



Indian Institute of Information Technology, Design and  
Manufacturing, Kancheepuram

Proceedings of the 22<sup>nd</sup> Meeting of the Board of Governors held at 10.30 A.M. on  
Thursday, 14 February 2013, at M/s. Ashok Leyland, Sardar Patel Road,  
Chennai – 600 032

**Members Present**

Shri. R Seshasayee	---	Chairman
Prof. S. Narayanan	---	Member
Prof. Bhaskar Ramamurthi	---	Member
Prof. David Koilpillai	---	Member
Prof. R. Gnanamoorthy	---	Member & Secretary i/c

Leave of absence was granted to Shri Onkar Singh Kanwar, Shri S.K. Prabakar, Shri. R. C. Meena, Shri. T. Ramasamy, Dr. K. P. Isaac, Prof. Ashok Jhunjhunwala, Dr. G. Viswanathan and Shri Deepak Puri.

Shri.A. Manickavasagam, Secretary, Building and Works Committee, attended the meeting as an invitee.

The Board placed on record its appreciation of the services rendered by the outgoing member Prof. Harishankar Ramachandran and welcomed the new members, Prof. David Koilpillai, IIT Madras, and Prof. S. Narayanan IIT Madras into the Board.

The Chairman welcomed the members and Prof. R. Gnanamoorthy, Director, briefed the members about the functioning of the Institute. The Board appreciated the performance of the Institute sports team in TWARD Inter IIIT Meet held at IIIT Gwalior during 24<sup>th</sup> – 27<sup>th</sup> January 2013. The Institute has secured second position in the overall medal tally out of 13 teams participated.

## **General Discussion by Board**

### **1. Industry interaction/ collaboration:**

The Board discussed on the need of greater industry interaction that will facilitate exposure of students and faculty to industry oriented research. This process will lead to brand building of the Institute and make the Institute different from others. The Institute was advised to form an advisory committee consisting of representatives from various industries to prepare a road map to achieve greater engagement. The Chairman expressed his desire to address the advisory committee as a brain storming session. The Chairman also advised to bring in more industrial experts even at the stage of designing the curriculum. The Board also advised the Institute to bring in more industry experts as Visiting professor, Adjunct professor etc. for handling the classes. The Director informed the Board about the current members of Senate from industry and experts from industry handling application oriented courses.

The Board advised the Institute that the faculty may be sent to industries for more collaboration and consultation during the vacation period considering it as on-duty. The Board also felt that the period spent in industry should be given weightage during promotion.

### **2. Performance appraisal**

The Board reiterated the need for quality faculty in developing the Institute. The Board advised the Institute to make suitable criteria in attracting qualified personal from Industry/Research as a faculty. To sustain quality, the performance needs to be assessed continuously and a performance appraisal process may be introduced for the faculty in the form of feedback, appraisal by external experts etc. It was clarified that the Institute has already a system of teacher course evaluation by the students.

### **3. Self sustenance**

The Board discussed the economic sustainability of the Institute in the long run. The Board discussed the possibility of Institute meeting the revenue expenditure from its own sources from academic fees etc. The Institute clarified that the

academic fee structures are fixed by the Government. Hence the Institute is dependent on the Ministry for revenue expenditure also. The Board cited the example of IIIT Hyderabad model in meeting the revenue expenditure from their fees and approaching Government for capital needs only. The Institute was advised to prepare an economic model for a next five years to study the implication and discuss the case of self sustainability.

