



Minutes of the Twenty Second Meeting of the Board of Governors held on Saturday, 5th June 2010 at 3.00 p.m. in Conference Hall, M/s. Ashok Leyland Ltd., No.1, Sardar Patel Road, Chennai – 600 032.

The Twenty Second meeting of the Board of Governors of the National Institute of Technology, Tiruchirappalli (NITT), was held on Saturday the 5th June 2010 at 3.00p.m. at Conference Hall, M/s. Ashok Leyland Ltd., No.1, Sardar Patel Road, Chennai – 600 032.

The following members were present:

1. Shri. R. Seshasayee,
Honorable Chairman, BOG, NITT
CEO, M/s Ashok Leyland Ltd.,
9th Floor, 1st Sardar Patel Road,
Guindy, CHENNAI – 600 032.
Phone: 044-2220 6146 / 2230 4314 / Fax: 044-2230 4323
E-mail: sesh.r@ashokleyland.com
2. Dr. M. Chidambaram
Director,
National Institute of Technology,
Tiruchirappalli – 620 015.
3. Shri. R.K. Bandyopadhyay,
Under Secretary,
Government of India,
Ministry of Human Resource Development,
Department of Technical Education,
Shastri Bhawan, NEW DELHI – 110 001.
4. Prof. B.S. Sonde,
Former Vice Chancellor,
Goa University,
274, Shree Ananth Nagar,
Electronics City, Hosur Road,
BANGALORE – 560 100.
e-mail ID: bssonde@vsnl.net, bssonde@yahoo.com / Fax: 080-4502344
5. Prof. M. Singaperumal,
Professor,
Mechanical Engineering Department,
Indian Institute of Technology,
CHENNAI – 600 036.
E-mail: msingam@iitm.ac.in

14



6. Shri. B.V. Ramanan,
Managing Director,
M/s. Livia Polymer Bottles Pvt. Limited,
No.10, Rajaram Salai, K.K.Nagar,
Tiruchirappalli – 620 021.
Fax: 04339-250418, 250472
e-mail: ramanan@livia.in
7. Shri. M.P. Gangadharan,
Former Minister, (AICTE Rep.)
Govt. of Kerala,
Shelter P.T.P. Nagar,
Trivandrum, KERALA.
Mobile: 9387813993/Resi. 0471-2361988
8. Prof. Joseph Fernando,
Professor,
Department of Architecture,
National Institute of Technology
Tiruchirappalli – 620 015.
9. Shri. S.S. Arulappan,
Associate Professor,
Department of Mechanical Engineering,
National Institute of Technology,
Tiruchirappalli – 620 015.
10. Dr. P. Asokan,
Professor & Head,
Department of Production Engineering,
National Institute of Technology,
Tiruchirappalli – 620 015. (SPECIAL INVITEE)
11. Dr. S. Nickolas,
Asst. Professor,
Department of Computer Applications,
National Institute of Technology,
Tiruchirappalli – 620 015. (SPECIAL INVITEE)
12. Shri. J. Ernest Samuel Ratnakumar,
Registrar,
National Institute of Technology,
Tiruchirappalli – 620 015. (SPECIAL INVITEE)

19



I. The following member has been granted leave of absence:

1. Shri. Subash R. Gupte,
Executive Vice Chairman,
UB GROUP,
Hoechst House, 5th Floor,
Narlmon Point, MUMBAI – 400 021.
Fax: 022-22852934

