

48th Meeting of Board of Governors

Date: 31st July, 2015 (Friday)

Provisional Minutes

To be confirmed in 50th meeting of
BOG scheduled on February 09,2016

National Institute of Technology Rourkela

DRAFT MINUTES

48th MEETING OF BOARD OF GOVERNORS



DATE : 31st July, 2015 (Friday)
Time : 2.30 P.M.
**Venue : Conference Hall, N.I.T. Transit House,
A-1/267, Safderjung Enclave, New Delhi**



राष्ट्रीय प्रौद्योगिकी संस्थान, राउरकेला
National Institute of Technology, Rourkela

MINUTES FOR THE 48th MEETING OF THE BOARD OF GOVERNORS, NATIONAL INSTITUTE OF TECHNOLOGY, ROURKELA HELD AT 2.30 P.M. ON 31.07.2015(FRIDAY) IN THE CONFERENCE HALL, NIT TRANSIT HOUSE, NEW DELHI.

A) Members Present:

Sl. No	Name	Contact No.
01.	Mrs. Vasantha Ramaswamy, Chairperson, BOG, NIT, Rourkela & Founder Director, Aprameya Associates, 87, National Society, Baner Road, Aundh, Pune-411007, Maharashtra	Ph. : 020 -25883822 Tel Fax:020-27290028 Mob: 09822049647 Email: aprameya201@gmail.com/ nitvr2014@gmail.com
02.	Prof. Sunil Kr Sarangi Director National Institute of Technology Rourkela -769 008 (Odisha)	0661- 2462001 (O)/ 2472050(O) Mob: 9437041081 Fax: 2472926/ 2462022 E. Mail: director@nitrrkl.ac.in
03.	Prof. V. Chandrasekhar, Director, National Institute of Science Education and Research (NISER), Institute of Physics Campus, Sachivalaya Marg, P.O.- Sainik School, Bhubaneswar, Orissa - 751005	Ph: 0674-2302435 / 2741225(R) Fax : 0674-2304070 M: 09415132221 Email director@niser.ac.in, vc@niser.ac.in
04.	Shri L. N. Gupta, IAS, Commissioner-Cum-Secretary Employment and Technical Education & Training Department, Govt. of Odisha, Odisha State Secretariat, Bhubaneswar-751 001.	Ph: 0674-2391319(O)/ Fax: 0674-2391324 Email: etet.od@nic.in
05	Prof. S. Tripathy, Dy. Director, IIT, Bhubaneswar	Email:dydirector@iitbbs.ac.in Contact:+91 674 2576003, +91 674 2576026
06.	Prof. S. K. Patra Professor, EC National Institute of Technology, Rourkela.	Ph. 0661-24622457 (O), 2463457(R) M: 09437221578 E. Mail: skpara@nitrrkl.ac.in
07.	Prof. S.C. Mohanty, Associate Professor, ME N.I.T., Rourkela.	Ph: 0661-2462511(O)/ 0661-2463511(R) M: 09437686748 Email: scmohanty@nitrrkl.ac.in
08.	Er. S. K. Upadhyay Registrar & Secretary, BOG, National Institute of Technology Rourkela – 769 008(Orissa)	Tel: 0661-2462021/ 2476773 (O) Fax: 0661-2462022/2472926 Mobile: 9437153285 E. Mail: registrar@nitrrkl.ac.in

B) Special Invitees present :

09.	Prof. (Mrs.) Rintu Banerjee Professor Agriculture & Food Engineering IIT, Kharagpur – 721 302	Ph. 03222-283104(O),283105@, 277073@, 281328(L) M- 09434014609 Fax: 03222-255303 rin_tuin@yahoo.com/rb@agfe.iitkgp.ernet.in
10.	Dr. R.K. Bhandari Ex-Director, Govt. of India, DAE/VECC DAE Raja Ramanna Fellow Inter University Accelerator Centre Aruna Asaf Ali Marg, New Delhi-110067	M- 09910049016 Email: rakeshbhandari808@gmail.com

C) Members who could not be present:

11.	Shri S. P. Goyal, IAS Joint Secretary, MHRD, Government of India Dept. of Secondary & Higher Education, Sashtri Bhavan, New Delhi- 110 001.	Tel: 011- 23383451 (O) Fax: 011-23382298 M: 9453050000 Email: spgoyal@nic.in
12.	Shri Yogendra Tripathi, IAS Joint Secretary & Financial Advisor, MHRD, Govt. of India, Dept. of Secondary & Higher Education, Shastri Bhawan, New Delhi – 110 001.	Ph. No. 011-23382696 Fax: 011-23070668 M: 08527576222 Email: Yogendra.tripathi@nic.in

Leave of absence was granted for the above member.

A. GENERAL AND PROCEDURAL MATTERS.

BOG-48(2015)-01: Welcome to all members to the meeting by the Chairman.

Chairperson welcomed all the members to the meeting.

BOG-48(2015)-02: Confirmation of the minutes of the 47th Meeting of the BOG held on 19.06.2015 at Bhubaneswar.

The draft minutes of the 47th Meeting were sent to the members on 24.06.15 for their comments regarding correctness of recording of the minutes. The comments were received from (i) Prof. S.K. Patra against BOG-47(2015)-03 point(B) and BOG-47(2015)-09 (ii) Dr. R.K. Bhandari against BOG-47(2015)-12 and (iii) Prof. S.K. Sarangi. against BOG-47(2015)-03,08,09,11,12,18,21,22,24.

The above comments were *discussed by the Board and the minutes were finalized as follows.*

BOG-47(2015)-03: To report on the action taken on the decisions made in the 46th Meeting of BOG held on 17.04.2015 and to discuss matters arising out of the minutes.

1) Case of Prof. B.P. Nayak:

Prof. S.K. Patra informed that though he was appointed as DSC Chairperson, by the Board in its 46th Meeting vide resolution No. BOG-46(2015)-03(B), dt.17.04.2015, he had been unable to implement the BOG decision, of conducting the 'Viva voce' of Prof. B.P. Nayak as the file was not with him.

On enquiry as to the location of the file, Director informed that the file of Prof. B.P. Nayak was with him. The Board wanted to know why the Director was holding the file, instead of handing over the same to Prof. S.K. Patra, for carrying out the Board's decision regarding the conduct of 'Viva voce' of Prof. B.P. Nayak at the earliest, in keeping with the 51st Senate decision on this subject.

Director stated that he had written to the external examiner to review once again the thesis of Prof. B.P. Nayak as he had certain misgivings about the same. This was strongly objected to by the members, as it was not in consonance with what he had stated in the 46th BOG regarding his communication to Prof. P.C. Pandey and nor was this correct in view of 'Senate's' decision approving the thesis for Viva voce.

He had stated then that he had written to Prof. Pandey to conduct the viva voce of Prof. B. P. Nayak (on the direction of the Board). The

members expressed their extreme unhappiness over the intentional delay tactics being employed in implementing the BOG decisions vide resolution No.BOG-45(2015)-16 and BOG-46(2015)-3.

The Board directed that the Director should hand over the file to Prof. S. K. Patra immediately for necessary action and ensure that the process of Viva-voce is conducted within 30 days. The action taken report may be submitted to the Board members immediately after completion of viva voce.

The letters No.NITR/DR/2015/L/200, Dated: June 02, 2015 to BOG members and BOG agenda item dated 29.04.2015 received from Prof S.K. Sarangi, Director were considered by BOG. Chairperson clarified through her letter No. NITR/CP/BOG/(VR) L-16/2015, dt.16.06.2015 addressed to all the BOG members. Prof. V. Chandrasekhar mentioned that dissent notes if any to the decisions of the Board, should be submitted in writing by the member concerned, after recording his/her dissent at the meeting itself in writing. This was agreed to by the members.

The Chairperson had brought to the notice of all BOG members through her letter No. NITR/CP/BOG/(VR)L-16/2015, dt.16.06.2015 and . NITR/CP/BOG/(VR)L-17/2015 DT16.06.2015 that the Director had through his letter No. NITRDR/DR/2015/M/148 DT 28.04.2015 invalidated action on the Board's decision vide resolution No.BOG-45(2015)-16 authenticated by the Registrar. She stated that the implication of such actions could be extremely serious, particularly since the Minutes of the 45th BOG had already been confirmed on 17.04.2015 in the 46th BOG. She also stated that the decision of the BOG to replace Prof. K. Pramanik as DSC Chairperson, was justified as she had not carried out her duty of initiating action on the Senate decision vide No.2014-51-senate-15 dt 19.12.14 of conducting the Viva voce of Prof. B.P. Nayak even on 17.04.2015, in spite of the Board's decision No.BOG-45(2015)-16. Dt 13.03.2015.

Director justified his stand of invalidating action on the BOG-45(2015)-16 decision, as he felt that the Registrar was not authorized by him to authenticate the BOG decision. It was brought to his notice that he had been doing so since 2004 under NIT Statutes vide clause No.6

It was also mentioned that Prof. Sarangi had raised objection only against the communication of Board's decision BOG-45(2015)-16.

In particular the Director's objection related to the communication to Prof. Pramanik, HOD, BM and the Board's record of displeasure with her in response to the Registrar's communication. The Director also contended that Board through its decision vide resolution No.BOG-45(2015)-16 and BOG-46(2015)-3 had interfered with the function of the Senate.

The contention was not accepted by the Board, as it had only insisted that there should be no further delay in implementation of the decision of 51st Senate vide resolution No. No.2014-51-senate-15 dt 19.12.14. It had decided to replace Prof. K. Pramanik as DSC Chairperson with Prof. S.K. Patra, BOG member as it had sufficient grounds to believe that her inaction in the case was due to "animus". The BOG actions are within its power's and responsibilities as defined in Section-13 of the NIT Act.

Director accepted to implement the BOG decision [vide resolution No.BOG-45(2015)-16 and BOG-46(2015)-3] and put up the results of the Viva-voce of Prof. B.P. Nayak to the Senate.

BOG-47(2015)-08: Approval of New Medical Referral and reimbursement Procedure of the Institute.

The Medical Policy was approved by the Board vide resolution No.BOG-23(2010)-14 dt.09.07.2010. The procedure has been modified keeping in view of the requirements and change in policy of the Institute. Deans and HODs Committee vide resolution no. HODM-135(2015)-06 dated 24.02.2015 recommended the policy on New Medical Referral and reimbursement Procedure of the Institute is given in the Annexure for approval of the Board.

The Board approved the proposal in principle. The Board directed the administration to send it to all the stakeholders for comments if any Inputs of the stake holders will be collected by the administration and the procedure be modified as deemed fit. The Board also directed to explore the possibility of implementing a suitable medi-claim policy in line with other reputed Institutions.

BOG-47(2015)-09: Approval of Policy on New Bio-Metric attendance for employees of the Institute.

Deans and HODs Committee vide resolution no. HODM-135(2015)-06 recommended the New Bio-Metric Policy for the employees of the Institute is given in the Annexure for approval of the Board.

The Board considered the proposal and decided the following:

- 1) Bio-metric attendance will be implemented for all Officers and Staff members.*
- 2) For faculty members, the proposal will be sent to MHRD for consideration by the NIT Council as uniform policy of implementation is necessary for all academic Institutions.*

BOG-47(2015)-11: Restoration of Commuted Pension in respect of Pensioners superannuated during REC period.

Prior to 22nd June, 2002, i.e. the date of conversion of RECs to NITs, Orissa Civil Services (Pension) Rules was applicable to this institute (or, the then REC, Rourkela). Accordingly, the employees who were retiring from service during the REC period were allowed to commute up to 1/3rd of their pension amount which was to be restored **after 12 years** as provided in the OCS (Pension) Rules. However, after conversion from REC to NIT, CCS (Pension) Rule, 1972 became applicable and the restoration period changed from 12 years to 15 years as provided in the CCS (Pension) Rules. In 2005 the Institute made the Central Government rule (15 years restoration) applicable to old pensioners who had commuted their pension with the understanding that it would be restored after 12 years as per Orissa Civil Service Rules.

The pensioners of REC period have been requesting time and again to restore their full pension after 12 years as was allowed during the time of their retirement under the OCS (Pension) Rules instead of 15 years as provided in the CCS (Pension) Rules.

The fact was brought to the kind attention of the Ministry and clarification on the issue was requested from the Ministry by the Registrar vide letter Nos. – NITR/ES/2011/L/6661, dated 11/11/2011, NITR/ES/2012/L/936 dated 10/02/2012 and NITR/ES/2013/L/3219 dated 29/04/2013 reply to which are still awaited. In the mean time, the RECR Pensioners' Association has also approached on this issue to Secretary, MHRD vide Ref. No. 01/12/ RECPAR, dated 10/01/2012 and have taken up the issue collectively with the Institute. No reply has been received from the Ministry till date.

In view of the above pressing situation, necessary decision may be taken on the subject i.e to maintain the restoration period for the RECR Pensioners (those retired before 22/06/2002) at 12 years as per rules prevailing at that time or, to enhance their restoration period to 15 years as applicable to NITR Pensioners today and give them the benefit of enhanced commutation.

It was explained by the representatives of the JS and FA that the matter was taken up with the ministry of Finance and the file alongwith the advice of the Ministry was sent to the Technical Bureau, from where it has become untraceable. The Chairperson stated that since more than a year has lapsed since the matter was taken up with the MHRD by the Institute, an immediate decision needs to be arrived at, considering the plight of the pensioners most of whom are well past the age of 70. It was therefore, decided to restore full pension at the end of 12 years for those whose commutation of pension was calculated for 12 years.

BOG-47(2015)-12: Recruitment of Faculty.

Selection of faculty was undertaken during period from 8th April, 2015 – 9th May, 2015. The list of successful candidates recommended by the Selection Committees was placed on the table for consideration of the Board.

The Board approved the proposal with following changes and suggestions:

- 1) Board approved the recommendation of the selection committee in case of 111 candidates as per list given. The recommendation of the Selection Committee for promoting Prof. K. Pramanik, BM from AGP Rs.10,000 to HAG scale was not as per the guideline given by MHRD vide letter No.F.No.33-9/2011-TS III dt,15.01.2014, hence the Board did not approve it. However, she will be given AGP of Rs.10,500/- as recommended by the selection committee.*
- 2) Rosters for SC/ST/OBC etc. will be strictly followed as per Govt. rule before issuing appointment letters.*
- 3) The Board directed the Director to mention about the minimum fulfillment criteria for selection of candidates for all posts. Actual qualification of candidates and other details fulfilling the norms for selected candidates should be mentioned in a separate column in future. The report of all committees should be presented before the board. This information is essential for the Board to make its decision regarding approval of selected candidates.*

BOG-47(2015)-18: Procedures for BOG meeting – Reg.

Chairperson, BOG NIT, Rourkela presented Procedures for conducting BOG meeting.

The Board approved the procedures suggesting some modification. Chairperson circulated the modified Procedure to all the BOG members for their comments if any.

The Board approved the modified proposal.

BOG-47(2015)-21:Low-cost House in Urban, Semi Urban and Rural areas of the country.

The Ministry of Urban Development invited NIT Director's for finalizing the consultancy programme by NITs for design of low cost houses in Urban, Semi Urban and Rural Areas of the country. The details are given in the Annexure.

The Board approved the proposal.

BOG-47(2015)-22:Centre for skill development under National Skill Mission.

The Govt. of India has initiated programmes on skill development under "National Skill Mission". NIT Rourkela may in consultation with Ministry of Urban Development and Skill Development establish a new centre at NIT Rourkela.

The Board approved the proposal.

The Board confirmed the minutes.

List of Matters that were deferred to be mentioned

BOG-48(2015)-03: To report on the action taken on the decisions made in the 47th Meeting of BOG held on 19.06.2015 and to discuss matters arising out of the minutes.

1) Report on the case of Mr. Debendra Behera on Misappropriation of Funds and compliance of the order of Hon'ble High Court of Odisha.

The order of the Hon'ble High Court, Odisha vide W.P.(C) No.9367 of 2015 filed by Mr. Debendranath Behera, Ex-Engineer, Elect. Maintenance, Estate, NIT Rourkela Vrs. Chairperson, BOG, NIT Rourkela and others is given in the Annexure. The legal opinion by Shri S. P. Mishra, Advocate General, Odisha High Court is also enclosed. As advised, personal hearing of Mr. Debendranath Behera, Ex-Engineer (Electrical) was planned to be held before the BOG, NIT Rourkela on 19.06.2015 as per his appeal in the Hon'ble High Court of Odisha vide writ application W.P.(C) No.9367 of 2015 dt.18.05.2015.

