विश्वेश्वरय्या राष्ट्रीय प्रौद्योगिकी संस्थान, नागपूर –440010 (भारत)

VISVESVARAYA NATIONAL INSTITUTE OF TECHNOLOGY, NAGPUR – 440 010 (INDIA)

Draft Minutes of the 39th meeting of the Board of Governors held on 27th January 2014 at VNIT, Nagpur

The following members were present;

1. Dr. S. K. Joshi — Chairman
2. Dr. Narendra S. Chaudhari, Director, VNIT, Nagpur. — Member
3. Dr. S. C. Sahasrabudhe, Director, DAIICT, Gandhinagar. — Member
4. Dr. U. N. Gaitonde, Professor, IIT Bombay. — Member
5. Shri. Rajesh Singh, Director (NITs), MHRD, GOI Representative. — Member
6. Prof. R. K. Paretkar, Teacher Representative, VNIT, Nagpur. — Member
7. Prof. I. L. Muthreja, Teacher Representative, VNIT, Nagpur. — Member
8. Dr. Rajendra R. Yerpude, Registrar, VNIT, Nagpur. — Secretary

Dr. S. B. Thombre Head of the Department, Mechanical Engineering and Dr. P. M. Padole, Professor, Department of Mechanical Engineering, gave presentation of various departmental activities, research and development works carried out and its future plan. The Board congratulated them for excellent work carried out in the department. Further, Board advised them to submit the proposal of Centre of Excellence to MHRD at the earliest.

At the outset, the Board expressed thanks to the outgoing Registrar Dr. B. M. Ganveer and welcomed Dr. Rajendra R. Yerpude as a Registrar and Secretary. The Board desired that the two members of the BoG should be nominated by the State Government.

39.01 To confirm the draft Minutes of the 38th meeting of the Board of Governors held on 18th November 2013 at VNIT Nagpur.

Agenda Item: The Minutes of the 38th meeting of the Board of Governors held on 18th November 2013 are placed at Annexure-I.

The Board is requested to approve.

Resolution: BoG approved and confirmed minutes of the 38th BoG meeting.

39.02 To note the Action Taken Report on resolutions of the 38th meeting of the Board of Governors.

	Agenda Item	Resolution	Action taken
38.03	Appointment to the post of Registrar.	The Board resolved to give additional charge of the post of Registrar from amongst senior faculty members till the appointment of regular Registrar. The Director was advised to expedite the process of filling up the post of Registrar.	**Dr. Rajendra Yerpude, Faculty Member, Dept. of Mining Engineering is given the additional charge of Registrar on 29th November 2013.**
38.04	Implementation of 4-tier flexible faculty structure.	The Board deferred the item for want of specific directives from Ministry of HRD	**No action necessary**
38.05	Appointment of faculty on contract (consolidated salary basis).	The Board approved the appointment of Ms. Shefali Singhal as a faculty on contract (consolidated salary basis).	**Necessary Office Order for appointment has been issued.**
38.06	To approve the recommendations of the 32nd meeting of the Senate.	The Board approved the recommendations of 32nd meeting of the Senate.	**Actions are taken to implement the recommendations.**
38.07	To note and approve the recommendations of 27th	The Board approved the recommendations of 27th meeting of the Finance Committee held on 18th	**Suitable actions based on recommendations are initiated.**

	Agenda Item	Resolution	Action taken
	meeting of the Finance Committee held on 18th November 2013.	November 2013.	
38.08	Any other item(s) with permission of the Chair To consider the request of Dr. C. S. Moghe, Professor of Computer Science & Engineering, for voluntary retirement.	The Board accepted the request of Dr. C. S. Moghe, Professor of Computer Science & Engineering for voluntary retirement with effect from 30.11.2013.	Necessary Order has been issued.
	(B) To consider the request of Dr. Vidyasagar Shilapuram, Assistant Professor in Chemical Engineering for technical resignation.	The Board considered the request of Dr. Vidyasagar Shilapuram, Assistant Professor in Chemical Engineering for resignation and permitted him to be relieved from the services of VNIT Nagpur on 4th December 2013 as he has agreed to pay the salary for remaining period of three month's notice (i.e. from 05.12.2013 to 31.01.2014) as per rules.	Necessary Order has been issued.

Resolution: The Board noted the action taken report.

39.03 Recruitment of faculty under Teacher Training Scheme

Agenda Item: As per letter no.F.23-12/2009-TS 111 (Pt.)dated 22nd March 2013, it is proposed to appoint trainee teacher in all the departments with guidelines as per the scheme for trainee teacher award NIT/IIT Joint scheme circulated vide above letter (Annexure-II).

The staff selection panel will be same as for Assistant Professor.

BoG is requested to approve the above.

Resolution: The Board approved the proposal. Dean(Academics) will be in-charge for teacher training scheme. The Dean(Academics) should interact with willing and eligible students and should follow up the implementation. The BoG be kept informed about the implementation of the scheme.

39.04 Recruitment of Officers and non-teaching staff posts

Agenda Item: The institute is having 369 as total sanction of non teaching posts out of which 177 are in position. Thus 192 are vacant positions. It is proposed to fill some of the sanctioned posts of officers and non teaching staff .

Detailed sanctioned posts, in position and vacant are given in Annexure-III

(A) Officers

The following sanctioned officers posts are proposed to be advertised.

Sr.No.	Name of the post	Number
1	Registrar	01
2	Librarian	01
3	Executive Engineer	01
4	Dy.Registrar(Accounts)	01
5	Dy.Registrar(Administration)	01
6	Assistant Registrar	01

The BoG is requested to approve.

Resolution: Board approved the proposal of recruitment of six officers mentioned in the agenda. The posts should be filled by adhering to Government of India norms.

(A) Non-teaching Staff

The following sanctioned non-teaching posts are proposed to be advertised.

Technical Higher (TH)	Technical Lower(TL)	Ministerial Higher(MH)	Ministerial Lower(ML)
18	15	10	17

It is proposed to fill these posts through national advertisement and as per Model Recruitment Rules approved by MHRD.

Presently, the work at various departments/sections has been carried out by contract appointments. These contract persons are having an experience of institute work and to provide them with an opportunity to compete with others in the open advertisement, it is proposed to consider them for age relaxation keeping other eligibility criteria same.