II. The following members expressed their inability to attend the meeting:

1. Shri. N.K. Sinha,
Joint Secretary,
Government of India,
Ministry of Human Resource Development,
Department of Technical Education,
Shastri Bhawan, NEW DELHI – 110 001.
Phone: 91-11-23387781 / 91-11-23388492 (Fax)
e-mail: nksinha.edu@nic.in / kapoorharish2006@gmail.com
2. Shri. Naveen Soi
Director (Finance),
Government of India,
Ministry of Human Resource Development,
Department of Secondary & Higher Education,
Shastri Bhawan, NEW DELHI – 110 001.
Ph: 011- 23397984/23384345
3. Shri. N. Mohas Das
Director (NITs),
Department of Technical Education,
Ministry of Human Resource Development,
Room No.213, "C" Wing,
Shastri Bhawan, New Delhi – 110 001.
Ph: 011- 2338 7465(O), 011-2323 9066 (R)
Fax: 2338 4345
4. The Secretary,
Higher Education Department,
Government of Tamil Nadu,
Fort St. George, Chennai – 600 009.
E-mail: hrsec@tn.gov.in / 044-25673499
5. Shri. Vijay G. Kalantri,
Managing Director,
M/s.Balaji Infra Projects Limited

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New Excelsior Bldg. 6th Floor,
A.K. Nayak Marg, Fort,
Mumbai – 400 001.
Phone: 022-2207 4824/2207 4825 / Fax: 022-2207 2124

Note: MHRD nominated Shri. R.K. Bandyopadhyay, Under Secretary, MHRD vide their letter dated No.F.19-7/2010-TS-III dated 04th June 2010.

ITEM NO. 1

WELCOME ADDRESS BY CHAIRMAN

The Chairman welcomed the members present.

In his opening remarks, he observed that it was distressing to receive the communication dated 2nd June 2010 (which was sent to all members of the BoG) from Dr. M. Chidambaram, Director, NIT Trichy challenging the validity of the present Chairman's tenure and the status of the Board.

The Chairman informed the members that, in view of the Director's communication, he sought clarification from Mr. N.K. Sinha, Joint Secretary, MHRD, Government of India. He informed that he received a clarification letter from Mr. N.K. Sinha, vide MHRD's Letter NoF-19-7/2010-TS-III dated 4th June 2010, confirming that

- The constitution of the Board of Governors of NITT and its members is valid
- They will continue to hold office until reconstitution is done by MHRD
- The decisions taken by the Board would remain valid
- The same clarification was issued earlier by the Ministry vide their letter No.F.22-13/2007-TS.III dated 30th March 2010.

The Chairman circulated the copy of the communication so received from Mr.N.K.Sinha for the kind information of the members of the BoG.

At this juncture, a Member of the Board raised a point of order. He wanted to know what would be the stand of the Director now that the clarification on the subject has been issued by MHRD.

The Chairman, in turn, queried / informed the Director as follows:

- (1) Now that the clarification has been received from MHRD, does he have any doubt as to the validity of the tenure of the Chairman, Members of the Board and its decisions.

20



- (2) In case the Director still continues to hold his earlier stand on the validity of the tenure of the Chairman, Board and its decisions, he is free to excuse himself from the Board meeting.
- (3) In case the Director is of the view that the tenure of the Chairman, Board and the Board's decisions are valid as per the provisions of the NIT Act, in the light of the clarification received from MHRD, he may confirm the same by attending the meeting.

In response, the Director said that he would attend the meeting, but would like to seek clarification from MHRD on their letter and, that he needed time to think about his answers to the queries raised.

The Director continued to attend the meeting and affixed his signature in the attendance sheet in confirmation of his attendance.

The Chairman, then, carried on with the Board meeting.

- (a) He briefed the Board about the instances of insubordination of the Director and his scant regard for the Board and its directives.
- (b) He also informed that he had issued a show-cause notice dated 7th May 2010 to the Director on his various omissions and commissions.
- (c) He informed that he had received a response dated 19th May 2010 from the Director which was not satisfactory, evasive in nature and not responding to the specific points raised in the show cause notice.
- (d) He informed that, due to the above, he had recommended to MHRD termination of Dr. M. Chidambaram from the position of the Director, NITT.

The Board approved the above actions of the Chairman and ratified the same.

The Board also authorized the Chairman to pursue the matter with MHRD and bring it to its logical end.

ITEM NO. 2

CONFIRMATION OF MINUTES OF 21st MEETING OF BOG HELD ON 7th APRIL 2010

The Minutes of the 21st Meeting of the Board of Governors held on 7th April, 2010 was confirmed.

