

**BY SPEED POST**

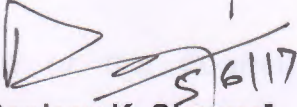
**No.F.35 – 6 / 2016 – TS.III**  
Government of India  
Ministry of Human Resource Development  
Department of Higher Education  
Technical Education Bureau

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Shastri Bhawan, New Delhi,  
dated, the 5<sup>th</sup> June, 2017

**Subject:- Minutes of the 10<sup>th</sup> meeting of the Council of the National Institutes of Technology, Science Education and Research (NITSER) held on 26<sup>th</sup> May, 2017 (Friday) at IAS, Shimla (H.P.).**

Please find enclosed herewith a copy of the Minutes of the 10<sup>th</sup> meeting of the Council of the National Institutes of Technology, Science Education and Research (NITSER) held under the Chairpersonship of Hon'ble Minister of Human Resource Development on **26<sup>th</sup> May, 2017 (Friday) at 10:30 A.M.** in the Library Hall of the Indian Institute of Advanced Study, Shimla (Himachal Pradesh), for your kind information and comments, if any.

  
[Sanjeev K. Sharma]  
Director (NITs)  
Tel: 23070186  
Fax: 23384345

Encl.: as above.

To

The Members of the Council of NITs  
(as per list attached)

Copy to:-

- (i) PS to the Hon'ble Minister of Human Resource Development.
- (ii) Sr. PPS to Secretary, Department of Higher Education, Ministry of HRD.
- (iii) PS to Additional Secretary (TE), Department of Higher Education, Ministry of HRD.
- (iv) The Director, MNIT, Jaipur – with a request to kindly have the minutes uploaded on the website of the Council.



**Minutes of the 10<sup>th</sup> meeting of the Council of National Institutes of Technology, Science Education and Research (NITSER) held on 26<sup>th</sup> May, 2017 at IIAS, Shimla**

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The 10<sup>th</sup> meeting of the Council of National Institutes of Technology, Science Education and Research (NITSER) was held under the Chairpersonship of Shri Prakash Javadekar, Hon'ble Minister of Human Resource Development on 26<sup>th</sup> May, 2017 (Friday) at Indian Institute of Advanced Study (IIAS), Shimla. Sri M N Pandey, Hon'ble Minister of State for HRD was also present. The list of participants is at **Annexure – I**. The Council granted leave of absence to the members who could not attend the meeting due to their prior commitments or other compelling reasons.

2. In the opening remarks, Secretary (HE) emphasized the need for improving quality measured with respect to the NIRF, and the need to build NITs/IISERs as robust institutions using measures like the HEFA. Hon'ble MOS has emphasized on the need to support the weaker students. Hon'ble HRM mentioned that there is need for open thinking to face the challenges of providing quality education in the modern times. While emphasizing the need to focus on research and innovation, he wanted institutions to participate actively in the forthcoming Smart India Hackathon. He also wanted that the institution should not work in silos, but synergise their actions feeding on each others' efforts and successes.

3. The Council has taken up the agenda of IISERs first and the NITs, later. The decisions of the Council were as follows:

### **Matters of IISERs**

**Item No.10.1-A (a) : Changes in the Membership of the Council of NITSER**

The changes made in the Council of NITSER were noted.

**Item No.10.1-A (b) : Action Taken Report on decisions of the 9<sup>th</sup> NITSER Council meeting**

The action taken report on the Minutes of the meeting of the Council of the National Institutes of Technology, Science Education & Research (NITSER) held on 1<sup>st</sup> October, 2016 at NIT-Warangal was taken on record.

**Item No.10.1-A (c) : Ratification of the decisions of the meeting of the Standing Committee held on 23.06.2016**

The decisions of the first meeting of the Standing Committee of IISERs held on 23.06.2016 were ratified.

**Item No.10.1-A (d) : Action Taken Report on the decisions of the Standing Committee**

Action taken Report on the decisions of the first meeting of the Standing Committee of IISERs was taken on record. However, following directions were also given:

"It was noted that common counselling with IITs and JEE based admission has not been implemented till date. Hon'ble Minister for Human Resource Development directed that steps may be taken to implement the common counselling from



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academic session 2018-19 and this should be clearly given in the advertisement for admission of 2018-19 batch as well as advertisement for IIT/JEE exam 2018.”

**Item No.10.2 -A : Council’s Nominees on the Boards of Governors of each of the IISERs**

It was decided to authorise the Chairman of the Council to nominate two eminent scientists on the Board of Governors of each of the IISERs.

**Item No.10.3 -A : Change of the nomenclature of BS-MS Degree to the nomenclature approved by the University Grants Commission (UGC)**

It was noted that BS-MS does not find place in list of UGC Notification on Specification of Degrees. This has led to some employers and Kerala Govt not recognizing IISER students. The Ministry of HRD had requested UGC to include it in the notified list. However, UGC appears to be of the view that the BS-MS degree is similar to UGC notified degrees of Medical – MBBS, BSMS and MS. Directors of IISERs mentioned that BS-MS degree of IISERs has over the years become respectable with research institutes / Universities and many of the graduates take up research / fellowships in these institutes. Therefore, it may not be a good idea to change the nomenclature of BS-MS degree. The Chairman agreed with the suggestion of Directors of IISERs and directed that UGC may be asked to include the BS-MS degree of IISERs in the list of notified degrees.

**Item No.10.4 -A: Recognition of the certificates issued by the National Institute of Open Schooling (NIOS) for admission to the IISERs**

Director, IISER Mohali informed that National Institute of Open Schooling (NIOS) was requested to share the information relating to the top 1% of its students, however, NIOS is yet to respond. All IISERs were in principle agreeable to inclusion of NIOS in the approved examination for admission to IISERs. Some of the participants mentioned that it may be difficult to find the top 1% of the NIOS examination, as it conducts examination throughout the year including on demand examination. It was decided that IISERs will once again request NIOS to share the data relating to top 1% of their students and top one 1% of a particular academic year may be taken as the standard benchmark.

**Item No.10.5 -A : Accepting fees in Indian Rupees (INR) from OCI candidates instead of Dollars**

The IISERs will allow payment of prescribed fees in INR at the existing rate, in place of US Dollars, by the parents of students, living in India or abroad, for admission to them.

