER RE-EMPLOYMENT OF FACULTY BEYOND THE AGE OF SUPERANNUATION

The Board of Governors approved that the institute may evolve an institute specific policy for re-employment of superannuated faculty beyond the age of 65 years after studying the Rules and Regulations of Govt. Of India, UGC and AICTE. The Board of Governors discussed the case of Dr. AN Pathak, Prof. & Head, Applied Science, who is superannuating on June 30, 2011, for re-employment beyond the age of 65 years. Keeping the interests of the institute in view, the Board of Governors recommended that Dr. Pathak may be re-employed for six months or till the time post is filled in by the new incumbent, whichever is earliest. However, as this matter involves financial implications the Board of Governors recommended that his case alongwith full justification may be sent to Ministry for consideration & approval.

A case regarding Re-employment of faculty beyond the age of Superannuation was sent to Ministry vide letter no. NITTTTR / Re-employment / 14099 dated 03.08.2011, copy attached as **Annexure - II** at page no.8 to 9.

A team headed by Prof. YK Anand is formulating terms and conditions for re-employment. The detailed scheme will be given at the time of meeting of BoGs.

ITEM NO.B.21.2 ITEM FOR REPORTING

ITEM NO.B.21.2.1 TO REPORT REGARDING COMPLETION OF PROBATION PERIOD OF INSTITUTE EMPLOYEES

The Chairman, Board of Governors, vide U.O. No.NITTTTR/20 dated 23.08.2011 (copy attached as **Annexure - III** at page No.10) has approved the completion of probation period of the following institute staff members against the post and from the dates mentioned against each:

Sr. No.	Name	Designation and Department	Date of joining	Date of clearance of probation
1.	Ashutosh Kapila	Producer, ETV Department	05.04.2010	04.04.2011
2.	Rakesh Goel	Estate Officer, Estate Department	05.04.2010	04.04.2011
3.	JL Verma	Electronics Engineer, ETV Department	05.04.2010	04.04.2011

IT IS FOR THE INFORMATION ONLY

ITEM NO.B.21.2.2 TO REPORT REGARDING EMPANELMENT OF DR. ASHISH GUPTA, RES. CUM CLINIC # 817, SECTOR 8, PANCHKULA AS AN AUTHORISED MEDICAL ATTENDANT FOR THE DENTAL TREATMENT OF THE INSTITUTE EMPLOYEES AND THEIR FAMILIES

The Board of Governors has approved in its 1st meeting (item No.B.1.22) held on 18.06.2004 as under:-

“The Director of the Institute may be authorized to appoint any private registered medical practitioner as AMA for the Institute employees on the approved rates”.

Keeping in view, the Director has appointed Dr. Ashish Gupta, Residence cum Clinic: # 817, Sector 8, Panchkula, Haryana as an Authorised Medical Attendant (vide office order No.148 dated 13.09.2011, attached as **Annexure - IV** at page no.11) for the dental treatment for the institute employees and their families on the terms and conditions as applicable to the CGHS beneficiaries at the following clinics:-

1. Guptas Dental Hospital,
Orthodontic & Implant Centre
SCO No.97, Swastik Vihar,
Sector 5, Panchkula, Haryana
2. Ashish Orthodontic & Dental Centre
SCO 815, Sector 22-A,
Chandigarh

IT IS FOR THE INFORMATION ONLY

ITEM NO.B.21.2.3 TO REPORT RETIREMENT OF STAFF ON THEIR SUPERANNUATION DURING THE PERIOD FROM 01.01.2011 TO 30.06.2011

The following persons have since been retired on their Superannuation from the institute on dates mentioned against each :-

Sr. No.	Name (Sarvshri)	Post	Date of Superannuation
1.	Dr. H.K. Gill	Professor (In-situ)	31.01.2011
2.	Shri V.K. Sahwney	Section Officer	31.05.2011
3.	Shri C. Venugopalan	Private Secretary	31.05.2011
4.	Dr. A.N. Pathak	Prof. & Head	30.06.2011

