

National Institute of Technology Rourkela

MINUTES

28th MEETING OF BOARD OF GOVERNORS



DATE : 2nd December, 2011 (Friday)

Time : 2.30 P.M.

**Venue : Conference Hall, Hotel Swasti
Premium, Bhubaneswar.**



Name and Address of the members of the Board of Governors

N.I.T., Rourkela. (Ref: MHRD Order No.F14.-3/2011-TS.III dt.31.03.2011)

Sl.No	Name	Contact No.
1.	Sri B. S. Sudhir Chandra Director (Project & Planning) & Chairman, BOG, NIT, Rourkela, Bangalore Metro Rail Corporation Ltd. 3rd Floor, BMTC Complex K.H.Road, Shanthinagar, Bangalore - 560 027.	Ph: 080-22969206 (Direct) 080-22969300/22969301(O) 080-42078841 Mobile: 09886073352 Fax No: 080-22969222/22969316 Email: sudhirchandra@bmrc.co.in/ bssudhirchandra@yahoo.com
2.	Prof. Sunil Kr Sarangi Director National Institute of Technology Rourkela -769 008 (Odisha)	0671- 2462001 (O)/ 2472050(O) Mob: 9437041081 Fax: 2472926/ 2462022 E. Mail: director@nitrrkl.ac.in
3.	Shri Ashok Thakur, IAS Special Secretary, Government of India Ministry of Human Resource Development, Shastri Bhavan New Delhi- 110 001.	Tel: 011-23383202 Fax: 011-23387797 Email: athakur.edu@nic.in
4.	Additional Secretary & Financial Advisor, MHRD, Govt. of India, Dept. of Secondary & Higher Education, Shastri Bhawan, New Delhi – 110 001.	Ph. No. 011-23382696 Fax No. 011-23070668
5.	Dr. R. K. Bhandari, Director, Govt. of India, Department of Atomic Energy Variable Energy Cyclotron Centre, Sector – 1, Block – AF, Bidhan Nagar, KOLKATA- 700 064.	Ph: 033-23345125/ 23598683 Fax- 033 2334-6871/ 033-23341110 M- 09830339016 E-mail: bhandari@veccal.ernet.in
6.	Prof. (Mrs.) Rintu Banerjee Professor Agriculture & Food Engineering IIT, Kharagpur – 721 302	Ph. 03222-2833104(O), 283105®, 277073® M- 09434014609 Fax: 03222-255303 rb@agfe.iitkgp.ernet.in
7.	Shri R. K. Behera Chairman, RSB Group N2 – 40, IRC Village, Nayapali, Bhubaneswar – 15.	Tel: 0674-2550590 Fax: 0674-2551668 M- 09822014237
8.	Shri Jadhav Sachin Ramchand, IAS Collector & District Magistrate Koraput, Orissa PIN – 764 020.	Tel: 06852-250700 (O)/ 250255 & 250477(R). Fax No. 06852-250466 M- 09438676611 Email: dm-koraput@nic.in
9.	Prof. B. B. Biswal Professor, ME N.I.T., Rourkela.	Ph. 0661-2462181 (O), 2463181(R) M: 09437158476 E. Mail: bbbiswal@nitrrkl.ac.in
10.	Prof. S. K. Patel, Associate Professor, ME N.I.T., Rourkela.	Ph. 0661-2462516 (O), 2463516(R) M: 09437484951 E. Mail: skpatel@nitrrkl.ac.in
11.	Er. S. K. Upadhyay Registrar & Secretary, BOG, National Institute of Technology Rourkela – 769 008(Orissa)	Tel: 0661-2462021/ 2476773 (O) Fax: 0661-2462022 Mobile: 9437153285 E. Mail: registrar@nitrrkl.ac.in

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राष्ट्रीय प्रौद्योगिकी संस्थान, राउरकेला
National Institute of Technology, Rourkela

MINUTES FOR THE 28th MEETING OF THE BOARD OF GOVERNORS, NATIONAL INSTITUTE OF TECHNOLOGY, ROURKELA HELD AT 2.30 P.M. ON 02.12.2011 IN THE CONFERENCE HALL, HOTEL SWATI PREMIUM, BHUBANESWAR.

- | | | | |
|----|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----|---------------------------|
| 1. | Sri B. S. Sudhir Chandra
Director (Project & Planning) &
Chairman, BOG, NIT, Rourkela,
Bangalore Metro Rail Corporation Ltd
3rd Floor, BMTC Complex
K.H.Road, Shanthinagar, Bangalore. | ... | Chairman |
| 2. | Prof. Sunil Kr Sarangi
Director
National Institute of Technology
Rourkela -769 008 (Odisha). | ... | Member |
| 3. | Shri Satpal Sharma,
Dy. Finance Advisor, representative
MHRD, Government of India
Dept. of Higher Education
Shastri Bhawan, New Delhi. | ... | Representative of AS & FA |
| 4. | Dr. R. K. Bhandari
Director, Govt. of India,
Department of Atomic Energy
Variable Energy Cyclotron Centre,
Sector – 1, Block – AF, Bidhan Nagar, Kolkata. | ... | Member |
| 5. | Prof. (Ms.) Rintu Banerjee
Professor, Agriculture & Food Engineering
IIT, Kharagpur | ... | Member |
| 6. | Prof. B. B. Biswal
Professor, ME Dept.,
N.I.T., Rourkela. | ... | Member |
| 7. | Prof. S. K. Patel
Associate Prof., ME.,
N.I.T., Rourkela. | ... | Member |
| 8. | Er. S. K. Upadhyay
Registrar
N.I.T., Rourkela. | ... | Secretary |

Members Absent:

- | | | | |
|------------|----------------------------------------------------------------------------------------------------------------------------------------------|-----|--------|
| 9. | Shri Ashok Thakur, IAS
Special Secretary,
MHRD, Government of India
Dept. of Higher Education,
Shastri Bhawan, New Delhi. | ... | Member |
| 10. | Shri Jadhav Sachin Ramchand, IAS
Collector & District Magistrate,
Koraput, Orissa | ... | Member |
| 11. | Shri R. K. Behera
Chairman, RSB Group
N2 – 40, IRC Village,
Nayapali, | ... | Member |

Leave of absence was granted for members absent.

A. GENERAL AND PROCEDURAL MATTERS.

BOG-28(2011)-01: Welcome to all members to the meeting by the Chairman.

The Chairman welcome all the members to the meeting. The Board noted that tenure of Prof. S. K. Patel will be over by the end of December 2011. The Board recommended its appreciation of the valuable service rendered by Prof Patel as a member of the Board.

BOG-28(2011)-02: Confirmation of the minutes of the 27th Meeting of the BOG held on 23.09.2011 at Bhubaneswar.

The minutes of the 27th Meeting were sent to the members vide letter No. NITR/RG/2011/436, dt: 28.10.2011. No comments or suggestions have been received.

The Board confirmed the minutes.

BOG-28(2011)-03: To report on the action taken on the decisions made in the 27th Meeting of BOG held on 23.09.2011 and to discuss matters arising out of the minutes.

A report on the action taken on the decisions made in the 27th Meeting held on 23.09.2011 was presented to the BOG vide Annexure-A1 of the agenda for consideration of the Board. The Board noted the contents.

Regarding item BOG-27(2011)-21(1), the Board deliberated on the report of the committee constituted to look into the possible violation of conduct rules and conduct for unbecoming of a professor by Prof. Gyana Ranjan Satpathy, Professor (BM). The Board directed the administration to issue a charge sheet immediately to Prof. G. R Satpathy and take appropriate action as per rules based on his response.

[Annexure-A1, Pg. 15 - 19]

BOG-28(2011)-04: Brief Report on the activities of the Institute since last BOG meeting held in November, 2011.

A brief report of the Institute was presented in the Annexure for information of the Board. The Board noted the contents.

[Annexure- A2, Pg.No.20]

BOG- 28(2011)-05: Annual Report and CAG Audit Certificate cum Audit Report on the Accounts of the Institute for the year 2010- 2011.

Board approved the Annual Report for the year 2010 – 11. The administration was advised to send the report to MHRD by 20th December 2011. Further, the Board made the following observation.

- 1. Action taken report on the audit observations should be submitted by 31st March 2012.*
- 2. Understatement & overstatements should be avoided by properly accounting the vouchers in the appropriate heading.*
- 3. Institute staff dealing with the subject should be trained regularly.*
- 4. The audit observation on award of Associate Professors scale to 5th CPC Assistant Professors will be taken up after decision of Institute NIT Council on the subject is published and necessary classification are received.*

[Annexure- A3, Pg. No. 21 - 35]

B. POLICY AND IMPORTANT ADMINISTRATIVE MATTERS.

BOG-28(2011)-06: Recruitment of Faculty.

Selection of faculty was undertaken during November 2011. The list of successful candidates recommended by the Selection Committees was placed on the table for consideration of the Board.

The Board approved the list of number successful candidates for the departments of CS, EC, EE, ME, ID, PH & MA as given in the Annexure. HAG scale for the following five professors was also approved with effect from date of approval of the Board i.e 2nd December, 2011.

1. Prof. G. Panda, EC (On lien to IIT Bhubaneswar)
2. Prof. A. Behera, MA.
3. Prof. R. K.Sahoo, ME.
4. Prof. S. Panigrahi, PH.
5. Prof. B. B. Biswal, ID.

Board advised the administration to issue the appointment letters immediately.

[Annexure- A4, Pg. No. 36 - 39]

BOG-28(2011)-07: Policy on appointment of Stipendiary Engineer.

The Board vide resolution No. BOG – 12(2007)-25/4, dt.09.02.2007 had approved the following conditions for appointment of Stipendiary Engineers, technicians and assistants.

Tenure : One year on contract, renewable in steps of one year or less on satisfactory performance for a maximum duration of 3 years in total. [Any renewal beyond three years in one's career shall be strictly forbidden, even with gaps in between]

Age : First appointment within 2 years of leaving full time study in college or school, or before completing 23 years of age.

No extension to be given beyond 25th birthday or 3 years of contractual service whichever is earlier.

Selection : Through local advertisement, trade test and interview.

Accommodation: Hostel or similar shared accommodation may be provided if available.

Remuneration: Rs. 5000/- (Rupees five thousand only) consolidated per month. In exceptional cases, where a candidate renders a service leading to significant saving of expenditure to the Institute, the Director may enhance the remuneration during 2nd and 3rd years, within a limit of Rs.7500/- per month.

Number of positions: Not to exceed 20 at any time.

The following amendments were approved by the Board.

- 1) *Considering the increase in size and activities of the Institute, the number of stipendiaries at any given time should not be more than forty. Trainees posted in construction work not to exceed twenty times out of the forty.*
- 2) *The stipend payable to the stipendiaries may be decided as per market conditions from time to time, but not to exceed 60% of gross pay (Pay + GP + prevailing DA) of PB-2 entry level for candidate with Diploma (engineering) or Diploma (IT/Computer) or MCA or equivalent and 60% of gross pay of PB1 (entry level) for ITI etc.*
- 3) *Extension to 3rd year will be given only as on exception in cases where the HOD confirms that the incumbent is sufficiently trained.*

C. ACADEMIC MATTERS:

BOG-28(2011)-08: To consider the Minutes of 36nd Senate Meeting held on 16.09.2011.

The minutes of the 36th Senate Meeting held on 16.09.2011 was given in Annexure for information of the Board.

The Board noted the above.

[Annexure- A5, Pg. No. 40 - 51]

D. ROUTINE ADMINISTRATIVE MATTERS:

BOG-28(2011)-09: Personnel issues:

A) Case of Prof. (Mrs.) S. Chinara, Asst. Professor, CS:

Vide condition No.3 of the offer of appointment, Prof. (Mrs.) S. Chinara was granted contractual appointment for a period of 05 years or till she completed her Ph.D. whichever is earlier. Since, she joined on 01.07.2006, her due date of contract expired on 30.06.2011. Although she submitted Ph.D. thesis on 08.03.2011 because of delay in the evaluation process, however, she had completed her Ph.D. on 05.08.2011. Hence, the extra period i.e. from 01.07.2011 till 05.08.2011 needs to be regularized by extending the contract period.

The Board condoned the delay of one month 5 days and extend the contract period, post facto, till 05.08.2011.

B) Case of Prof. Akshaya Kumar Rath, Asst. Professor (HS).

Vide condition No.01 of the offer of appointment, Prof. Akshaya Kumar Rath, Asst. Professor (HS) was granted contractual appointment for a period of 03 years i.e. up to June 30, 2011 or till he completed his Ph.D. degree whichever is earlier. He joined this Institute service on 20.07.2008 (AN). However, he has completed his Ph.D. degree on 24.10.2011. Hence, the extra period i.e. from 01.07.2011 to 24.10.2011 needs to be regularized by extending the contract period.

The Board condoned the delay of 03 months 24 days and extend the contract period, post factor, till 24.10.2011.

BOG-28(2011)-10: 1) Discussion on award of final Order under Departmental Proceeding held for the incidents dt.21.5.2010 & 24.05.2010 against Sri R. C. Mallick, Assistant (SG-I), CR.

As the appointing and disciplinary authority for non-officer, non teaching staff, Director has found Sri R. C. Mallick guilty of misconduct after a due process of enquiry relating to two incidents of misconduct dated 21.05.2010 & dt.24.05.2010 respectively in the officers of the Registrar and Director.

The following punishment has been awarded and implemented.

"Sri R. C. Mallick be compulsorily retired from service with immediate effect i.e. 14.10.2011 with pensionary benefits as per rules. No other financial or other penalties are imposed. He shall be permitted to retain the residential accommodation or a period of two months paying normal license fee. Normal Gratuity as per rule shall be paid to him on surrendering the accommodation."

However, Sri R. C. Mallick shall be entitled to appeal to Board of governors against the order and there shall be no further appeal from the decision of the Board under clause No.26(9) of NIT Act, 2007. A copy of the final report submitted by enquiry officer, Sri G. R. Dubey, former District Judge is given in Annexure.

The Board noted the above.

[Annexure- A6, Pg. No. 52 - 85]

2) Discussion on award of punishment to others who were involved in the same incident dt.21.5.2010 & 24.05.2010 respectively.

As appointing and disciplinary authority, Director following a proper enquiry, has found the following employees guilty of misconduct relating to incidents of 21.05.2010 & dt.24.05.2010 respectively in the offices of the Registrar and the Director. A copy of the reports of inquiry committees submitted by Prof. A. Behera and Sri G. R. Dubey, former District Judge were enclosed in Annexures-A6, A7.

- | | |
|---------------------------|---------------------------|
| 1) Sri P.K. Mohanty, WS | 11) Sri B. K. Pradhan, MN |
| 2) Sri K. C Das, ME | 12) Sri S. Dansena, BPCL |
| 3) Sri H. N. Nayak, TEQIP | 13) Sri H.M. Garnayak, CE |
| 4) Sri S. K. Pati, T&P | 14) Sri J.C. Kar, EE |
| 5) Sri S. K. Samal | 15) Sri D. Pradhan, RG |
| 6) Sri S.S. Samal, WS | 16) Sri P. Sahu, RG |
| 7) Sri B.C. Sahu, CH | 17) Smt. K.L. Biswal, F&A |
| 8) Sri C. Lakra, CR | 18) Sri L. Tirkey, IA |
| 9) Sri I.C. Gaour, EC | 19) Sri N. K. Jena, EM |
| 10) Sri K. Tanty, MM | 20) Sri F.J. Sindur, EM |

The Board censured the above employees and disqualified them from contesting elections of the NTESA for the next 6 years i.e. till September 30, 2017.

[Annexure- A7, Pg. No. 86 - 102]

BOG-28(2011)-11: PARTICIPATION IN CONFERENCES AND WORKSHOPS IN FOREIGN COUNTRIES:

The following faculty members were permitted to participate in conferences and workshops in foreign countries on approval of Director as per the Institute policy. The list is presented for information of the Board.

Sl. No	Name & Designation	Dept	Duration	Training/ Conference	Place of Training / Conference	Country/ Laboratory
01.	Dr.B. B. Verama Professor	MM	12/11/11 To 13/11/11	2011 International Symposium on Materials Science and Engineering Technology (ISMSET 2011)	Dubai	UAE
02.	Dr. S. C. Mohanty Asso. Professor	ME	16/09/11 To 18/09/11	2011 International Conference on Modelling, Simulation and Control (ICMSC 2011)	Singapore	Singapore
03.	Dr. Sanjeeb Mohanty	EE	16/10/11 To 19/10/11	2011 IEEE Conference on Electrical Insulation and Dielectric Phenomena	Cancun	Mexico
04.	Dr. R. K. Patel Asso. Professor	CY	29/10/11 To 01/11/11	International Conference on Desalination and Environment : A Water Summit (ICODE 2011)	Beach Rotana	Abu Dhabi
05.	Prof. Md. Rajik Khan Asst. Professor	ID	16/09/11 To 18/09/11	2011 International Conference on Manufacturing Science and Technology (ICMST 2011)	Singapore	Singapore
06.	Dr. Hara Mohan Jena Asst. Professor	CH	16/10/11 To 21/10/11	AIChE Annual Meeting on Analysis of Phase Holdup Characteristic of a Gas-Liquid-Solid Fluidized Bed by CFD Simulation and Experiment"	Minnesota	USA
07.	Dr. Santanu Paria Asso. Professor	CH	16/10/11 To 21/10/11	AIChE Annual Meeting on Synthesis and Characterization of Hollow Nanoparticles Using Sacrificial Core Method in Aqueous Surfactant Media	Minnesota	USA
08.	Dr. Pradip Chowdhury Asst. Professor	CH	16/10/11 To 21/10/11	AIChE Annual Meeting on Fabrication of Metal Organic Framework (MOF) Based Membrane	Minnesota	USA
09.	Dr. Samir Kumar Patra Asso. Professor	LS	12/10/11 To 14/10/11	EMBO Workshop on Histone Variants & Genome Regulation	Strasbourg	France
10.	Dr. Biswadhar Subudhi Professor	EE	05/12/11 To 08/12/11	International Conference on Power Electronics and Drive Systems (PEDS'11)	Singapore	Singapore
11.	Dr. P.C. Panda Professor	EE	21/11/11 To 24/11/11	TENCON 2011 on Improvement of Dynamic Stability of a Power System Using an Adaptive Static Synchronous Series Compensator".	Bali	Indonesia

12.	Dr. P. C. Panda Professor	EE	05/12/11 To 08/12/11	International Conference on Power Electronics and Drive Systems	Singapore	Singapore
13.	Dr. (Mrs.) S. Mohanty Asso. Professor	HS	18/11/11 To 20/11/11	International Asis CALL Conference on Incorporating Multimedia into Language Classrooms : Making Language Learning Technologically Appealing	Bangkok	Thailand
14.	Dr. B. B. Biswal Professor	ID	16/09/11 To 18/09/11	International Conference on Manufacturing Science and Technology (ICMST 2011)	Singapore	Singapore
15.	Dr. A. K. Panda Professor	EE	05/12/11 To 08/12/11	International Conference on Power Electronics and Drive Systems	Singapore	Singapore
16.	Dr. (Mrs.) Suchismita Chinara Asst. Professor	CS	13/12/11 To 16/12/11	International Conference on Information, Communications and Signal Processing (ICICS 2011)	Singapore	Singapore
17.	Dr. S. Murugan Asso. Professor	ME	07/10/11 To 08/10/11	International Conference on Mechanical, Automobile and Robotics Engineering (ICMAR'2011)	Pattaya	Thailand
18.	Dr. Ashok Kumar Turuk Asso. Professor	CS	18/11/11 To 20/11/11	International Conference on Emerging Trends in Engineering & Technology	Mauritius	Mauritius
19.	Dr. Santanu Kumar Behera Asso. Professor	EC	13/12/11 To 16/12/11	International Conference on Information, Communications and Signal Processing (ICICS 2011)	Singapore	Singapore
20.	Dr. Sukadev Meher Professor	EC	28/11/11 To 01/12/11	International Conference on Sensing Technology (ICST 2011)	Palmerston North	New Zealand
21.	Dr. Debi Prasad Tripathy Professor	MN	01/11/11 To 03/11/11	Jordanian International Mining Conference on Determination of Trace Elements Concentration in Mine Water and Trace Elements Index in some Fire and Non-Fire Areas of Jharia Coalfield"	Amman	Jordan
22.	Dr. Samit Ari Asst. Professor	EC	13/12/11 To 16/12/11	International Conference on Information, Communications and Signal Processing (ICICS 2011)	Singapore	Singapore
23.	Dr. B. Majhi Professor	CS	13/12/11 To 16/12/11	International Conference on Information, Communications and Signal Processing (ICICS 2011)	Singapore	Singapore
24.	Dr. U. C. Pati Asso. Professor	EC	13/12/11 To 16/12/11	International Conference on Information, Communications and Signal Processing (ICICS 2011)	Singapore	Singapore

25.	Dr. Santos Kumar Das Asst. Professor	EC	21/11/11 To 24/11/11	IEEE IENCON 2011 on Fiber Material Dependent QoS Analysis and OVPN Connection Setup Over WDM/DWDM Network	Bali	Indonesia
26.	Dr. Simanchala Panigrahi Professor	PH	12/12/11 To 16/12/11	International Conference on Electroceramics (ICE)	Sydney	Australia
27.	Dr. Nihar Ranjan Mishra Asst. Professor	HS	04/11/11 To 06/11/11	International Conference on Humanities, Society and Culture (ICHSC 2011)	Kuala Lumpur	Malaysia
28.	Ms. Bismita Nayak Asst. Professor	LS	28/11/11 To 30/11/11	International Conference on Bioengineering and Bionanotechnology	Venice	Italy
29.	Dr. P. M. Khilar Asst. Professor	CS	09/12/11 To 10/12/11	International Conference on Software and Computing Technology (ICSCT 2011)	Singapore	Singapore
30.	Dr. S. K. Pratihari Asso. Professor	CR	12/12/11 To 16/12/11	International Conference on Electroceramics (ICE 2011)	Sydney	Australia

The Board noted the above.

BOG-28(2011)-13: Extra Ordinary Leave (E.O.L) and Fellowship:

The following faculty members were provisionally permitted by Director to avail Extra Ordinary Leave (E.O.L).

Sl. No.	Name & Designation	Dept.	Duration	Employment/ Fellowship	Place of Work	Country
01.	Dr. Sandip Ghosh Asst. Professor	EE	19/08/11 To 18/08/12	Pursuing Post Doctoral Research Studies	University of Cape Town	South Africa
02.	Mr. Madhan M. Asst. Librarian	BPCL	10/09/11 To 09/09/12	Extension of E.O.L period to continue as Manager ICRISAT	Patancheru	AP

The Board approved the above.

E. MISCELLANEOUS ITEMS:

BOG-28(2011)-14: Status of the Materials Engineering Project

The REC carried out an ambitious project on education and research in materials engineering under collaboration between Governments of India and UK around 1995. High end equipment were purchased and they were housed in the Department of Metallurgical and Materials Engineering. Where many of the equipment have been obsolete some of them are still functional. In the mean time, the institute has spent plan funds in upgrading some of the equipment.

The original project provided a sum of Rs 50 lakh for continuation of the project beyond the stipulated project period. That money is now in a fixed deposit in bank and stands at a value approximately of Rs 70 lakh, Some suggestions have been received from faculty for rejuvenating the materials science activity in the department and beyond by adding new

equipment. An alternative suggestion is for retaining the fixed deposit and limiting the activity to the interest on the project.

The interest earned also supports to a small extent three part time workers who render undefined service and over undefined tenure. Continuation of such support creates a false sense of permanency and a false hope for the future which is not there.

A committee was constituted under the Chairmanship of Director following the guide line given Board vide resolution No.BOG-25(2010)-08, dt.21.12.2010.

The relevant issues are as follows:

Issues:

- 1) Review of aims and objectives of the project
- 2) Review of modality of operation of the project
- 3) Review of engagement of the existing part time workers.
- 4) Methodology of utilizing the Rs.50 lakh corpus fund.

The report of the Committee is given in the Annexure for consideration of the Board. The Board may give direction to the administration regarding continuation of the project, utilization of the funds and future of the part time workers.

The Board accepted the recommendations of the committee given in the annexure and directed the following.

- 1) *Material Engineering Project will retain its identity and will continue to function till the project money is exhausted. It will be administered by SRICCE as any other project, NITR being recognized as the sponsor.*
- 2) *Prof. S. C. Mishra will be the Principal Investigator and Prof. U.K. Mohanty will be the Co-investigator. All equipment procured under the Indo U. K Project except the Instron 8800 will constitute the assets of the project.*

The project will deliver service to all faculty and students of NIT on the equipments in a just and fair manner. Every effort will be made to ensure that is prompt service and waiting covers to zero at all times (consumables, maintenance, capital improvements). All necessary inputs except one extra stipendiary or regular technician will be appointed from the project funds.

- 3) *Expenses towards the maintenance or improvement of old equipment and procurement of new equipment, remuneration for part time workers or any other expenditure will be met from interest accrued on the seed money of Rs.50.00 lakhs and, if necessary, the seed money itself. Since it is a project, the entire fund will be transferred to SRICCE. The fund will be managed by the SRICCE administration.*
- 4) *The aim and objective of the project will be to make the equipment(XRD, DTA/TGA, High Temperature microscope, particle size analyzer, high temperature furnace, Dilatometer, Ceramic characterisator equipments etc.) available for users of NIT including student projects of all departments, testing and consultancy by all faculty members of the Institute.*

- 5) *The Instron 8800 equipment will be transferred to MM departments. All other equipment will be under the project.*
- 6) *The three part time workers presently being paid from the project will continue to be paid at the same rate from the above fund up to 30.12.2012 as per present practice. Faculty of the Department will strive to engage them in some useful work and pay from own projects funds for services. Neither Departmental fund nor fund of the Materials Engineering project beyond the present value will be used. There will be no payment beyond 31.12.2012.*
- 7) *SRICCE will provide one stipendiary technician for operation of the equipment to ensure efficient service to the faculty and students of all Departments.*
- 8) *Funds received from testing services towards equipment usage as per SRICCE rules will go to the project funds.*

[Annexure- A8, 103]

BOG-28(2011)-15: Discussion on note by director on the incident which took place in the Institute on 31.10.2010 and the representation submitted by Prof. U. K. Mohanty, MM, Prof. S. K. Agarwal, CH and Prof. S. S. Mohapatra, ME.