<b>Item No. 1- Action taken on earlier minutes</b>		
<b>1.1</b>	<b>Confirmation of Proceedings of the last (21<sup>st</sup>) meeting of the Board of Governors held on 27December 2012</b>	
	The Proceedings of the last (21 <sup>st</sup> ) meeting of the Board of Governors held on 27 December 2012 were circulated to all members of the Board after approval by the Chairman. No comments were received.  The Proceedings may be confirmed.	
<b>1.2</b>	<b>Action taken report on the Proceedings of the last(21<sup>st</sup>) meeting of the Board of Governors held on 27<sup>th</sup>December 2012</b>	
	The action taken on the Proceedings of the last (21 <sup>st</sup> ) meeting of the Board of Governors held on 27 December 2012 was presented to the Board.  The Board noted the action taken on the Proceedings of the last (21 <sup>st</sup> ) meeting of the Board of Governors held on 27 December 2012.	
<b>Item No. 2</b>	<b>To consider the Minutes of the 14<sup>th</sup> meeting of the Building and Works Committee held on 12 February 2013 (Annexure 'A').</b>	
	<b>Decision / Recommendations of BWC</b>	<b>Decision taken by the BoG</b>
<b>Item No. 2(1)</b>	<b>To confirm the minutes of the 13<sup>th</sup> meeting of BWC held on 17 December 2012</b> The committee confirmed the minutes of the 13 <sup>th</sup> BWC meeting held on 17 December 2012.	Noted.
<b>Item No. 2(2)</b>	<b>Modified Revised Detailed Project Report December 2012</b>	Refer Item Sl. No. 08

	The BWC deliberated the provisions, factors, financial estimates of the modified RDPR December 2012 and <b>Resolved</b> to recommend to Board for approval.	
<b>Item No. 2(3)</b>	<p><b>Administrative approval and expenditure sanction for the STC of 1 No.625KVA Generator set in Administrative Building and Senate Hall</b></p> <p>The BWC deliberated the provisions, the estimate and <b>Resolved</b> to accord Administrative approval and expenditure sanction for Rs. 1,07,09,579 (Rupees One Crore Seven Lakhs Nine Thousand Five Hundred and Seventy Nine Only) for taking up this work.</p>	Noted the approval of BWC
<b>Item No. 3</b>	<b>To Ratify the appointment of new members to the Board and nomination of new member to Finance Committee and Building &amp; Works Committee</b>	
<b>RESOLUTION NO. 01/2013</b>	<p><b>A. Nomination of New members to the Board</b></p> <p>As per the Memorandum of Association and rules of the Institute, the Board of Governors shall consist of "Two Professors of the Institute nominated by Senate". Since the Institute does not have any Professor on establishment, it was decided to nominate Professors from other renowned academic institutions who can share their rich academic experience in building the Institute. Prof.S.Narayanan and Prof. Harishankar Ramachandran of IIT Madras were nominated to the Board by the Senate. The Chairman has nominated / re-nominated the following members from other renowned academic institution to the Board for a term of two years :</p> <p>1. Prof. S. Narayanan, Former Dean (Academic Research) &amp; Emeritus Professor,</p>	

	<p>Department of Mechanical Engineering, IIT Madras.</p> <p>2. Prof. David Koilpillai, Dean (Planning), Department of Electrical Engineering, IIT Madras.</p> <p><b>B. Nomination of New member to the Building &amp; Works Committee and Finance Committee of the Institute</b></p> <p>As per the Memorandum of Association and rules of the Institute, <i>“the Building &amp; Works Committee shall consist of one person nominated by the Board among its members and the Finance Committee shall consist of two persons nominated by the Board”</i> .</p> <p>Prof.S.Narayanan was nominated as a member in the Building and Works Committee as a Board Nominee. He was also nominated to the Finance Committee along with Deputy Registrar (Fin) of IIT Madras.</p> <p>The Chairman has re-nominated Prof.S. Narayanan as a member of the Finance Committee and the Building and Works Committee for a term of three years.</p> <p>The Board <b>RESOLVED</b> to ratify the appointment of new members to the Board and nomination of new member to Finance Committee and Building &amp; Works Committee.</p>
<p><b>Item No. 4</b></p>	<p><b>To ratify the permanent absorption of Deputy Registrar (Accounts)</b></p>
<p><b>RESOLUTION NO. 02/2013</b></p>	<p>The Board in the previous meeting had desired that the Institute present a detailed note and submit the case in the next meeting. Pursuant to the above, a detailed statement of facts on the subject matter is submitted as below.</p> <p>The post of Deputy Registrar (Accounts) has been sanctioned and created vide MHRD letter No.F. No. 18-5/2007 TS-1 dt. 3<sup>rd</sup> August 2009.The said</p>

post was advertised in the newspapers vide IIITD&M recruitment notification No.IIITDM/R/1/2010 to be filled up on Direct recruitment/Deputation basis.