IT IS FOR THE INFORMATION ONLY

ITEM NO.B.21.2.4 TO REPORT APPOINTMENTS MADE DURING THE PERIOD FROM 01.08.2011 TO 30.09.2011

The following persons have since been appointed in the institute in various departments on dates mentioned against each :-

Sr. No.	Name (Sarvshri)	Post and Department	Date of joining
1.	Mrs. Mala Kalra	Assistant Professor Computer Science	09.08.2011 (A.N.)
2.	Mrs. Poonam Saini	Assistant Professor Computer Science	12.09.2011 (F.N.)
3.	Mrs. Himi Gupta	Assistant Professor Civil Engineering	26.08.2011 (F.N.)
4.	Mrs. Shimi SL	Assistant Professor Electrical Engineering	05.08.2011 (A.N.)
5.	Mrs. Kanika Sharma	Assistant Professor Electronics & Comm. Engineering	09.09.2011 (F.N.)

IT IS FOR THE INFORMATION ONLY

ITEM NO.B.21.3 ITEMS FOR CONSIDERATION

ITEM NO.B.21.3.1 TO CONSIDER AND APPROVE THE MINUTES OF THE 21ST MEETING OF FINANCE COMMITTEE TO BE HELD ON 21.10.2011

The 21st meeting of Finance Committee is scheduled to be held on 21.10.2011 at 11.30 A.M. Agenda papers for this meeting are attached herewith in a separate booklet as **Annexure - V**. The minutes of the meeting of Finance Committee will be placed before the Board of Governors for consideration and approval at the time of meeting.

THE BOARD OF GOVERNORS MAY KINDLY CONSIDER AND APPROVE

ITEM NO.B.21.3.2 TO CONSIDER AND APPROVE THE MINUTES OF THE 12TH MEETING OF ACADEMIC COUNCIL HELD ON 18.10.2011.

The twelfth meeting of the Academic Council of the institute is scheduled to be held on 18.10.2011. Agenda papers for this meeting are attached as **Annexure – VI** in a separate booklet. The minutes of the meeting of Academic Council will be placed before the Board of Governors at the time of the meeting, for consideration and approval.

THE BOARD MAY CONSIDER AND APPROVE THE MINUTES OF ACADEMIC COUNCIL

ITEM NO.B.21.3.3 TO CONSIDER AND APPROVE THE ANNUAL REPORT OF THE INSTITUTE FOR THE YEAR 2010-2011

The Annual Report of the institute for the year 2010-2011 will be placed before the Board of Governors at the time of the meeting. It is to mention here that the Annual Report of the institute does not contain audit certificate and utilization certificate as the same have not yet been received from the Audit Office, though the audit of the institute accounts has been conducted by the Principal Accountant General (Audit) Punjab &

U.T. Chandigarh from 01.07.2011 to 15.07.2011. It is further indicated that Audit Certificate is still awaited and shall be intimated as soon as it is received from the PAG (Audit), Pb. & UT Chandigarh. The Annual Report of the institute for the year 2010-11 including Audit Certificate (after getting it approved from the Chairman, Board of Governors, NITTTR Chandigarh), if received from PAG (Audit), Punjab and UT Chandigarh, will be sent to the Ministry of Human Resource Development, New Delhi after incorporating the same in the Annual Report for placing on the table of the Parliament by 31st December, 2011.

THE BOARD MAY CONSIDER AND MAKE
RECOMMENDATION TO THE NITTTR CHANDIGARH
SOCIETY FOR APPROVAL

ITEM NO.B.21.3.4 TO CONSIDER THE REQUEST OF MRS POONAM SAYAL AND MRS LINI MATHEW, ASSOCIATE PROFESSORS FOR GRANT OF EXTENSION FOR COMPLETING PH.D.

The Institute in 20th meeting(vide item No.B.20.3.2) held on 25.06.2011 had informed the Board of Governors of this institute that two faculty members namely Mrs Lini Mathew, Associate Professor(earlier Assistant Professor) and Mrs Poonam Syal, Associate Professor(earlier Assistant Professor) who were having Master's Degree in appropriate Branch of Engineering/Technology with 5 years of experience in teaching/industry/research at the level of Lecturer were appointed as Assistant Professor in February, 2004 with the condition that they have to obtain Ph.D Degree within a period of seven years from the date of appointment as Assistant Professor(now Associate Professor) as per the condition laid down in AICTE guidelines dated 19.02.3003 for the appointment to the post of Assistant Professor. It has to be informed that there are no prescribed guidelines from AICTE/MHRD in this regard if an individual does not obtain Ph.D degree within the prescribed limit of 7 years.

