



मोतीलाल नेहरू राष्ट्रीय प्रौद्योगिकी संस्थान इलाहाबाद
इलाहाबाद-211004 [भारत]
Motilal Nehru National Institute of Technology Allahabad
Allahabad-211004 [India]
Website: <http://www.mnnit.ac.in>

Minutes of the 28th meeting of the Board of Governors held on 23.03.2012 at 11.30 A. M. in Room No. 532, Conference Hall, DRDO Bhawan, Rajaji Marg, New Delhi-110105.

The following members of the Board of Governors attended the meeting

1. Dr. V.K. Saraswat, Chairman
Scientific Advisor to Defence Minister,
Secretary, DG, R&D,
531, DRDO Bhawan,
New Delhi [INDIA]
2. Prof. P. Chakrabarti Member
Director
Motilal Nehru National Institute of Technology Allahabad,
Allahabad – 211004 [INDIA]
3. Shri Navin Soi Member
Director [Finance]
Integrated Finance Division
Ministry of Human Resource Development
Government of India
Shastri Bhawan,
New Delhi-110 001 [INDIA]
[Nominee of Financial Advisor]
4. Shri R. D. Sahay Member
Joint Secretary [Technical Education],
Ministry of Human Resource Development
Government of India
Shastri Bhawan,
New Delhi - 110 001 [INDIA]
5. Prof. K.S. Verma Member
Director,
Kamla Nehru Institute of Technology,
Sultanpur – 228118 [INDIA]
6. Prof. S. K. Agarwal, Member
Professor,
Department of Mechanical Engineering
Motilal Nehru National Institute of Technology Allahabad,
Allahabad – 211004 [INDIA]

[Signature]

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| 7. | Shri Deepesh Tiwari
Assistant Professor
Industry Institute Interaction Cell
Motilal Nehru National Institute of Technology Allahabad,
Allahabad – 211004 [INDIA] | Member |
| 8. | Dr. Sarvesh K. Tiwari,
Registrar
Motilal Nehru National Institute of Technology Allahabad,
Allahabad – 211004 [INDIA] | Secretary |

The following members were granted leave of absence:

- | | | |
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| 1. | Prof. J. S. P. Rai,
Director
Harcourt Butler Technological Institute
Kanpur – 208002 [INDIA] | Member |
| 2. | Prof. Ashutosh Sharma,
Professor,
Department of Chemical Engineering,
Indian Institute of Technology Kanpur
P.O.- IIT Kanpur,
Kanpur – 208016 [INDIA] | Member |

Item No. 28.01 : To confirm the minutes of the 27th meeting of the Board of Governors held on 29.10.2011

Resolution : The Board of Governors confirmed the minutes of its 27th meeting held on 29.10.2011 at Room No. 116, Conference Hall, Motilal Nehru National Institute of Technology Allahabad, as circulated.

Item No. 28.02 : To report the action taken on decisions taken in the 27th Meeting of the Board of Governors held on 29.10.2011.

Resolution : The Board of Governors noted the action taken by the Institute on decisions taken in 27th meeting of the Board of Governors held on 29.10.2011, as circulated.



- Item No. 28.03 : (a) To consider the recommendations of the 24th meeting of the Finance Committee scheduled on 23.03.2012.
- (b) To note the decisions taken in the meetings of the Senate held from November, 2011 to March, 2012.
- (c) To consider the recommendations of the 18th meetings of the Building and Works Committee held on 16.01.2012.

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- (b) To note the decisions taken in the meetings of the Senate held from November, 2011 to March, 2012.

The Board of Governors noted the decisions taken in the 39th meeting of the Senate held on 27.01.2012



(c) **To consider the recommendations of the 18th meetings of the Building and Works Committee held on 16.01.2012**

The Board of Governors considered the recommendations of the 18th meeting of the Building & Works Committee held on 16.02.2012, and approved the same.

Item No. 28.04 : Director's Report

Resolution : The Director presented his report and apprised the Board of Governors about the development and activities in the Institute since the last meeting of the Board of Governors. The Chairman, Board of Governors desired that a detailed roadmap for development of the Institute in all areas be prepared. The roadmap to be developed should be first considered at the Institute level through a Committee, and then a summary of the same be presented before the Board of Governors for consideration.