**Item No. 10.6 -A: Fee hike by 10%**

It was noted that the fees in IISERs are very low at present and there was need to progressively increase the fees. Therefore, it was decided that a uniform fee-hike by 10%, rounded to the nearest Rs.100, may be effected every year with fees in each



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of the next three academic sessions of 2017-18, 2018-19 and 2019-20, be as shown below:

Sl.No.	Course	Revised fees per semester from academic session		
		2017-18	2018-19	2019-20
1	BS-MS	Rs.27,500	Rs.30,300	Rs.33,400
2	Integrated Ph.D.	Rs.16,500	Rs.18,200	Rs.20,000
3	Ph.D.	Rs.16,500	Rs.18,200	Rs.20,000

However, the fee hike would be applicable to prospective students only who get admitted in the coming years.

### Matters of NITs

**Item No.10.1 : Minutes of the 9<sup>th</sup> meeting of the Council of NITSER held on 01.10.2015.**

The Council confirmed the minutes.

**Item No.10.2 : Action Taken Report on the minutes of the 9<sup>th</sup> meeting of the Council of NITSER held on 01.10.2015.**

- a) The Council noted the Action Taken Report and desired that the NITs which have not complied with the various actionable points pertaining to previous meetings of the Council, should do so by 30<sup>th</sup> June, 2017.
- b) The external review should be carried out once in every three years, based on a standard proforma. The implementation of recommendations of the External Peer Review should be discussed in each meeting of the BoG.
- c) A working group with the following members has been constituted for suggesting action plan for generating funds for CFTI's, including developing Industry-academic interface.

S.No.	Name of the Member	Will serve as
(i)	Dr. Sanjay G. Dhande, Chairperson, BoG of NIT Delhi	Chairperson
(ii)	Dr. Mini Shaji Thomas, Director, NIT Tiruchirappalli	Member
(iii)	Dr. Lalit Kumar Awasthi, Director, NIT Jalandhar	Member
(iv)	Dr. Animesh Biswas, Director, NIT Rourkela	Member
(v)	Dr. Satish Kumar, Director, NIT Kurushetra	Member

- d) A Working Group with the following members was constituted for developing detailed guidelines for engaging adjunct faculty and to ensure that at least 10% of the total faculty strength is filled with such faculty with industry experience:
  - i. Prof. Asok De, Director, NIT Patna
  - ii. Prof. K.N. Ganesh, Director, IISER Pune
  - iii. Prof. Ajoy Kumar Ray, Director, IEST Shibpur
  - iv. Dr. Mahesh Chandra Govil, Director, NIT Sikkim



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**Item No.10.3 : Changes in the Membership of the Council.**

The Council noted the changes in its membership. The Council placed its appreciation for the contribution of outgoing members and welcomed all new members who joined the Council.

**Item No.10.4 : Inauguration of Students Grievance Cell of NITs.**

Hon'ble HRM has launched the portal and directed that it should be made fully functional.

**Item No.10.5 : Recommendations of the Standing Committee for review of fee structure of UG and PG programs in NITs.**

The matter was deliberated and decided that the Agenda item may require some rationalization and detailed examination.

**Item No.10.6 : Placements record in the NITs, IIST and IISERs for past two academic years**

The placement record of the Under Graduate (UG) and Post Graduate (PG) students of NITs and IIST were placed. The cases of best performing NITs and the worst performing NITs were discussed. Hon'ble HRM appreciated NITs located at Bhopal, Warangal, Manipur and Rourkela for their good performance in respect of placement. However, he requested other NITs to improve their figures as placement plays very important role in forming perception about the institution. The Council of NITSER decided that NITs who have not performed well may bring out action plan for improvement in placement in the next meeting.

**Item No.10.7 : Recommendations of the Oversight Committee constituted to look into the anomalies of the non-teaching staff in NITs.**

The recommendations of Oversight Committee constituted for addressing the anomalies of the non-teaching staff in NITs was deliberated. The Council accepted the recommendations of the Oversight Committee.

**Item No.10.8 : Recommendations of Standing Committee of NITs for proper utilization of Cumulative Professional Development Allowance (CPDA) by faculty in NITs.**

The NITSER Council in its previous meeting has decided to revise CPDA guideline in view of the audit objections for purchase of computers and its peripherals under CPDA. The Council has entrusted the work of formulating the revised CPDA guideline to the Standing Committee. The Standing Committee in its 8<sup>th</sup> meeting recommended a set of guidelines to the Council for approval. The same was examined in the Ministry. The final CPDA guidelines were placed before the Council. The Council deliberated the guidelines and accepted the same for circulation among all NITs & IIST for necessary action.



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**Item No.10.9 : Report of the Teaching Sub Committee constituted by the Standing Committee of NITs.**

The report of the Teaching Sub Committee was placed before the Council. The Council was apprised that this is a part of the Kakodkar Committee recommendations. The same has been examined and recommended by the Standing Committee in its 8<sup>th</sup> meeting. The Council accepted the recommendations submitted by the Teaching Sub Committee headed by Dr. G.R. C. Reddy, Director, NIT, Warangal.

**Item No.10.10 : To consider the recommendations of the Curricula Review Committee constituted by the NITSER Council.**

The NITSER Council was apprised that the curricula revamp committee headed by Dr. V.K. Saraswat for revamping the curricula of NITs has submitted its recommendations. The Council discussed the recommendations and adopted the same as model guidelines which may be adopted by the NITs and IEST.

It was decided to use the revised curricula drawn up by expert committees appointed by AICTE duly headed by IIT Professors. The Council also desired that NITs should review its curricula every year and revise the same every year, by adding latest topics in consultation with the industry.

**Item No.10.11 : Recommendations of the Committees on Choice Based Credit System Committee, Trainee Teachers Scheme and Roadmap for NER NITs.**

The Council of NITSER in its last meeting has entrusted to Dr. D.B. Phatak, Chairperson, NIT, Agartala to develop guidelines on Choice Based Credit System, Trainee Teachers Scheme and the Roadmap for NER NITs. These guidelines were presented before the Council which were discussed in the meeting. The Council adopted the recommendations of Dr. D.B. Phatak Committee on Choice Based Credit System, Trainee Teachers Scheme and the Roadmap for NER NITs.