ITEM NO. 3

ACTION TAKEN REPORT ON THE MINUTES OF THE PREVIOUS BOARD OF GOVERNORS MEETING HELD PREVIOUSLY WHEREIN ACTION ARE YET TO BE TAKEN BY THE DIRECTOR

10



ITEM NO. 3.1. PERFORMANCE APPRAISAL SYSTEM OF DEANS

The Chairman expressed his anguish on

- (a) Proper process not being following in the appointment of Deans
- (b) Non preparation and implementation of KRAs for the Deans
- (c) Non-implementation of the mapping of each Dean's functional area and work responsibilities.

He queried the Director, Dr. M. Chidambaram about implementation of the various directives of the Board in this regard.

Dr. M.Chidambaram confirmed that he has not implemented the directives yet.

The Board had already authorized Mr. B.V. Ramanan, Member for the purpose of carrying out the mapping exercise and preparation of KRAs. The Director was requested to coordinate with Mr. B.V. Ramanan in carrying out the above.

The Board issued one more directive to the Director to place before the Board a proposal in the next meeting on the composition of Deans, their KRAs and, mapping of their functional areas and work responsibilities, for consideration and approval.

The Director promised to do so positively.

ITEM NO. 3.2. MASTER PLAN FOR CAMPUS

Chairman expressed his concern that, in spite of Board's repeated requests and orders, the Master Plan has not been submitted to the Board.

The Chairman briefed the Board that he was willing to help in appointing an agency to prepare the mission statement on infrastructure development of NITT.

The Chairman further pointed out that the Quality Assurance Committee has not been appointed to coordinate the quality checks on all the infrastructure being built on campus.

During the discussion, Mr. B.V. Ramanan pointed out that many CPWD payments are being made for projects not approved by the Building Works Committee, Finance Committee and the Board.

The Board also expressed its concern that, despite several reminders by the Board and repeated assurances of the Director, the status on the various civil projects, with special reference to time over-run and cost escalation has not been submitted.

The Board also advised the Director to place before the Board any audit objections that have been raised with regard to the civil projects.



The Board further advised the Director not to make payments on civil projects, without presenting the above status to the Board.

The Director assured he would place all necessary records in the next Board meeting without fail.

ITEM NO. 3.3 BUDGET PROCESS MODIFICATION

The Chairman once again expressed the need for bottoms-up approach for budget planning. Action taken by the Director in this regard to be placed before the Board in its next meeting.

For designing “Output based Budget”, the Chairman once again requested Shri B.V.Ramanan to be a part of the Budget planning and to take the professional support of any Chartered Accountant firm for this purpose.

ITEM NO. 3.4 MENTORING OF POTENTIAL FACULTY

Chairman expressed that it was an initiative discussed over many Board meetings.

The Board noted with pain that, despite Board’s orders, the Director failed to meet Prof. M. Singaperumal to take this initiative forward. Chairman once again urged the Director to immediately take all necessary steps to bring the proposal in the next meeting, as it is something that will help the Institute in strengthening academic activity.

ITEM NO. 3.5 STRATEGIC MOUs WITH INDUSTRY

The Board re-emphasized the importance of having real-time tie up with industries to bring in latest technologies and partnerships which could culminate in mutual sharing of benefits.

The Board emphasized that a special proposal be drafted by Mr. B.V. Ramanan, Member in coordination with the Institute and be submitted to the Board for approval in the next meeting.

ITEM NO. 3.6 STUDENTS WELFARE

The Board noted with concern the inaction on the following, despite several directions given by the Board in the past:

14



- Nominating a Senior Professor for the Students welfare especially in the area of monitoring facility and services in the Hostel.
- Involving student's representatives and formation of a quality Circle.
- Recording and Reviewing of Quality Survey with regard to the Mess Facility and report to the Board as it was earlier submitted to the Board.

Director assured that he will place the necessary action taken report in its next Board Meeting.