On 31.10.2010 all gates of the institute campus were locked for about four hours and there was a protest by some persons including outsiders at the main gate. This caused serious hardship to students, staff and their families and to visitors who were trapped inside the campus. A note from then director Prof. Sunil Kr Sarangi and representations from three faculty members Prof. U.K. Mohanty, Prof. S. K. Agarwal, Prof. S. S. Mohapatra are enclosed for perusal of the Board.

The BOG considered the subject in its 25th meeting, and vide resolution No. BOG-25(2010)-19, dt.21.12.2010 advised to form a Fact Finding Committee of internal faculty members of the Institute. A committee was constituted under the chairmanship of Prof. A Behera Dean Academic which has gone into the details of the incident and has interviewed many faculty and staff members involved in the issue.

The report of the committee is enclosed in the 3.0 Annexure.

The Board discussed the incident in detail and directed the administration to immediately issue charge sheets to Prof. U.K. Mohanty, Prof. S. K. Agarwal, Prof. S. S. Mohapatra and Prof. B. K Pal, and take further action depending on their response.

[Annexure- A9, Pg. 104 - 111]

BOG-28(2011)-16: Any other item with the permission of the Chair.

(1) Application for Lien of Prof. B. K. Nanda, ME .

Prof. B. K. Nanda, Professor, Department of Mechanical Engineering has been appointed as Vice-Chancellor, VSSUT, Burla, Sambalpur, Odisha. As per his request, he may be permitted to avail lien for a period of three years i.e. from 1st December, 2011 to 30th November, 2014 as per rule. With approval of the Chairman, BOG he relieved on 30th Nov. 2011.

The Board ratified the proposal.

(2) Board nominee for recruitment of various Non-Teaching Posts scheduled to be held during 7th – 18th December, 2011.

The Selection for the Non-Teaching posts have been scheduled during 7th – 18th, December, 2011. As per NIT Statutes clause No.23(d), one BOG nominee is required as a member of the Selection Committee. With the approval of the Chairman, BOG, the letters have been sent to the expert members.

The Board ratified the proposal.

[Annexure- A10, Pg. 112]

(3) Constitution of Medical Board for referral cases of employees.

Existing procedure for Referral

- 1) The Medical Officer, NIT, Rourkela shall forward the letter to IGH/ CWS Hospital for local referrals at Rourkela.
- 2) Medical Officer, NIT, Rourkela is authorized to refer a patient to any Government Hospital without referring to IGH. Registrar /Dy. Registrar or Asst. Registrar (Estt.) shall sign such referral letters after obtaining approval of Director. For private hospitals, referral by IGH or a Govt. Hospital will be necessary.
- 3) In emergency cases, dealing with serious life threatening situation or any other special situation, the Director, if convinced of the need of immediate intervention may approve referral to Private or Govt. Hospitals without waiting for Doctors' views.

Proposed Procedure for Referral:

- a) Head, NITR Health Centre (including officiating Head) may refer a patient to IGH or CWS Hospital in Rourkela, and to any Government Hospital in Odisha.
- b) To address to emergency situation, other officials such as Medical Officers other than Head, Health Centre, Chief Warden, Wardens, Security Officer or any other official may be specifically authorized by Director from time to time to refer patients to IGH, CWS and other designated Hospitals.
- c) For referral to Govt. Hospitals outside Odisha or to Private Hospitals any where in the country, the following procedure will be followed.
 - i) In case a patient being treated at a local hospital, is referred to a higher centre (Govt. Hospital outside Odisha or Private Hospital any where in India) by the treating Doctor, the Head, Health Centre may recommend with full justification and documents a patient for referral. Such referral will take effect on approval of Director.
 - ii) Patients may also be referred to external Hospitals (Govt. Hospitals outside Odisha or Private Hospitals any wherein the country) on recommendation of Medical Board and approval of Director, the Medical Board constituted as follows:

- | | |
|-----------------------------------------------------------------------------------------------------------------------|---------------|
| 1 Dy. Director [Dean(FW) in his absence] | ... Chairman |
| 2 Head, NITR Health Centre | ... Member |
| 3. Medical Officer NITR Health Centre
(nominated by Director) | ... Member |
| 4. One external Medical Specialist nominated
by Director (including specialists attached to
the Health Centre). | ... Member |
| 5. Deputy Registrar/Asst. Registrar
(Administration) | ... Secretary |

iii) In emergency cases, dealing with serious life threatening situation or any other special situation, the Director, if convinced of the need of immediate intervention may approve referral to Private or Govt. Hospitals out side Rourkela without waiting for Doctors' views.

For all the above referral cases Registrar or his nominee shall sign such referral letters after obtaining approval of Director.

The Board approved the proposal.

(4) Proposal for induction of visiting distinguished faculty in Physics Departments.

The Board approved the proposal from the Department of Physics for inviting Prof. B. K. Choudhury, presently retired serving as professor at the Indian Association for Cultivation of Science, Kolkata.

The presence of Prof. Choudhury in the Department of Physics is expected to help the Department in securing some high value research projects and to initiate research work in the area of Low temperature Physics.

Prof. Choudhury will be inducted as visiting faculty with a compensation equal to his last pay drawn minus pension consisted to a fixed sum. This amount will remain fixed over his one year appointment. In addition, he may be given rent free accommodation in campus.

[Annexure- A11, Pg.113]

(5) Proposal for starting of new inter-disciplinary M. Tech Programmes.

The Institute is being supported by the Government under TEQIP-II programme administered by the NPIU. The objective of this programme is to enhance Post Graduate and research education and interaction with industry. In this programme, NPIU mandates that new M.Tech. Programmes should be initiated before July, 2012 session. All the fellowship payable to M.Tech. Students will be borne by TEQIP-II. In addition, the programme is expected to provide financial

support for creation of new laboratories and strengthening of existing laboratories contributing to the new M.Tech. Programmes.

The Institute currently has 22 M. Tech programmes with student strength of 20 (+ 5 sponsored) in each programme. Currently admission is less than 400 per year, sponsored seats remaining largely vacant. The present distribution of undergraduate to postgraduate (including research students) is approximately in the ratio of 3:1 This ratio is skewed against postgraduate and research education for an institute of higher learning. Corresponding figure at IIT Delhi, for example, stands around 1:1. Thus, we have substantial scope for increase in number of postgraduate students in engineering braches. Further, for optimal utilization of resources, and for meeting national needs, particularly in the education sector, we should enhance the number of postgraduate students.

This matter was discussed at the Institute level among Heads of Departments and accordingly. The Board approved for creation of new M.Tech programmes as follows. subject to appropriate recommendation by the Senate and creation of the curriculum and syllabus. The present M. Tech programme in Ceramic Engg. will be discontinued if Senate recommends introduction of the "Industrial Ceramics".

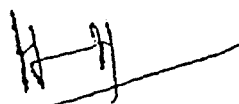
Sl No	Title of programme	Host Department	Supporting Department
1	Industrial Electronics	EE	EC
2	Electronic System Design	EC	EE, CS
3	Cryogenic & Vacuum Technology	ME	EE,CH, PH
4	Steel Technology	MM	ME, EE, EC, CR, CH
5	Industrial Ceramics	CR	MM,CH

All the 5 programmes are mainly interdisciplinary in character and are expected to have strong link with industries. All efforts should be made to seek direct support of industry like SAIL, TRL, TISCO and Government agencies such as CPRI and Department of Atomic Energy. The above programmes will be started from the academic session 2012 - 2013. The Senate was advised to deliberate and develop curriculum and syllabi for the above programme.

[Annexure- A11, Pg. 114 - 115]

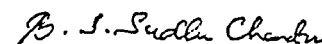
- (6) The next meeting of the board will be held in March 2011 in consultation with chairman BOG.

The meeting ended with thanks to the Chair.



(S. K. Upadhyay)

Registrar and Secretary
Board of Governors, NIT., Rourkela



(B. S. Sudhir Chandra)

Chairman
Board of Governors, NIT., Rourkela

ACTION TAKEN ON THE 27th MEETING OF THE BOARD OF GOVERNORS, NIT ROURKELA, HELD ON 23.09.2011 (FRIDAY) AT BHUBANESWAR.

BOG-27(2011)-01:	Welcome to all members and invitees to the meeting by the Chairman.	N.A.
BOG-27(2011)-02:	Confirmation of the minutes of the 27 th Meeting of the BOG held on 23.09.2011 at Bhubaneswar.	N.A.
BOG-27(2011)-03:	To report on the action taken on the decisions made in the 26 th Meeting of BOG held on 17.06.2011 and to discuss matters arising out of the minutes.	Implemented.
BOG-27(2011)-04:	Brief Report on the activities of the Institute since last BOG meeting held in June, 2011.	N.A.
BOG-27(2011)-05:	To approve the Budget for the year 2012 -13 and revised estimate for the year 2011-12.	Implemented.
BOG-27(2011)-06:	To approve the Minutes of 14 th BWC meeting held on 02.07.2011.	Implemented.
BOG-27(2011)-07:	Recruitment of Faculty.	Implemented.
BOG-27(2011)-08:	Provision for adequate Medical facilities in the Campus	Under process.
BOG-27(2011)-09:	Introduction of HAG scale for faculty members.	Under process.
BOG-27(2011)-10:	Minutes of the 2 nd meeting of the NITs Council meeting held on 28.06.2011 at New Delhi.	NA.
BOG-27(2011)-11:	Approval of list of students to be awarded degrees in the 9 th Convocation.	Implemented.
BOG-27(2011)-12:	To consider the Minutes of 35 nd Senate Meeting held on 12.07.2011.	NA.
BOG-27(2011)-13:	Personnel issues. A) Reemployment of Prof. N. Kavi, Department of Mechanical Engineering on contract w.e.f. 01.09.2011 provisionally till the completion of the academic year i.e. 30.06.2011. B) Resignation of Prof. S. Ghosh, Professor, Dept. of Electrical Engg w.e.f. 09.11.2010 (After Noon).	Implemented. Implemented.
BOG-27(2011)-14:	PARTICIPATION IN CONFERENCE AND WORKSHOPS IN FOREIGN COUNTRIES:	Implemented

BOG-27(2011)-15:	Extra Ordinary Leave (E.O.L) and Fellowship Dr. Suvendu R. Pattnaik, Asst. Professor	Implemented
BOG-27(2011)-16:	Status of the Materials Engineering Project	Deferred
BOG-27(2011)-17:	Discussion on note by director on the incident which took place in the Institute on 31.10.2010 and the representation submitted by Prof. U. K. Mohanty, MM, Prof. S. K. Agarwal, CH and Prof. S. S. Mohapatra, ME.	Deferred
BOG-27(2011)-18:	Policy on opening an English medium School inside the Institute Campus.	NA.
BOG-27(2011)-19	Approval of Structure and Bye Laws for the Centre for Technology Innovation and Industry Relations (TIIR).	Implemented.
BOG-27(2011)-20	Request for policy on opening market complex inside the Institute Campus.	Under process.
BOG-27(2011)-21	<p>Any other item with the permission of the Chair.</p> <ol style="list-style-type: none"> 1) Proposal for disciplinary proceedings against Prof . G. R. Satapathy, Professor, [BM]. 2) Selection of Chief Guest for the 9th Convocation to be held on 21.1.2012. 3) Proposal for the award of Honorary Doctor of Science (D.Sc.) degree. 4) Appointment of Chief Vigilance Officer for NIT Rourkela. 5) Constitution of Departmental Promotion Committee (DPC). 6) Discussion on Minutes of the meeting held under the Chairmanship of the Hon'ble Chief Minister, Odisha on NIT issues on 24.08.2011 at Bhubaneswar. 7) To consider the Minutes of 16th Finance Committee Meeting. 	<ol style="list-style-type: none"> 1) Under process . 2) Shri C.S. Verma, Chairman, SAIL will be the Chief Guest 3) Under process. 4) Implemented. 5) Implemented. 6) Under process. 7) Implemented.


 (S. K. Upadhyay)
 Registrar and Secretary, BOG



NATIONAL INSTITUTE OF TECHNOLOGY, ROURKELA

No: NITR/CS/11/M/ 1668

Date: 21/11/2011

Sub: Report of the committee constituted to look into probable case(s) of violation by Prof. Gyana Ranjan Satapathy, Professor (BM), of conduct rules and/or responsibilities expected out of a senior faculty member of an institute of national importance.

[Ref: Order No. NITR/ES/2011/M/2642, Dated 27/10/2011]

The committee has gone through the relevant document it received from SRICCE, and Establishment Office. After due consideration and examination of the documents available to the committee, three probable cases of violation - availing leave & vacation, non-payment of hospital bill and procurement of work-station have been detected. Observations with comments of the committee thereon are as follows;

CASE – 1: AVAILING LEAVE & VACATION

Observations

1. The committee examined the sequence of leave applications of Prof. Satapathy and observed as follows:-

Date of Application	Mode of Leave Application	Kind of Leave	Period	Remark
29/04/2011	Institute format	Vacation	04/05/2011 to 27/05/2011	04/05 to 10/05 not being vacation need to be EL/EOL
25/05/2011	E-mail (Through Prof. B.P.Nayak)	Vacation	25/05/2011 to 15/06/2011	SCL not admissible for the purpose
		SCL	16/06/2011 to 15/07/2011	
08/07/2011	E-mail (To Director))	EOL	19/07/2011 to 18/01/2012	Advised to apply in hard copy in details
18/07/2011*	Institute format	EOL	20/07/2011 to 19/01/2012	Was not recommended and Prof. G R Satapathy, was advised to join.
20/07/2011*	Institute format	EOL	25/07/2011 to 24/01/2012	

* As stated by Prof. Satapathy in his letter dated 18/10/2011 (in response to the letter of Registrar dated 30/09/2011) about one more application for EOL dated 19/07/2011, the committee did not find any such application. The fact was also confirmed from AR (ES). Further, application dated 19/07/2011 has no relevance (even if it would have been received) as the same has been revised/modified by the application dated 20/07/2011.

In view of above, the committee also felt the need to examine previous instances and observed as follows:-

From	To	Kind of Leave	Remark
19/12/2006	07/01/2007	Advance EL	Was granted advance EL to be adjusted against future vacation(s)
08/01/2007	25/01/2007	EOL	Extension of stay
14/07/2008	30/07/2008	EOL	Extension of Summer Vacation
01/01/2009	02/01/2009	ECL	Extension of Winter Vacation

[Signature]
21/11/11

[Signature]

2. The committee observed that Prof. Gyana Ranjan Satapathy, proceeds almost on every vacation but normally does not return on completion of vacation, thus requiring the overstayed period to be EOL. Due to this practice, advance EL granted to him in one occasion has not been adjusted till date as he earns no EL by working during the vacation.

3. In the last instance (see 1), Prof. Satapathy has assigned Prof. B. P. Nayak as the Academic Advisor in his absence. However, there is no alternative arrangement for his theory and laboratory classes. It may also be noted here that Prof. Nayak is pursuing Ph.D under his guidance and also have full class load as a faculty. Accordingly, any further load on him may not be feasible both qualitatively and quantitatively.

4. In response to various EOL applications submitted (see 1) by Prof. Gyana Ranjan Satapathy (dtd. 08/07/2011, 18/07/2011 and 20/07/2011), he was requested by Director (vide No- NITR/DR/2011/M/211, dt. 05/09/2011) to join back to the institute immediately and take-up his academic responsibilities. However, Prof. Satapathy, responded (letter dt. 10/09/2011) stating "I regret that I am not able to keep your request at this point of time." He was then directed through Registrar vide No- NITR/ES/2011/L/2527, dt. 19/09/2011 to report on duty immediately. Prof. Satapathy neither responded to the same nor has not joined his duties till date.

Comments

1. On many occasions, Prof. Satapathy, extended his stay even after expiry of leave/vacation which attracts disciplinary action under Rule 25(2) of the CCS (Leave) Rules. Remaining absent and overstaying after leave/vacation amounts to misconduct also under CCS (Conduct) Rules.

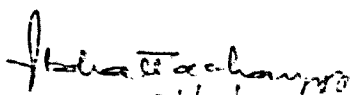
2. He has neglected his academic responsibilities by remaining absent without making satisfactory alternative arrangement and such negligence has serious consequences on the students of the department. This amounts to misconduct under CCS (Conduct) Rules.

3. He has wilfully shown insubordination and disobedience to the lawful and reasonable request / order of the Director by not joining his duties which amounts to misconduct under the CCS (Conduct) Rules.

CASE – 2: NON-PAYMENT OF HOSPITAL BILL

Observations

1. Prof. Gyana Ranjan Satapathy requested on 01/07/2011 through e-mail to send referral letter to Kalinga Hospital for treatment of his dependant father. Since he has not complied the referral procedure, he was intimated (by email on 11/07/2011) to clear the bills first and then claim for reimbursement. However, the same was not complied by Prof. Satapathy. Subsequently, bill for Rs. 20,117/- was received (dt. 19/07/2011) from Kalinga Hospital for payment to them. Their bill was returned to them and Prof. Satapathy was again advised (dt. 03/08/2011) to pay the said bill directly to the hospital. This time also Prof. Satapathy did not clear the bill. The matter of non-payment has again been reported by the Kalinga Hospital on 29/08/2011. Though, Prof Satapathy was advised for the third time to clear the bill, final status of payment could not be ascertained from the records available.



18  2/3

Comments

1. Non-payment of bills of a tied-up hospital is an act which is sufficiently prejudicial to the interest of the institute as well as to the reputation of the institute which amounts to misconduct under the CCS (Conduct) Rules.
2. He has again shown insubordination and disobedience to the lawful and reasonable orders of the Director which amounts to misconduct under the CCS (Conduct) Rules.

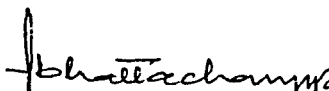
CASE – 3: PROCUREMENT OF WORK-STATION

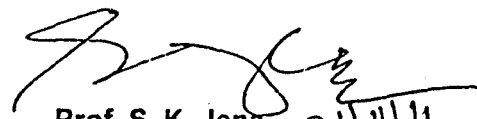
Observations

1. A purchase order was placed vide No. NITR/49/SR/CH-BIF/08/L/785, dated 29/10/2008 for supply of HP workstation (Model XW 6600) with a TFT monitor (48cm). The materials were to be delivered within 90 days. However, Prof. Gyana Ranjan Satapathy prevented the supplier from delivering the product without any authority and without any information to the administration. Subsequently, he took delivery of the material during Feb-2010 without validity of the purchase order issued for the same. Since the materials were accepted without a valid purchase order Prof. Satapathy, was advised by the Director through Dean (SR) to immediately return the materials to the supplier. Though the supplier was willing to take the materials back, but Prof. Satapathy did not facilitate issue of the gate pass and consequently the supplier could not take back the material. Subsequently, the supplier has claimed for payment of the item (letter dtd. 22/10/2010) with enhanced price, which has not yet been settled. However, an equivalent amount has been deducted from the salary of Prof. Satapathy to be paid to the supplier.

Comments

1. In this instance also Prof. Satapathy has wilfully shown insubordination and disobedience to various lawful and reasonable orders/requests of the Director which amounts to misconduct under the CCS (Conduct) Rules.
2. Such activity may lead to distrust among the suppliers who supply items on credit basis to the institute in good faith that they will be paid in due course. Such delay in payment may be prejudicial to the interest of the institute as well as to the reputation of the institute which amounts to misconduct under the CCS (Conduct) Rules.


Prof. S Bhattacharyya 21/11/11
(Member)


Prof. S. K. Jena 21/11/11
(Chairman)

Brief Report on the activities of the Institute
since last BOG meeting held 23.09.2011

A: Faculty Selection, 2011.

The Faculty Selection, 2011 for the Department of CS, EC, EE, ME and ID were conducted during 31st Oct to 5th Nov, 2011 and for PH and MA was scheduled on 24 -26th, Nov.2011.

B. International Conferences were completed as per the list given below:

Sl. No	Department	Title of Conference	Name of Convenor(s)	Tentative Period of Conference
1	Biotechnology & Medical Engineering	International Conference on Tissue Engineering and Regenerative Medicine	Professor K. Pramanik, Dr S S Ray (Convener) Dr A. Biswas (Treasurer)	30-Sep-2011 to 2-Oct-2011
2	Mining Engineering	International Conference on Technological Challenges and Management Issues for Sustainability of Mining Industries (TMSMI)	Prof. B. K. Pal Dr. S. Chatterjee	4-Aug-2011 to 6-Aug-2011

C. Book Fair – 2011

The Biju Patnaik Central Library organized Book Fair – 2011 during 10 - 12 November 2011 in the campus.

D. Tech Fest, 2011.

The Tech Fest was organised during 4th - 6th, Nov, 2011. Apart from NITR, 500 students from other Institutes participated in the programme. **Dr. V. Narayanan, Head, Liquid Propulsion Center, ISRO Thiruvananthapuram** inaugurated the function. He addressed the students on **"ALL YOU WANTED TO KNOW ABOUT ROCKET"**. **Mr. Sudarsan Pattnaik**, International Sand Artist, exhibited his sand animation to the students. Many other events including Robotics, Junkyard Wars, Business Quiz, Science Quiz, Debate and paper presentation etc. were organized by the students.

E. Laying the Foundation Stone for the Golden Jubilee Building on 25.12.2011 by Sri Pranab Mukharjee, Hon'ble Finance Minister.

During his visit to Rourkela Shri Pranab Mukharjee, Finance Minister, Govt. of India will lay the foundation stone for the Golden Jubilee Building and address the faculty, students and staff member of the Institute.

Annexure- A3

OFFICE OF THE ACCOUNTANT GENERAL(CA) ORISSA : BHUBANESWAR

ABA/SAR/NIT/2010-11/

28 /11/2011

To

The Secretary to the Government of India,
Ministry of Human Resources Development,
(Department of Secondary and Higher Education),
New Delhi.

Sub: Audit Certificate cum Audit Report on the accounts of National Institute of Technology, Rourkela for the year 2010-11.

Sir,

I am to forward herewith the Audit Certificate-cum-Audit Report on the accounts of the Director, National Institute of Technology, Rourkela for the year 2010-11 along with a copy of the annual accounts. Action may please be taken for placing the same before both houses of the Parliament. The date(s) on which the Audit Report is placed before the Parliament may please be communicated to this office. The Director of the Institute has been requested to send the 'Hindi' version of the Audit Report and annual accounts to the Ministry.

The receipt of this letter along with the enclosures may please be acknowledged.

Yours faithfully,

Encl: As above.

Sd/-
Deputy Accountant General (IC-II).

Memo No. ABA-SAR/NIT/2010-11

28 /11/2011

Copy forwarded to the Comptroller & Auditor General of India, 10 Bahadur Shah Zaffar Marg, New Delhi-110124 for kind information with reference to Headquarters approval letter No.79679-Rep (AB)/387-2011 dated 22.11.2011. The SAR has been finalised in the light of observations/modifications suggested by the Headquarters.

Sd/-

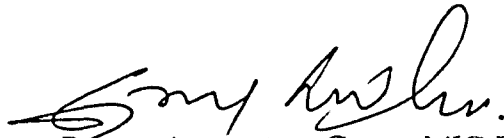
Deputy Accountant General (IC-II).

By Speed post
Memo No. ABA-SAR/NIT/2010-11/776

28 /11/2011

✓ Copy along with a copy of the Audit Report-cum-Audit Certificate on the accounts for the year 2010-11 forwarded to the Director, National Institute of Technology, Rourkela for information and necessary action.

The Action Taken Notes on the Audit Report may please be got vetted by this office before printing. Hindi version of the Audit Report along with Audit Certificate and Accounts may please be prepared and submitted to the Ministry for further action. Five copies of the printed report may please be sent to this office for record.


Deputy Accountant General (IC-II).



प्रधान महालेखाकार (सिविल लेखापरीक्षा) का कार्यालय, ओडिशा, भुवनेश्वर - 751001

OFFICE OF THE
PRINCIPAL ACCOUNTANT GENERAL (CIVIL AUDIT), ORISSA,
BHUBANESWAR-751001

संख्या/ No.:.....ABA/NIT (SAR) / 2010-11 / 773

दिनांक / Date: 28/11/2011.....

To

The Director,
National Institute of Technology,
Rourkela-769008
Odisha.

Sub: Deficiencies noticed during audit of the Annual Accounts of NIT, Rourkela for the year 2010-11.

Sir,

In inviting a reference to the audit of annual accounts of NIT, Rourkela for the year 2010-11, I am to state that the following irregularities were noticed during the course of audit, which need immediate attention of the management for remedial action.

- 1 The work "Water Supply System in the Play Ground" Rs. 21,92,626 was capitalised under "Building" head instead of "Tube well and Water Supply" head.
- 2 The work "Water Supply Distribution Network in Academic Area" of Rs. 53,45,611 was capitalised under "Building" head instead of "Tube well and Water Supply" head.
- 3 Provision for maintenance charges of Mail Server of Rs. 15,166 for the month of March 2011, payable to M/s Arithme Software and Web Services Pvt. Ltd Ranchi was not made.
- 4 Provision for Annual Maintenance Charges of Rs.50,928 for the equipment of the computer centre for the period February and March 2011, payable to M/s AGC Networks Limited, Gandhinagar was not made.
- 5 License fee of Rs.69,265 towards e-journal subscription paid to M/s Sage Publication, London for the month of April 2011 was shown as "revenue expenses" instead of "pre paid expenses".

The management is requested to take immediate action on above irregularities well before 31.3.2012. failing which these facts would be incorporated in the Audit Report of subsequent years.

