



NATIONAL INSTITUTE OF TECHNOLOGY GOA
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Minutes of Board of Governors (19th BoG Meeting)

Date : 27/06/2017

Venue : Through Circulation

Minutes of 19th meeting of the Board of Governors (BoG) of NIT Goa

Board of Governor Members

Prof. Udaykumar Kumar Yaragatti Member Director In-Add. Charge, National Institute of Technology Goa	:	Chairman/Ex-Officio
Shri Subrahmanyam, Additional Secretary (TE) MHRD, Higher Education, New Delhi	:	Member
MHRD Representative Higher Education, MHRD New Delhi	:	Member
Dr. V.M Gadre, Professor, Department of Electrical Engineering, IIT Bombay	:	Member
Dr. Venkatesh Ganesh Prabhu Desai, Chairman, Chandranath Education Society, Assolda, Quepem , Goa	:	Member
Shri Sundeep Vasant Bambolkar, M.D, Indoco private Ltd., Goa	:	Member
Dr. C. Vyjayanthi Assistant Professor, Department of Electrical & Electronics Engineering NIT Goa	:	Member
Dr. P. Saidi Reddy Assistant Professor of Physics Department of Science & Humanities NIT Goa	:	Member
Dr. Vasantha M.H. Registrar (I/C) NIT Goa	:	Secretary

Minutes of 19th meeting of the Board of Governors (BoG) of NIT Goa

Date: 24.06.2017

Venue: Through Circulation

A Confirmation of Minutes of 18th Meeting of the Board of Governors held on 25/04/2017

Minutes of 18th meeting of the Board of Governors of NIT Goa held on 25/04/2017 were circulated among the members of the Board. No comments were received. Minutes may please be seen as Annexure I (Page no 04-13)

The Minutes 18th BoG meeting is confirmed.

The Institute had received letters F. No. 33-6/2013-TS.III dated 13th February, 2015, F. No. 24-6/2015-TS.III dated 20th October, 2015 & F. No. 33-9/2011-TS.III dated 29th May, 2017 regarding decisions taken in 9th and 10th meetings of Council of NITs held on 1st October, 2015 & 26th May, 2017, respectively.

As per the decisions taken in both the above meetings, some modifications / amendments were proposed in the First Statutes of NITs which are to be adopted by the Board of the Governors of the Institute as per the Statutes No. 5 of First Statutes of the NITs which provides, *inter alia*, that the Board shall be empowered to make, modify or cancel the Statutes with the approval of the Hon'ble Visitor, from time to time and the new Statutes, additions or amendments of the existing Statutes shall be applicable only after the assent of the Hon'ble Visitor.

Accordingly, following agenda items (B1.1 to B1.5) are placed for consideration for adoption over circulation.

Item No. B1.1: To consider and approve the modification in First Statutes of NITs 2009, regarding the appointment of Deputy Director in the NITs.

As per the amendment in Section 24 of NITSER Act, 2007 after omission of word Deputy Director, the appointment of Deputy Director in the NITs is to be made by the Board as per the Section 17 (5) and 24 (a) of NITSER Act, 2007. The manner referred in the Statutes No. 18 of the First Statutes framed by the Central Government in 2009 (called hereafter as First Statutes of NITs 2009) needs to be modified in view of the above amendments in the principal Act. The amendments proposed to be carried out in Statutes No. 18 (1) in conjunction with the amendments in Section 17 (5) and Section 24 of the NITSER Act, 2007 are as under:

Existing Statutes 18 (1)	Amendment to be made in Statutes 18 (1)
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<p>The appointment of the Deputy Director shall be made by the Visitor on the recommendation of the Selection Committee constituted by the Central Government with prior approval of the Visitor consisting of at least five members including the Chairman who are experts in the field of technical education with experience at National and International level.</p>	<p>The appointment of the Deputy Director shall be made by the Board on the recommendations of the Selection Committee constituted in terms of provisions under Statutes 23 (5) (a) of the First Statutes of NITs.</p>
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Statutes 18 (2) to 18 (5) of First Statutes shall remain as it is and appropriate modifications shall be carried out in the Contract of Service specified in Schedule – B of the First Statutes.