The members of the Board of Governors had advised that separate cases for the extension may kindly be placed before the Board. It was also decided that as the faculty members have not fulfilled the prescribed condition, their next increment may be stopped.

In compliance to the decision of the Board of Governors, the next increment of both the faculty members have been stopped till they complete their Ph.D.

Now both the above faculty members vide their request dated 1.7.2011 have informed that they are sincerely working to complete their Ph.D work and determined to complete at the earliest possible. Both the faculty members have requested to allow them an extension of two years so that they can complete their Ph.D work, which is presently about 70% complete. Copies of the requests of the faculty members are enclosed as **Annexure - VII** at page Nos. 12 to 13 for the kind perusal of the Board.

THE BOARD OF GOVERNORS MAY KINDLY CONSIDER THE REQUESTS OF BOTH FACULTY MEMBERS FOR EXTENSION OF TWO YEARS FOR COMPLETION OF THEIR PH.D.

ITEM NO.B.21.3.5 TO APPROVE THE QUALIFICATION AND AGE FOR THE POST OF DIRECTOR, NITTTR, CHANDIGARH

The Government of India, Ministry of Human Resource Development vide their letter F.No.7-18/2011-TS.IV dated 12th July, 2011 has sent us a copy of the text of the advertisement for the post of Director, NITTTR, Chandigarh. In the text, the following qualification and age has been laid down by the Ministry for the post of Director, NITTTR, Chandigarh

EXISTING

AGE:

The candidate applying for the post should preferably have as on the date of publication of this advertisement, 5 clear years of service before his/her superannuation date.

MINIMUM QUALIFICATION AND EXPERIENCE

A regular Professor in Engineering and Technology or Applied Sciences with a total experience of 15 years in the field of Teaching / Industry / Research.

DESIRABLE:

- a) Administrative experience in a responsible position
- b) Published Research Work of high standard; and
- c) Membership of Professional Bodies

Looking into the structure, programmes and activities of the institute, the suitable qualifications for the post of Director should be:

PROPOSED

MINIMUM QUALIFICATION AND EXPERIENCE

Ph.D in Engineering / Technology / Management with 1st Class at Bachelor's/Master's level in Engineering / Technology with 15 years of experience in Teaching/Industry/Research out of which 5 years must be at the level of Professor or above.

DESIRABLE:

- a) Administrative experience in managing teacher training/curriculum development, educational technology and management
- b) Published Research Work of high standard; and
- c) Membership of Professional Bodies

AGE:

The candidate should have a clear period of 5 years between the date of appointment and the date of retirement which is at present 65 years.

It is worthwhile to mention here that similar qualifications for the post of Director are prescribed by the Central Government institutions such as SLIET, Longowal, NERIST, Ita Nagar, ISM, Dhanbad and NITs while issuing advertisements from time to time.

BOARD OF GOVERNORS MAY KINDLY APPROVE THE ABOVE QUALIFICATION AS SUGGESTED BY THIS INSTITUTE FOR THE POST OF DIRECTOR, NITTTR, CHANDIGARH

ITEM NO.B.21.3.6 TO APPROVE REVISION OF RATES OF LICENCE FEE FOR INSTITUTE QUARTERS WITH EFFECT FROM 01.07.2010

The Government of India, Ministry of Urban Development, Directorate of Estates, New Delhi vide their OM No.18011/1/2009-Pol.III dated 28.04.2011 has revised the rates of Licence Fee for Central Government residential accommodation with effect from 01.07.2010. Accordingly, the rates of licence fee of the institute quarters has been revised with effect from 01.07.2010 as per details given below:-

