



**NATIONAL INSTITUTE OF TECHNOLOGY  
TIRUCHIRAPPALLI - 620 015**

**MINUTES OF THE 66<sup>th</sup> MEETING OF THE BOARD OF GOVERNORS  
(SPECIAL MEETING) HELD ON 24<sup>th</sup> AUGUST 2021 AT 2:30 PM IN NIT  
TIRUCHIRAPPALLI**

**MEMBERS PRESENT:**

1.	Shri. Bhaskar Bhat	Chairperson, BoG
2.	Dr. (Mrs.) Mini Shaji Thomas, Director	Member
3.	Shri. Pawan Kumar, Under Secretary, MoE	Member*
4.	Shri. P.R. Venketrama Raja	Member*
5.	Dr. Krishnan Balasubramanian	Member
6.	Dr. S. Kumanan	Member
7.	Dr. S. Jerome	Member*
8.	Dr. M. Umapathy Deputy Director	Special Invitee
9.	Dr. L. Cindrella, Dean FW	Special Invitee
10.	Dr. M. Arivazhagan, Registrar i/c	Secretary
<p>* Through Video Conferencing Smt. Darshana M. Dabral, JS&amp;FA, MoE could not attend the meeting, she sent the comments on the agenda which were informed to the Board. Shri. Karamuttu T Kannan expressed his inability to attend the meeting and he was granted leave of absence.</p>		

**GENERAL MATTERS**

**WELCOME ADDRESS BY THE CHAIRPERSON, BOARD OF GOVERNORS.**

Shri. Bhaskar Bhat, Chairperson, Board of Governors welcomed the members to the meeting. The Chairperson in his welcome address reiterated that the Faculty recruitment is very crucial for the Institute's progress.



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Thereafter, the Registrar (i/c) - Secretary initiated the deliberations on the Agenda Items.

**APPROVAL ITEM**

<b>ITEM NO. 1</b>	<b>FACULTY RECRUITMENT UNDER CEI ACT</b>
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As per BoG Resolution No: 63/BoG/2021/4, the action for the recruitment of Faculty members by direct recruitment as per the Government of India norms was initiated and a series of ACoFAR meetings were held to finalise the advertisement and to release it as soon as the Model Code of Conduct was lifted in the State of Tamil Nadu due to the Assembly elections, in May 2021. In the meantime, based on the concern raised by one of the BoG members regarding the vacancy positions at the higher cadres and it is with the concept of flexible faculty cadre structure, legal opinion was sought, which advised the Institute to seek clarification from the Ministry. Clarification has been sought from the Ministry of Education for implementation of reservation at different levels in faculty cadre maintaining flexible structure. A communication dated 16.7.2021 was received from Technical Coordination Section, MoE informing all the CFTIs to implement the provisions of CEI Act, 2019 in appointments of faculties by direct recruitment.

In order to meet the academic workload of NIT, Tiruchirappalli, it is very essential to recruit faculty members and in the 65<sup>th</sup> Meeting of the Board of Governors held on 26<sup>th</sup> July 2021, detailed discussions were held and the Board resolved (Resolution No: 65/BOG/2021/10) to submit a proposal to



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Ministry of Education, giving the projections over the next couple of years regarding the progression of the reservation roster as per the Flexible Cadre Structure and as per the CEI Act 2019 (MoE order dated 5th November 2019).

Accordingly, the proposal was prepared and submitted on 29<sup>th</sup> July 2021 for consideration of the Ministry. Thereafter the Chairperson, BOG and the Director held consultation with the Ministry officials and it was decided to place the Institute's proposal and action plan for the proposed Faculty Recruitment in the next meeting of the Board of Governors for its deliberation and consideration.

This special meeting of the Board of Governors was hence convened to discuss the agenda of Faculty recruitment. The proposal was prepared by the Institute in consultation with the Legal Counsel and presented, the gist is as follows

1. Regarding the implementation of the CEI Act 2019, the current strength of 91 Professors and 73 Associate Professors, who were appointed to their respective posts when the reservation policy of Government of India was not applicable to their posts, cannot be included or mapped into any reservation roster.
2. It would be highly improper to classify/map the said 91 Professors and 73 Associate Professors either as General Candidates or as Reserved Candidates in as much as the reservation policy of Government of India was not made applicable to the said posts when the incumbents were recruited to the said posts.