Yours faithfully,

Dy. Accountant General (IC-II)

Separate Audit Report of Comptroller and Auditor General of India on the accounts of National Institute of Technology, Rourkela for the year ending 31st March, 2011

We have audited the attached Balance Sheet of National Institute of Technology, Rourkela as at 31st March, 2011 and Income and Expenditure Account / Receipts & Payments Account for the year ended on that date under section 19(2) of the Comptroller and Auditor General of India's (Duties, Power and Conditions of Service) Act 1971 read with section 22 of the NIT Act-2007. These financial statements include the accounts of Technical Education Quality Improvement Programme (TEQIP) Cell, Sponsored Research Industrial Consultancy & Continuing Education (SRICCE) and Board of Trustees (CPF/GPF/NPS). These financial statements are the responsibility of the Institute's management. Our responsibility is to express an opinion on these financial statements based on our audit.

2. This Separate Audit Report contains comments of the Comptroller and Auditor General of India on accounting treatment only with regard to classification, conformity with the best accounting practices, accounting standards and disclosure norms etc. Audit observations on financial transactions with regard to compliance with the Law, Rules & Regulations (Propriety and Regularity) and efficiency -cum-performance aspects etc. if any are reported through Inspection Reports / C& AG's Audit Reports separately.

3. We have conducted our audit in accordance with auditing standard generally accepted in India. These standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatements. An audit includes examining, on a test basis, evidences supporting the amounts and disclosure in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall presentation of financial statements. We believe that our audit provides a reasonable basis for our opinion.

4. Based on our audit, we report that

i) We have obtained information and explanations which to the best of our knowledge and belief were necessary for the purpose of our audit.

ii) The Balance Sheet and Income & Expenditure Account / Receipts & Payments Account dealt with in this report have been drawn up in the format prescribed by Government of India, Ministry of Finance.

iii) In our opinion, proper books of accounts and other relevant records have been maintained by the NIT, Rourkela as required under section 22(1) of NIT Act, 2007 in so far as it appears from our examination of such books.

iv) We further report that:-

A. BALANCE SHEET

1. CORPUS/CAPITAL FUND AND LIABILITIES

1.1. Earmarked /Endowment Fund (Sch-3):- Rs. 56,78,25,841

(a) This was over-stated by Rs. 9,19,07,346 due to:-

		(In Rupees)
1	Inclusion of the Development Fee received from the student in Endowment Fund instead of crediting the fee to the Institute's Corpus Fund as decided by the Institute's management.	8,19,07,346
2	The fund received from Sponsored Research & Industrial Consultancy (SRIC) Cell is included in the Earmarked/Endowment Fund instead of the Corpus Fund of the institute as prescribed in the SRIC manual.	1,00,00,000
	Total	9,19,07,346
Consequently "Corpus Fund of the Institute" was under-stated by Rs. 9,19,07,346		

(b) This was under-stated by Rs. 9,43,116 due to:-

		(In Rupees)
1	Non-addition of Non-MHRD grant sanctioned and received during 2010-11 from Council of Science and Industrial Research (CSIR). Consequently, Cash/Bank Balance under-stated by an equal amount	1,25,043
2	Non-addition of interest of Rs. 2,43,082 and accrued interest of Rs. 5,74,991 on investment out of SRIC fund resulting in under-statement of "Investment Account (SRICCE)" & Current Assets (accrued interest) by Rs. 2,43,082 & Rs. 5,74,991 respectively.	8,18,073
	Total	9,43,116

1.2. Current Liabilities and Provisions (Sch-7):- Rs. 34,10,21,471

This was over-stated by Rs. 3,73,41,044 due to showing the interest received from the investment made on Development Fund as Current Liabilities instead of crediting to the Corpus Fund of the Institute under Earmarked/Endowment Fund. Consequently, Earmarked/Endowment was under-stated by an equal amount.

2. ASSETS**2.1. Fixed Assets (Sch-8)****2.1.1. Building: Rs. 36,39,17,956**

This was under-stated by Rs. 14,24,23,479 due to:-

(In Rupees)

1	Non- capitalization of work "Construction of Roof Shed in Auditorium Hall" completed in December 2010.	32,26,884
2	Non- capitalization of work "Renovation of ground floor of Estate Office" completed in January 2011.	23,17,314
3	Non-capitalisation of the work "Extension of Hall No-4" completed in December 2010.	4,19,32,424
4	Non-capitalisation of the work "Renovation of the Hall of Residence No-2 & 5" completed in June 2010.	3,20,98,735
5	Non-capitalisation of the work "Extension of Hall No-3" completed during November 2010.	4,49,35,182
6	Short capitalisation of the expenditure on the Construction of Swimming pool.	1,79,12,940
	Total	14,24,23,479

In respect of above works, Rs. 13,30,82,111 remained in Capital Work-in Progress and Liabilities for expenses were not provided for Rs. 93,41,368. Consequently, "Capital Work-in-Progress" was over-stated by Rs. 13,30,82,111 and "Current Liabilities and Provision" was under-stated by Rs. 93,41,368.

2.1.2. Plant, Machinery & Equipments: Rs. 24,20,59,564

(a) This was over-stated by Rs. 17,76,551 due to:-

		(In Rupees)
1	Capitalisation of the expenses towards payment of custom duty, entry tax and shipping agent charges even though the equipment LINIT-25 Liquid Nitrogen Plant was not installed as on 31.3.2011.	17,14,601

2	Capitalisation of the Cost of the Equipment of Mining Department not received as on 31.3.11, but liabilities provision was made for such equipment which was supplied during April 2011.	61,950
	Total	17,76,551
Consequently "Plant, Machinery & Equipment (WIP)" under-stated by Rs. 17,14,601 & Liabilities Provision over-stated by Rs. 61,950.		

(b) This was under-stated by Rs. 2,09,316 due to:-

(In Rupees)

1	Non- capitalization of the equipment "Nirogen Gas Cylinder with Double Stage Diffusion Resistance Regulator" the cost of which wrongly charged to Revenue Expenses.	25,200
2	Capitalization of the equipment "ESCO Microprocessor" without adding expenses towards custom duty, transportation charges and shipping agent fee. The bill of such expenses were received during December 2010 and paid in May 2011 before finalisation of the account. But no provision was made towards such liabilities.	42,546
3	Non-capitalisation of the equipment "CLPB-50 Portable LN2 Cylinder and Non-insulated Cryogenic Horse" procured and put to use during 2010-11. The advance paid to the supplier was not adjusted as on 31.3.11.	1,41,570
	Total	2,09,316

Consequently, Revenue Expenses for the year over-stated by Rs. 25,200, Liabilities Provision was under-stated by Rs. 42,546 & Current Asset over-stated by Rs. 1,41,570

2.1.3. Furniture & Fixture: Rs. 5,66,65,377

This was under-stated by Rs. 6,11,277 due to:

		<i>(In Rupees)</i>
1	Non-capitalization of Furniture and Fixture supplied by M/s Eastern Infrastructure Private Ltd.. which was installed during 2010-11. The cost of the furniture of Rs. 46,300 only was classified under Revenue Expenses.	46,300

2	Capitalization of Furniture and Fixture procured during 2010-11 to Other Fixed Asset instead of Furniture and Fixture head.	27,366
3	Double deduction towards adjustment of Depreciation not provided during the previous year.	5,37,611
	Total	6,11,277
Consequently Current year Revenue Expenses, Other Fixed Asset and Prior Period Expenses were over-stated by Rs. 46,300, Rs. 27,366 & Rs. 5,37,611 respectively.		

2.1.4. Computer/Peripherals: Rs. 2,26,38,607

(a). This is over-stated by Rs. 12,50,000 due to capitalization of the Software-“Customized Management Information System for Educational Campuses” not installed as on 31.3.11. The Outstanding Advance against the supplier was wrongly adjusted, as a result Current Asset was under-stated by an equal sum.

(b). This was under-stated by Rs. 19,42,500 due to non-capitalization of the “LabView Software & EWB Software” procured and installed during November 2010 and incorrectly classified under Revenue Expenses. Consequently, Revenue Expenses for the year was over-stated by an equal sum.

2.1.5. Electric Installation: Rs. 4,58,84,544

This was under-stated by Rs. 82,91,386 due to:-

		(In Rupees)
1	Capitalisation of the expenditure on Construction of the A.C. Plant without adding the cost of Equipment and Erection charges pertaining to the work-“Heating, Ventilation and Air-Conditioning (HVAC) System”.	80,29,682
2	Short capitalisation of the expenditure on the work “Electrical Work of Vertical Extension of Library”.	2,61,704
	Total	82,91,386

Consequently “Work-in Progress” was over-stated by Rs. 82,91,386

2.1.6. Library Books: Rs. 3,69,34,585

This was over-stated by Rs. 1,12,490 due to capitalisation of the cost of subscription of journals instead of charging it to Revenue Expenses. The cost of subscription of journal for the period January 2011 to December 2011 of Rs. 1,12,490 was paid during April 2011 and Liabilities provision was made for entire amount. This has under-stated the Revenue Expenses for the year by Rs. 28,122 and Liabilities Provisions was over-stated by Rs. 84,368.

2.2. Current Assets, Loan, Advances etc. (Sch-11):- Rs.41,69,66,065

(a). The Associate Professor scale was given to the Asst. Professor before completion of the stipulated three year by contravening the order/notification of the Govt. and the decision was not rolled back even after it was denied by the Ministry in December 2009. Neither the excess payment made was recovered nor provision made in the accounts for the amount recoverable from the faculty. This under-stated the Current Asset (amount recoverable from faculty) by Rs. 3,16,53,663 due to over payment of salary to the faculty of Rs. 2,27,27,034 up to 31.3.2010 and Rs. 89,26,629 during 2010-11. Consequently, expenditure on Salary and Wages during 2010-11 over-stated by Rs. 89,26,629 and Prior Period Expenses (over payment of salary up to 31.3.2010) over-stated by Rs. 2,27,27,034

(b) This was under-stated by Rs. 42, 41,096 due to non-inclusion of Interest on Mobilization Advance of Rs. 18,41,096 during 2009-10 and Rs. 24,00,000 for the year 2010-11 dues against the contractor but not received as on 31.3.11. This has under-stated both **Income for the year** and **"Prior Period Income"** of Rs. 24,00,000 & Rs. 18,41,096 respectively

(c) This was under-stated by Rs. 2,00,09,000 due to adjustment of Secured Advance of Rs. 1,50,09,000 and Mobilization Advance of Rs. 50,00,000 outstanding against the contractor even though the bill of the contractor was not passed for payment during 2010-11. Instead of making provision for contractor bill the Advances Outstanding against the contractor was wrongly adjusted for which the **Liabilities Provision** was under-stated by Rs. 2,00,09,000

B.INCOME AND EXPENDITURE ACCOUNT

3. INCOME

3.1. Income From Rent (Sch-15): Rs. 1,64,20,280

This was under-stated by Rs. 4,82,519 due to non-accountal of Rent, Electricity and Water charges for the period 2010-11 remained uncollected as on 31.3.11. Consequently, **Current Asset(Rent Receivable)** was under-stated by equal sum.

3.2. Interest Earned (Sch-17): Rs. 41,57,388

This was under-stated by Rs. 16,61,918 due to non-inclusion of Interest on Mobilization Advance (Rs. 16,61,918) for the period 2010-11, collected from the contractor during February 2011 but wrongly shown as Recovery of Secured Advance outstanding against the contractor for which the **Current Asset(Advance outstanding against the Contractor)** was under-stated by equal sum.

3.3. Other Income (Sch-18): Rs. 5,36,090

(a) This was under-stated by Rs. 1,77,060 due to non-inclusion of Testing Fee collected by the Institute during 2010-11. The fee collected was wrongly shown as Liabilities under the head "Advance Received" for which Current Liabilities was over-stated by equal amount.

(b) This was under-stated by Rs. 24,336 due to non-inclusion of Rent, Water & Electricity charges collected from the contractor bill. The dues collected from the contractor bill were wrongly shown as Recovery of Secured Advance outstanding against the Contractor for which the Current Asset (Advance outstanding against the Contractor) was under-stated by equal sum.

3.4. Prior Period Income: Rs. 59,43,474

This was under-stated by Rs. 42,47,671 due to non-inclusion of Interest on Mobilization Advance (Rs. 42,47,671) for the period 2008-09 to 2009-10 collected from the contractor during February 2011 but it was wrongly shown as recovery of Secured Advance outstanding against the Contractor for which the Current Asset(Advance outstanding against the Contractor) was under-stated by equal sum.

4. EXPENDITURE

4.1. Establishment Expenses (Sch-20)

4.1.1. Outsourced Services:- Rs. 2,32,57,066

This was under-stated by Rs. 1,10,775 due to non-provision of Liabilities for Service Charges toward computer administration for the month of March 2011 which remained unpaid as on 31.3.2011. Consequently, Current Liabilities and Provisions was under-stated by equal sum.

4.2. Other Administrative Expenses (Sch-21)

4.2.1. Travelling and Conveyance Expenses:- Rs. 26,48,625

This was under-stated by Rs. 1,38,814 due to non provision of Travelling Expenses incurred during the year but remained unpaid as on 31.3.11 with corresponding under-statement of Liabilities Provision by equal amount and income of the year over-stated to the same extent.

4.2.2. Internet Charges:- Rs. 32,79,747

This was under-stated by Rs. 5,51,500 due to non-provision of the Internet Charges provided by the BSNL for the period 2010-11. Consequently, Current Liabilities Provision was under-stated by equal amount.

4.3. Depreciation (Sch-8): Rs. 11,46,98,972

(a) This was over-stated by Rs. 2,09,003 due to:-

		(In Rupees)
1	Charging of depreciation on Equipment "LINIT-25 Liquid Nitrogen Plant" not installed as on 31.3.2011.	1,28,595
2	Charging depreciation on the Equipment of Mining Department not received as on 31.3.11	4,646
3	Charging of depreciation @ 5 % instead of 2.5 % on the work "Hydro Insulation of Staff Quarters" completed in November 2010.	44,020
4	Charging depreciation on the Periodical Journal which is a Revenue Expenditure.	8,437
5	Charging of depreciation @ 25% instead of 10% applicable to the Furniture and Fixture of Rs.27,366.	4105
6	Wrong capitalisation of the Software not installed as on 31.3.11	19,200
	Total	2,09,003
Consequently, Fixed Asset was under-stated by Rs. 2,09,003		

(b) This was under-stated by Rs. 1,10,56,159 due to:

		(In Rupees)
1	Non-capitalisation of the cost of the Software procured during 2010-11	5,82,750
2	Non-capitalisation of the work "Construction of Roof Shed in Auditorium Hall" completed during 2010-11.	1,61,344
3	Non-capitalisation of the work "Renovation of Ground Floor of Estate Office" completed during 2010-11.	1,15,866
4	Non-charging of depreciation on the Furniture and Fixture supplied by M/s Eastern Infrastructure Private Ltd. and installed during 2010-11.	2,315
5	Non-charging of depreciation on the equipment "Nirogen Gas Cylinder with Double Stage Diffusion Resistance Regulator" purchased during 2010-11.	1,890
6	Non-charging of depreciation of the work "Extension of Hall No-4" completed in December 2010.	20,96,621
7	Non-charging of depreciation of the work "Renovation of the Hall of Residence No 2 & 5" completed in June 2010.	32,09,874
8	Non-charging of depreciation on the work "Extension of Hall No-3" completed in November 2010.	22,46,759

9	Short capitalisation of the Equipment "ESCO Microprocessor"	3,191
10	Non-charging of depreciation on the equipment "CLPB-50 Portable LN2 Cylinder and Non-insulated Cryogenic Horse" procured and put to use during 2010-11.	10,618
11	Short- capitalisation of the expenditure on the construction of Swimming Pool.	17,91,294
12	Short-capitalisation of the work "Heating, Ventilation and Air-Conditioning (HVAC) System".	7,62,820
13	Short-charging of depreciation on the work "Electrical Work of Vertical Extension of Library" during 2010-11	17,056
14	Double deduction for adjustment of depreciation not provided during the previous year.	53,761
	Total	1,10,56,159
Consequently Fixed Asset was over-stated by Rs. 1,10,56,159		

4.4. Prior Period Expenditure: Rs. 72,10,991

(a). This was over-stated by Rs. 12,67,723 due to:-

		(In Rupees)
1	Charging of depreciation on the software during 2006-07 to 2009-10 before installation.	12,18,000
2	Charging of depreciation on the work-"Electrical Work of Vertical Extension of Library" during 2008-09 to 2009-10 before its completion.	49,723
	Total	12,67,723
Consequently, Fixed Asset was under-stated by Rs. 12,67,723		

(b) This was under-stated by Rs. 4,01,484 due to non-charging of depreciation for the period 2009-10 on the work "Heating, Ventilation and Air-Conditioning (HVAC) System" completed in March 2010. Consequently, Fixed Asset over-stated by equal amount.

Net Impact:

The net effect on the comments given in the preceding paragraphs is that Liabilities as on 31.3.11 were under-stated by Rs. 308.13 lakh. Assets were under-stated by Rs. 650.43 lakh and excess of Expenditure over Income was over-stated by Rs. 342.30 lakh.

C. Grants in Aid

Out of Government of India grants of Rs. 124.81 Crore (Plan Rs. 75.81 Crore, Non-Plan Rs. 49.00 Crore; *grant received in March 2011 = Rs. 8.00 Crore*) and unspent balance of previous year (-)Rs. 8.27 Crore, the NIT could utilize a sum of Rs. 122.55 Crore (Plan Rs. 83.79 Crore, Non Plan Rs. 38.76 Crore) thereby incurring extra expenditure of Rs. 6.01 Crore as on 31 March 2011. The extra expenditure of Rs. 6.01 Crore was met from internal revenue of the Institute and from other funds subject to recoupment in due course.

(V) Subject to our observations in the preceding paragraphs, we report that the Balance Sheet and Income & Expenditure /Receipt & Payment Account dealt with by this report are in agreement with the books of accounts.

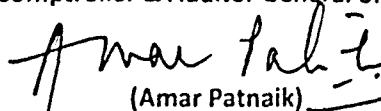
(VI) In our opinion and to the best of our information and according to the explanations given to us, the said financial statement read together with the Accounting Policies and Notes on Accounts and subject to the significant matters stated above and other matters mentioned in *ANNEXURE-I* to this Audit Report give a true and fair view in conformity with accounting principles generally accepted in India.

- (a) In so far as it relates to the Balance Sheet, of the state of affairs of NIT, Rourkela as at 31st March'11; and
- (b) In so far as it relates to Income & Expenditure Accounts of the deficit for the year ended on that date.

Place : Bhubaneswar

Dated: 28.11.2011

For and on behalf of the
Comptroller & Auditor General of India


(Amar Patnaik)

ACCOUNTANT GENERAL (CIVIL AUDIT) ODISHA

ANNEXURE-I

I- Adequacy of Internal Audit System

The internal audit system is not adequate. The internal audit of accounts for 2010-11 of SRICCE was not conducted before incorporation of accounts in NIT, Rourkela accounts and internal audit of accounts for 2010-11 has not been done before it was approved by Board of Governors.

II Adequacy of Internal Control System.

The Internal Control System in place is not adequate and is not commensurate with the size and nature of the Organisation.

III- System of Physical Verification of Inventory

Physical verification of stock and stores has been conducted in 30 units/department except Biomedical and Biotech Department, Central Library and Technical Education Quality Improvement Programme (TEQIP) Cell. Though library worth Rs. 5.64 crore acquired by the Institute as on 31st March 2011, the physical verification was not conducted since 2008-09.

IV- System of Physical Verification of Fixed Assets:

1. The Institute has not maintained Register of Assets despite repeated audit observation.
2. According to the instruction contained in Rule 190 of GFR, Fixed Asset Register is to be maintained in Form GFR-40 and physical verification of fixed assets should be conducted at least once in a year as per Rule 192 of GFR. But it was noticed that neither any such consolidated Register of Assets has been maintained by the Institute nor detailed list appended to the statement of accounts, in absence of which the capital assets of Rs. 162.49 crore as on 31st March 2011 could not be verified in audit.
3. Physical verification of assets acquired under Sponsored Research Industrial Consultancy & Continuing Education (SRICCE) worth of Rs. 20.79 crore has not been conducted.

V- Regularity in payment of statutory dues

The organization is regular in depositing statutory dues, i.e. Provident Fund, Group Saving Linked Insurance, Professional Tax, TDS etc.


By: Accountant General (IC-II)

Statement showing Impact of Audit Comments on Annual Accounts of NIT, Rourkela for 2010-11

PARA NO	LIABILITIES		ASSET		INCOME		EXPENIDTURE	
	Overstated	Understated	Overstated	Understated	Overstated	Understated	Overstated	Understated
1.1(a)	91907346	91907346	0	0	0	0	0	0
1.1.(b)(I)	0	125043	0	125043	0	0	0	0
1.1.(b)(III)	0	818073	0	818073	0	0	0	0
1.2.	37341044	37341044	0	0	0	0	0	0
2.1.1	0	9341368	133082111	142423479	0	0	0	0
2.1.2.(a)	61950	0	1776551	1714601	0	0	0	0
2.1.2.(b)	0	42546	141570	209316	0	0	25200	0
2.1.3.	0	0	27366	611277	0	0	583911	0
2.1.4.(a)	0	0	1250000	1250000	0	0	0	0
2.1.4.(b).	0	0	0	1942500	0	0	1942500	0
2.1.5.	0	0	8291386	8291386	0	0	0	0
2.1.6.	84368	0	112490	0	0	0	0	28122
2.2.(a)	0	0	0	31653663	0	0	31653663	0
2.2.(b).	0	0	0	4241096	0	4241096	0	0
2.2.(c).	0	20009000	0	20009000	0	0	0	0
3.1.	0	0	0	482519	0	482519	0	0
3.2.	0	0	0	1661918	0	1661918	0	0
3.3.(a)	177060	0	0	0	0	177060	0	0
3.3.(b).	0	0	0	24336	0	24336	0	0
3.4.	0	0	0	4247671	0	4247671	0	0
4.1.1.	0	110775	0	0	0	0	0	110775
4.2.1.	0	138814	0	0	0	0	0	138814
4.2.2.	0	551500	0	0	0	0	0	551500
4.3.(a)	0	0	0	209003	0	0	209003	0
4.3.(b).	0	0	11056159	0	0	0	0	11056159
4.4.(a).	0	0	0	1267723	0	0	1267723	0
4.4.(b).	0	0	401484	0	0	0	0	401484
TOTAL	129571768	160385509	156139117	221182604	0	10834600	35682000	12286854
NET IMPACT		30813741		65043487		10834600	23395146	
LIABILITIES -ASSET:-					Excess of Expenditure over Income			
Asset Understated			65043487		Expenditure Overstated		23395146	
(-) Liabilities Understated			30813741		(-) Income Overstated		10834600	
			34229746				34229746	


Dy. Accountant General (IC-II)



Annexure- A4

National Institute of Technology Rourkela – 769 008 (Orissa)

Sub: Selection of faculty – 1st – 5th Nov., 2011 and 25th -26th Nov., 2011

Common Notes

- Note 1:** On award of Ph.D. degree, to be given regular position in PB3 + eleven non compounded increments, and AGP of Rs.7000/- with service benefits accruing from the date of original contract appointment.
- Note-2:** All initial increments shall be non-compounded
- Note-3:** Extension of contract beyond 3 years shall be only on the recommendation of a formal Selection Committee.
- Note-4:** Internal candidates who have applied for higher posts but not found suitable may continue their present pay and AGP.
- Note-5:** All joining will be with immediate effect and all changes for internal candidates will be effective from the date of joining after the date of approval of the competent authority.

The following candidates are recommended for selection in faculty positions in various departments listed below:


Selection of faculty under Regular positions

Dept.	Positions	Recommendation of candidates of Selection Committee		
		Name of the candidate	Initial basic pay recommended	Note
CS	Professor (HAG- scale)	-	-	None found eligible
	Asst. Prof.	1 Mr. Debi Prasad Dogra		PB-3 + 3 (three) increments non-compounded, AGP Rs.6000/- and on contract for three years or award of Ph.D. degree which is earlier. On award of Ph.D. degree PB-3 + 11 (eleven) non-compounded increments with AGP = Rs.7000/-. Recommended for Dept. of Biotechnology & Medical Engg.

EC	Professor (HAG-scale)	1. Prof. G. Panda	As per rules	-
	Asst. Prof.	1. Dr. Lakshi Prasad Roy (SC) 2. Dr. Nurul Islam 3. Sri Upendra Kumar Sahoo (OBC) 4. Sri Shrishailayya Hiremath	PB-3 plus eleven non compounded increments; AGP= Rs.7000/- 	On contract for 3 years or award of Ph.D. degree which is earlier with PB3 plus 3 non-compounded increments AGP = Rs.6000/-. On award of Ph.D. degree to get regular position with effect from date of original appointment with PB3 + eleven non-compounded increments and AGP = Rs.7000/-. Sri Hiremath may be given 2 more years, if his progress is found satisfactory, to complete Ph.D. by a duly constituted Selection Committee.
EE	Professor (HAG-scale)			None found eligible
	Asst. Prof.	1. Dr. Prabhat Ku. Ray 2. Miss Monalisa Pattnaik	Rs.22,000/- in PB-3 + AGP of Rs.8000/- PB3 + 3 non compounded increments & AGP of Rs.6000/- increments, on contract for 3 years or award of Ph.D. whichever is earlier. On award of Ph.D. to get regular post with PB3+eleven non compounded increments & AGP of Rs.7000/-	Long service to other institute and existing pay in his present job.

