

## **Minutes of the first meeting of the Standing Committee of the Council of NITs held on 15<sup>th</sup> November, 2011 at India Habitat Centre, New Delhi under the Chairmanship of Dr. R. A. Mashelkar, CSIR Bhatnagar Fellow, National Chemical Laboratory, Pune**

The first meeting of the Standing Committee of the Council of NITs was held on 15<sup>th</sup> November, 2011 under the Chairmanship of Dr. R. A. Mashelkar, CSIR Bhatnagar Fellow, National Chemical Laboratory, Pune. The list of participants is at **Annexure**.

At the outset, Shri Ashok Thakur, Special Secretary, Technical Education welcomed Dr. R. A. Mashelkar and other distinguished participants/ members to the first meeting of the Standing Committee of the Council of NITs. The Special Secretary explained that it should be the endeavour of all concerned that most of the NITs in the country do come at least up to the level of IITs, and for excellence there cannot any ceiling on aspirations. He pointed out that since the NIT system has grown fairly large in the recent years due to addition of ten new NITs and it may not be possible for the Ministry, in the course of time, to manage all such institutions single handedly, it is imperative to empower the Council of NITs and its Standing Committee. The Chairman of the Committee, in his opening remarks, said that it was the Mashelkar Committee Report submitted to Government of India in 1998 that led to the conversion of Regional Engineering Colleges to National Institutes of Technology. So he was delighted to have this opportunity to chair the Standing Committee for NITs. He further observed that it ought to be our endeavour to provide enabling setting, with adequate funding and autonomy, to these institutions of national importance so that there is a level-playing field enabling them to strive for excellence. With these opening remarks, the agenda items were taken up for consideration.

### **Item No. 1.** Vision Documents of all the NITs.

It was noted that the Ministry has so far received Vision Documents in respect of barely 10 NITs. The Chairman of the Standing Committee desired that before the next meeting of the Committee, all the remaining NITs must submit their Vision Documents along with its soft copy. He hoped that vision of the institutes would help realize the overall vision of the NIT system. He emphasized that such vision ought not to be 'top-down' but should be prepared with due consultations with all stakeholders in the Institute, including the students. It should consider the paradigm shifts that are going to take place due to the disruptive influence of digital learning. It was decided that in the next meeting, the Directors would make presentations.

### **Item No. 2.** To consider report of the Curriculum and Academic Reform Committee.

At the outset, Prof. S. Sancheti, Director, NITK, Surathkal appraised the Standing Committee of the salient features of the Report of the Curriculum and Academic Reforms Committee prepared by Three-Member Committee. The Chairman commended some really substantive recommendations made by the Committee for

academic reforms in the system. He, however, expressed that apart from institutions having necessary ambiance, the institutions should also have requisite level of ambition to indulge in not only 'education in innovation' but also in 'innovation in education'. He enjoined upon the NITs to involve themselves with new ideas about engagement with technology and it should not only follow the 'best practices' but should also create 'next practices'. Keeping in view the overall discussion in this respect, it was decided that the document should be redone by the designated Committee and be submitted to the Standing Committee in its next meeting.

**Item No. 3** Setting up of the Secretariat of the Council of NITs.

The Standing Committee agreed 'in principle' to the proposal submitted in regard to the structure of the secretariat of the Council of NITs. It, however, recommended that, to begin with, only three positions, namely, Executive Officer/ Administrative Officer, Steno/ Office Assistant and Office Attendant may be filled in and the persons on the other positions could be considered once the Secretariat acquires critical mass. Special Secretary suggested that to man the post of Executive Officer/ Administrative Officer, it may be preferable to look for a suitable person from the NIT system itself who has requisite expertise, besides having proper appreciation of the NIT system.

**Item No.4:** To consider report of the Committee for removal of anomalies of pay etc. of the faculty posts.

Recommendations of the 6<sup>th</sup> CPC subsequently adopted for Centrally Funded Technical Institutions by a Committee headed by Prof. Goverdhan Mehta were implemented in NITs under Ministry's Order dated 18<sup>th</sup> August, 2009. Some Anomalies were perceived by faculty of NITs and the Ministry received complaints from many faculty members. Following the decision of the Council in its first meeting, the MHRD appointed a Committee under Chairmanship of Prof. S. K. Sarangi, Director, NIT-Rourkela to examine the perceived anomalies and suggest remedial measures. Subsequently, the Committee was entrusted with two more subjects by the Ministry, viz. (i) framing of the RRs of the faculty posts of the older NITs, and (ii) issue related to promotions of faculty members under CAS and other linked issues.