Mr. Debendranath Behera, Ex-Engineer, Elect. Maintenance, Estate, NIT Rourkela appeared before the Board on 19.06.2015 for a personal hearing. He presented his case in writing to the members of the Board and read out from the same (copy enclosed). Sri Behera maintained that although he was given charge of DG sets, he was not allowed to function independently and he pleaded that the allegation against him were false and baseless. He requested the Hon'ble Board to reinstate him with consequential service benefits. His statements were recorded and it was decided that a copy of his statement will be circulated to all the BOG members for their opinion. The same will be put up before the Board meeting to be held on 31st July, 2015 for suitable decision. The recorded statement before the Board and the written presentation are given by Mr. Debendranath Behera, Ex-Engineer, Estate, NITR is given in the Annexure.'-A1

The Board considered the order given the Hon'ble High Court of Odisha under WPC No. No.9367 of 2015 dt.13.05.2015 and the amendment order W.P.(C) No.9367 of 2015 dt.20.07.2015. The chairperson vide her email dated 7th Aug 2015 has requested all BOG members to go through the contents of the representation, reports, communication etc on the subject and send their comments regarding the action of BOG in view of the Writ Petition in the Hon'ble High Court which will be considered in the next BOG meeting. In the mean time institute advocate has been requested to approach Hon'ble High Court for extension of time limit.

[Annexure- A1, Pg. No. 21 - 131]

2) Report of Prof. S.C. Mohanty on misappropriation of funds in purchasing diesel for DG sets.

An enquiry committee was appointed vide resolution No.BOG-46(2015)-03(2) under the Chairmanship of Prof. S.C. Mohanty, BOG member to look into the entire case of misappropriation of funds in the purchasing of diesel for DG sets (through illegal/wrong transaction). The terms of enquiry were as under.

- a) (i) All the incidences of diesel procurement for DG sets during 2013 & 2014 will be looked in to;
- (ii) The role & responsibilities of all individuals involved in the transaction will be examined to fix the level of responsibility for the misappropriation;
- (iii) The quantity of diesel that would have been actually consumed over the period to be worked out, to arrive at the excess quantity indented for and estimate the quantum of misappropriation.
- b) The amount of money misappropriated, through excess diesel procurement will be correctly evaluated
- c) Suggestions to recover the money from the various officials/contractors/personnel responsible for the misappropriation.

The enquiry report dated 29.07.2015 was presented by Prof. S C Mohanty during the meeting and the summary of his findings are reproduced below:

"In order to make an estimate of actual fuel consumption the DG sets Log books were thoroughly examined. It was found that many vital parameters like energy supplied by DG sets, their line voltage, line current, power

factor which could have been used to estimate the load on the DG sets have not been recorded properly. The running time and fuel consumed appears to be noted approximately. The energy output of DG sets has never been recorded during their loading, nor there do any provision of automatic continuous recording of load and fuel consumption in the instrumentation system. Though the instantaneous line voltage and line current have been recorded in some cases, there were a lot of discrepancies. So without availability of these data it was not possible make a correct estimate of the fuel consumption and calculate the difference in actual fuel consumption and indented quantity.

Mr. S.K.Pradhan also stated that MR. Padhi informed him about less diesel supply by the filling station and this was being done under the instruction of Mr. Behera

Mr. P.K. Sahoo stated that in mid of 2013, Mr. Padhi had told him about less diesel filling at the filling station and in this regard he had been to Oram filling station to enquire about the matter, though the proprietor agreed to less diesel supply but he didn't tell the name of the person under whose instruction he was doing this.

Mr. S.P.Mohaptra in his written response informed that he was not aware of any less diesel procurement."

And, the conclusion of the enquiry report is as under:

"It appears that less diesel than the requisitioned quantity was being procured under the instruction of Mr. D.Behera with the sole intention of getting financial benefit. Though Mr. P.K.Sahoo and Mr. S.K.Pradhan were aware of this incident of irregularity, didn't inform any higher authority, hence responsible for negligence of duty."

[Annexure- A2, Pg. No. 132 - 134]

3) Conduct of Viva-voce of Prof. B.P. Nayak, BM. and Review of the Acts of Senate BOG-47(2015)-16, dt.19.6.15.

The Board in its 45th meeting on 13.03.2015 had been informed of the decision at the 51st Senate meeting held on 19th Dec 2015, recommending that the viva voce of Dr BP Nayak be conducted. It also considered the representation made by Prof BP Nayak alleging Academic Harassment through the undue delay in carrying out the 'viva voce'.

The Board vide resolution No.BOG-45(2015)-16 dt.13.03.15 noted the decision of the Senate and directed that the 'viva voce' be conducted at the earliest and the action taken report be submitted.

The Board vide resolution No.BOG-46(2015)-03(B) dt.17.04.15 appointed Prof. S.K. Patra as D.Sc. Chairman to conduct the viva-voce for Prof. B.P. Nayak. He had been unable to implement the BOG decision of conducting the 'Viva Voce' of Prof. B.P. Nayak as the file was not with him.

BOG vide resolution No. BOG-47(2015)-03(1) dt.19.06.15 directed the Director to handover the file to Prof. S.K. Patra immediately and ensure that the viva-voce process is conducted within 30 days. Director accepted to implement the BOG decisions and put up the results of the Viva-voce of Prof. B.P. Nayak to the Senate.

The Senate in its 52nd Meeting on 25.03.2015, was informed of the resolution BOG-45 (2015)-16, of 13.03.2015 by the Registrar/Secretary Senate. However the Director as Chairman Senate informed the Senate that the Board on its own initiative discussed the subject and has resolved to proceed with the viva-voce exam of Dr Nayak. Confirmation of the minutes of the Senate and any action resulting there from are not necessary because the matter of evaluation of the thesis is being directly handled by the Board and is outside the Scope of the Senate at this stage.

Thus the actions on the abovementioned BOG decision has been caused to be prevented, by the statement of the Director to the Senate on 25th March 2015

Though the 52nd Senate Meeting was held on 25th March 2015, the minutes were not put up for information of the Board in the 46th BOG meeting, In spite of it having a direct impact on the action required to be taken on BOG decision BOG-45(2015)-16 dated 13.03.2015. (Please see page 13, Minutes of the 46th BOG meeting: Item C. Academic matters: BOG-46(2015)-17: To consider minutes of 52nd senate Meeting held on 25.03.2015.). Reference: Item 2015-52-Senate -09. Report of Action taken on the decision of the 51st meeting (Part-I) of the Senate held on 19-12-2014(Friday) Para 2014-51-senate-15-1:Evaluation.

Thus the BOG was deliberately kept in the dark, and was forced to take infructuous decisions without knowing all the facts.

This matter has come to the notice of the Board only on study of the Agenda for the 47th BOG, held on 23rd June 2015, annexure A14 page 260/261, there being no discussion on the same, due to paucity of time.

The Chairperson informed that she communicated to Prof. S.K. Sarangi, Director on the above issue and others vide letter No. NITR/CP/BOG/(VR) L-31/2015, dt.31.07.2015 and the copy of the letter is given to all members (please see the annexure.)

The Director informed vide letter No.NITR/DR/2015/M/271, dt.29.07.2015 that he had handed over the file of Prof. B.P. Nayak to Dy. Registrar (Aca.) for necessary action (the copy of the letter is enclosed).

After due deliberation the Board advised the Senate to complete the evaluation processes of Prof. B.P. Nayak within 4 weeks in consonance with the 45th BOG vide resolution BOG-45(2015)16, dt. 13.03.2015. and 46th BOG vide resolution No.BOG-46(2015)03(B) dt.17.04.2015. Action taken report should be submitted to the Board in the next meeting.

The dissent note given by the Director on item No.48(2015)-03(3): regarding conduct of viva voce exam. of Dr. B.P. Nayak is given in the Annexure.

[Annexure-A3, Pg. No. 135 - 149]

4) Recruitment of Faculty [BOG-47(2015)-12, dt.19.06.2015]:

The Board vide resolution No.BOG-47(2015)-12,dt.19.06.2015 approved the proposal of the selection committee as follows:

Selection of faculty was undertaken during 8th April, 2015 – 9th May, 2015. The list of successful candidates recommended by the Selection Committees was placed on the table for consideration of the Board.

The Board approved the proposal with following changes and suggestions: Board approved the recommendation of the selection committee in case of 111 candidates as per list given. The recommendation of the Selection Committee for promoting Prof. K. Pramanik, BM from AGP Rs.10,000 to HAG scale was not as per the guideline given by MHRD vide letter No.F.No.33-9/2011-TS III dt,15.01.2014, hence the Board did not approve it. However, she will be given AGP of Rs.10,500/- as recommended by the selection committee.

Rosters for SC/ST/OBC etc. will be strictly followed as per Govt. rule before issuing appointment letters.

The Board directed the Director to mention about the minimum fulfillment criteria for selection of candidates for all posts. Actual qualification of candidates and other details fulfilling the norms for selected candidates should be mentioned in a separate column in future. The report of all committees should be presented before the board. This information is essential for the Board to make its decision regarding approval of selected candidates.

All orders have been issued except for 02(two) nos. of HAG scale as per the advice of the Director.

The Director informed that the procedure followed in case of selection of faculty in HAG scale was not strictly in accordance with the process directed by the Ministry in its order. One step is yet to be done.

After discussion the Board directed that the process may be completed and the applications for HAG scale may also be invited from the eligible candidates as on 30th June, 2015 as per MHRD order, The two

✓ candidates who had applied earlier and were cleared for HAG Scale need not apply again. However their cases will be considered by selection committee, since it has been considered earlier vide BOG resolution No.BOG-47(2015)-12, dt.19.06.2015. The recommendation of the Selection Committee for all the candidates may be put up to the Board in the next meeting for approval.

[Annexure-A4, Pg. No. 150 - 160]

B. POLICY AND IMPORTANT ADMINISTRATIVE MATTERS.

BOG-48(2015)-04: Disciplinary proceeding against Prof. S. K. Agarwal, Professor (CH).

Following the incident on 31st October, 2010, Prof. S. K. Agarwal, Professor (CH) was issued Charge Sheet for violation of Conduct Rules and actions unbecoming of a Professor of NIT as follows:

- “1. You joined with and assisted Prof. U. K. Mohanty in closing the Main and Jagda gates and keeping them closed till such time that the Director accepted his demand to open the old gate compromising the security of the campus.
2. You took part in locking the Main Gate as well as the Jagda Gate as reported by the Security Officer basing on reports of the Security Guards deployed in the gates,
3. You shouted slogans derogatory to the Institute, a conduct unbecoming of a Professor.
4. On being successful in opening the old gate, you organized a “victory feast” at the end of the day and communicated your action to the Hon’ble Minister of HRD, Govt. of India.”

Disciplinary proceeding was conducted by the enquiry officer Hon’ble Sri J. Pattanaik, Retired District Judge, Govt. of Odisha. After enquiry the enquiry officer has confirmed that the charges made by the Institute were found true. The act of Prof. S. K. Agarwal is unbecoming on the part of a Professor of NIT Rourkela, an Institute of National Importance. The copy of the enquiry report was given to Prof. S. K. Agarwal while the disciplinary proceedings were going on. Prof. Agarwal submitted a letter of apology, which is given in the Annexure, the reply of which was submitted to the 44th BOG meeting on 23.12.2014. BOG decided to make a summary of the case by CVO / Registrar and put up in the next BOG meeting. The summary made by the Registrar is given in the Annexure. The Board vide resolution No. BOG-45(2015)-09(2): dt.13.03.2015 decided the following:

The Board reviewed the enquiry report and the unconditional apology made by Prof. S. K. Agarwal and directed the following.

Prof. S.K. Agarwal shall be called for personal hearing by the Board in the next meeting.

- Prof. Prof. S. K. Agarwal, Professor (CH) has been informed to appear before the Board for personal hearing.

Prof. Prof. S. K. Agarwal, Professor (CH) appeared before the Board for personal hearing. He presented his case to the members to the Board. He maintained that after receiving telephone call from Prof. U.K. Mohanty he went there to pacify the crowd so that the situation does not go out of control. He also informed the Board that he was shouting slogan "REC ZINDABAD" to pacify the crowd. He further informed that he did not take part in victory feast. He offered unconditional apology to the Board. His statements were recorded. After hearing from Prof. Agrawal, the Board requested Dr. R.K. Bhandari to study all documents in connection with the court enquiry and personal presentation of Prof. S.K. Agarwal and to prepare a note suggesting to the Board for the actions to be taken. Chairperson directed Registrar and Secretary BOG to provide necessary documents to Dr. Bhandari.

All the documents were sent to Dr. R. K. Bhandari. The report was given in the Annexure.

The Board accepted the report given by Dr. R.K. Bhandari. The Board directed the administration that a letter may be issued to Prof. Prof. S. K. Agarwal, Professor (CH) directing him not to resort to such type of activities in the future.

[Annexure- A5, Pg. No. 161- 170]

BOG-48(2015)-05: **Discussion on the Report of the Internal Complaints Committee [Under Section4(2) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act. 2013] of Ph.D. Research Scholar, PH by and one Faculty member, PH).**

The report of the Internal Complaints Committee was placed on the table for consideration of the Board.

The Board noted that the report of the Internal Complaints Committee was not complete. The Board directed that Chairperson Internal Complaints Committee may visit IIT, Kharagpur at the earliest and finalize the report in consultation with Prof. Rintu Banerjee, IIT, Kharagpur. The final report may be submitted in the next BOG meeting.

[Annexure- A6, Pg. No 171 - 174]

BOG-48(2015)-06: **Discussion of (i) Directors Letter to Chairperson, (ii) Directors Letter to Registrar.**

Director has sent the following letters to the Chairperson and Registrar. The letters from Chairperson and Registrar are also given below:

1) Letters from Director to Chairperson:

1. No.NITR/DR/2015/L/212, dt.17.06.2015
2. No.NITR/DR/2015/L/218, dt.24.06.2015
3. No.NITR/DR/2015/L/213, dt.18.06.2015
4. No.NITR/DR/2015/L/200, dt.02.06.2015
5. No.NITR/DR/2015/L/166, dt.01.05.2015
6. No.NITR/DR/2015/L/155, dt.29.04.2015
7. No.NITR/DR/2014/L/568, dt.14.12.2014
8. No.NITR/DR/2014/L/567, dt.14.12.2014

[Annexure- A7, Pg. No. 175 - 198]

2) Letters from Chairperson:

1. No.NITR/CP/BOG/(VR) L-16/2015, dt.16.06.2015
2. No.NITR/CP/BOG/(VR) L-17/2015, dt.16.06.2015
3. No.NITR/CP/BOG/(VR) L-18/2015, dt.16.06.2015

[Annexure- A8, Pg. No.199 - 212]

3) Letters from Director to Registrar:

1. No.NITR/DR/2015/M/224, dt.29.06.2015
2. No.NITR/DR/2015/M/152, dt.29.04.2015
3. No.NITR/DR/2015/M/149, dt.28.04.2015
4. No.NITR/DR/2015/M/148, dt.28.04.2015

[Annexure- A9, Pg. No. 213 - 225]

4) Reply by Registrar to Director:

1. Letter No.NITR/RG/M/2015/548, dt.06.07.2015.
2. Letter No.NITR/RG/M/2015/395, dt.04.05.2015

[Annexure- A10, Pg. No.226 - 240]

5) Comments from BOG Members on Prof. B.P.Nayak case:

1. Dt.14.06.2015- Mail from Prof. Rintu Banerjee
2. Dt.15.06.2015- Mail from Prof. V. Chandrasekhar

[Annexure- A11, Pg. No. 241 - 243]

6) Letter correspondence on Prof. B.P. Nayak, BM – case:

1. 45th BOG Office Order vide No.NITR/RG/BOG-45/336, dt.02.04.15
2. BOG Office Order vide No.NITR/RG/BOG-45/346, dt.06.04.15
3. 2) Letter from Prof.K. Pramanik, Ex-HOD,BM, No.HOD/BM/420 dt.6.4.15
4. Reply from Registrar- No.NITR/RG/2015/358; dt.08.04.2015
5. Letter from Prof.K. Pramanik, Ex-HOD,BM, o.HOD/BM/2015/M/427, dt.08.04.2015.
6. Note Sheet to Director – Ph.D. Viva voce of Prof. B.P.Nayak, BM – reg.
6. 46th BOG Office Order vide No.NITR/RG/BOG-46/420, dt.12.05.15

A large amount of correspondence has emanated from just one or two issues which have engaged the board for an inordinate amount of time; Situations are arising leading to very serious organisational crisis.

Chairperson requested all the members to go through the above letters and discuss in the next meeting.

[Annexure- A12, Pg. No. 244 - 250]

BOG-48(2015)-07: Deferred Items:

The followings will be put up in the 49th BOG meeting:

- 1) Proposal for Confirmation of faculty members – Regarding: quantitative assessment of 27 faculty members required as per BOG-44.

- 2) Proposal for provision of special casual leave (SCL) to faculty for visiting institute of repute to deliver lectures in areas of expertise - Regarding:
- 3) Proposal for provision of special casual leave (SCL) for officers visiting other institutes/ universities/ organization for work benefiting the inviting organization - Regarding:
- 4) Approval of Policy on New Purchase Procedure.
- 5) TEQIP programme on Good Practice Guide for Governing Bodies held during 4th – 5th May, 2015 conducted by NPIU/MHRD, New Delhi.

The Board noted the above.

C. ACADEMIC MATTERS:

BOG-48(2015)-08: To consider the Minutes of 52nd and 53rd Senate Meetings held on 25.03.15 & 21.05.15.

The minutes of 52nd & 53rd Senate Meeting held on 25.03.15 & 21.05.2015 is given in the Annexure for the information of the Board.