VE	Professor (HAG scale)	1. Prof. R. K. Sahoo	As per rules	
	Asst. Prof.	1. Dr. Arup Kumar Das 2. Dr. Madhusudan Rao Gavara (OBC) 3. Dr. Shibayan Sarkar (SC) 4. Sri Manas Das(SC) 5. Sri M. Ravishankar (ST) 6. Sri Anirban Mitra 7. Sri M. K. Moharana 8. Sri Suraj K. Behera (SC)	PB3 + eleven increments with AGP Rs.7000/- →	PB3 + 3 increments with AGP of Rs.6000/- on contract for 3 years or Ph.D. degree which is earlier. On award of Ph.D. degree – PB3 plus eleven non compounded increments and GP of Rs.7000/-. In case of Sri Behera, if program is good at the end of 3 years, two additional years may be given.
ID	Professor (HAG scale)	1. Prof. B. B. Biswal	As per rules	-
	Asst. Prof.	1. Sri D. S. Bisht 2. Sri B. B. V. L. Deepak	PB3 + 5 non-compounded increments and AGP Rs.6000/- (on contract). PB3 + 3 non-compounded increments, AGP Rs.6000/- (on contract).	For both candidates, positions shall be on contract for 3 years or award of Ph.D. degree, whichever is earlier. Review after 3 years with provision of extension of contract by 2 more years. On award of Ph.D. degree, to be given regular position with PB3 + 11 non-compounded increments and AGP of Rs.7000/- regularized with effect from original date of joining.
PH	Professor (HAG scale)	1. Prof. S. Panigrahi	As per rules	
	Asst. Prof.	1. Dr. Balaram Sahoo (OBC) 2. Dr. Chadr Shekhar Yadav 3. Mr. Suryanarayan Dash	PB3 + 15 non compounded increments plus AGP of Rs.7000/- PB3 + 11 non compounded increments plus AGP of Rs.7000/- →	PB3 + 3 non compounded increments plus AGP of Rs.6000/- on contract till award of Ph.D. or 3 years whichever is earlier. To be regularized on award of Ph.D. degree with PB3 + 11 non compounded increments plus AGP of Rs.7000/=

MA	Professor (HAG scale)	1. Prof. A. Behera	As per rules	-
	Asst. Prof.	1. Dr. Sheshdev Pradhan 2. Dr. (Ms.) Divya Singh 3. Dr. Chetteti Ramreddy	PB-3 + eleven non compounded increments + AGP= Rs.7000/- (Ph.D. certificates to be verified)	


 Sunil Kr. Sarangi
 Director & Chairman
 Selection Committee 2011



राष्ट्रीय प्रौद्योगिकी संस्थान, राउरकेला

National Institute of Technology, Rourkela

Minutes of the 36th meeting of the Senate of the Institute held at 4.00 PM on 16.09.2011 (Friday) in the Conference Hall, CS Department, N.I.T., Rourkela.

Members present :

1. Prof. Sunil Kr Sarangi, Director	-	Chairman, Senate
2. Er. S. K. Upadhyay, Registrar	-	Secretary, Senate
3. Prof.(Mrs) Krishna Parmanik, BM	-	Member
4. Prof. K.C. Patra, CE	-	Member
5. Prof. M. Panda, CE	-	Member
6. Prof. N. Roy, CE	-	Member
7. Prof. S.P.Singh, CE	-	Member
8. Prof. C.R. Patra, CE	-	Member
9. Prof. K. C. Biswal, CH	-	Member
10. Prof. S.K. Agarwal, CH	-	Member
11. Prof. R. K. Singh, CH	-	Member
12. Prof. S.K. Rath, CS	-	Member
13. Prof. B. Majhi, CS	-	Member
14. Prof. S. Bhattacharya, CR	-	Member
15. Prof. K.K. Mohapatra, EC	-	Member
16. Prof. S. Meher, EC	-	Member
17. Prof. B. Subudhi, EE	-	Member
18. Prof. A. K. Panda, EE	-	Member
19. Prof. A. Behera, MA	-	Member
20. Prof. D.G. Sahoo, MA	-	Member
21. Prof.G.K.Panda, MA	-	Member
22. Prof. Snehashish Chakravarty,MA	-	Member
23. Prof. K. C. Pati, MA	-	Member
24. Prof. B.K. Nanda, ME	-	Member
25. Prof. R.K. Sahoo, ME	-	Member
26. Prof. K.P. Maity, ME	-	Member
27. Prof. D.R.K. Parhi, ME	-	Member
28. Prof. S. K. Sahoo, ME	-	Member
29. Prof. P.K. Ray,ME	-	Member
30. Prof. S. K. Acharya, ME	-	Member
31. Prof. B.B. Verma, MM	-	Member
32. Prof. B.K. Pal, MN	-	Member
33. Prof. S. Jayanthu, MN	-	Member
34. Prof. D. P. Tripathy, MN	-	Member
35. Prof. S. Panigrahi, PH	-	Member
36. Prof. B.B. Biswal, TP	-	Member
37. Prof. J. Bera, Head, CR	-	Invitee
38. Prof. (Ms.) S. Mohanty, Head, HS	-	Invitee
39. Prof. S. Jena, Head, PH	-	Invitee
40. Prof. A. K. Turuk, Head, CS	-	Invitee
41. Prof. B. G. Mishra, Head, CY	-	Invitee
42. Prof. S. Paul, Head, BM	-	Invitee
43. Prof. S. K. Patra, Head, LS	-	Invitee

44. Mr. B. Acharya, Asst. Registrar, Academic	-	Invitee
45. Sri Divyanshu Mahajan, M. Tech, II Yr. , BM,	-	Student Invitee
46. Shri V. K. Rohith, B. Tech, III Yr, CE	-	Student Invitee

Members Absent:

1. Dr. B.S. Das, Emeritus Medical Scientist Indian Council for Medical Research, Institute of Life Sciences, Bhubaneswar	-	Member
2. Prof. R.V. Rajakumar, Former Dean (AA) Department of E&ECE, I.I.T., Kharagpur	-	Member
3. Prof. (Mrs.) Padmja Mishra Professor & Head, Department of Economics, Utkal University, Bhubaneswar	-	Member
4. Prof. Gyanaranjan Satpathy, BM	-	Member
5. Prof. S. K. Sahu, CE	-	Member
6. Prof. Ramakar Jha, CE	-	Member
7. Prof. P. Rath, CH	-	Member
8. Prof. S.K. Jena, CS	-	Member
9. Prof. G. Panda, EC	-	Member
10. Prof. S.K. Patra, EC	-	Member
11. Prof. P.C. Panda, EE	-	Member
12. Prof. J. K. Satapathy, EE	-	Member
13. Prof. S.S. Mohapatra , ME	-	Member
14. Prof. U.K. Mohanty, MM	-	Member
15. Prof. B.C. Ray, MM	-	Member
16. Prof. S.C. Mishra, MM	-	Member

Leave of absence was approved for all members absent.

2011-36-Senate-01: Welcome to the Members and Invitees of the Senate. .

The Chairman welcomed all Senators and Invitees.

PART – I: WITH STUDENT INVITEES

2011-36-Senate-02: To confirm the minutes (Part – I) of 35th meeting of the Senate held on 12.07.2011 (Wednesday)

The draft minutes (Part – I) of 35th meeting of the Senate, provisionally approved by the Chairman, Senate were circulated to all members. Since no comments/suggestions on the correctness of the recording of the minutes have been received from any member, Senate confirmed the minutes.

2011-36-Senate-03: Report on Action Taken on the decision of 35th meeting (Part – I) of the Senate held on 12.07.2011:

Minutes Sl. No of 35th meeting	Subject	Action taken
2011-35-Senate-02	2011-34-Senate-04: Finalization of Academic Calendar for the session 2011-12.	Implemented
	2011-34-Senate-08: Matters arising out of change of B. Tech regulation and concerns of Senate recorded in 32 nd meeting.	Implemented
	2011-34-Senate-10: Medical leaves for M.Tech students	Dean(AC.) has collected data from different IITs and letter has been written to MHRD for guideline.
2011-35-Senate-04	Amendment in regulation regarding Dean(Ac)'s approval for late semester registration.	Implemented

The Senate noted the above and decided the following against item 2011-34-Senate-10: Medical leaves for M.Tech students of 2011-35-Senate-02 above:

- i) M.Tech, M.Tech (Res) and PhD students will be permitted Casual Leave for 15 working days per Academic Year.
- ii) For the students of above programmes, Rest on Medical grounds duly recommended by the Institute Medical Officer or on ground of Hospitalization is permissible but without fellowship. When rest is recommended by Institute medical officer, a student is required to stay in hostel (or outside if so permitted) unless specifically permitted to go home for treatment or convalescence.
However, if the total leave period due to medical reasons over the whole programme exceeds 2 months, then the earliest date for thesis submission will be extended by the number of days a student has availed Medical Leave. Intervening holidays will be counted as part of medical leave. In case of unauthorized absence, fellowship will be deducted proportionately and further academic penalties may be imposed. Married female students will be entitled to 6th month of maternity leave twice in her career with fellowship, but academic requirements will not be compromised.

2011-36-Senate-04: Amendment of SAC Rules.

Since the exact clause number to be amended in the SAC rules was not put up with the proposed amendment, the item was deferred to the next Senate meeting. However, the Chairman, Senate requested all Senators to go through the SAC Rules and to come up with the suggestions for amendment of any clause, in particular, the clause no. 3.5 when a nominated representative does not perform his/her responsibilities.

[Annexure A, Pg.]

2011-36-Senate-05: Enhancement of seat for B. Tech programmes in Biomedical Engineering and Biotechnology:

The Department of Biotechnology and Medical Engineering was introduced from the Academic year 2007-08, with total student strength of thirty each in Biomedical Engineering and Biotechnology. But it was a transient arrangement. Since its introduction, the infrastructures of the department have improved and faculty strength has increased. The department has started with full capacity with B.Tech, M.Tech and Ph.D students and continuing with the same trend. Further, Considering the response in the AIEEE counseling, it is proposed that the number of seats in each discipline of B.Tech should be increased from thirty to sixty for admission to the 2013-14 session.

The Senate advised Dean (AC.) to put up a comprehensive seat distribution proposal across all the Departments considering the following constraints and decision will be taken in the next Senate meeting:

- i) The proposal will include both UG & PG seat distribution.
- ii) The seats will be in integral multiple of 30; i.e. 30, 60, 120, etc.(to avoid 90)
- iii) Number of class rooms and its strength
- iv) Faculty strength of the department.
- v) Hostel availability.

2011-36-Senate-06: Calendar for assignment of teaching responsibilities:

To ensure smooth semester registration of the students, the database need to have the faculty-wise teaching responsibilities for the complete Academic Session (Both Autumn and Spring) before the start of Autumn session. The calendar for the whole year is proposed as follows:

Event	Date for Autumn Semester	Date for Spring Semester	Remarks
Uploading of list of courses to be taught and names of teachers by HOD	28 th February	28 th February	a) If any of the mentioned date happens to be a holiday, the next working day will be treated as the deadline for the said event.
Uploading of Time Table	7 th March	15 th October	
Pre-Registration of UG & PG students	21 st March	21 st October	
Alternations in lists of courses and names of teachers, if any	15 th June	30 th October	b) Semester registration date may be adjusted as per the Academic Calendar approved for
Correction in Time Table, if any	21 st June	7 th November	

Amendment or Re-Registration by Student (From any where)	30 June	15 November	the session.
Allotment of Open Electives	7 th July	15 th December	
Semester Registration by the student from NIT Rourkela Campus only.	21 st July	1 st January	
Amendment to course registration by students.	By 28 th July	By 7 th January	

All dates are approximate and will be announced every year as a part of the academic calendar.

The Senate approved the proposal. The Senate also decided the following:

- i) *Departments are to offer more Departmental as well as Open Electives so that a student will get sufficient options to register for elective courses of his/her choice.*
- ii) *Class size in each Elective course may be limited. Preferably courses for which less than 20% students of a class opt may not be offered by the department. Unpopular courses may be eliminated and faculty members are advised to offer new courses instead.
Department shall make a conscious effort to ensure that courses offered are taken by students with a reasonably uniform distribution. There shall, however be no strict formula for ensuring such distribution.*
- iii) *Allotment of elective courses may be done on the basis of CGPA, of grade in a specific course or by drawing lots after considering choice of the students. When allotment is done by CGPA, Departments may choose preference to higher or lower grades.*
- iv) *For the Spring semester 2011-12, departments need to send course details and faculty names to the Academic Office by 23.09.2011. The same will be uploaded in the database by the Academic Office.*
- v) *The Departments also need to specify the prerequisites, co-requisites for each course and the branches which will not be permitted to register for some specified courses, especially open electives.*
- vi) *Students of the home department may register in open electives, if the contents are not covered in any other course.*
- vii) *In case of open electives, preference in allotment will be given to students with lower CGPA.*

B. UNDERGRADUATE STUDIES

2011-36-Senate-07: Modality of awarding grades to to first year B.Tech/M.Tech Dual Degree/5years Int. M.Sc. students who had taken admission late.

Some first year students of B.Tech / M.Tech Dual Degree and M.Sc (5 yrs Integrated) programmes have taken late admission due to delay in counseling process. Last year students who had taken admission on or after 26.08.2010 were permitted by the Director not to write Mid-Semester examination.

In a similar situation in previous years, 80% weightage was given to the End-Semester examination and 20% to the Teacher Assessment for the Autumn semester evaluation of such students.

In the current academic year, the last date for spot admission was 20.8.2011. Foreign students have taken admission by 29.08.2011.

The Senate decided that students who have taken admission after 20.08.2011 (post CCB-2011 admission), will be given the option to write or not to write Mid-Semester examination. Evaluation of students opting for not to write Mid-Semester examination will be done by giving 80% weightage to the End-Semester examination and 20% weightage to Teacher's Assessment for the Autumn semester 2011-2012. Evaluation of all other students for the Autumn semester 2011-12 will be done as per normal semester evaluation process.

2011-36-Senate-08: Report on two court cases resulting out academic measures taken:

As per Academic Regulations, the studentship of some students were terminated because of their poor performance in their academic programmes. Out of them, eleven students filed court cases in two different writ petitions (one writ petition by nine students and the other by two students) in the Hon'ble High Court of Orissa. All these eleven students had secured CGPA less than 6.00 at the end of repeat first year. The list of students is given below:

Sl.No.	Roll No.	Name	Petitioners
1	109BT0674	ABHISHEK KUMAR	One group
2	109CR0558	ASHISH KUMAR BARAL	
3	109ME0406	KUMAR PAWAN RAJ	
4	109BT0522	KRUSHAN HEMBRAM	
5	109MN0613	TOSHIBA	
6	109ME0386	SHIVSHANKAR MINJ	
7	109BM0681	SATYALOK KUMAR	
8	109MN0645	VINAY KUMAR	
9	109CE0045	CHANDRASEKHAR MALLICK	
10	109CE0048	PRITAM MOHAPATRA	Other group
11	409PH5005	BASANT KUMAR BINDHANI	

The Hon'ble High Court of Orissa, in its final judgment, has upheld the decision of the Institute. However, it has given directive to the Institute that these students' cases may be considered by the Institute sympathetically. Certified copy of the Hon'ble High Court judgment is enclosed.

The Senate deliberated on the matter and examined carefully the judgment of the Hon'ble High Court of Orissa and the application given by students for readmission. The Senate resolved the following:

- 1) The rule that mandates a student to leave the Institute after failing first year twice successively, is in fact, conceived as a compassionate measure to students who are not motivated or lack the aptitude to pursue engineering study as a career. The alternative was to permit students to continue for six years and then leave without a degree. In fact the earlier practice of REC resulted in several students being forced to leave the Institute without a degree after spending eight years. This provision is indeed, kind to the students who often are forced to study enquiring against their internal will.*
- 2) Dean (AC.) was advised to write parents of the students as well as the Hon'ble High Court (through our Advocate) explaining the Institutes position and requesting the parents not to insist on admission of their wards in NIT, Rourkela*

[Annexure A1 Pg. 9 - 13]

C. POST-GRADUATE AND RESEARCH STUDIES:

2011-36-Senate-09: Proposal for the award of Honorary Doctor of Science (D.Sc.) degree.

It was proposed to confer the Honorary Doctor of Science (D.Sc.) degree to some of the following eminent personalities in recognition of their outstanding contribution in their respective fields as well as towards the development of the society and mankind in general. It is also proposed to confer the degree on two of the distinguished Scientists in the 9th Convocation of the Institute to be held on 21.01.2012.

The Senate recommended the following names to BOG for consideration.

- a) *Dr. E. Sreedharan, Managing Director, Delhi Metro Rail Corporation Ltd., Metro Bhawan.*
- b) *Dr. (Mrs). Kiran Mazumdar Shaw, Chairman & Managing Director, Biocon Limited, Bangalore.*
- c) *Dr. Vijay Kumar Saraswat (Scientific Advisor to the Ministry of Defense).*
- d) *Shri G. Madhavan Nair, Former Chairman of ISRO.*

D. DISCIPLINE, ENDOWMENT AND STUDENT AFFAIRS

NIL.

E. MISCELLANEOUS:

2011-36-Senate-10: Non-submission of results and certificates by the 1st semester students of all programmes:

A significant number of 1st semester students covering all programmes could not submit their qualifying degree result/Migration/Transfer Certificates. Thus, their admission process remains incomplete. They are supposed to submit all the above documents by 30th September 2011. It is approved that which some of these students may not be able to do so. The students are requesting for extension of submission date beyond 30th September.

The Senate deliberated on the issue and decided to extend the date of submission of result and related certificates up to 31st October, 2011.

PART – II: WITHOUT STUDENT INVITEES

2011-36-Senate-11: To confirm the minutes (Part – II) of 35th meeting of the Senate held on 12.07.2011 (Wednesday).

The draft minutes (Part – II) of 35th meeting of the Senate, provisionally approved by the Chairman, Senate were circulated to all members. Since no comments/suggestions on the correctness of the recording of the minutes have been received from any member, Senate confirmed the minutes.

2011-36-Senate-12: Report on Action Taken on the decision of 35th meeting (Part – I) of the Senate held on 12.07.2011:

Minutes Sl. No of 35th meeting	Subject	Action taken
2011-35-Senate-07	Publication of results of Supplementary and Summer Course Examinations-2011	Implemented
2011-35-Senate-08	Offer of GATE scholarship to the students qualifying GATE after taking admission	Implemented
2011-35-Senate-09	Report on malpractice cases of Mid-Semester and End-Semester Examinations, Spring 2010-11	Implemented
2011-35-Senate-10	Report on student disciplinary cases	Implemented
2011-35-Senate-11	Deferred Item vide 2010-31-Senate-15 (Student Disciplinary case)	Implemented

The Senate noted the above.

Further, the Senate discussed the case of Smruti Ranjan Nayak, Roll No. 10506019 (Senate Item No. 2011-34-Senate-19). The report was put up by Dean (AC.) on continuation of his studentship in the 7th year.

Smruti Ranjan Nayak (10506019) took admission in B.Tech Computer Science & Engineering in the Academic Session 2005-06. Till now he has completed six years. At present the student is having following courses as UR courses:

- | | |
|-----------------------------|-------------------------|
| 1) CY171:Chemistry Lab | (Now offered in Autumn) |
| 2) CS312:Computer Networks | (Now offered in Autumn) |
| 3) CS491:Research Project-I | (Now offered in Autumn) |
| 4) CS371:Database Lab | (Now offered in Spring) |

The student has not registered for any 8th semester courses. Therefore, mathematically the student can take courses (1) to (3) in this autumn semester, and course at (4) along with entire 8th semester courses in the Spring semester 2011-12. But in that case, he will need more time than the spring semester permits.

The Senate considered the case of the student with sympathy and advised Dean (AC.) to work out a way by which he can complete the programme within 14 semesters plus summer vacation. If it is still not feasible to adjust his programme, or if he fails any of the courses even at the end of 14 semesters plus vacation, Sri Nayak must leave the Institute without a degree. He must give an undertaking to that effect before registering for the 14th Semester.

A. RULES, PROCEDURES, CURRICULA AND POLICY MATTERS:

2011-36-Senate-13: List of degree recipients for the 9th Convocation:

The consolidated list of degree recipients for the 9th convocation of the Institute is annexed for the information/approval of the Senate.

It may be informed that the research students (Ph. D & M.Tech(Res)) who will be completing their programme before the 9th Convocation will also be awarded degree in the said Convocation as per the BOG decision.

The Senate approved the proposal.

[Annexure – A2, Pg.]

B. UNDERGRADUATE STUDIES

2011-36-Senate-14: Change of grades for Spring, Summer, and Supplementary examinations 2010-11.

The change of grades for Spring, Summer and Supplementary examinations 2010-11 are given as an annexure. Change of grade, as proposed by the teachers and recommended by DACs have been approved by the Chairman, Senate except for one case i.e. the case of Sri Harh Mishra, Roll No.710EE1012 in course PH 102 Physics-II. The Senate examined the cases and approved the changes in grade.

In case of Sri Harsh Mishra the Senate examined the case in detail and heard the teachers Prof. S Panigrahi, Professor of Physics and Prof. S. Jena, Head of the Department.

The Senate observed that:

- a) *The proposal for grade change by the teachers originated from re-evaluation of both mid-semester and end semester examination answer scripts with a liberal eye, for which there is no provision in the regulation;*
- b) *Extra marks were given on teachers assignment, which is not admissible under the rules, and*
- c) *The second evaluation was erroneous.*

The Senate further observed that the original evaluation was correct and conformed to standards approved to all other students of the class. The Senate confirmed the Chairman's provisional decision not to admit suggestion of the Department of Physics to alter the grade awarded to Sri Harsh Mishra.

The Senate also noted that Sri Mishra has already registered in courses of First Semester for a repeat First Year

[Annexure A3 Pg.]

C. POST-GRADUATE AND RESEARCH STUDIES:

2011-36-Senate-15: Publication of M.Tech. 4th semester result of Vivek Singh, 208ME102:

The M.Tech. 4th semester result of Vivek Singh, 208ME102 has been approved by the Chairman, Senate and the same is put up for the confirmation of the Senate.

The Senate confirmed the same.

[Annexure A4 Pg.]

2011-36-Senate-16: Award of degree certificate to Sri Sushant Kumar Sahu, Roll No. 207MM109, M.Tech student of MM Department:

The final result of Shri Sushanta Kumar Sahu, Roll No. 207MM109 was published in January 2010. His name was inadvertently missed from the list of degree awardees of 8th Convocation held on 15.01.2011. He may be awarded degree in line with the students who got degrees in the 8th Convocation.

The Senate approved the proposal.

[Annexure A5 Pg.]

2011-36-Senate-17: The case of Mrs. Shreedevi Sahoo (607BM001), an M.Tech(Res) student of BM Department:

Mrs. Shreedevi Sahoo was enrolled in the BM Department as a M. tech student under supervision of Prof. G. R. Satpathy. A question has arisen on the correctness of the steps taken by various functionaries of the Institute. It is now necessary to put the case in order. A note from the Director was enclosed for consideration of the Senate.

The Senate deliberated on the issue and decided not to take cognizance of the thesis submitted by the student since action has not been taken on the Director's letter dated 27.10.2010; i.e., the new research topic has not been decided, the road map was not framed, MSC has not met and decided on these changes and registration has not been changed.

In view of the above, the following are decided by the Senate keeping in view the future of the student;

- i. *Mrs. Shreedevi Sahoo will be given the option to work on the original experimental problem or on a new problem with the same guide or with a new guide.*
- ii. *In case she chooses to work on the original experimental problem, her existing registration will be valid. If she chooses to work on a different problem, she has to re-do the registration process under supervision of the MSC..*
- iii. *She needs to submit her willingness on the above (i) & (ii) immediately.*
- iv. *The thesis will be resubmitted after one year from the date of submission of her willingness and resumption of work in case she works on the original problem or after one year from the date of registration seminar in case she chooses to work on a new problem.*
- v. *As she will be completing 4 years from the date of enrolment, she will be given the required time for completion of her thesis.*

[Annexure A6, Pg. 41 - 42]

2011-36-Senate-18: Results of Ph.D. and M.Tech.(Res) Examination.

The following Ph.D./M.Tech.(Res) students have been provisionally awarded degrees on approval of the Chairman, Senate. These are for confirmation by the Senate and recommendation to the BOG for award of the degree.

Ph.D.Results:

1.	Mohan Kumar Pradhan
	Roll No. 50703004
	RS/Faculty RS
	Date of award of degree 17.06.2011
	Foreign Examiner Professor Stefan Dimov, Cardiff Univ. UK
	Indian Examiner Professor M S Shunmugam. IIT Madras, Chennai
	Name of Supervisor Professor C K Biswas, ME NIT Rourkela
	Thesis Title Experimental Investigation and Modeling of Surface Integrity, Accuracy and Productivity Aspects in EDM of AISI D2 Steel.
2.	Akshaya Kumar Rout
	Roll No. 50703002
	RS/Faculty RS
	Date of award of degree 18.07.2011
	Foreign Examiner Professor Anthony C Okafor, Missouri Univ.Sc & Tech., USA
	Indian Examiner Professor A Bandyopadhyay, Jadavpur University, Kolkata
	Name of Supervisor Professor K P Maity, ME. NIT, Rourkela
	Thesis Title A Class of Solutions for Extrusion Through Converging Dies

3.	Suchismita Chinara	
	Roll No.	50606001
	RS/Faculty	Faculty
	Date of award of degree	05.08.2011
	Foreign Examiner	Professor Z Ghassemloooy, Northumbria University, UK
	Indian Examiner	Dr. N C Shivaprakash, IISC Bangalore
	Name of Supervisor	Professor Santanu Kumar Rath, CS, NIT Rourkela
	Thesis Title	Analysis and Design of Protocols for Clustering in Mobile Ad Hoc Networks
4.	Jagadish Chandra Mohanta	
	Roll No.	50603001
	RS/Faculty	R/S
	Date of award of degree	26.08.2011
	Foreign Examiner	Professor Jeff K Pieper, Univ. of Calgary, Canada
	Indian Examiner	Professor B K Rout, Birla Inst. Of Tech. & Science, Pilani
	Name of Supervisor	Professor D R Parhi, ME, NIT Rourkela Professor S K Patel, ME, NIT Rourkela Dr. I P S Paul, CPRI, Bangalore
	Thesis Title	Navigational Control of Multiple Mobile Robots in Various Environment

M.Tech.(Res.) Result

1.	Anukul Chandar Panda	
	Roll No.	608CS403
	RS/Faculty	RS
	Date of award of degree	06.09.2011
	Indian Examiner	Professor Pabitra Mitra, IIT Kharagpur
	Internal Examiner	Professor B Subudhi, EE, NIT Rourkela
	Name of Supervisor	Professor Banshidhar Majhi, CS, NIT Rourkela
	Thesis Title	Parallel Algorithms for Iris Biometrics.

