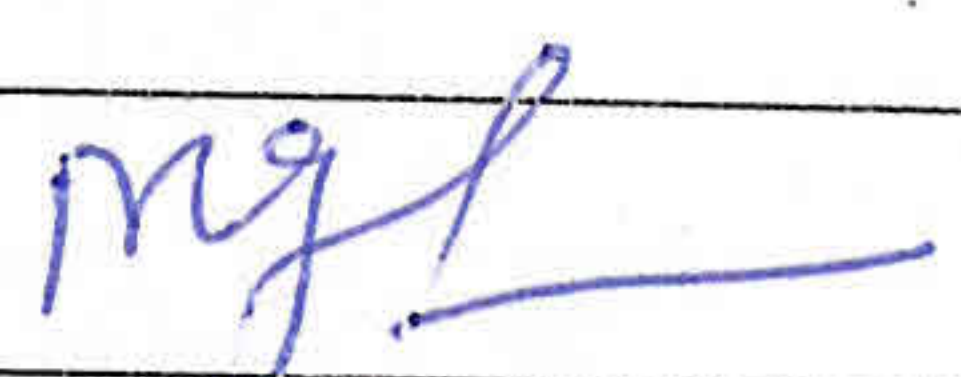


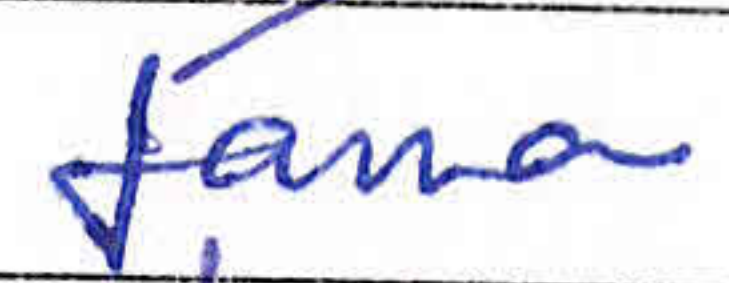
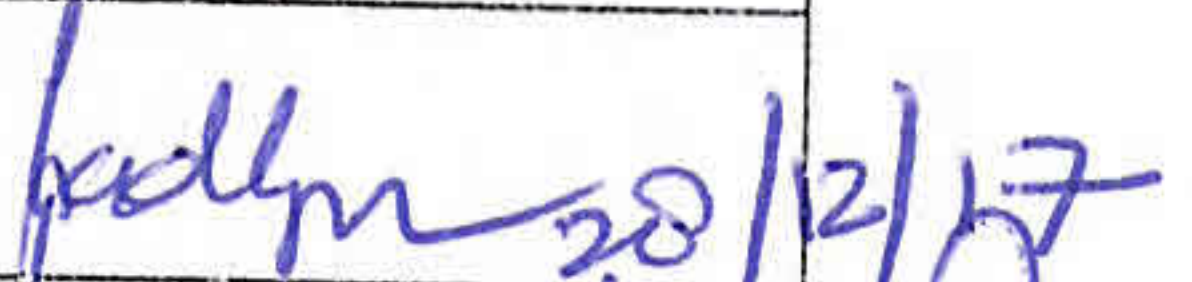