Sr. No.	Type of Houses	Range of living area (in sq.mtr.)	Existing flat rates of licence fee per month	Revised flat rates of Licence fee per month with effect from 01.07.2010
1.	I	Upto 30	81	115
2.	II	More than 26.5 & upto 40	144	205
3.	II	41 to 50	185	260
4.	III	More than 34.5 & upto 55	219	310
5.	III(A)	56 to 65	268	380
6.	IV(A)	59 to 75	297	420
7.	V	Beyond 106	639	900

BOARD OF GOVERNORS MAY KINDLY APPROVE THE REVISION OF RATES OF LICENCE FEE FOR INSTITUTE QUARTERS WITH EFFECT FROM 01.07.2010

ITEM NO.B.21.3.7 ROTATIONAL HEADSHIP

The Board of Governors vide Item No.B.19.1(b) – Against Item No.B.17.3.6 dated 15.03.2011 had approved the introduction of rotational headship in the institute, only upto the level of Professors in those academic departments which have more than one Professor, irrespective of whether they are directly appointed or promoted through CAS. Accordingly the institute vide Office Order No.46 dated 31.05.2011

implemented the rotational headship in the departments. As per the institute's present staff structure, this provision of rotational headship is applicable only in four academic departments viz CDC, Education and Educational Management, EDIC and Mechanical Engineering Department. As per the rules framed by the institute the rotational headship was for a period of three years. In the department of Mechanical Engineering Dr BS Pabla had taken over the charge of headship on 1st October, 2010, so he was not changed from his present position. In the department of EDIC there are three Professors promoted under the Career Advancement Scheme. Out of these Dr JS Saini, who is the seniormost Professor was given the charge of headship in the Department of Rural Development (vide Office Order No. 21 dated 27.01.2003) in which there was no Professor. Another Professor Dr SK Dhameja was also given the charge of Professor & Head IMCO (vide Office Order No.175 dated 18.11.2010). So the rotation of headship could be applied only in two departments i.e CDC, where charge was given to Dr AB Gupta in place of Dr KM Rastogi and in Education & Education Management where charge was given to Dr SP Bedi in place of Dr PK Tulsi. It is informed that Dr PK Tulsi has filed a Writ Petition in the Punjab & Haryana High Court regarding this provision of rotational Headship in the institute. The objective of initiating rotational headship in the institute was to bring healthy competition and new ideas in the departments for the qualitative growth of the institute. This could not be fully achieved as the provision approved by the Board, in true sense, is presently applicable to only two departments, out of the 14 departments in the institute where there is either one Professor or no Professor. In other departments the individuals who are presently looking after headship will be staying for much longer periods than the period of three years as required for rotation of headship in the applicable departments.

It is worthwhile to mention here that other sister NITTTRs have also not been able to successfully implement this rotational headship because of NITTTRs being special institutes (quite different from technical departments of any other University or college) and the departments have mostly one Professor by design. Keeping the above points in view,

Board of Governors may re-consider the decision of implementation of rotational headship in the interest of the institute as the desired objective could not be achieved with its implementation.

BOARD OF GOVERNORS MAY CONSIDER AND APPROVE

ITEM NO.B.21.3.8 TO APPROVE THE QUALIFICATION AND EXPERIENCE FOR FACULTY POSTS

The institute has been following the AICTE and UGC guidelines regarding qualifications and experience for faculty posts as applicable to the teachers of Engineering Colleges and Universities. On the basis of these guidelines the institute had framed detailed educational qualifications and experience for each faculty post.

As several faculty posts are presently lying vacant which are required to be filled at the earliest in the best interest of the institute, it was felt necessary that the detailed qualifications and experience may be reviewed based on the above guidelines. Accordingly a committee consisting of the following was constituted by the Director to review the qualifications and experience for different faculty positions:

1. Dr SS Pattnaik, Chairman
2. Dr JS Saini, Member
3. Dr SS Banwait, Member
4. Dr Rakesh K Wats, Member Secretary

The Committee has prepared the draft qualifications and experience for all the faculty positions in the institute in consultation with the concerned Heads of Department. These proposed qualifications will be circulated at the time of meeting.

It is worthwhile mentioning here that as per AICTE and UGC guidelines, there is no mention of the age limit for the faculty positions. Accordingly no age limit has been prescribed for faculty posts at the institute.