ITEM NO. 3.7 GRIEVANCE REDRESSAL MECHANISM PROCESS TO BE IMPLEMENTED

The Chairman recalled that the Board had earlier suggested, as a grievance redressal mechanism, to have a retired local faculty / renowned personality associated with the affairs of NITT to be ombudsman, which could be an open platform for the employees of the institute to vent their grievances for redressal. This suggestion was also aimed at relieving the administration from spending enormous time in dealing with the grievance of the employees of the NITT.

The Board once again directed the Director to immediately nominate a person of repute as said above as ombudsman. The Director promised to do it before the next Board Meeting.

ITEM NO. 3.8 COUNTING OF PAST SERVICES OF Dr. T. BALASUBRAMANIAN

On the grant of benefit for the past services rendered at Nehru Memorial College, Puthanampatti (Govt. Aided College) by Prof. T. Balasubramanian from 12.7.1972 to 5.7.1998, the Board had laid out some clear options to be communicated to the Professor for his choice.

The Board was informed that necessary communication dated 18.03.2010 was issued to the faculty concerned on the above and the matter was treated as closed.

ITEM NO. 3.9 REPRESENTATION OF Mr. J. STANLEY JAYARAJ, SECURITY OFFICER (ON CONTRACT BASIS)

The Board in its 19th Meeting held on 30th Nov 2009 authorized the Director to evaluate the services of Shri. Stanley Jayaraj, Security Officer on contract basis in its 19th Meeting and approved the recommendation of the Director that his services were not to the level of the expected standard for the sensitive post of Security Officer. Hence, it was decided to serve a one month notice of termination as per rules.



Despite the above, the Director decided to retain the services of the said official till 12th May 2010 without taking any approval from the Board or by Issuing necessary orders from Chairman which has exposed the Institute to a Court Case.

Board directed the Director to place a factual note in its next meeting for its consideration.

ITEM NO. 3.10 CONSIDER AND APPROVE THE CONDUCT OF CAS INTERVIEW AS PER NEW GUIDELINES FOR THE POSTS OF ASSOCIATE PROFESSOR / PROFESSOR:

The Director presented to the Board a new set of guidelines for implementation of CAS promotions. It was pointed out by the members, including the faculty members on the Board that the CAS to be conducted was for the year 2009 and hence, the guidelines should be what was applicable during the year 2009 and not any fresh guidelines.

The Board unanimously advised the Director to conduct the CAS interviews for the year 2009 based on the guidelines prevalent then and, not to adopt the new guidelines.

The Director was advised to complete the CAS promotions immediately so that the morale of the faculty will not be affected.

The Board directed the Director to complete the process within the next 15 days and report to the Chairman immediately thereafter.

ITEM NO. 3.11 ALLOCATION OF POSTS

The Board discussed about the allocation of post for the faculty department-wise. The Board directed the Director to initiate immediate action to ascertain department-wise vacancy for non-teaching staff taking into consideration the student base of 2010-11.

Registrar briefed the Board that necessary proposal has already been submitted to the MHRD based on Prof. Sarangi's report. Board directed the Registrar to continue to follow-up the matter with the MHRD.

Also, the Board simultaneously decided and directed Dr. P. Asokan, to co-ordinate in the matter and ascertain the department-wise vacancy on various categories of non-teaching staff and bring the proposal for the Board's consideration in its next meeting. This will expedite the process of promotion of the existing non-teaching staff and also absorption of NMRs against regular vacancies across the cadre in all posts.

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The input received from the various Departments in this regard can be taken as a base and Dr. P. Asokan has to be provided all necessary support services by the Registrar's office for this purpose.

ITEM NO. 3.12 CONFIDENTIAL ASSESSMENT OF FACULTY AND NON-TEACHING STAFF

The Board was again briefed regarding the various ACR forms and confidential reports as existing at present for both Faculty and Non faculty staff. Board directed the office to strictly implement filling and filing of ACRs on annual basis. Chairman directed office to carry out this process not merely as a ritual but as an objective-based performance evaluation system and suggested the following to make it more effective.

- Objective based evaluation should be made.
- Ratings and rankings should be purely based on measurable terms.
- Special achievements should be clearly qualified.
- Additional contribution made in terms of extended area of responsibility, time devoted etc. should be given due weightage.