The Senate approved the above results.

D. DISCIPLINE, ENDOWMENT AND STUDENT AFFAIRS

NIL.

E. MISCELLANEOUS:

2011-36-Senate-19: Selection of Chief Guest for the 9th Convocation.

The following dignitaries are being contacted for the Chief Guest for the 9th Convocation of the Institute to be held on January 21, 2012.

- Mr Chandra Shekhar Verma, Chairman, SAIL
- Nagavara Ramarao Narayana Murthy, Chairman Emeritus of Infosys Technologies.

The Senate noted the above.

The status report on admission to different programmes of the Institute for the Academic year 2011-12 for various courses are as follows:

Programme	Intake	Admitted	Foreign students	Total
B. Tech	580	574	16	590
B. Tech (Dual Degree)	140	138	-	138
M.Sc. (5 Yrs. Integrated)	90	82	-	82
M. Tech (2 Yrs.)	550 (including 110 sponsored)	374	-	374
M. Tech (Res.)	-	-	-	14
M. Sc. (2 Yrs.)	186	124	-	124
MBA	30	25	-	25
M.A. in DS	30	11	-	11
Ph. D.	-	-	-	66

The Senate noted above.

2011-36-Senate-21: Policy on reimbursement of Hostel seat rent and establishment fee in lieu of House Rent Allowance for project students and external scholarship holders.

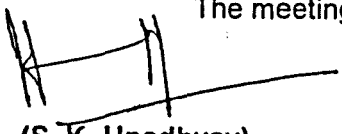
Many sponsored projects and external scholarships provide for House rent allowance to their research students and project fellows. But because residence in Hostels is compulsory for our students, they do not pay any rent to outside parties. However, they pay seat rent and establishment fee to our institute. Even those students who stay with their families have to pay these fees. It is only fair that the seat rent, establishment fee are considered for reimbursement in lieu of house rent allowance, unless the sponsor specifically forbids such a provision. For the current year, students may be reimbursed arrears from April 1, 2011 unless forbidden by the sponsors of the project or scholarship. The Institute shall have no financial liability nor shall give any waiver of seat rent or establishment fee if reimbursement is not admitted by the sponsor.

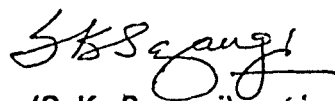
The Senate approved the proposal.

2011-36-Senate-22: Any other matter with permission of the Chair:

The date of next meeting of the Senate will be held on 21.12.2011.

The meeting ended with thanks to the Chair.


(S. K. Upadhyay)
Registrar & Secretary, Senate


(S. K. Sarangi)
Director & Chairman, Senate

Confidential

Date: 21st April, 2011

From:

Shri G. R. Dubey
Retired District Judge,
Inquiring Authority

To

Prof. P. C. Panda
Director,
N.I.T., Rourkela

Sub: Submission of Inquiry Report along with Record of Inquiry in respect of charges framed against Sri R. C. Mallick, Sr. Asst., Ceramic Engineering Department

Dear Sir,

After completion of inquiry, the Inquiry Report and Record of Inquiry in two confidential packets are being submitted to you today i.e. on 21.04.2011 in person.


Yours faithfully,


G. R. DUBEY

INQUIRING AUTHORITY

Encl:

1. Inquiry Report Page 1 to 29
2. Record of Inquiry with index containing the details of the documents kept therein.


P. C. Panda
Director

For NIT Rourkela
25/5/11

**INQUIRY REPORT BY SRI G. R. DUBEY
RETIRED DISTRICT JUDGE
INQUIRING AUTHORITY
IN
RESPECT OF CHARGES
FRAMED AGAINST**

**SRI R. C. MALLICK,
SR. ASST., CERAMIC ENGINEERING,
N. I. T., ROURKELA**

SUBMITTED ON 21.04.2011

BEFORE THE INQUIRING AUTHORITY

Present : **Shri G. R. Dubey**

In the matter of Disciplinary Proceedings against

Sri R. C. Mallick, Sr. Asst., Ceramic Engineering

Marshalling Officer : **Sri K. P. Panigrahi, Asst. Registrar (I & A)**

INQUIRY REPORT

1. This is a disciplinary proceeding against a non-teaching employee of the Institute on the allegations of misconduct, misdemeanor and indulging in criminal activities causing unlawful restraint and confinement.
2. Here in the brief narration of the case of the management :

There were two incidents – The first one was on 21st of May 2010 inside and outside the chamber of Registrar and the 2nd one was on 24th , this time inside and outside the chamber of the Director.
3. Sri R. C. Mallick, Senior Asst., Ceramic Engineering Dept., happens to be the Secretary of the Non-teaching employees' service Association, hence forward to be referred as NTESA. On 21.05.10 at about 11.15 A.M. he along with about 10 members of the Executive Body of NTESA in a body entered into the chamber of the Registrar without prior permission and appointment. At that time the Registrar was busy in discussion with

Prof. B. D. Subudhi, Head, Electrical Engg. regarding Senate Agenda for the ensuing Senate meeting. The Registrar offered them seats on the sofa and asked to wait till his discussion with Prof. Subudhi was completed. But the charged officer acting as the leader of the group challenged him in loud voice regarding the enhancement of electricity tariff on domestic consumption in the residential quarters of the employees.

Then all the members of the group joined the fray in a disorganized manner with voices raised to a high pitch. They were not in a mood to pay any heed to the suggestions offered by the Registrar.

4. Manifestedly, the intention of the group was to get the order of the electricity tariff hike withdrawn by the Registrar. The Registrar made it clear that he has issued no such order and there was no question of withdrawing it or keeping it in abeyance. It appeared that the employees were not prepared for any meaningful and peaceful discussion about the issue. Their disgusting squabble made the Registrar uncomfortable and drained. So, he told them that they may leave his office for the present and should submit a written representation about their problems, take appointment, whereupon a meeting would be convened to discuss about the issues.

5. While leading his colleagues out of the chamber of the Registrar, Sri Mallick showered volleys of derogatory remarks in vulgar and filthy languages against the Registrar inside the Secretary's room and outside on the corridor of the Establishment Section.

6. On the same day the Registrar reported the matter in writing to the Director who on the next day (22.05.10) constituted a committee of four faculty members headed by Prof. A. Behera, Dean(AC), to investigate the event and put up a report. To ensure that the enquiry proceeds without hindrance, Sri Mallick was put under suspension with immediate

effect till the enquiry process was over and appropriate decision taken. The suspension order was served on Sri Mallick on 24th May 2010.

7. Suspension order triggered the more serious 2nd episode. On 24.05.10 after the office hours, an emergency General Body meeting of the NTESA was held and a resolution was passed to submit a representation before the Director requesting him to withdraw the suspension order of Mr. Mallick immediately and keep in abeyance realization of higher rate of electricity tariff from the pay of the Non-teaching employees. Such a representation was signed by all but one Executive Committee members of the Association including the suspended charged officer.

8. All the signatories of the representation along with all the members present in the meeting numbering about 50 to 80 moved in a body to submit the representation before the Director in his office.

9. It was around 6 p.m. The Director was sitting in his chamber discussing some important academic administration issues with Prof. A. Behera, Dean(AC) and Sri B. Acharya, Asst. Registrar (Academic). Sri Mallick walked straight to the desk and handed over a representation without taking a seat on the sofa and waiting to be invited to speak or present the note as normally visitors, students and employees do. He did not maintain the common courtesy, intervened in the discussion and demanded that the Director must come out of his office to address the employees gathered outside. The Director declined and told him that he has received the letter and if he needs to respond, he would do so in

writing. At that, Sri Mallick went outside and addressed the gathering. The exact words were not decipherable inside.

10. Over the next one hour, Sri P. K. Mohanty, Sri S. K. Pati, Sri B. K. Pradhan and Sri J. C. Kar went in and came out of the chamber two or three times discussing with the Director about their demands to continue with the electricity subsidy being given to the Institute staff and lift the suspension order on Sri Mallick. Both the demands were unacceptable to the Director.

11. At one point of discussion, Sri P. K. Mohanty, the President of the Association proposed that if the Director would promise to issue a circular explaining the reasons behind the enhancement of electricity tariff before noon of the next day, the employees would go home for that day.

12. After finishing the discussions, the Director along with the other faculty members came out of the chamber, Security Officer – Mr. Champati Roy escorting ahead. Employees sat on both sides of the corridor. Some stood up out of respect. As the Director and his retinue came about 2/3 way along the corridor, Sri Mallick obstructed their way with both hands outstretched horizontally, uttering in a harsh and loud voice; "We are not tigers that we would eat you up, why should you be escorted by the Security Officer". Sri Mallick continued to stand in front of the Director with both arms outstretched, shouting at him saying that he has created a problem and he cannot go from there till he settles it. He then addressed his colleagues standing behind him proclaiming that they would not allow the Director to go and invited their response to which the mob gave a chorus reply "we

would not allow him". Sri Mallick repeatedly shouted "you solve the problem in five minutes, then you may go", pointing his right hand index finger towards the Director.

13. The Director stood there for about two minutes. On the request of P. K. Mohanty, the Director returned to his office after a short stay in his Secretary's room. During his interim stay there, Sri Mohanty came and said that the director would be permitted to leave if he would order for continuation of electricity subsidy and give commitment that the suspension order served on Sri Mallick would be revoked by the end of the next day. But the Director stood his ground and firmly refused to succumb under duress.

14. At 8.30 p.m. the Director instructed the Security Officer to inform Sector-3 Police Station that a mob of more than 50 employees have besieged the Director in his office. Mr. R. R. Mohapatra, S.I. of Police came post haste. The Director handed him over his hand written F.I.R. which was kept ready. The S. I. of Police was briefed about the issues involved and the unfortunate incident of the evening. The S. I. of Police had rounds of discussions with the Director, Sri Mallick,, his colleagues and others. At last, a little before 10 p.m. the S. I. of Police informed the Director that the mob has dispersed and he is free to go home. Then the Director left the office along with his colleagues.

15. The Director constituted a separate preliminary Enquiry Committee constituting Prof. S. K. Jena, Dean(SR) as the chairman and three other Professors of the Institute as the members. The committee conducted a thorough enquiry in detail and after studying the oral and written statements of the witnesses and discussing with them, submitted report dt. 06.07.2010. Enquiry report in respect of the earlier incident was submitted on 01.07.2010.

Both the enquiry committees found the complaints of the Director and the Registrar to be true and authentic.

16. After that, disciplinary proceeding was initiated against Sri Mallick, charges were framed and his explanations were called for. He filed his defence version and finding the same to be unsatisfactory, appointment of the Inquiring Authority was made for conducting the enquiry proceeding.

17. Sri Mallick filed his written statements before the two fact Finding Enquiry Committees, his explanation to the charges framed against him are here and his deposition as his own defence witness has been recorded. From all these, the substance of the defence story can be gleaned. It is as follows:

18. The employees of NIT having residential quarters inside the campus were paying electricity tariff at domestic rate and all of a sudden the management enhanced it at H. T. rate with effect from 01.04.2010 without waiting for the decision of the BOG which had constituted a committee under the chairmanship of Prof. S. Routa to look after the electric tariff matter. Sri Mallick representing the NTESA was inducted into that committee as one of the members.

19. It is the specific case of the defence that the charged officer and his colleagues of the NTESA Executive Committee entered into the chamber of the Registrar with due permission handed him over a letter signed by him as the Secretary and Sri P. K. Mohanty as the President of the association with the request to keep in abeyance the enhancement

of electricity tariff. They argued with the Registrar trying to convince him with supporting documents that the enhancement was unjustified. After a while, the Registrar got angry, stood up and misbehaved with them by ordering to get out of his chamber. Sri Mallick denies the allegation that outside the office of the Registrar he shouted at the top of his voice, abusing the Registrar in filthy and derogative language. The allegation, according to Sri Mallick, is fabricated, imaginary, vindictive in nature to harass him.

20. Regarding the incident of 24th, the claim of the charged officer is that as the Director has easily accessible to all and as of practice, no prior permission and appointment to meet him was insisted upon, on that day he opened the door of the chamber of the Director, sought permission to enter and when the Director nodded his head in assent, he went straight to the desk and handed over the representation signed by him and other executive members of the NTESA.

21. Two demands were made in the representation: (a) Hiked electricity tariff be kept in abeyance (b) suspension order against the charged officer be immediately lifted. The charged officer requested the Director to come out and declare his decision on those two issues before the general body members, NTESA assembled there. The Director rejected the suggestion and that response was communicated by the charged officer to his colleagues waiting outside.

22. The charged officer refuses the allegations that he prevented the Director to go home at the corridor by physically obstructing him with outstretched hands, talking to him

with ridiculous language and instigated the employees not to allow the Director to leave for home till he concedes their two demands.

23. There is also denial of charges regarding instigating others to resort to acts of indiscipline to intimidate the administration taking leading part in gherao of the Director while under suspension hereby violating the condition of the suspension order. It is the assertive claim of the charged officer that he violated no conduct rule and all the 22 allegations are false, baseless, fabricated and near pigments of imaginary (?) of the administration.

24. During the hearing of the proceeding, the management examined seven witnesses:

- a) Er. S. K. Upadhyay, registrar, AW1 (witness for administration)
- b) Prof. A. Behera, AW2
- c) Prof. B. D. Subudhi, AW3
- d) Prof. (Mrs.) K. S. Pramanik, AW4
- e) Prof. B. B. Biswal, SAW5
- f) Mr. B. Champati Roy, Security Officer, AW6
- g) Mr. B. Acharya, Asst. Registrar(Aca), AW7

Statements of these witnesses submitted before the two fact finding panels have been taken as their examinations in chief and they were orally cross-examined by Sri Mallick in this proceeding to save time. This procedure has the approval of the Hon'ble Supreme Court in many cases.

The statement of the director presented to the preliminary enquiry panel was taken as his examination-in-chief. Since his attendance in the proceeding for cross-examination could not be procured without an amount of delay and expenses which under the circumstances of the case, appeared unreasonable, the process of questionnaire and response to it was considered just and fair enough in lieu of oral cross-examination.

25. Six defence witnesses were examined on behalf of the charged officer.

- a) Sri Hrudananda Naik, Asst. Superintendent, SRICCE, DW1
- b) Sri P. K. Mohanty, Mechanic (SG), Central Workshop, DW2
- c) Sri S. K. Pati, Senior Asst, TP Centre, DW3
- d) Sri B. K. Pradhan, Technical Asst., Mining Engg., DW4
- e) Sri J. C. Kar, COCP, Nodal Centre, DW5
- f) Sri R. C. Mallick, The Charged Officer, DW6.

FINDINGS

26. Some well established cardinal principles of law governing domestic disciplinary enquiry may be highlighted before embarking upon analysing the evidence and other materials placed on record for coming to a just decision.

Strict and sophisticated rules of evidence under the Evidence Act may not be applied in a domestic enquiry. There should not be any allergy to hearsay evidence, but it should have reasonable nexus and credibility. Disciplinary proceedings are not a criminal trial. So, their scopes are different. In criminal trial the doctrine of proof beyond reasonable doubt is applicable and in the domestic enquiry preponderance of probabilities is the norm

– the test is whether as a reasonable man in the circumstances, would be justified in reaching that conclusion.

Depiction of the genesis of the two incidents may serve as preface.

NIT employees were paying electricity tariff in a subsidized rate for energy consumption in their residential quarters inside the campus. One day before the 1st incident a rumor was floated in the campus that enhanced electricity tariff would be applicable from April, 2010. It was suspected that such an order had been issued by the administration to the accounts section to process the billing. That prompted the Secretary, President and other executive body members of NTESA to meet the Registrar with a written representation to keep the order in abeyance maintaining Status Quo Ante.

27. The Registrar specifically stated that he has passed no order for energy tariff hike and informed them that the matter has been taken up with the WESCO and the State Govt. He supplied them with a copy of the letter dt.19.05.2010 issued by Dr. K. B. Mohanty, Prof. in-charge Electrical maintenance (Ext A) addressed to the Executive Engineer, WESCO, Rourkela Division questioning the validity of charging Rs.3.75 per unit instead of Rs.2.80 per unit.

28. During the 2nd incident, the Director discussed with some of the NTESA office bearers delegates and tried to convince them about the inevitability of realizing the hiked tariff as per the demand of WESCO and the decision of the State Govt. He also asked them that steps are being taken for review of the demand and bill the Institute at the rate of Rs.2.80 per unit on the basis of load factor as the Institute comes under the category of HT

32. In view of the circumstances contained in the circular, the defence contention that the Director has no power to enhance the electricity tariff without the approval of the BOG is unjustified. When subsidy was unauthorized, objected to by the ministry and central audit and when the Energy Supplier has hiked the tariff, what alternative the Director had then to act as he did in the greater interest of the Institution. In fact, he has acted in conformity with Resolution no.C3 dt.16.03.1993 of the 85th meeting of the Board of Governors REC, Rourkela which enjoins that OSEB rates as and when revised would be applicable w.e.f. the date of revision. The Director acted with wider perspective in the greater interest of the Institute whereas the charged officer and others viewed it with the bias blinkers of self interest.

33. Another aspect of this issue which is much harped upon by the charged officer is that the BOG had constituted a committee to study the electricity charges for the employees of NI(T, Rourkela of which Prof. S. Routa was the chairman and Sri R. C. Mallick was one of the other three members and the committee submitted its report to the Director on 23.01.2009 which has not yet been referred to the BOG and pending that there cannot be any enhancement of electricity tariff. The argument is fallacious because there is no such condition in the terms of the reference. Moreover, the Director has commented upon the report and referred it back to the Committee for further workout. After that the committee went into dormant mode sleeping over the recommendation of the Director. So, it has lost its significance and utility.

34. Accordingly to the charged officer, on 20th May 2010 they came to know that an order has been issued from the end of the Registrar to realize enhanced electricity tariff

from the pay of the employees who were occupying official quarters. In that context the Executive Body members of the Association decided to convene a General Body meeting to brief them about the policy decision taken by the Administration and a letter to be submitted to the Registrar to keep in abeyance the implementation of the order. A letter of representation addressed to the Registrar was signed by the president and Secretary of the Association. These two persons along with about 8 executive body members went to submit the memorandum to the Registrar at about 10.30 a.m. of 21st May 2010. At that time the Registrar was engaged in official matters with Prof. B. D. Subudhi in his chamber.

35. It is the positive case of the management that Sri Mallick and his cohorts entered into the chamber of the Registrar without any prior written or verbal permission. The Registrar says so in his evidence. According to him, Sri Mallick unauthorizedly entered into his chamber not as the Secretary of the Association because as per Article 14d of the constitution of the Association, the Association shall always deal with the management in accordance with the Govt. and Institute Rules and all representation to the Authorities should be routed through proper channel. This clause clearly states that if the issues are not settled through correspondence, it will seek a meeting with the Administration. It means, to take prior appointment. Further, on some emergency issues the Association will seek meeting with prior verbal permission. Admittedly, in this case the representation was not routed through proper channel, no prior written or verbal permission was obtained for a meeting with the Registrar.

36. Can a verbal permission to enter inside the chamber be considered as a prior verbal permission for a meeting on any emergent issue? Apparently, not. Issues to

discuss were not declared, no time was given to the Registrar to get himself prepared for deliberation, to adjust his schedule and calendar.

37. As per the evidence of the Registrar, even verbal permission to enter inside his chamber was not taken. In cross examination Prof. B. D. Subudhi has stated that he heard some sound behind him and there after saw Sri Mallick approaching the table of the Registrar. The sound was not clearly discernable. But he guessed that verbal permission might have been obtained because the atmosphere was very cordial in the beginning. This type of guessing uncertainty does not inspire confidence.

38. Let us examine how the defence evidence fare with regard to entering the chamber of the Registrar with his verbal permission. Sri Mallick asserts that before entering into the chamber, he and others waited outside for about half an hour anticipating that the discussion between the Registrar and Prof. Subudhi would be completed soon. They enquired from the Secretary in-charge as to how long Prof. Subudhi has been inside and she asked them to "See and go inside".

39. DW1, H. N. Nayak states that they first met the secretary of the Registrar and through him (not she) sought permission from the Registrar. The secretary went inside the chamber and came out with the permission whereupon they entered inside. In cross examination he contradicts his statement in chief by saying that he does not remember who gave permission to enter inside.

40. DW2, Sri P. K. Mohanty comes with a different story. According to him Mr. Behera, the Secretary of the Registrar was absent and in his place one lady employee was acting and the Secretary. This is different from the statement of DW1. This witness further states that the lady employee informed them that the Registrar is inside with a Prof. Thereafter they opened the door showed their faces and on seeing them the Registrar said "come, come". It is quite variant from what the charged officer has stated on this vital point.

41. DW3, Sri S. K. Pati says that the president and the secretary peeped into the chamber and asked permission and the Registrar said, "come, come". This witness adds about seeking permission which DW2 did not mention. DW4, Sri B. K. Pradhan in his examination in Chief says that Mr. Mallick and Mr. Mohanty took verbal permission but in cross examination does not mention about the verbal permission, only the showing of the faces. DW5, Sri J. C. Kar claims that due permission was obtained which means showing faces and the Registrar cordially welcoming them.

42. These discrepant statements fall short of reliability to establish that proper verbal permission was obtained before entering inside. Moreover, verbal permission to enter is not the same thing as prior verbal permission to present a representation and hold discussion on it as prescribed by Rules of the Institute and the constitution of the Association. Again, by off-hand peeping by push-opening the door while two officials were busy in official discussion amounts to forcible entry, devoid of elementary courtesy and decorum.

43. Now, the happenings inside and outside the office of the Registrar. As per evidence of the Registrar, Sri Mallick and his colleagues were discussing loudly among themselves and also shouting at him for withdrawal of the order for enhancement of electricity bill. He gave them a patient hearing. But their brazen insistence and repetition of demands degenerated into a fracas, squabble. It was like barking up the wrong tree.

44. Evidence of the Registrar on this aspect of the case finds ample corroboration in the evidence of Prof. Subudhi AW3 and also in the evidence of many defence witnesses. Mr. Subudhi is specific that more than one started speaking and the Registrar asked them to speak one by one. When the chaotic condition persisted, the Registrar refused to talk to them further. Then they left the office. DW2, P.K. Mohanty says that arguments and counter arguments between them and the Registrar went on for some time and in the meanwhile the Registrar got irritated and angry. DW3, S. K. Pati affirms that while telling something to the Registrar, Sri Mohanty overtook him and began to speak. That made the Registrar irritated. He asked them to go out of the chamber and come again after taking prior permission. In a similar vein speaks DW 4, B. K. Pradhan. To cap it all the charged officer in his cross examination has admitted that the arguments took a hot turn.

45. Civilised manner, common courtesy and etiquette are qualities of any educated man with good upbringings. Lack of it is misconduct. In this case instead of waiting for Prof. Subudhi to finish his official business with the Registrar, he was asked by the charged officer to go outside. The Registrar asked Prof. Subudhi to stay on for good reasons. Sri Mallick has made prevaricating statements by saying in his examination in chief that he made a request to Prof Subudhi that if he had no objection, he can stay there

or he can wait outside as the discussion would be completed within two minutes and in his cross-examination that he requested Prof. Subudhi to go out for a while apprehending that as the argument has taken a hot turn, some of the members of the group might question his presence. This indicates that there was some sinister conspiracy justifying the apprehension of the Registrar.

46. They created a scene with uproar which vitiated the peaceful atmosphere of the office. Tranquility was exploded. In that circumstance, the Registrar acted naturally, showing them the door by saying that if they want meaningful discussion, proper channel should be adopted, prior permission and appointment obtained. There was no need to say "get out". Taking the counter defence plea of misbehavior on the part of the Registrar which seems to be improbable, is only a ploy.

Sri Mallick's claim that except at the beginning introducing the subject of discussion, he took no part in the discussion is improbable and unbelievable in the face of his admission that he and Sri Mohanty took leading part in meeting the Registrar.

47. Even at the corridor outside the office of the Registrar the group carried on loud discussion among themselves and Sri Mallick using abusive languages against the Registrar, inciting them to drag the Registrar out and thrash him up. He used the phrase "wearing bangles" which if directed towards a man, means he is not manly, but an effeminate wanting manly courage. This is clearly an instigation challenging their manliness.

About the uproar in the corridor, the defence has tried to make a confusion by remixing the noises emitting out of tile repair work and the vulgar shouting of Sri Mallick. While cross examining the Registrar, Sri Mallick suggested to him that his voice was sounding loud because of the effect of echo in the corridor and vibrating noise of putting tiles on the floor to which the Registrar denied. The suggestion is meaningless and shows the desperation of the defence to take cover under a false plea.

48. Prof. Subudhi, Prof. B.B.Biswal and Sri Champati Roy are consistent and corroborate each other in all material particulars on this aspect of the incident.

49. DW2 admits that the charged officer used the expression "are you wearing bangles" and asked them as to why they did not retaliate when the Registrar showed them the door. DW3 and DW5 state that they have not heard Sri Mallick using such phrase. DW4 supports DW2 in this regard. The charged officer does not remember if he uttered such a phrase, but admits that he accused his colleagues of being "maichias" (effeminate) for which they were being treated like this by the administration.

50. Defence witnesses are bias and interested, being accomplices of the charged officer. Their evidence is beset with half truth and suppression of material facts. As against the unreliable and unsatisfactory defence evidence, the evidence led by the management is unimpeachable and convincing.

51. It is argued by the charged officer that there was no misconduct committed inside the chamber of the Registrar because had it been so, the Registrar would have revealed

the same before Prof. B. B. Biswal. Such an inference is not logical and reasonable. Prof. B. B. Biswal explains that he did not ask the Registrar about the details of the incident and the Registrar had no reason to describe the same.

