

**MINUTES OF THE 3-th MEETING
OF THE
BOARD OF GOVERNORS**

HELD ON

Saturday, 2(: YVfi Ufm201,

**INDIAN INSTITUTE OF INFORMATION TECHNOLOGY
DESIGN AND MANUFACTURING, KANCHEEPURAM**



Indian Institute of Information Technology, Design and Manufacturing, Kancheepuram

**Minutes of the 39th Meeting of the Board of Governors held at 11.30 A.M. on Saturday
24th February 2018, at BEGH, IIT Madras Chennai – 600 036.**

Members Present

1.	Prof M S Ananth	---	Chairman
2.	Shri B S Raghavan	---	Member
3.	Shri T K Ramachandran	---	Member
4.	Prof S Narayanan	---	Member
5.	Shri Krishna V Giri	---	Member
6.	Prof. David Koilpillai	---	Member
7.	Prof Banshidhar Majhi	---	Member/ Secretary

Members Absent

1. Shri B Santhanam
2. Prof Bhaskar Ramamurthy
3. Shri B. K. Murthy
4. Ms Rina Sonowal Kouli

Special Invitee

1. Shri Anil Kumar, Director, IFD, MHRD

General Discussion

The Chairman welcomed the members to the Meeting.

The Director apprised the members about the status of fund flow. The Board was informed that the Expenditure Finance Committee (EFC) proposal is pending with MHRD and funds for capital expenditure will be released by the MHRD only after approval of EFC by the Ministry of Finance.

The Board asked the Director to do the followings.

- (a) Submit a Detailed Plan on Augmentation of water supply to alleviate water shortage faced by the institute in the next meeting.
- (b) Place a list of eminent academic personalities for the Constitution of Peer Review committee.
- (c) Place the draft of the vision 2023 document for consideration of the Board in the next meeting.
- (d) Create two centers of excellence viz. *Centre for AI, IOT and Robotics* and *Centre for Smart Manufacturing* to begin with.

The Board further considered the agenda one by one.

BOG-39(2018)-01	Confirmation of the Minutes of the 38th Meeting of the Board of Governors held on 26.08.2017
	The Minutes of the 38 th Meeting of the Board of Governors held on 26 August 2017 were circulated to all members of the Board and no comments were received. A copy of the Minutes of the meeting is placed as Annexure 'A' . The Board confirmed the Minutes of the 38th Meeting.
BOG-39(2018)-02	Action Taken Report on the Minutes of the 38th Meeting of the Board of Governors held on 26.08.2017
	The action taken report on the Minutes of the 38th Meeting of the Board of Directors was placed before the Board. The Board noted the action taken by the Institute.
BOG-39(2018)-03	Consideration and Approval of the Minutes of the 36th Meeting of the Senate held on 09.12.2017
	The Minutes of the 36th Meeting of the Senate held on 9th December 2017 is placed as Annexure 'B' . 1. The Board considered the following items for approval (a) Creation of Departments in the Institute. (b) Proposal for starting M.Tech (Research) for Engineering departments, Master of Science by Research [MS(Res)] programs for science departments. (c) Proposal for initiation of process to start Student Exchange Programme with other IIITs, IIITDMs, IITs and NITs. 2. The rest items are for senate approval and the Board has taken a note of them.
BOG-39(2018)-04	Consideration and Approval of the Minutes of the 22nd Meeting of the Building and Works Committee held on 3rd November 2017
	The Minutes of the 22nd Meeting of the Building and Works Committee held on 03 November 2017 was placed as Annexure 'C' . The recommendation of the BWC inter alia include the following: Construction of Compound Wall at IIITDM Kurnool in line with revised sanction accorded by the Govt. of Andhra Pradesh. The recommendation also includes preparation of detailed note incorporating comparison of original sanction and sanction accorded by the Govt. of Andhra Pradesh. Approval for foreclosure of Infrastructure works in progress in the permanent campus of IIITDM Kurnool. Accord of administrative approval and Expenditure sanction for revised preliminary estimate of Boys Hostel II in the permanent campus of IIITDM Kancheepuram. The Board suggested for seeking extension from CPWD for infrastructure works concerning IIITDM Kurnool. The Board, after due deliberation, RESOLVED to approve the Minutes of the 22nd Meeting of the Building and Works Committee