*The Board noted the above and the Chairperson has already clarified vide letter No. NITR/CP/BOG/(VR) L-31/2015, dt.31.07.2015 as given under BOG item No. BOG-48(2015)-03(3) given in the **Annexure-A3***

[Annexure- A13, Pg. No.251 - 277]

D. ROUTINE ADMINISTRATIVE MATTERS:

BOG-48(2015)-09: Personnel issues:

Resignation:

1. **Prof. Arup Das**, [EC- 1141109], joined this Institute service as an Assistant Professor in the department of Planning & Architecture on 10.02.2014(FN). He has tendered his resignation from the post of Assistant Professor, Dept. of PA on 26.03.2015 and requested to relieve him from the Institute service on 01.05.2015(AN). His resignation was accepted by the Chairperson BOG on behalf of the Board and he was relieved from the Institute service on 01.05.2016(AN) pending approval of the BOG.

The BOG ratified the proposal.

2. **Prof. Ramakar Jha**, [EC-1080887], joined this Institute service as a Professor in the department of Civil Engineering on 04.08.2008(FN). He has tendered his technical resignation from the post of Professor, Dept. of CE on 11.03.2015 and requested to relieve him from the Institute service on 06.05.2015(AN). His resignation was accepted by the Chairperson BOG on behalf of the Board and he was relieved from the Institute service on 06.05.2015(AN) pending approval of the BOG.

The BOG ratified the proposal.

3. **Prof. (Mrs.) Soma Saha**, [EC-1141134], joined this Institute service as an Assistant Professor in the department of Computer Science & Engineering on 21.04.2014(FN). She has tendered her resignation from

the post of Assistant Professor, Dept. of CS on 04.05.2015 and requested to relieve her from the Institute service on 03.06.2015(AN). Her resignation was accepted by the Chairperson BOG on behalf of the Board and he was relieved from the Institute service on 06.05.2015(AN) pending approval of the BOG.

The BOG ratified the proposal.

BOG-48(2015)-10: PARTICIPATION IN CONFERENCE 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
1.	Prof. Samir Kumar Patra, Asso. Professor	LS	05/03/15 to 06/03/15	CLESPO 2015	Dusseldorf	Germany
2.	Prof. Natraj Yedla, Asst. Professor	MM	28/06/15 to 03/07/15	ICMAT 2015	Singapore	Singapore
3.	Prof. Krishna Dutta, Asst. Professor	MM	28/06/15 to 03/07/15	ICMAT 2015	Singapore	Singapore
4.	K.P.Maity, Professor	ME	30/03/15 to 02/04/15	4M / ICOMM 2015	Milano	Italy
5.	Ananyo Sengupta, Asst. Professor	EE	26/07/15 to 30/07/15	2015 IEEE PES General Meeting	Denver	USA
6.	Ashok Kumar Mondal, Asst. Professor	MM	28/06/15 to 03/07/15	ICMAT 2015	Suntec	Singapore
7.	Debarjoyti Choudhuri, Asst. Professor	MA	19/04/15 to 25/04/15	Spring School on Variational Analysis & Applications	Paseky & Czech Republic	Paseky & Czech Republic
8.	B. B. Biswal, Professor	ID	09/05/15 to 10/05/15	2015 International Conference on Robotics and Artificial Intelligence	Las Vegas	USA
9.	A. Thirugnanam, Asst. Professor	BM	28/06/15 to 03/07/15	ICMAT 2015	Suntec	Singapore
10.	Ramakar Jha, Professor	CE	12/04/15 to 17/04/15	7 th World Water Forum	Daegu Gyeongbuk	Republic of Korea
11.	Dillip Kumar Pradhan, Asst. Professor	PH	28/06/15 to 03/07/15	8 th International Conference on Materials for Advanced Technologies	Suntec	Singapore
12.	D. P. Tripathy, Professor	MN	18/05/15 to 22/05/15	ASA 2015	Pittsburgh	USA
13.	Saurav Chatterjee, Asso. Professor	CY	21/05/15 to 21/07/15	Research Collaboration	Essen	Germany
14.	Shantanu Kumar Behera, Asst. Professor	CR	18/05/15 to 09/0/15	Research Collaboration	Julich	Germany

15.	Santanu Sarkar, Asst. Professor	EC	08/07/15 to 10/07/15	IEEE International Symposium on VLSI	Montpellier	France
16.	Prasanna Kumar Sahu, Asso. Professor	EE	01/06/15 to 04/06/15	EDSSC 2015	Singapore	Singapore
17.	Asim Kumar Naskar, Asst. Professor	EE	16/06/15 to 19/06/15	Mediterranean Conference on Control and Automation	Torremolinos	Spain
18.	Bidyadhar Subudhi, Professor	EE	15/06/15 to 10/08/15	Research Collaboration	Plymouth University	UK
19.	Mr. D. P. Tripathi, Asst. Librarian	LB	18/05/15 to 22/05/15	Library Automation & Content Development	Thimpu	Bhutan
20.	S. chakraverty, Professor	MA	05/06/15 to 19/06/15	INSA-CAS Exchange of Scientists Programme	Prague	Czech Republic
21.	Pankaj Kumar Sa, Asst. Professor	CS	27/09/15 to 30/09/15	International Conference on Image Processing	Quebec	Canada
22.	Bhojaraju Gunjal, Deputy Librarian	LB	05/07/15 to 09/07/15	36 th IATUL Annual Conference	Hannover	Germany
23.	Sumit Ku. Pal, Asst. Professor	CR	20/09/15 to 23/09/15	International Conference on Glass Annual Meeting 2015	Bangkok	Thailand
24.	N. M. Leepsa, Asst. Professor	SM	25/06/15 to 26/06/15	Insurance Risk & Finance Research Conference 2015	Singapore	Singapore
25.	Manoj Kumar Mishra, Asst. Professor	MN	22/07/15 to 23/07/15	Advances in Agricultural, Biological & Environmental Sciences	London	UK
26.	Subrata Karmakar, Asst. Professor	EE	23/08/15 to 28/08/15	ISH 2015	Pilsen	Czech Republic
27.	Sidhartha S. Jena, Asso. Professor	PH	10/06/15 to 18/06/15	Acquiring the old equipment	University of Minnesota	USA

The Board noted the above.

E. MISCELLANEOUS ITEMS:

BOG-48(2015)-11: Discussion on the Board decisions not implemented by the Institute. Chairperson desired to review all decisions of the Board which have not been implemented in the past. After review the following items were identified:

Sl. No	Description	BOG Resolution	Status
1.	Request for policy on opening market complex inside the Institute Campus.	BOG-27(2011)-20: dt. 23.09.2011	1) Open advertisement was made vide Adv. No. NITR/PW/TENDER/17/2 013-14, dt. 23.10.2013. There was no suitable response as per the tender. 2) Fresh proposal for advertisement has been put up to Director for approval
2.	Proposal for scheme for the Trainee Teachers Award for NITs/IITs.	BOG-35(2013)-16: Dt.21.06.2013	Yet to be implemented.
3.	a) Preparation of faculty Book and which will be a guideline for faculty members for duties and responsibilities, criteria for confirmation etc. b) Appointment of mentors for Jr. Faculty members.	BOG-44(2014)-05: Dt.23.12.2014	Under preparation by Dean(FW)
4.	The Board directed that the probation period should not be extended by more than one year	BOG-44(2014)-05: dt.17.04.2015, BOG-43(2014)-10: dt.22.11.2014 and BOG-38(2014)-10(1): dt.17.01.2014	To be implemented.

The item was deferred.

BOG-48(2015)-12: Any other item with the permission of the Chair.

- 1) **Rearrangement of some essential administrative responsibilities (ref: Directors Letter No.NITR/DR/2015/M/224, dt.29.06.2015).**

The Director has issued the above Office Order vide letter No.NITR/DR/2015/M/224 dated 29.06.2015 regarding rearrangement of administrative responsibilities of Legal matters, Establishment & Finance and Accounts, which is in contravention of BOG decision on Organization

structure passed vide Resolutions No. BOG-29(2012)-17 dated 16.03.2012 and No. BOG-42(2014)-10 dated 26.09.2014. The letter of the Director is given in the **Annexure**.

The Board vide resolution No.BOG-42(2014)-10, dated 26.09.2015 decided *"For the present, the existing organization structure passed vide BOG Resolution No.BOG-29(2012)-17, dt.16.03.2012 will continue to be in force until further orders"*. The organisation structure is given in the **Annexure**.

The reply given to the Director and the Chairperson by the Registrar is given in the **Annexure**.

Therefore, the order issued is not in consonance the provisions with the NIT Act (Clause 18, 13), Statute (Schedule (c) and BOG guideline – NITRRG/BOG-18/2008M/521, dt.16.12.2008 and BOG-42(2014)-10, dt.26.09.2014 as stated above and it is liable to be declared invalid. The decision of the BOG vide resolution BOG-42(2014)-10 will be in force unless amended otherwise.

The item was deferred.

- 2) The next meeting will be held in the month of September/October, 2015. The date will be finalized in consultation with the Chairperson.

The meeting ended with thanks to the Chair.

(S. K. Upadhyay)
Registrar and Secretary
Board of Governors, NIT., Rourkela

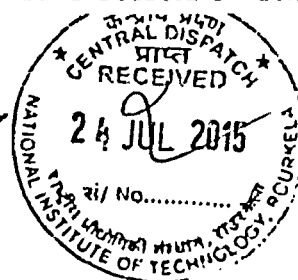
(Vasantha Ramaswamy)
Chairperson
Board of Governors, NIT., Rourkela

Date. 23/07/2015

To
The Chairperson-cum-Appellate Authority,
BOG, National Institute of Technology, Rourkela, Odisha.
Apremaya Associates,
87, National Society, Baner Road. Aundh.
Pune, Maharashtra-411007.

Recd to Pt.
Pl. put up to
11-11
24/7/15

Annexure- A1



Sub- Submission of certified copy of order date . 20/07/2015 in WP(C) No. 9367/2015.

Sir,
Madam

With due respect I beg to state that I have prefer the writ application bearing the WP(C) No. 9367/2015. The Hon'ble High Court of Orissa, Cuttack please to dispose of writ application vide order date. 20/07/2015. The Xerox certified copy is enclosed herewith for your kind perusal. This is for your kind information and necessary action.

Thanking you.

Debendranath Behera.
20/07/2015
DEBENDRANATH BEHERA.
EX Engineer(Electrical)
Present Address.
JD-141, Jagda,
Near Pragati Bidyapitha,
Rourkela-42.

Encloser. (1) Order Dtaed 21/07/2015 in WP(C) No 9367/2015
(2) Order Dated 13.05.2015 in WP(C) No. 9367/2015.
(3) Copy of the writ petition.

Copy to-

- (1) The Director, NIT Rourkela.
- (2) The Registrar & Secretary, BOG, NIT Rourkela.

IN THE HIGH COURT OF ORISSA, C U T T A C K

(ORIGINAL JURISDICTION CASE)

W.P(C) NO. 9367 OF 2015

CODE NO.: 310300

IN THE MATTER OF :

An application under Article 226 & 227 of
the Constitution of India;

A N D

IN THE MATTER OF :

An application under the Provisions of
National Institute of Technology Act, 2007;

A N D

IN THE MATTER OF :

An application provisions relating to the
matter under the National Institute of
Technology Statute;

A N D

IN THE MATTER OF :

An application challenging the 44 & 45
Meeting of the Board of Governor in
respect of the petitioner;

Debaropant

A N D

IN THE MATTER OF :

An application challenging the order of termination dt. 30.12.2014 under Annexure-6;

A N D

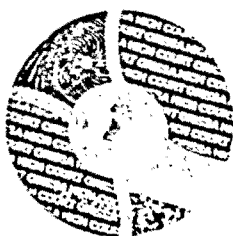
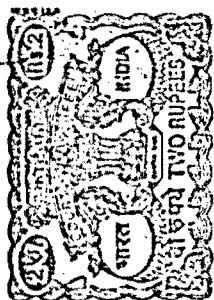
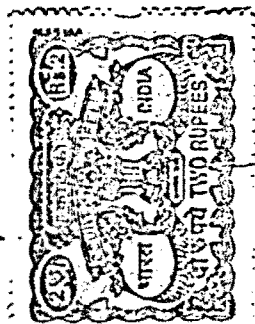
IN THE MATTER OF :

Debendranath Behera, aged about 33 years, S/o-Late Damodar Behera, At-Telisingha, P.O.-Karogala, P.S.-Nandipada, Via-Fakirpur, Dist-Keonjhar, Ex -Engineer (Electrical) National Institute of Technology, Rourkela, at present residing at JD-141, Jagda, Near Pragati School, Rourkela-42.

..... Petitioner

-VERSUS-

1. Board of Governors represented through Chairperson, National Institute of Technology, Rourkela, ^{Aprameya Associates.} Officiating at-87 National Society Banner Road, Aundh, Pune, Maharastra.



[Signature]

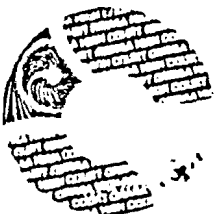
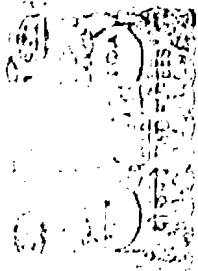
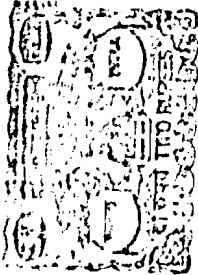
3

2. Registrar, National Institute of
Technology, Rourkela
3. Director, National Institute of Technology,
Rourkela

..... Opp. Parties

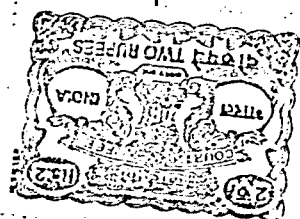
3

Debenofranchi Babu



२२/७
[O. H. C.-98]

Sl. No. of Order	Date of Order	ORDER WITH SIGNATURE	Office note as to action (if any), taken on Order
04.	20.07.2015	<p><u>Misc. Case No. 10705 of 2015 & Misc. Case No. 11540 of 2015</u></p> <p>Heard Mr. T.K. Mishra, learned counsel for the petitioner and Mr. S. Mishra, learned counsel for opposite party no.3</p> <p>These applications have been filed for modification of order 13.05.2015 passed in W.P.(C) No.9367 of 2015</p> <p>Learned counsel for both the parties submit that in order dated 13.05.2015 in second paragraph it has been inadvertently typed as "opposite party no.3-Director, National Institute of Technology, Rourkela" instead of "opposite party no.1- Chairperson, National Institute of Technology, Rourkela" as the appeals, which have been filed by the petitioner, is pending before the opposite party no.1.</p> <p>Accordingly, in second paragraph of the order dated 13.05.2015 be corrected as "opposite party no.1- Chairperson, National Institute of Technology, Rourkela" in place of "opposite party no.3-Director, National Institute of Technology, Rourkela" and in third paragraph be corrected as "opposite party no.1" in place of "opposite party no.3". With this modification, the rest part of order dated 13.05.2015 remains unaltered.</p> <p>Misc. Cases are disposed of.</p>	



Attested.
Debenpranath Mishra

Sd/- Dr. B. R. Sarangi

5

[O. H. C.-98]

Sl. No. of Order	Date of Order	ORDER WITH SIGNATURE	Office note as to action (if any), taken on Order
		Misc. Case No. 11539 of 2015	
05	20.07.2015	<p>Heard Mr. T.K. Mishra, learned counsel for the petitioner.</p> <p>This application has been filed for correction of cause title.</p> <p>Mr. T.K. Mishra, learned counsel for the petitioner submits that inadvertently he has left "Aprameya Associates" in opposite party no.1 in the cause title.</p> <p>Considering the submission made by learned counsel for the petitioner, he is permitted to make necessary correction in the cause title.</p> <p>Misc. Case is disposed of.</p>	

Sd/-DR. B.R. Sarangi, J.

Dehendra Nath Acharya.

Date of Application : 22.7
 Date of Notification : 22.7
 Date of Supply : 22.7
 Date of Ready : 22.7
 Date of Delivery : 22.7.15

C.A. No 5143/15

MEMO OF COSTS	
	Rs. P.
Applicant's fee.....	0 00
Searching fee.....	0 00
Extra fee for urgency.....	3 00
Folio & pages.....	12 50
Hologram fee (4).....	5 00
Other fees & charges.....	0 25
Total	20 25

(Rupees Twenty Nine & Paise Twenty Five only)

ASST. SUPERINTENDENT
 COPYING DEPARTMENT

EXAMINER OF COPIES
 CMA 22/7/15

CERTIFIED TO BE A TRUE COPY

[Signature]
 Assistant Registrar (Estt.)
 ORISSA HIGH COURT
 Notarized Under Section-76, Act-I of 1877

Discussion with Mr. D. Behera, Ex-Engineer (Electrical) at 47th BOG meeting held at Bhubaneswar.

Q.1. You have said that Mr. Sanyasi Padhi & Mr. Nirmal Ku. Jena have been suspended from the Campus to create pressure on them.

