



भारतीयसूचनाप्रौद्योगिकी,अभिकल्पनाएवंविनिर्माणसंस्थान,कांचीपुरम
**Indian Institute of Information Technology,
Design and Manufacturing, Kancheepuram**

Proceedings of the 26th Meeting of the Board of Governors held at 11.30 A.M. on Thursday, 19th June 2014, at IIITD&M Kancheepuram, Chennai – 600 127.

Members Present

Prof M S Ananth	---	Chairman
Shri B S Raghavan	---	Member
Shri T K Ramachandran	---	Member
Dr K P Isaac	---	Member
Lt Gen (Retd) K R Rao	---	Member
Shri B Santhanam	---	Member
Prof David Koilpillai	---	Member
Prof R Gnanamoorthy	---	Member & Secretary i/c

Leave of absence was granted to Prof S Narayanan, Prof Bhaskar Ramamurthi, Shri Krishna G V Giri and Ms Rina Sonowal Kouli. Shri. A Manickavasagam, Secretary, Building and Works Committee, attended the meeting as an Invitee.

The Chairman welcomed the members and Prof. R Gnanamoorthy, Director, briefed the members about the functioning of the Institute.

General Discussion

The Board was briefed about the different construction activities carried out by CPWD in the campus. The Chairman and the members appreciated the institute for the effort put in by the Institute in preparing the annual report. The systematic planning and execution of the infrastructure-development activities to cope with the increase in student intake was also appreciated by members.

Members were briefed about the difference between the conventional analysis-oriented M Tech/ME programs offered in most of places and design oriented the M Des programs offered by the Institute. The blend of the design-thinking courses and core engineering courses offered in the M Des program was appreciated by the Industry representatives. Members emphasized that the new course curriculum under development should be in consultation with industry experts through workshops. The Board requested the Director to brief it about the first workshop conducted earlier for the same purpose and about the future course of action in this direction.

Members also suggested that special lectures by expert faculty from reputed Institutions in India/abroad be conducted periodically using video conference systems / digital class rooms so as to benefit the students. The Board was intimated about the smart class rooms that are under development in the Institute. The Board also recommended an MoU with IIT Madras for more extensive interactions. The Board was however fully aware of participation of IIT Madras experts in various committees.

Board also advised that the Institute faculty should participate in Robotics workshops and interact with Industries such as Ms Renault Nissan where industrial automation and robotics are extensively utilized.

A member felt that the institute may design the auditorium with cool roof technology and the same may be discussed with architect while evaluation.

The members opined that the Annual Accounts may be got approved the FC and BOG before audit as expressed by Audit. Further the members wanted that the per student revenue expenditure may be bench marked to some standards and the same may be achieved.

Item No. 1 Action taken on earlier minutes	
1.1	Confirmation of Proceedings of the last (25th) meeting of the Board of Governors held on 09 December 2013
	<p>The Proceedings of the last (25th) meeting of the Board of Governors held on 09 December 2013 were circulated to all members of the Board.</p> <p>No comments were received.</p> <p>The Proceedings was confirmed.</p>
1.2	Action taken report on the Minutes of the last (25th) meeting of the Board of Governors held on 09 December 2013
	<p>The action taken on the Minutes of the last (25th) meeting of the Board of Governors held on 09 December 2013 was presented to the Board.</p> <p>The Board noted the action taken.</p>
Item No. 02	To discuss and consider the Minutes of the 22nd meeting of the Senate held on 11 April 2014
Resolution No. 1/2014	<p>The Board approved the following recommendations of the Senate</p> <ul style="list-style-type: none"> • the Degree Conversion / Branch Transfer schemes • the B.Tech Honors Programme • the issue of Provisional Degrees upon completion of pending requirements <p>Board asked the Senate to re-examine the punishments recommended by the Disciplinary action committee in the case students.</p> <p>Board RESOLVED to approve the minutes of the meeting of the 22nd meeting of the Senate (Annexure 'A').</p>