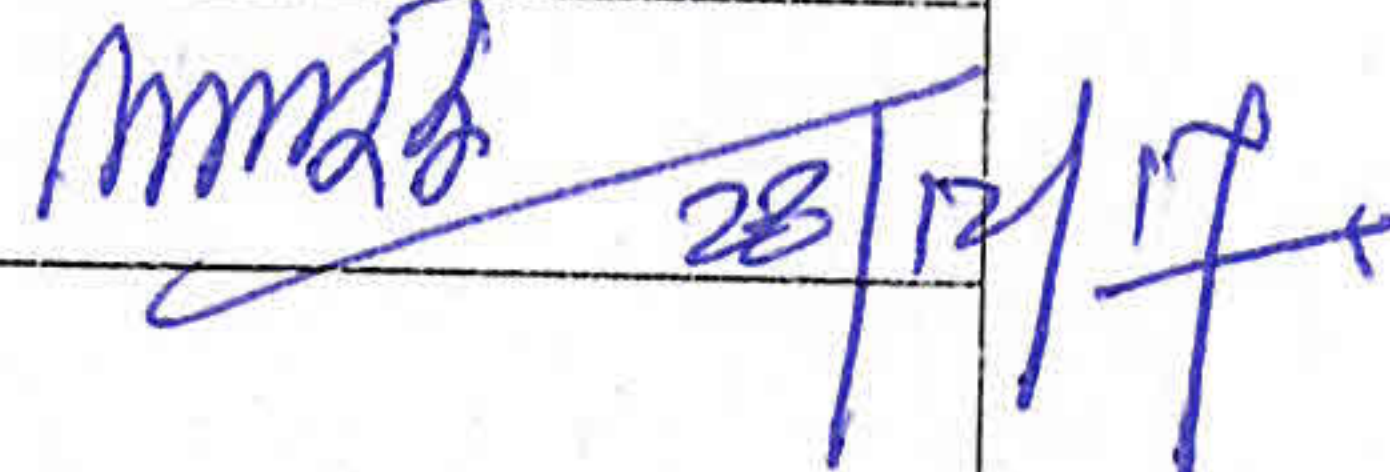


National Institute of Technology Sikkim
Ravangla, South Sikkim-737139

9th Meeting of the Board of Governors, NIT Sikkim

Date: 28/12/2017

Sl. No.	Name	Designation	Email id & Phone No.	Signature
1	Prof - M. C. GOVIL	Director & Chairman etc		
2	Darshan M Dabre (MHRD)	JS (FA MHRD)		
3	A. K. Ghosh, US	Representative of SS (TR)		
4	Mr Nirmal Kumar	Secretary		
5	G. P. Upadhyaya	Addl. C.S. HRDD Govt of Sikkim		
6	UGYEN CHOPEL	DIRECTOR J.B.L Scheme		
7	Achintesh Narayan Biswas	Member		
8	Dr. Sangram Raj.	Member		
9	CHANDAN MAHANTA	IITG		
10				

National Institute of Technology Sikkim

Minutes of the 9th meeting of the Board of Governors

The 9th meeting of the Board of Governors of National Institute of Technology Sikkim was held under the chairmanship of Professor M.C. Govil, Director, NIT Sikkim on 28th December, 2017 at 3:00 PM in the NIT Transit House, Safdarjung, New Delhi. The following members were present:

- | | |
|---|---------------------|
| 1. Prof. M. C. Govil
Director & Chairman (I/C), NIT Sikkim | Chairman |
| 2. Mrs. Darshana M Dabral, Joint Secretary
Finance Advisor, MHRD, GOI, New Delhi | Member |
| 3. Shri Ugyen Chopel
State Nominee | Member |
| 4. Shri G.P. Upadhayay,
Additional Chief Secretary, HRDD, Government of Sikkim | Member |
| 5. Prof. Chandan Mahanta
Professor & Dean Student Affairs IIT Guwahati
(Representative of Director, IIT Guwahati) | Member |
| 6. Shri A. K. Singh,
Under Secretary NITs, MHRD, GOI, New Delhi | Member |
| 7. Dr. Achintesh N Biswas,
Assistant Professor, Chemistry, NIT Sikkim | Member |
| 8. Dr. Sangram Ray
Assistant Professor, CSE, NIT Sikkim | Member |
| 9. Dr. MD. Nurujjaman
Registrar (I/C), NIT Sikkim | Member
Secretary |
| 10. Shri Sahil Minda
NIT Sikkim | Invited
Member |
| 11. Shri A. N. Singh,
AE, CPWD, Gangtok, Sikkim | Invited
Member |

At the outset of the meeting the Chairman welcomed all the members present and thanked them for sparing their valuable time for attending the meeting. The chairman also apprised with the progress and problems faced by the Institute at the present temporary location as the land for the Institute has not been allotted by the State Government. The BoG again placed on record its appreciation for the Director and his team of faculty and staff, for their sincere efforts towards developing the Institute and also for the impressive placement statistics of the students in current years in-spite of its remote location and the problems associated with temporary campus. The following were the decisions taken on the Agenda items after due deliberations:

Jama

mgf

Item no.09.01: To confirm the minutes of the 7th meeting of the Board of Governors held on 27th February, 2017.