The committee submitted its report to the Ministry. However, because the report is to elaborate the Ministry appointed a second committee under Chairmanship of Prof. Sarangi to look at the issues again and create a set of crisp guidelines to the Boards of NITs for implementation.

The report submitted by Prof. Sarangi was discussed in detail by the Standing Committee. The recommendations were accepted by the Standing Committee with one major change and some modifications. On the question of considering the past service of a candidate prior to joining an Institute, the Committee decided that a Selection Committee is competent to consider all past record of a candidate and recommend initial increments in salary. Such initial increments should be considered equivalent to past service within the Institute for the purpose of pay fixation while moving from 5<sup>th</sup>

CPC to 6<sup>th</sup> CPC Scales, particularly for the post of Associate Professor. It was noted that this view was originally recommended by the First Committees of Directors as well. The Report of the committee containing the draft order of the Ministry, incorporating decision of the Standing Committee is given in the **Annexure-I** for consideration of the Council.

**Item No.5:** To consider uniform Recruitment Rules for faculty & non-faculty positions and Promotion Rules (CAS) for the faculty posts in NITs.

It may be mentioned that earlier there were no uniform Recruitment Rules (RRs) for the faculty & non-faculty posts for the existing NITs. Now, the NITs are governed by the NIT Act, 2007 and these Institutes have since been declared as the '*Institutions of national importance*'. Therefore, this Ministry felt the urgent need of framing the RRs etc. at the earliest common for all the existing National Institutes of Technology (NITs) throughout the country.

2. Ministry of HRD had set up a Committee under the Chairmanship of the then Director, NIT – Rourkela [Prof. S.K. Sarangi] to look into the anomalies arising out of the implementation of the recommendations of the 6<sup>th</sup> Central Pay Commission for the faculty members. This was decided in the meeting of the Councils of NIT held on 21.10.2009. Subsequently, the Committee was entrusted with two more subjects by this Ministry viz. (i) framing of the RRs of the faculty posts, and (ii) issue related to promotions of faculty members under CAS and other linked issues. The Committee has been advised to submit its report at the earliest.

3. The Committee submitted its Reports on the above issues. After examination of the RRs (for the older NITs) in the report submitted by the Committee, it was found that there are some differences with that framed and circulated for the ten new NITs. This Ministry then advised Prof. Sarangi to look into the issue and submit uniform RRs in respect of faculty posts for all the thirty NITs. Later on Prof. Sarangi has also been entrusted with framing of uniform recruitment rules for all the non-faculty posts in NITs. The recommendations of the Second Committee headed by Prof. Sarangi on Faculty recruitment rules and on implementation of CAS were accepted by the Standing Committee with minor modifications. These recommendations containing the Recruitment Rules for both 3-tier and 4-tier structures and specific recommendation for implementation of CAS are given in **Annexure-II**. The Standing Committee also approved the uniform recruitment rules for the non-faculty positions in the NIT system, as recommended by the Sarangi Committee.

**Item No. 6.** To consider report of the Committee set up to examine the status of the Physical Education Personnel (and other allied issues) of the NITs.

The Standing Committee took note of the request from Prof. S. Sancheti, Chairman of the Committee seeking extension of time and desired that the Committee may submit its report/ recommendations by December, 2011.

**Item No. 7** Centralized Counseling for admission of students in post-graduate programmes in NITs – constitution of a Committee under the Chairmanship of Dr. I.K. Bhat, Director, MNIT-Jaipur.

The Standing Committee took note of the fact that the Council of NITs in its meeting held on 28.6.2011 had approved constitution of a Committee under the Chairmanship of Dr. I.K. Bhat, Director, MNIT-Jaipur to strengthen the system of centralized M.Tech admission and also to promote participation of all NITs in the process of centralized counseling for admission in PG programmes. The Standing Committee decided that the said Committee may include Dr. S. Sundarajan, Director, NIT, Tiruchirappalli, Dr. S. Sancheti, Director, NITK-Surathkal and Prof. T. Srinivasa Rao, Director, NIT, Warangal and may finalize all necessary modalities by December, 2011 so that the system could be put in place for the next academic session 2012-13.