BOARD OF GOVERNORS MAY KINDLY APPROVE THE RECOMMENDATIONS OF THE COMMITTEE SO THAT WE MAY ADVERTISE THE VACANT FACULTY POSTS ON THE BASIS OF THESE RECOMMENDATIONS

ITEM NO.B.21.3.9 TO CONSIDER PROTECTION OF PAY OF MRS KANIKA SHARMA AND CLAIM OF SENIORITY WEF 17.09.2004

One post of Lecturer Electronics & Communication Engineering (Purely on temporary basis) had fallen vacant on 11.06.2002 because its permanent incumbent(Mr. JS Rai) had proceeded on long leave. Accordingly the Institute had advertised this post vide Advertisement No.83-8/2002 in August 2002(**Annexure – VIII** at page No.14). It was categorically mentioned in the said advertisement that **‘Purely temporary posts are against leave vacancies/lien and the incumbents have to pass through a fresh recruitment process for these posts whenever required for regular appointment’**. In response to this advertisement Mrs Kanika Sharma had applied on 25.09.2002, knowing very well that the post is purely temporary against leave vacancy/lien and she will have to pass through a fresh recruitment process for regular appointment on this post. The said post was again advertised in February 2003 with the same stipulation as stated above vide Advertisement N.87-2/2003 (**Annexure – IX** at page No.15) and it was clearly mentioned in this advertisement that the candidates who had already applied against Advertisement No. 83-8/2002 of August 2002 need not to apply again. Mrs Kanika Sharma therefore, did not apply again against Institute Advertisement No.87-2/2003 and, therefore, her application dated 25.09.2002 against previous Advertisement No.83-8/2002 was considered by the Institute. It is worthwhile mentioning here that at the time of advertisement of the said post, first in August 2002 and again in February 2003, its permanent incumbent Shri Jaspreet Singh Rai, Lecturer who had proceeded on long leave, had a lien on this post. The resignation of Shri Jaspreet Singh Rai was accepted vide Office Order No.150 dated 27.06.2003 (**Annexure – X** at page No.16) i.e. after the issuance of both the above said advertisements. A UO No.74 dated 22.12.2003 was sent to the Chairman, Board of Governors indicating therein that the post of Lecturer, Electronics & Communication Engineering had now become a regular vacancy as the resignation of its earlier incumbent had been accepted.

Mrs. Kanika Sharma who had applied against the advertised post, appeared for interview which was fixed by the institute on 10.09.2004 and was selected for the post by the duly constituted Selection Committee. Accordingly she was offered the appointment letter and she joined her duties on 17.11.2004.

As the advertised post was purely temporary, therefore, many of the prospective candidates might have not applied for the said post. Therefore a UO No.05 dated 2.3.2005 was sent to the Chairman, Board of Governors for sending a communication to Mrs Kanika Sharma in continuation of the appointment letter dated 17.09.2004 stating therein that the post of Lecturer, Electronics & Communication Engineering is purely temporary and the selected candidate(Mrs Kanika Sharma) will have to pass through a fresh recruitment process for the post whenever advertised for filling up on regular basis. The Chairman, Board of Governors, in the capacity of Appointing Authority had approved issuance of an amendment to the appointment letter. Accordingly, Mrs Kanika Sharma was informed vide letter No.57284 dated 15.03.2005 that she will have to pass through a fresh recruitment process for the post of Lecturer Electronics & Communication Engineering when ever advertised on regular basis. This was contested by Mrs. Kanika Sharma claiming that her appointment was on regular basis vide her letter dated 21.11.2006 and 22.10.2007 to which institute did not agree and conveyed the same. The action of the Institute was absolutely in line with the advertisement against which Mrs Kanika Sharma had applied and selected.

It is worth mentioning here that after this the institute twice advertised the post on regular basis vide advertisement No.99-3/2006 and 109-4/2008, the interviews for which could not be conducted due to non-availability of regular Director and Chairman, Board of Governors.