Item No. 28.05 : To consider the recommendations made by the Senate in its 37th meeting for creation of two new academic departments, the Department of Biotechnology, and the Department of Chemical Engineering

Resolution : The Board of Governors considered the recommendations made by the Senate in its 37th meeting for creation of two new academic departments, the Department of Biotechnology & the Department of Chemical Engineering; and approved the creation of two new academic departments, the Department of Biotechnology & the Department of Chemical Engineering.

Item No. 28.06 : To consider the confirmation of the faculty member.

Resolution : The Board of Governors considered the confirmation of the following faculty member, who was appointed as Lecturer on contract basis initially for a period of three years, extendible by another two years; and resolved to confirm his services as per details mentioned against the names:

Sl. No.	Name of the Faculty Member, Designation & Department	Date of Joining	Date of regularization	Date of acquiring Ph. D. Degree	Post on which confirmation is to be made	Date of confirmation
[1]	[2]	[3]	[4]	[5]	[6]	[7]
1.	Mr. Basant Kumar, Lecturer on Contract [Redesignated as Assistant Professor contract basis], ECED	05.03.2009	05.03.2009	24.01.2012	Assistant Professor	24.01.2012

[Handwritten signature]

Item No. 28.07 : (a) To consider modification in qualifications and experience for recruitment of faculty positions.

(b) To consider modification in screening criteria for short listing of candidates for faculty positions.

Resolution : (a) To consider modification in qualifications and experience for recruitment of faculty positions.

The Board of Governors considered the proposal for modification in qualifications and experience for recruitment of faculty positions alongwith the "Model Recruitment Rules for Faculty of NITs" available on the website of the Ministry of Human Resource Development; and resolved to adopt "Model Recruitment Rules for Faculty of NITs" available on the website of the Ministry of Human Resource Development for recruitment of faculty positions in the Institute.

(b) To consider modification in screening criteria for short listing of candidates for faculty positions.

The Board of Governors considered the proposal for modification in screening criteria for short listing of candidates for faculty positions; and approved the same. A copy of modified screening criteria for short listing of candidates for faculty positions as approved by the Board of Governors is enclosed as ANNEXURE-I.

Item No. 28.08 : To consider the report of the Fact Finding Committee constituted to consider grievances of Dr. S. N. Pandey, Assistant Professor, Department of Mathematics for non-receipt of promotion under CAS.

Resolution : The Board of Governors considered the report of Fact Finding Committee constituted to consider grievances of Dr. S. N. Pandey, Assistant Professor, Department of Mathematics for non-receipt of promotion under CAS and observed that the Fact Finding Committee has not made any recommendations in the case. The Board of Governors resolved that the Director may constitute a three member committee to consider the grievances of Dr. S. N. Pandey. The Committee may consist of one senior professor from the Institute and two external members. The scope of work of the committee be also defined and the Committee be asked to submit its clear recommendations within a specified time frame.



Item No. 28.09 : (a) To consider the request of Dr. Sanjeev Sinha, Associate Professor, Department of Mechanical Engineering to allow him to join after absence of 658 days.

(b) To consider the request made by Dr. Mukul Shukla, Associate Professor, Department of Mechanical Engineering for sanction of 01 year, 05 months and 16 days of Extra Ordinary Leave w.e.f. 16.07.2011 to 31.12.2012.

Resolution : (a) To consider the request of Dr. Sanjeev Sinha, Associate Professor, Department of Mechanical Engineering to allow him to join after absence of 658 days.

The Board of Governors considered the request of Dr. Sanjeev Sinha, Associate Professor, Department of Mechanical Engineering to allow him to join after absence of 658 days. The Board of Governors took a serious note on non-compliance of office-orders by Dr. Sinha. The Board resolved that the matter may be decided at the Institute level after obtaining a detailed and satisfactory report of absence from

Dr. Sanjeev Sinha. *as prescribed rules of GOI in extant cases*

(b) To consider the request made by Dr. Mukul Shukla, Associate Professor, Department of Mechanical Engineering for sanction of 01 year, 05 months and 16 days of Extra Ordinary Leave w.e.f. 16.07.2011 to 31.12.2012.