Based on the recommendations of the selection committee, Shri A Chidambaram was offered the post of Deputy Registrar (Accounts) with the approval of the Board vide IIITD&M letter No.IIITDM/R/2010 dated 22<sup>nd</sup> October 2010 on regular basis. However, Shri. A. Chidambaram who was holding a permanent post in his parent department (CSIR) had requested to join the post on deputation basis. The Institute considered and accepted his request and allowed him to join the post on deputation on foreign service terms basis vide letter No.F.Admn/Misc./2010 dated 02<sup>nd</sup> November 2010 for a period of two years. Accordingly, he was relieved by his parent department (CSIR) to join IIITD&M on deputation basis and had reported for duties on 19<sup>th</sup> January 2011 (F/N).

Shri A Chidambaram has an experience of 23 years in Government departments with supervisory experience in accounts for more than 13 years. On nearing completion of initial deputation period of two years, Shri A Chidambaram has applied for considering his case for permanent absorption duly vacating his ex-cadre post held by him at his parent department.

The Director has considered his request and it was forwarded to his parent department for issuance of NOC by them. His parent department has accorded the "No Objection" for permanent absorption vide letter No. CSIR/3-8(328) 7/99-E.I dated 20<sup>th</sup> November 2002.

The post of Deputy Registrar (Accounts) is a regular post and considering his contribution to the Institute and suitability the Director has accorded approval for permanent absorption w.e.f 01<sup>st</sup> November 2012, on the same terms and conditions of service, mentioned in his initial offer of appointment (**Annexure 'B'**).

	The Board <b>RESOLVED</b> to ratify the action taken by the Director in permanent absorption of Shri A Chidambaram against the sanctioned post of Deputy Registrar (Accounts) at the Institute w.e.f. 01 <sup>st</sup> November 2012.
<b>Item No. 5</b>	<b>To approve the Recruitment Rules for the posts under regular establishment of the Institute</b>
<b>RESOLUTION NO. 03/2013</b>	<p>It is submitted that the Institute is sanctioned with various posts to its regular establishment of Faculty and Non-faculty from time to time.</p> <p>The Faculty positions were sanctioned by MHRD initially vide letter F.No.18-5/2007/TS-I dated 03<sup>rd</sup> August 2009 on IIT norms and the qualification and experience were approved in the 2<sup>nd</sup> meeting of the BOG (Resolution No.3). The Non Faculty positions were also sanctioned on IIT norms and the qualification and experience were approved in the 8<sup>th</sup> meeting of the BOG (Resolution No.3).</p> <p>Later, on implementation of the 6<sup>th</sup> CPC vide MHRD letter No. F. No.23-1/2008 – TS II Dt.18<sup>th</sup> August 2009 the norms were revised and the faculty posts were sanctioned on IIT norms by MHRD and the post were being filled up accordingly. The status/progress on filling up of regular posts was regularly submitted to Board.</p> <p>MHRD has instructed that the recruitment should be done in accordance with the approved Recruitment Rules (RRs) and other laid down guidelines in filling up of the sanctioned posts.</p> <p>In view of the above, it is felt necessary to consolidate the instructions, norms on prescribed qualification, experience etc., approved in the previous board meetings and include posts which may be created in the near future and form the Recruitment Rules of the Institute.</p> <p>While framing the Recruitment Rules, the guidelines issued by the MHRD vide letter No F. No.23-1/2008 – TS II dated 18<sup>th</sup> August 2009 for various faculty positions, MHRD Letter No.F.13-4/2005–TS-1 dated</p>