Do you have any documentary evidence relating to the fact?

A. Yes Sir, it is annexed in page no. 85. Annexure- 60/16

Discussion : As per the record record out by the member of BOG, the fact is that Mr. Padhi was suspended for not maintaining Diesel Consumption Record which he was supposed to do. Also after the incident came to light, he was suspended for administrative procedure.

Q.2. You had worked in DMRC & DVC. Did you have any probation period there? If so, then have did you assume that here in NIT there will be no probation period being a Govt. Office.

A. In DMRC & DVC there was probation period. But I thought in case of NIT as they are taking experience person, I assumed that there will be no probation.

Discussion: Civil Services exam also do have probation period of two (02) years. Also you have accepted the offer of NIT which clearly mention one year of probation period and you have already accepted it.

Q.3. You have mentioned that you are in concerned with diesel, you were just coordinating the activity. So what were you coordinating?

A. I was coordinating electrical section. PIC passes on the order to me and I passed on it to the concerned TAs. Sometimes he marks to both of us.

Q.4. Have you ever been given any responsibility by HOD Estate or in this specific job by any authority. (Diesel issue).

A. There is no formal or verbal instruction to me to look after the activity. I was just advising / coordinating the activity. The final decision was being taken by PIC, HOD and TAs.

Q.5. How many Engineers in your department are Electrical?

A. Sir, You know better than me.

Discussion: Member told only one. Another one is Mr. P.K. Sahoo who was not posted in the Estate Maintenance but he was looking after Telephone sector. There are two junior

Engineers who were report to HOD, Estate. It is understood being only one electrical engineer in the Estate, he is responsible for all the activities pertaining to his action.

Q.6. Did you ever write to anybody that the people reporting to you not obeying your orders?

A. Already I have written in my mail. I have met Director many times about this issue.

Q.7. Being a Senior Officer of electrical maintenance. How you are not responsible for your position whereas you are recruited for the same.

A. That's true. But I have not given or handed over any charge for that.

Q.8. Whether any TAs or Jr. Engineer were assigned for maintenance of substation.

A. That is true for electrical maintenance but not for Diesel maintenance.

Q.9. Your probation that you are not confirm. Did you ever ponder why you have not got your confirmation letter?

A. I am not confirmed. I thought confirmation will come automatically.

Q.10. In this chain How do you know that a PIC is not with at Par VP, Dean or Director.

A. I always go through the procedure of myself than VP, then PIC and then HOD, Estate.

Q.11. If you are not assigned any job then why did not report to your HOD or Director.

A. I have reported verbally.

Q.12. Was there any log book for DG set.

A. Yes, it was there, but nobody followed and maintained it.

Q.13. So do you have any responsibility in procurement of Diesel?

A. No I don't have any role.

Q.14. What about utilization of the Diesel?

A. HOD advised not to maintain the log book.

Q. 15. You said that your (TAs) did not report to you. But have you signed their appraisal forms.

A. Yes.

Discussion: That means they are reporting to you.

Q. 16. Whether the Diesel operator was directly under you or not?

A. Mr. P.K. Sahoo and Mr. Sambit Pradhan who were under me, they were directly handling the Diesel operator.

Q. 17. The document you have submitted in (p-77, 79) clearly says that order of PIC, Electrical Maint. That the DG set maintenance was under you.

A. Yes, it is there. I had no time to see the consumption of Diesel.

Discussion: So, you are assigned the responsibility of maintenance of DG set.

Q.18. Then you had given the responsibility to your junior. Is not it?

A. Yes, but they were not following.

.....

PRESENTATION OF
ER DEBENDRANATH BEHERA
BEFORE
BOARD OF GOVERNER
NIT, ROURKELA.

(REF. Hon'ble High Court of Orissa vide WP(C) NO. 9367 OF 2015 AND Letter No.
NITR/RG/2015/463 Dated 26/05/2015 of Registrar & Secretary,
BOG, NIT, Rourkela)

AT.
Conference Hall,
Hotel Swoti Premium, Bhubaneswar.
Dated 19/06/2015.

I N D E X

SL NO.	Description of Documents	Pages.
1.	Presentation	01
2.	ANNEXURE-1. Copy of Advertisement No. 03/2011.	15
3.	ANNEXURE-2. Copy of the provisional selected list of MPPKVNL	18
4.	ANNEXURE-3. Copy of the appointment order dt. 22/12/2011	25
5.	ANNEXURE-4. Copy of the 35 th BOG minutes dt. 21/06/2013	27
6.	ANNEXURE-5.	41

- Copy of 45" BOG minutes.
7. ANNEXURE-6. 65
Copy of letter of circulation of order to Establish Section dt 29/12/2014
 8. ANNEXURE-7. 67
Copy of the letter dt 24/04/2014.
 9. ANNEXURE-8 69
Copy of the order dt. 30/12/2014
 10. ANNEXURE-9. 61
Copy of the DOP1 order dated 21/07/2014
 11. ANNEXURE-10. 66
Copy of the Purchase Order No. NITR/PW/PO/IM/28/12-13/28, Dt 04/05/2012
 12. ANNEXURE-11. 71
Copy of the above Purchase Order dated 20/11/2012
 13. ANNEXURE-12. 73
Copy of a onetime purchase order format.
 14. ANNEXURE-13. 75
Copy of the amendment Purchase Order dated 29/08/2013
 15. ANNEXURE-14 Series. 77
Copy of the PIC/Electrical Letter dated. 26/03/2013, 15/07/2013 & 21/02/2014
 16. ANNEXURE-15. 83
Copy of the office order dated 19/06/2014
 17. ANNEXURE-16. 85
Copy of office order dated 22/10/2014
 18. ANNEXURE-17 Series. 87
Copy of the statements and Final Fact Finding Committee report.
 19. ANNEXURE-18. 113
Copy of my E-mail to HOD/EM dated 09/08/2014.

1. After completion of my Diploma in Electrical Engineering, I have joined in Delhi Metro Rail Corporation and working as Junior Engineer (Electrical) in L & M Department and serve for three years and four months with utmost satisfaction of the authorities. During my tenure, in 2006, in my supervision Inder Lok Metro station got the Best Metro Station Award among all Metro Stations in Delhi Metro.
2. Thereafter for better and lucrative salary, I left the Job at Delhi Metro Rail Corporation and joined in Damodar Vally Corporation as Junior Engineer and worked there for a period of four years and five months with utmost satisfaction of the authorities. Meanwhile I have completed my B.Tech (AMIE) in Electrical Engineering.
3. In 2011, National Institute of Technology, Rourkela published an advertisement with Advt. No. 3/2011 for the post of Engineer (Electrical) with other posts on regular basis with no probation period. The copy of the Advt. 3/2011 is annexed herewith as ANNEXURE- 1.
4. I have applied for the post of Engineer (Electrical) with other candidates and short listed for written test, skill test & personal Interview had schedule on 07/12/2011 & 08/12/2011.
5. That also I had provisionally selected for the post of Assistant Engineer in Written test for the interview dated 06/12/2011 at IIM, Indore of the 160 nos vacancy of Madhya Pradesh Prashim Kshetra Vidut Vitaran Nigam Limited. In this situation attending both the tests on 06/12/2011 at Indore and on 07/12/2011 at Rourkela had not possible. But as no probation period was asked in advertisement at NIT, Rourkela, I preferred NIT, Rourkela although it was only one vacancy for the post. The copy of the provisional selected list of MPPKVVNL is annexed as ANNEXURE-2.
6. That at NIT, Rourkela after Written test, short listed to Skill Test and after Skill test, I have short listed for personal Interview. After the personal interview the institute found suitable me and was offered the post of Engineer (Electrical), but on probation for a period of one Year and confirmation of above post will be subject to satisfactory completion of the probationary period, which was not in advertisement. As the time and chance had gone, I had accepted the terms and conditions as stipulated in the order of Appointment vide Letter No. NITR/ES/2011/L/7588 ,dt. 22/12/2011. Copy of the appointment order dt. 22/12/2011 is annexed herewith as ANNEXURE-3.

7. That I had discharge my duty utmost sincerity and honesty to the satisfaction of my superiors and had not given any scope for any allegation or complaints against me at any point of time. My performance was always at extraordinary level during my tenure.
8. That I have completed the probation period on 08/01/2013 and continuing my job, I have deemed to be confirmed in the post of Engineer (Electrical). There is no communication about extension of my probation period till my tenure and I have completed 2 years ,11 months and 21 days in NIT, Rourkela. Also I got the annual increments in time.
9. The formal confirmation order should be given on or before 31/07/2013 as per the 35th BOG MINUTES, dt. 21/06/2013.(Item No. 19 of BOG-35(2013)). The copy of the 35th BOG minutes dt. 21/06/2013 is annexed herewith as ANNEXURE-4.
10. THAT THE HON'BLE BOG CLEARLY DIRECTED THAT THE CONFIRMATION SHOULD BE GIVEN ON OR BEFORE 31/07/2013 WITH THE APPROVAL OF CHAIRMAN, BOG. THAT NEED NOT BE PUT UP TO THE BOARD FOR APPROVAL AGAIN.
11. That without implementing the 35th Board's directive , without issuing a formal confirmation order and after a period of 24 months of completion of probation, the file for confirmation was put up before 44th BOG to a new Chairperson on her first BOG meeting with the absent of four regular members and passed against 35th BOG. The 44th BOG was not held as per statute. Four members were absent on 44th BOG, but it shows only 2 were absent.
12. That out of 11 members of 35th BOG, 4 members were present in 44th BOG. After 18 months of 35th BOG, 44th BOG has passed against 35th BOG and implemented without implementing 35th BOG directive. The matter had put on table on the same day of 44th BOG without circulating the matter as per normal procedure. The minutes of 44th BOG have circulated on 29/12/2014 as per letter No. NITR/RG/BOG-44/764 Dt. 29/12/2014 and without waiting for a reasonable time and prior to confirmation of the 44th BOG minutes, on the same day before the circulation of minutes the order for maximum punishment was communicated to Establish Section as per letter no. NITR/RG/BOG-44/2014/758, Dated 29/12/2014 and within 24 hours, the punishment was implemented i.e. discharging from service.

Event Held.

12/12/2014- Final Fact Finding Report.

12/12/2014- Last date for circulating the 44th BOG Agenda. Statute point. 4(10).

16/12/2014- Last date for Inclusion of any Item on agenda Statute Point No. 4(11).

23/12/2014- 44th BOG. Matter was put on Table.

29/12/2014- (i) Convey the message of BOG for Discharge of Sri Behera from Institute Service to Establish section.

(ii) Circulation of draft (Incorrect copy) copy 44th BOG Minutes among the Members.

30/12/2014- Office order for Discharge Sri Behera.

Not Known to me – Recommendation of Director.

So a hurried decision with very fast action without following the procedure, before the circulation of 44th BOG Minutes (Draft copy), had taken against 35th BOG.

Again also the minutes are corrected in 45th BOG. Through 44th BOG minutes had circulated, no chance was given to comments or suggests from any corner over the same. All the members were not accepted the 44th BOG decision in 45th BOG, so the Minutes of my representation were not confirmed about Reinstatement or Discharge. "After taking an action and asking for suggestion" or "circulating an incorrect minutes and asking for suggestion" is not a rule at all. An incorrect word had changed the whole meaning of the Minutes, and suggestions were not received. Therefore it is clear that if my representation had taken with the correction of the Minutes before the punishment, the decision would different. Also till date it is pending with my representation/appeal. Now after correction of the minutes the paragraph had different/confusion meaning with the word "thereof", & "himself". The copy of 45th BOG minutes is annexed as ANNEXURE-5 & copy of letter of circulation of order to Establish Section dt.29/12/2014 is annexed as ANNEXURE-6.

13. That the letter of AR(ES) dt 24.04.2014 which clearly mentioned the date of completion of probation period i.e 09/01/2013 after 10 months of 35th BOG. So there is no question of extension of probation period. The copy of the letter dt 24/04/2014 is annexed as ANNEXURE-7.

14. That the 44th Board of Governors without going through the details (as the statements or allied documents of FFC report were not annexed in 44th BOG agenda and put on table), accepted the inconclusive Final FFC report and imposed the maximum punishment. The copy of the order dt. 30/12/2014 is annexed as ANNEXURE-8.

15. As per Statute point No. 24(i) & 24 (v) and Central service-reg DOPT order dt. 21/07/2014, point no- 7, 8, 10, 11,12,15,16 & 17 that probation should not be extended for more than a

year and IN NO CIRCUMSTANCE AN EMPLOYEE SHOULD BE KEPT ON PROBATION FOR MORE THAN DOUBLE THE NORMAL PERIOD. This should be formally informed well before the original probation period with his short comings with justifying the reasons for not confirming the probationer and advice/warning to improvement. I have completed 2 years 11 months and 21 days in NIT Rourkela and there was no communication about extension of probation period. So as per 35th BOG dt, 21/06/2013 and Letter of AR(ES) Dt 24/04/2014, I am a confirmed employee. The copy of the DOPT order dated 21/07/2014 is annexed herewith as ANNEXURE-9.

16. (i) After commissioning of two 500 KVA DG sets, the registrar had put Purchase Order to M/s Oram Filling Station, Jhirpani, Rourkela for an amount of Rs 50000.00 and delivery the store to Head Estate Maintenance.

(ii) The registrar had given power to Head, Estate maintenance to test the store when received and if found in order; send the certified invoice to Purchase section within a week of receipt of stores. And if the stores are found defective, the vendor should be intimated as soon as practicable.

(iii) Technical Queries (if any) to Mr SP Mohapatra, Executive Engineer, Estate Maintenance, NIT Rourkela, Telephone No-0661-2462071.

(iv) Er D. Behera, TA for information and follow up as needed.

The copy of the Purchase Order No. NITR/PW/PO/EM/28/12-13/28, Dt 04/05/2012 is annexed as ANNEXURE-10.

17. (i) AFTER Six months a new purchase order had placed to M/s Oram Filling Station, Jhirpani, Rourkela for an amount of Rs 1,00,000.00 and delivery the store to HEAD, DEPARTAMENT OF COMPUTER CENTRE with a condition that payment shall be made within 2-3 days after receipt of invoice.

(ii) The Registrar had given power to HEAD, DEPARTAMENT OF EM, HOD to test the stores when received and if found in order, to send the certified invoice to Purchase Section within a week of receipt of stores. And if the stores are found defective, the vendor should be intimated as soon as practicable.

(iii) Technical Quries (if any) to Mr SP Mohapatra, Executive Engineer, Estate Maintenance, NIT Rourkela, Telephone No-0661-2462071.

(iv) Mr SP Mohapatra, Executive Engineer, EM for information and follow up.

The copy of the above Purchase Order dated 20/11/2012 is annexed as ANNEXURE- 11.

(v) That at every and each occasions, both Executive Engineer & HOD were approved and sent the requisition with one time purchase order (valid for single purchase only) to filling station by assigning & authorized the persons by attesting their signature who will receive the quantity Diesel with that letter by directing to the Filling Station, to deliver the material and 3 copies of invoice to that authorized persons. Also he ordered to M/s Oram Filling station not to accept the purchase order without his signature and Filling station refused to accept the order (When HOD was in Leave) and after getting telephonic clearance from HOD/EM, he had accepted the order. The copy of a onetime purchase order is annexed as ANNEXURE-12.

18. (i) Subsequently the ABOVE PURCHASE ORDER had amendment the maximum limit of the amount to read as Rs 2,00,000.00 with same terms and conditions and power had given to Executive Engineer, Civil, EM and Dy. Registrar (F&A). The copy of the amendment Purchase Order dated 29/08/2013 is annexed as ANNEXURE-13.
19. So the business of Diesel Purchase was between four officials namely (1) HEAD/EM, (2) Head/ Department of Computer Centre, (3) Mr SP Mohapatra/Executive Engineer & (4) M/s Oram Filling station.
20. That the PIC/Electrical assign the job for handling and record keeping of store to Er PK Sahoo as per letter dt. 21/02/2014. Also PIC electrical had assigned task time to time. The copy of the PIC/Electrical Letter dated. 26/03/2013, 15/07/2013 & 21/02/2014 are annexed as ANNEXURE-14 Series.
21. That the store handling and record keeping job was looked by HOD/EM & Sri RK Biswal. In response of retirement of Sri Biswal, Executive Engineer had ISSUED AN OFFICE ORDER to assign the store work to Sri S. Dhal/ Technician who worked under the guidance of Er P.K. Sahoo(Elect.) & Er. R.K. Behera (Civil) with effect from 23/06/2014. The copy of the office order dated 19/06/2014 is annexed as ANNEXURE-15.
22. That after suspend of Sri Sanyasi Padhi and Sri Nirmal Ku Jena, HOD/EM was hired new labour for transportation of Diesel. The power and responsibility had given to HOD/EM. The copy of office order dated 22/10/2014 is annexed as ANNEXURE-16.