The Board of Governors considered the request made by Dr. Mukul Shukla, Associate Professor, Department of Mechanical Engineering for sanction of 01 year, 05 months & 16 days of Extra Ordinary Leave w.e.f. 16.07.2011 to 31.12.2012.

The Board of Governors took a serious note on non-compliance of the office-orders by Dr. Shukla. The Board resolved that the matter may be decided at the Institute level after obtaining a detailed and satisfactory report of non-compliance of office orders from Dr. Mukul Shukla. *as prescribed rules of GOI in extant cases.*

Item No. 28.10 : To consider the request made by Mr. Deepesh Tiwari, Assistant Professor, Industry Institute Interaction Cell for conversion of Extra Ordinary Leave into Summer Vacation for the period from 22.05.2010 to 08.07.2010.

Resolution : The Board of Governors considered the request made by Mr. Deepesh Tiwari, Assistant Professor, Industry Institute Interaction Cell for conversion of Extra Ordinary Leave into Summer Vacation for the period from 22.05.2010 to 08.07.2010; and approved the conversion of period of the sanctioned Extra Ordinary Leave from 22.05.2010 to 08.07.2010 into Summer Vacation as suffix, with the Extra Ordinary Leave.

Item No. 28.11 : To consider the proposal for amendment in Schedule 'A' attached to Statutes 17(2) of the First Statutes for raising the age of retirement of Directors of National Institutes of Technology from 65 years to 70 years as per decision taken in the 2nd meeting of the Council of NITs held on 28.06.2011.

Resolution : The Board of Governors considered the proposal for amendment in Schedule 'A' attached to Statutes 17(2) of the First Statutes for raising the age of retirement of Directors of National Institutes of Technology from 65 years to 70 years as per the decision taken in the 2nd meeting of the Council of NITs held on 28.06.2011; and resolved to recommend for amendment in Schedule 'A' attached to Statutes 17(2) of the First Statutes for raising the age of retirement of Directors of National Institutes of Technology from 65 years to 70 years, as per the decision taken in the 2nd meeting of the Council of NITs held on 28.06.2011.

Item No. 28.12 : To consider the recommendations of the Selection Committee for the post of Registrar.

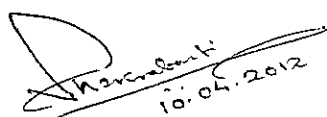
Resolution : The Board of Governors considered the recommendations of the Selection Committee for the post of Registrar; and approved the recommendations of the Selection Committee as "None Found Suitable". The Board of Governors further resolved that the post of the Registrar be re-advertised.

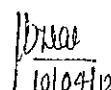


Item No. 28.13 : To consider the adoption of guidelines received from the Ministry of Human Resource Development vide letter No. F.33-7/2011-TS.III, dated 14.03.2012 regarding promotion of faculty members of NITs under the Career Advancement Scheme [CAS].

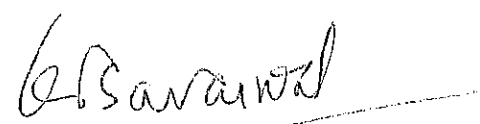
Resolution : The Board of Governors considered the proposal for adoption of guidelines received from the Ministry of Human Resource Development vide letter No. F.33-7/2011-TS.III, dated 14.03.2012 regarding promotion of faculty members of NITs under the Career Advancement Scheme [CAS] (a copy of guidelines enclosed as ANNEXURE-II), and resolved to adopt the same.

The meeting ended with thanks to the Chair.


[P. Chakrabarti]
Director


[Sarvesh K. Tiwari]
Registrar/ Secretary

Approved


[V. K. Saraswat]
Chairman, Board of Governors



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Motilal Nehru National Institute of Technology Allahabad
Allahabad-211004 [India]