In the year 2008, Mrs Kanika Sharma approached the Punjab & Haryana High Court vide CPW No.12345 of 2008 for restoration of her regular appointment. It is worthwhile mentioning here that Mrs. Sharma by now had already applied against the subsequent advertisements for faculty

position advertised by the institute on regular basis, the interviews for which could not be conducted due to some administrative reasons and change in the designation, pay scale and qualifications etc on implementation of 6th pay commission.

The institute again advertised the post in question vide advertisement NO.124-9/2010 (**Annexure – XI** at page No.17). Mrs Kanika Sharma again applied in response to the said advertisement. The interview for the post was held on 23.05.2011 and she was selected. She was offered an appointment letter dated 25.08.2011 which was accepted by her vide her acceptance letter dated 30.8.2011. Simultaneously she filed an application in Hon'ble High Court for placing on record appointment letter dated 25.08.2011 with a prayer to count the service rendered in view of appointment letter dated 17.09.2004 for all purpose and intents as the said appointment was also made by adopting the proper procedure of selection on hearing the case on. 13.09.2011, the Hon'ble High Court has ordered as under:

Since the petitioner is admittedly working as an Assistant Professor in the respondent-Institute wef 17.09.2004, the so-called fresh appointment shall not deprive her from the benefit of pay protection. Before this Court expresses any final view on merits of the issues raised, it also appears expedient to direct the Board of Governors of respondent No.2-Institute to take an appropriate decision as to why the petitioner's appointment as Lecturer/Assistant Professor in Electronics & Communication Engineering should not relate back to 11.08.2004 when she was appointed on this very post vide appointment letter containing the terms and conditions of the appointment a kin to those mentioned in the fresh appointment letter dated 25.08.2011. The claim of the petitioner regarding grant of senior scale on completion of six years service shall also be considered by the Board of Governors. In case the petitioner's claim is accepted the resultant effect would be that she shall be entitled to seniority wef. 17.09.2004 and shall be deemed to have completed her probation period satisfactorily. Let an appropriate decision be taken before the adjourned date i.e. 17.01.2012.

It is worthwhile mentioning that a similar case was decided by Hon'ble Supreme Court vide Case No.250 (Before Markandey Katju and VS Sirpurkar.JJ) between state of West Bengal and Others Versus Banibrata

Ghosh and others(A copy of the same is enclosed as **Annexure – XII** at page Nos.18 to 22).

In the light of above decision of the Hon'ble High Court, Board of Governors may kindly take an appropriate decision.

THE BOARD OF GOVERNORS MAY KINDLY CONSIDER AND TAKE APPROPRIATE DECISION.

ITEM No.B.21.3.10 PLACEMENT OF STATUS REPORT ON VARIOUS ISSUES RELATING TO THE INSTITUTE

As per directions received from the Ministry of Human Resource Development vide its letter No. 4-6/2006-TS.IV(Part) dated December 6, 2006, the status report on the following issues is required to be reported to the Board of Governors in its every meeting:

1. Filling up of backlog vacancies of SC/STs and OBCs.
2. Annual Report and Audited Accounts.
3. Comments in respect of outstanding audit paras.
4. Progress of Plan and Non Plan expenditure.
5. Pending vigilance matters and enquiry report thereto.
6. Redressal of public grievances.

Accordingly, the status report in respect of the above issues is being placed which is as under:

1. Filling up of backlog vacancies of SC/STs and OBCs

There are no backlog vacancies of SCs/STs at this institute. However, there is one backlog OBC vacancy in Group A posts for which recruitment process is going on.

2. Annual Report and Audited Accounts

The Audit of Annual Accounts of the Institute for the year 2010-11 has been conducted by an Audit Party from the office of the Principal Accountant General (Audit), Punjab & UT Chandigarh during the period from 1st July to 15th July 2011. However, Audit

Certificate is awaited and shall be intimated as soon as it is received from the PAG (Audit), Pb. & UT Chandigarh.

3. Comments in respect of outstanding Audit Paras

As per Audit & Inspection Report for the year 2009-10, only 10 number audit paragraphs were outstanding for which annotated replies have since been sent to the Principal Accountant General(Audit) Punjab & U T Chandigarh for their consideration and settlement of paras. However, these will be reviewed again by the Audit Party during the course of next Audit for the year 2010-11 which is likely to be taken up in October 2011.

