

**Minutes of the 93rd (Adjourned) Meeting of Board of Governors  
National Institute of Technology Srinagar, Hazratbal, J&K**

Meeting Held on October 13, 2016 at 11.00 a.m. at NIT Transit House, Safdarjung Enclave, New Delhi .

The following were present:

1	Dr. M. J. Zarabi, (Chairman, Board of Governors, NIT Srinagar), C/o. C-28, Pamposh Enclave, Greater Kailash Part-1, New Delhi-110048	<i>Chairman</i>
2	Prof. Rajat Gupta Director, National Institute of Technology Srinagar, Hazratbal, Kashmir-190006	<i>Ex-Officio</i>
3	Mr. Sanjeev Kumar Sharma, Director NITs <i>represented on behalf of</i> <i>Mr. S. P. Goyal,</i> <i>Joint Secretary (NITs &amp; DL),</i> <i>Ministry of Human Resource Development,</i> <i>Department of Secondary &amp; Higher Education,</i> <i>Government of India, New Delhi</i>	<i>Member</i>
4	Dr. Prema Ramchandran, Director, Nutrition Foundation of India, Delhi	<i>Member</i>
5	Mr. Shiekh Zubair Aslam Hassan Sons Group, Srinagar Kashmir.	<i>Member</i>
6	Prof. Rajinder Ambardar, Metallurgical & Materials Engineering Department, National Institute of Technology Srinagar.	<i>Member</i>
7	Mr. Mohammad Hanief, Assistant Professor, Mechanical Engineering Department, NIT Srinagar	<i>Member</i>
8	Prof. Fayaz Ahmad Mir, Registrar, National Institute of Technology Srinagar	<i>Secretary</i>
9	Prof. Aijaz Hussain Mir, ECE, NIT Sgr.	<i>Special invitee</i>
10	Prof. G. M. Rather, ECE, NIT Sgr.	<i>Special invitee</i>
11	Prof. M. S. Mir, Civil Engg. Dept, NIT Sgr.	<i>Special invitee</i>

The following two members could not attend the meeting due to their other preoccupations:

- 1 Smt. Darshana Momaya Dabral, Joint Secretary & FA, Ministry of Human Resource Development, Department of Secondary & Higher Education, Government of India, New Delhi.
- 2 Dr. Asgar Samoon, Commissioner Secretary, Department of Higher Education, Government of Jammu and Kashmir, Civil Secretariat, Srinagar.

The Chairman BOG, after welcoming the members, informed that ever since he had taken over as Chairman BOG, nearly two years ago, he had been inundated with grievances of different kinds from Faculty members. Many of the faculty members who had met him personally had exhibited severe frustration. The Chairman further informed that about nine months back, at the instance of BOG, the Director set up a Faculty Grievance Committee under the chairmanship of Prof Ajay Kumar Sharma, Director NIT Delhi, who also co-opted two retired MHRD officials to the committee. The committee had been at work for the last several months and that work / report had resulted in the present agenda item. Some of the grievances have even been discussed twice-over by the committee.

The Chairman BOG also informed the members that he had received a copy of an email from Mr Asgar Samoon, member BOG, regarding this agenda item which the Chairman wanted to be tabled and discussed during this meeting.

The Chairman emphasized that the BOG needs to be sensitive to the grievances of the faculty and resolve the issues brought to its consideration.

After these opening remarks by the Chairman BOG, Registrar tabled the copy of the email from Dr. Asgar Samoon, member BOG, for discussion. Chairman BOG reiterated that the main reason for adjourning the 93<sup>rd</sup> meeting of BOG on 03-10-2016 was to give sufficient time to members of the BOG to discuss these two agenda items in detail. It was also observed that the Grievance Committee has not dealt with these cases in a hurry and has, in fact, spent enough time over a number of meetings to discuss and arrive at the recommendations pertaining to the different cases. Further, the Grievance Committee has indeed taken into consideration the applicable MHRD/UGC/AICTE rules and court rulings while dealing with the cases and arriving at the recommendations.





The agenda of the meeting was thereafter taken up.