Guidelines for Awarding points for Short Listing of Candidates

1. Name of the post: Professor

Sl. No.	Particulars	Maximum Points
1.1	Ph. D. Supervision [05 points per Ph.D. Supervision in case of Single Supervisor & 2.5 points per Ph.D. Supervision in case of Joint Supervision]	25
1.2	Publications	35
[a]	International Journal [02 points/paper] for paper published in SCI Journals	20
[b]	National Journal [01 points/paper] for paper published in Indexed /Abstracted Journals	05
[c]	Books [Subject specific] [05 points per Book/05 points per Book Chapter contribution in Book] published by reputed International publishers	10
1.3	Patents [02 points per patent]	10
1.4	Consultancy & Research Projects	20
[a]	Consultancy work/Consultancy Project [1/2 points per lakhs of ₹]	10
[b]	Externally Funded Research Project [02 points (as Principal Investigator)/ 01 point (as Co-principal Investigator) per Externally Funded Project]	10
1.5	Conference/ Workshops/Short Term Courses Organized as Chairman/Convener/Coordinator [01 points per activity]	05
1.6	Support to Administration [01 point per assignment] [Dean, Deputy Dean, HOD, Chief Warden, Warden, Chairman, President & Faculty In-Charges of various administrative bodies of Institute, and assigned by the Head of the Institution]	05
	Total [Sum of 1.1 to 1.6]	100

[Signature]



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Guidelines for Awarding points for Short Listing of Candidates

2. Name of the post: Associate Professor

Sl. No.	Particulars	Maximum Points
1.1	Ph. D. Supervision [05 points per Ph.D. Supervision in case of Single Supervisor & 2.5 points per Ph.D. Supervision in case of Joint Supervision]	25
1.2	Publications	35
[a]	International Journal [02 points/paper] for paper published in SCI Journals	20
[b]	National Journal [01 points/paper] for paper published in Indexed /Abstracted Journals	05
[c]	Books [Subject specific] [05 points per Book/05 points per Book Chapter contribution in Book] published by reputed International publishers	10
1.3	Patents [02 points per patent]	10
1.4	Consultancy & Research Projects	20
[a]	Consultancy work/Consultancy Project [1/2 points per lakhs of ₹]	10
[b]	Externally Funded Research Project [02 points (as Principal Investigator)/ 01 point (as Co-principal Investigator) per Externally Funded Project]	10
1.5	Conference/ Workshops/Short Term Courses Organized as Chairman/Convener/Coordinator [01 points per activity]	05
1.6	Support to Administration [01 point per assignment] [Dean, Deputy Dean, HOD, Chief Warden, Warden, Chairman, President & Faculty In-Charges of various administrative bodies of Institute, and assigned by the Head of the Institution]	05
	Total [Sum of 1.1 to 1.6]	100

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Motilal Nehru National Institute of Technology Allahabad
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Guidelines for Awarding points for Short Listing of Candidates

3. Name of the post: Assistant Professor

Sl. No.	Particulars	Maximum Points
1.1	Ph. D. Supervision [05 points per Ph.D. Supervision in case of Single Supervisor & 2.5 points per Ph.D. Supervision in case of Joint Supervision]	25
1.2	Publications	35
[a]	International Journal [02 points/paper] for paper published in SCI Journals	20
[b]	National Journal [01 points/paper] for paper published in Indexed /Abstracted Journals	05
[c]	Books [Subject specific] [05 points per Book/05 points per Book Chapter contribution in Book] published by reputed International publishers	10
1.3	Patents [02 points per patent]	10
1.4	Consultancy & Research Projects	20
[a]	Consultancy work/Consultancy Project [1/2 points per lakhs of ₹]	10
[b]	Externally Funded Research Project [02 points (as Principal Investigator)/ 01 point (as Co-principal Investigator) per Externally Funded Project]	10
1.5	Conference/ Workshops/Short Term Courses Organized as Chairman/Convener/Coordinator [01 points per activity]	05
1.6	Support to Administration [01 point per assignment] [Dean, Deputy Dean, HOD, Chief Warden, Warden, Chairman, President & Faculty In-Charges of various administrative bodies of Institute, and assigned by the Head of the Institution]	05
	Total [Sum of 1.1 to 1.6]	100

No.F.33 – 7 / 2011 – TS.III
 Government of India
 Ministry of Human Resources Development
 Department of Higher Education
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Shastri Bhawan, New Delhi,
 dated, the 14th March, 2012

To

The Directors
of all the National Institutes of Technology (NITs)

Subject: Promotion of faculty members of NITs under the Career Advancement Scheme (CAS) – issue of necessary guidelines thereof – regarding.