The copy of First Statutes and the letter from Ministry are at **Annexure A (Page No. 18 to 19) & Annexure – B (Page No. 20 to 20)** respectively.

Action taken: *The item is circulated and same is adopted.*

Item No. B1.2: *To consider and approve NITSER Council approved clause-wise amendments in the First Statutes of NITs 2009.*

The NITSER Council in its 9th meeting held on Oct 1st, 2015 approved the recommendations of the Sub-Committee on Governance and modification in the First Statutes of NITs. The clause-wise amendments in the First Statutes of the NITs were communicated by the Ministry vide OM No. F.No.34-6/2015-TS.III dated Oct 20th, 2015 through email on June 1, 2017. The proposed amendments / modifications (statutes number-wise) along with existing provisions and proposed modifications (given in red font) are placed in tabular form as below:

Proposal for modification in the First Statutes - 2009 of the National Institutes of Technology (NITs)

Statutes No.	Existing Provisions	Proposed Modifications
6 [Authentication of Orders of the Board]	All orders and decisions of the Board shall be authenticated by the signature of the Director or Registrar or any person authorized by the Board in this behalf.	All orders and decisions of the Board shall be authenticated by the signature of the Director. In absence of Director, the Registrar or any person authorized by the Board in this behalf.
8 (xiv) [Powers of the Senate]	make recommendations to the Board to disseminate knowledge through distance learning mode to various parts	make recommendations to the Board to disseminate knowledge through distance learning mode to various parts

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	of the State or country or abroad; and	of the State or country or abroad: In the cases of signing of agreement with the foreign agency, agreement may be signed with the approval of the Ministry.
10 (1) (v) [Finance Committee]	the Registrar, ex-officio, Member-Secretary: Provided that in addition to the above, the Chairman may, in consultation with the Director, co-opt a member as and when found necessary.	the Registrar, ex-officio, Member-Secretary: Provided that in addition to the above, the Chairman may invite an expert as special invitee, however, the special invitee may not have voting rights.
10 [Finance Committee]	Sequential Changes	10 (2) is to be changed to 10 (3). 10 (3) is to be changed to 10 (4) with "Four members" to complete a quorum of the Finance Committee. 10 (4) is to be changed to 10 (5). 10 (5) is to be changed to 10 (6). 10 (6) is to be changed to 10 (7). 10 (7) is to be changed to 10 (2).
11 (ii) [Powers of the Finance Committee]	give its views and make its recommendations on any financial question affecting the Institute to the Board either on the initiative of the Board or of the Director, or on its own motion.	give its views and make its recommendations of the Board on any financial proposals / issues question affecting the Institute to the Board either on the initiative of the Board or of the Director, or on its own motion.
12(1)(ii) [Building and Works Committee]	one member nominated by the Central Government not	Director or Deputy Secretary or his nominee dealing with

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	below the rank of Director or Deputy Secretary;	NITs in the Ministry and Director or Deputy Secretary or his nominee dealing with Finance of NITs in the Ministry as <i>Ex-Officio</i> Members of the Central Government;
12 (3) [Building and Works Committee]	Three members shall form a quorum for a meeting of the Building and Works Committee.	Four members shall form a quorum for a meeting of the Building and Works Committee.
12 (5) [Building and Works Committee]	A copy of the minutes of every meeting of the Building and Works Committee shall be placed before the Board.	A copy of the minutes of every meeting of the Building and Works Committee shall be placed before the Board together with the recommendations of the Finance Committee on specific proposal/proposals which requires approval of the Board.
13(1)(ii) [Powers and Functions of the Building and Works Committee]	have the power to give the necessary administrative approval and expenditure sanction for minor works and works pertaining to repair and maintenance, within the approved budgetary provision of the Institute;	have the power to give the necessary administrative approval and expenditure sanction for minor works and works pertaining to repair and maintenance, within the approved budgetary provision of the Institute; The Board will define the minor work and minor repair and maintenance in terms of quantum / expenditure.
13 (1) (iii) [Powers and Functions of the Building and Works Committee]	cause to prepare estimates of cost of buildings and other capital works, minor works, repairs, maintenance and the like;	cause to prepare estimates of cost of buildings and other capital works, minor works, repairs, maintenance and the like. The Building and Works Committee shall approve the cost estimates for minor