BoG is requested to approve the above.

Resolution:

1) Board approved the proposal of recruitment of non-teaching posts specified below:

Technical Higher (TH)	Technical Lower(TL)	Ministerial Higher(MH)	Ministerial Lower(ML)
18	15	10	17

with suggestion to follow the Government of India norms.

2) Further contract renewal should be carried out for a short period (4 – 6 months) and be restricted till the positions are filled by regular appointments. Thereafter no new contract recruitment or renewal of contract would be carried out except in extreme situations.

3) The contract persons working in the institute should be advised to apply for appropriate advertised positions. The screening would be as per Government of India norms.

39.05   Appointment of faculty on contract (consolidated salary basis).

Agenda Item: Department of Electrical Engineering received an application from Dr. Himanshu Bahirat, BE, VRCE, M.S. and Ph.D. from Michigan Technological University of Houghton, MI, (USA),for faculty position on contract basis(consolidated salary)

A Committee was constituted to consider the suitability of the above candidate for offering position of Assistant Professor on contract (consolidated salary basis) and the recommendations of the committee are placed at Annexure-IV

As resolved in 36th meeting (ref. 36.15), the offer may be considered for a period of one year with consolidated salary of Rs. 65000/- per month.

The Board is requested to approve.

Resolution:

Board approved the appointment of Dr. Himanshu Bahirat, Assistant Professor on contract (consolidated salary basis) for the period of one year with consolidated salary of Rs. 65000/- per month.

39.06   To approve the recommendations of the 32nd meeting of BWC.

Agenda Item: The 32nd meeting of the BWC was held on 30th December 2013. Recommendations of the BWC are placed at Annexure -V

The Board is requested to approve.

Resolution: Approved in principle, the details of major construction activities should be included for consideration of BoG.

39.07 To note and approve the recommendations of 28th meeting of the Finance Committee held on 27th January 2014.

Agenda Item: The minutes of the 28th meeting of the Finance Committee are placed for consideration of the Board.

The Board is requested to approve.

Resolution: The minutes of 28th Finance Committee are approved.

(Enclosed in Annexure-VII)

39.08   Item for ratification:

Change in the Constitution of BWC: *The CPWD members of BWC are dropped as CPWD is one of the vendors for the construction work of VNIT.*

Resolution:

Board approved modified constitution of BWC. With this modification, BoG noted that the updated BWC consists of the following members:

(1) Director- Chairman
(2) Director(NITS), Dept of Higher Edu. MHRD New Delhi – member
(3) Director (Finance), Dept of Higher Edu. MHRD New Delhi – member
(4) Prof S.C. Sahasrabudhe – (nominated by BOG)
(5) Dean(Planning and Development), VNIT, member
(6) Chief Engineer, (Civil), PWD, Nagpur
(7) Superintendent Engineer, (Electrical), PWD, Nagpur-member
(8) Registrar, VNIT, Nagpur

The above list of BWC members is in accordance with the BWC constitution as included in NIT Statute no.12(1). (In the earlier constitution, CPWD members were additional members; hence dropping them has not affected the requirement of the statute.)

39.09   Major Construction Works to be undertaken:

Agenda Item: In the eleventh five year plan (from 2007 to 2012), the institute created building assets as resources worth Rs 83.2 Crores only. Due to increase OBC student's intake, the institute should have created building assets as resources worth at least Rs 400 crores by 2013. So at present the institute needs to create infrastructure of at least Rs 350 Crores to remediate the current deficient situation. To achieve this, the various new construction activities are planned as follows:-

Sr.No.	Activity	Cost
01	*Construction of Academic block (as detailed in F 28.03.01)* *(BWC Item 31.11--already approved for Rs 75 Crores.)*	*Revised estimate Rs 98Crores*
02	*Construction of Girls Hostel (as detailed in F 28.03.03)*	*Rs 42.24 Crores.*
03	*Construction of Boys Hostel,G+10 storied - Approx for 600 boys (as per 31st BWC item No.31.03)*	*Rs 35.75 Crores*
04	*Mega Mess for Boys (as per 31st BWC item No.31.04)*	*Rs.24.00 Crores*
05	*Mega Mess for Girls (as per 31st BWC item No.31.05)*	*Rs 10.50 Crores*
	Total Estimated Cost	*Rs.210.49 Crores*

National Building and Construction Corp. Ltd.(NBCC) is a public sector undertaking under Ministry of Urban Development, GOI. NBCC undertakes to carry out turnkey work, starting from survey of land, preparation of architectural drawings, planning, execution and handing over the completed building. NBCC also gives commitment of timely completion of project, clause of penalty for delay in construction, accrued interest on the deposit, good quality work and better referral from earlier construction activities carried out. This agency is already working for few NITs like SVNIT Surat, NIT, Raipur, IIT Roorkee, and other reputed institutes and has charged 9% (or slightly more) fees for

many of these institutes. If the work is allotted to them, they have promised to provide the preparation of total development plan of the Institute without any additional fees.

Therefore, it is proposed to award the above new construction work to NBCC based on turnkey type project. BoG is requested to approve the same and approve the estimated cost of Rs.210.49 Crores.

Resolution:

The board gives in principle approval to the above. Depending on the availability of funds, the priorities of the construction could be revised.

39.10 Any other item(s) with permission of the Chair.

39.10.01- Adoption of Four-Tier flexible faculty system along with the recruitment rules

Agenda Item: Institute has received letter F.No.33-9/2011-TS.III dated 15th January 2014 (Annexure- TA-1 of 22 pages) for implementation of 4-tier flexible faculty structure in the NITs, with approved norms and suggestive procedure. As per this notification, BoG is directed to adopt the 4 tier flexible faculty structure.

Resolution 39.10.01 (i) : The board resolves to adopt the four-tier flexible faculty structure. In particular, the board resolves to adopt the following.