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3. The 73 Associate Professors posts will move into reservation roster as and when they get promoted to the post of Professor and the vacancies if any left by them will also move into reservation roster.

4. As far as the posts of 91 Professors are concerned, the said posts will also move into reservation roster as and when the present incumbents vacate the post.

5. Out of the remaining positions (229, with 200-point roster applied) 137 Assistant professors (Grade I & Grade II) are in position and already in Reservation Roster, leaving a total vacancy of 92 faculty positions (81 Assistant Professor vacancies and 11 retirement vacancies).

6. The Institute will recruit Faculty at the entry level (Assistant Professor Grade – II) for all the 92 positions in the current recruitment, as there are sufficient number of Assistant Professor Grade I, Associate Professors and Professors currently. Also, many of the existing Assistant Professors and Associate Professors are eligible for recruitment at the higher cadres. The Reservation Roster as per GoI norms will be followed at Assistant Professor level.

7. For Departments not having any vacancy at any higher Pay Level, movement to higher Pay Level shall be carried out as per the prescribed selection process but it will be restricted to the serving faculty members of NIT, Tiruchirappalli only in the respective Department (As prescribed in Note 1, Point No.5 of Schedule 'E' of NIT Statues (Amended 2017) [Gazette of India No.651, dated July 24, 2017].



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8. New Reservation Roster will be prepared for the cadres of Associate Professors and Professors from the current recruitment, as per GoI norms.

9. The further processing of received applications will be as per the OM No C-34013/16/2015-Vig Ministry of HRD (MoE) dated 13.8.2015 regarding Instructions for Heads/Chairmen of Autonomous Bodies reg. initiating action to make Selections at least two months before concluding their tenure.

The Board deliberated in detail the above proposal and sought the advice, comments and suggestions from all Board members present in order to help take a decision. The salient points that were brought up are:

- The Board of Governors is charged with the responsibility of not merely governing the Institute but in also achieving its long term goals. Consequently, the Institute needs to move ahead with faculty recruitment in the interest of achieving its long term goals
- The Government of India's objective of achieving equity through implementing the reservation policy as enshrined in the CEI Act needs to be followed and achieved over a period of time
- The CEI rules need to be applied from the date of promulgation of the Act and not retrospectively
- Fairness has to prevail in implementation taking into account the existing faculty who were recruited at various points in time, prior to coming into effect of the CEI Act.
- One member was of the opinion that the category status of the serving 301 Faculty members of the Institute may be reflected in the Roster, before this recruitment.



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Since this observation of the member was not sustainable and not implementable, the Board unanimously resolved to release the advertisement for the recruitment of Assistant Professor Grade II and for movement of existing faculty to higher Pay as per Note 1, Point No.5 of Schedule 'E' of NIT Statues (Amended 2017), immediately without waiting for the confirmation of the minutes

**RESOLUTION  
66/BoG/2021/1**

**RESOLVED THAT** the proposal to recruit 92 Assistant Professors (Grade II) through Direct Recruitment as per the Government of India norms be approved, the advertisement be released immediately without waiting for the confirmation of the minutes. The Reservation Roster will be as per GoI norms.

**RESOLVED FURTHER THAT** for Departments not having any vacancy at any higher Pay Level, movement to higher Pay Level be carried out as per the prescribed selection process, but it will be restricted to the serving faculty members of NIT, Tiruchirappalli only in the respective Department (As prescribed in Note 1, Point No.5 of Schedule 'E' of NIT Statues (Amended 2017) [Gazette of India No.651, dated July 24, 2017].

**RESOLVED FURTHER THAT** the Reservation Roster as per GoI norms (CEI Act 2019) be initiated for newly recruited Associate Professors and Professors from the current recruitment.

**RESOLVED FURTHER THAT** written test be conducted for all new entrants for shortlisting for interview process.



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**RESOLVED FURTHER THAT** candidates, not exceeding 35 years of age as on the last day of submitting the online applications be considered for Assistant Professor Grade II (AGP 6000).

M. S.  
Secretary

chairperson, BOG

A handwritten signature in blue ink, appearing to be 'S. S.', written over a horizontal line.