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		works, minor repairs and maintenance;
13 (1) (v) [Powers and Functions of the Building and Works Committee]	be responsible for enlistment of suitable contractors and acceptance of tenders and shall have the power to give directions for departmental works where necessary;	be responsible for enlistment of suitable contractors and acceptance of tenders and shall have the power to give directions for departmental works where necessary duly recommended by the Dean (P&D) of the Institute.
14 (ii) [Powers of the Chairperson, Board of Governors]	he shall have the power to send members of the staff, except the Director, of the Institute for training or for a course of instruction, outside India subject to such terms and conditions as may be laid down by the Board from time to time. Incidentally, the visit abroad by the Director shall be approved by the Chairman, National Institutes of Technology Council;	he shall have the power to send members of the staff, except the Director, of the Institute for training or for a course of instruction, outside India subject to such terms and conditions as may be laid down by the Board from time to time. The visit abroad by the Director shall be approved by the Chairman, National Institutes of Technology Council;
14 (iii) [Powers of the Chairperson, Board of Governors]	he shall execute the contract of service between the Institute and the Director or Deputy Director on behalf of the Central Government, but he shall not be personally liable of anything under such contract; and	he shall execute the contract of service between the Institute and the Director on behalf of the Central Government, but he shall not be personally liable of anything under such contract; and
17 (1) [The Director and his powers]	The Director of the Institute shall be appointed by the Visitor on contract basis on the recommendation of a Selection Committee constituted by him consisting of atleast five members including the Chairman who are experts in the field of technical education with	The Director of the Institute shall be appointed by the Visitor on contract basis on the recommendation of a Search-cum-Selection Committee constituted by him consisting of atleast five members including the Chairperson who are experts in the field of technical

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	experience at national and international level.	education with experience at national and international level.
17 (17) [The Director and his powers]	At present, there are no provisions of disciplinary powers.	The schedule of disciplinary powers for Director of the Institute shall be as enunciated in Schedule - E.
18 (1) [The Deputy Director]	The appointment of the Deputy Director shall be made by the Visitor on the recommendations of the Selection Committee constituted by the Central Government with prior approval of the Visitor consisting of at least five members including the Chairman who are experts in the field of technical education with experience at National and International level.	The appointment of the Deputy Director shall be made by the Board on the recommendations of the Selection Committee constituted in terms of provisions under Statutes 23 (5) (a) of the First Statutes of NITs.
21 [Registrar]	At present, there is no provision for review of the functioning of the Registrar in the Institute.	The review of performance of the Registrar upon completion of one years of service may be carried out by the Committee to be constituted by the Board.
23 (3) [Appointments]	For the purposes of appointments, the rules applicable to of the Central Government employees shall apply.	For the purposes of appointments in the Institute, the rules as approved by the Council of NITs or Central Government shall apply.
23 (4) [Appointments]	The Selection Committees, for filling posts under the Institute (other than the posts on contract basis) by advertisement or by promotion from amongst the members of staff of the Institute, shall be constituted in such manner as laid down	The Selection Committees, for filling posts under the Institute (other than the posts on contract basis) by advertisement or by promotion from amongst the members of staff of the Institute, shall be constituted in such manner as laid down