23. So with reference to the two purchase orders and its amendment (under Annexure - 10, 11 & 12) , letter of Executive Engineer & HOD to Filling Station (under Annexure 13) , Letter of PIC/Elect dt 21/02/2014 (under Annexure- 14 series) and Office order of Executive Engineer(under Annexure-15), Office order of Registrar(under annexure- 16) the diesel purchase or store keeping work had assigned to Head/EM, Head/ Department of Computer Centre, Er SP Mohapatra, Executive Engineer , Sri S Dhal/Technician and Er PK Sahoo/STA. The diesel was received by HOD & Executive Engineer's authorized person(s) and that quantity have certified by HOD in bills as well as store register.
24. That during April-May, 2012(Before the Purchase Order) ,Mr SP Mohapatra/HOD had gone to Different Filling stations and select M/s Oram Filling Station for putting the purchase order by his choice.
25. That the delinquent Mr DN Behera (myself) nowhere involved with the procurement of diesel. Up to second purchase order, I had instructed to TA to supervise the procurement and a stipendiary Engineer(Mr S. Patr) supervise the hole process up to filling at DG sets, there was no formal or verbal order/instruction to me for procurement of Diesel. Neither any work has been assigned nor any charge has been handed over to me for procurement of diesel. So the store indents were never come to me. I have never received the diesel or certified.
26. That TA/STA were prepared the requisition as per the assignment of PIC/Elect. After approval from HOD, Mr SP Mohapatra/HOD & Executive Engineer himself handed over the documents to Mr Sanyasi Padhi and/or Sri Nirmal Ku. Jena AND send them for purchase.
27. So Head/EM, Head/Department of Computer Centre and Er SP Mohapatra / Executive Engineer, those who were charge of procurement of Diesel, who supposed to maintain all the documents relating to Diesel procurements and its allied documents and to look the fairness of Diesel procurement but they didn't show.
28. That also the Head of department is responsible for entire working of the department as per statute point no. 20(4).
29. That as per 44th and 45th BOG, Committee fixed the responsibility on Sri D.N. Behera, but the fact that Sri D.N Behera was not involved for procurement of diesel. Sri SP Mohapatra deals with Procurements of Diesel as HOD/EM and Executive Engineer.
30. That he ^(HOD) always gives the instructions (Formally or verbally) directly to STA/TA without discussion with me. TA/STAs were followed his directions and they were agreed in reply mail

to HOD against my E-mail dated 09/08/2014. I am requesting Hon'ble Director to give a copy of that reply mail to Board.

31. (i) That he was followed two ways for file movements in a single department and said Engineer (Elect.) is not authorized person to assign any task or certification of any item. So PIC/ET always assigned jobs and certify the items during my tenure. Hon'ble Board may call all the documents, files for check and find my role in the Estate. I was working only as a coordinator. PIC or HOD had signed in store register.

File movement:-

Civil section- Engineer-> HOD-> VP-> PIC-> DEAN PD

Electrical section- Engineer-> VP->PIC->HOD->DEAN PD.

32. (i) That I am a regular employee of the Institute.

(ii) That the fact finding committee has not opined to take any action against any person.

(iii) That it had given some remedial measures and the persons who were involved directly or indirectly in the procurement process.

(iv) That fact finding committee was not an Enquiry committee. But in office order for discharge me, it was written as Enquiry Committee. The copy of the office order dt. 30/12/2014 is annexed as under ANNEXURE-8.

(v) That the committee had not form with the approval of BOG.

(vi) That the committee's report was not conclusive and imaginary.

(vii) That the committee had formed with the persons who were involved in the procurement process and show their biasness.

(viii) That the committee had questions the role and responsibility of its own members itself who were involved in the procurement process. The committee had only two neutral members.

(ix) That although the committee obtained the statement of Sri Satyendra Das/STA(EM/E) & Sri R.S. Thakur/TA(EM/E), but those were neither reflected in Final FFC Report or copy given to me. Also committee obtained a statement from Director and it is reflected in Report, but copy was not given to me.

(x) That Hon,ble Director is the top most authority and formed the Fact Finding Committee confidentially to find the truth, he suppose to express no opinion on merits of the facts. He

had given opinion(s), so the committee has biased and made a report to please the authority without cross-examine the statements.

(xi) That from FFC final report, Page 1,2,3 & 1st paragraph of Page 4, the committee was first discussed with the 9 person list in Page 2 and obtained the statements from each person and find the facts & noted. Then in order to reveal and establish the truth behind the entire operation, the committee had decided to prepare a set of questions for some selective persons associated with the noted facts (i.e. page 2 & 3 of Final FFC Report) and record their response. But it is not true. When the statements and questionnaires with its response are placed in date wise, it is found that the statements from Sri PK Sahoo and Sri SK Pradhan were taken on 22/10/2014 and questionnaires & its response were recorded on the same day i.e. 22/10/2014. It was the first day of calling any person.

The meeting dates and event were like below.

14/10/2014- Formation of Fact Finding Committee.

22/10/2014- Registrar send a letter to committee.

22/10/2014- (i) Suspension of M/s Padhi Electrical (Sri Sanyasi Padhi) and Sri Nirmal Jena.

(i) Sri PK Sahoo- Statements received.

(ii) Sri SK Pradhan- Statements received.

(iii) Sri PK Sahoo- Questionnaires and its response recorded.

(iv) Sri SK Pradhan- Questionnaires and its response recorded.

28/10/2014- (i) Sri Sanyasi Padhi- Statements Received.

(ii) Sri Nirmal Ku Jena- Statements Received.

29/10/2014- (i) Sri Manoj Ku. Sahu- Statements Received.

30/10/2014- (i) Sri J Oram- Unsigned Statement.

12/11/2014- (i) Sri D Behera- Statements Received.

13/11/2014-(i) Sri D Behera- Questionnaires and its response recorded.

25/11/2014-(i) Sri SP Mohapatra- Executive Engineer(civil) & Head/EM and Fact Finding Committee member- Questionnaires and its response recorded.

(ii) Sri B. Champatiray- Safety and Security Officer and Fact Finding Committee Member- Questionnaires and its response recorded.

12/12/2014- Final Fact Finding Report.

So the fact finding committee had not gone through all and put questionnaires to Sri PK Sahoo and Sri SK Pradhan. Also when Committee find some facts from Sri Sanyasi Padhi, Sri Nirmal Ku Jena, Sri Manoj Ku. Sahu and Sri J Oram, without cross-examine their statements or with Sri PK Sahoo and Sri SK Pradhan or recalling them, after 12 days they call me for my statements and on next day record the my response of their questionnaires.

(xi) That after my statements and response to questionnaires, they were not recall Sri PK sahu Or Sri SK Pradhan or any one to examine, cross-examine or reexamine the statements or the response to their questionnaires.

(xi) That the entire fact finding report is arbitrary and prejudged. That Committee never asked about the joining of any person except me, although Mr SK Pradhan joined in 2013. So it was prejudged to discharge me on a ground of Probation.

(xii) That the responses of Sri SP Mohapatra (Head/EM, Executive Engineer and Fact finding Committee Member) were taken on 25/11/2014, after receiving all the response from concerned persons. So he has shown his biasness in his response by taking the advantages of a committee member and noted wrong or incorrect facts. His logic/reasoning/evidence is not clear at all.

(xiii) That from the statements of Mr Nirmal Ku. Jena and Mr Manoj Ku. Sahu that they were working for diesel transportation and filling from Jan-2012. But the fact that DG Sets were commissioned on 29/02/2012(old HV Lab) and 05/04/2012(DBA Hall). The copy of the Final FFC report and statements are annexed as ANNEXURE-17 Series.

(xiv) That as per Final FFC report, 44th BOG & 45th BOG, Everyone admitted except Sri DN Behera about 10% less fuel filled. But it is not true, only Sri Nirmal Ku. Jena and Sri Sanyasi Padhi have admitted. That HOD had assigned the job to both and authorized to both with attestation of their signature for receiving, carrying and filling of fuel. Also only a regular employee, Mr SP Mohapatra had given a statement that 10% less diesel filled at each and every occasion. As Mr SP Mohapatra/HOD was a committee member and present in that committee, they (Mr Sanyasi Padhi & Mr Nirmal Ku. Jena) have taken my name in place of

correct person(s). Others were kept silent against that/those persons. Mr SP Mohapatra was the only officer in Estate before 2012 and supervised all projects and Works.

(xv) That committee never gone the history of responsibility allocation of Diesel purchase orders.

(xvi) That as per Final FTC Report Mr Sanyasi Padhi failed to produce the loose chits (for entries to log book) to the Director, when asked for. It is not true that Mr Sanyasi Padhi was produced the chits to Director and Director had put his signature on those chits and returned to Mr Sanyasi Padhi. I was a witness of those documents just outside of the director's chamber.

(xvii) That Mr Sanyasi Padhi was selected as per recommendation and direction of Director during May-June, 2012. He was not followed all the instructions and not maintained the log book in daily basics. I had instructed TA/STA to check daily, as no improvement, informed superiors many time and finally through a mail on 09/08/2014.

33. That it is incumbent upon the Board of Governors/ Disciplinary Authorities to issue memorandum of charges, article of charges and appointing an Enquiry officer with a presenting officer for a full phase departmental Enquiry to follow the principle of natural justice before imposing punishment. On this ground, the 45th BOG had not accepted the recommendation for termination of service of Dr. Nurul Islam and Dr A. Debta and directed for a suitable disciplinary proceeding and proper procedure to follow. The confirmation of Dr A. Debta is waited. The copy of 45th BOG minutes is annexed as under ANNEXURE-5.
34. That no memorandum of charges, article of charges, list of witness, deposition, list of documents have not supplied to me.
35. That Head/EM, HOD/ Department of Computer Centre, Mr SP Mohapatra, Executive Engineer and Prof Sanjib Mohanty/PIC(Elect.) ,who were charge of procurement of diesel and issued orders and instructions, were supposed to maintain all the documents relating to diesel procurements and its allied documents and to look the fairness of diesel procurement, but they didn't show. Mr SP Mohapatra and Prof Sanjib Mohanty who were patrons of the fact finding committee who show their biasness. That already I have noted in my appeals about the biasness of the committee, HOD/EM and PIC/Elect.
36. That as per Sri Nirmal Ku. Jena, "Money transition is at Mr D Behera's home and at filling station." & as per Mr SP Mohapatra that M/s Oram filling station directly paid 10% diesel bill

to Engineer(E). As per Fact finding committee report and 44th & 45th BOG, the entire monetary benefit thereof was paid to Sri D.N. Behera directly by the owner of the filling station. I want to inform the hon'ble board that there was no money transition between filling station and my family at Home or with me.

37. That the statements given before the fact finding committee which are contradicted each other.
38. That it is fact that a single piece of document as well as witness had not cross-examined. That basing upon an hearsay evidence and without documentary evidence maximum punishment has been imposed on me i.e. discharge from service for an allegation of misappropriations of funds.
39. That I have no opinion about Log Book data as the accuracy of DG set fuel meter is very poor, no energy meter to record DG set out put power, the load is varying at every fraction of second, no instrument to measure the fuel, the DG sets run automatically irrespective of time and no person was at DG set at all time, record maintain by third party who received the diesel, transport, filled and finally record the consumption & Fuel drums were never checked by security persons during transport, DG sets and their fuel tanks are placed at open area & assessable by any one, no security for DG set or their fuel tanks. Fuels had stored at unlock area & On Holidays, outsiders were permitted to work in that storage area, No security at storage area, Finally the log book was certified by TA in-charge of DG sets and a monthly diesel consumption reports had submitted to HOD/EM at end of every month, and HOD never express any opinion or doubt about the diesel consumption of DG sets. For the information of hon'ble Board, I want to note that SS-4 load was supported by 600 KVA (500+100KVA) (600KW) transformer with a backup by 500KVA (400KW) DG set, SS-5 was supported by 1000 KVA (2X500KVA), 1000KW transformer with a backup by 750KVA (600KW) DG Set, SS-6 was supported by 500KVA (500KW) transformer with a backup by 500 KVA (400KW) DG set with local load shading. As per data sheet supplied by manufacture full load consumption of DG sets are- 750 KVA-159.3 ltr/hr and 500 KVA- 101.8 ltr/hr. And 75% of Full load consumption are- 750 KVA- 121.4ltr/hr and 500 KVA- 77.4 ltr/hrs. So DG backup are 400 KW against 600 KW load, 600 KW against 1000 KW Load and 400 KW against 500 KW load with local load shading at every SS.

40. I had informed in time to different superiors about the not checking of DG set Log Book daily by TA and other matters. The fact is that there was no intension to maintain the log book by HOD. He had never instructed to create a log book and its maintenance. Many times he opposed for maintenance of log book. So TA/STAs were not listen to me. Also I have informed to authority about this matter, measurements issues along with HOD's retirement plan. The copy of my E-mail to HOD/EM dated 09/08/2014 is annexed as ANNEXURE-18.
41. (i) That as per the office documents, purchase orders, statement of each person and statement of Head/EM & statement of Security Officer and Final FFC report, Sri SP Mohapatra/Head(EM) had directly involved with the diesel purchase. He approved every and each occasion of Diesel requisition and purchased himself and he was a committee member of FFC.
- (ii) Also the GROUNDS noted by Head/EM for approval the requisition is VERY POOR for a period of 2 years and that is not true. The logic for 10%, periods or no of times of misappropriation is not clear at all from any angle. But he is Head of a department and having over 30 years of experience and recommending 10% misappropriation for each and every occasion.
- (iii) That as per Mr J Oram, the irregularities from 2013. Purchase orders were with Mr J. Oram, in which Mr SP Mahapatra's name has clearly mentioned, so he must have listen only to Mr SP Mohapatra and supplied as per his instruction.
- (iv) That as per the direction of Purchase order his bills might be clear in 2-3 days. There are minimum 12/15 table movements and officials are involved to processing a bill. The Purchase order is annexed under Annexure-11.
- (v) That he informed to Sri PK Sahoo & as per Sri PK Sahoo , he was given warning to Mr J. Oram. But both were silent without bring the matter to higher authority. Both were warned themselves and kept silent.
- (vi) Also given a statement that no false billing, means no irregularities from his side.
- (vii) That both Sri PK Sahoo & Sri SK Pradhan were know about the irregularities and they were never communicate between them or to higher officials and kept silent.
- (viii) In Nov,2013, Mr Sanyasi Padhi informed about irregularities to Mr PK Sahoo. Mr Padhi waited to till Nov,2013. Again Sri SK Pradhan was in-charge of DG set at that time, but report to Mr PK Sahoo not to Mr SK Pradhan or any other officials. Mr SP Mohapatra

Send Mr Sanyasi Padhi by authorizing him, but he informed to Mr PK Sahoo. The fact that all statements are contradicted each other.

42. (i) That the statements from Sri Sanyasi Padhi and Sri Nirmal Ku Jena have been obtained by creating pressure on them by suspending both from campus and declaring liar. Also fact that committee was accepted the statement of a liar without any evidence. The statements of Mr Sanyasi Padhi before director ,for which statements he is a liar, is not supplied to me.
- (ii) That the suspension copy had not given to Sri Sanyasi Padhi, but given to committee to show the biasness. The copy of office order dated. 22/10/2014 is annexed as under ANNEXURE-16.
43. That as Some diesel purchase dealing officers were present in committee as a members; the concerned persons might not give the true statements with presence of those officers.
44. Also Mr SP Mohapatra/HOD without instructing his own staff to give a bill copy to security, he had requested Security to demand a bill copy from his staff. He was the only person in touch with the security.
45. That Mr SP Mohapatra without authorized his own staff, authorized two outsiders for receiving of Fuel with attesting their signature and followed the same over 2 years.
46. That as per statement of Security Officer, their staff never allows more drums over a single gate pass. But as per the statement of each person and committee report, a single gate pass was used for transportation of more drums and which is admitted by Security Officer as a committee member.
47. That the gate pass system was modified quickly as per Security Officer.
48. That as per statement of each person, it is clear that Sri PK Sahoo, Sri SK Pradhan, Sri SP Mohapatra, Sri Sanyasi Padhi & Sri Nirmal Ku Jena were known about the irregularities since long. When I mailed confidential e-mail about non checking/maintenance of log book by TA/STA to Sri SP Mohapatra/HOD and copy to all superiors and authority, the matter was come to authority and a committee was formed. Sri SP Mohapatra/HOD was forwarded that confidential mail to TA/STA in which short coming of TA/STA were noted. The statement of Sri Sanyasi Padhi was changed with creating pressure by suspending him from Institute and declaring a liar.
49. That I want to inform Hon'ble Board that the allegations against me are fully false and baseless.

50. That as per statute point no -26(6) and as per DOP1 Order point No. 8, it is clearly noted that before imposing any penalty/punishment the employee should be given an opportunity to make a representation to the appointing authority.
51. That without indicating about probation period in Advertisement, without reviewing the performance in time, without issuing any letter for extension of probation(if any), without implementing 35th BOG directive, after completion three times and two years of original probation period, without appointing an Enquiry Officer for a full phase departmental enquiry, without charge sheet, without giving a reasonable opportunity, without following the procedures with a false and baseless allegation, without any documentary evidence with circulating a incorrect minutes, on a ground of probation against 35th BOG's directive, passed 44th BOG and imposed maximum punishment i.e. discharging from service, on me.
52. Therefore I am requesting to Hon'ble Board to reinstate me with all consequential and service benefits. And issue the formal confirmation letter at the earliest and give justice.