**Item No.10.12 : Report of the Co-Chairman, Joint Seat Allocation Authority – 2016 & Chairman, Central Seat Allocation Board (CSAB)-2016**

The report of CSAB 2016 was presented by Prof. Asok De. The same has been noted by the Council of NITSER.

**Item No.10.13 : To consider the report of the Chairman, Centralised Counselling for M.Tech / M. Plan / M.Arch (CCMT) 2016.**

The report of CCMT 2016 was presented by Prof. K.N. Lokesh, Director, NITK, Surathkal. The same has been noted by the Council of NITSER. The Council also entrusted the work of CCMT-2018 to NIT-Delhi.

**Item No.10.14 : To consider the report of the Chairman, Direct Admission of Students Abroad (DASA) 2016.**

The report of DASA was presented by Prof. A.K. Dar, Director, NIT-Srinagar. The same has been noted by the Council of NITSER.



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**Items for Ratification**

**Item No.10.15 :** Acceptance of the report of the Committee constituted to make recommendations to review the admission / eligibility criteria in Joint Entrance Examination (Main) for admissions into NITs and other CFTIs / GFTIs.

The Council ratified the approval given by Hon'ble HRM as the Chairperson of Council of NITSER regarding the acceptance of report of the Committee headed by Dr. Ashok Misra to make recommendations to review the admission / eligibility criteria in JEE (Main) for admissions into NITs and other CFTIs / GFTIs.

**Item No.10.16 :** Decisions taken with regard to minimizing unfilled seats in CFTIs / GFTIs.

The Council ratified the approval given by Hon'ble HRM as the Chairperson of Council of NITSER regarding the decision taken with regard to minimizing unfilled seats in CFTIs / GFTIs.

**Item No.10.17 :** Decision taken for smooth coordination of DASA – 2017 process.

The Council ratified the approval given by the Hon'ble HRM as the Chairperson of Council of NITSER regarding the decision for allowing parents living in India or abroad to pay prescribed tuition fee under DASA scheme in Indian rupees at the prevailing rate, if they desire.

**Item No.10.18 :** Decision taken for constitution of Oversight Committee to look into the anomalies of non-teaching staff of NITs

The Council ratified the approval given by the Hon'ble HRM as the Chairperson of Council of NITSER regarding the constitution of Oversight Committee to look into the anomalies of non-teaching staff of NITs.

**Items for information**

**Item No.10.19 :** To consider the recommendations of the Visitor's Conference held in November, 2016 for implementation in NITs, IISERs and IEST – Shibpur

The Council noted the recommendations of Visitor's Conference for implementation in NITs, IISERs and IEST Shibpur. The Council desired that NITs should comply with the recommendations of the above mentioned conference.

**Item No.10.20 :** Inclusion of NIT, Andhra Pradesh under the ambit of NITSER Act, 2007

The Council noted the inclusion of NIT, Andhra Pradesh under the ambit of NITSER Act, 2007.



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**Item No.10.21 : Finalisation and enactment of First Statutes of IEST, Shibpur**

The Council noted the enactment of First Statutes of IEST, Shibpur

**Item No.10.22 : Tuition fee for students of Children of Indian Workers in Gulf Countries (CIWG) category under DASA**

The Council of NITSER observed that there are Indians working in CIWG countries who may not be having adequate earning to pay prescribed fee of \$8000 under DASA. Therefore, it was decided that the students whose parent's income is below certain level may be allowed to pay tuition fee of Rs.1,25,000/- at par with Indian students who take admission through JEE (Main). The Remaining students who do not fulfill above criteria may be charged normal tuition fee of \$8000.

It was decided that the Ministry may work out the level of income for deciding the exemption for students from CIWG countries. The Directors of NITs raised the matter of quality of students getting admission in NITs through DASA. They mentioned that getting admission in NITs through DASA is far easier than JEE (Main) and hence, students who are admitted are academically weak and find it difficult to cope up with academic pressure in NITs. The Directors also raised the question of relevance of continuing DASA.

The Hon'ble HRM decided that a working Group of Directors of NITs may submit their report in this regard. The Working Group has been formed consisting of:

- (i) Director, NIT, Allahabad
- (ii) Director, NIT, Mizoram
- (iii) Director, NIT, Tiruchirappalli
- (iv) Director, NIT, Jaipur

**Additional Agenda Items**

**Item No.10.23: Status of National Institutes of Technology in National Institutional Ranking Framework (NIRF)-2017**

The Council expressed its concern that many NITs have registered lower ranks India Rankings-2017 as compared to India Rankings-2016. While appreciating NITs Tiruchirappalli, Rourkela, IEST and Surathkal for standing in the top-25 in the country, all other NITs have been requested to work out a strategy for improving their performance in the coming India Rankings-2018. The Director of NIT-Tiruchirappalli presented a proposed action plan in this regard containing several measures to be taken by NITs, which was adopted by the Council (**Annexure – II**). Some of the major action points that were adopted by the Council were: -

- a) All faculty vacancies shall be advertised at the earliest; and every Institution should reduce their vacancies by half before the next Council meeting. This process shall not be halted only on the ground that there is no regular Director in place.





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- b) High quality research output, generation of patents shall be encouraged. This could include increase in PhDs, setting up centres of excellence in selected fields, increased interaction with the industry etc.
- c) Improve placements through a systematic internship programme that should be made mandatory.
- d) Take steps for improving the perception.

**Item No.10.24 : Research Pathway**

Dr. Vijay Thadani presented the report for improving the research in NITs. The Council accepted the report (main recommendations at **Annexure – III**) and desired that the actionable plan should be charted out for implementation of the recommendations by each NIT and the IEST.

**Item No.10.25 : Amendments in the First Statutes of NITs.**

The amendment in the Statutes 17(1) of First Statutes pertaining to the Selection Committee for selection of Directors in NITs & IEST was discussed in the Council. The Council accepted the proposed amendment in Statutes regarding Search-cum-Selection Committee comprising the Chairperson of Council as its Chairperson and Secretary, Department of Higher Education or his representative as one of the Members besides three other experts in the field of technical education with experience at national and international level. The Council decided that necessary resolutions may be passed by the Boards of NITs and IEST with 30 days.

**Item No.10.26 : Accreditation of programmes by the NITs.**

It was brought to the notice of the Council of NITSER that National Board of Accreditation (NBA) has been facing capacity crunch to cope up with the work of accreditation for the courses of the technical institutions of the country. Therefore, a few top NITs may be entrusted the work of accreditation. Hon'ble HRM desired that NITs may submit a note on the matter for discussion in the next Council meeting.