The minutes were confirmed

Item no.09.02: To confirm the minutes of the 8th meeting of the Board of Governors held by circulation dated 14.06.17.

The minutes were confirmed.

Item no.09.03: To report the Action taken on agenda/decisions taken in the 7th and 8th meeting of the Board of Governors held on 27.02.17 and by circulation dated 14.06.17, respectively.

a) Action Taken Report (ATR) on the decisions taken in the 7th meeting of the BoG as follows:

Agenda item	Decision	Action
07.01	Confirmation of the minutes of the 6 th meeting of the Board of Governors held on 27 th Nov. 2015 in Kolkata.	Confirmed.
07.02	Reporting the Action taken on agenda/decisions taken in the 6 th meeting of the Board of Governors held on 27 th November 2015 in Kolkata and other reports from the Director.	No action required.
07.03	Organization of the first convocation of NIT Sikkim on 18 th March, 2017 at Ravangla.	Successfully completed.
07.04	Consideration of: I) BoG noted the minutes of BWC held on 13 th February, 2017 at IEST Shibpur. The observation of 3 rd Finance Committee recorded as Item no. 03.05 of BWC should be taken care of. BoG also advised to NIT Sikkim for hiring the buildings at nearby locality to address the immediate crisis of space for academic as well as accommodation for student, staff and faculty. II) The BOG approved the minutes of meeting of 3 rd Finance Committee held on 27/02/2017. III) Annual Report 2014-15 is approved.	Implemented
07.05	Approval of Budget for 2017-2018	Implemented
07.06	Approval of 2013-15 transaction audit report of NIT Sikkim by AG.	No action required

07.07	Adoption of Compliance of provisions of the NITSER Act, 2007 and First Statutes for NITS - regarding through vide letter No. F. No. 41-6/2015 TS III dated 6 th May, 2016.	Adopted
07.08	To consider the conversion of the two faculty members, Dr. Aurobinda Panda and Dr. Pradeep Kumar, from Assistant Professor (Purely Contractual) position to Assistant Professor (On-contract) with AGP of Rs.6,000/- on completion of PhD and consider their five increments.	Included as agenda No 09.18 in 9 th BoG.
07.09	Consideration of increase in number of posts of ad-hoc faculty and enhancement of salary for ad hoc faculty and staff	Included as Agenda No. 09.20 & 09.21 in 9 th BoG.
07.10	Implementation of the Cumulative Professionals Development Allowance (CPDA) guidelines.	Adopted
07.11	Reporting of joining of Regular Staff (up to GP ₹ 4200) and to consider the recommendation of Selection Committee for staffs and officers positions of GP ₹ 5400 and above.	No action required.
07.12	Consideration of the protection of pay of Ms. Jeneeta Joseph appointed as accountant.	To be referred to MHRD.
07.13	Adoption of the guidelines of medical benefits for regular faculty and staff	CS(MA) rules applicable to NIT employees have been adopted
07.14	Creation of two posts of Medical Officer considering the unavailability of Doctor due to remote location of the Institute.	The doctors are engaged on visiting basis.

b) Action Taken Report (ATR) on the decisions taken in the 8th meeting of the BoG as follows:

Agenda item	Decision	Action
8.01	To adopt the modifications in the First Statutes of NITs as approved by Council of NITSER in its 9 th meeting held on 1 st October, 2015 at NIT Warangal and communicated through MHRD letter no. F.No. 34-6/2015-TS. III dated Oct. 20, 2015.	Adopted

Jaman

mgl

8.02	To adopt the new recruitment rules for faculty in the NITs as approved by Council of NITSER in its 10 th meeting held on 26 th May 2017 and communicated through MHRD letter no. F.No. 33-9/2011-TS III dated 29 th May, 2017	Adopted
8.03	To adopt the modification in the statute 17(1) of the First statute of NITs pertaining to constitution of the Selection Committee for the selection of the Director as approved by Council of NITSER in its 10 th meeting held on 26 th May 2017 and communicated through letter no. F.No. 33-9/2011-TS. III dated 29 th May, 2017.	Adopted

Item no. 09.04: To consider and approve the travel of faculty and staff members of NIT Sikkim in flights other than Air India.