Item No. BOG-93/05	To consider recommendation of Grievance Committee for faculty.
Resolution No. 05/93	<p>A power-point presentation was made by the two internal members of the Grievance Committee who were specially called for the meeting. After this, detailed discussions were held on each of the recommendations of the Faculty Grievance Committee and the following was resolved:</p> <p>1 <u>Grievance listed at GR-01 (regarding extending the benefit of 5th CPC-CAS promotions to the faculty members from the due date of eligibility notionally without any financial benefit).</u></p> <p>The matter of fixation of date of eligibility in respect of Dr. I K Pandita, Dr R. Ambardar, Dr M. Mushtaq and Dr G A Harmann, was brought forth to bring parity with three professors whose date of eligibility was fixed vide order no. 93 of 2013 dated 25-04-2013 and who had been promoted earlier as Professors under 5<sup>th</sup> CPC in Dec. 2007 through open entry.</p> <p>The Board of Governors (BOG) observed that an order had been issued vide no. 93 of 2013 dated 25-04-2013 in favour of three professors for their placement as professors under CAS. However the supporting documents on the basis of which BOG issued above order, are not placed.</p> <p>Therefore the BOG desires that the case be returned to Faculty Grievance Committee to re-examine it in light of all supporting documents &amp; come out with fresh recommendations.</p> <p>2 <u>Grievances listed at GR-02, GR-03, GR-04 and GR-05 (regarding extending the benefit of CAS promotions to the faculty members from the due date of eligibility notionally without any financial benefit).</u></p> <p>The BOG examined the provision 4(q) of MHRD circular issued vide F. No. 33-7/2011-TS.III; dated 14-03-2012, which provides for the arrangement in the cases where CAS interviews were not conducted for three (03) years or more and which reads as under:</p> <p><i>"All Institutes shall strive to conduct annual selection processes regularly. In case of Institutes that have not conducted CAS interviews for 3 years or more, Selection Committees may, as a onetime measure, examine scholastic contribution of internal candidates made after the last interview and recommend a salary and AGP they would have earned now, had the Selection Committee met at the appropriate time".</i></p>

The BOG observed that the selection committees in the cases of Faculty mentioned under BOG-05-(GR-02 to GR-05) have not carried out the exercise as mentioned in previous paragraph. As the CAS was held in 2007 & thereafter it was conducted in 2013 only, therefore BOG observed that the above mentioned provision 4(q) of MHRD circular may be used. This will call for constitution of Selection Committee as per statutory provisions and relevant MHRD circulars. ,

The representative of MHRD informed that the term of visitor nominees has already expired. Therefore Board decided that MHRD may be asked to expedite the matter and issue the valid list of visitor nominees.

In a similar matter, MHRD representative has stated that CAS cannot be done at this point in time. However it was brought to the notice of BOG that in all these cases one time CAS process, as desired by MHRD vide communication F. No. 33-7/2011-TS.III; dated 14-03-2012, stands already completed and orders issued way back in 2013 as these cases belong to the period prior to 30<sup>th</sup> April 2013 and only date of eligibility needs to be re-fixed by selection committee.

Board decided that MHRD may also be requested to allow application of provision 4(q) of MHRD circular issued vide F. No. 33-7/2011-TS.III; dated 14-03-2012 to cases prior to 2007 to be able to remove the anomalies of this period. The reason stated is that prior to 2007 NIT Srinagar conducted CAS in year 2001 and thus there was a gap of six year intervening period in between two subsequent CAS interviews.

The BOG further decided that the dates of eligibility thus recommended by the said selection committee, for each case, shall be submitted for approval to be granted by Chairman BOG, for issuance of orders.

3 GR-06, GR-07, GR-08 and GR-09 (regarding: (1) grant to promotion from date of eligibility and (2) consideration of 2nd selection Committee recommendations).

The BOG observed that these cases also require a review of the dates of effect given to the CAS up-gradations. The BOG decided that the same process as recommended in (2) above be followed for grant of CAS promotion from dates of eligibility. Thereafter, the sealed envelopes in their cases be opened by the Chairman BOG for implementation.

4 GR-10 regarding: (Counting of continuous previous Service of Mr Shabir Ahmad Sofi, Assistant Professor (PB3/GP6000 - Equivalent to Pre-revised Lecturer), rendered at NIT Srinagar EDP cell as Research Assistant and at KITE Polytechnic as Lecturer).

The BOG did not accept the recommendation.

- 5 GR-11 regarding Counting of previous Adhoc Service of Dr G R Khan rendered at University of Kashmir from 01-04-1991 to 30-04-1993 for service and seniority benefits.

With regard to this case, it is observed that counting of Adhoc Service for CAS promotion was provided in the UGC/ AICTE rules, subject to fulfillment of certain conditions. As the conditions stipulated in UGC/ AICTE rules were being fulfilled, the Faculty Grievance Committee has accordingly recommended the case. This recommendation is also consistent with the earlier BOG appointed committee in this case. The BOG thus decided to accept the recommendation of the Faculty Grievance Committee even as the MHRD representative was opposed to it.