**Supplementary Agenda Item**

**Item No.10.27 : Recruitment Rules for Faculty in National Institute of Technology in Engineering, Science, Humanities and Architecture.**

The Council was informed that the existing 4-tier system was implemented with effect from 15.01.2014. Subsequently, there have been many grievances among the faculty of NITs. To address such concerns, a Committee under Prof. Asok De was constituted. The report of above Committee was submitted to the Standing Committee. The Standing Committee in its 8<sup>th</sup> meeting agreed in principle with the report and desired that the same may be circulated among various stakeholders of NIT system. Subsequently, Prof. Asok De committee submitted the final recommendations which have been examined in the Ministry. The recommendations were discussed in detail. After due discussion, the Recruitment Rules for faculty have been adopted by the Council (**Annexure – IV**).



सत्यमेव जयते

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Further, NITSER Council decided that these shall be made part of the Statutes of NITs & IEST, and advised the Board of NITs and IEST to adopt the same within 30 days to make necessary amendments in the Statutes.

4. Secretary (Higher Education) in his concluding remarks exhorted NITs to use the Prime Ministers Research Fellows Programme, participate in the "Swachta Action Plan" and also take lead in participation in the second leg of Hackathon. NITs should also adopt the 'Industry 4.0' which comprises cyber physical system, internet of things and cloud computing.

5. Hon'ble HRM in his concluding remarks said that Council should meet twice in a year. One meeting should be earmarked for conducting normal business while other meeting must discuss the strategic plan of NITs. He mentioned that there is a larger competition in the field of educations to maintain the position of eminence, the Directors have to perform much better. There is a need for separate meeting with the NITs who have not done well in NIRF ranking and placement. Hon'ble HRM further stated that NITs should mentor the school teachers of nearby schools / colleges. Directors should encourage students of schools particularly students in rural areas to visit NITs to motivate them to join NITs. He also mentioned that there is a strong need for learning and sharing from each other and avoid work in compartments.

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

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**ANNEXURE – I**

**LIST OF PARTICIPANTS**

1.	SHRI PRAKASH JAVADEKAR, Minister of Human Resource Development and Chairperson, Council of NITSER
2.	DR. M.N. PANDEY, Minister of State, Ministry of Human Resource Development
3.	SHRI K.K. SHARMA, Secretary (Higher Education), Ministry of Human Resource Development and Vice – Chairman, Council of NITSER
4.	SHRI R. SUBRAHMANYAM, Additional Secretary (TE), Department of Higher Education, Ministry of Human Resource Development and Member – Secretary, Council of NITSER
5.	MRS. DARSHANA M. DABRAL, Joint Secretary & Financial Adviser, Ministry of Human Resource Development
6.	SHRI PRAVEEN KUMAR, Joint Secretary (Admn. & IISERs), Department of Higher Education, Ministry of Human Resource Development
7.	DR M. P. POONIA, Vice-Chairman, All India Council for Technical Education, New Delhi
8.	DR. VIJAY THADANI, Chairperson, Board of Governors, Motilal Nehru National Institute of Technology, Allahabad
9.	PROF. (MRS.) GEETHA BALI, Chairperson, Board of Governors, Maulana Azad National Institute of Technology, Bhopal
10.	PROF. AMLENDU BHATTACHARYYA, Chairperson, Board of Governors, National Institute of Technology, Durgapur
11.	SHRI JAGDISH KHATTAR, Chairperson, Board of Governors, National Institute of Technology, Kurukshetra and Uttarakhand
12.	SHRI VISHRAM JAMDAR, Chairperson, Board of Governors, Visvesvaraya National Institute of Technology, Nagpur
13.	DR. M.J. ZARABI, Chairperson, Board of Governors, National Institute of Technology, Srinagar
14.	MRS. JAYA PANVALKAR, Chairperson, Board of Governors, Sardar Vallabhbhai National Institute of Technology, Surat
15.	DR. GOPAL MUGERAYA, Director, National Institute of Technology, Agartala and Mizoram
16.	DR. RAJEEV TRIPATHI, Director, Motilal Nehru National Institute of Technology, Allahabad
17.	DR. SIVAJI CHAKRAVORTI, Director, National Institute of Technology, Calicut
18.	PROF. AJAY KUMAR SHARMA, Director (I/c), National Institute of Technology, Hamirpur and Delhi
19.	DR. UDAY KUMAR R.Y., Director (I/c), National Institute of Technology, Jaipur and Goa
20.	DR. LALIT KUMAR AWASTHI, Director, Dr. B.R. Ambedkar National Institute of Technology, Jalandhar
21.	PROF. RAMBABU KODALI, Director, National Institute of Technology,



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	Jamshedpur
22.	DR. SATISH KUMAR, Director, National Institute of Technology, Kurukshetra
23.	DR. N.S. CHAUDHARI, Director, Visvesvaraya National Institute of Technology, Nagpur
24.	PROF. ASOK DE, Director, National Institute of Technology, Patna and Durgapur
25.	DR. SUDARSHAN TIWARI, Director, National Institute of Technology, Raipur
26.	DR. ANIMESH BISWAS, Director, National Institute of Technology, Rourkela
27.	PROF. A.R. DAR, Director (I/c), National Institute of Technology, Srinagar
28.	DR. S.R. GANDHI, Director, Sardar Vallabhbhai National Institute of Technology, Surat
29.	DR. K.N. LOKESH, Director (I/c), National Institute of Technology Karnataka, Surathkal
30.	DR. (MRS.) MINI SHAJI THOMAS, Director, National Institute of Technology, Tiruchirappalli
31.	DR. G.R.C. REDDY, Director (I/c), National Institute of Technology, Warangal and Andhra Pradesh
32.	DR. SANJAY G. DHANDE, Chairperson, Board of Governors, National Institute of Technology, Delhi
33.	DR. S. BIRENDRA SINGH, Director, National Institute of Technology, Manipur and Arunachal Pradesh
34.	PROF. BIBHUTI BHUSAN BISWAL, Director, National Institute of Technology, Meghalaya
35.	PROF. (MRS.) THEMRIHOM TUITHUNG, Director (I/c), National Institute of Technology, Nagaland
36.	DR. YOG RAJ SOOD, Director, National Institute of Technology, Puducherry
37.	DR. MAHESH CHANDRA GOVIL, Director, National Institute of Technology, Sikkim
38.	PROF. AJOY KUMAR RAY, Director, Indian Institute of Engineering Science and Technology, Shibpur
39.	DR. MADHUCHANDA KAR, Chairperson, Board of Governors, Indian Institute Science Education and Research, Mohali
40.	PROF. K.N. GANESH, Director, Indian Institute Science Education and Research, Pune
41.	PROF. N. SATHYAMURTHY, Director, Indian Institute Science Education and Research, Mohali
42.	DR. V. K. SINGH, Director, Indian Institute of Science Education and Research, Bhopal and Director (I/c), Maulana Azad National Institute of Technology, Bhopal
43.	PROF. V. RAMAKRISHNAN, Director, Indian Institute Science Education and Research, Thiruvananthapuram
44.	Shri P.K. Panigrahi, Representative of Director, Indian Institute of Science Education and Research, Kolkata