[A] The board resolves to adopt the following Recruitment Rules for the faculty posts under four-tier flexible faculty cadre in the Institute:

1. *Short title and commencement: These rules are referred to as the VNIT Faculty Recruitment Rules, 2014. These shall come into force from 27th January, 2014 (adopted date of BoG VNIT.).*

2. *Definitions: In these rules, unless the context otherwise requires;*

   a) *"Act" means National Institutes of Technology(NIT), Science Education and Research (NITSER) Act, 2007.*
   b) *"Statutes" means the First Statutes of the NITs and the Statutes subsequently framed by VNIT or framed by the Ministry of Human Resource Development.*
   c) *"Service Rules" means Service Rules of VNIT.*
   d) *"Faculty" means the Professor, Associate Professor and Assistant Professor of VNIT.*

3. *Method of Recruitment and other matters: The method of recruitment and other matters relating to the post of Faculty are given in Details of Recruitment Rules(RR).*

4. *Deputation/Contractual Appointments: Faculty, who are appointed on contractual basis, shall be for a fixed period not exceeding five years.*

5. *Disqualification: No person,*

   (i) *Who had entered into or contracted a marriage with a person having a spouse living; or*
   (ii) *Who having a spouse living, has entered into or contracted a marriage with any person.*

   shall be eligible for appointment to the said post;

   provided that the Board of Governors may, if satisfied that such marriage is permissible under the personal law applicable to such a person and the other party to the marriage and that there were other grounds for so doing, exempt any person from the operation of this rule.

6. *Saving: Nothing in these rules shall affect reservations, relaxations of the age limit and other concessions required to be provided for the candidates belonging to the Scheduled Castes, Scheduled Tribes, Other Backward Classes, Ex-servicemen and other special categories of persons in accordance with the orders issued by the Central Government from time to time in this regard. These rules shall also not affect the recruitments already made or for which recruitment process has already commenced: but any appointment or promotion to higher post proposed to be made or made subsequent to the notification of these Recruitment Rules will be governed by these Recruitment Rules.*

7. **Other conditions of service:** The other conditions of service of the Faculty for which no specific provisions have been made in these rules shall be regulated in accordance with such rules as are, from time to time, applicable as per the First Statutes of the NITs and the subsequent amendments in VNIT statutes. For matters not covered by the Statutes, the corresponding Central Government Rules shall be applicable.

8. **Qualifications and other requirements of Selection:** Qualifications and other requirements of selection for various faculty posts are given in detail in **Table-1**.

The Table-1 includes essential qualifications, essential experience, essential requirements, and desirable requirements which are framed using the contents of Annexure-I of letter F.No.33-9/2011-TS.III in conjunction with the MHRD's letter F.No.33-9/2011-TS.III dated 23rd August 2013. The screening will normally be done by using the essential qualifications, essential experience and essential requirements given in Table-1; however when the numbers of applicants are exceeds five, the desirable requirements will also be considered for screening purpose.

Table 1: Essential Qualification, Essential Experience, Essential and Desirable requirements for faculty positions

S.N.	Name of the Post	Essential Qualifications, Essential Experience, Essential Requirements, and Desirable requirements
1.(i)	Assistant Professor (On contract) PB-3 of Rs 15600-39100 with AGP Rs.6000/- PM With seven non-compoundable advance increments	**Essential Qualifications:** Ph.D. with first class at all the preceding degrees or equivalent, in the appropriate discipline/branch with a very good academic record throughout; at least one degree from institutions like IIT, NIT or other CFTIs / university departments or reputed institutions/universities in India or abroad **Essential Experience:** None **Essential Requirements:** Two papers in SCI or reputed referred journals/conferences either published or accepted for publication. These publications may be based on Ph.D. work. **Desirable Requirements:** Two papers in SCI or reputed referred journals or one patent (filed / granted); may be based on Ph.D. work.
1.(ii)	Assistant Professor (On contract) PB-3 of Rs 15600-39100 with AGP Rs.7000/- PM	**Essential Qualifications:** Ph.D with first class at all the preceding degrees or equivalent, in the appropriate discipline/branch with a very good academic record throughout; at least one degree from institutions like IIT, NIT or other CFTIs/university departments or reputed institutions/universities in India or abroad **Essential Experience:** i. Minimum one year teaching experience after Ph.D. (in the grade pay of minimum Rs 6000/- or equivalent) in reputed institutes like IIT, NIT, other CFTIs or university departments or reputed institutions/universities in India or abroad or ii. Minimum one year research experience after PhD in National Laboratories with the grade pay of minimum Rs 6000/- or equivalent. or iii. Minimum one year experience after PhD (in the grade pay of minimum Rs 6000/- or equivalent) in reputed industry where the experience is considered useful for the job of Assistant Professor **Essential Requirements:** One paper in SCI or reputed referred journals based on PhD work and one paper in SCI or reputed referred journal outside PhD work **Desirable Requirements:** Two papers in SCI or reputed referred journals or one patent (filed / granted); may be based on Ph.D. work.
2.	Assistant Professor PB-3 of Rs 15600-39100 with AGP Rs.8000/- PM Minimum pay in Pay Band to be fixed at Rs. 30,000/-	**Essential Qualifications:** Ph.D with first class at all the preceding degrees or equivalent, in the appropriate discipline/branch with a very good academic record throughout; at least one degree from institutions like IIT, NIT or other CFTIs / university departments or reputed institutions/universities in India or abroad **Essential Experience:** i. Minimum three years of Teaching experience after PhD (in the grade pay of minimum Rs 6000/- or equivalent) in reputed institutes like IIT, NIT, other CFTIs or university departments or reputed institutions/universities in India or abroad