Item No.03	To approve the Minutes of the 16th meeting of the Building and Works Committee held on 16 May 2014
Resolution No. 2/2014	<p>The Board RESOLVED as follows:</p> <ul style="list-style-type: none"> • To give Administrative Approval and Expenditure Sanction for the construction of Girls hostel Phase –II (3rd floor to 15th floor over the existing Ground +2 storied building (Jasmine) • To approve the proposal to provide a well in the Melakottaiyur Village Panchayat as a compensation for the existing well located inside the campus that is being currently used by them. <p>Board noted the contents of the Minutes of the BWC (Annexure ‘B’).</p>
Item No.04	To approve the minutes of 18th meeting of the Finance Committee and Annual Accounts for the year 2013-14
Resolution No. 3/2014	<p>The Board discussed and RESOLVED to approve the minutes of the 18th Meeting of Finance committee meeting held on 19 June 2014 (Annexure ‘C’). Further the Board also RESOLVED to approve the Annual Accounts of the Institute for the year 2013-14 for submission to Director General of Audit (Central) for audit certificate.</p>
Item No. 05	To approve the Annual Report of the Institute for the year 2013-14
Resolution No. 4/2014	<p>The Annual Report (Annexure ‘D’) of the Institute was presented by the Director.</p> <p>The details were discussed and the Board RESOLVED to approve the Annual Report of the Institute for the year 2013-14 for submission to Ministry.</p>

Item No.06	To discuss and approve non collection of fees in respect of SC/ST Students
Resolution No. 5/2014	<p>A communication received from MHRD vides Letter F.No.14-5/2013-SC/ST dt. 13 January 2014 is given in Annexure 'E' which advises Centrally Funded Higher Educational Institutions to support needy SC/ST students to join higher education.</p> <p>The Board discussed and RESOLVED to approve the non collection of fees to the SC/ST students and also authorized the Institute to send the report to MHRD on this practice from second term onwards</p>
Item No.07	To ratify action taken by the Director for payment of DA to the staff of the Institute
Resolution No. 6/2014	<p>The MHRD has forwarded Ministry of Finance letter No.1/1/2014-E-II (B) dated 27 March 2014 have notified enhancing the Dearness Allowance to Central Government employees from the existing rate of 90% to 100% w.e.f. 1st January 2014. With the approval of the Director, the dearness allowance at the rate of 100% has been paid to the Institute staff.</p> <p>The Board RESOLVED to ratify the action taken by Director in grant of DA</p>
Item No.08	To ratify and adopt the MHRD order dt. 23 April 2014 on implementation of 4 tier structure and Recruitment Rules for the faculty of the Institute
Resolution No. 7/2014	<p>MHRD vide letter F.No.27-11/2011 TS-1 dt 18.9.2013 has issued orders for implementation of 4 tier flexible faculty structure and Board of Governors in its meeting 24th meeting held on 07.10.2013 had discussed the same and <u>Resolved (Res. No.21/2013)</u> to approve the four tier flexi cadre for the Institute.</p> <p>The Ministry had issued an order (F. NO.27-11/2011 TS-1 dt 23.04.2014) revising the earlier guidelines for implementing 4 tier faculty structure and</p>

	<p>the recruitment rules for the faculty of IIITs. (Annexure 'F')</p> <p>It is proposed to adopt the Revised Four Tier Flexible Faculty Structure and Recruitment Rules for the Faculty of the Institute and accordingly the existing rules in this regard stand modified. This MHRD order on implementation of 4 tier structure and Recruitment Rules for the faculty of the Institute was put up to Chairman BoG for approval in view of the recruitment activity planned on 28 – 30 May 2014 for the entry level Assistant Professors.</p> <p>The Board RESOLVED to ratify the action taken by Chairman to adopt the MHRD order dt 23 April 2014 on implementation of 4 tier structure and Recruitment Rules for the faculty of the Institute</p>
<p>Item No.09</p>	<p>To create additional posts based on the projected student strength</p>
<p>Resolution No. 8/2014</p>	<p>The sanction of teaching and non-teaching posts is based on the number of students on roll. There is a progressive growth in the number of students admitted and the faculty and non-faculty strength needs to be augmented accordingly. 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 the commencement of the academic session. Accordingly the Institute has worked out the requirements of teaching and non-teaching posts for the year 2014-15.</p> <p>It is estimated that the Institute will have a total of about 692 students during the academic year 2014-15. 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 style="padding-left: 40px;">a) Teaching Posts = 16</p> <p style="padding-left: 40px;">b) Non-Teaching Posts = 17</p>