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**ANNEXURE – II**

**Action Items for improving the rankings**

SI No	Action Items	Time line/Remarks
<b>A. Teaching Learning Resources (TLR 30%)</b> [Students strength, Student Teacher Ratio, Faculty with Ph.D and Experience, Financial Resources]		NITs have scored comparatively low in TLR
1	<b>Faculty Level:</b> Systematic recruitment of Faculty every six months. Candidates to have potential in 2-3 areas of focus for institutional ranking. (Faculty-Student Ratio 1: 12)	Ongoing Process
2	<b>Student level:</b> • Funding Schemes like DeitY, Inspire, Project Fellows/Industry Sponsored scholars (Encourage Faculty to apply for projects with Research Fellows)	Ongoing Process
	• Increase in full time Ph D Scholars (The No of Ph D Scholars supported should be proportional to the sanctioned Faculty strength)	Requirement per student: Around Rs.4.16 lakhs per year, with Financial Support from MHRD,GOI
	<b>Institute Level</b> • Part-Time flexible Ph. D Schemes for Industry Professionals (to increase Patents & IRG)	Next Academic year
<b>B. Research and Professional Practice (RP 30%)</b>		The Scores of most NITs is low
1	<b>Publications</b> • Requirement of Quality publications for submitting PhD thesis (Web of Science, at least 2 papers)	Immediate
	• Incentives to Faculty members & Research Scholars who publish high quality Publications	Immediate
2	• Each department to organize an International conference with a focus on creating networks with overseas academia, industry and governmental agencies.	Next Academic year
3	• PDF/Fellowship in reputed Universities for Faculty, funded by GoI	Next Academic year
4	<b>Patents</b> • Institutes to have an IPR policy	Within 6 months
	• Support Patent Filing/Early Publishing & Examination (Institutional Filing)	Immediate



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SI No	Action Items	Time line/Remarks
	<ul style="list-style-type: none"> <li>Target of filing, publishing and early examination of 10/20/30 Indian patents/year</li> </ul>	Next Academic year
5	<b>Research must enhance and support Industry and business, Projects, Consultancy and EDP (Internal Revenue Generation IRG)</b> <ul style="list-style-type: none"> <li>Sponsored M. Tech. Programme by Industry</li> </ul>	Next Academic year
	<ul style="list-style-type: none"> <li>Start EDPs (short term- long term) in contemporary area and convert into PG Programme esp for the Industry Cluster</li> </ul>	Next Academic year
6	<b>Centre of Excellence (CoE)</b> <ul style="list-style-type: none"> <li>Establish industry – sponsored research / training laboratories (CoE) with large funding</li> <li>MHRD to support TOP NITs to develop CoE with Industry Collaboration in emerging areas</li> <li>Proportion may be upto 50% from MHRD and 50% from industry</li> <li>50 Crores / NIT</li> </ul>	Next Academic year
<b>C. Graduation Outcome (GO 10%)</b> [Placement , Higher Studies and Entrepreneurship, Metric for Examinations, Median salary and No. of Ph.D Students graduated]		Placements & Entrepreneurship to be enhanced
1	<ul style="list-style-type: none"> <li>Encourage students to opt for Higher studies</li> </ul>	Immediate
	<ul style="list-style-type: none"> <li>PG Programs to be reviewed, for closure and addition of new innovative interdisciplinary Programmes</li> </ul>	Immediate
	<ul style="list-style-type: none"> <li>Promote innovation Incubation and Entrepreneurship (FORM CLUSTERS WITH NEIGHBOURING INDUSTRIES)</li> </ul>	Within 6 months
2	<ul style="list-style-type: none"> <li>Setting up of Innovation / Tinkering lab/Incubation centre/Research Parks with Financial Support from MHRD,GOI</li> </ul>	Within a year
<b>D. Outreach and Inclusivity (OI 10%)</b> [Percentage of Students from other states/countries, Women Diversity, Economically and Socially Challenged Students and facilities for Physically Challenged]		The Diversity of Students (50% from outside the state to be maintained as far as possible).Policy decisions to bring in more girl students



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SI No	Action Items	Time line/Remarks
1	<ul style="list-style-type: none"><li>Outreach to attract good students, Bring in more girl students</li></ul>	Policy decision
2	<ul style="list-style-type: none"><li>Initiate schemes to support economically and socially backward students for studies and placement. Active SC / ST / Minority / PWD Cell in each NIT</li></ul>	Within 6 months
3	<ul style="list-style-type: none"><li>More women Faculty to be recruited and encouraged to get involved in administration</li></ul>	Immediate
<b>5. Perception (10%)</b> [Employers and Research Investors, Academic Peers and Public Perception]		Perception is low for the NITS.
1	<ul style="list-style-type: none"><li>NIT as a brand: Concerted Efforts by GoI, NITs, Faculty and Students, Alumni</li></ul>	Immediate and ongoing
2	<ul style="list-style-type: none"><li>Increase Industry and Peer perception<ul style="list-style-type: none"><li>Keep the recruiting companies informed of the ranking</li><li>Propagate the NIT name by all stakeholders</li><li>Bring peer academicians to the Institute.</li></ul></li></ul>	Immediate and ongoing
3	<ul style="list-style-type: none"><li>Alumni to be involved in a big way (PAN NIT Alumni, each NIT Alumni Associations to be active like the IIT Alumni)</li></ul>	Immediate
4	<ul style="list-style-type: none"><li>Press &amp; media Cell at each NIT to help go beyond the local territory, Active Official social media pages for each NIT</li></ul>	Immediate