Based on the above the faculty\Officers\Staff could be recommended for 4% of annual increment in terms of the 6th CPC and the same should be brought before the Board for its consideration and approval in the next Board meeting.

ITEM NO. 3.13 REPRESENTATION OF Dr. G. VENKATESA PRABHU

The Board discussed the issue of Dr. G. Venkatesa Prabhu. It was pointed out that the issue of contempt of court does not arise only after the letter was issued by the Director. Till then, the contempt of court was very much a possibility.

The Board also noted with surprise that the letter to Dr. G. Venkatesa Prabhu was dated 6th April '10 but signed only on 21st April '10.

The Board advised the Director to be more careful in the future, especially in matters relating to faculty and legal issues.

ITEM NO. 4	TO CONSIDER AND APPROVE GENERAL GUIDELINES FOR TRAVEL ABROAD BY FACULTY
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The Board decided to have a factual note on the approval note seeking the permission to travel abroad by the Faculty. The Board also, noted the various provisions of the

26



Statutes and also the MHRD circular and instructions thereon. The Board laid down the following broad guidelines:

- The Faculty concerned should forward the application thro HOD.
- The purpose of visit and its importance to the faculty may be given as a write-up, including the relevance of the visit which will be left to the faculty and will not be subject to any scrutiny and evaluation.
- The Director's forwarding note if any there on.
- A briefing for the fellow faculty at an appropriate forum, on returning from the tour.
- The necessary fact sheet has to be prepared by the Registrar's office and sent to Chairman for his kind consideration and approval in terms of the First Statutes of the NIT.

ITEM NO. 5	REGULARIZATION OF SERVICES AND DECLARATION OF PROBATION – APPROVAL REQUESTED.
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The Board Considered the probation list dated 11th May 2010 placed before it and approved the same. The details of break-up of the various cadre of Faculty is as under:

Assistant Professors - 40 (forty) Nos. commencing from Dr. B. Senthil Arasu and ends with Mr. R. Justin Joseyphus.

ITEM NO. 6	APPROVAL FOR SHORTLIST CRITERIA FOR CAS PROMOTION
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The Board advised that its decision under Item No.3.10 may be considered in this regard.

ITEM NO. 7	CONSTRUCTION OF PEDESTRIAN UNDER PASS BY THE NATIONAL HIGHWAY AUTHORITIES UNDER NH – TRANSFER OF NITT LAND – APPROVAL – REG.
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The Board requested the Director to explain the happenings as regards the road expansion in front of the Institute.

The Director confirmed that the compound wall has been broken down by NHAI in its entirety. He was queried by the Members whether the compensation for the compound wall was received from NHAI.

The Director confirmed that no action has been yet taken in claiming compensation, as was decided in the Deans' meeting chaired by the Director.

10



The Board directed that a letter should be sent to MHRD on this immediately and also suitable action should be taken to claim the compensation for reconstructing the compound wall of the Institute.

It was further directed that a report on the action taken to be placed before the Board in its next meeting.

ITEM NO. 8	REVISION OF LICENSE FEE FOR THE QUARTERS
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The Registrar briefed the Board that the fixation of license fee for the Residential Accommodation for Employees are within the ambit of the Board in terms of the clause 34 of the First Statutes of the National Institute of Technology.

Also, the Board took note of the Audit objection in this regard on the basis of the Government of India Circular/Rules.

After due deliberations, the Board noted that the issue of License fee for the Residential Accommodation for Employees and other buildings within the premises of NIT, Trichy would be referred to Dr. M. Singaperumal, Member, BoG to submit a detailed report in the next Board meeting.

Meanwhile, the details of all other buildings given on lease/rent for other offices like BSNL, CPWD, SBI, Shops etc., including residential accommodation available at NIT, Trichy to be forwarded to Dr. M. Singaperumal by the Estate Officer, NIT, Trichy giving details of the present rent charged, area in square feet, whether commercial or not, government accommodation etc., within 7 days.