		or
		ii. *Minimum three years of research experience after PhD in National laboratories with the grade pay of minimum Rs 6000/- or equivalent.*
		or
		iii. *Minimum three years of experience after PhD (in the grade pay of minimum Rs 6000/- or equivalent) in reputed industry where the experience is considered useful for the job of Assistant Professor*
		or
		iv. *Minimum six years of experience (not counting PhD enrolment) after obtaining M Tech degree*
		Essential Requirements: i. *Two papers in SCI journals outside Ph. D. work* ii. *One ongoing sponsored project for candidates from academia.* iii. *For candidates from academia: Two experimental or computational projects added to teaching laboratories where appropriate.*
		Desirable Requirements: i. *One Ph. D. supervision ongoing* ii. *One Patent filed / granted* iii. *Experience in industry or R & D laboratory of repute* iv. *M. Tech., M. Sc. or B. Tech. project supervision on live industrial problems* v. *At least one self supported/two sponsored STTP/workshop or seminar organized* vi. *Holding responsibility in Institute i.e. Wardenship, Faculty In-Charge (FIC), Coordinator etc.*
3.	*Associate Professor* *PB-4 of Rs 37400-67000 with AGP Rs.9500/- PM* *Minimum pay in the PB-4 to be fixed at* *Rs. 42, 800/-*	**Essential Qualifications:** *Ph.D with first class at the preceding degree or equivalent, with a very good academic record throughout.* **Essential Experience :** i. *Minimum experience of six years after Ph.D. in teaching out of which three year at the level of Assistant Professor (in the grade pay of minimum Rs 8000/-) in NIT/IIT/other CFTIs or reputed institutions/universities in India or abroad.* *or* ii. *Minimum experience of six years after Ph.D. in reputed Industry (where the experience is considered useful for the job of teaching) /Research organizations, with three years experience at the level of minimum AGP Rs. 8000/- or equivalent as senior scientific officer/senior design Engineer or equivalent (or above)* *or* iii. *Minimum nine years of experience (not counting Ph.D. enrolment period) after obtaining M. Tech. degree, out of which three years should be after PhD and three year at the level of Assistant Professor (in the grade pay of minimum Rs 8000/-) in NIT/IIT/other CFTI or reputed institutions/universities in India or abroad.* *or* iv. *Minimum nine years of experience (not counting PhD enrolment period) after obtaining M Tech degree, in reputed Industry (where the experience is considered useful for the job of teaching) / Research organizations, out of which three years should be after PhD and three years experience at the level of minimum AGP Rs. 8000/- or equivalent as senior scientific officer / senior design Engineer or equivalent (or above)* **Essential Requirements:** i. *Four papers in SCI journals after PhD* ii. *One Ph. D. guided as sole or principal supervisor plus one continuing* iii. *Two projects ongoing or one ongoing plus one completed for candidates from academia.* iv. *Two experiments or computational projects added to teaching laboratories where appropriate for candidates from academia.* v. *For candidates from academia: Academic outreach activity equivalent to two self financed short-term courses offered.* **Desirable Requirements:** i. *One or more patents* ii. *Supervising Two or more PhD candidate* iii. *Strong liaison with industry* iv. *Offering courses through application of ICT* v. *At least one self supported / two sponsored STTP / workshop or seminar organized* vi. *Holding responsibility in Institute i.e. Wardenship, FIC, Co-ordinator etc.*
4. (i)	*Professor*	**Essential Qualifications:** *Ph.D with first class at the preceding degree or equivalent, with a*

	PB-4 of Rs 37400 – 67000 with AGP Rs 10500/- PM **Minimum pay in the pay band to be fixed at Rs. 48,000/-**	*very good academic record throughout* **Essential Experience:** i. Minimum of ten years experience after PhD with at least four years experience at the level of Associate Professor in grade pay AGP Rs 9500/- (or equivalent) or seven years experience as Associate Professor in grade pay of AGP Rs 9000/- (or equivalent), in NIT/IIT/other CFTIs or reputed institutions/universities in India or abroad. *or* ii. Minimum thirteen years experience (not counting Ph.D. enrolment period) after obtaining M Tech degree, out of which seven years are to be after PhD, with at least four years experience at the level of Associate Professor in grade pay AGP Rs 9500/- (or equivalent) or seven years experience as Associate Professor in grade pay of AGP Rs 9000/- (or equivalent), in NIT/IIT/other CFTI or reputed institutions/universities in India or abroad. **Essential Requirements:** Two Ph. D. degrees guided as sole or principal supervisor in career in NIT, IIT and CFTIs or reputed institutions/universities in India or abroad. The following during the past four years: i. Three papers in SCI journals; ii. One high value sponsored or consultancy project; iii. Academic outreach activity equivalent to two self financed courses offered as coordinator and main teacher; iv. For candidates from academia: Two experiments or computational design projects added to teaching laboratories where appropriate **Desirable Requirements:** i. One or more Patents ii. Supervised more than three PhD Candidates iii. Preparing E-Learning material iv. At least one self-financed short-term course offered every year v. Strong liaison with industry vi. Offering significant support to institute management vii. High value sponsored or consultancy projects
4.(ii)	**Professor HAG Scale** **PB-4 of Rs 67000 – 79000**	**Essential Qualifications:** Ph.D with first class at the preceding degree or equivalent, with a very good academic record throughout **Essential Experience:** Minimum Six years as Professor with AGP Rs. 10,000 or Rs. 10,500 in an institute of national importance (NIT/IIT/other CFTIs). Candidate must be in AGP Rs. 10,500/- (with minimum pay in pay band at Rs 48,000 or above) at the time of application for this post **Essential Requirements:** Four Ph. D. degrees guided in career as sole or principal supervisor plus at least one full time resident student continuing. The following during the past six years: i. Four papers in SCI journals; ii. Two high value sponsored or consultancy projects plus one ongoing; iii. Academic outreach activity equivalent to three self financed short term courses offered as coordinator and main teacher; iv. Three experiments or computational projects with added to teaching laboratories where appropriate v. Significant contribution to institute management through personal initiative in responsible position **Desirable Requirements:** Truly significant contribution in one area:(i) Publications (ii) Writing text books or reference books (iii) Sponsored Projects (iv) Consultancy and support to industry (v) E-learning content packages (vi) Creative contribution to institute's welfare.

Notes:

1. There would be no automatic migration to the salaries and AGP's of the four-tier flexible faculty structure.

2. Any change of the Grade Pay under Four-Tier structure will be purely through open advertisements and on the recommendation of the duly constituted Selection Committee.

3. Those who do not fulfill the essential qualification, essential experience and essential requirements, however, will continue in the present grade.

4. As an eligibility criteria for the post of Professor, the requirement of minimum four years experience at the level of the Associate Professor shall mean that of Associate Professor under the four tier system i.e. at the AGP of Rs 9500/-. Associate Professor of three tier system with AGP of Rs 9000/- shall also be eligible but with seven year's experience, if they meet the relevant academic requirements for the post.