BOG 39(2018)-05	Consideration and Approval of the Minutes of the 25th Meeting of the Finance Committee held on 24.02.2018.													
	The deliberation held in the 25th Meeting of the Finance Committee was apprised and the Board advised the institute to place the minutes of the meeting duly approved by the Chairman in the next meeting.													
BOG 39(2018)-06	Recruitment of New Faculty													
	<p>The institute invited applications for faculty position at the level of Associate Professor and Assistant Professor (6000/7000/8000) in all the departments. The advertisement inviting applications were widely publicized on all India basis in April 2017 and October, 2017 /December, 2017. The applications received were scrutinized by duly constituted committees and the shortlisted candidates were invited for Seminar Presentation followed by interview held from 05.02.2018 and 16.02.2018.</p> <p>As per Statutes of IIITDM Kancheepuram concerning Appointment (Rule 9), the members of the selection committee in case of Associate Professor and others shall be as under:</p> <ol style="list-style-type: none"> I. The Director- Chairperson II. Two Experts nominated by the Board- Members III. One Expert nominated by the Senate- Member IV. Head of the Department if the post for which selection is being made is lower in status than that occupied by the Head of the Department. <p>With the approval of the Chairman, BoG and Senate following experts were nominated in the selection panel.</p> <table border="1" data-bbox="406 1136 1435 1906"> <thead> <tr> <th data-bbox="406 1136 634 1289">Discipline</th> <th data-bbox="643 1136 940 1289">Expert Members (Board Nominees)</th> <th data-bbox="948 1136 1180 1289">Expert Members (Senate Nominee)</th> <th data-bbox="1188 1136 1435 1289">Member representing SC/ST</th> </tr> </thead> <tbody> <tr> <td data-bbox="406 1299 634 1520">Physics</td> <td data-bbox="643 1299 940 1520">1. Prof. C Vijayan, IIT Madras 2.Prof. N Satyanarayana, Pondicherry University</td> <td data-bbox="948 1299 1180 1520">Prof. Simanchala Panigrahi, Dept. of Physics and Astronomy, NIT Rourkela</td> <td data-bbox="1188 1299 1435 1906" rowspan="2">Prof.M Punniyamoorthy, NIT Trichy</td> </tr> <tr> <td data-bbox="406 1530 634 1906">Mathematics</td> <td data-bbox="643 1530 940 1906">1. Prof. K N Raghavan, Institute of Mathematical Sciences 2. Prof. AMS Ramasamy, Retired Professor, Pondicherry University</td> <td data-bbox="948 1530 1180 1906">Prof. Gopal Krishna Panda, Dept of Mathematics, NIT Rourkela</td> </tr> </tbody> </table>			Discipline	Expert Members (Board Nominees)	Expert Members (Senate Nominee)	Member representing SC/ST	Physics	1. Prof. C Vijayan, IIT Madras 2.Prof. N Satyanarayana, Pondicherry University	Prof. Simanchala Panigrahi, Dept. of Physics and Astronomy, NIT Rourkela	Prof.M Punniyamoorthy, NIT Trichy	Mathematics	1. Prof. K N Raghavan, Institute of Mathematical Sciences 2. Prof. AMS Ramasamy, Retired Professor, Pondicherry University	Prof. Gopal Krishna Panda, Dept of Mathematics, NIT Rourkela
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	Mechanical Engineering	1. Prof. Puneet Tandon, IIITDM Jabalpur 2. Prof. S Shanmugam NIT Trichy	Prof. B B Biswal, Director, NIT Megalaya	Prof. K Murali IIT Madras
	Electronics and Communication Engineering	1. Prof. Jagadeesh Kumar V IIT Madras 2. Prof. Sarat Kumar Patra IIIT Vadodara	Prof. Sukadev Meher, Dept of Electronics & Communication, NIT Rourkela	Prof. M Punniyamoorthy, NIT Trichy
	Computer Science and Engineering	1. Prof. K Chandrasekaran NIT Suratkal 2. Prof. S R Sathe, VNIT Nagpur	Prof. Siba K Udgata, School of Computer and Information Sciences, University of Hyderabad.	Prof. K Murali IIT Madras
	<p>In case of nomination of Head of the Department as panel member, it was submitted that the HoDs have themselves applied for higher post and appeared for interview before the panel. Therefore, the nomination of HoD as member in the selection panel was not considered. However, the following internal faculty members (Professor Emeritus/ Adjunct) were nominated to the selection panel.</p> <ol style="list-style-type: none"> 1. Prof. S P Venkatesan 2. Prof. T S Narayanan <p>The proceedings of the selection committee were placed before the Board for its kind consideration. The Board was further apprised about the total faculty requirement based on student strength and their distribution across the departments, number of applications received, details of newly selected faculties. A brief on the same is placed as Annexure 'D'.</p> <p>The Board, after due deliberation, RESOLVED to ratify the approval of the Chairman regarding the recruitment of candidates for faculty position as per proceedings of the selection committee.</p>			
BOG 39(2018)-07	Adoption of Recruitment and Promotion Norms approved by the Council of IIITs			
	Ministry of Human Resources Development, Govt of India constituted a committee under the chairmanship of Prof. S.V Raghavan, Retired Scientific Secretary to the Govt of India comprising Director of all centrally funded IIITs as its members. The committee looked into the aspect of Cadre restructuring and			