राष्ट्रीय प्रौद्योगिकी संस्थान, राउरकेला
NATIONAL INSTITUTE OF TECHNOLOGY, ROURKELA

Advt. No. - 03/2011

Closing Date - 26/08/2011

ADVERTISEMENT FOR RECRUITMENT OF NON-TEACHING POSTS

NIT, Rourkela invites applications in prescribed format from Indian nationals possessing excellent academic background for the following posts.

Detailed description belonging to the following posts:									
Sl. No.	Name of the Post	Pay Scale		Number of Vacancies*					AGE LIMIT
		PB	(A)GP	SC	ST	OBC	UR	Total	
OFFICER CADRE POSTS									
1	Dy. Librarian**	3	8000				1	1	45
2	Dy. Registrar**	3	7600				3	3	45
3	Exec. Engineer (Civil)**	3	6500				1	1	40
4	Sports and Student Activity Officer	3	6000			1		1	32
5	Asst. Registrar	3	5400			1		1	32
6	Medical Officer	3	5400					1	32
7	Scientific Officer (Software Development)	3	5400			1	2	1	32
8	Engineer (Electrical)	3	5400					1	32/40
9	Hindi Officer	3	5400				1	1	32
STAFF CADRE POSTS									
9	Technical Assistant	2	4200			6	3	9	30
10	Superintendent (Hindi)	2	4200				1	1	30
11	Technician	1	2000		1	1	2	4	28
12	Laboratory Assistant	1	2000					3	28
13	Junior Assistant (Hindi)	1	2000				1	1	28

* Number of vacancies including those under reserved categories are purely provisional

** If suitable candidates are not available, appointment may be given in a lower post of the cadre.

QUALIFICATION AND EXPERIENCE REQUIRED

1. DEPUTY LIBRARIAN

A. Pay Scale - PB-3, AGP - ₹ 8,000, Minimum Pay in the Pay Band - ₹ 21,900

B. Qualification -

- A Master's degree in Library Science / Information Science / Documentation with at least 55% of marks or its equivalent and consistently good academic record.
- Evidence of innovative library services and organization, Published work and professional commitment, computerization of library.

C. Experience - At least 5 years experience as an Assistant University Librarian or equivalent in the Pay Scale of ₹ 15600-39100 with AGP of ₹ 6000 (pre-revised scale of ₹ 8000-275-13500) in reputed institute / University / industry or any other organization with strong emphasis on research in Engineering/Technology.

D. Desirable - M.Phil / Ph.D in Library Science / Information Science / Documentation.

2. DEPUTY REGISTRAR

A. Pay Scale - PB-3, GP - ₹ 7,600, Minimum Pay in the Pay Band - ₹ 21,900

B. Qualification - A postgraduate degree in any discipline with at least 55% marks or its equivalent and consistently good academic record

C. Experience -

- 5 years' of experience as Assistant Professor in the AGP of Rs. 6000/- and above with experience in educational administration, or
- Comparable experience in research establishment and/or other institutions of higher education, or
- 5 years' of administrative experience as Assistant Registrar or in an equivalent post in CFTIs / University System / Research Institutes / Central Government Departments or equivalent experience in Government / PSUs / Industry

D. Desirable - Experience in independently managing computer based Finance & Accounting / Establishment / Audit / Academic / Purchase & Stores / Sponsored Research / Industrial Consultancy in reputed CFTIs / Central Universities / Research Institutes / Central Government Departments. Competence and record of innovation in computer based administration.

3. EXECUTIVE ENGINEER (Civil)

A. Pay Scale - PB-3, GP - ₹ 6,800, Minimum Pay in the Pay Band - ₹ 18,750

B. Qualification - B.E./B.Tech. (Civil) or equivalent with minimum 60% marks or equivalent grade and consistently good academic record.

C. Experience - 8 years experience in pre-contract and post-contract management of large building works consisting of commercial, residential, scientific laboratory and institutional buildings and small or large large townships including services works.

D. Desirable - Degree and/or experience in architecture, town planning, estimating, preparing BOQ, and processing of Bills in addition to engineering work

4. SPORTS AND STUDENT ACTIVITY OFFICER

A. Pay Scale - PB-3, AGP - ₹ 6,000, Minimum Pay in the Pay Band - ₹ 15,600

B. Qualification -

- A Master's Degree with at least 55% marks from a reputed University in the area of literature, music, fine arts or painting OR Master's degree in any branch with a recognized degree/diploma/certificate of at least one year duration in the area of literature, music, fine arts or painting.
- Record of high level prizes at University or state level competitions
- Record of leadership in organizing large programs and competitions in the area of literature, music, fine arts or painting as student convener or teacher or any other role

- C. Experience – Not required
- D. Desirable – Experience in comparable post in a reputed University or institute.

5. ASSISTANT REGISTRAR

- A. Pay Scale – PB-3, GP - ₹ 5,400, Minimum Pay in the Pay Band - ₹ 15,600
- B. Qualification – A postgraduate degree in any branch from a reputed University with at least 55% marks or its equivalent grade and consistently good academic record
- C. Experience – Not required
- D. Desirable – Exposure to computer based Finance & Accounting / Establishment / Audit / Academic / Purchase & Stores / Sponsored Research / Industrial Consultancy Experience of working in industry or business establishment. An MBA degree.

6. MEDICAL OFFICER

- A. Pay Scale – PB-3, GP - ₹ 5,400, Minimum Pay in the Pay Band - ₹ 15,600 + NPA
- B. Qualification – An MBBS degree from a reputed medical college with at least 60% marks or its equivalent. Preference will be given to candidates having post graduate degree (MD or DNB) in General Medicine. Registration with Medical Council of India (MCI)
- C. Experience – Not required
- D. Desirable – 3 years' experience as a General Duty doctor in a reputed hospital in Government/PSU/Private Sector

7. SCIENTIFIC OFFICER (Software Development)

- A. Pay Scale – PB-3, GP - ₹ 5,400, Minimum Pay in the Pay Band - ₹ 15,600
- B. Qualification – B.Tech. in Computer science or MCA or equivalent with First class (or 6.5 CGPA). Candidates with degree in any branch of engineering but strong experience will also be considered
- E. Experience – Not required
- F. Desirable – Programming experience in SQL, My SQL, Java, VB. Leadership in organizing teams of programmers

8. ENGINEER (Electrical)

- A. Pay Scale – PB-3, GP - ₹ 5,400, Minimum Pay in the Pay Band - ₹ 15,600
- B. Qualification – B.E./B.Tech. (Electrical Engineering) or equivalent with minimum 60% marks or equivalent grade OR Diploma in Electrical Engineering with minimum 60% marks or equivalent grade and consistently good academic record
- C. Experience – No experience required for B.E./B.Tech. Candidates (Age limit – 32). 10 years experience in construction and maintenance of HT and LT lines, internal electrification of large public buildings for Dip. Engg. Candidates (Age limit – 40)

- D. Desirable – Experience of handling major works in State/Central Public Works Departments (PWD/CPWD), large public sector undertakings (PSUs), and reputed private construction companies.

9. HINDI OFFICER

- A. Pay Scale – PB-3, GP - ₹ 5,400, Minimum Pay in the Pay Band - ₹ 15,600
- B. Qualification – Post Graduate Degree in Hindi from any recognized university with at least 55% marks or equivalent grade and English as a subject at Degree level.
- C. Experience – Technical Terminological work in Hindi and 5 years experience in CFTIs / University System / Research Institutes / Central Government Departments or equivalent organizations in translation from English to Hindi and Hindi to English, where importance shall be given on the works of technical and scientific literature
- D. Desirable – Knowledge of Sanskrit and other Indian Languages.

10. TECHNICAL ASSISTANT

Preferred Areas/Branches - Electrical, Mechanical, Civil, Electronics, Computer Science, Medical Electives, Chemical

- A. Pay Scale – PB-2, GP - ₹ 4,200, Minimum Pay in the Pay Band - ₹ 9,300
- B. Qualification – First class Diploma in Engineering in the appropriate field with good academic record
- C. Experience – Not required.
- D. Desirable – Training/Apprenticeship in a reputed educational or R&D organization and/or practical skill in electrical, electronics, mechanical trades.

11. SUPERINTENDENT (Hindi)

- A. Pay Scale – PB-2, GP - ₹ 4,200, Minimum Pay in the Pay Band - ₹ 9,300
- B. Qualification – MA in Hindi OR BA (Hindi Hon's) with English as a main subject from any reputed University with at least 55% marks in aggregate or equivalent grade.
- C. Experience – 2 years experience OR 1 year Diploma in translation from English to Hindi.
- D. Desirable – Knowledge of Sanskrit or any other Indian Language

12. TECHNICIAN (Multi Skill)

Recognized Trades - Electrician, Electric technician, fitter, machinist, welder, refrigeration, mechanic, carpenter, mason, or any other comparable trade

- A. Pay Scale – PB-1, GP - ₹ 2,000, Minimum Pay in the Pay Band - ₹ 6,400
- B. Qualification – Diploma in Engineering (Or) Senior/Higher Secondary (10+2) in Science (PC/VB) and ITI Course of one year or higher duration in appropriate trade (Or)

-84-

Matriculation/Secondary with at least 50% marks and ITI Certificate of two year duration in any of the recognized trades.

- A. Experience – Not required.
B. Desirable – Training/Apprenticeship in a reputed educational or R&D organization and/or practical experience in more than one trade.

13. LABORATORY ASSISTANT (Physics, Life Science, Biotechnology)

- A. Pay Scale – PB-1, GP - ₹ 2,000, Minimum Pay in the Pay Band - ₹ 6,480
B. Qualification – B.Sc. Degree of 3 years duration in appropriate field with first division.
C. Experience – Not required.
D. Desirable – Training/Apprenticeship in a reputed educational or R&D organization. Honours degree in appropriate branch.

14. JUNIOR ASSISTANT (Hindi)

- A. Pay Scale – PB-1, GP - ₹ 2,000, Minimum Pay in the Pay Band - ₹ 6,480
B. Qualification –
(i) Graduate in any discipline, and
(ii) Diploma/Certificate in Hindi Typing @ 25 words per minute on computer.
E. Experience – Not required.
F. Desirable – Hindi as a compulsory/optional subject or medium of instruction at Graduation level.

✓ GENERAL INFORMATION

1. All Qualification, Experience and Age Limit will be recognized as on 31st Aug. 2011.
2. Reservation for ST/SC/OBC/PH/Ex-Serviceman as per Central Govt. Rules.
✓ 3. Age relaxation for SC/ST/OBC/PH/Ex-Serviceman and women candidates is applicable as per government norms.
4. As an institute of national importance, NITR strives to have a workforce which reflects an all-India character and hence candidates from all over the country are encouraged to apply.
5. NITR strives to have a workforce which also reflects gender balance and hence women candidates are especially encouraged to apply.
6. Persons employed in Government / Semi Government Organizations / Autonomous Bodies should submit their applications through proper channel. Alternatively, they may send an advance copy of the application and may submit the NOC at the time of interview.
7. Degree as referred above should have been awarded by a reputed University / Institute.
8. Mere eligibility will not vest any right on any candidate for being called for interview. The Institute reserves the right to restrict the number of candidates for interview/selection test to a reasonable limit, on the basis of qualification, experience, and relevant to its needs higher than those prescribed in this advertisement.

9. The Institute reserves the right not to fill any or all the posts advertised and to reject any or all the applications without assigning any reason.
10. The Institute reserves the right to relax experience for persons with brilliant academic career, with specialized skills in exceptional cases, or in the case of persons already holding analogous positions in a Central Technical Institute / Central University / Central R&D institution.
11. The Institute reserves its right to offer a lower post if the candidate is not found suitable for the post applied for. Higher initial basic pay and GPI/AGP may be given to exceptionally qualified and deserving candidate(s) with relevant experience.
12. A panel of eligible candidates may be prepared as per recommendation of the Selection Committee to fill any future vacancy that may arise within one year.
13. Prescribed application form may be downloaded from the Institute website - www.nitrkl.ac.in/. Candidates applying for more than one post may apply separately for each post.
14. Completed application along with photocopies (attestation not required) of qualification and experience certificates should be addressed to "The Registrar, National Institute of Technology, Rourkela – 769008, Odisha" so as to reach on or before 26th August, 2011.
15. Please mention "Name of the Post Applied" at the left-top corner of the envelope.
16. Incomplete applications or applications received after the last date are liable to be rejected.
17. Name of shortlisted candidates will be displayed in the institute website and individual intimation will also be sent by post and/or e-mail. Institute will not be responsible for any postal/courier delay and loss-in transit. Interim inquiries will not be entertained.
18. Canvassing in any manner would entail disqualification of the candidature.
19. The decision of the Institute in all matters will be final. No correspondence /interim inquiries will be entertained from the candidates in connection with the process of selection / interview. Any dispute with regard to the selection / recruitment process will be subject to Courts / Tribunals having jurisdiction over Rourkela.
20. No TA/DA will be paid to attend the selection process (Written Test and/or Interview).

Sd/-
REGISTRAR

List of Candidates Provisionally Selected for the Next Stage of Recruitment Process
for the Posts of Assistant Engineer (Electrical Distribution), Assistant Engineer (IT),
and Junior Engineer (Electrical Distribution)

Congratulations to the candidates provisionally selected for the next stage of the recruitment process. Candidates in the below-mentioned lists have been provisionally selected for the interview process based on their performance in the test conducted on 6th November 2011. For the purpose of selecting candidates for reserved categories data provided by the candidates in the Online Application Form and the data filled in OMR Answer Sheet during the test has been used.

Please read the following guidelines carefully for participating in the further process of the selection.

- (1) Candidates listed below have only been provisionally selected for the next stage of the recruitment process. This should not be deemed as a final job offer.
- (2) Candidate provisionally short listed for next stage under reserved category will be allowed to participate in the interview process only on producing the original community certificate (one photo copy of the certificate attested by gazette officer should be submitted) provided by the appropriate government authority. Only those candidates who are MP domicile will be allowed under reserved category. Candidates applying under the reserved categories should produce MP domicile certificate. Candidates who are unable to produce the community certificate and MP domicile certificate will not be allowed to participate in the interview process.
- (3) Every candidate will undergo verification for (i) Age, (ii) Education qualifications and marks obtained (iii) Identity (iv) Category, (v) MP Domicile, (vi) PWD, (vii) Divorcee, and (viii) Ex-Servicemen. Candidates who fail to meet the minimum eligibility will not be allowed to participate in the interview process.
- (4) Interview process will be held in Indian Institute of Management Indore, Rau - Pithampur Road, Madhya Pradesh, Indore - 453331. Please note that this institute campus is approximately 20 kilometers away from the city center. Candidates are advised to pre-plan in such a way that they reach the interview location on time. The campus is heavily secured and family members / accomplices are not allowed inside the campus.

- (5) The interview process is likely to last for around 8 hours, and candidates are advised to be prepared accordingly. Candidates are also advised to carry their own refreshments, water bottles etc. as these may not be easily available.
- (6) Candidates have to complete the attached interview form. These interview forms have to be brought in undamaged form for the interview. Candidates who do not carry the interview form will not be allowed to participate in the interview process.
- (7) The candidates are requested to bring the original and 2 sets of photocopies attested by gazette officer of the documents listed below,
 - a. Color printout of the Test Admit Card
 - b. Original photo Identity card - Passport, Electoral card, ID card issued by any other government agencies, Employer card (if working with government agency)
 - c. Two sets of color passport size photos - same photos provided during the test
 - d. Notarized affidavit for identity proof and permanent address proof
 - e. Proof of permanent address.
 - f. Certificate for MP domicile.
 - g. Birth certificate as proof of age
 - h. Original community certificate provided by appropriate government authority for reserved category
 - i. Original certificate for PWD category issued by government medical board
 - j. 10th Standard mark sheet
 - k. 12th Standard mark sheet
 - l. All semester mark sheet for your degree or diploma
 - m. Provisional / Convocation certificate of Degree or diploma
 - n. Percentage equivalent certificate in case the candidate has passed out from a grading system
 - o. Certificates to prove participation in extra curricular activities (NCC, NSS, Scouts, Sports, Games, Dance, Singing, Karate, and any other) at school level, college level, university level, national level and international levels
 - p. Certificates to prove any reputed academic and non-academic awards

- (8) As the recruitment process is done with utmost fairness, candidates are expected to behave fairly during the process. Trying to influence, or motivate people through any illegal activities will not only disqualify the candidate from the process, it will also lead to legal course of action against him / her.