The agenda was discussed and looking at the remoteness of the Institute and less number flights or no flight of Air India from the nearest airport, Bagdogra, BoG approved in-principal the travel of faculty and staff members of NIT Sikkim in flights other than Air India. However, it was decided to forward such requests to MHRD for approval on case by case basis. In case of the emergency, the director is empowered to approve the same and a post facto approval will be sought from the ministry.

Item no. 09.05: To consider and approve the grant of CPDA to the Assistant Professors appointed in the AGP ₹7000 (on contract), AGP ₹6000 (on contract) and AGP ₹6000 (Purely on contract for 5 years).

The BoG decided to refer the matter to MHRD for clarification.

Item no. 09.06: To consider and approve one-time research grant of ₹10.0 lakh to the eligible regular faculty members having PhD, against suitable research proposals.

BoG deliberated on the proposal and agreed in-principle. BoG advised that the detailed guidelines related to utilization of the research grant are to be framed in order to ensure proper utilizations of the resources/equipment purchased out of this grant. The same shall be put up in the next meeting of FC & BoG.

Item no. 09.07: To consider and approve the revised estimates of the ongoing civil works submitted by the CPWD.

The Board deliberated on the revised estimation and the deviation in the cost of the works of Shed-I, Shed-II and Shed-III. It was noted that the issue was discussed in the FC and keeping in view of the recommendations of the FC, it was decided to constitute the following committee:

- 1) Mr. Ugyen Chopel (Member BoG), Chairman
- 2) One Professor of Civil/Structural Engineering from IIT Guwahati



3) One faculty member of Civil Engineering from NIT Sikkim

It was desired to get the committee report preferably by January 31, 2018, so that necessary actions can be taken at the earliest.

Item no. 09.08: To consider and approve the change of cadre from Assistant Professor (Purely on contract for 5 years) with AGP ₹6000/- position to Assistant Professor (on contract) with AGP ₹6000/- on completion of PhD and to grant non-compounded increment as per rules.

The BoG decided to refer the matter to MHRD for clarification.

Item no. 09.09: To consider and approve the grant of National Pension Scheme (NPS) to faculty members appointed in the AGP ₹6000 (purely on contract for five years).

The BoG decided to refer the matter to MHRD for clarification.

Item no. 09.10: To consider and nominate two members of the BoG on the Finance Committee.

As per the statutes, the following BoG members were nominated on the Finance Committee (FC) of the Institute.

- 1) Mr. Ugyen Chopel, State Govt. Nominee on the BOG
- 2) Dr. Achintesh N Biswas, Assistant Professor, Chemistry, NIT Sikkim.

Item no. 09.11: To consider and approve the implementation of the 7th CPC recommendations for the faculty and staff members.

BoG adopted 7th CPC recommendations for the faculty members as per the communication from MHRD dated 27th October 2017 [F. No. 15-4/2017-TC] and permission to implement the same was also granted. Arrears are to be disbursed based on the availability of fund.

In principle approval to adopt and implement the 7th CPC recommendations for the non-teaching staff as and when received from the ministry was also granted.

Item no. 09.12: To consider and approve the adoption of the new faculty recruitment rules and subsequent communication from the MHRD.

The agenda was approved as proposed. The communications received from the MHRD for the faculty recruitment rules, anomaly committee recommendations, latest clarifications, procedures and guidelines etc. for recruitment of faculty in NITs & IEST were approved and adopted by the BoG.

Item no. 09.13: To sanction additional faculty positions and initiate the recruitment process.

The agenda was approved as proposed.



Item no.09.13.01: To sanction additional faculty positions.

US(NITs) representing NIT bureau of MHRD informed that the process of sanctioning additional faculty positions for NIT Sikkim is in progress.

Item no.09.13.02: To initiate the process of recruitment against faculty positions and vertical mobility of internal faculty to higher post/grade as per the new faculty recruitment and guidelines.

The board granted permission to initiate the recruitment process for the above as per the recent rules and regulations received from the Ministry. The advertisement for the same will be issued after receiving the additional sanctioned posts from the MHRD.

Item no. 09.14: Recruitment against the non-teaching positions.

The agenda was approved as proposed.

Item no. 09.14.01: To declare the recommendations of the selection committee as null & void.