4. Progress of Plan and Non Plan expenditure

The Status report on progress of expenditure under Non-Plan (Recurring), Plan-(Non-Recurring)-Creation of Capital Assets and Plan (General)-Recurring schemes at the end of 2nd quarter i.e. 30.9.2011, placed in Finance Committee item No.F.21.2.5, may please be perused.

5. Pending vigilance matters and enquiry report thereto

There is no pending vigilance case in the institute.

6. Redressal of public grievances

There is no pending matter of public grievances in the institute.

SUPPLEMENTARY AGENDA

ITEM No.B.21.3.11 TO CONSIDER NOMINATION OF ONE BOARD MEMBER FOR MEMBERSHIP OF THE FINANCE COMMITTEE OF THE INSTITUTE.

The Finance Committee of the Institute consists of five members including the Chairman as per Rule 17(a) of the Memorandum of Association and Rules & Regulations of NITTTR Chandigarh Society. As per clause 3 of the rule *ibid*, a member of the Board of Governors nominated by the Board itself will be a member of the Finance Committee. Previously Shri PD Mongia who was member of the Board of Governors was nominated as member of the Finance Committee. However, after the expiry of the term of Shri PD Mongia as member Board of Governors on 23.07.2011, no other member of the Board has been nominated as member of the Finance Committee. As the existing vacancies of members of the Board of Governors have now been filled by the MHRD, it is proposed that one member of the Board of Governors may be nominated as a member of the Finance Committee. The list of members of the Board of Governors is attached as **Annexure – XIII**.

THE BOARD MAY NOMINATE ONE OF ITS MEMBER AS MEMBER OF FINANCE COMMITTEE

ITEM NO. B. 21.3.12 TO REPORT ABOUT THE NOMINATION OF THREE NEW MEMBERS ON THE BOARD OF GOVERNORS OF THE INSTITUTE.

The Government of India, Ministry of Human Resource Development has nominated the following members on the Board of Governors of the Institute under Rule 2 (c) and Rule 4(c) & (d) of the Memorandum of Association and Rules & Regulations of NITTTR, Chandigarh Society, against the existing vacancies vide their letter No.7-26/2011-TS.IV dated 5th October, 2011, a copy of which is attached as **Annexure – XIV**.

1. The Director of Technical Education and Industrial Training, Govt. of Punjab, Plot No.1, Chandigarh 160 036. - Rules 2 (c) & 4(c)

2. Dr. N. Sathyamurthy, Director, Indian Institute of Science Education and Research, Sector 81, P.O. Manuali, SAS Nagar, Mohali - 140 306. - Rule 4(d)
3. Shri S.P. Oswal, Chairman, Vardhman Group of Companies, Ludhiana, Punjab. - Rule 4(d)

The term of these members will be for a period of three years from the date of their nomination i.e. upto 4th October, 2014 as per Rule 5(e) ibid. Further the director has nominated one member of Institute faculty Dr. S. Chatterji, Prof. & Head Electrical Engg. Department, Chandigarh on the Board of Governors of the Institute under Rule 4(g) ibid for a term of one year from 01.07.2011 to 30.06.2012.

IT IS FOR INFORMATION OF THE BOARD OF GOVERNORS
PLEASE

**ITEM NO.B.21.3.13 TO CONSIDER THE INTER-SE SENIORITY OF CAS
PROMOTED FACULTY AND OPENLY SELECTED
FACULTY**

Until 2002, the institute used to have three cadres of faculty i.e. Lecturer, Assistant Professor and Professor. During 2002, the institute adopted Career Advancement Scheme (CAS) for its faculty. As a result of implementation of the Career Advancement Scheme, following categories of faculty emerged:

- (i) Lecturer
- (ii) Lecturer (Senior Grade)
- (iii) Lecturer (Selection Grade)
- (iv) Assistant Professor (CAS and Open Selection)
- (v) Professor (CAS and Open Selection)

Subsequent to implementation of recommendations of the Sixth Pay Commission and service conditions recommended thereunder, the following changes have taken place.