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	by Ministry of Human Resource Development, Department of Higher and Secondary Education, Government of India or Board from time to time by ordinances.	by Ministry of Human Resource Development, Government of India or Board from time to time by ordinances.
23 (5) (a) [Appointments]	the Selection committee for recruitment of Academic Staff (excluding the Director and the Deputy Director), or for promotion shall be as under:	the Selection committee for recruitment of Academic Staff (excluding the Director), or for promotion shall be as under:
23 (5) (d) [Appointments]	The Selection Committee for Senior Administrative and other comparable posts carrying pay scale of Lecturer and above shall be as under:-	The Selection Committee for Senior Administrative and other comparable posts carrying pay scale of Assistant Professor and above shall be as under:-
23 (10) [Appointments]	Notwithstanding anything contained in these Statutes, the Board shall have the power to make appointments of persons having special skill or knowledge to suit the emergent need of the department(s) or centre(s).	Notwithstanding anything contained in these Statutes, the Board shall have the power to make appointments of persons having special skill or knowledge to suit the emergent need of the department(s) or centre(s). In such emergent situations, the appointments shall be for a period of 12 months.
24 (i) [General Terms and Conditions of service of Permanent Employees]	Provided that the appointing authority shall have the power to extend the period of probation of any employee of the Institute for such periods as may it may deem fit.	Provided that the appointing authority shall have the power to extend the period of probation of any employee of the Institute for a period not exceeding one year.
25 [Code of Conduct for Permanent Employees]	The code of conduct for employees shall be made by each Institute in consultation with the Central Government.	The code of conduct for employees shall be made by each Institute in consultation with the Central Government. Till such time the code of conduct for employees is

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		framed, the Institute shall follow the Central Civil Services (Classification, Control and Appeal) Rules, 1965.
26 [Suspension, Penalties, Disciplinary Proceedings]	The Section provides for Suspension, Penalties, Disciplinary Proceedings for the permanent employees.	The rules are identical to CCS (CCA) Rules, 1965, therefore, it is propose to delete the same.
29 [Provident Fund and Pension Scheme]	Employees of the Institute appointed prior to 1.1.2004 will be governed by Central Civil Services (Pension) Rules, 1972 and Central provident Fund (Central Services) Rules, 1960 and the Employees appointed on or after 1.1.2004 will be governed by New Pension Scheme of Central Government.	Employees of the Institute appointed prior to 01.01.2004 will be governed by Central Civil Services (Pension) Rules, 1972 and General Provident Fund (Central Services) Rules, 1960 and the Employees appointed on or after 01.01.2004 will be governed by New Pension Scheme of Central Government.

NOTE: Statute No. 17 (1) [The Director and his powers] and Statute No. 23 (5) (a) [Appointments] are again amended in 10th meeting of NITSER Council held on 26th May, 2017 and are placed in separate agenda item.

The copy of First Statutes and the letter from Ministry are placed at **Annexure – C (Page No. 21 to 25) & Annexure – D (Page No. 26 to 26)** respectively.

Action taken: *The item is circulated and same is adopted*

Item No. B1.3: *To consider and approve following amendment / modification in the First Statutes of NITs.*

In the 10th meeting of Council of NITs, it was also approved to modify in Statute 17 (1) pertaining to constitution of the Selection Committee for the selection of Director and Statute 23 (5) (a) may also be amended and the RRs shall be made part of the Statutes of NITs. Therefore, following amendments to the Statutes 17 (1) & 23 (5) (a) are proposed for adoption by all Board of Governors (BoG).

Statutes No.	Existing Provisions approved in 9 th meeting of NITSER Council	Proposed Modifications approved in 10 th meeting of NITSER Council

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17 (1) [The Director and his powers]	The Director of the Institute Shall be appointed by the Visitor on contract basis on the recommendation of a Search-cum-Selection Committee constituted by him.	The Director of the Institute Shall be appointed by the Visitor on contract basis on the recommendation of a Search-cum-Selection Committee constituted by him consisting of atleast five members. The Chairperson of the Council shall be its Chairperson and the Secretary of the Department of Higher Education or his representative shall be one its members besides three other experts in the field of technical education with experience at national and international level.
23 (5) (a) [Appointments]	the Selection committee for recruitment of Academic Staff (excluding the Director), or for promotion shall be as under:	The recruitment of Academic Staff (excluding Director), or promotion shall be as under

The copy of First Statutes and the letter from Ministry are placed at **Annexure – E (Page No. 27 to 28) & Annexure – F (Page No. 29 to 30)** respectively.