The BoG declared the recommendations of the selection committee for the following non-teaching posts [vide advertisement no. *NITS/Admn/Rectt./Reg/Staff/Non faculty/2015-16/589 dated 09/12/2015*] null and void as the recommendations were more than one-year-old.

- a) Registrar (Date of interview: 17/03/2016),
- b) Assistant Librarian (Date of interview: 15/05/2016),
- c) ICT Officer (Date of interview: 26/06/2016),
- d) Student Activity (SAS) Officer (Date of interview: 17/07/2016),
- e) Assistant Registrar (Date of interview: 18/07/2016)

The board also granted permission to initiate the recruitment process against the vacant posts as per the recent rules and regulations received from the Ministry. The advertisement for the same will be issued after receiving the additional sanctioned posts from the MHRD.

It was also informed to the board that some ad-hoc staff members are working in the Institute for long time. It is proposed that the age criteria may be relaxed for such candidates.

The BoG decided to refer the matter of age relaxation to MHRD for clarification and further instruction.

Item no.09.14.02: To sanction additional non-teaching positions.

It was informed that the Institute has submitted a request to the ministry to sanction additional non-teaching posts as per the new norms as it is essential to manage and discharge all the functions of the Institute properly. The US(NITs) representing NIT bureau of MHRD informed that the process of sanctioning additional non-teaching posts as submitted by the Institute is in progress.

Item no.09.15: Telephone/communication facility to faculty and staff.**Item no.09.15.01: To consider and approve the Closed User Groups (CUG) plan.**

Director informed the board that the Institute is operating from temporary campus which does not have BSNL landline services and any other communication facility in the offices. The facility of telephone and internet is essential for the faculty and staff in the offices and to office bearers. The only possible and efficient solution in places like Ravangla is to have mobile connectivity which is more robust and practical to discharge assigned duties. Therefore, it was proposed to provide mobile telephone/communication facility to the employees through Closed User Groups (CUG) plan from reputed service provider/companies. The CUG plan will be a cheaper solution and reliable as felt for this location.

BoG deliberated on the proposal and approved the same. It was decided to invite proposals from the mobile telephone service provider companies through competitive bidding process. A five-member committee shall be constituted by the director for the same. Only technically qualified companies shall participate in the financial bidding process. The director is empowered to approve the recommendations of the committee to take the CUG plan. This also bears the approval of the FC.

Item no. 09.15.02: To consider and approve the reimbursement limit for telephone facility.

As the Institute is operating from temporary campus which does not have BSNL landline services and any other communication facility in the offices. The facility of telephone and internet is essential for the faculty and staff in the offices and to office bearers even after Institute hours. The BOG was apprised of the same and deliberations on the matter were made. The BOG approved the recommendations of the 4th FC for monthly reimbursement limit against the telephone/communication expenses to different category of employees of the Institute as given below:

S. No.	Designation	Monthly Limit (Rs.)
1	Director	As per Secretary to GOI
2	Registrar	1000.00
3	Deans, Associate Deans, Heads, FIC of major activities, PA/PS to Director & Registrar	750.00
4	Professors, Associate Professors, Executive/Assistant Engineer	600.00
5	Assistant Professors, Deputy/ Assistant Registrar, Accountant, JE or equivalent administrative posts	500.00
6	Technical and other ministerial staff	400.00
7	Supporting staff	300.00
8	Outsourced manpower (as decided by the authority of the Institute)	200 to 300

Jaman

mgl

Item no. 09.16: To consider and approve the hiring of an alternative internet leased line in addition to the existing connection provided by BSNL under NKN scheme.

The Institute is functioning from a temporary campus at Ravangla, which is a remote place and small town. Director briefed on the frequent disruption of the internet connectivity of BSNL. Erratic internet connection creates problems, hampers academic, placement and administrative activities. Moreover, there is unrest among the students due to non-availability of internet or very low band-width. Also, other digital initiatives cannot be efficiently implemented due to poor connectivity.

The FC in its 4th meeting dated December 28, 2017 has recommended for hiring of alternate (backup) internet leased line of 256 mbps from an internet service provider through open bidding process with an estimated cost of Rs.40.0 lacs per year.

The BOG accorded the approval for the same.

Item no. 09.17: To consider and approve the enhancement of consolidated monthly salary/remuneration to ad-hoc and guest faculty members.