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**ANNEXURE – III**

**Recommendations of Dr. Vijay Thadani Committee on Research Pathways for NITs**

1. Creating a Research Ambiance	Execution Pointers
<p><b>1.1 Setup an Institute Research Council (IRC) at each NIT / IEST</b></p> <p>a. <b>Form an Institute Research Council</b> with an Advisory Committee consisting of external Research Scientists from reputed institutions as well as Industry. The Advisory Committee will help formulate the Research and Industry Connect Agenda as well as partnership opportunities at NIT / IEST.</p>	<p>IRC can be setup in each NIT / IEST by BOG - followed by MHRD making amendments to Statutes to also grant statutory powers to IRC</p>
<p>b. <b>Setup institute level systems</b> to grant autonomy in research governance w.r.t. purchase procedures, financial management of projects and manpower recruitment.</p>	<p>Each NIT / IEST's Finance committee to recommend the delegation of financial powers to IRC and BOG to approve. MHRD to give its acceptance after Finance Division's clearance.</p>
<p><b>1.2 Setup a Permanent Research Committee in NIT / IEST Council</b></p> <p>similar to the Standing Committee to Mentor and review research progress in NITs / IEST.</p> <p>1.2 Set up a permanent Review Committee in line with IIT Review Committee to review the overall academic as well as Research progress in NIT / IEST / IEST Shibpur.</p>	<p>NIT / IEST Council to setup Academic / Research Committee.</p> <p>MHRD to notify Council of NITSER's decisions to all NITs / IEST.</p>
<p><b>1.3 Empower and upskill NIT / IEST Leadership</b></p> <p>a. <b>Add 'Research/Industry Engagement Track Record'</b> as a selection as well as performance criteria for NIT IEST Directors</p>	<p>MHRD to issue guidelines to Selection Committee on this criteria so that it can be implemented effectively at the selection committee level.</p>
<p>b. <b>Provide training in research governance and fund raising to NIT / IEST Directors</b></p>	<p>MHRD to direct bodies such as INAE, NASI, IIMs, etc. to formulate training programmes and NIT Directors to mandatorily attend.</p>
<p>c. <b>Organize orientation programs for NIT / IEST Chairpersons</b></p>	<p>MHRD to coordinate with NASI &amp; IIMs.</p>
<p><b>1.4 Define each NIT/IEST's research priorities</b></p> <p>a. <b>Identify 2-3 areas of research where</b></p>	<p>Institute Research Council</p>





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<p><b>the institute would like to excel</b> keeping the following in mind –National Priorities, Past research record, Local needs &amp; activities, Societal impact, Faculty strengths &amp; interests</p>	
<p>b. <b>Identify candidate departments</b> who have a critical mass both in terms of quantity and quality of faculty researchers, technical staff and administrative &amp; other infrastructure</p>	Institute Research Council
<p><b>1.5 Attract star researchers from other institutions/industry with proven research record to start and sustain research activity</b></p> <p>a. <b>Formulate attractive schemes, recruitment policies and rules</b> (sabbatical, chair professorships, etc.)</p>	MHRD to add relevant clause to the Model Recruitment Rules
<p>b. <b>Organize accommodation and requisite facilities for star researchers</b></p>	NIT / IEST to carry out required projects with appropriate funding by MHRD/own resources.
<p><b>1.6 Attract research professionals from industry</b> through appropriate positions to encourage and attract right research profiles.</p>	MHRD to add relevant clause to the Model Recruitment Rule.
<p><b>1.7 Manage IPR &amp; Startups</b></p> <p>a. <b>Setup/strengthen IPR and Startup Cell</b> to frame policies for IPR, investment in startups, revenue sharing in patents &amp; startups.</p>	Policies to be framed by IRC and passed by BOG.
<p>b. <b>Funding for IPR cell filing patents &amp; establishment of startups</b> by students and faculty</p>	NIT/IEST to propose separate budget heads, get them recommended by BOG and approved by MHRD.
<p><b>1.8 MHRD funding for starting Research Park / Incubation centres at each NIT / IISER / IEST</b></p>	NIT/IEST to propose separate budget heads, get them recommended by BOG and approved by MHRD.
<p><b>1.9 Organize Annual Research Conference at each NIT/IEST</b>– an Open Day to also attract institutions from neighborhood as well as foreign researchers and scientists</p>	Institute Research Council.
<p><b>1.10 Organize National NIT / IEST R&amp;D Conference</b> (hosted each year by a different NIT / IEST) to build R&amp;D partnerships with</p>	NIT / IEST Councils Research committee.



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researchers in India and across the world	
<b>2. Aligning Faculty to Research</b>	
<b>2.1 Increase in startup grant to new faculty for research to be consistent with IITs.</b>	NIT / IEST to propose and BOG to recommend.
<b>2.2 Set up a central NIT Faculty Academy (NFA) hosted at NIT and IEST campuses by rotation every 3 years.</b> a) <b>NFA will impart comprehensive training at NFA to New Faculty members</b> on Technology-based Teaching / Learning, integrating research into teaching, writing research grant proposals, sources of funds, fund raising, authoring papers, writing patent applications, product development and setting up startups etc.  b) <b>Train Existing faculty</b> on: o All of the above & o Mentoring young faculty to teach o Administrative roles in research o Fast track their PhD	NIT / IEST Council's Research Committee to setup the Academy and organize training  IRC of individual NITs& IESTs to identify and recommend faculty to undergo training after interaction with faculty
<b>2.3 Provide avenues for career development through an effective performance appraisal system</b>	IRC to identify and recommend to BOG
<b>3. Orienting undergraduates to research</b>	
<b>3.1 Setup/Enhance Innovation Labs*</b> with the help of funding from MHRD, Industry & Alumni. Objectives: o Enable students to tinker with technology and prototype solutions to problems faced by society and/or Industry. o Small groups of students with faculty mentor to connect with industries in the neighborhood and jointly develop prototypes/products for industry in the Innovation Lab o The current Design, Innovation and Incubation Centres' (DIIC) activities to be made more effective. * A note on a Model Innovation Lab is provided in Annexure.	IRC to manage the activity
<b>3.2 Offer an undergraduate research project as a credit-based course to students to inculcate a research and innovation bent of mind.</b>	IRC to detail. Senate to approve.