Sir / Madam,

I am directed to refer to the various communications issued by this Ministry on the rules and regulations for promotion under Career Advancement Scheme (CAS) for faculty members of the National Institutes of Technology (NITs). The Ministry has received a number of representations from the faculty members of the NITs on the implementation of CAS. The issue had also been discussed in meetings of the Board of Governors (BoGs) of NITs, wherein concerns have been expressed.

2. In order to resolve the issue, a Committee (under the Chairmanship of Prof. Sunil Kr. Sarangi, Director, NIT-Rourkela) was constituted for removal of pay anomalies. The report submitted by this Committee was examined in the Ministry. It was felt that the instant issue was intricately linked with the Recruitment Rules for faculty posts.
3. In order to approach the instant issue from a holistic perspective and in the backdrop of a need for Recruitment Rules, it was considered necessary to examine these two issues afresh. Accordingly, a Special Committee was set up under the Chairmanship of Prof. Sarangi, Director, NIT – Rourkela vide this Ministry's order F.No.24-1/2010-TS.III dated 27.07.2011 and 23.08.2011. The Sarangi Committee after detailed examination of the aforesaid issues submitted its report to Standing Committee of the Council of NITs in its meeting held on 15.11.2011 under the Chairmanship of Dr. R.A. Mashelkar. The Council of NITs in its 3rd meeting held on 18.11.2011 resolved to accept the recommendations of the Sarangi Committee for implementation of CAS & Recruitment Rules of faculty in NITs, as modified by the Standing Committee.
4. Subsequent to the resolution of the NIT Council, representations have been received in the Ministry from several NITs regarding the decisions taken for removal of anomalies, faculty promotions, condition of service, etc. These representations have since been examined in the Ministry in consultation with certain Chairpersons of the BoGs and Directors of NITs. After due deliberations, the following general and specific guidelines are prescribed:



- a. Career Advancement Scheme (CAS) is an integral part of a rigid staff structure where the number of posts at any given level is limited. Such a scheme provides an avenue through which a qualified employee climbs to the higher rung of the career ladder, even if there is no vacancy. It, however, will not be treated as mere formality as the purpose of the scheme was for development of merit and not eligibility based promotions.
- b. For a faculty member to gain advancement under CAS, he or she must satisfy the approved criteria under three broad heads: (i) a critical number of years in the lower level or designation and/or AGP, (ii) cumulative academic performance during the service period at the current level in terms of teaching and research output as well as sharing institutional responsibility, and (iii) proficiency and knowledge in one's chosen field of research and teaching. Superior record in all these three fronts qualifies a faculty member for advancement to a higher level.
- c. CAS has been in operation in Institutions under guidelines provided by AICTE and UGC. It is clarified that those norms and procedures are not applicable to NITs. CAS in NITs will be governed by guidelines and regulations defined by the Ministry of HRD and the Council of NITs.
- d. The Directors will be assisted by an in-house Advisory Committee on Faculty Recruitment (ACoFAR). Necessary details of this Committee are provided in the Recruitment Rules for faculty positions.
- e. Any distinction between faculty recruited against vacant positions and those promoted under CAS will be abolished completely. It is clarified emphatically that unlike the UGC system, there is no distinction in qualification or achievement between internal and external candidates while assessing their suitability for higher post as in the practice prevalent in the IIT system.
- f. All recommendations of the Selection Committee shall take effect only from the date of approval of the recommendations by the Board or any later date as decided by the Board. There shall be no retrospective implementation of recommendations in any case (either financial or notional).
- g. The constitution of the Selection Committee, the procedure and criteria of selection shall be same for internal and external candidates. There shall not be a separate or special interview for CAS selection; interviews should be conducted along with candidates for direct recruitment against vacancies, if any.
- h. All Professors irrespective of the mode of selection should start at the basic pay of Rs.43,000/- and AGP of Rs.10,000/- on or after 01.01.2006.
- i. When a vacancy occurs in the higher posts and there are serving faculty members with corresponding designation under CAS, they must be adjusted as per the respective seniority list before fresh advertisements are published. For a faculty member, there should be no distinction drawn between a CAS post or an direct selection post. Reservation principles for categories specified (viz. SC / ST / OBC) should be honoured.