5. Professor with Rs 10,500/- AGP will only be considered for HAG scale in accordance with Ministry's letter dated 22nd March 2013 and the concerned Professor has to have six years of service in AGP of Rs 10,000/- or higher.

6. Fresh PhD candidate with good academic record and demonstrated research capability in terms of publications in reputed journal /conferences, will be considered at entry level i.e. Assistant Professor (On Contract) in PB3 of Rs 15600-39100 with AGP of Rs 6000/-. Initially the contract will be given for one year. The contract will be renewed by additional year based on performance of the faculty. The maximum contract period will be five years (in respective of his AGP for example either Rs 6000/- or Rs 7000/-) .

7. The Assistant Professor (On contract with AGP Rs 6000/-) with one year experience will be eligible to appear for selection before Staff Selection Committee (SSC) to move to higher grade pay i.e. Assistant Professor (On contract) in PB3 of Rs 15600-39100 with AGP Rs 7,000/-. The grade change will not be automatic.

8. Assistant Professor (On contract) will be given maximum two opportunities to appear for selection in front of SSC for moving to Assistant Professor PB3 of Rs 15600 – 39100 with AGP of Rs 8000/- after fulfilling all the criteria for this post. In case he/ she fails in all attempts or complete five years, whichever is earlier, his/her services shall be terminated.

Details of Recruitment Rules (RRs)

1. **Name of Posts**
   Assistant Professor(Contract) / Assistant Professor /Associate Professor / Professor of VNIT.

2. **Number of Posts**:
   As per norms fixed by the Govt. of India

3. **Classification**
   Group - A (Pay Bands PB - 3 and PB - 4)

4. **Whether Selection post or non-Selection post:**
   By Direct Recruitment

5. **Age limit for Direct Recruitment**:
   Fresh appointment beyond the age of 60 years is discouraged except in the case of faculty with exceptionally brilliant research career and with ongoing or approved externally funded research projects.

6. **Educational and other Qualification required for Direct Recruits**:
   The essential qualifications, essential experience, essential requirements and desirable requirements are stated earlier in Table 1.

7. **Whether age and educational qualifications prescribed for Direct Recruits will also apply in Case of promotees (internal candidates)**:
   There shall be no distinction between external and internal candidates with regard to the requirements of qualification and experience.

8. **Period of probation, if any:**
   Minimum one year. It may be extended by the BoG, on recommendation of the Director.

9. **Method of Recruitment**:
   Direct Recruitment.

10. **In case of recruitment by promotion/deputation/absorption, grades on which promotion/ deputation /absorption to be made applicable:**
    Not applicable.

11. **Basic principles of Faculty recruitment:**
    a) A Ph.D. degree will be the minimum qualification for a regular faculty position in VNIT.
    b) All recruitment and pay-fixation shall be done by the BoG only on the recommendations of duly constituted Selection Committees. There will be no scope of fixing of altering pay (pay in pay-band or grade pay) outside the Selection Committee. The Selection Committee shall be the only entity empowered to consider the past services and qualifications of a candidate.
    c) Recommendations of the Selection Committee will be arrived at by discussions within the Committee. Contents of such discussions and details of transactions within the Committee will not form a part of permanent records or minutes.

12. **Distribution of posts among departments, centers and designations:**

While there is no rigid formula for distribution of sanctioned posts among the departments and centres within the Institute, Part [C] gives a recipe for distributing sanctioned faculty posts among various departments of the Institute. But the BOG, on the recommendation of the Director, shall dynamically allocate sanctioned faculty positions among the departments taking into consideration academic programs of various departments, existing quality of faculty, expected retirements and availability of bright candidates.

There will be four designations - Professor, Associate Professor and Assistant Professor and Assistant Professor (Contract).

13. **Qualifications and Experience:**

Qualifications and experience required for various posts are given **Table-1 and** the selection procedure is summarized in Part [B].

14. **Faculty from industry without Ph.D. degree:**

There is a provision for inducting faculty from industry (or comparable organizations) with substantial professional and R&D experience, but not having a Ph.D. degree, in VNIT. If in the opinion of the Selection Committee, candidates have good number (say 10) of publications in leading SCI journals of the field, the requirement of Ph.D. degree may be waived.

15. **Policy on avoiding in-breeding:**

Most leading universities of the world, including the best Institutes of India have an explicit or implicit policy of not inducting their own students into the faculty. To avoid such in-breeding, VNIT would follow the following policies:

a)   Candidates who have obtained or are expected to obtain their most recent degree (Ph.D.) from VNIT will not be considered for recruitment, except where there is minimum 3 years' gap between leaving the Institute and the date of submission of the application.

b)   This is not applicable to candidates who are already members of the faculty in VNIT, either regular or on contract, and are pursuing a higher degree in VNIT. Henceforth (i.e. after 27th January 2014), to prevent inbreeding, VNIT will not permit any VNIT faculty member without PhD to register for PhD in VNIT. Such a faculty member should register in IITs or similar CFTIs.

c)   In special cases, where the departmental screening committee and ACOFAR committee (at the time of short-listing) and the Selection Committee (at the time of selections) feels that an exception needs to be made to allow inbreeding (for reasons such as severe shortage of faculty in a given academic field or exceptionally brilliant candidate or any other), the reasons for such exceptions are to be recorded in writing by all the committees, and put up to the Board of Governors for approval. The Board, if convinced, may confirm the selection. Such appointments will not serve as precedence.

16. **Multiple attempts:**

In order to keep the number of candidates interviewed within practical limits, Scrutiny Committee may, if it deems fit, reject a candidate on his third or further attempt, if the candidate has failed to win the same post in two previous attempts, (either in scrutiny or selection stage), even if he/she meets the short-listing criteria, except when there is significant new achievement justifying an exception.

17. **Functioning of the Selection Committees:**

While the Scrutiny Committee and Selection Committee will use all information available to them and be as quantitative as possible, their recommendations will reflect a collective decision based on accumulated professional experience which is often not possible to quantify. Committees will not be obliged to record the details of their individual reasoning process.

18. **Auxiliary Faculty Positions:**

Norms for appointment of adjunct, honorary, chair, emeritus, contractual, visiting, ad hoc and temporary faculty is given in Part [D].