BOG deliberated on the need for revision of the remuneration for above faculty cadre in light of various difficulties at the temporary remote location of NIT Sikkim. The same was recommended by the finance committee. The BOG approved the proposed monthly salary/remuneration as given below.

Position	Existing (in ₹)	Proposed (in ₹)
Ad-hoc/temporary/guest faculty with Ph.D. in Engineering	50,000 to 58,000	65,000 to 80,000
Ad-hoc/temporary/guest faculty with Ph.D. in Science, Humanities and Management	50,000 to 58,000	60,000 to 75,000
Ad-hoc/temporary/guest faculty without Ph.D. in Engineering	40,000 to 48,000	50,000 to 60,000

It was also approved that the engagement and salary to be paid will be decided by the four-member committee consisting of External expert(s), Deans, HoDs constituted by the director under his chairmanship. The remuneration/salary will be based on the qualification, experience and performance. Further, it was also discussed that senior level faculty is not available in the Institute and decided that if a senior faculty with adequate experience is available the committee may recommend higher salary/honorarium than above. The director is granted financial and administrative powers to approve the same.

The BOG accorded the approval for the same.



Item no. 09.18: To consider and approve the enhancement of consolidated monthly salary/remuneration to ad-hoc and contractual staff members.

The board deliberated on the need of revision of the remuneration for temporary/ad-hoc staff members considering unavailability of suitable manpower in the remote location of Ravangla. The same are approved in the 4th FC with a rider to engage temporary/ad hoc staff only against vacant posts. The BOG approved the proposed monthly salary/remuneration as given below.

Post/cadre	payment per month (₹)
Assistant Librarian/Assistant Registrar/Sports Officer or equivalent	₹40,000 to ₹65,000
Superintendent/Accountant/Secretary/Technical Assistant or equivalent	₹ 30,000 to ₹45,000
Senior Assistant/Steno or equivalent	₹ 20,000 to ₹35,000
Junior Assistant or equivalent	₹ 18,000 to ₹30,000

It was also approved that the engagement and salary to be paid will be decided by the 3-member committee consisting of Deans and Registrar as constituted by the director. The salary/remuneration will be based on the qualification, experience and performance. The director is granted financial and administrative powers to approve the same.

The BOG accorded the approval for the same.

Item no. 09.19: To consider and approve the adoption of World Bank guidelines for implementation of TEQIP-III and delegation of administrative and financial powers to the director for timely execution of all related activities.

BoG approved the adoption of the World Bank guidelines for implementing TEQIP III activities in the Institute as per recommendation of FC. The delegation of financial/ administrative powers will be as per guidelines of TEQIP III/GFR 2017. Director will ensure timely execution of all related activities.

Item no. 09.20: To consider and approve to conduct the 2nd Convocation of NIT Sikkim in the month of February, 2018 at Gangtok, Sikkim.

The proposal for the conduct of the 2nd convocation of NIT Sikkim at Gangtok in the month of February/March, 2018 was approved by the board. It was also informed to the board that Hon'ble Chief Minister, Sikkim is requested to be the chief guest of the convocation and one of the guest of honor will be the Minister of HRDD, Govt. of Sikkim. The confirmation is awaited.

Jamun

mgl

Item No:09.21: To consider and adopt the MHRD guidelines for compassionate appointment for dependents of employees of the Institute vide letter no. F.No.18-7/2017-TS III, dated 7th July 2017.

The guidelines concerning compassionate appointment for dependents of the employees of NITs and IEST Shibpur issued by MHRD vide letter no F.No. 18-7/2017-TS III dated July 7, 2017 was adopted by the board.

Item no. 09.22: To consider and approve the annual accounts for the Financial Year 2016-17.

The Annual Accounts for the Financial Year 2016-17 was noted.

Item No: 09.23: To discuss the Site Selection for permanent campus of NIT Sikkim.