SATYA PRAKESH JAISWAL	AE (ED)	E04212	05-Dec-11	7.00 AM
SURESH CHANDRA WASKALE	AE (ED)	E04325	03-Dec-11	11.30 AM
SUSHIL KAITHWAS	AE (ED)	E04329	03-Dec-11	7.00 AM
SWAMI PRASAD YADAV	AE (ED)	E04331	07-Dec-11	7.00 AM
SWAPNIL YADAV	AE (ED)	E04336	03-Dec-11	11.30 AM
TARUNA SENANI	AE (ED)	E04346	06-Dec-11	11.30 AM
UDE SINGH KATARA	AE (ED)	E04353	07-Dec-11	11.30 AM
UMASHANKAR PATIDAR	AE (ED)	E04354	04-Dec-11	7.00 AM
UMESH SINGH UIKEY	AE (ED)	E04359	07-Dec-11	11.30 AM
VIJAY NINGWAL	AE (ED)	E04374	05-Dec-11	7.00 AM
VIKAS SHARMA	AE (ED)	E04387	07-Dec-11	11.30 AM
VIMAL KUMAR BHAMORIA	AE (ED)	E04394	04-Dec-11	11.30 AM
VIMAL KUMAR RAGHUVANSHI	AE (ED)	E04395	07-Dec-11	11.30 AM
VINOD CHOUHAN	AE (ED)	E04401	05-Dec-11	11.30 AM
VIRENDRA KUMAR RAWAT	AE (ED)	E04413	04-Dec-11	7.00 AM
VIRENDRA SINGH SOLANKI	AE (ED)	E04415	07-Dec-11	11.30 AM
YOGESH CHOUHAN	AE (ED)	E04440	05-Dec-11	11.30 AM
ABHINAV KUMAR SINGH	AE (ED)	E04462	03-Dec-11	11.30 AM
ABHISHEK DIWAN	AE (ED)	E04469	07-Dec-11	7.00 AM
ABHISHEK KUMAR GAREWAL	AE (ED)	E04480	06-Dec-11	11.30 AM
ABHISHEK KUMAR SUMIT	AE (ED)	E04482	03-Dec-11	7.00 AM
AFROZ ALAM	AE (ED)	E04489	04-Dec-11	7.00 AM
AISHWARY SHUKLA	AE (ED)	E04490	06-Dec-11	7.00 AM
AMARJIT NARAYAN JHA	AE (ED)	E04517	03-Dec-11	7.00 AM
AMIT KUMAR PATEL	AE (ED)	E04526	07-Dec-11	7.00 AM
ANAND MOHAN	AE (ED)	E04542	07-Dec-11	11.30 AM
ANIL KOLE	AE (ED)	E04548	06-Dec-11	7.00 AM
ANIL KUMAR BHARTI	AE (ED)	E04552	05-Dec-11	11.30 AM
ANUJ KUMAR SENGAR	AE (ED)	E04589	04-Dec-11	11.30 AM
ARSH UR RAHMAN	AE (ED)	E04616	03-Dec-11	11.30 AM
ARUN KUMAR	AE (ED)	E04617	03-Dec-11	11.30 AM
ASHOK KUMAR	AE (ED)	E04650	03-Dec-11	11.30 AM
ASHUTOSH KUMAR	AE (ED)	E04658	07-Dec-11	11.30 AM
BAJRANG BHAI AHIRWAR	AE (ED)	E04676	05-Dec-11	7.00 AM
BHASKAR KUMAR GHARU	AE (ED)	E04682	03-Dec-11	11.30 AM
BIPIN KUMAR	AE (ED)	E04691	07-Dec-11	11.30 AM
CHANDRA SHEKHAR JHA	AE (ED)	E04700	05-Dec-11	7.00 AM
CHANDRESH UPADHYAY	AE (ED)	E04701	05-Dec-11	7.00 AM
DARSHIKA DAMBHARE	AE (ED)	E04708	03-Dec-11	7.00 AM
DAVENDRA PRATAP VERMA	AE (ED)	E04709	05-Dec-11	7.00 AM
DEBENDRANATH BEHERA	AE (ED)	E04711	06-Dec-11	7.00 AM
DEEPAK PANDEY	AE (ED)	E04720	07-Dec-11	11.30 AM
DEEPAK KUMAR JHARIYA	AE (ED)	E04727	06-Dec-11	7.00 AM
DHIRAJ KUMAR SINHA	AE (ED)	E04750	05-Dec-11	7.00 AM
DILEEP KUMAR GUPTA	AE (ED)	E04755	03-Dec-11	11.30 AM
DINKAR PRASAD DUBEY	AE (ED)	E04757	06-Dec-11	11.30 AM
DURGA JHARIYA	AE (ED)	E04767	07-Dec-11	7.00 AM
FAROOQUE ZAFAR	AE (ED)	E04771	03-Dec-11	11.30 AM
GUDAKESH KUMAR PRASOON	AE (ED)	E04790	05-Dec-11	7.00 AM
HARSHWARDHAN KUMAR	AE (ED)	E04794	06-Dec-11	7.00 AM
HASRAT ISMAIL	AE (ED)	E04795	07-Dec-11	11.30 AM
HEMANT CHOUDHARY	AE (ED)	E04796	03-Dec-11	11.30 AM



ANNEXURE - 3

राष्ट्रीय प्रौद्योगिकी संस्थान
NATIONAL INSTITUTE OF TECHNOLOGY
राउरकेला, ROURKELA - 769008, ओडिशा, ODISHA

No. NITR/ES/2011/L/ 7588

Date: 22/ 12 / 2011

To

Mr. Debendranath Behera
DVC Chandil Colony, EC-4/8
P.O: Bhaududih
Dist: Seraikella Kharswan
Jharkhand- 832 401.

Sub : Offer of Appointment against Recruitment Advertisement No.03/2011.

Dear Mr. Behera

I am happy to inform you that the management of the institute is pleased to offer you a post of Engineer (Electrical) with an initial pay of Rs. 15600/- in the Pay Band - 3 [Rs. 15600-39100] and Grade Pay of Rs. 5400/-. In addition, you will be paid Dearness Allowance and other allowances as may be sanctioned from time to time. Further, you may be provided accommodation inside the campus subject to availability under applicable rules of the Institute.

You will be governed by the Statutes and the Bye-Laws of National Institute of Technology, Rourkela relating to service conditions of the employees of the Institute as amended from time to time and the New Pension Scheme as applicable after 01/01/2004 to new recruits.

You will be on probation for a period of one year and your confirmation on the above post will be subject to satisfactory completion of the probationary period.

You are required to join on any working day between 30th December, 2011 and 29th January, 2012 failing which the offer of appointment will stand automatically cancelled.

You are required to sign and return the copy enclosed herewith as acknowledge of receipt of this letter and as your acceptance of the terms and conditions of appointment.

REGISTRAR

CC : Appointment on Direct Recruitment File

I accept the terms and conditions of above offer.

I will join on:

Signature:



राष्ट्रीय प्रौद्योगिकी संस्थान, राउरकेला
National Institute of Technology, Rourkela

MINUTES FOR THE 35th MEETING OF THE BOARD OF GOVERNORS, NATIONAL INSTITUTE OF TECHNOLOGY, ROURKELA HELD AT 5.00 P.M. ON 21.06.2013 (FRIDAY) IN THE CONFERENCE HALL, HOTEL LOTUS RESORTS, KONARK, PURI.

- | | | |
|----|---|-----------|
| 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
NIT, Rourkela -769 008 (Odisha). | Member |
| 3. | Shri Y. Tripathy, IAS
Joint Secretary & Finance Advisir
MHRD, Government of India
Dept. of Higher Education
Shastri Bhawan, New Delhi-110 015 | Member |
| 4. | Dr. R. K. Bhandari
Ex-Director, Govt. of India,
DAEVECC,
H.N. 808, Sector 31, HUDA (near HUDA shopping centre)
Gurgaon-122001 (Haryana). | Member |
| 5. | Prof. (Ms.) Rintu Banerjee
Professor, Agriculture & Food Engineering
IIT, Kharagpur | Member |
| 6. | Prof. R.K. Sahoo
Professor, ME Dept.,
NIT, Rourkela -769 008 (Odisha). | Member |
| 7. | Prof. R. K. Patel
Associate Prof., CY;
NIT, Rourkela -769 008 (Odisha). | Member |
| 8. | Er. S. K. Upadhyay
Registrar
NIT, Rourkela -769 008 (Odisha). | Secretary |

Members who could not be present

- | | | |
|-----|---|--------|
| 9. | Mrs. Amita Sharma, IAS
Addl. Secretary,
Government of India
Dept. of Secondary & Higher Education,
MHRD, Sashtri Bhavan, New Delhi- 110 015 | Member |
| 10. | Shri Jadhav Sachin Ramchand, IAS
Collector & District Magistrate,
Koraput, Odisha. | Member |
| 11. | Shri R. K. Behera
Chairman, RSB Group
N2 – 40, IRC Village, Nayapali, Bhubaneswar. | Member |

Leave of absence was granted for the above two members.

A. GENERAL AND PROCEDURAL MATTERS.

BOG-35(2013)-01: *Welcome to all members to the meeting by the Chairman.*

Chairman welcomed all the members

BOG-35(2013)-02: *Confirmation of the minutes of the 34th Meeting of the BOG held on 08.03.2013 at Bhubaneswar.*

The minutes of the 34th Meeting were sent to the members vide letter No.NITR/RG/BOG-34/685, dt: 14.03.2013. No comment or suggestion has been received.

The Board discussed and confirmed the minutes.

BOG-35(2013)-03: *To report on the action taken on the decisions made in the 34th Meeting of BOG held on 08.03.2013 and to discuss matters arising out of the minutes.*

The report on the action taken on the decisions made in the 34th Meeting held on 08.03.2013 was given in the Annexure for information of the Board.

The Board noted the above.

[Annexure- A1, Pg. No.]

BOG-35(2013)-04: *Brief Report on the activities of the Institute since last BOG meeting held on 18.01. 2013.*

A brief report of the Institute was presented for information of the Board.

The Board noted the above.

[Annexure- A2 , Pg. No.]

BOG-35(2013)-05 *Review of Pending Court Cases.*

All the pending court cases were reviewed. Five cases were disposed of by the Hon'ble High Court, because the writ petitions stand infructuous. The other cases have been taken up by the Institute Advocates with Hon'ble High Court for review.

The status of pending court cases in various Courts in Odisha was given as Annexure to the Agenda for information of the Board.

The Board noted the above.

[Annexure- A3 , Pg. No.]

BOG-35(2013)-06: *To Consider the Minutes of 23rd Finance Committee Meeting held on 21st June, 2013.*

The minutes of 23rd Finance Committee Meeting held on 21st June, 2013 was put up on the table for consideration of the Board.

The Board approved the proposal.

[Annexure- A4Pg. No.]

BOG-35(2013)-07: To approve the Minutes of 18th BWC meeting held on 17.04.2013 .

The minutes of 18th Meeting of the Building & Works Committee held on 17.04.2013 was given as Annexure to the Agenda for consideration of the Board.

The Board approved the proposal.

[Annexure- A5, Pg. No.]

B. POLICY AND IMPORTANT ADMINISTRATIVE MATTERS.

BOG-35(2013)-08: To approve the Statement of Accounts for the Financial year 2012-13.

The Statement of Accounts for the financial year 2012-13 recommended by the 23rd Finance Committee was enclosed for consideration of the Board.

The Board approved the Statement of Accounts for the financial year 2012-13.

Further, the Board advised the following:

- 1) Major variations in expenditure over the previous year should be given in a tabular form with justification to the variation*
- 2) Major observations of Internal Audit, if any, should be put up to the Board when available.*

[Annexure- A6, Pg. No.]

BOG-35(2013)-09: Recruitment of Non-Faculty staff and Officers as per the new staff structure.

MHRD vide letter No. F.14-10/2011-TS.III, dt.31.01.2013 has approved the New Staff Structure as given in the Annexure. The existing manpower and vacancy positions are presented for information the Board.

Steps have been taken for filling up the newly created posts. The details of the posts and the Advertisement published in the newspapers are presented for information of the Board. The list of successful candidates for Officers positions was put up on the table for approval of Board.

The Board approved the proposal and directed the administration to issue appointment letters to successful candidates. The candidates are required to join between 1st to 31st July, 2013. The Board further advised that a report on recruitment procedure should be put up before the Board from the next recruitment round.

[Annexure- A7 , Pg. No.]

BOG-35(2013)-10: Proposal for sanction of additional faculty and non-faculty positions to NITs.

MHRD vide letter no. F.14-14/2008- TSIII had approved the increase in faculty and Non- faculty position based on the actual student strength of 3374 for the year 2010-11. Now actual student strength as on 15.04.2013 is 4728 with the following break up:

MHRD vide Letter No.F.23-18/2008-TS-III, dt.12.04.2013, asked for the actual student strength and increase in faculty and staff required. Accordingly MHRD has communicated vide Letter No. NITR/ES/2013/L/2958, Dt.17.04.2013.

Actual student strength as on 15.04.2013 ... 4728
 Faculty strength required ... 4728/12 = 394
 Non-faculty Strength ... 394 X 1.1 = 434

The details are given below:

For Non-Faculty Posts:-

Cadre	No. of Posts Desirable	No. of Posts sanctioned at present	No. of Staff Existing	Existing Vacancy (Col. 3-4)	Additional posts to be created (Co. 2-3)
1	2	3	4	5	6
Officers	40	37	24	13	3
Technical (Higher)	118	111	57	54	7
Technical (Lower)	118	111	40	71	7
Ministerial (Higher)	34	31	20	11	3
Ministerial (Lower)	65	62	59	3	3
Supporting	59	54	108	(-)54	5
Total	434	406	308*	98*	28

* Current advertisement is expected to add up to 98 posts, reducing existing vacancies to nil.

Faculty Posts:-

Sl. No.	Name of the Post & Scale of pay	No. of Posts as per existing entitlement	No. of Posts already sanctioned	No. of Persons in Position	Existing Vacancy (Col. 4-5)	Additional posts to be created (Col. 3-4)
1	2	3	4	5	6	7
(i)	Professor 37400 - 67000 AGP 10000	57	53	46	7	4
(ii)	Associate Professor 37400 - 67000 AGP 9000	113	106	67	39	7
(iii)	Assistant Professor 15600 - 39100 AGP 6000	224	210	122	88	14
	Total	394	369	235	134	25

The Board recommended the creation of the above posts and advised Director to follow up the proposal with MHRD for concurrence.

BOG-35(2013)-11: Implementation of HAG Scale in NITs for faculty members.

MHRD vide Letter No.F.No.34-9/2012-TS-III, dt.22.03.2013 directed that in order to have uniformity and hassle free implementation of HAG Scale, the Ministry worked out guidelines and requested to all NITs to follow these guidelines while fixing the HAG scales to 20% Professors including the Directors on deputation or on any other engagement working elsewhere in the country and abroad. Guidelines for implementation of HAG Scales for Professors in NITs was given in the Annexure.

The Board approved the proposal.

[Annexure- A8, Pg. No.]

BOG-35(2013)-12: Policy on award on Designation on MACP to Officers.

As per the existing practice of the Institute, non-officer staff, on award of MACP are given both higher GP and higher designation in the cadre. However, for officers, the Board has not yet taken a definite decision on the subject. Therefore Officers, on promotion under MACP, get the higher grade pay but confirm with their old designation. It is proposed to change the practice to come in line with that followed for Non-Officer staff, i.e. to award both higher GP/AGP and maintaining designation of the cadre on award of MACP.

If approved by the Board, the following changes will be implemented with immediate effect:

Sl. No	Name	Present GP	Present Designation	Revised Designation
1.	Mr. D. K. Purohit	Rs.7600/-	Scientific Officer	Sr. Scientific Officer
2.	Mr. R. K. Sinha	Rs.7600/-	Special Officer, IPED	Sr. Scientific Officer

The Board did not approve the proposal. The designation can not be changed while implementing MACP. However the candidates can apply through selection committee and DPC etc. when such posts are advertised.

BOG-35(2013)-13: Review of the status of TEQIP-II.

The present status of TEQIP – II was presented to the Board as Annexure to the Agenda.

The Board noted the above.

[Annexure- A9 , Pg. No.]

BOG-35(2013)-14: Confirmation of New Faculty members.

260 faculty members have been recruited/promoted during the period from April, 2006 to November, 2011, out of which 49 faculty members have resigned, 118 faculty members have already been confirmed, and confirmation of 56 faculty members are due. Probation period of remaining 37 faculty members are yet to be completed.

The Board directed that the performance of the candidates should be reviewed by the Director within 31.7.2013 and with the approval of the Chairman, BOG, confirmation of the faculty members may be given. This need not be put up to the Board for approval again.

BOG-35(2013)-15: Proposal for Guest House Tariff Structure and Rules.

The Board vide resolution No. BOG-30(2012)10: dt.29.06.2012, constituted a committee to examine the existing regulations, tariff structure of comparable Institutes (IITs, NITs) and prescribe a management system for the Guest House. The draft report of the committee was put up in the 31st BOG meeting.

The Board decided to consider the proposal after the administrative structure is approved. As per the committee report, it is proposed implement the tariff structure with immediate effect.