19. **Seniority of Faculty:**

Personal prospects as well as responsibilities assigned by the Administration in an Institute of higher learning should be decided on academic merit, scholastic contribution and performance, rather than by service seniority.

20. **Maintaining National character of NITs:**

As decided by the Council of the National Institutes of Technology (NITs), VNIT will strive to recruit 50% faculty not domicile of Maharashtra state.

21. **Miscellaneous:**

A copy of these regulations including the academic criteria specified for various posts and selection procedure will be made available to every member of the Selection Committee before start of interviews.

[B] The Board approved the following selection procedure for recruiting the faculty

1. The Director will create an "Advisory Committee on Faculty Recruitment (ACoFAR)" with the Dean (Faculty Welfare) as a Chairman; but Director shall have the discretion to assign the responsibility to Deputy Director or another Professor or handle it himself. The Chairman of ACoFAR shall be authorized to communicate with departments, candidates and experts on the advice of Director. In addition, the Committee shall discharge the following functions:
   a) Examine and advise on distribution of faculty positions among various departments;
   b) Proactively search for faculty candidates in India and abroad;
   c) Assist the Director in examining, short listing criteria and preparing panels of short listed candidates submitted by departments;
   d) Examine and recommend proposals for deviation in age, formal qualifications, industry experience or any other criterion or guideline;
   e) Allotment of positions for specialization or sub-specialization and rank of faculty to be inducted;
      And,
   f) Proactively search for candidates from reserved categories, and if not available after repeated attempts, prepare proposals for de-reservation in accordance with the relevant rules and regulations.

2. The Institute will create a panel of experts and update it on annual basis. The list will be prepared by taking inputs from departments. Director may also add extra names or· delete some from the list. Normally the experts should be drawn from NITs, IITs, IIMs, IISERs, IISc, University departments, major R&D Laboratories (CSIR, ICAR, DAE, ISRO, DRDO etc) and major industry. The list, along with postal and electronic addresses, designations, specialization and other relevant particulars of proposed experts is to be prepared and informed to the Senate and then the BoG for their approval. Every higher authority shall have the power to add and delete names. In addition, fellows of Indian National Academy of Engineering (INAE) and the three science academies (namely, Indian Academy of Sciences, Bangalore – website www.ias.ac.in, Indian National Science Academy, New Delhi – website www.insaindia.org, and The National Academy of Sciences, India, Allahabad – website www.nasi.org.in) will be automatically included in the panel. Every attempt should be made to ensure that major specializations of each department are adequately represented in the panel.

3. While the above is a permanent list, upgraded periodically, preferably every year, the Chairman BOG may permit the Director to choose experts for every single selection process from the full panel or from specific sub-panels or any faculty members at the level of Associate Professor (for selection of Assistant Professors) or Professor (for selection of Associate Professors/ Professors) from IITs/IISERs/NITs/SPAs (School of Planning and Architecture).

4. As per NIT Act, the visitor shall nominate one member to the selection committee. The Ministry guidelines will be followed for this purpose.

5. Prior to a selection process, the Director will choose experts ensuring a reasonable distribution among specializations, and to the extent possible, diversity of background, place of work, etc. To ensure this, Director may invite more (than three) experts for a selection committee.

6. In addition to the expert members of the selection committee, the Director, as Chairman of the Committee, may invite observers from SC/ST and minority communities or any other person of repute to instill confidence in the minds of the candidates and of the Institute community.

7. On advice of the Director, the Chairman, ACoFAR will seek from the Departments the specific specializations where new faculty is to be recruited. The HoDs will consult senior faculty colleagues and prepare the proposals to the Institute, which will be collated by the Chairman, ACoFAR and placed before the Director for approval. The Director is expected to review the proposals critically and finalize the draft advertisement including specializations, critical dates, newspapers of advertisement and other details.

8. Serving regular faculty members shall be eligible to apply for higher positions in their own departments irrespective of their specializations, if they satisfy other advertised criteria.

9. Application may be received on paper, on-line or both, depending on the technological resources of the respective Institute. In addition, the Institute will consider applications received against standing advertisement, if any, and unsolicited applications.

10. While applications received within the advertised closing date shall definitely be considered, late applications (upto the interview time) may be considered at the discretion of the Director.

11. In addition to the advertisements, all sections of the institute administration - Director, members of ACoFAR, HoDs and all faculty members will make proactive effort to attract applications from prospective candidates, without making any commitment of selection. Such efforts will include postal and email correspondence, telephonic talks and public announcement when there is an opportunity.

12. Applications, when received, will be organized, relevant information summarized, and sent to the departments for short-listing. The objectives of short listing are two folds:-
(a) to reject applications that do not meet advertised criteria and
(b) to select the best candidates from the remaining list so that the number of candidates to be called for interview with the experts remains within manageable limits.

13. Departments will make attempt to set "short-listing criteria" that can be easily implemented. But, considering the multiple attributes that need to be considered, it may become necessary to make case by case exceptions. In all such cases the general short listing criteria and the reasons for exception, if any, are to be recorded in writing. Short listing criteria may include, among others, such conditions as:
(i) superior academic record - all through first class career or higher grades (higher than advertised criteria) and/or superior research record (higher than advertised criteria) such as research awards, number of SCI Journal papers, number of Ph.D.s supervised, number of (high-value) R&D projects/consultancy projects, etc.,
(ii) reputation of institutions from where the candidate has obtained his degrees,
(iii) number of unsuccessful attempts for the same post [Candidates who have been rejected in the past may be called only if there is a good reason, the reason to be recorded in writing.]
(iv) specialisation, including micro specialisation,
(v) professional service record - reputation of organization where experience has been earned, nature of job, current activities etc.

14. The Departments' recommendations shall be placed before the Director for the final short-listing. The final list of candidates to meet the Selection Committee will be arrived at in a combined meeting of the Director, the Chairman - ACoFAR, the HoD of concerned department, and all Deans. In case of a lack of unanimity among the members, the director's decisions shall be final for the purpose of calling a candidate to the interview. The different viewpoints, however, will be recorded in writing and placed before the selection committee who may record their own comments for information of the BOG. The decision of the Board on the selection shall be final and binding.