	<p>Rationalization of pay scales for Non-Faculty staff of IITs and also framing of common Recruitment Rules to bring in uniformity across all IITs. After deliberations, the committee submitted the report “Recruitment and Promotion Norms for Non-Faculty (RPN 2016)”. A copy of the same is placed as Annexure ‘E’.</p> <p>The report was duly placed before the Council of IITs in its meeting held on 12.07.2016 and the council approved the report of the committee. Subsequently, MHRD, Govt of India vide its letter dated 12.09.2016 forwarded the report to all IITs for taking necessary action. The recommendation of committee, inter alia, include the following:</p> <ol style="list-style-type: none"> 1. Uniformity in the Cadre Structure, Positions, and Nomenclature for all posts. 2. No distinction in technical and non-technical staff salary across IITs. 3. Outsourcing of works related to Housekeeping, maintenance, Mess, Horticulture, Transport and other such related activities. 4. Approval for alignment of staff to maintain uniformity in cadre, as suggested in Annexure V as a onetime measure. <p>In this regard, it was submitted that:</p> <ol style="list-style-type: none"> 1. The Board may kindly consider to adopt the report including Recruitment and Promotion Norms for Non-Faculty. 2. The Institute has aligned the existing staff as one time measure as per provisions of RPN 2016. <p>The Board perused the report and after due deliberation approved adoption of Recruitment and Promotion Norms for Non-Faculty. The Board further taken note of alignment of post granted to staff, as provided in Annexure V, as onetime measure.</p>
<p>BOG 39(2018)-08</p>	<p>Creation of additional Posts in line with Student Faculty Ratio</p>
	<p>The sanction of teaching and non-teaching posts is based on number of students strength. The Institute has entered into its 10th year of operation and there is a progressive growth in the number of students admitted. Furthermore, being a research institute, it is also required to enhance the strength of research scholars.</p> <p>With this objective, the Board of IIITDM Kancheepuram, has advised the Institute to seek sanction for creation of additional posts based on the student strength to recruit more faculties to meet the academic and research requirements. Accordingly, the Institute has worked out the requirement of teaching and non-teaching posts taking into account student- faculty ratio.</p>

Sanctioned Strength of students:

Degree	Programme	Annual Intake	Programme Total
Bachelor of Technology (B.Tech)	Computer Engineering (COE)	40	160 x 4 = 640
	Electronics and Communication Engineering (EDM)	40	
	Mechanical Engineering with specialization in Design & Manufacturing (MDM)	40	
	Smart Manufacturing (MSM)	40	
Dual Degree (B.Tech + M.Tech)	Computer Engineering (CED)	40	120 x 5 = 600
	Electronics Engineering with specialization in Design & Manufacturing + VLSI & Electronic System Design (EVD)	20	
	Electronics Engineering with specialization in Design & Manufacturing + Signal Processing & Communication System Design (ESD)	20	
	Mechanical Engineering with specialization in Design & Manufacturing + Product Design (MPD)	20	
Master of Design (M.Des)	Communication Systems (CDS)	15	45 x 2 = 90
	Electronics Systems (EDS)	15	
	Mechanical Systems (MDS)	15	
Mater of Technology (M.Tech)	Smart Manufacturing (SMT)	15	15 x 2 = 30
Overall Student strength			1360

Based on the MHRD norms with respect to students, faculty and non-faculty ratio of 12:1:1.1, the total posts are to be as follows:

- a) Teaching Posts $1360/12 = 113.3$, Rounded Off to: 114.
- b) Non-Teaching Posts $1360/12 \times 1.1 = 124.6$, Rounded Off to: 125.

Proposed strength of teaching positions

Name of the post (s)	Pay Band and AGP (6th CPC)	Posts Sanctioned already	Incumbent Posts	Vacant posts proposed to be filled up	Additional Posts To be created
Under Four tier structure	PB-4 AGP 10,000/-	42	24	18	72
	PB-4 AGP 9,500/-				
	PB-3 AGP 6,000/- to 8,000/-				

Against the new posts to be created, the institute will carry out need based recruitment. Further, the institute is required to keep certain vacancies to meet future demands.