- 6 GR-12 and GR-13 regarding counting of previous continuous Adhoc Service of Dr Tanveer Jalal, Associate Professor, Mathematics Department and Dr. Tabassum Ara, Associate Professor, Chemistry Department rendered at University of Kashmir.

BOG accepted recommendations in these cases as-well since these are of similar nature as GR-11.

- 7 GR-14 regarding request of Dr Tanveer Jalal, Associate Prof (PB4/AGP9000) for release of increments for the teaching service rendered outside the country at Yanbu Industrial College, Kingdom of Saudi Arabia during the period from 01-10-2010 to 30-09-2012.

The case may be brought in the next board meeting along with all the supporting documents related to the other Faculty Members who were granted increments for such teaching service/ research work done.

- 8 GR-15 regarding Request of Dr. M. Ashraf Shah for treating period with effect from 20-06-2011 to 03-10-2011 as active service period and release of salary for the said period.

The BOG did not accept the recommendation.

- 9 GR-16 and GR-17 regarding Consideration of Cases for upgradation under 6<sup>th</sup> CPC-CAS with effect from date of eligibility (a) from AGP 6000 to 7000, (b) from AGP 7000 to 8000 and (c) from AGP 9000 to 10000.

MHRD representative explained to the Board that MHRD had sought an advice of law Department in the matter. The opinion of the law department has been already conveyed to the Institute wherein it is mentioned that the matter is pending before the Supreme Court of India.

However during deliberations it was brought to the notice of Board that these cases are relevant to the period prior to 30<sup>th</sup> April 2013 (the cut-off date fixed by MHRD for implementation of CAS promotions).

In view of this, BOG decided that MHRD be requested to look into the matter a fresh and get legal opinion of Solicitor General of India for seeking the necessary relief, with regard to the above matter, from the Hon'ble Supreme Court, so that the Institute is in a position to address the long pending grievances of the deserving faculty. This is necessary for resolving anomalies of period prior to 30<sup>th</sup> April 2013.

The BOG further decided that since the instant cases are similar to cases mentioned under BOG-05-(GR-02) and hence once allowed by MHRD, the cases can be treated on the analogy of (1) above and the dates of eligibility thus recommended by the said selection committee, for each case, shall be submitted for approval to be granted by Chairman BOG, for issuance of orders.

- 10 GR-18 regarding counting of service rendered abroad.

The matter was discussed and the BOG did not accept the Plea of concerned Faculty Members.

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Item No. BOG-93/06	To consider the proposal of ACoFAR Committee for mapping of existing faculty under Four Tier system.
Resolution No. 06/93	<p>The BOG observed that RR's for 4-Tier structure have been approved by Council of NIT's and as such the proposal of any modification will require approval of the Council.</p> <p>As such the proposal needs to be submitted for consideration of the Council through its Standing Committee. During the discussions Board was informed that the earlier recruitments have been made as per qualifications prescribed in previous schemes circulated by GOI wherein recruitments have been done with M. Tech as well as B. Tech qualifications. In view of this it is therefore justified to incorporate modifications in the present RRs of 4-tier faculty structure so that a fair chance of upgradation is made available to the existing faculty with M. Tech qualifications at lower level cadres. It was also observed that NIT Srinagar has been working under disadvantageous locational and other constraints. The BOG thus resolved as under:</p> <p>The proposal be again studied by the same committee which may also explore the possibilities of obtaining feedback from faculty of other NIT's. The proposal be reframed on the basis of feedback and the said special locational and other constraints facing NIT Srinagar. Further options be included with proper weightage for candidates with M.Tech qualifications and teaching experience.</p>


The meeting ended with a Vote of thanks to the Chair

The minutes are confirmed in the meeting of 94<sup>th</sup> Board of Governors held on June 19, 2017 at NIT Transit House, New Delhi with the addition of the sentence "The action with regard to points 2,3,5, and 6 as contained in item No. 05/93 of BOG 93<sup>rd</sup> meeting dated 13-10-2016 be initiated only after obtaining concurrence of MHRD".

  
(Prof. Mohammad Shafi Mir)  
Secretary /  
Registrar

  
(Prof. Rakesh Sehgal)  
Director  
Ex-Officio

Approved

  
(Dr. M. J. Zarabi)  
Chairman, Board of Governors

Minutes are Confirmed  