	<p>24<sup>th</sup> February 2006 on introduction of modified recruitment scheme for non-teaching posts of IITs, the guidelines issued by MHRD and recruitment notifications issued by the IITs have been taken into consideration</p> <p>The Board discussed and suggested to incorporate experience in the industry and other research organizations in addition to teaching experience.</p> <p>The Board after discussion <b>RESOLVED</b> to approve the Recruitment Rules for the regular posts of the Institute as per <b>Annexure C</b>.</p>
<p><b>Item No. 6</b></p>	<p><b>To consider adoption of the Model Recruitment Rules of NIT for the faculty positions of the Institute in future.</b></p>
<p><b>RESOLUTION NO. 04/2013</b></p>	<p>It is submitted that Govt. of India, MHRD, Department of Higher Education vide its OrderNo.23-1/2008-TS.II dated 18<sup>th</sup> August 2009 had issued detailed instructions on revision of pay of teaching staff in Centrally Funded Technical Institutions (CFTIs), based on the recommendations of the 6<sup>th</sup> CPC. As per the order</p> <p>“The pay structure and designations for all other Centrally Funded Technical institutions will generally be the same as per the scheme of revision of pay of teachers, as notified by the MHRD vide letter dated 31<sup>st</sup> Dec 2008.However,in case of NITs, ISMU, IITs, SPAs, the following accelerated promotional benefits will be given while maintaining the UGC pay structure and designations :-</p> <ul style="list-style-type: none"> <li>• Seven non-compounded advance increments shall be admissible at the entry level of recruitment as Assistant Professor to persons possessing the degree of Ph.D.</li> <li>• An Assistant Professor possessing the degree of Ph.D., in the relevant discipline and with regular service of 3 years at AGP of Rs.6000/- pm shall be eligible for moving to AGP Rs.7000/- pm.</li> <li>• An Assistant Professor possessing the degree of Ph.D., in</li> </ul>



the relevant discipline with regular service of 3 years at AGP Rs.7000/- pm shall be eligible for moving to AGP of Rs.8000/- pm.

- An Assistant Professor possessing the degree of Ph.D., in the relevant discipline and with regular service of 3 years at AGP Rs.8000/- pm shall be eligible for moving to AGP of Rs.9000/- pm and re-designated as Associate Professor.

The Institute has adopted the same norms for appointment on direct recruitment from 18.08.2009.

In the interim, MHRD has notified in its web site, the model recruitment of rules for faculty posts of NITs. Some of the NITs have issued various advertisements, adopting the NIT model recruitment rules. The gist of the pay structure is as follows :-

Post	Pay scale	Grade pay	Qualification
<b>Assistant Professor</b>	PB3 : Rs.15600- 39100	<b>AGP</b> <b>Rs.7000/-</b>	Ph.D.,
	- Do -	<b>AGP</b> <b>Rs.8000/-</b>	3 years after Ph.D.,
<b>Associate Professor</b>	PB4: 37400- 67000	<b>AGP</b> <b>Rs.9000/-</b>	6 years after Ph.D., and Asst. Professor or equivalent in a reputed Institute, laboratory or industry.
<b>Professor</b>	-Do-	<b>AGP</b> <b>10,000/-</b>	10 years after Ph.D., out of which 7 years to be after Ph.D. including 3 years at Associate Professor level.

	<p>Due to this difference in AGP amongst CFTIs, various representations have been received and the faculty members are keen in moving to NITs as their pay structure is better.</p> <p>Hence, it is proposed that the Institute may also follow the pattern of NITs in recruitment of faculties as per the model recruitment rules of NITs.</p> <p>The model recruitment rules as notified by the NITs are placed in <b>Annexure 'D'</b>.</p> <p>The Board after discussion <b>RESOLVED</b> to recommend to Ministry for approval.</p>
<p><b>Item No. 7</b></p>	<p><b>To create additional posts based on the projected student strength</b></p>
<p><b>RESOLUTION NO. 05/2013</b></p>	<p>The sanction of teaching and non-teaching posts is based on the number of students on roll. The Institute has entered into its seventh year of establishment and accordingly there is a progressive growth in the number of students admitted. The Board in its earlier meeting has advised that the Institute may seek creation of additional posts based on the projected strength so that the recruitment can be completed in time and the faculty can join before commencement of academic session. Hence the Institute has worked out the requirement of teaching and non-teaching post for the year 2013-14.</p> <p>It is estimated that the Institute will have a total of about 508 students during the academic year 2013-14. Based on the MHRD norms with respect to students, faculty and non-faculty ratio of 12:1:1.1, the additional posts to be created are as follows:</p> <p><b>a. Teaching Posts = 13</b></p> <p><b>b. Non-Teaching Posts = 15</b></p>