Proposed strength of Non-teaching positions

MHRD has already sanctioned 12 number of Group A posts and 34 number of Group B & C posts. The last sanction for the non-teaching posts was accorded by the ministry during the year 2013 and the institute is managing the operations with limited manpower. However, due to increase in student strength, there is an urgent need to increase the manpower to meet the growing demands of work related to students. In addition, the institute is required to create promotional avenues for existing employees in recognition of their hard work and also as a motivating factor.

The institute has 20 laboratories which are equipped with modern instruments and the technicians are required for assisting faculty members in the conduct of lab sessions / research. Accordingly, 70 posts are proposed to be created under non faculty, the details are at **Annexure 'F'**.

The proposal duly approved by the Chairman, BoG has been sent to MHRD for sanction of the posts. The response from MHRD is awaited.

The Board after due deliberation, ratified the approval accorded by the Chairman for creation of Posts.

BOG
39(2018)-9

Implementation of Financial Assistance Scheme for Meritorious and Needy Students in place of MCM/IFS Scholarship

In the 36th meeting of the Senate, the senate reviewed the policy regarding grant of Merit Cum Means Scholarship (MCM) and Institute Free Stipendship

	<p>(IFS). As decided by the senate, the institute has revised the MCM/IFS scheme of financial assistance scheme for the existing students. The revision decreases the financial liability of the Institute.</p> <p>The Board has noted the above.</p>																
BOG 39(2018)-10	<p>Engagement of Degree/ Diploma/ITI Trainees</p> <p>The institute has over 20 labs which are managed by the Technical staff and Ph.D scholars. Due to limited technical manpower, multiple labs are being managed by single technical staff. In addition, these technical staff also look after the institute computer maintenance and networking system. Further, due to introduction of e-governance, there is a requirement of computer graduates in administrative sections. Similarly, in the Estate unit, there is requirement of ITI/diploma qualified personnel in Civil and Electrical areas.</p> <p>It is therefore proposed to engage Degree/ Diploma/ITI holders as Trainees for a period of 2 years. This will enable the institute to meet its academic and maintenance requirement besides training the diploma holders for their better employment outside. Similar scheme is in operation in scientific organization like CSIR, NIOT, CIPET etc.</p> <p>In this regard, the Board was apprised about the immediate requirement and financial implication of such engagement as given below:</p> <table border="1"> <thead> <tr> <th>Technicians (Diploma)</th> <th>Numbers required</th> <th>Stipend</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Lab Technician/Estate</td> <td>03 Nos</td> <td>Rs.15000</td> <td>Rs.45000</td> </tr> <tr> <td>Computer/Network Maintenance</td> <td>02 Nos</td> <td>Rs.15000</td> <td>Rs.30000</td> </tr> <tr> <td colspan="3">Total</td> <td>Rs.75000</td> </tr> </tbody> </table> <p>The Board, after due deliberation, RESOLVED to ratify the approval of the Chairman for the proposal to engage Diploma holders as Trainees for a period of 2 years. These positions will be within the sanctioned non-teaching positions.</p>	Technicians (Diploma)	Numbers required	Stipend	Total	Lab Technician/Estate	03 Nos	Rs.15000	Rs.45000	Computer/Network Maintenance	02 Nos	Rs.15000	Rs.30000	Total			Rs.75000
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BOG 39(2018)-11	<p>Temporary Restructuring of the Sanctioned Non-Teaching Posts.</p> <p>In the second meeting of the Council of IIITs, the Council approved the uniform Recruitment and Promotion Norms for IIITs.</p> <p>As per these norms, the starting level posts viz. Junior Assistant and Junior Technician have been made 100% direct recruitment posts with Senior Assistant/Senior Technician as higher 100% promotional posts. Junior Superintendent/Junior Technical Superintendent are posts higher to Senior Assistant/Senior Technician posts but made as 50% direct recruitment posts and 50% promotional posts.</p> <p>However, in case of our institute, there are no sanctioned posts at the level of</p>																