**Item No. 8.** To consider Special Allowance paid to faculty at par with the IIT faculty for similar works.

The Standing Committee considered the proposal regarding the grant of special allowance to the faculty of the Institutes discharging the duties of Deputy Director, Deans, Associate Deans, Chief Warden and Associate/Assistant Wardens at par with that applicable in the IIT system.

**Item No. 9**

(A) To consider establishment of a permanent structure of Central Counseling Board (CCB).

(B) To consider reconstitution of CCB – 2012 and exclusion of Self Financed Institutions (SFIs).

The Standing Committee approved the proposal for establishment of an office-cum-secretariat at the NIT Council with contract staff for management of records and correspondences in respect of the affairs of the Central Counseling Boards (CCBs).

The Committee also approved the constitution of the CCB-2012 under the Chairmanship of Prof. S.K. Sarangi, Director, NIT-Rourkela and resolved that the existing practice of constituting CCB every year may continue.

**Item No. 10.** To consider enhancement in the tuition fees being charged by the NITs.

It was explained by Special Secretary that the policy in regard to the tuition fee and other related issues are presently being under finalization in respect of IIT system on the basis of the recommendations made by the Ramasami Committee and, therefore, it may be advisable to await the same before a decision in respect of NITs is taken.

The Standing Committee accepted the suggestion.

**Item No. 11.** To consider Scholarship Scheme for meritorious students admitted through AIEEE.

Prof. Sandeep Sancheti, Director, NIT-Surathkal made a brief presentation in this regard and the Committee unanimously agreed with the suggestions made and decided that the proposal be worked out in detail for consideration and approval of the Council of the NITs.

**Item No. 12.** NITs to maintain All-India character of its faculty and non-faculty staff.

The Standing Council approved the proposal for circulation amongst all the NITs for implementation.

**Item No. 13.** Greater autonomy to NITs and review of NIT system.

Special Secretary briefed the Standing Committee about a Committee constituted by the Ministry on 15.11.2011 under the Chairmanship of Dr. Anil Kakodkar, Chairman, BoG, IIT-Bombay with five other Members for suggesting a roadmap for the growth and development of NITs, while ensuring their autonomy as institutions of national importance. He mentioned that the Committee is expected to submit its report within a period of three months.

The Standing Committee took note of this development.

**Item No. 14.** Any other Agenda item with the permission of the Chair.

Some of the members raised the issue regarding the existing statutory provision in regard to appointment of Visitor's nominee in the Selection committee for faculty appointment. It was pointed out that at present only one person is approved as Visitor's nominee for all the departments in an NIT and, therefore, it becomes difficult for any serving professor from a top institute to spare adequate time. To obviate the problem, various suggestions were made and it was decided that the Ministry may suitably address the issue.

The meeting ended with a vote of thanks to the Chair.

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## LIST OF PARTICIPANTS

### ANNEXURE

1.	Dr. R.A. Mashelkar, FRS, CSIR Bhatnagar Fellow, National Chemical Laboratory, Dr. Homi Bhabha Road, Pashan, Pune.
2.	Dr. Ashok Jhunjhunwala, Professor, IIT – Madras.
3.	Prof. I.K. Bhat, Director, MNIT – Jaipur.
4.	Prof. Sandeep Sancheti, Director, NITK – Surathkal.
5.	Prof. T. Srinivas Rao, Director, NIT – Warangal.
6.	Prof. S.S. Gokhale, Director, VNIT – Nagpur.
7.	Prof. P.D. Porey, Director, SVNIT – Surat.
8.	Prof. Anand Mohan, Director, NIT – Kurukshetra.
9.	Prof. P.K. Bose, Director, NIT – Agartala.
10.	Dr. S. Sundarrajan, Director, NIT – Tiruchirappalli.
11.	Prof. Sunil Kumar Sarangi, Director, NIT–Rourkela (Special Invitee).
12.	Shri Ashok Thakur, Special Secretary (TE), MHRD.
13.	Shri R.D. Sahay, Joint Secretary (NITs), MHRD.
14.	Shri Navin Soi, Director (Finance), MHRD.
15.	Shri Rajesh Singh, Deputy Secretary (NITs), MHRD.