The nomenclature Lecturer has been replaced by Assistant Professor and Assistant Professor has been replaced as Associate Professor. Following categories of faculty exist in the institute now:

- (i) Assistant Professor
- (ii) Associate Professor (CAS and Open Selection)
- (iii) Professor (CAS and Open Selection)

Subsequent to implementation of CAS in 2002, a large number of faculty members have been promoted as Associate Professors and Professors and an issue with regard to their seniority has cropped up. The matter pertaining to determining inter-se seniority of CAS promoted faculty and openly selected faculty was taken up by the Board of Governors (BoGs) of the institute and the Ministry of Human Resource Development (MHRD), Govt. of India in 2004. The Board of Governors of the institute vide item No.B.1.18 held on 18.06.2004 recommended the following:

“The Board noted the guidelines on the subject matter issued by the AICTE vide their letter No.FD/PSSC/Clarif/2002/1 dated 03.01.2003 and deliberated at length on the agenda item. Keeping in view the constitution of the Selection Committee for direct recruitment, for in-situ promotions under the Career Advancement Scheme and the procedure followed for in-situ promotions, the Board was of the opinion that inter-se-seniority for the faculty promoted under Career advancement Scheme vis-à-vis those recruited directly through open selection may be considered. However, it being a policy decision having wider implications and involving various legalities, the matter may be referred to the Ministry of Human Resource Development with full details of procedure followed in both the cases for their concurrence.”

Accordingly, the matter was referred to the Ministry and the following reply was received:

“Subject:- Inter-se-Seniority of Professor and Assistant Professor under Career Advancement Scheme vis-à-vis those recruited through open selection.

I am directed to refer to your letter No.NITTTTR / Adm / EA-1 / 8282 dated 2 August, 2004 on the subject mentioned above and to say that the matter was considered and examined in consultation with IFD of this Department. The IFD is of the view that direct recruits would rank senior to promotees under ACP. There is no question of determining inter-se-seniority among as both are to be treated as distinct group. However, it may also further be added that if for any post, the recruitment specifies that certain percentage of vacancies shall be filled by Direct Recruitment and remaining percentage of promotion, then inter-se-seniority shall be determined with reference to quota-rota system.

Sd/- D.N. Sreenivasappa, Under Secretary.”

The above directions of the Ministry were implemented and accordingly informed in the Board meeting held on 16.03.2005.

The issue was again taken up in the Board meeting under item no.B.15.4.8 dated 11.10.2009. The Board of Governors in its 16th meeting held on 13.04.2010 constituted a three members committee to examine the case of seniority of directly recruited Professors vis-a-vis those promoted to the rank of Professor through CAS after giving effect to the date of promotion through CAS of the later. The recommendations made by the committee consisting of (1) Dr.(Mrs.) S.K. Pandey (2) Dr. Bhagwan Singh (both Board Members) and (3) Dr. Parijat De, Director of the institute (Member Secretary) were placed in the 18th meeting of the Board of Governors held on 09.11.2010 which are reproduced below:

1. Clarifications pertaining to CAS for teachers of degree level technical institutions has been provided by Shri B.G. Naresh Kumar, Adviser (FD), AICTE through his letter No.F.No.FD/PSSC/Clarif/2003/1 dated 19.9.2003 wherein it has been decided that direct recruitees will be considered senior to CAS promotees.

However, as for deciding seniority vis-à-vis date of promotion for direct recruitees and the CAS promotees, no clarification has been provided.

2. It is recommended by the committee that while two separate lists may be maintained in the institute for directly recruited faculty and faculty upgraded through CAS in the same post, for day-to-day activities of the institute such as headship in the departments, deputing faculty outside the institute, chairmanship of various committees in the institute etc, the Director is authorized to recommend name(s) from the list of Professors (Direct recruitees and through CAS).

Now the faculty members who were promoted under CAS are again requesting that inter-se-seniority of CAS promoted faculty and directly recruited faculty be considered.

THE BOARD OF GOVERNORS MAY KINDLY CONSIDER AND TAKE APPROPRIATE DECISION.