Action taken: The item is circulated and same is adopted.

Item No. B1.4: *To consider and approve new Recruitment Rules (flexible faculty structure) for faculty, approved by NITSER Council in its 10th meeting.*

The NITSER Council in its 10th meeting held on May 26th, 2017 has approved the new Recruitment Rules (flexible faculty structure) in place of Recruitment Rules for Faculty positions under 4-tier flexible structure communicated vide dated 15th January, 2014. The new Recruitment Rules for faculty positions in the flexible faculty structure as communicated by the Ministry vide letter F. No. 33-9/2011-TS.III dated 29th May, 2017 are placed below for the consideration and approval of the Board.

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

1. Cadres

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Designation, Pay Band and Academic Grade Pay	Essential Qualification	Essential Requirements	Cumulative Essential Credit Points
*Assistant Professor (On contract) PB-3 with Grade Pay of Rs.6000/-	Ph.D.	NIL	NIL
*Assistant Professor (On contract) PB-3 with Grade Pay of Rs.7000/-	Ph.D.	01 year post Ph.D. experience of Teaching and Research in Institution of repute/ Industry	10
*Assistant Professor PB-3 with Grade Pay of Rs.8000/- with a minimum pay of Rs.30000/-	Ph.D.	03 years after Ph.D. or 06 years total teaching and research Experience in reputed academic Institute/R&D Labs/relevant industry	20
Associate Professor PB-4 with Grade Pay of Rs.9500/- with a minimum pay of Rs.42800/-	Ph.D.	(6) years after Ph.D. of which at least 3 years at the level of Assistant Professor with AGP Rs.8000/- Or (9) years total working experience, of which 3 years should be after Ph.D., with at least 3 years at the level of Assistant Professor with AGP Rs.8000/-.	50
Professor PB-4 with Grade Pay of Rs.10500/- With minimum pay of Rs.48000/-	Ph.D.	10 years after Ph.D. or 13 years total working experience, out of Which 07 years should be after Ph.D. at least 03 years at the level of Associate professor with AGP of Rs.9500/- or 04 years at the level of Associate Professor with AGP of Rs.9000/- or combination of Rs.9000/- and Rs.9500/- or equivalent in an Institution of repute/R&D lab or relevant industry.	80

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Professor (HAG Scale) Rs.67000– 79000	Ph.D.	Six years as Professor with AGP of Rs.10000/-or Rs.10500/-or a combination of Rs.10000/- and Rs.10500/- in an Institute of National Importance.	150
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2. **Notes:**

1. Any change in the grade pay will be through open advertisement and on recommendation of duly constituted selection committee, except where specifically exempted in these Rules.
2. All new entrants shall have Ph.D. in the relevant/equivalent discipline and shall have first class in the preceding Degrees.
3. For existing faculty members who completed their Ph.D. along-with their normal teaching load of Institute/QIP, the enrolment period of Ph.D. will be counted as teaching experience.
4. Contribution to Institute Administration should be recommended by concerned Head / Chairman and approved by the Director. Contribution to departmental Administration should be recommended by concerned Head and approved by the Director.
5. For the departments which are not having any vacancy, movement in higher AGP/cadre will be carried out as per prescribed selection process but it will be restricted to only for serving faculty members of the respective departments.
6. One time measures at the time of notification of these Rules: The permanent faculty members who have put in more than 10 years experience, but have not acquired Ph.D. qualification will be mapped into flexible faculty structure as per following norms:
 - a) Permanent faculty with age 50 or above:
 - i. The Assistant Professors with AGP of Rs.7000/- shall be mapped at the level of Assistant Professor with AGP of Rs.8000/-, provided they have atleast 10credit points in their life time.
 - ii. The Assistant Professors with AGP of Rs.8000/- shall be mapped at the level of Associate Professor with AGP of Rs.9500/-, provided they have atleast 25 credit points in their lifetime.
 - iii. The Associate Professors with AGP of Rs.9000/- shall be mapped at the level of Associate Professor with AGP of Rs.9500/-,provided they have atleast 25 credit points in their lifetime.