52. The entire incident of 21st took place during the office working hours. Sri Mallick and his colleagues were absent from duty without due permission or sanction of leave. This is an act of indiscipline violating general clauses of NIT Conduct Rules.

53. The 2nd incident was more frightful and bizarre. It is garnered from the evidence of both the sides that suspension order was served on Sri Mallick on 24th and he lost no time to spread the news among the members of the association. In the General Body meeting held in the afternoon this additional issue was accorded priority and more importance than the original agenda of hiked energy tariff. A representation was drafted, signed by all the executive committee members except one. It was decided that all the general body members assembled there should proceed in a body to place the representation before the Director in his chamber and force a result by sheer physical mass mayhem.

54. The Secretary and not the President of the association led the mob which was undoubtedly unauthorized. At that time the Director was discussing some academic administration issues with Prof. A. Behera, Dean(AA) and Sri B. Acharya, Asst. Registrar (Aca). According to the Director, Sri Mallick walked straight to his desk and without any preamble handed a note on NTESA letter head. Interrupting the discussion, the charged officer demanded that the Director must go out of his office to address the gathering of the

employees. The Director declined firmly and told him that if needed, he would respond in writing to the written representation. Then out went Sri Mallick.

55. In his statement which has been accepted as his examination in chief here, the Director has candidly enumerated the incident of 24th in and outside his chamber. Details of facts contained therein may not be repeated to burden this enquiry report. His assertions of the case find overwhelming confirmation in the evidence of Prof. A. Behera (AW2), Sri B. Acharya (AW7), Prof.(Mrs.) K. Pramanik (AW4). The former two witnesses are direct eye witnesses from the beginning to the end and the other two arrived at the scene of occurrence a little later, but were present till the last.

56. There is no controversy as to what transpired there except on two aspects i.e., whether entry of Sri Mallick inside the chamber was with permission and whether he physically obstructed the Director and instigated others to do so?

57. In his reply to the show cause notice, the charged officer claims that with due permission he entered inside. No explanation was given as to what is that "due" permission. In the written statement given before the fact finding panel, he does not mention about obtaining any permission. During hearing of this enquiry, he has deposed that he opened the door of the chamber, said "Sir, mu tike asi parein ki", The Director nodded his assent and thereafter, he went inside, stood and waited at the table and when he was asked as to what happened, he handed over the letter.

58. The belated story of entry with due permission is an after-thought. Neither any of the defence witnesses, nor any of the prosecution witnesses breaths a word about the alleged permission taking. When faced with the Rule of Law, the bravado of that day fails him and he is trying to take shelter under such a canard.

59. As per the statement of the director, normally, visitor, student and office employee after entering his office takes seat on the sofa and waits to be invited to speak or to present a note. Sri Mallick did not maintain that common courtesy of waiting for the ongoing discussion to end. He barged into the office, straight went to upto the table, interrupted the discussion and commanded him to came out and address the gathering. The Director was shocked at the temerity and impolite conduct. He refused to be directed by the errant employee.

60. In this context, the reply of the director to a query has an important and relevant bearing to this case. When he was the Director of this Institution, all doors of his office were open to every staff, student, colleague and visitor. When the functionaries of NTESA misused this liberal facility, he issued circular No.NITR/DR/NTESA/2009/M/1023 dt.23.11.2009 to the effect that while every staff member was welcome to his office in personal and official capacity, functionaries of NTESA were not welcome under NTESA banner. This decision was taken after a group of NTESA office bearers entered his office. Sri Mallick specifically used abusive words against him, the association defended him. It was an incident of 19.11.2009. As his wont, Sri Mallick violating the directive of the circular repeated the misconduct and the act of insubordination.

61. Last phase of the scene is also vividly described by the Director. Positive evidence of the other four direct witnesses is in conformity with the Director's evidence with regard to the manner in which the charged officer physically restrained the Director and his exhortation to his colleagues to support him in that wrongful act. Their consistent evidence substantially proves that Sri Mallick with outstretched hands physically obstructed the Director, inciting his colleagues standing behind him as a wall not to allow the Director to leave the place, pointing his right hand index finger at the Director in a disrespectful manner, commanding to settle the problems allegedly created by him in five minutes and then only he would be free to go and also using derisive language tauntingly about his security escort.

Sri Mallick in his evidence tried to explain his pose of outstretched hands by saying that he gesticulated by extending his two hands forwards with palms upwards while appealing the Director that the problems are not big for him and if he wanted, he could redress their grievances within five minutes. No other person, not even any of his witnesses has come forward to support him in this respect. So, this plea should be rejected as false.

He acted as if he is the law unto himself. He commanded his fiat like 'Fatua' of an Islamic cleric. He also committed contempt of the office of the Director, tarnished the image of this higher technical institute and lowered its prestige and honour in the eyes of the civil society.

62. A faint attempt has been taken by the defence to show that the employees were detained there due to energy breakdown, heavy rain and raging storm. This plea is too

tenuous to stand scrutiny because continuous electricity failure and storming rain for more than three hours are things of the past due to advancement of technology and climate change. Defence evidence itself mirrors the determination, intention and motive of the crowd - to take the Director as hostage at a ransom. It is not very difficult to see through their design.

The defence evidence calls the bluff of storm, rain and electricity failure. The truth reveals itself. In fact, the defence witnesses 1 to 5 have stated in no uncertain terms that the employees in one voice proclaimed that they would not allow the Director to go home until he responds to their demands in person before them. They sat outside when a group of persons including the charged officer barred his path and thereafter also sat in dharana. The atmosphere was surcharged with palpable tension till the police came to maintain order with the help of the powerful long hands of the law.

63. It is, indeed, distressing that the service association of this ivy-league National Institute of Technology demeaned itself by becoming a trade union menace. Its secretary flaunted union clout in his departments, attitude and stance in dealing with the chief executive of the institute.

64. Sri Mallick seems to suffer from paranoia of service union importance. It shows in the forwarding letter with which his explanation to the show cause notice was sent. The forwarding letter dt.16.08.2010 is in the NTESA letter head stating that the explanation submitted by the General Secretary of NTESA is forwarded and signed by Sri Mallick as

General Secretary, NTESA.. He is under a misconception that he is charged as G.S., NTESA and not qua a non-teaching employee.

65. It is clearly mentioned in condition 3 for the recognition of the association that office bearers are responsible for their conduct as employees. An action, or a statement made in the course of discharging one's duties as an association functionary is not protected from application of conduct rules of the Institute. Condition 8 further states that the association shall not espouse or support the cause of any individual employee relating to service matters.

66. An employee accused of transgressing conduct rules forwarding his own show cause reply in the capacity of the General Secretary of the Service Association is not only ridiculous and unethical, but also violative of these two conditions. Time has come to burst such indefensible megalomania of service union functionary.

67. It is pertinent to mention here that Sri Mallick entertains an intense negative and hostile attitude towards the Registrar and the Director. He has displayed his ill will, ill feelings and animosity in his evidence, documents, while arguing the case before the inquiring authority and also in his proposed questionnaires submitted inviting response of the Director.

Sri Mallick has stated in his deposition that he was reluctant to go with the Executive Body members to the Registrar because in his view the discussion would bear no fruitful result as usual due to the temperament of that authority. At one point of his evidence he has commented upon the transparency in administration of NIT authorities.

He has further stated that to show respect to law and order authority i.e. police, he and others dispersed. No such respect was shown to the Director when he assured them earlier that he would respond to their letter the next day. Sri S. K. Pati, DW3 is forthcoming in his admission that they did not like to enter into complicity and involved in the law and order problem in presence of the police, and so they left the place.

68. Questionnaires submitted by Sri Mallick were mostly irrelevant to the matter in issue. Out of 46 questions framed, only 11 were approved and the rest were disallowed on the grounds that those convey imputation of reckless and wild allegations without any reason for the thinking that there are any basis for it and also those are indecent, scandalous, libelous, couched in needlessly offensive in form and appear to be intended to insult and embarrass the Ex-Director after he demitted the office. Those undesirable questions promote gross abuse of the disciplinary process and eradication of it is essential in administration of justice.

69. The Director has answered those 11 questions fairly, frankly with admirable candour and a whiff of humour on Sri Mallick's service to him at some social events expecting a return. However, he expresses his concern that some of the questions allowed are still scandalous allegations in the guise of cross examination and that amounts to misconduct in violation of the decency of an enquiry process. He further observes that he feels sad that answering such questions gives certain degree of legitimacy to the mischievous intent of Sri Mallick which the Inquiring Authority may take into consideration.

70. The Inquiring Authority is very much conscious of its responsibility to protect the witness from the onslaught of brow beating, inconvenient and defamatory questions of the opposite side. Surely, no adjudicating authority would allow any person to misuse the domestic enquiry process. It would see through the veiled motive and turn the table on him. Such evil design would be viewed adversely.

71. Reference to all these is to show that the charged officer on the alleged injustice meted out to him by the administration has had a chip on his shoulder. There is, of course, no justification for such an illusion because any action taken by the authority stands final and conclusive not being challenged before the appellate forum.

CONCLUSION

72. Evidence led, relevant documents and other documents placed and arguments advanced by both the sides have been carefully considered and critically analysed in the foregoing paragraphs. In the premises and reasons assigned therein, the irresistible and inevitable finding is that the accusations against the charged officer have been established to the hilt. To recapitulate :-

- a) His entry into the chamber of the registrar and the director was unauthorised, being without proper, prior permissions, written or oral.
- b) He interrupted and disturbed the two high ranking authorities while they were engaged in official business with other faculty members.

violation of these instructions invite serious disciplinary action. In this case, the director has lodged F.I.R., on it police investigation has been completed, charge sheet has been filed and the case is now pending trial in the local court of S.D.J.M.

Taking a responsible, reasonable and prudent view of the evidence on record, facts and circumstances of the case, it is hereby held that all the accusations against the charged officer are true and the indictment is vindicated.


G. R. DUBEY
INQUIRING AUTHORITY

Detected by me


G. R. DUBEY
INQUIRING AUTHORITY



**National Institute of Technology
Rourkela**

**Prof. Sunil Kr Sarangi
Director**

No. NITR/DR/GA/2011/M/276
Date: October 14, 2011.

To
Sri R. C. Mallick,
Assistant (SG-I),
Ceramic Engineering Dept.
Qrs. No- F-42
NIT Campus, Rourkela.

Final Order

Sub- Disciplinary Proceeding against Sri R. C. Mallick, Assistant (SG-I),
Ceramic Engineering Department.

Whereas, Sri R. C. Mallick, Assistant (SG-I), Ceramic Engineering Dept. was charge sheeted for committing gross misconduct. The personal file and the entire case record were placed before me for taking appropriate action.

I have gone through the incident reports dtd.21.05.2010 & dtd.24.05.2010, Preliminary Enquiry Report dtd.01.07.2010 submitted by the fact finding committee headed by Prof. A. Behera, Enquiry Report dtd.06.07.2010 submitted by the fact finding committee headed by Prof. S. K. Jena, Show Cause Notice issued to Sri R. C. Mallick vide No- NITR/ES/RG/10/M/229 dt.09.08.2010, response to the notice submitted by Shri Mallick, the imputation of charges framed against him vide No- NITR/ES/RG/10/M/491 dtd.10.12.2010, Enquiry Report dtd.21.04.2011 submitted by Sri G. R. Dubey, Retired District Judge and the letter dtd.11.07.2011 of Sri R. C. Mallick.

Sri R. C. Mallick has been held guilty of misconduct as per the preliminary inquiry reports and the final enquiry report. I examined the entire case file, scrutinized all the materials in detail available on record and after applying my mind, find Sri R. C. Mallick guilty of gross misconduct.

Award of punishment.

While contemplating the award of punishment, I realize that the rule of law is the prime importance for the pride and dignity as well as the greater interest of the Institution. Imposition of punishment should serve as precedence for future offences and the offenders with a view to maintaining order in the Institute. If a serious act of indiscipline is ignored, the well being of the Institute shall be in jeopardy. I feel that, further continuation of Sri R. C. Mallick in the Institute is neither healthy for the Institute nor will be kind to him. To meet the ends of justice, I, being the Appointing Authority and the Disciplinary Authority hereby award the following punishment:

"Sri R. C. Mallick be compulsorily retired from service with immediate effect with pensionary benefits as per rules. No other financial or other penalties are imposed. He shall be permitted to retain the residential accommodation for a period of two months paying normal license fee. Normal Gratuity as per rule shall be paid to him on surrendering the accommodation."

However, Shri R. C. Mallick shall be entitled to appeal to Board of Governors against the order and there shall be no further appeal from the decision of the Board under Clause No. 26 (9) of NIT Act 2007.

Pronounced the order on this the 14th day of October, 2011.



Director
Disciplinary Authority.

- CC:(1) Registrar, NIT is advised to serve the order to Sri R. C. Mallick, Assistant (SG-I), Ceramic Engineering Dept. through personal service as well as Regd. Post with AD. He is further advised to bring appropriate orders to arrange to pay the retirement dues to Sri Mallick and send the copy to all the concerned Depts. for necessary action at their end.
- (2) Registrar, as Secretary of the Board of Governors is advised to report the contents to the BOG in its next meeting.



CONFIDENTIAL

NATIONAL INSTITUTE OF TECHNOLOGY, ROURKELA

No. - NITR/RG/11/M/ 41.2

Date - 14/10/2011

Sri R. C. Mallick, Assistant (SG-I)
EC - 485462

[Through - HOD (CR)]

Sub - Award of Final Order under Departmental Proceedings - reg.

Ref. - 1. Charge Sheet Vide No. - NITR/ES/RG/10/M/491, dated 10/12/2010
2. Inquiry Notice Vide No. - NITR/RG/11/M/9, dated 05/01/2011

Undersigned is directed to serve you the Final Order of the competent disciplinary authority (vide No. - NITR/DR/GA/2011/M/276, dated 14/10/2011) in the Departmental Proceedings held for the incidents dated 21/05/2010 and 24/05/2010. The order is self explanatory and shall have immediate effect.

You are hereby directed to acknowledge receipt of the order.


Registrar I/c

Encl. - Copy of the final order of the competent disciplinary authority vide No. - NITR/DR/GA/2011/M/276, dated 14/10/2011

Copy to -

1. Asst. Registrar (ES) for necessary action
2. Sri R. C. Mallick (By Registered Post with AD)
Qrs.No- F/42, NIT Campus
Rourkela - 769008

Received with original copy
[Signature]
14/10/2011



NATIONAL INSTITUTE OF TECHNOLOGY, ROURKELA

No. – NITR/ES/11/M/ 2545

Date – 14/10/2011

OFFICE ORDER

WHERE AS, a Charge Sheet was issued to Sri R.C. Mallick, Assistant (SG-I) vide NITR/ES/RG/10/M/491, dated 10/12/2010 for violation of various conduct rules in relation to the incident dated 21/05/2010 at Registrar's office and incident dated 24/05/2010 at Director's office.

And WHERE AS, departmental proceedings were initiated against Sri R.C. Mallick, and Sri G. R. Dubey, Dist. Judge (Retired) was appointed as the Inquiry Officer by the competent disciplinary authority to inquiry into the matter.

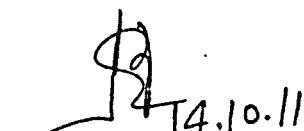
And WHERE AS, the Inquiry Officer has found the charges made against Sri R.C. Mallick as proved and submitted his report to the competent disciplinary authority.

And WHERE AS, the competent disciplinary authority has now found Sri R.C. Mallick guilty of gross misconduct and felt that further continuation of his service in the institute will neither be healthy for the institute nor be kind to him, and to meet ends of justice, has passed the final order in the departmental proceedings against Sri R. C. Mallick.

And WHERE AS, the final order passed by the competent disciplinary authority has already been served separately to Sri R. C. Mallick through institute mail and Registered Post.

Hence, as per the punishment awarded by the competent disciplinary authority –

- a. Sri R. C. Mallick is hereby given compulsory retirement from service w.e.f 14/10/2011 (AN).
- b. No other financial or any other penalties are imposed on him.
- c. He will be paid pensionary benefits and gratuity as per prevailing rules.
- d. He is permitted to retain his residential accommodation for 2 months paying normal licence fee.
- e. He is entitled to appeal to the BOG against this order and there shall be no further appeal on the decision of the BOG under clause 26(9) of the NIT Act, 2007.


Registrar I/c

Copy to –

1. Sri R. C. Mallick [through – HOD (CR)] with necessary Pension papers and Clearance Form.
2. HOD (CR) for information.
3. All Deans/CW/HODs/HOOs with a request to return the CL-II (attached) by 21/10/2011.
4. AR (ES) / Secretary (BOT) to process for payment of retirement benefits as per rule.
5. AR (FA) to hold the pay for the current month till further order.
6. Secretary to Director

S-24
H-11
12/11/11

Annexure- A7



राष्ट्रीय प्रौद्योगिकी संस्थान, राउरकेला
National Institute of Technology
Rourkela

Prof. Sunil Kr Sarangi, FNAE
Director

प्रो: सुनील कुमार षडंगी
निदेशक

No. NITR/DR/ GA/2011/M/240
Date: September 26, 2011

Sub: Decision on proceeding of case of misconduct by Sri R. C. Mallick, and others

A. Sri R. C. Mallick

Sri R. C. Mallick is a person with strong leadership qualities. He has the ability to motivate and lead people. If he so chooses, I believe, he can create a team of people to do good things. And if he chooses otherwise, I have seen several instances when he can effectively organize people to do destructive things. And two of such instances of destructive activities – one, insulting and threatening the Registrar on 21-05-2010, and two, obstructing the director from leaving office on 24-05-2010 have been substantiated after a meticulous investigation.

Sri Mallick expressed no remorse even months after the incidents happened; in fact he continued to be arrogant and defiant till the last moment. In his last note, he has officially expressed a little regret, that too limited to the incident in the Registrar's office. Even there, he blames his associates, instead of acknowledging that his entire team had permitted the director to pass before he personally obstructed him. I see absolutely no sincerity in his note of regret.

I have gone through the proceedings of this case in detail. I have made a conscious effort to delink the findings of the investigating officers from my own experiences within and outside the reported incidents. I have taken time, and made an effort to close the issue based purely on the results of the investigation.

I realize that there will be some undesirable consequences no matter which way I act. A penalty commensurate with the offences will be harsh on a colleague who has rendered decades of service (albeit with decades of disservice) to this institute; a no-penalty or a token penalty will serve as a precedence for future offences and offenders. The second option has the potential of ruining the institute, and along with it aspirations of thousands of students.

Every year we examine cases of student indiscipline and examination malpractice. The Senate imposes penalties on students ranging from a simple warning to expulsion from the Institute, an extended term being not uncommon. I will be failing in my duty to maintain order in the Institute if I ignore an act of indiscipline far more serious than those for which young students are penalized.

I direct that the following penalty be imposed on Sri R. C. Mallick for the act of misconduct recorded in this file and proven to be true.

Compulsory Retirement with immediate effect with pension as per rules and permission to taken up jobs in Government or Private Sector. No other financial or other type of penalty is to be imposed.

Contd.p/2

Considering that Sri Mallick is due for retirement in 31-08-2013 months, the financial consequences are not substantial, nor commensurate with his offence. Still, what I feel is that his continuation in the Institute is neither healthy for the Institute nor will be kind to him. This is more important for the Institute than financial losses of Sri Mallick. Registrar is advised to bring out appropriate orders and arrange to pay Sri Mallick's retirement dues. He is permitted to retain accommodation for two months paying normal license fee. Normal gratuity as per rules may be paid to him on surrendering the accommodation.

B. Functionaries of the Non-Teaching Employees Service Association

Most functionaries of the NTESA accompanied Sri R. C. Mallick and participated in the sit in front of Director's office. But unlike Sri Mallick, they behaved with decorum and did not personally obstruct passage of Director. Some of them were present outside the Registrar's office, but there is no evidence of gross misconduct.

I find the following functionaries guilty of the offence stated below.

Offence

Organising and leading (Sri R. C. Mallick being the main leader) a large group of people to intimidate the administration, in contravention of the terms under which the BOG accorded sanction to the Association. As responsible officials, their duty was to represent their members, instead of leading every one of them to act as a mob with unpredictable consequences.

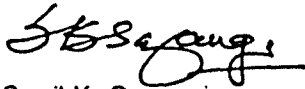
1. Shri P. K. Mohanty, WS
2. Sri R. C. Mallick, CR
3. Shri H. N. Nayak, TEQIP
4. Sri S. K. Pati, T&P
5. Sri S. K. Samal, SAC
6. Sri S. S. Samal, WS
7. Sri B. C. Sahoo, CH
8. Sri C. Lakra, CR
9. Sri I. C. Gour, EC
10. Sri K. Tanty, MM
11. Sri B. K. Pradhan, MN
12. Sri S. Dansena, BPCL
13. Sri H. M. Garnayak, CE
14. Sri J. C. Kar, EE
15. Sri D. Pradhan, Registry
16. Sri P. Sahoo, Registry
17. Smt. K. L. Biswal, F&A
18. Sri L. Tirkey, IA
19. Sri N. K. Jena, Estate
20. Sri F. J. Sindur, Estate

Direction

Registrar, as Secretary of the Board, is advised to present their names to the Board to pass stricture against them disqualifying them from contesting elections of the NTESA for the next 5 years i.e. till September 30, 2016.

C. All other members

Considering the power of influencing minds that Sri R. C. Mallick and his team mates are gifted with, I am not surprised that many unsuspecting colleagues joined them in the two incidents. No administrative action is advised.



Sunil Kr Sarangi

To

Registrar

Page-05
THE FINAL REPORT

As per the term of reference, the committee first invited Sri S. K. Upadhyay, Registrar, NIT Rourkela and Sri R. C. Mallick on 26.05.10 and queried them on the incidence that occurred on 21.05.2010 in the office premises of the Registrar. Their discussion and statements were noted by the committee. Both Sri Upadhyay and Sri Mallick were requested to name some eyewitnesses who could throw more light on the incidence. Sri Upadhyay named Prof. B Subudhi (Prof., EE), Sri B. Champatiray (Security officer), Sri K.P.Panigrahi (AR(IA)) while Sri Mallick named Prof. Subudhi and Sri L. Dhal (Sr. Assistant) as the witnesses.

The committee then invited the witnesses on 27.05.10 for getting more details on the incidence. Their statements were also noted by the committee. Based on the statements by Sri Upadhyay, Sri Mallick and the persons named by them, the committee prepared a preliminary report and the same was submitted to the authority.

In order to establish the missing links and to collect more details about the incidence, the committee requested Sri Upadhyay, Sri Mallick, Prof. Subudhi, Sri K. P. Panigrahi, Sri Champatiray and Sri L. Dhal and sought their written statements on the incidence. In the course of the discussion with the above named persons it was learnt that Prof. B. B. Biswal and Sri P. K. Das (Assistant Superintendent) also happened to be on the scene during the incidence. Hence, Prof. B. B. Biswal and Sri P. K. Das were also requested to give written information on the matter.

The committee thoroughly examined the statements made by all the persons (verbally and in the written form). Considering all the information available to the committee by means of verbal and the written statements, the entire incidence is reconstructed as follows:

A group of approximately twelve numbers of staff members gathered near the office of the Registrar in the morning of 21.05.2010. The group includes Sri R. C. Mallick, Sri S. K. Pati, Sri P. K. Mohanty, Sri H.N. Nayak, Sri S.K. Samal, Sri J.C. Kar, Sri B.K. Pradhan (MN), Sri Ramal Das. and others. [The committee learnt that there was no official meeting of the NTSEA on the said day and hence the resolutions of NTSEA regarding the issue and meeting the registrar do not arise.] The persons in the group did not take permission of any kind from their reporting authority [HOD/HOC/HOO] to meet the Registrar during the office working hours on that day.

Around 10.30 AM Sri Mallick entered the Registrar's chamber along with his colleagues as stated above. No earlier permission was sought from the Registrar. At that point of time the Registrar was busy in discussing some matters with Prof. B.D. Subudhi. Sri Mallick straight away went near to the registrar table and wanted to discuss his agenda and did not wait for Prof. Subudhi to complete his work with the Registrar.

The Registrar offered seats to Sri Mallick and his colleagues and asked them to wait. Sri Mallick and his colleagues did not wait and started saying on the enhanced electricity charges and the realization of the same from the salary. The Registrar tried to explain them the circumstances and showed them some relevant papers like the notification issued by the WESCO regarding the enhanced electricity tariff and the official communication made by Prof. K. B. Mohanty (PIC, Electrical) with WESCO authority.

The group was in no mood to understand and continued to demand immediate steps by the Registrar to keep the matters in abeyance. The group tried to put their point in a much disorganized manner. The Registrar requested them to speak one by one so that he could understand and respond. In the meantime, anticipating that someone from the group may misbehave Prof. Subudhi, Sri Mallick told Prof Subudhi to wait for some time in the room of the secretary of the Registrar and not to take part in their discussion with the Registrar. The Registrar requested Prof. Subudhi to stay back. The group did not listen to the Registrar's request and almost all the people present there went on speaking at a time on the topic related to the enhanced electricity tariff. The situation turned to be howling scene rather than a peaceful discussion.

The Registrar got terribly disturbed. He expressed his unwillingness to discuss in that manner and asked the group to present their demand in writing. He also said that the group should seek prior appointment to have a formal discussion. The group was not in a mood to listen and continued speaking on the issue. Most of the members of the group continued speaking in the same disorganized manner. The Registrar then asked them to leave the room and come back to him with proper official permission so that their grievances can be discussed.

The group then left the Registrar's room and came out to the corridor. According to the written statements of the witnesses there was severe shouting in the corridor of the Registrar's office. Some abusive languages were used by Sri Mallick intended at the Registrar in that corridor. Prof. B.B. Biswal and Sri B. Champatiray arrived in the corridor while the shouting was going on.