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<p><b>3.3 Engage students in solving Industry Problems</b>          Students selected for short-term internship in third year may go to industry to do the internship. They may then continue working on the problem as a final year project with mentors from industry and institute. This will increase faculty's engagement with industry in solving real problems.</p>	<p>IRC to detail. Senate to approve.</p>
<p><b>3.4 Connect with industry to offer live industry problems as one-semester internship projects to students, with faculty as Mentor</b></p> <p>a. Remote advising to handle shortage of advisors</p>	<p>IRC to detail. Senate to approve.</p> <p>Invitation to outside – NIT / IEST persons to participate as Advisors          IRC to evolve policy.</p>
<p><b>3.5 Implement Trainee Teachers Scheme as described in Kakodkar's Committee Report</b>          IITs and other eminent institutions in the vicinity of the NIT / IEST should make provisions through their respective statutory bodies to facilitate the implementation of the Trainee Teacher Scheme.</p>	<p>MHRD / IIT COUNCIL to make necessary respective statutory changes.</p>
<p><b>4. Organize funding for research infrastructure &amp; operations</b></p>	
<p><b>4.1 Possible sources could be:</b>          Government Sources for Research &amp; Innovation Projects          Industry contributions for infrastructure development.          MHRD seed funding &amp; External research funding from different Govt. funding agencies          Alumni contributions &amp; Industry CSR          Research partnerships with industry          IP monetization          Operational funding from use of established research centres          Research consultancy</p>	<p>The IRC Advisory committees to guide in identification of funding bodies, understanding research areas and preparing appropriate proposals as needed by the funding agencies.</p>
<p><b>5. Enabling a conducive policy environment</b></p>	
<p><b>5.1 Allocate more funding for research</b>          GOI to allocate more than current proportion of funds for research to NITs and IESTs. This will not only augment the research output but</p>	<p>GOI</p>



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also produce more researchers.	
<b>5.2 Provide level playing field to NITs and IESTs in comparison to IITs</b> MHRD/GOI to provide equal funding opportunities for Research & Infrastructure upgrade and autonomy to manage research	MHRD to make statutory changes
<b>6. Building sustainable research partnerships</b>	
<b>6.1 Frame policies, guidelines and models for research partnerships with industry on the lines of Mahindra Research Valley, Bharat Forge and Reliance Labs</b>	IRC to frame policies, models, etc. BOG to recommend. NIT / IEST Council's Research Committee to notify
<b>6.2 Become active participants in Industry Academia Initiatives such as CII's 100-100 Project</b>	IRC to take it forward
<b>7. Enabling collaborative research</b>	
<b>7.1 Implement a PAN-NIT / IEST Web-based platform</b> to maximize equipment usage and promote collaboration: <ul style="list-style-type: none"> <li>• Share and book research facilities , equipment &amp; labs</li> <li>• Share focus research areas, funding sources and manpower expertise</li> <li>• Allow industry to share their research problems</li> <li>• Address a funding agency/industry research requirement by drawing manpower and equipment resources available at multiple NITs / IEST.</li> </ul>	NIT / IEST Council through its Research Committee to build this platform.
<b>7.2 A Web Portal to connect each NIT / IEST with institutions in its neighborhood – the NIT / IEST Neighbourhood Cluster to identify and address local needs as well as for research outreach.</b>	IRC to manage. Website managed by Student Community as Projects. Senate to formulate credits mechanism.
<b>8. Evolve a measurement framework to track research progress using NIRF as a reference</b> <ul style="list-style-type: none"> <li>• Research funding and projects</li> <li>• No. of PhDs registered &amp; graduated</li> <li>• Papers published in peer reviewed journals</li> <li>• Patents granted, products commercialized</li> <li>• Research based consultancy income</li> <li>• NIRF ranking improvement</li> <li>• Citations</li> </ul>	Each IRC to evolve framework for its respective institution, get it approved by BOG and notified by NIT / IEST Council.

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**ANNEXURE – IV**

**Recruitment Rules (flexible faculty structure) for Faculty in National Institutes of Technology in Engineering, Sciences, Humanities and Architecture**

**1. Cadres**

<b>Designation, Pay Band and Academic Grade Pay</b>	<b>Essential Qualification</b>	<b>Essential Requirements</b>	<b>Cumulative Essential Credit Points</b>
*Assistant Professor (On contract) PB-3 with Grade Pay of Rs.6000/-	Ph.D.	NIL	NIL
*Assistant Professor (On contract) PB-3 with Grade Pay of Rs.7000/-	Ph.D.	01 year post Ph.D. experience of Teaching and Research in Institution of repute / Industry	10
*Assistant Professor PB-3 with Grade Pay of Rs.8000/- with a minimum pay of Rs.30000/-	Ph.D.	03 years after Ph.D. or 06 years total teaching and research experience in reputed academic Institute / R&D Labs / relevant industry	20
Associate Professor PB-4 with Grade Pay of Rs.9500/- with a minimum pay of Rs.42800/-	Ph.D.	(6) years after Ph.D. of which at least 3 years at the level of Assistant Professor with AGP Rs.8000/-  Or (9) years total working experience, of which 3 years should be after Ph.D., with at least 3 years at the level of Assistant Professor with AGP Rs.8000/-.	50



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Designation, Pay Band and Academic Grade Pay	Essential Qualification	Essential Requirements	Cumulative Essential Credit Points
Professor PB-4 with Grade Pay of Rs.10500/- with minimum pay of Rs.48000/-	Ph.D.	10 years after Ph.D. or 13 years total working experience, out of which 07 years should be after Ph.D. At least 03 years at the level of Associate professor with AGP of Rs.9500/- or 04 years at the level of Associate Professor with AGP of Rs.9000/- or combination of Rs.9000/- and Rs.9500/- or equivalent in an Institution of repute / R&D lab or relevant industry.	80
Professor (HAG Scale) Rs.67000–79000	Ph.D.	Six years as Professor with AGP of Rs.10000/- or Rs.10500/- or a combination of Rs.10000/- and Rs.10500/- in an Institute of National Importance.	150