Teaching

Name of the post	Sanctioned	Filled up (including offered)	Vacant	To be created during 2014-15
Faculty Positions (as Per Annexure F)	42	20+7	15	16

Non Teaching

Name of the post	Pay Band & GP	Sancti oned	Filled	Vacant (Under Proces s)	To be created during 2014-15
Junior Engineer	PB2: 9300-34800, 4200	2	1	01	02
Junior Technical Superintendent	PB2: 9300-34800, 4200	5	2	03	04
Junior Superintendent	PB2: 9300-34800, 4200	4	2	02	02
Junior Technician (Library)	PB1: 5200-20200, 2000	1	1	-	02
Junior Technician	PB1: 5200-20200, 2000	8	4	4	04
Junior Assistant	PB1: 5200-20200, 2000	9	4	5	03
Total					17

The Board after discussion **RESOLVED** to recommend to MHRD the sanction of above posts.

Item No.10

To discuss and approve the entitlements for the Assistant Professors on Contract

Resolution
No. 9/2014

As per the MHRD orders cited earlier (**Annexure 'F'**), appointment to the entry level Assistant Professors in AGP of 6000 & 7000 is ON CONTRACT. The Institute has recruited some Faculty members (on contract) by following the open recruitment process as is followed in the regular appointment as per the guidelines of MHRD.

It is submitted to the Board that since the positions are created by the orders of MHRD and the recruitment process conducted is same as regular faculty, all the entitlements (leave rules, allowances, NPS, etc..) applicable

	<p>to regular employees may be extended to Assistant Professors (On contract) to attract and retain talented faculty.</p> <p>The Board discussed and RESOLVED to approve the entitlements for the Assistant Professors on Contract recruited following MHRD order against sanction post on par with regular faculty of the Institute.</p>
<p>Item No.11</p>	<p>To discuss on announcement for selection of In-service Faculty for the Post of Assistant Professors in the AGP of 7000/8000 through Selection committee</p>
<p>Resolution No. 10/2014</p>	<p>On implementation of MHRD order implementing 4 tier faculty structure and the recruitment rules for the faculty of IITs, the Institute had conducted recruitment to the Post of Assistant Professors in the AGP of Rs.8000/Rs.6000/7000 vide recruitment notification No.R1/2014.</p> <p>The Institute has Assistant Professors in the AGP of Rs.6000 'on regular' post recruited earlier as per 6th Pay commission pay scales. They are continuing in the post since 03 to 05 years.</p> <p>The Institute proposes to conduct a separate selection process for these In service faculty since they are already holding 'regular post'. This selection process could not be combined with Recruitment process in the recruitment notification R1/2014 since the Assistant Professors in the AGP of Rs.6000/7000 is categorized as Contract post.</p> <p>It is submitted these since these faculty hold regular positions and may not be willing to take up the position of AGP of Rs.7000 on contract, a separate selection process by duly constituted selection committee may be approved and appointment to the Post of AGP of 7000 ON REGULAR BASIS or AGP 8000 may be allowed, if recommended.</p> <p>The Board discussed and RESOLVED to approve the announcement for selection of In service Faculty for the Post of Assistant Professors in the AGP of 7000/8000 through Selection committee</p>