	<p>The detailed proposal is enclosed at <b>Annexure 'E'</b>.</p> <p>The Board after discussion <b>RESOLVED</b> to recommend to Ministry for sanction of posts.</p>
<b>Item No. 8</b>	<b>To approve the Revised Detailed Project Report of the Institute</b>
<b>RESOLUTION NO. 06/2013</b>	<p>This Institute was sanctioned based on the Detailed Project Report prepared during 2003 and accorded sanction for establishment during 2006.</p> <p>Due to various factors beyond the control of this Institute the land required to set up the Institute was made available by Government of Tamil Nadu only during September 2010. This delay had led to considerable cost and time overrun on the Project Report 2003.</p> <p>Further due to change in the curriculum pattern, it is opined the following provisions of the Project Report 2003 needs revision.</p> <ol style="list-style-type: none"> <li>1. Location</li> <li>2. Students, Faculty and Staff</li> <li>3. Infrastructure and Equipment</li> <li>4. Financial Estimate</li> <li>5. Operation Plan.</li> </ol> <p>A draft Revised Detailed Project Report 2012 was framed and presented before the 12th BWC held on 12<sup>th</sup> July 2012.</p> <p>The draft RDPR proposed the development of the Institute as Phase-I and II spread over a period of 7 years. The total expenditure for Building, Development, Equipment, Machinery and Furniture was worked out at Rs.750 Crores. The operation plan envisaged that in Phase-I the necessary infrastructure will be developed to have student strength of 1,500 to be achieved in the 4<sup>th</sup> year starting from year 2013-14 and to</p>

increase the student strength by another 600 making total strength of student as 2,100 in Phase-II. This student strength will be achieved within 7<sup>th</sup> year from the 2014.

Further, it was also envisaged that after the completion of Phase-II the additional infrastructure as Phase-III will be developed to increase the student strength to another 3000 thus making the total student strength as 5000. The Phase-III will be taken up as a separate work and separate sanction will be obtained from Government of India and the cost of the same has not been included in this RDPR.

The BWC after deliberation had recommended to FC and BOG for approval of RDPR.

However, BOG in its 19<sup>th</sup> meeting dated 16<sup>th</sup> July 2012 has desired that the RDPR may be modified for maximum student strength and the cost estimates may be projected as a single phase. Now the Revised Project Report has been prepared based on the advice of BOG. The matter was again submitted to 21<sup>st</sup> meeting of Board of Governors wherein it was decided to take up the item in the next meeting due to time constraints.

The capital expenditure as per RDPR for developing 2,98,311sq.m built up area and 51.7 acres of Estate including all Buildings, Furniture, Equipment, etc. works out to Rs.1372.51 Crores for accommodating the student strength of 5000. The Recurring expenditure for an initial 4 years period has been worked out as Rs.87.11 Crores (**Annexure 'F'**).


The Board discussed the Revised Detailed Project Report and congratulated the Institute for the efforts put in preparation of the RDPR.


The Board discussed and suggested the following:

- i) The faculty and staff accommodation may be clubbed together and more units may be made available to faculty and the units for staff may be provided only to essential and emergency staff to be available in the

	<p>campus.</p> <p>The housing may be provided with good features and ambience to attract the faculty from outside.</p> <p>The research lab provision of 3 lab per core may be increased since the research lab area per faculty provided is low. The curriculum labs may be optimized to use the lab indented for odd and even semester all the time.</p> <p>The project implementation schedule may be kept as minimum as possible.</p> <p>The approach distance for the user between various facilities shall be optimized.</p> <p>The Board deliberated the provisions and <b>RESOLVED</b> to approve the report and recommended to the Ministry for accord of Administrative approval and expenditure sanction.</p>
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The meeting concluded with thanks to the Chair.

  
(Prof. R. Gnanamoorthy)  
Director and Secretary i/c

  
(Shri. R Seshasayee)  
Chairman, BoG