	<p>Senior Assistant/ Senior Technician. Further, Junior Superintendent/Junior Technical Superintendent posts have been made 50% promotional posts where there are no sanctioned posts at lower promotional cadre. Due to this, the institute could not promote existing employees besides promotional posts could not be filled up for want of lower cadre posts.</p> <p>In order to address this issue, the institute has recently requested MHRD for approval for creation of posts and the matter is pending with MHRD. However, as a short-term measure, it is proposed to bring certain higher positions (Junior Superintendent/Junior Technical Superintendent) to lower posts (Senior Assistant/ Senior Technician) on temporary basis to create promotional avenues for existing employees and the details are available in the Annexure 'G'.</p> <p>The Board, after due deliberation, advised the Director to take suitable action as Director is the appointing authority for these posts (Group B & C posts) and Board may be informed of the same in its subsequent meeting.</p>
<p>BOG 39(2018)-12</p>	<p>Status of Court Case</p>
	<p>The Faculty members (Dr. Raja and others) who have joined the Institute on or before 18/8/2009 have filed a Writ Petitions WP 23087 & WP No.28312 of 2012 in the High Court of Madras challenging the Performance Assessment Process(PAP) notified by the Institute towards implementation of Career Advancement Scheme. The Writ petitions were allowed by the Hon'ble single Judge of Madras High Court. The Institute, as advised by the Board, had filed the Writ Appeal before the Division Bench vide WA 2187 & 2188 of 2014. The Writ Appeals filed by the Institute were allowed and the Writ petition filed by Dr. Raja and others were dismissed. Further, they had filed review applications before the Division bench vide RA NO.127 & 128 of 2014 against the Writ appeal (WA) judgment and the Hon'ble Division bench had dismissed the same.</p> <p>Later, Dr. Masilamani and others had filed a Special Leave Petition(SLP) No.9100-9103 of of 2015 before Supreme Court of India challenging the Orders of Writ appeals (WA 2187 &2188 of 2014) and Review applications (RA 127 &128 of 2014). The matter was reported to Board and the Board in its 29th meeting held on April 2015 had authorized the Institute to engage Shri. Karthick Rajan, Advocate, (who is also Legal Advisor to IIT Madras), and his associates practicing in Supreme court to represent the Institute in Supreme Court and defend the case. Accordingly, the Institute engaged Sh. Raghunath, Advocate & Ms. V.Mohana Senior Advocate for the case and the professional charges are paid to the lawyers from time to time.</p> <p>The said SLP was heard on 31.03.2017 & 03.04.2017 and the matter was not listed thereafter. In the interim, the petitioners had filed an early hearing petition before the Chief Justice of India vide Civil Appeal No.5208-5211 of 2017. The matter was heard on 24.11.2017 by the chief justice of India and they had passed the orders as "Keeping in view the controversy involved, let the matter be listed before the appropriate bench in the first week of March 2018"</p> <p>The Board noted the Status of Court Case.</p>

BOG 39(2018)-13	Nomination of Member in the Building and Works Committee
	<p>As per provisions under Clause 20 of the IIIT Act,2014, "an Electrical Engineer not below the rank of Superintending Engineer in the Government or Government agency may be nominated by the Board in the Building and Works Committee.</p> <p>In line with the provision, with due approval of the Board, Sh. K Muthu, Superintending Engineer, TANGEDCO(TNEB), Chengalpattu was appointed as member of BWC. However, Shri K Muthu has since been promoted and transferred elsewhere. In his place, Shri P Suresh Kumar has taken over the charge and also consented to act as member. Accordingly, it is proposed to nominate Sh. P Suresh Kumar as Member in Building and Works Committee. The post of SE, TANGEDCO Chengalpattu is a transferable job. It is therefore proposed that SE, TANGEDCO may be nominated as member of the BWC in future and any change in incumbent may be intimated to the board for its kind information.</p> <p>The Board perused the proposal and after due deliberation, approved the proposal of nomination of Shri P Suresh Kumar, SE, TANGEDCO as member, BWC. The Board further approved the nomination of incumbent SE, TANGEDCO as member in the Building and Works Committee in future.</p>
BOG 39(2018)-14	Appointment of Registrar-in-Charge
	The item is withdrawn on the advice of the Chairman
BOG- 39(2018)-15	Emblem for IIITDM Kurnool
	<p>In the 35th meeting of the Board of Governors, emblem for the institute was placed for approval of the Board. The Board shortlisted an emblem and advised the institute to improve the same in consultation with experts.</p> <p>In line with direction of the Board, an improved version of emblem was placed for consideration of the Board.</p> <p>The Board advised the institute to utilize the expertise of Sh Krishna V Giri, Member, BoG to improve the design of emblem.</p>

BuG
16/03/2018
Prof. Banshidhar Majhi
Director

M.S. Ananth
(6/3/2018)
Prof. M.S. Ananth
Chairman, BOG