**2. Notes:**

1. Any change in the grade pay will be through open advertisement and on recommendation of duly constituted selection committee, except where specifically exempted in these Rules.
2. All new entrants shall have Ph.D. in the relevant / equivalent discipline and shall have first class in the preceding Degrees.
3. For existing faculty members who completed their Ph.D. along-with their normal teaching load of Institute / QIP, the enrolment period of Ph.D. will be counted as teaching experience.
4. Contribution to Institute Administration should be recommended by concerned Head / Chairman and approved by the Director. Contribution to departmental Administration should be recommended by concerned Head and approved by the Director.
5. For the departments which are not having any vacancy, movement in higher AGP / cadre will be carried out as per prescribed selection process but it will be restricted to only for serving faculty members of the respective departments.
6. Onetime measures at the time of notification of these Rules: The permanent faculty members who have put in more than 10 years experience, but have not acquired Ph.D. qualification will be mapped into 4 tier system as per following norms:
  - a) Permanent faculty with age 50 or above:



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- i. The Assistant Professors with AGP of Rs.7000/- shall be mapped at the level of Assistant Professor with AGP of Rs.8000/-, provided they have at least 10 credit points in their lifetime.
- ii. The Assistant Professors with AGP of Rs.8000/- shall be mapped at the level of Associate Professor with AGP of Rs.9500/-, provided they have at least 25 credit points in their lifetime.
- iii. The Associate Professors with AGP of Rs.9000/- shall be mapped at the level of Associate Professor with AGP of Rs.9500/-, provided they have at least 25 credit points in their lifetime.

Provided, they have been found suitable through a Selection Committee duly constituted under the Statute.

- b) Permanent faculty members less than 50 years of age will be sponsored for Ph.D. in any of the IITs/NITs duly providing a facility to take study leave of three-years from their respective NIT. On completion of the Ph.D., they shall compete to get into the four tier system as per the new recruitment rules.

7. For faculty in the department of Architecture following will be essential qualification without insisting on credit point requirements at Assistant Professor level:

- M.Arch./M.Plan. with 01 year professional experience: Assistant Professor at AGP of Rs.6000/-
- M.Arch./M.Plan. with 02 years of professional experience: Assistant Professor at AGP of Rs.7000/-
- For higher cadres the EQ and credit point requirement will remain same as given in the table for Engineering and Sciences.

### **3. Credit Point System**

The following shall be the credit point system:

<b>S.No.</b>	<b>Activity</b>	<b>Credits points</b>
1.	One external Sponsored R&D Projects completed or ongoing / Patent granted	8 / project or 8 / patent as inventor (In case of more than one person in a Project, the Principal Investigator gets 5 credit points and the rest to be divided equally among other members)
2.	Consultancy projects	2 Credit points @ Rs.5 lakhs of consultancy, subject to maximum of 10 Credit points
3.	Ph.D. completed (including thesis submitted cases)	8 per Ph.D. student. (In case there are more than one supervisor, then the Guide (1 <sup>st</sup> Supervisor) gets 5 credit points per student and the rest to be divided equally among other supervisor(s))
4.	One Journal papers in SCI / Scopus (Paid Journals not	4 per paper since the last promotion. First author/Main supervisor will get 2 and rest



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<b>S.No.</b>	<b>Activity</b>	<b>Credits points</b>
	allowed)	will be divided among others.
5.	One Conference paper indexed in SCI / Scopus / Web of science Conference / any internationally renowned conference	1 credit points/ paper up to a maximum of 10 credit points. First author / Main Supervisor will get 0.6 and rest will be divided among the rest.
6.	HOD, Dean, Chief Warden , Professor Incharge (Training & placement), Advisor (Estate), CVO, PI (Exam), TEQIP (Coordinator)	2 points per semester up to a max of 16 credits points since the last promotion.
7.	Warden, Assistant wardens, Associate Dean, Chairman / Convener institute academic committees, Faculty In charge Computer Center / IT Services / library / Admission / student activities and other institutional activities,	1 Credit / Semesters up to a maximum of 8 credits points since the last promotion.
8.	Chairman and Convener of different standing committee and special committee (Ex officio status will not be considered). Faculty in charges. (Each for one year duration) of different Units or equivalent	0.5 Credit / Semesters up to a max. of 3 credits points since the last promotion.
9.	Departmental activities identified by HOD like lab in charges, or department level committee for a min. period of one year.	0.5 Credit / Semesters up to a max of 3 credits points since the last promotion.
10.	Workshop / FDP / short term courses of min 05 working days duration offered as coordinator or convener	2 per course up to a maximum of 8 credits since the last promotion.
11.	For conducting national programs like GIAN etc. as course coordinator Program of 2 week duration  Program of 1 week duration	2 credit points per course up to a max of 4 credit points since the last promotion.  1 credit points per course up to a max of 2 credit points since the last promotion.
12.	National / International conference organized as Chairman / Secretary	3 per program up a max of 6 credits points since the last promotion.





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<b>S.No.</b>	<b>Activity</b>	<b>Credits points</b>
13.	Length of service over and above the relevant minimum teaching experience required for a given cadre	2 credit points per year with maximum of 10 credit points since the last promotion.
14.	Establishment of New Lab(s)	4 credit points since the last promotion.
15.	Theory Teaching of over and above 6 credit hrs. course	1 credits/credit hrs. up to a max of 6 credit points since the last promotion.
16.	PG Dissertation guided	0.5 credit points per project to a maximum of 10 points since the last promotion.
17.	UG Projects	0.25 credit points / project up to a maximum of 4 points since the last promotion.
18.	Text/Reference Books published on relevant subjects from reputed international publishers	6 credit points per book up to a max. of 18 points since the last promotion.
19.	Text/ Reference book published on relevant subjects from reputed national publishers or book chapters in the books published by reputed international publishers	2 credit points / unit up to a max. of 6 points since the last promotion.
20.	Significant outreach Institute out Activities	1 credit points / activity up to a max of 4 credit points since the last promotion.
21.	Fellow IEEE, FNA, FNAE, FNASc	10 credit points
22.	Placement percentage (only for the placement cell officers/ Faculty incharge of Placement)	
	above 85%	4 credit points per year upto a maximum of 20 points since the last promotion.
	75% - 84% (% to be based on total no of students passing out and single job offer)	2 credit points per year upto a maximum of 10 points since the last promotion.

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