ANALYSIS ON THE WRITTEN STATEMENTS OF THE WITNESSES

Analysis on the written statement submitted by Sri S.K. Upadhyay (Registrar):

- (i) Sri R.C. Mallick entered Registrar's office with some other staffs as stated above without taking prior permission and all of them shouted at him regarding the enhancement of electricity bill. The Registrar wanted to discuss the problem in a meeting through written request and appointment.

The committee feels that the Registrar was put to a very difficult situation to respond to the queries and demands put up, at a time, by a group of people.

- (ii) Sri R.C. Mallick asked Prof. Subudhi to vacate the room. But the Registrar requested Prof. Subudhi to stay for the reasons that (a) some untoward incident might happen and (b) he would be witness for the happening inside the room.

The gravity of the situation was such that the Registrar's apprehension was justified. (This fact matches with the statement given by Sri R.C. Mallick.) The committee feels that some untoward incident might have happened if Prof. Subudhi was not there.

- (iii) Since the group was not in a mood to listen the Registrar requested all the members of the group to leave his office. After leaving the Registrar's office, Sri R.C. Mallick was shouting at a top of his voice using vulgar and filthy language and was passing on derogatory remarks at him in Secretary's room and Establishment Section Corridor.

The committee feels that there is some truth to the above based on the statement of Prof. B.B. Biswal and Sri B. Champatiray.

Analysis on the written statement submitted by Sri R.C. Mallick:

- (i) Sri R.C. Mallick says that he entered Registrar's office with permission. In this regard he says that in the capacity of general secretary of NTESA along with Executive Body members he visited Registrar's office with permission to handover a copy of notice of NTESA regarding higher electricity tariff. He also says that the Registrar explained them the steps taken in this regard and concludes that Registrar's explanation is an indication of permission:

The committee finds that neither, the NTESA nor any of its members had taken any prior permission from the Registrar to meet and discuss with him on the said date. Sri Mallick also admitted before the committee that he had not taken permission from his HOD to meet the Registrar.

- (ii) Sri R.C. Mallick says he did not shout at the Registrar at all, rather the Registrar got irritated and shouted at top saying get out of his chamber immediately.

There is no truth of this since Prof. Subudhi, who was present there, does not agree to this point.

- (iii) During the course of discussion Sri R.C. Mallick told Prof. Subudhi to wait in the room of the secretary of the Registrar for some time and not to take part in their discussion with the Registrar because the members of the group may misbehave him (Prof. Subudhi).

The statement made by Sri Mallick is a clear indicative of an aggressive and offensive mood of the group inside the office chamber of the Registrar. Probably Sri R.C. Mallick or anyone of the group would have misbehaved the Registrar if Prof. Subudhi was not present there. The Registrar also apprehended this and accordingly he had requested Prof. Subudhi to stay there.

- (iv) Sri R.C. Mallick has stated that the allegation that he shouted at top of his voice and used vulgar words at the corridor of Registrar's office, is not true.

This is not true. According to the statements of eyewitnesses, namely, Prof. B.B. Biswal and Sri B. Champatiray, Sri Mallick shouted at top of his voice and used abusive languages aimed at the Registrar in the corridor.

- (v) Sri R.C. Mallick has sought permission to cross examine the witnesses.

The committee does not permit this.

- (vi) Sri R.C. Mallick needs a certified copy of the committee's report.

The committee does not permit this also.

Analysis on the written statement submitted by Prof. B. Subudhi:

- (i) When many people talked at a time the Registrar told that he would not talk if all would speak at a time.

This is not true.

- (ii) According to Prof. Subudhi's written statement, the Registrar did not say Sri R.C. Mallick and other members to get out of his office.

- (iii) Sri R.C. Mallick requested Prof. Subudhi to go out from the Registrar's office. But Prof. Subudhi did not go out.

Here Prof. Subudhi is creating confusion because Sri R.C. Mallick has not requested Prof. Subudhi to go out rather he has told Prof. Subudhi to wait outside the Registrar's office and not to participate in their discussion with the Registrar.

- (iv) While Prof. Subudhi was sitting in the Registrar's office, he could hear some hulla-gulla outside the Registrar's office. When he came outside he could hear Sri R.C. Mallick saying "We are not wearing bangles".

Analysis on the written statement submitted by Sri K.P Panigrahi:

- (i) Sri K.P Panigrahi could hear some high voices in the corridor which was not normal and lasted for an abnormally longer period.
- (ii) When he came out of his office he could see a gathering and Sri R.C. Mallick was shouting and expressing his discontent at the Registrar. Others were also saying/discussing/murmuring something. Some people were trying to pacify Sri R.C. Mallick.

The statement made by Sri Panigrahi indicates that there was an abnormal and disturbing situation created by high shouting through abusive languages in corridor of the Registrar's office.

Analysis on the written statement submitted by Sri L. Dhal:

- (i) Some of the statements made by Sri Dhal during the discussion with the committee did not match with his writing. For example, he said that Sri Mallick was in a tense mood and talking loudly but in his writing he does not mention so.
- (ii) He hides many things and does not look forward to help the committee for investigation.

Analysis on the written statement submitted by Sri P.K. Dash:

- (i) The committee could not make out anything during the verbal discussion.
- (ii) His writing also does not help the investigation.
- (iii) Since Sri Dash was very much present in the corridor during the incidence he must have witnessed the entire things but he feels that it will be risky for him if he discloses what he knows during the shouting time.

Analysis on the written statement submitted by Sri B. Champatiray:

- (i) Sri R.C. Mallick has shouted at top of his voice and used abusive languages at the Registrar in the corridor of the Registrar's office.
- (ii) Some people had disturbed the Registrar and at the same time they had created a tense situation for the Registrar.

Sri B. Champatiray's expression reflects the exact happening during the shouting.

Analysis on the written statement submitted by Prof. B.B. Biswal:

- (i) Sri R.C. Mallick has shouted at top of his voice and used abusive words at the corridor of the Registrar's office.
- (ii) Sri R.C. Mallick was also shouting against the administration.

COMMITTEE'S CONCLUSION

The committee stands with the conclusion as submitted in the Preliminary Report. For the sake of completeness it is stated once more below with one additional point only.

- A. Sri R.C. Mallick was not courteous in his dealings with the Registrar and other members of the staff. This violates NITR Conduct Rules 3(b).
- B. Sri R.C. Mallick was abusive and he disturbed the working environment of the Registrar's Office and the nearby offices. [Swamy's - CCS (Conduct) Rule-2(7), Swamy's Handbook 2010, Page 327].
- C. Sri R.C. Mallick's actions reflect gross moral misconduct, subversive of discipline and disorderly behavior during working hours of the institute. [Swamy's - CCS (Conduct) Rule-2(14), Swamy's Handbook 2010, Page 328].
- D. The committee feels that Sri R.C. Mallick had no respect towards administrator/academician and did not have the courtesy to maintain the official decorum for meeting the Registrar on 21.05.2010.
- E. The committee feels that Sri R.C. Mallick had come with certain intentions against the Registrar and therefore perhaps he had come in a group to meet the Registrar on 21.05.2010 and requested Prof. B. Subudhi to wait in the room of the secretary of the Registrar for some time and not to take part in their discussion with the Registrar.
- F. The committee also feels that Sri R.C. Mallick has no respect either towards teaching community or towards the administration since he has told Prof. B. Subudhi to wait outside the Registrar's office and not to take part with their (group's) discussion with the Registrar. After all Prof. B. Subudhi is currently the HOD of Electrical Engineering Department. Sri R.C. Mallick and his colleagues must have waited till Prof. B. Subudhi finished his discussion with the Registrar.

Prof. A. Behera, Dean (Academic) : Chairman

A. Behera
01.07.2010

Prof. B.B. Biswal, BOG Member : Member

B.B. Biswal
01/7/2010

Prof. S.K. Patel, BOG Member : Member

S.K. Patel
01.07.2010

Prof. A.K. Turuk, Asso. Prof. (CS) : Member

A.K. Turuk
11/7/10

A. Behera
01.07.2010



NATIONAL INSTITUTE OF TECHNOLOGY ROURKELA

No:NITR/SR/2010/M/1145

⁰⁶
Dated: 05.07.2010

Final report of the committee to look into the incidence on the evening of 24.5.2010

Ref: Letter No NITR/ES/RG/10/M/171 Dated. 3/6/2010

After going through the letters and other relevant documents provided to it the committee invited the following persons for collecting information on the incidence and find out the circumstances under which the incidence took place. The persons invited for initial interrogation/discussion on 07.06.2010 vide letter No:NITR/SR/10/M/948, dated: 07.06.2010 are:

- | | |
|-----------------------------------------------|------------------------------------|
| 1. Prof. A Behera, Dean (AA) | 7. Mr. B K Pradhan, MN |
| 2. Prof. K Pramanik, Dean(SW) | 8. Mr. S K Pati, T&P |
| 3. Mr. B Acharya, AR(Academic) | 9. Mr. P K Mohanty, WS |
| 4. Mr B Champatiray, Security Officer | 10. Mr. R C Mallick, (EC - 485462) |
| 5. Mr B N Sahoo, Secy to Director | 11. Mr. J C Kar, Nodal Center |
| 6. Mr. R K Das,Attendant-I, Director's Office | 12. Mr. Gopal Gouda, LB |

All except Mr. B Acharya, who was on leave on this date, reported for interrogation/discussion.

Few more people who were called over phone for interrogation/discussion on 08.06.2010 are

- | | |
|---------------------------------|----------------------|
| 1. Mr. T Sahoo, SRICCE | 3. Mr. K K Panda, EE |
| 2. Mrs Rita Dung Dung, Registry | 4. Mr. K M Patra, CE |

Mr. Gopal Gouda (LB) was also called once more on 08.06.2010 for clarification on his verbal deposition on 07.06.2010. Mr. B Acharya, AR (Acad) who was absent on 07.06.2010 and Mr. R K Sinha, Special Officer, IPED were called on 10.06.2010 for interrogation/discussion.

The pertinent information that came out during their discussion with the committee was noted by the committee. These persons were also requested to submit a written statement individually. The verbal statements as noted by the committee is attached herewith as Annexure – I.

Following 03 people met the Chairman of the committee on 11.06.2010 to give their view in writing as they were not available on 10.06.2010:

- | | |
|----------------------|----------------------------|
| 1. Mr. B K Panda, IA | 3. Mr. Tutu Naik, Registry |
| 2. Mr. L K Tirky, IA | |

Mr. Gopal Gouda(LB) met the Chairman of the committee on 17.06.2010 to give his view in writing.

The written statements of these people are attached as Annexure - II.

The incidence as it came up through the compilation of statements (verbal & written) of individuals, and from the letter and document provided to the committee by the registrar is reconstructed as under.

More than 50 non-teaching staff gathered in front of the Director's office on 24.5.2010 around 6.00 PM after the general body meeting of NTESA. Their representative Mr R C Mallick entered into the Director's chamber while the Director was busy discussing with Dean (AA) and AR (Academic). Without waiting for their discussion to be complete Mr Mallick went straight to the Director and submitted a letter to him, and asked the Director to address the gathering waiting outside the Director's office. This was declined by the Director. Mr. Mallick then went outside the Director's office and had some discussion with the gathering.

After a while few staff members namely Mr. P K Mohanty, Mr. S K Pati, Mr. H N Nayak, Mr. J C Kar and Mr B K Pradhan entered into the Director's chamber at different point of time and had discussion with the Director regarding: (i) the enhanced electricity tariff, and (ii) the suspension order served on Mr. R C Mallick. After discussion with the Director these staff members came out and joined the gathering waiting outside the Director's office.

After finishing his day's work the Director left his chamber at around 8 PM along with Mr B Champatiray, Prof. A Behera, Prof. K Pramanik, Mr. B Acharya and Mr. R K Sinha. Although the gathering was close to the door of Director's office he could come out of his office along with other members without any obstruction from the gathering.

When they were half way through the corridor Sri R C Mallick suddenly came and obstructed the Director by stretching both of his hands and said that the Director would not be allowed to leave unless their demands were fulfilled. Instigated by Sri Mallick, the gathering raised their voices in his support. Sri Gopal Gauda who was standing very close to Sri R C Mallick shouted impolitely at a very high voice.

The Director had no other way than standing on the corridor. Sri P K Mohanty then came to the Director and requested him to return to his office chamber. The Director came back to his office. The Director then instructed the Security officer to inform the matter to police station at Sec-3. The police arrived on the spot after sometime and enquired about the matter with the Director. The Director also handed over a written complaint to the police on the physical obstruction by Sri R C Mallick. The police then had a discussion with the staff members present over there and was able to disperse them. Finally the Director and his colleagues were free to come out of the office around 10.00 PM and all dispersed.

A preliminary report on the incidence was submitted by the Chairman of the committee to the Director, NIT Rourkela vide letter no NITR/SR/10/M/1073, dated 25/6/2010.

It was understood that more than 50 people were involved in the "gherao" on the said date. On the basis of the discussion with the persons as mentioned earlier and the letters received through the registrar, the committee prepared a list of 56 persons who were reported to be present. The Committee invited written and/or verbal deposition of these persons (vide letter no. NITR/SR/2010/M/1102, dated 29.6.2010) in order to collect more information on the incidence. Out of these 56 persons 49 persons have responded (attached as Annexure - III) and the following 07 persons did not respond:

- | | |
|------------------------|-----------------------|
| 1. Sri A K Pradhan, WS | 5. Sri P Pradhan, PH |
| 2. Sri S S Samal, WS | 6. Sri C Lakra, CR |
| 3. Sri R N Jena, AC | 7. Smt. M J Toppo, IA |
| 4. Sri S Munda, Estate | |

However, as per the content of the circular (No. NITR/SR/2010/M/1102, dated 29-06-2010) issued by the chairman of the committee their non-response is considered as their presence in the gathering who participated in the gherao.

In addition to the listed 56 persons (as mentioned in the letter no. NITR/SR/2010/M/1102, dated 29.6.2010 of Chairman enquire committee) the Chairman of the committee also called Sri K C Das (ME) and Sri N K Jena (Estate) over phone on 02.07.2010 to clarify in writing positively by 5.7.2010 on their involvement in the gherao. Sri K C Das did not respond.

Out of 58 persons interacted, for their involvement in the incidence it was learnt and ascertained that the following three persons were on leave and were not available in the campus on the date of incidence. They are:

- | | |
|----------------------|---------------------|
| 1. Sri S Majhi, CH | 3. Sri N K Jena, WS |
| 2. Sri P K Nayak, AC | |

The following 5 persons in their written statements denied their presence during the incidence.

- | | |
|-------------------------|--------------------------|
| 1. Sri G Behera, CR | 4. Smt. D Mahanandia, HS |
| 2. Sri S Dansena, LB | 5. Sri M K Roul, WS |
| 3. Sri N K Jena, Estate | |

Two of these namely Sri N K Jena and Sri S Dansena happen to be signatories in the memorandum which was prepared a moment before the persons assembled near the Director's office. None of these 5 persons could provide any evidence of their absence in the gathering.

The written statements submitted before the committee by most of these staff members is almost similar. The following persons mentioned in their written statement that more than 100 people have actually gathered in front of the Director's chamber on the evening of 24.5.2010. They are

- | | |
|------------------------------|----------------------|
| 1. Smt Kanak Lata Biswal, FA | 2. Sri J K Sahu, T&P |
|------------------------------|----------------------|

3. Sri H H Mohapatra, SAC
4. Sri A C Giri, Registry
5. Sri Babula Sethi, CY
6. Sri C S Mohanty, CE
7. Smt P Barik, CH
8. Sri B C Sahoo, CH
9. Sri I C Gaur, EC

10. Sri H Garnayak, CE
11. Sri Tutu Naik, Registry
12. Sri A C Muduli, MN
13. Sri Bhanja Naik, MM
14. Sri D K Nayak, AC
15. Sri Bideshi K Patra, T&P
16. Sri M K Kerketta, BM

In order to collect more information on the involvement of the person in the incidence first 10 persons of the above list were called by the Chairman of the committee. But none of them could give any name (probably they did not like to give the names or not more than 55 persons were present on the spot) beyond the 55 names. It is believed that their association might have drafted a written statement for these staff members in the meeting held on 30.06.2010 at 6.00PM at P K Parija Auditorium, as the circular issued by the Chairman of this Committee was one of the agenda item of this meeting. Copy of the circular by Mr P K Mohanty (WS) is enclosed as Annexure - IV.

The written statements submitted by most of these persons indicate that the general body of NTESA in its meeting held on 24/5/2010 prepared a memorandum to be handed over to the Director. The handing over of the memorandum to the Director could have been done by a very few of the office bearer of NTESA. The presence of large number of persons before the Director's office is a clear evidence that of other persons were motivated by the persons by executive committee members. Since the memorandum was prepared and signed by 21 members of the executive committee of NTSEA just before they assembled near the Director's office the committee concluded that all these 21 members of executive committee were a part of the gathering.

It is also established on the basis of the letter of the Director and verbal statement of Sri R C Mallick, Sri S K Pati and Sri P K Mohanty that those who met the Director in his office room were insisting the Director to address the gathering waiting outside the Director's office. This also indicates that the executive committee of NTESA had led the gathering to the Director's office.

Based on: (i) the discussion/interrogation that the committee had with different persons at different time, (ii) the verbal statements by the persons as noted by the committee (attached as Annexure - I), and (iii) the written statement submitted by the persons to the committee (attached as Annexure - II), the committee categorized the involvement of the persons as follows :

A. Persons who had joined the gathering for the purpose of intimidating the Administration

1. Sri R C Mallick, CR
2. Sri Gopal Gauda, LB

3. Sri J C Kar,NTMIS
4. Sri L K Tirkey,IA
5. Sri Jayanta Kumar Sahu,T&P
6. Sri P K Jena,CH
7. Sri S K Pati, T&P
8. Sri H N Nayak,SRICCE
9. Sri A K Pradhan,WS
10. Sri B K Panda,IA
11. Sri Gopinath Behera,CR
12. Sri D K Nayak,AC
13. Sri R N Jena ,AC
14. Sri Bideshi K Patra, T&P
15. Sri R N Sahoo,ESTATE
16. Sri B K Pradhan,MN
17. Sri S S Samal, WS
18. Sri M K Kerketta,BM
19. Sri H H Mohapatra,SA
20. Sri P Sahoo, Registry
21. Sri Tutu Naik, Registry
22. Sri A K Giri, Registry
23. Sri B C Sahoo,CH
24. Sri Babula Sethi,CY
25. Sri Sukura Munda, ESTATE
26. Sri A C Muduli, MN
27. Sri Iswar C Gour,EC
28. Sri Bhanja Naik,MM
29. Sri K Tanty,MM.

30. Sri Prakash Pradhan,PH
31. Sri K K Panda,EE
32. Sri U K Sahani,SM
33. Sri Kunja Naik,CC
34. Smt K L Biswal,FA
35. Sri P K Mohanty, WS
36. Sri S K Samal,MM
37. Sri C Lakra,CR
38. Sri S Dansena,LB
39. Sri H M Gananayak,CE
40. Sri D Pradhan,REGISTRY
41. Sri N K Jena, Estate
42. Sri F J Sindur,ESTATE
43. Sri K M Patra,CE
44. Sri T Sahoo, SRICCE
45. Sri M K Roul, WS
46. Sri G K Maharana,Registry
47. Sri K S Das,Registry
48. Sri G S Khatua, ESTATE
49. Sri C S Mohanty,CE
50. Sri P B Acharya,Registry
51. Smt M J Toppo, ,IA
52. Smt P Barik,CH
53. Smt Reeta Dung Dung,Registry
54. Smt D Mahanandia ,HS
55. Sri K C Das, ME

B. The persons who are responsible for motivating and leading the gathering to gherao the Director

- | | |
|--------------------------|-----------------------------|
| 1. Sri R C Mallick, CR | 12. Smt K L Biswal, FA |
| 2. Sri J C Kar, NTMS | 13. Sri P K Mohanty, WS |
| 3. Sri L K Tirkey, IA | 14. Sri S K Samal, MM |
| 4. Sri S K Pati, T&P | 15. Sri C Lakra, CR |
| 5. Sri H N Nayak, SRICCE | 16. Sri S Dandsena, LB |
| 6. Sri B K Pradhan, MN | 17. Sri H M Gananayak, CE |
| 7. Sri S S Samal, WS | 18. Sri D Pradhan, Registry |
| 8. Sri P Sahoo, Registry | 19. Sri N K Jena, Estate |
| 9. Sri B C Sahoo, CH | 20. Sri F J Sindur, Estate |
| 10. Sri Iswar C Gour, EC | 21. Sri K C Das, ME |
| 11. Sri K Tanty, MM | |

C. Persons who physically obstructed the Director

1. Sri R C Mallick, EC-485462
2. Sri Gopal Gouda, LB

Many people from the list mentioned under the category (A) were also behind Sri Mallick while he obstructed the Director. However, it was difficult to identify them individually.

The committee observed that the following rules were violated:

A. Persons who joined the gathering for the purpose of intimidating the Administration

1. Gherao by staff members in front of Director's office
[Swamy's Handbook 2006: CCS conduct Rule 2(13)]

B. Persons who are responsible for motivating and leading the gathering to gherao the Director

1. Handing over representation to the Director without routing through proper channel.
[NITR/ES/RG/2008/M/284, dated 8.1.2008]
2. Gherao by staff members in front of Director's office
[Swamy's Handbook 2006: CCS conduct Rules 2(13)]
3. Inciting others for the act of indiscipline and for intimidating the administration
[Swamy's Handbook 2006: CCS Conduct Rules 2(1, 5, 7, 13, 14, 15)]

C. Persons who physically obstructed the Director

1. Physical obstruction of the Director by Sri R C Mallick, supported by others present during the incidence and his disorderly behavior towards the head of the institution

[Swamy's Handbook 2006: CCS Conduct Rules 2(1, 5, 7, 13, 14, 15)]
2. The forceful demand of Sri R C Mallick to immediately undo the actions taken by the Administration and thereby not allowing the Director for peaceful discharge of his duties.

[Swamy's Handbook 2006: CCS Conduct Rules 2(2, 6)]

3. **Sri R C Mallick** who was under suspension for the act of indiscipline himself got involved in gherao and physical obstruction of the Director.

[Swamy's Handbook 2006: Discipline Rules 4(Suspension)]

4. Disorderly behavior of **Sri Gopal Gauda** towards the head of the institution

[Swamy's Handbook 2006: CCS Conduct Rules 2(1, 5, 7, 13, 14, 15)]

Prof S K Jena, Dean (SR),

Chairman

Prof B B Biswal, Member BoG,

Member

Prof S K Patel, Member BoG,

Member

Prof A K Turuk, Asso. Prof (CS),

Member

The handwritten signatures and dates for the BoG members are as follows:
- Chairman: [Signature] 5/7/10
- Member: [Signature] 05/7/2010
- Member: [Signature] 5/7/10
- Member: [Signature] 5/7/10



राष्ट्रीय प्रौद्योगिकी संस्थान, राउरकेला
National Institute of Technology, Rourkela

No.NITR/RG/2011/465

Dt.12.11.2011

Minute of the meeting regarding issues related on MM Dept. Centre held at 10.00 A.M. on 12.11.2011 in the Board Room of the Institute.

Prof. Sunil Kr Sarangi, Director presided over the meeting.

Members Present:

i)	Prof. S.K. Patel, BOG Member	...	Member
ii)	Prof. S. K. Jena, CS	...	Member
iii)	Prof. B. B. Verma, Prof. (MM)	...	Member
iv)	Prof. U. K. Mohanty, Prof. (MM)	...	Member
v)	Prof. B. C. Roy, Prof. (MM)	...	Member
vi)	Prof. S. C. Mishra, Prof. (MM)	...	Member
vii)	Sri S. K. Upadhyay, Registrar	...	Member Secretary.

Members Absent:

1. Prof. B. B. Biswal, BOG Member.

The Committee decided the following:

- 1) Material Engineering Project will retain its identity and will continue to function till the project money is exhausted. It will be administered by SRICCE as any other project, NITR being recognized as the sponsor.
- 2) Prof. S. C. Mishra will be the Principal Investigator and Prof. U.K. Mohanty will be the Co-investigator. All equipment procured under the Indo U.K. Project except the Instron 8800 will constitute the assets of the project.
The Project will deliver service to all faculty and students of NIT on the equipment in a just and fair manner. Every effort will be made to ensure that there is prompt service and waiting time covers to zero at all times (consumable, maintenance, capital improvements). All necessary inputs except one extra stipendiary or regular technician will be appointed from the project funds.
- 3) Expenses towards the maintenance or improvement of old equipment and procurement of new equipment, remuneration for part time workers or any other expenditure will be met from the interest accrued on the seed money of Rs.50.00 lakhs and, if necessary, the seed money itself. Since it is a project, the entire fund will be transferred to SRICCE. The fund will be managed by the SRICCE administration.
- 4) The aim and objective of the project will be to make the equipment (XRD, DTA/TGA, High Temperature microscope, particle size analyzer, high temperature furnace, Dilatometer, Ceramic characterisation equipment etc.) available for users of NIT including student projects of all departments, testing and consultancy by all faculty members of the Institute.
- 5) The Instron 8800 equipment will be transferred to MM Department. All other equipment will be under the project.
- 6) The three part time works presently being paid from the project will continue to be paid at the same rate from the above fund up to 30.12.2012 as per present practice. Faculty of the Department will strive to engage them in some useful work and pay from own project funds for services. Neither departmental fund nor fund of the Materials Engineering Project beyond the present value will be used. There will be no payment beyond 31.12.2012.
- 7) SRICCE will provide one stipendiary technician for operation of the equipment to ensure efficient service to the faculty and students of all departments.
- 8) Funds received from testing services towards equipment usage as per SRICCE rules will go to the project funds.

The meeting ended with thanks to the Chair.


REGISTRAR

Copy to:

- 1) Secretary to Director.