15. In addition to formal application, candidates will be required to submit reprints/preprints of publications and list of referees. The Chairman-ACoFAR will organize collection of references for short listed candidates.

16. The short listed candidates will be invited by the Chairman-ACoFAR for personal interview. Before appearing for the interview, candidate shall give seminar presentation in the departments. The seminar will be open to the faculty and students of the institute. The feedback of the faculty will be communicated to the selection committee by the HoD. Candidates located outside the country or otherwise not in a position of attending personal interview, may be interviewed over video conferencing or be selected in absentia at the discretion of the selection committee.

17. On completion of the interview, the selection committee will record its final recommendations with signature of every member present. The Director, as chairman of the committee will be responsible for writing the recommendation. There shall be no scope for retaining individual view points or details of discussion. Any member(s) with a dissenting opinion may, however, record their observations on a separate page, with a reference in the main page that will be presented by the Director to the BoG with his own comments on the observations.

18. The Selection Committee shall employ the same yard stick to evaluate all candidates for any position with a specified AGP and shall prepare a panel of recommended candidates. Out of this panel, the vacant posts will be filled on the basis of merit without consideration of external or internal candidates.

19. Recommendations of the selection committee will be submitted to Chairman BoG for the approval. After Chairman-BoG's

approval, the Registrar will subsequently issue the appointment orders. Chairman BoG's approval would be informed to the subsequent BoG meeting.

20.   The Staff Selection Committee may recommend lower position or position on contract with consolidated salary to suitable candidate(s).

[C] The Board resolves to adopt following criteria for Distribution of Faculty Posts among Departments

The distribution of these positions among the departments will be flexible to dynamically maximize the number of faculty in position at any given time.

The following table may be taken as a guide for computing "normal faculty strength" in any department.

B Tech Programme (Annual Intake < 50)	$= x$
B Tech Programme (Annual Intake > 50, for every block of additional 50 students, add 0.5 x)	
Dual degree with existing M. Tech. specialization	$= 0.1\, x$
Dual degree with exclusive M Tech specialization	$= 0.2\, x$
Additional B Tech Programme (Each program, for each block of 50 students, add 0.5 x)	
M Tech programme(Each programme, for each block of 40 students, add 0.5 x)	
M.Sc. (2 years) programme (Each program, for each block of 40 students, add 0.5 x)	
M.Sc (5 years) programme (Each program, for first block of 50 students, add x, subsequently, for each block of 50 students, add 0.5 x)	
Common theory courses for 1st & 2nd years (per subject)	$= 0.2\, x$
Common practical courses for 1st & 2nd years (per course)	$= 0.1\, x$

Total $= nx$

$x = [$ Sanctioned faculty strength$] / n$

[D] The Board adopted the following guidelines for Adjunct, Honorary, Chair, Emeritus, Contractual, Visiting, Ad hoc and Temporary Faculty

In addition to its regular faculty, an institute may augment its intellectual capital by hiring additional scholastic resource through different types of secondary faculty positions. Such faculty members contribute significantly to the department in terms of sharing teaching tasks and enhancing research output. Academic contributions and decisions (e.g., award of grades) of such faculty members shall have the same legal validity as those of regular faculty members. The primary purpose of hiring adjunct, honorary, chair, emeritus and visiting faculty is to receive the honor of hosting distinguished professionals and academicians, and not off-loading of routine teaching activity. In contrast, the primary purpose behind hiring ad hoc, temporary or contractual faculty is to provide routine teaching services, particularly when adequate number of regular faculty are not available.

The appointing authority of adjunct, honorary, chair professors, emeritus professors and contractual faculty shall be the BoG. Director may appoint ad-hoc and temporary faculty, who need to be given appointment at short notice and do not constitute a long term responsibility of the institute. The following guidelines give the administrative details of hiring additional faculty.

Adjunct Faculty

Reputed scientists, engineers, physicians, advocates, artists, civil servants, bankers and other professionals, both serving and retired(from active service), can be inducted as Adjunct faculty. They will bring reputation to the institute, add valuable expertise and practical knowledge and complement the knowledge pool of existing faculty. The following will be some broad guide lines for selection of adjunct faculty.

(i)   They must be persons of repute, comparable to at least the top one third of the regular faculty in professional expertise and reputation in their own fields and organizations.

(ii)   Adjunct faculty will supervise student projects at all levels - UG to Ph.D .. carry out sponsored research and consultancy, and teach courses, all these activities either independently or in collaboration with a regular faculty. They may also be members of departmental committees, if their professional experience becomes useful. While teaching courses, they may take responsibility of a full semester-long course or only a part thereof in collaboration with a regular faculty. The degree of involvement will be worked out mutually by the adjunct faculty and the Institute.

(iii)   Adjunct faculty will be appointed by BOG on recommendation of a committee headed by the Director. Duration of appointment shall be between 1 and 5 years.

(iv)   Adjunct faculty will be provided with office room, secretarial services, and other facilities depending on their involvement in academic activities.

(v)   They shall receive no salary, fee nor any other compensation for their services. All direct expenses such as travel, accommodation, preparation of lecture material etc. shall be reimbursed at actual. Adjunct faculty may receive financial support at the discretion of the director to attend conferences in India or abroad for presenting their work done in the institute, if in the opinion of the director, he has contributed significantly to the institute's academic program.

Honorary Faculty

Institutes may honor distinguished academicians including its own retired faculty members by conferring on them the status of "Honorary Faculty". This status will be same as adjunct faculty except that :-

(i)   Honorary faculty will be drawn from distinguished persons retired from active service, including the Institute's own retired faculty, who commit to be engaged in substantial scholastic activity using facilities of the Institute and contribute academic services to the institute without compensation.

(ii)   Duration of appointment shall be "for 5 years" or "for life".

Chair Professors

The Board may create a position of chair professor in a given department with or without a fixed specialization from money donated by an external agency or person. If sufficient funds are available to pay full salary and other benefits from the interest money, a new faculty post with terms identical to regular posts may be created. On the other hand, if limited funds are available, an existing regular faculty position or a secondary position under adjunct, honorary, visiting or contractual categories may be declared as an external chair where the donation received from the external agency will provide such benefits as top-up salary, travel grant or any other benefit to the incumbent.