Provided, they have been found suitable through a Selection Committee duly constituted under the Statute.
 - b) Permanent faculty members less than 50 years of age will be sponsored for Ph.D. in any of the IITs/NITs duly providing a facility to take study leave of three-years from their respective NIT. On completion of the Ph.D., they shall compete to get into flexible faculty structure as per the new recruitment rules.
7. For faculty in the department of Architecture following will be essential qualificationwithoutinsistingoncreditpointrequirementsatAssistant Professor level:
 - M.Arch./M.Plan. with 01 year professional experience

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:
Assistant Professor at AGP of Rs.6000/-

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

3. Credit Point System

The following shall be the credit point system:

S. No.	Activity	Credits points
1.	One external Sponsored R&D Projects completed or ongoing/ Patent granted	8/project or 8/patent as inventor (In case of more than one person in a Project, the Principal Investigator gets 5 credit points and the rest to be divided equally among other members)
2.	Consultancy projects	2 Credit points @ Rs. 5 lakhs of consultancy, subject to maximum of 10 Credit points
3.	Ph.D. completed (including thesis submitted cases)	8 per Ph.D. student. (In case there are more than one supervisor, then the Guide (1 st Supervisor) gets 5 credit points per Student and the rest to be divided equally among other supervisor(s))
4.	One Journal papers in SCI / Scopus (Paid Journals not allowed)	4 per paper since the last promotion. First author/Main supervisor will get 2 and rest Will be divided among others.
5.	One Conference paper indexed in SCI / Scopus / Web of science Conference / any internationally renowned conference	1 credit points/paper upto a maximum of 10 credit points. First author/Main Supervisor will get 0.6 and rest will be divided among the rest.
6.	HOD, Dean, Chief Warden, Professor Incharge (Training & placement), Advisor (Estate), CVO, PI (Exam), TEQIP (Coordinator)	2 points per semester up to a max of 16 credits points since the last promotion.

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7.	Warden, Assistant wardens, Associate Dean, Chairman/ Convener institute academic committees, Faculty Incharge Computer Center/IT Services /library/Admission/student activities and other institutional activities,	1 Credit/Semesters up to a maximum of 8 credit points since the last promotion.
8.	Chairman and Convener of different standing committee and special committee (Ex officio status will not be considered).Faculty incharges. (Each for one year duration)of Different Units or equivalent	0.5 Credit/Semesters up to a max. of 3 credits points since the last promotion.
9.	Departmental activities identified by HOD like lab in charges, or department level Committee for a min. Period of one year.	0.5Credit/Semesters up to a max of 3 credits points since the last promotion.
10.	Workshop/FDP/short term courses of min 05 working days Duration offered as coordinator Or convener	2 per course up to a maximum of 8 credits since the last promotion.
11.	For conducting national programs like GIAN etc. as Course coordinator Program of 2 week duration Program of 1 week duration	2 credit points per course up to a max of 4 credit points since the last promotion. 1 credit points per course up to a max of 2 credit points since the last promotion.
12.	National / International conference organized as Chairman/Secretary	3 per program up a max of 6 credits points since the last promotion.
13.	Length of service over and above the relevant minimum teaching experience required for a given cadre	2 credit points per year with maximum of 10 credit points since the last promotion.
14.	Establishment of New Lab(s)	4 credit points since the last promotion.

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

The copy of letter from Ministry is placed at **Annexure – G (Page No. 31 to 36)**.

Action taken: The item is circulated and same is adopted.

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Item No. B1.5: Permission for the release of advertise of recruitment for faculty and non-teaching staff

The action plan is submitted to MHRD and previous advertisement was in the month of June 2016 which was not executed. This may be necessary for the smooth conduction of the academic and administration work.

Action taken: The item is circulated and same is adopted.



**Registrar (I/C),
Secretary,
BoG NIT Goa.**