Item No.12	To ratify action taken by the Chairman, Board of Governors, regarding recommendations of Selection Committee for the posts of Assistant Professor																																											
Resolution No. 11/2014	<p>With the approval of the Chairman, Board of Governors, the Selection Committee meetings for the post of Assistant Professor in the disciplines of Computer Engg., Electronics Engg., Mechanical Engg., and Engineering Design were held between 28th and 30 May 2014. The selection committee was appraised about the MHRD order (Annexure F). The experts for the selection committee were chosen from the panel approved by the Chairman, BoG. The following candidates were recommended by the Selection Committees which went through the scrutinizing committee reports and conducted personal interviews with shortlisted candidates for appointment to the respective contract/ permanent post of ASSISTANT PROFESSOR in the scale of pay of Rs. 15600-39100 with GP of Rs.6000// 7000/8000/- plus allowances at this Institute as shown against their name.</p>																																											
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<p>In the case of *Dr. Premkumar K, (Sl. No. 5), it has been verified that he has not obtained 'any sponsored research project' as mentioned under</p>																																												

	<p>essential requirements by MHRD order for AGP 8000. . Board advised the Selection Committee to reconsider its decision by circulation and offer him an AGP of 7000 in accordance with aforesaid requirements. The Selection Committee's recommendation can be approved by the Chairman and ratified by the Board at its next meeting.</p> <p>The Chairman, BoG, had approved the recommendation of the Selection Committees and permitted to issue the offer of appointment to the candidates to have them available early for the Institute Service and accordingly Offer Order has been sent to the selected candidates.</p> <p>The Board may kindly ratify the action taken by Chairman BoG on recommendation of the Selection Committee with the amendment for SI No. 5 Offer. The Selection committee recommendations were circulated during the meeting.</p> <p>The Board RESOLVED to ratify the action taken by Chairman in recommendations of Selection Committee for the posts of Assistant Professor.</p>
<p>Item No.13</p>	<p>To report about the engagement of Legal counsels for court cases on market rates</p>
	<p>A Writ application was filed by illegal occupants against the Institute while taking over the land from the Govt of Tamil Nadu. With the approval of Board in its 15th Meeting, Ms R P Partners were engaged and the encroachment was cleared. Board also approved the engagement of legal counsel on market rates on case to case basis.</p> <p>Later WP No.23087 of 2012 WPs was filed by Dr B Raja & 12 others against the Secretary, MHRD, Chairman BoG and Director IIITD&M towards implementation of CAS benefits. The matter was reported to Board in the 20th Meeting of BoG held on 27.09.2012. The Institute had engaged Mr. Vijayanarayanan Senior counsel and Mr. Karthick Rajan, Advocate, of M/s Karthick, Mukundan & Neelakantan associates who were also the</p>

standing counsel for IIT Madras and are familiar with the rules and regulations of similar Institutes.

The same faculty members had filed another Writ Petition vide WP 28312 of 2012 against the Performance Assessment process introduced by the Institute and obtained interim injunction against the same. The same was also reported to the Board in the 21st Meeting. The petitioners had filed a contempt petition against the Director, and Chairman, IITDM vide petition No.1125 of 2013 on the said WP and the Institute had filed a counter with the approval of Board. The Judgment for the WPs 23087 & 28312 of 2012 was delivered by the High court on 27.08.2013 and the writ petitions were allowed. The Board deliberated the matter in its 24th meeting held on 07.10.2013 and decided to file an appeal in the Division Bench against the order of the single judge. The Institute had engaged the same counsels Vijayanarayanan Senior counsel and Mr. Karthick Rajan, Advocate of M/s Karthick, Mukundan & Neelakantan associates to present the case before the Bench.

The Institute had filed affidavit on 10.10.2013 vide WA 2187 & 2188 of 2013 presenting the case before the bench as decided by the Board. During the pendency of WAs in the Bench, the petitioners had filed a contempt petition regarding the non implementation of the order of single judge vide Cont. petition No. 672 of 2014. The Institute had defended the petition explaining the Institute position through the Institute counsels.

The above counsels were involved in the proceedings in the court from 2012 onwards and made multiple appearances for the above WPs, WAs, Cont. Petitions etc apart from legal advice, discussion, drafting charges, appearance charges, clerk charges, printing and photocopying of documents and the court fees.