ITEM NO. 9	RULES GOVERNING THE APPOINTMENT OF REGISTRAR
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The Registrar was requested to leave the room as his case was being discussed.

The Board discussed in detail the appointment of the Registrar. The Board noted the terms and conditions of the appointment in the advertisement and the Selection Committee's approval.

The Chairman queried the Board members about their opinion on the performance of the Registrar. All the Board members, except the Director, unanimously confirmed that the Registrar was performing his role very well and has shown his commitment to follow the rules and regulations, at the same time ensuring that administrative work is completed on time.

26



The Chairman also expressed that he was satisfied with the good work being done by the Registrar and felt that he should be confirmed for a period of 5 years.

The Board members, except the Director, unanimously concurred with the views of the Chairman.

It was therefore resolved that the appointment of the Registrar Shri. J. Ernest Samuel Ratnakumar be confirmed for 5 years from the date of his joining the Institute.

ITEM NO. 10

**ANY OTHER MATTER – WITH THE PERMISSION OF
CHAIR**

ITEM NO. 10.1 THE MATTERS PERTAINING TO STAFF:

The Board, with the permission of the Chair discussed in detail the staff matters pertaining to the NMR and Regular Staff. Chairman, desired to know the status of the Board's decision taken earlier, and the reasons for not implementing them if any.

Board was briefed that the revised proposal based on the Prof. Sarangi's Report has been sent to the MHRD and on receipt of the approval for the total strength of the staff and officers based on the Students' strength of 2010-11 Academic year, it would be implemented.

Member, Shri. M.P. Gangadharan, stated that the NMR issue though, being discussed for the past five years and with several of them having already put in ten to fifteen years of service sincerely hoping that one day their services would be recognized, the matter remained unsettled. He cautioned that it would be construed as exploitation of labour and hence, requested to first take up the work of filling up of vacancy first on the approval from MHRD based on the input already received from various departments during February, 2010 as per the Decision taken in the 20th Board Meeting.

Also he stated that there are several Supreme Court judgement to this effect directing management to absorb the casual/NMR staff when there is vacancy. If need be, a committee may be formed to expedite the process. The Senate Nominees to the Board too expressed their opinion that the vacancy should be filled up fast and the process should be expedited. During the process, the existing NMRs should be provided with adequate age and other relaxations. Other members of the Board also expressed similar concerns on the plight of the NMRs.

Registrar, explained that the model Recruitment Rules have already been submitted to the MHRD. The Board desired that the rules submitted may be taken as a base, on which, on receipt of the approval of the number of sanctioned posts in the Staff cadre, necessary selection process may be immediately initiated with the approval of the

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Board. Board, taking a humanitarian approach decided to extend the benefits to all the existing NMRs.

Dr. P. Asokan, as decided in the 20th Meeting has been nominated to coordinate and submit a report to the Board in the next meeting. Also the Board advised to expedite the process of Assured Career Progress (ACP) for the regular staff and extend the benefit of Accelerated Promotion wherever, applicable as per the Prof. Sarangi's report on the receipt of the approval from MHRD, for which proposal has already been submitted.

In view of the inordinate delay in implementation of the Board's Decision, Board authorized the Chairman or any other person Authorised by the Chairman to issue necessary order communicating the Board's Decision.

ITEM NO. 10.2 OPENING OF THE QUARTERS GATE

The Board was briefed on the difficulties experienced by the faculty, the staff and their family members residing in the Quarters area due to the closure of Quarters gate arbitrarily some time ago. Board noted why such an action was taken without application of mind and in haste. Board was also briefed on the hardship faced by all the staff and faculty and their family members by going around several kilometers to reach the spot and especially to procure the essentials for the family as no facility is available within the campus.

Board Constituted a Committee to look into the various safety aspects, before opening the Quarters Gate. The Board requested Prof. Joseph Fernando to Chair the Committee comprising of Dr. Asokan, Dr. Nickolas and Mr. Arulappan as members and, submit its report in its next meeting.

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

CHAIRMAN
Board of Governors, NIT, Trichy