The Institute is operating from the temporary campus for last 7 years and the land for the permanent campus is yet to be identified and allotted. The members discussed the matter in length and requested Mr. G.P. Upadhayay, Additional Chief Secretary, HRDD, Govt. of Sikkim to look into the matter. Mr. Upadhayay informed the board that the State Government has been doing everything possible to provide land for the permanent campus of the Institute at a convenient location. However, given the nature of available lands in the state of Sikkim and practical issues, the State is facing difficulty in identify large plot of contiguous land at proper locations. Mr. Upadhayay requested the board to consider less area for permanent campus of NIT Sikkim approx. 40-50 acres to start with. The other members also supported his proposal and requested him to identify land. However, it was felt that this area will not be sufficient looking into future expansion for such Institutions. The members asked to take up the matter at MHRD level to discuss minimum land requirement and location.

Item no.09.24: To consider and approve the nomination of the external expert members on the Senate, NIT Sikkim.

The NIT Sikkim was established in the year 2010 and running 6 UG programs and 3 PG programs. The Institute is having very young faculty members and all are at Assistant Professor level. To ensure the academic growth of the Institute and to bring stability in the academic affairs, BOG also felt that it is necessary to induct few more senior faculty members in the senate as specified in the statute. BoG approved the proposal of inviting three more external members from engineering and technology field on the senate from IITs/NITs and other technical institutions in addition to three external members as per the statutes. Looking at the remoteness of the Institute and availability of experts the proposed revised list is approved and members will be invited based on their availability. This will ensure quality of teaching learning process and effective implementation of good academic practices.

The BOG accorded the approval for the same.



Agenda for Ratification

Item no.09.25.01: To ratify the audited accounts, SAR and the Annual report for FY 2015-16.

The audited accounts, SAR and the Annual Report for the financial year 2015-2016 were ratified.

Item no.09.25.02: To ratify the nomination of the members on the Building and Works Committee, NIT Sikkim as per the statutes.

The following members were nominated on the Building and Works Committee and approved by the chairman BOG.

- 1) Shri Rodan Thapa, Chief Engineer, Energy & Power Department, Govt. of Sikkim, Gangtok, Sikkim.
- 2) Shri Manish Kumar, Registrar, PEC University of Technology, Chandigarh

The BOG approved the same.

Item no.09.25.03: To ratify the mobility support, foods & accommodation charges to the students travelling for Placement drives, sports and other activities.

The following mobility assistance for students travelling for various activities including placement at other Institutes/industries etc. was approved by the board:

- 1) NIT Sikkim to NJP: upto ₹350/ (Three fifty only)
- 2) Outstation travel via sleeper class in train.
- 3) Accommodation and food charges ₹1000/ per day/head.

The board also empowered the Dean, Student Affairs to sanction travel and other charges based on the activity on case basis with the approval of the director.

The BOG accorded the approval for the same.

Agenda for Reporting:

Item no.09.26.01: To report the minutes of the 6th meeting of the Senate dated 18.08.17.

The minutes were noted and approved.

Item no.09.26.02: To report the minutes of 4th Building & Works Committee held on 22nd December, 2017.

The minutes of the Building and Works Committee were noted and approved.

Item no.09.26.03: To report the minutes of the 4th Finance Committee meeting held on 28th December, 2017 at New Delhi.

The minutes were noted and approved.

Jaman

mgl

Item no.09.27: Any other agenda item with the permission of the Chair.

Item no.09.27.01: To constitute the Purchase Committee for the procurement of goods/ services/ civil works under TEQIP III.


The board approved the following institutional purchase committee for the procurement of goods/ services/ civil works under TEQIP III.

- 1) Coordinator, TEQIP III
- 2) Nodal Officer, Procurement, TEQIP III
- 3) Nodal Officer, Finance, TEQIP III
- 4) Two HoDs by rotation
- 5) Two faculty members among which one will be from the concerned department
- 6) Registrar
- 7) One representative from Accounts Section

Item no.09.27.02: To consider and adopt the recommendations of oversight committee for removal of anomalies of Non-teaching staff and revised recruitment rules for non-teaching in the NITs regarding vide letter no. F.33-2/2012-TS.III dated 20.12.2017.

The board adopted the recommendations of oversight committee. It was also informed that some staffs are working in the Institute for long time. It is proposed that the age criteria may be relaxed for such candidates. The BoG asked to refer the matter of age relaxation to MHRD for clarification and further instruction.

The meeting ended with vote of thanks to the chair.


(Dr. MD. Nurujjaman)
Registrar(I/C)


(Prof. M.C. Govil) 19/11/2018
Director & Chairman(I/C)