The Institute had paid the legal charges to them as per the following details.

Name	Details of the case	Amount
Sh. Vijay Narayanan Senior Advocate	WP 23087 & 28312 of 2012	Rs.45,000
	WA 2187 & 2188 of 2013 in High Court of Madras	Rs.90,000
	Cont. Petition No. 672 of 2014	Rs.25,000
Sh. Karthick Mukundan, Advocate	WP 23087 & 28312 of 2012 & Cont. Petition No. 1125 of 2013	Rs.30,000
	WA 2187 & 2188 of 2013 in High Court of Madras	Rs.30,000

The amounts paid were similar to payments made by IIT Madras and the Board noted the same.

Item No.14 To report about the progress of civil works and status of expenditure as per the directive of MHRD

MHRD vide letter No. 23017/20/2013 –IF-1 dt 14.11.2013 has introduced a new format of reporting for furnishing the latest position of unspent balance and progress on the ongoing works to BWC, FC and BOG. Accordingly, the status is furnished in the enclosed **Annexure ‘G’**.

The Board noted the same.

Item No.15 To report about the Court Case (WA 2187& 2188 of 2013)

It is submitted that WP No.23087 of 2012 WPs was filed by Dr B Raja & 12 others on 09.08.2012 against the Secretary, MHRD, Chairman BoG and Director IIITD&M towards implementation of CAS benefits. The matter was reported to Board in the 20th Meeting of Board of Governors held on 27.09.2012. The Board deliberated the same and decided that a Performance Assessment Process shall be conducted to evaluate and identify the faculty for movement to higher pay / promotion. The Institute has filed a detailed counter explaining the stand as decided by the Board of Governors. However, the same faculty members had filed another Writ Petition vide WP 28312 of 2012 in the High court against the performance Assessment process introduced by the Institute and obtained interim injunction “restraining the Institute not to designate any Assistant Professor

to Associate Professor from this Court” .The institute had filed a response for vacation of the stay.

On 18.12.2012 MHRD had sanctioned the new post of Associate Professor, Assistant Professors and the Institute has released an Advertisement for filling up of the newly sanctioned post. However, the petitioners had filed a contempt petition against the Director and Chairman, IIITDM vide petition No.1125 of 2013 against the said notification and during argument the Institute was asked to submit the affidavit by the learned Judge. Later, the Judgment for the WPs 23087 & 28312 of 2012 was delivered by the High court on 27.08.2013 and the writ petitions were allowed. The Board deliberated the matter in its 24th meeting held on 07.10.2013 and decided to file an appeal in the Division Bench against the order of the single judge. The Institute had filed affidavit on 10.10.2013 vide WA 2187 & 2188 of 2013 presenting the case before the bench as decided by the Board. During the pendency of Was in the Bench, the petitioners had filed a contempt petition regarding the non implementation of the order of single judge vide Cont. petition No. 672 of 2014. The Institute had defended the petition explaining the Institute position through the Institute counsels.

The petitioners insisted for the appearance of Chairman Board of Governors and Director IIITDM before the Honorable Judge alleging contempt of court. In the meanwhile, the Institute has obtained an interim stay against the order of learned single judge on 13.03.2014 and filed a recall application before the single judge for withdrawal of contempt petition.

The final arguments in the Writ Appeals were held during the month of April 2014 and Judgment was reserved. Later the petitioners counsel requested for further hearing and the same was held in the first week of June 2014. After hearing both the sides the Division bench has reserved the matters for orders. The Judgments has been delivered by the Hon'ble Bench and the Writ appeals filed the Institute is allowed and the Writ

	<p>petition filed by Dr. Raja and others are dismissed.</p> <p>The Institute is yet to receive the signed copy of order and the same will be submitted in the Next Board meeting with details.</p> <p>The Board noted the same.</p>
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The meeting concluded with thanks to the Chair.



(Prof. R. Gnanamoorthy)

Director and Secretary i/c



(Prof. M.S. Ananth)

Chairman, BoG