NATIONAL INSTITUTE OF TECHNOLOGY ROURKELA

No. NITR/Academic/Dean/2011/M/1871

Date: 28.06.2011

FACTS ON THE INCIDENT HAPPENED ON 31.10.2010 NEAR THE NEW MAIN GATE VIDE CIRCULAR No. NITR/RG/2011/88/22.02.2011

1. CONSTITUTION OF FACT FINDING COMMITTEE

With reference to the above circular a Fact Finding Committee (FFC) is constituted for the incident that happened on 31.10.2010 near the new Main Gate (as per the BOG resolution No. BOG-25(2010)-19, dt. 21.12.2010). In fact the FFC was constituted on 05.02.2011 (No.NITR/RG/20011/65) [1] and it was reconstituted on 22.02.2011 (No. NITR/RG/2011/88) [2]. The FFC was assigned to establish the facts. The FFC consists of the following five members:

1. Prof. A. Behera	Daan (AC)	: Chairman
2. Prof. S.K. Jena	Dean(SRICCE)	: Member
3. Prof. (Mrs.) K. Pramanik	Dean (SW)	: Member
4. Prof. B.K. Nanda	Dean (AR)	: Member
5. Prof. S.K. Sahu	Dean (PD)	: Member

The FFC was directed to go through all available records and was empowered to call any body for discussion.

A. Behera
16/06/2011

B.K. Nanda
16.06.2011
101

S.K. Sahu
16/6/11

S.K. Sahu
16.6.11

K. Pramanik
16/6/2011
1

2. PLAN FOR FINDING FACTS

The available records (communicated by the Registrar) are stated in the References [3-14]. The FFC had its initial discussion on 24.02.2011 [15]. In these records, some documents particularly, statements of security guards were missing and FFC requested the Registrar to furnish the same [16]. The Registrar submitted the available documents [17]. In these records, the FFC found the names of Prof. U.K. Mohanty, Prof. S.K. Agarwal, Prof. S.S. Mohapatra, Prof. B.K. Pal, staffs, Security Officer and other security personnel.

2.1 Four Faculties

In the first round, the FFC decided to have discussion with Prof. U.K. Mohanty, Prof. S.K. Agarwal, Prof. S.S. Mohapatra and Prof. B.K. Pal on 07.03.2011 (Monday) and accordingly request letters were sent to them [18 - 21]. But Prof. U.K. Mohanty requested Chairman (FFC) to forward a copy of the Agenda Notes on the basis of which the honourable BOG decided to constitute the committee for finding the facts vide its resolution No. BOG-25(2010)-19 dt. 21.12.2010. He also stated that in the absence of the documents presented to the honourable BOG pertaining to the incident it will neither be appropriate nor desirable on his part to discuss the same with the FFC [22-23]. Prof. B.K. Pal also requested for a copy of the same and to reschedule the date of discussion since he had already planned to be out of station on the scheduled date, i.e., 07.03.2011 [24]. Accordingly FFC requested Registrar to submit the desired documents to Prof. U.K. Mohanty and Prof. B.K. Pal [25]. The Registrar submitted the desired documents to FFC [26] and FFC sent those to Prof. U.K. Mohanty and Prof. B.K. Pal and requested to attend the discussion with FFC on 16.03.2011 [27, 28]. Both Prof. S.K. Agarwal and Prof. S.S. Mohapatra attended discussion with FFC on 07.03.2011 and both of them have submitted written statements [29, 30]. Before attending the discussion with FFC, Prof. U.K. Mohanty sent a note [31] to Chairman FFC. However, this note is unrelated to the incident happened on 31.10.2010. Both Prof. U.K. Mohanty and Prof. B.K. Pal attended the discussion with FFC on 16.03.2011 [32]. Prof. U.K. Mohanty has submitted two written statements [33, 34].

2.2 Security Officer and security personnel

The FFC had also discussion with Security Officer and security personnel, namely, Sri Balaram Champatiray, Sri Baladev Behera, Sri S.K. Mohapatra, Sri Gyanadev Jena, Sri Prakash Kumar Bhuyan, Sri Gopla Samasya, Sri Pulak Kumar Sahu, Sri Raju Nag on 16.03.2011 [35]; they agreed to the points what they had already submitted in writing [17].

Behera
16/06/2011

B.K. Pal
16.06.2011

S.K. Agarwal
16/6/11

S.S. Mohapatra
16/6/11

105

S.S. Mohapatra
16.6.11

2.3 Few nonteaching staffs

The next discussion of FFC was on 23.03.2011 with some nonteaching staffs of the Institute [36]. Based on the written statements of the security personnel, request letters were sent to Sri B.K. Panda (Internal Audit), Sri H. Mohapatra (Academic), Sri Babula Sethi (Chemistry), Sri Binu Prasad (Electronic and Communication), Sri D.K. Nayak (Academic), Sri R.R. Dash (Finance and Accounts), Sri R.C. Mallick (Ceramic), Sri P.K. Mohanty (Central Workshop), Sri J.C. Kar (SRICCE), Sri S.K. Pati (Training and Placement), Sri A.K. Pradhan (Central Workshop), Sri A.K. Patnaik (Finance and Accounts), Sri P.K. Jena (Chemical) and Gopal Gouda (Biju Patnaik central Library) [37-50]. Everybody turned up for discussion on 23.03.2011, except one staff, namely, Sri H. Mohapatra (Academic). Sri R.C. Mallick (Ceramic) [51], Sri P.K. Jena (Chemical) [52] and Sri Babula Sethi (Chemistry) [53] have submitted written statements.

2.4 Prof. P.C. Panda, Director

The FFC made a request to Prof. P.C. Panda, regarding the incident at the gate on October 31, 2010 [54]. He has submitted his written statement [55].

2.5 Driver of the car for the Director

The FFC also requested Sri Jitendra Kumar Palai, the driver for the car of the Director [56] for a discussion. Sri Palai attended the discussion with FFC on June 10, 2011 and submitted a written statement [57].

3. THE FACTS

3.1 Closing of Main Gate

The prime incident that happened on 31.10.2010 was on the closing of Main GATE. The facts enunciate from 07.30 AM of 31.10.2010 because of the following reasons. The Director was scheduled to come back on 31.10.2010 by Tapaswini Express which arrives at Rourkela at about 08.05 AM. To pick up the Director, the driver for the car of the Director had passed through the Main Gate around 07.30 AM. As per his statement only security

Abakara
16/06/2011

B.K. Panda
16.06.2011

[Signature]
16/6/11

[Signature]
16/6/2011

people were there and nobody obstructed him at the Main Gate [57]. The FFC does not have any information on any incident that happened at the Main Gate on 31.10.2010 prior to 07.30 AM.

On the morning of 31.10.2010, Prof. U.K. Mohanty had telephoned Prof. P.C. Panda, and expressed his dissatisfaction and anger over the locking of the old Main Gate and digging of a deep trench near it on the previous night. Prof. P.C. Panda had understood that Prof. U.K. Mohanty had learnt that Prof. S.K. Sarangi, the then Director was out of Rourkela and Prof. P.C. Panda was Director I/C on that day. Prof. U.K. Mohanty had informed that a large irate crowd of the inmates of the campus and outsiders had already gathered near the New Gate and he was going to join the crowd. Prof. P.C. Panda had advised Prof. U.K. Mohanty not to create any unpleasant or unwanted situation. After sometime, Prof. U.K. Mohanty had called Prof. P.C. Panda again and expressed similar dissatisfaction over the decision of the authority and told that they (including Prof. U.K. Mohanty) were going to close the New Gate till the old Gate was opened [55].

On 31.10.2010 around 07.15 AM, Professor P.C. Panda, Director I/C had informed the Security Officer over phone that Prof. U.K. Mohanty was going to close the new Main Gate with some faculty and non-teaching staff [5]. Accordingly the Security Officer had contacted the security personnel at the new Main Gate. The concerned security personnel informed that Prof. U.K. Mohanty along with Prof. S.K. Agarwal, Prof. B.K. Pal, Prof. S.S. Mohapatra and some staff had gathered at the new Main Gate and were giving slogan against the institute. They had seized the Main Gate with the help of outsiders (Kaling Markrt shopkeepers) and Prof. S.K. Agarwal and Prof. B.K. Pal locked both the gate (Main and Wicked gate) and had not allowed anyone to pass through the gate [5].

The entire cause was spearheaded by Prof. U.K. Mohanty, Prof. S.K. Agarwal, Prof. B.K. Pal and Prof. S.S. Mohapatra with the help of some other faculty and staff. The shopkeepers of the market outside the old gate also had joined in the protest, fearing loss of business and livelihood. The demand was to open the old gate which is directly connected to the market. After sometime under the directive of Prof. U.K. Mohanty, Prof. S.K. Agarwal, and Prof. S.S. Mohapatra and some shopkeepers went to Jagda gate and closed that gate also, so that the Director could not enter to the Institute. In this way they had not allowed anyone to go out or come in; also they had not allowed the security to function at the gate [5].

3.2 Closing of Jagda Gate

Under the directive of Prof. U.K. Mohanty, Prof. S.K. Agarwal and Prof. S.S. Mohapatra, along with some shopkeepers had gone to Jagda Gate and closed that gate also, so that Director could not enter the Institute. They totally captured whole of the campus by locking Main Gate and Jagda Gate at the same time and did not allow anyone to go out or come in [5].

Shahera
16/06/2011

B. Panda
16.06.2011

[Signature]
16/6/11

[Signature]
16/6/2011

[Signature]
16.6.11

3.3 Arrival of the Director

On 31.10.2010 around 08.30AM the Director arrived in front of the Main Gate of the Institute in the Institute's Official Car. He found that the gate was locked with a chain. He could see twenty or more persons were present inside, Professor S.K. Agarwal was shouting slogans and some of the people present were responding in chorus. He could see another 30 or 40 persons outside the gate, mostly *basti* people silently watching the incident. He waited for a while, then telephoned the Security Officer on mobile and advised him to contact the Police. Later he had also telephoned Mrs. Shalini Pandit, District Magistrate and sought her help. Several Police Officers and Sub-Collector of Rourkela arrived on the spot and talked to few persons across the gate, mainly the following professors from the Institute:

1. Professor U.K. Mohanty, Department of Metallurgical and Materials Engineering,
2. Professor S.K. Agarwal, Department of Chemical Engineering,
3. Professor S.S. Mohapatra, Department of Mechanical Engineering.

The professors wanted that the old gate, which was closed after the opening of the new gate, be opened to traffic. Several other faculty members, employees and students who were stuck outside also spoke to the Police Officers pleading against such step [3].

3.4 Number of persons present

The Director could see twenty or more persons were present inside the gate and another 30 or 40 persons outside the gate, mostly *basti* people silently watching the incident [3]. Prof. U.K. Mohanty did not count the number; however he witnessed a sizeable crowd when he first arrived at the gate [34]. Sri R.C. Mallick and Babula Sethi have submitted a common list of persons who were present at the gate and have stated that there were 500 people and 100 police personnel [51, 53]; they have not stated at what time this number of people was present because they were present there only for a few minutes as per their discussion with the FFC. In fact during the discussion with the nonteaching staff, everybody has stated that he was present only for a few minutes. But it is a fact that Prof. U.K. Mohanty, Prof. S.K. Agarwal and Prof. B.K. Pal were present throughout and S.S. Mohapatra was present partially [17].

Abehera
16/06/2011

BK Pal
16.06.2011

[Signature]
16/6/11

[Signature]
16/6/2011

[Signature]
16.6.11

3.5 Opening of Main Gate

Being unable to persuade the three professors to open the new gate, the Government Officers advised the Director to open the closed old gate, as demanded by those colleagues and the Director instructed the Security Officer to do so. Once this demand was fulfilled, Prof. U.K. Mohanty handed over the key to Prof. S.K. Agarwal who went to the gate to open it. The Director went inside the campus in his car. There was no obstruction [3].

Prof. S.K. Agarwal has submitted in writing that Prof. U.K. Mohanty took out the key from his pocket and handed it to him (Prof. Agarwal) and he (Prof. Agarwal) handed over the key to somebody who opened the new Main Gate [29]. Hence it may be concluded that Prof. U.K. Mohanty closed the Main Gate or Prof. U.K. Mohanty knows who closed the Main Gate since the keys were in his pocket. Prof. U.K. Mohanty does not agree to this point. Prof. U.K. Mohanty has submitted in writing that towards the later part of the incident he could feel somebody thrusting the keys into his pocket [34]. Hence it may be concluded that Prof. U.K. Mohanty knows that that particular keys (inside his pocket) would open the lock.

3.6 Victory Feast

Prof. U.K. Mohanty organized a victory feast at the end of the day along with Prof. Agarwal [4]. Prof. Agarwal has also agreed to this [7].

REFERENCES

(R1 - R 58)

1. Circular: Constitution of FFC, Page 9 - Page 10.
2. Circular: Reconstitution of FFC, Page 11.
3. Letter from Prof. S.K. Sarangi, Director, NIT Rourkela to BOG regarding his observation of misconduct by three faculty members, namely,
Prof. U.K. Mohanty, Department of Metallurgical and Materials Engineering,
Prof. S.K. Agarwal, Department of Chemical Engineering and
Prof. S.S. Mohapatra, Department of Mechanical Engineering
of NITR and suggestion for disciplinary action against them. (BOG resolution No. BOG-25(2010)-19 dt. 21.12.2010, Page 80 - 81), Page 12 - Page 13.

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4. Letter from Professor S.K. Sarangi, to BOG regarding his observation on letter from Professor U.K. Mohanty. (BOG resolution No. BOG-25(2010)-19 dt. 21.12.2010, Page 82 - 84), Page 14 - Page 16.
5. Letter from the Security Officer to the Director stating his report regarding 31st October 2010 incident at the gates by some faculty and staff of the Institute. (BOG resolution No. BOG-25(2010)-19 dt. 21.12.2010, Page 85 - 86), Page 17 - Page 18.
6. Letter from Prof. U.K. Mohanty to the Director. (BOG resolution No. BOG-25(2010)-19 dt. 21.12.2010, Page 87), Page 19.
7. Letter from Prof. S.K. Agarwal to MHRD Minister. (BOG resolution No. BOG-25(2010)-19 dt. 21.12.2010, Page 88), Page 20.
8. Letter from Prof. S.K. Agarwal to Director. (BOG resolution No. BOG-25(2010)-19 dt. 21.12.2010, Page 89 - 94), Page 21 - Page 26.
9. Letter from Prof. S.S. Mohapatra to Director, NITR. (BOG resolution No. BOG-25(2010)-19 dt. 21.12.2010, Page 95), Page 27.
10. Letter from Director to Registrar, Prof. U.K. Mohanty, Prof. S.S. Mohapatra, Prof. S.K. Agarwal. (BOG resolution No. BOG-25(2010)-19 dt. 21.12.2010, Page 96), Page 28.
11. Letter from Registrar to Professor S.S. Mohapatra. (BOG resolution No. BOG-25(2010)-19 dt. 21.12.2010, Page 97), Page 29.
12. Letter from Registrar to Professor S.K. Agarwal, (BOG resolution No. BOG-25(2010)-19 dt. 21.12.2010, Page 98), Page 30.
13. Letter from Registrar to Professor S.K. Agarwal, (BOG resolution No. BOG-25(2010)-19 dt. 21.12.2010, Page 99), Page 31.
14. Letter from Professor P.K. Ray, President SAC to Director NITR. (BOG resolution No. BOG-25(2010)-19 dt. 21.12.2010, Page 100 - 101), Page 31 - Page 33.
15. FFC's initial discussion on 24.02.2010, Page 34.
16. Letter from Chairman FFC to Registrar, Page 35 - Page 36.
17. Letter from Registrar to Chairman FFC, Page 39 - Page 45.
18. Letter from Chairman FFC to Prof. U.K. Mohanty, Page 46.
19. Letter from Chairman FFC to Prof. S.K. Agarwal, Page 47.
20. Letter from Chairman FFC to Prof. B.K. Pal, Page 48.
21. Letter from Chairman FFC to Prof. S.S. Mohapatra, Page 49.
22. Letter from Prof. U.K. Mohanty to Chairman FFC, Page 50.
23. Letter from Prof. U.K. Mohanty to Chairman FFC, Page 51.
24. Letter from Prof. B.K. Pal to Chairman FFC, Page 52.
25. Letter from Chairman FFC to Registrar, Page 53.
26. Letter from Registrar FFC to Chairman, Page 54 - Page 55.
27. Letter from Chairman to Prof. U.K. Mohanty, Page 56.
28. Letter from Chairman to Prof. B.K. Pal, Page 57.
29. Letter from Prof. S.K. Agarwal to FFC, Page 58.
30. Letter from Prof. S.S. Mohapatra to FFC, Page 59.
31. Letter from Prof. U.K. Mohanty to Chairman FFC, Page 60 - Page 66.
32. FFC's discussion with Prof. U.K. Mohanty and Prof. B.K. Pal, Page 67.
33. Letter from Prof. U.K. Mohanty to Chairman FFC, Page 68 - Page 71.
34. Letter from Prof. U.K. Mohanty to Chairman FFC, Page 72 - Page 74.
35. FFC's discussion with Security Officer and security people, Page 75.

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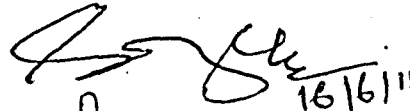
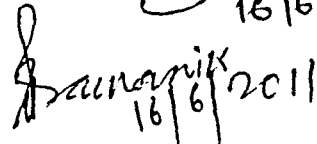
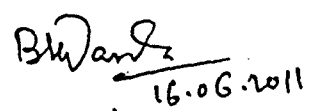
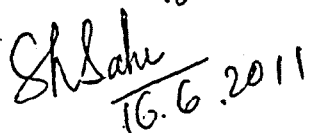
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36. FFC's discussion with nonteaching staffs, Page 76.
37. Letter from Chairman FFC to Sri B.K. Panda (Internal Audit), Page 77.
38. Letter from Chairman FFC to Sri H. Mohapatra (Academic), Page 78.
39. Letter from Chairman FFC to Sri Babula Sethi (Chemistry), page 79.
40. Letter from Chairman FFC to Sri Binu Prasad (Electronic and Communication), Page 80.
41. Letter from Chairman FFC to Sri D.K. Nayak (Academic), Page 81.
42. Letter from Chairman FFC to Sri R.R. Dash (Finance and Accounts), Page 82.
43. Letter from Chairman FFC to Sri R.C. Mallick (Ceramic), Page 83.
44. Letter from Chairman FFC to Sri P.K. Mohanty (Central Workshop), Page 84.
45. Letter from Chairman FFC to Sri J.C. Kar (SRICCE), Page 85.
46. Letter from Chairman FFC to Sri S.K. Pati (Training and Placement), Page 86.
47. Letter from Chairman FFC to Sri A.K. Pradhan (Central Workshop), Page 87.
48. Letter from Chairman FFC to Sri A.K. Patnaik (Finance and Accounts), Page 88.
49. Letter from Chairman FFC to Sri P.K. Jena (Chemical), Page 89.
50. Letter from Chairman FFC to Gopal Gouda (Biju Patnaik central Library), Page 90.
51. Written statement from Sri R.C. Mallick (Ceramic), Page 91 - Page 94.
52. Written statement from Sri P.K. Jena (Chemical), Page 95.
53. Written statement from Sri Babula Sethi (Chemistry), Page 96 - Page 99.
54. Letter from Chairman FFC to Prof. P.C. Panda, Director NIT Rourkela, Page 100 - Page 105.
55. Letter from Prof. P.C. Panda, Director NIT Rourkela to Chairman FFC, Page 106.
56. Letter from Chairman FFC to Sri Jitendra Palai (Driver), Page 107.
57. Letter from Sri Jitendra Palai (Driver) to Chairman FFC, Page 108.
58. Interim Report submitted to Registrar, Page 109 - Page 116.

Prof. A. Behera	Daan (AC)	: Chairman	 16/06/2011
Prof. S.K. Jena	Dean (SRICCE)	: Member	 16/6/11
Prof. (Mrs.) K. Pramanik	Dean (SW)	: Member	 16/6/2011
Prof. B.K. Nanda	Dean (AR)	: Member	 16.06.2011
Prof. S.K. Sahu	Dean (PD)	: Member	 16.6.2011

(Fact Finding Committee Members)



Annex: A10

राष्ट्रीय प्रौद्योगिकी संस्थान, राउरकेला
National Institute of Technology
Rourkela - 769 008

Prof. Sunil Kr Sarangi, FNAE
Director

प्रो: सुनील कुमार षडंगी
निर्देशक

To

No.NITR/RG/2011/L/511
Dt.26.11.2011

Shri B. S. Sudhir Chandra
Director (Project & Planning) &
Chairman, BOG, NIT, Rourkela
Bangalore Metro Rail Corporation Ltd
3rd Floor, BMTC Complex
K.H.Road, Shanthinagar,
Bengaluru - 560 027.

Fax No: 080-22969222.

Sub: BOG nominee for various Non-Teaching posts scheduled to be held during 7th – 18th Dec., 2011.

Sir,

This has reference to above, the selection for the following Non-Teaching posts have been scheduled during 7th – 18th December, 2011. As per NIT Statutes clause No.23(d), one BOG nominee is required as a member of the selection committee. I would request you to kindly consider the following names as BOG nominee for the selection committee. In case they are not available, Director may be authorized to choose a suitable person for the same. The same will be put up for ratification in the next BOG meeting scheduled to be held on 02.12.2011.

Sl. No.	Name of the Post	Suggested BOG nominee
1.	Engineer (Electrical)	1) Sri R. C. Nayak, Superintending Engineer, WESCO, Govt. of Odisha. 2) Shri Vinod Kr Shrivastava, DGM, SAIL, RSP, Rourkela
2.	Executive Engineer (Civil)	1) Sri S. Jena Superintending Engineer, PHD, Govt. of Odisha. 2) Sri Ajit Kr. Mohapatra, DGM, SAIL, RSP, Rourkela
3.	Scientific Officer	1) Dr. D. K. Nanda Chief System Administrator, IIT, Kharagpur 2) Sri P.K. Padhi, DGM I/C., Computer Centre, SAIL, RSP, Rourkela.
4.	Medical Officer	1) Dr. S. Mohanty, Dy. Director, Ispat General Hospital, Rourkela. 2) Prof. G. S. Das, Ex- Supdt., VSS Medical College, Burla
5.	SAS Officer & Dy. Librarian	1) Sri Santosh Nayak, Dy. General Manager, Administration, SAIL, RSP, Rourkela. 2) Dr. S. K. Mohapatra, GM, JSPL, Angul.
6.	Dy. Registrar & Asst. Registrar	1) Sri R.S. Singh, Head, HRD. L & T 2) Dr. S. Das, GM(HR), PPL, Bhubaneswar.

Yours sincerely,

Sunil Kr Sarangi

B. S. Sudhir Chandra
Chairman BOG



**National Institute of Technology
Rourkela**

**Prof. Sunil Kr Sarangi
Director**

Date: December 1, 2011

Sub: Proposal for induction of Visiting distinguished faculty in Physics

I have received recommendation from the Department of Physics for inviting Prof. B. K. Choudhury, presently serving as professor at the Indian Association for Cultivation of Science, Kolkata. ~~He is expected to retire next month.~~ *He has retired in November 2011.*

The presence of Prof. Choudhury in the Department of Physics will certainly help the department in securing some high value research projects and to initiate research work in the area of Low Temperature Physics.

If agreed to by the Board, Prof. Choudhury may be inducted as visiting faculty with a compensation equal to his last pay drawn minus pension. This amount will remain fixed over his one year appointment. In addition, he may be given free accommodation in campus.

Submitted for consideration of the Board.


Sunil Kr Sarangi

Encl: 1. Biodata of Prof. Choudhury
2. Recommendation of the Department of Physics



National Institute of Technology Rourkela

Prof. Sunil Kr Sarangi
Director

Date: December 01, 2011

Sub: Proposal for starting of new inter-disciplinary M. Tech. Programme.

The Institute is being supported by the Government under TEQIP-II programme administered by the NPIU. The objective of this programme is to enhance Post Graduate and research education and interaction with industry. In this programme, NPIU mandates that new M. Tech. Programmes should be initiated before July 2012 session. All the fellowship payable to M. Tech. Students will be borne by TEQIP-II. In addition, the programme is expected to provide financial support for creation of new laboratories and strengthening of existing laboratories contributing to the new M. Tech. Programmes.

Our Institute currently has 22 M. Tech programmes with student strength of 20(+5 sponsored) in each programme. Currently admission is less than 400 per year, sponsored seats remaining largely vacant. The present distribution of undergraduate to postgraduate (including research students) is approximately in the ratio of 1:4. This ratio is skewed against postgraduate and research education for an institute of higher learning. Corresponding figure at IIT Delhi, for example, stands around 1:0. Thus, we have substantial scope for increase in number of postgraduate students in engineering braches. Further, for optimal utilisation of resources, and for meeting national needs, particularly in the education sector, we should enhance the number of postgraduate students.

This matter was discussed at the Institute level among Heads of Departments and the following recommendations are emerged:

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(1) New postgraduate programme may initiated with the following specialisatioin:

Sl No	Title of programme	Host Department	Supporting Department
1	Industrial Electronics	EE	EC
2	Electronic System Design	EC	EE, CS
3	Cryogenic & Vacuum Technology	ME	EE, CH
4	Steel Technology	MM	ME, EE, EC
5	Industrial Ceramics	CR	MM, CH

Contd....P/2

All the 5 programmes are mainly interdisciplinary in character and are expected to have strong link with industry. All efforts should be made to seek direct support of industry like SAIL, TRL, TISCO and Government agencies such as CPRI and Department of Atomic Energy.

The Board is requested to kindly accord provisional sanction for creation of new M. Tech. Programmes as suggested, subject to appropriate recommendation by the Senate and creation of the curricula and syllabi. Normally such proposals must first be discussed and recommended by the Senate before being taken up by the Board. I have taken this liberty of seeking an advance sanction (provisional) by the Board, because for ensuring support of TEQIP-II programme new programmes must be initiated before the July admission session for which the admission process will start in April 2012. The normal process would leave very little time for the faculty to proceed with the planning and implementation.

Submitted for kind consideration of the Board.



Sunil Kr Sarangi.

To
Board of Governors