- j. Under special circumstances, if an Institute is looking for new faculty at Professor or Associate Professor level with expertise not available within the Institute, the Board of Governors (on recommendations of the ACoFAR) can earmark a vacant position exclusively for external recruitment.
- k. Any promotion or enhancement of Pay Band or Grade Pay, already implemented by the Institute should be got reviewed / examined by the Board by a duly constituted Selection Committee immediately. Any increment paid over the beginning of the scale of Associate Professor to those Assistant Professors who did not complete 3 years, is to be recovered from future pay.
- l. The orders issued by the Ministry following the 6th Central Pay Commission provides minimum number of years of service to go to a higher AGP or a higher designation, e.g. 3 years from AGP Rs.6,000/- to Rs.7,000/- or from AGP Rs.7,000/- to AGP Rs.8,000/- etc. These are to be implemented only through the formal selection process. A formal Selection Committee (as per the NIT Act, 2007 and the Statutes of NITs) must examine the candidature and ensure that an enhancement is recommended on the strength of academic contribution expected of a faculty member of an Institution of National Importance.
- m. The minimum duration prescribed by the Pay Commission for eligibility to move to higher AGPs are applicable only to performing faculty delivering quality academic output. A faculty member, apart from satisfying the minimum duration requirement, must meet academic and related standards set out in Recruitment Rules before being considered by the Selection Committee. Actual selection will depend on academic (research, teaching, writing and academic administration) performance.
- n. The eligibility criteria (number of years in lower AGP) should be seen as necessary but not sufficient condition for upgradation of AGP or change of designation. Any upgradation can be done only on recommendation of a duly constituted Selection Committee after formal interview. The process for AGP upgradation should be as serious and dignified as that for change of designation. A candidate must convince the Selection Committee that he or she engaged in scholastic pursuits (teaching, research and management) to deserve an upgradation after his / her last advancement.
- o. Existing faculty members without Ph.D. degree must direct (at least 50% of their time during semester days) and during vacations and holidays towards completing their Ph.D. A faculty member without Ph.D. will not earn any enhancement of AGP, unless he acquires a Ph.D. degree. The Directors of NITs may ensure that such faculty members are reasonably free from non academic duties to ensure that their Ph.D. gets completed before they are considered for enhanced AGP. A concerted effort must be made to make all faculty members of all NITs obtain Ph.D. degrees.
- p. In case of upgradation of AGP of Professors to HAG scale, personal interview shall be dispensed with. The Selection Committees constituted as per the Statutes for the selection of Faculty, shall make their recommendations on




the strength of published work, patents, sponsored projects, consultancy, continuing and distance education, Ph.D. guidance and contribution to the administration of the Institute, including service in other comparable institutions if on sanctioned leave, etc. as submitted by the candidates.

- q. All Institutes shall strive to conduct annual selection processes regularly. In case of Institutes that have not conducted CAS interviews for 3 years or more, Selection Committees may, as a onetime measure, examine scholastic contribution of internal candidates made after the last interview and recommend a salary and AGP they would have earned now, had the Selection Committee met at the appropriate time.
- r. A copy of the RRs (including the relevant performance criteria for different posts and AGPs) shall be made available to the members of the Selection Committees. Ministry of HRD shall, through an appropriate communication, brief the Visitor's nominees (in the Selection Committee) to guide the Selection Committees to adopt norms that are prevalent in other Institutes of National Importance.
- s. All NITs will be required to adopt the 4-tier flexible faculty structure (presently operating in IITs, IIMs, IISERs and NITIE) within a time frame to be determined by Council of NITs.

6. In view of the above, it is requested that the above guidelines may be adopted by the respective BoGs so as to undertake promotion under CAS while adhering to the basic principles of Government rules & regulations and relevant instructions. In case, any further difficulties are noticed within one year of the issue of these guidelines, the same may be placed before the Special Committee constituted by MHRD (vide order F.No.33 – 7 / 2011 – TS.III dated 14th March, 2012) for a decision thereupon.

7. This issues with the approval of the competent authority.

Yours faithfully,


(Rajesh Singh)
Deputy Secretary (NITs)
Tel: 23073687
Fax: 23384345

Copy to:-

- (i) PSO to Secretary (HE).
(ii) PSO to Special Secretary (TE), MHRD.
(iii) Director (Finance), MHRD.