Professor Emeritus

Faculty superannuating from service in NITs and comparable institutions may be inducted by the Board as Professor Emeritus for a maximum period of 3 years. This provision is limited to faculty with suitable externally sponsored projects or comparable activities, in addition to shouldering normal teaching responsibilities. Such appointment shall be made against sanctioned faculty posts only.

Faculty on Contract

When regular faculty positions cannot be filled, or Board at its discretion, may fill up sanctioned faculty positions "on contract", where the terms of separation will be far easier than those of regular faculty. Other facilities and mode of selection, to the extent possible, will be same as those for regular faculty. Examples of contractual faculty includes Assistant Professors during the first 3 years after Ph.D. under the 4 tier system, faculty considered in absentia, and distinguished professors and engineers/scientists who have retired from other organizations.

Visiting Faculty

Academic personnel from universities, institutes, R&D labs, industry or Government in India or abroad, including those on sabbatical leave from other institutions or retired, may be inducted into the institutions for brief periods (Maximum 2 years), with or without remuneration. Such faculty members are expected to work full time taking academic responsibilities at par with regular faculty members. They may be appointed by Director on recommendation of the Head of the department. and a counterpart faculty member in the department who will serve as a host. Visiting faculty may be provided with mutually agreed honorarium and facilities (e.g. residential accommodation) on discretion of Director.

Ad hoc appointments

To meet urgent need of faculty or to retain a brilliant candidate, the Director is empowered to make ad hoc appointment against sanctioned posts at all levels. Such appointment can be done for a maximum duration of 12 months, and shall not be extended even with breaks. A reasonable pay band, pay and AGP may be worked out, and increment may also be given as per rules. This pay shall not be binding on the selection committee, which may make its own decision. the formal appointment, if at all, shall carry its own pay unrelated to the ad hoc pay. Facilities such as residential accommodation, travel etc, normally available to faculty members, may be extended at discretion of Director. The director will make his decision basing on the recommendation of a small committee of senior faculty colleagues which will include at least one internal Board member and one external subject expert. A Ph.D. degree with a superior academic career is a minimum requirement for ad hoc appointment at Assistant Professor Level. Commensurate work experience in institutions of repute is necessary for higher posts.

Temporary Faculty

The director may recruit "Temporary faculty" against sanctioned posts to tide over serious shortage of faculty to handle UG & PG teaching load. This will be possible only in departments where the number of faculty in position, not counting teachers on long leave, is below 0.75 x normal strength. The candidates need to have at least a Master's degree in Engineering or a doctorate in science/humanities with first class [60% marks or (GPA 6.75/10)] at both bachelor's and master's level. Selection can be made on recommendation of a committee of faculty members that must include at least one internal board member and one faculty member of another department. Presence of an external subject expert is not essential.

Duration of appointment shall be one semester to start. and may be extended on semester to semester basis on recommendation of

the HOD. Maximum duration of appointment in the entire career of a person shall be limited to 5 semesters. A consolidated remuneration, proportional to the assigned duties may be worked out on mutual agreement. The temporary faculty may be permitted to work full time or part time depending on the remuneration paid to him. In addition to the consolidated remuneration, director may, at his discretion, extend residential accommodation, telephone, travel and other facilities.

Resolution 39.10.01 (ii) BoG approved the above recommendations in Resolution 39.10.01(i). These recruitment rules supersede all the earlier recruitment rules approved by BoG. The BoG directed the Institute to go ahead for the faculty recruitment.

Resolution 39.10.01 (iii) BoG also resolved that the candidate appearing for interview should not be a part of screening, scrutinizing and decision making committee including *"Advisory Committee on Faculty Recruitment (ACoFAR)"*.

Note: As per letter No F.No.33-9/2011-TS.III dated 23rd August 2013 and F.No.33-9/2011-TS.III dated 15th January 2014, Annexure-II page 6 of 22, S.N. 2 Assistant Professor, it is observed that there is inconsistency in S.N2, Column No 2 and Column No 3(iii) with regards to Pay Band which states that Assistant Professor PB-3 Rs 15600-39100 with AGP of RS 8000 in column 2, (2) where as column 3 , 2(iii) states that Pay Band Pb-4 Rs 37400-67000 with AGP of Rs 9000. Therefore this is not included in the above recommendation. It is suggested that the matter should be referred to the MHRD for further clarification.

39.10.02- Consideration of appointment of Chair Professor

Agenda Item: Institute has advertised for the Maharashtra Pollution Control Board Chair "Professor for Environmental Technology and pollution Control" in the Department of Civil Engineering.

The duly constituted selection Committee has recommended shortlisted candidate Dr.Tapan Chakrabarti on the consolidated salary of Rs. One Lac per month as Maharashtra Pollution Control Board Chair "Professor for Environmental Technology and pollution Control" in the Department of Civil Engineering.

The BoG is requested to approve.

Resolution: The Board approved the recommendations.

39.09.03 To approve the recommendations of item no S 33.09 of 33rd Senate meeting held on 24th January 2014.

Agenda Item:S 33.09 Chief Guest for convocation

The 12th Convocation of VNIT is proposed to be held on Monday, the 15th September 2014. In the new year message to all the Centrally funded institutes delivered through live webcast, the Honourable President of India, Shri Pranab Mukherjee had expressed his wish to visit all NITs. In this context, Rashtrapati Bhavan has contacted the Director and requested to explore the possibility of inviting the Visitor as Chief Guest for the next Convocation. It is proposed to invite the Honourable President of India as the Chief Guest for the 12th Convocation. Senate is requested to approve the proposal.
Resolution: The senate approved the resolution unanimously and Chairman, Senate will decide Guest of Honour for convocation function.
The BoG is requested to approve the same.

Resolution: The Board approved the same.

39.09.04 Performance Audit Report of TEQIP-II

Agenda Item: Prof .K.G.Narayankhedkar has carried out performance audit of VNIT between October 25-27 2013.The performance audit report is placed in annexure-VI as per TEQIP guidelines.
This is for kind information and perusal of BoG.

Resolution: The board has gone through the performance audit report and suggested to bring the improvement.

Approved by chairman BOG by email
Dhandhori
12 Feb 2014

Chairman, BOG