Type of Accommodation	Category- A	Category- B		Category- C		Category- D	
		North Block	South Block	North Block	South Block	North Block	South Block
Twin Sharing (Per Person)	Nil	Rs.150/-	Rs.400/-	Rs.200/-	Rs.600/-	Rs.400/-	Rs.1000/-
Single Occupancy	Nil	Rs.250/-	Rs.600/-	Rs.300/-	Rs.800/-	Rs.600/-	Rs.1500/-
Normal Suite	Nil	-	Rs.800/-	-	Rs.1200/-	-	Rs.2200/-
Extra Bed if Available	Nil	-	Rs.200/-	-	Rs.300/-	-	Rs.800/-
Special Suite	Nil	-	Rs.1500/-	-	Rs.2000/-	-	Rs.4000/-
Accompanying Driver	Nil	Rs.100/-	Rs.100/-	Rs.100/-	Rs.100/-	Rs.200/-	Rs.200/-
Brief Stay (3 hrs, day time Dormitory)	Nil	Rs.100/-	Rs.200/-	Rs.100/-	Rs.200/-	Rs.200/-	Rs.400/-

The Board directed that the tariff structure may be approved by the Director on the recommendation of the special committee on Guest House tariff constituted by the Board. The Board further observed that issues of this nature fall within the ambit of the local administration and need not be put up to BOG in future.

BOG-35(2013)-16: Proposal for scheme for the Trainee Teachers Award for NITs/IITs.

MHRD vide Letter No.F.No.23-12/2009-TS-III(Pt.), dt.22.03.2013 directed that the Council of NITs in its 5th meeting held on 14.09.2012 and the Council of IITs in its 46th meeting had approved implementation of the Trainee Teachers Scheme for NITs from the Academic Year 2013 – 2014 onwards. A copy of the order is enclosed in the Annexure.

The Board approved the proposal and directed that MHRD may be informed on the action taken by the Institute .

[Annexure- A10, Pg. No.]

C. ACADEMIC MATTERS:

BOG-35(2013)-17: To consider the Minutes of 43rd and 44th Senate Meetings held on 01.02.13 & 22.05.2013 respectively.

The minutes of 43rd and 44th Senate Meeting held on 01.02.2013 & 22.05.2013 respectively were given in the Annexure for the information of the Board.

The Board Noted the above.

[Annexure- A11 , Pg. No.]

D. ROUTINE ADMINISTRATIVE MATTERS:

BOG-35(2013)-18: Personnel issues:

(1) E.O.L.:

Dr. Bidyut Kumar Patra [EC:1110983], joined this Institute service as an Asst. Professor in the Department of Computer Science & Engineering on 10.10.2011(AN). He has been offered fellowship for a period of 12 months i.e. [from 01.05.2013 to 30.04.2014] for conducting advance research in the field of data mining at VTT, Finland. Now, he has requested for permission to join the above assignment by 01.05.2013 on E.O.L. [without pay].

Dr. Patra's research experience in advance institute will be helpful in raising the academic standard of the department. There is no other way of acquiring such expertise and help.

His request for E.O.L. [without pay] w.e.f. 26.04.2013 to 04.05.2014 [including journey period] to join the above assignment is recommended.

The Board approved the proposal

(2) Resignation:

Resignation from the Institute service tendered by Prof. G. R. Satapathy, Professor [BM] has been accepted w.e.f. 4th May, 2011(F.N.) vide BOG resolution No. BOG-33(2013) – 07(3) dt. 18.01.2013. While calculating terminal dues for final settlement, F & A Office has informed that Prof. Satapathy has drawn salary regularly up to 31st August, 2011 and the dues payable to him by the Institute is almost nil.

In view of the above, Prof. Satpathy has been advised to refund immediately Rs. 3,64,983/- (Rupees Three Lakh Sixty four thousand Nine hundred Eighty Three) only towards excess salary drawn during the period from 4th May, 2011 to 31st August, 2011 vide letter No. NITR/ES/2013/L/1920 dt. 13.03.2013.

The Board advised the administration that legal opinion may be sought from the Institute advocate and action may be taken for recovery of the excess payment made based on the legal opinion.

(3) Extension of contractual period of Prof. Swapan Kumar Karak, Asst. Professor, [MM].

Prof. Karak was granted contractual appointment vide condition No.01 of the offer of appointment, for a period of 02 years i.e. up to June 30, 2013 or till he obtain his Ph. D. degree whichever is earlier. In case of failure, his appointment will be withdrawn and contract terminated. He has accepted the offer and joined this Institute service on 01.07.2011(FN).

However, he has submitted his Ph. D thesis on 11th March, 2013. His thesis review report [both from India and Foreign] have already been received on 26th April, 2013. He is expecting to complete his Ph. D. degree by the end of July, 2013.

Keeping the above progress in view, it is recommended to extend his contractual period up to 30th September, 2013.

The Board approved the proposal for extension of contractual period up to 30.09.2013.

BOG-35(2013)-19: Confirmation of New officers.

20 officers have been recruited during the period from 2006 to 2012. Out of which 02 officers have resigned and 08 officers have already confirmed. Confirmations of 03 officers are due and the probation period of 07 officers are yet to be completed. The present status of 03 officers are given below:

Sl. No	Name	EC	Dept.	Date of Joining	Due date	Remarks
1.	Mr.N.N.nayak	2111006	SAC	30.12.11	30.12.12	
2.	Mr.D.Behera	2121020	EM	09.01.12	09.01.13	
3.	Mr.M.R.Patnaik	2111005	CC	30.12.11	30.12.12	

The Board directed that the performance of the candidates should be reviewed by the Director within 31.7.2013 and with the approval of the Chairman, BOG, then confirmation of the Officers may be given. This need not be put up to the Board for approval again.

BOG-35(2013)-20: PARTICIPATION IN CONFERENCE 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	Department	Duration	Training/Conference	Place of Training / Conference	Country/Laboratory
01.	Dr. C. K. Biswas Asso. Professor	ME	26/12/12 To 27/12/12	International Conference on Metallurgical, Manufacturing and Mechanical Engineering (ICMMME-2012)	Dubai	UAE
02.	Dr. S. C. Mohanty Asso. Professor	ME	26/12/12 To 27/12/12	International Conference on Metallurgical, Manufacturing and Mechanical Engineering (ICMMME-2012)	Dubai	UAE
03.	Dr. Somnath Maity Asst. Professor	EE	17/03/13 To 21/03/13	The Applied Power Electronics Conference and Exposition (APEC – 2013)	Long-Beach, CA	USA
04.	Dr. Mahabir Panda Professor	CE	18/06/13 To 23/06/13	7th International Structural Engineering and Construction Conference (ISEC-07)	Honolulu, Hawaii	USA
05.	Dr. Ramakar Jha Professor	CE	03/02/13 To 08/02/13	Workshop of the International Project (CEOP-AEGIS)	Wageningen	The Netherlands
06.	Dr. Surajit Das Asst. Professor	LS	21/04/13 To 25/04/13	14th (Zebra) Fish Immunology Workshop	Wageningen	The Netherlands
07.	Dr. K. P. Maity Professor	ME	25/03/13 To 28/03/13	8th International Conference on Micro Manufacturing (ICOMM-2013)	Victoria, BC	Canada
08.	Dr. Saurav Datta Asst. Professor	ME	15/04/13 To 17/04/13	The 2013 Asia-Pacific International Congress on Engineering & Natural Sciences (APICENS-2013)	Bangkok	Thailand
09.	Dr. C. K. Biswas Asso. Professor	ME	15/04/13 To 17/04/13	The 2013 Asia-Pacific International Congress on Engineering & Natural Sciences (APICENS-2013)	Bangkok	Thailand
10.	Dr. Indranil Banerjee Asst. Professor	BM	15/05/13 To 15/07/13	Pursuing a Short Research Program (Training) on Intelligent Systems	Stuttgart	Germany
11.	Dr. Pravat Kumar Ray Asst. Professor	EE	22/04/13 To 25/04/13	The 10th IEEE International Conference on Power Electronics and Drive Systems (PEDS-13)	Kitakyushu	Japan
12.	Dr. Krishna Dutta Asst. Professor	MM	01/07/13 To 03/07/13	7th International Conference on Materials Structure & Micromechanics of Fracture (MSMF7)	Bmo	Czech Republic

The Board noted the proposal.

BOG-35(2013)-21: *Up gradation of Stenographers in Non-Secretariat Central Govt. Offices recommendation of 5th Central Pay Commission- reg.*
OM No. – 35034/4/97-Estt(D), dated 11th April, 2001 issued by DoPT, Gol (AnnexureA7) requires that all posts of Sr. Personal Assistant in non-Secretariat Central Government offices should be re-designated as Private Secretary and posts of Sr. Private Secretary should be created in the pay scale of ` 7500-175-12000 (5th CPC) by up-grading the posts of Private Secretary (including the erstwhile posts of Sr. Personal Assistant). The OM also provides for upgrading of the existing incumbents of the posts of Private Secretary (including the erstwhile posts of Sr. Personal Assistant).

5th CPC pay scale of Sr. Personal Assistant was ` 6500-200-10500, revised to PB-2 with GP OF ` 4600 under 6th CPC. As such, the post is equivalent / analogous to the post of Sr. Secretary in the institute. Further, the post of Sr. Private Secretary is equivalent / analogous to the post of Secretary (Selection Grade – II) in PB-2 with GP of Rs.4800.

After rationalization of staff structure of the institute, stenographic assistance is being provided only to Director and Registrar. There were two posts in the pay scale of Rs.5000-150-8000/- (5th CPC) by designation of Secretary (Grade – II). These posts were granted the replacement pay scale of PB-2 with GP of Rs.4200 under 6th CPC revision w.e.f 01/01/2006 and subsequently re-designated as Secretary as per the new Staff Structure.

The administration has got a request to apply the provisions of DOPT OM of April, 2001 to cadre of Secretary of the Institute created as per directions of MHRD.

A letter was sent to MHRD via No.NITR/RG/2013/L/608, dt.19.02.2013 for advice.

The Board was requested to consider if the designation and pay scale of incumbent Secretaries can be upgraded in line of the Govt. order of 2001.

The Board advised the administration to obtain the advice from MHRD.

[Annexure- A12 , Pg. No.]

E. MISCELLANEOUS ITEMS:

BOG–35(2013)-22: Permission for organizing the International Conference.

Sl. No.	Department / Section	Title of the Conference	Date	Venue
01.	Department of Physics.	International Conference on "Scattering & Diffraction Techniques for Material Characterization (ICSDTMC-2013)"	11.11.13 to 13.11.13	NIT Rourkela
02.	Department Chemical Engineering	International Conference on "Frontiers in Chemical Engineering (ICFCE-2013)"	09.12.13 to 11.12.13	NIT, Rourkela
03.	Department of Civil Engineering	International Conference on "Structural Engineering & Mechanics (ICSEM-2013)"	20.12.13 to 22.12.23	NIT, Rourkela
04.	Department Biomedical Engineering	International Conference on Conserving Biodiversity for Sustainable Development 9INCCBSD-2013)	16.08.13 to 18.08.13	NIT, Rourkela

The Board approved the proposal.

[Annexure- A13, Pg. No.]

BOG-35(2013)-23: Any other item with the permission of the Chair.

1) Proposal for extension of Contractual Services of Senior Engineers.

The Board vide resolution No.BOG-26(2011)-14 dt.17.06.2011 had approved the extension of contract period of Prof. A. K. Panda, Visiting Professor (Civil), Prof. Y. K. Sahu, Visiting Professor (Electrical) and Prof. A. K. Sahoo, VP (CE) from 01.07.2011 up to 30.06.2013. Further the BOG vide resolution No. BOG-30(2012)-19: Dt.29.06.2012 approved the appointment of Mr. M.S.P. Rao from 10.07.2012 to 09.07.2013.

Now massive construction work is going on and more is expected to be taken up shortly. The service of Prof. A. K. Panda, Prof. Y. K. Sahu, Prof. A. K. Sahoo and Mr. M.S. P. Rao are essential because we do not have any Senior Engineering positions. It is proposed to extend their tenure from 01.07.2013 to 30.06.2015. Prof. Y. K. Sahu, Prof. A. K. Panda and Prof. A. K. Sahoo and Mr Rao are presently getting Rs.40,000/- p.m. (consolidated). They may be given remuneration of Rs.50,000/- P.M. (consolidated) which will remain fixed for the next 2 years.

The Board approved the proposal for extension of the tenure of Prof. A. K. Panda, Prof. Y. K. Sahu, Prof. A. K. Sahoo and Mr. M.S. P. Rao from 01.07.2013 to 30.06.2015 at a consolidated remuneration of Rs.50,000/- P.M., which will remain fixed for the next 2 years.

2) Sitting fee of BOG, FC, BWC, Senate members and Institute Seminars (External Experts only).

The Board vide resolution No.BOG-27(2011)-21(7), dt. 23.09.2011 and No.BOG-30(2012)-20(3), dt. 29.06.2012 has approved the sitting fee for BOG, BWC, Senate and Institute Seminars (external experts only respectively) as given in the Annexures. To bring uniformity, the following changes were proposed:

Sl. No	BOG/FC/BWC/Senate Members & Institute Seminars (External Experts only).	Old (per sitting)	New (per setting)
1.	Members of the FC, BWC & Senate (external members only).	Rs.3000/-	Rs.4000/-
2.	Institute Seminars (External Experts only)	Rs.2000/-	Rs.4000/-

The Board approved the proposal.

[Annexure- A14, Pg. No.]

3) Prof. S. K. Mahapatra, Ex –Professor [ME] Service-transfer / Pension – regarding.

Prof. Swarup Kumar Mahapatra had joined this Institute as a Professor on 22/08/2006. Prior to this, he was a faculty in UCE, Burla (a Govt. of Odisha Institution) since 11/04/1991. After combination of his past service in due process, he was allowed to continue in this Institute under the old Pension –cum- GPF scheme.

Subsequently, he was selected to join as an Associate Professor in IIT-Bhubaneswar. He requested to be relieved on lien. However, in view of his short period of service in the Institute, his request was not granted on the basis of Institute rules. Further, due to less than 20 years of total service (rendered in NITR + UCEB), he was also not eligible for taking Voluntary Retirement. Finally on his request, he was released on 14.07.2009 on Technical Resignation to enable him to join IIT-Bhubaneswar.

This Institute was prepared to transfer pension liabilities to IIT-Bhubaneswar u/r 26(2) of the CCS (Pension) Rules, 1972 to enable past service combination of Prof. Mahapatra. However, IIT-Bhubaneswar desired to treat his appointment in IIT-Bhubaneswar as permanent absorption and therefore, requested to pay the terminal benefits directly to Prof. Mahapatra u/r 37 & 37A of the aforesaid rules. The issue is still pending.

The matter was taken up with the MHRD vide this Institute's letter dated 05.07.2012 while seeking certain clarifications on service – transfer of Prof. Mahapatra; especially in view of the applicability of Rule 26(2) or Rule 37 & 37(A) of the CCS (Pension) Rules, 1972. In respect to that, the MHRD (vide its letter dated 05.11.2012) drew attention of the Institute towards the communication No.15-1/2012-IFD dated 6th August, 2012 (copy enclosed Annex-I) as necessary guidelines to handle the instant issue.

In response to that, this Institute again approached the MHRD for a proper and clear cut clarification vide its letter dated 22.01.2013; but we have not received any clean direction on the matter. In the meantime, the DOPT has published a notification relating to the instant case on dated 28.03.2012 with certain amendments in CCS (Leave Rules), 1972 (copy enclosed as Annex-II).

It is proposed that Prof. Swarup Kumar Mahapatra may be given pension on pro-rata basis as per rules.

The Board directed that the details of pension calculation may be sent to MHRD for concurrence with a copy to Joint Secretary and Financial Advisor, MHRD.

[Annexure- A15, Pg. No.]

- 4) **For setting up the a new Department of Food Process Engineering & hiring the services of Prof. Bal, IIT as a Visiting Professor.**

The Institute is in the process of setting up a new department of Food Process Engineering. We have no prior establishment in the area and it is expected to be a totally new activity, hosted by the Department of Chemical Engineering.

We have identified a very senior retired faculty of IIT, Kharagpur, Professor Satish Bal. Professor Bal had an excellent academic career and service record at IIT. Apart from his academic career, he has excelled as an academic administrator.

It is proposed to hire the service of Prof. Bal as a Visiting Professor with following specifications.

- (1) Salary: Rs.79, 000 + DA and other allowances normally admissible to faculty, minus pension paid to him by IIT, Kharagpur.
- (2) Residential accommodation on campus on payment of license fee.
- (3) DA to be revised on normal rate.
- (4) Leave 2.5 days per month to be accumulated to total period of his tenure.
- (5) Faculty Development Allowance (FDA) and Leave Travel Concession (LTC) not admissible.
- (6) Medical facility: As per rules

Prof. Bal will serve as Head of the Department and will organise full department recruitment of faculty and staff, curriculum, Syllabi and sponsored R & D projects.

The Board approved the proposal.

5) Proposal for modification in the student Fee Structure (Note-16):

On the recommendation of FC vide No. FC-20(2012)-07, dt.04.10.2012, the BOG vide resolution BOG-31(2012)-05, dt.04.10.2012 had approved the composite student fee structure. It is observed that many students are not registering on the scheduled date of registration due to want of money and are applying for late registration when they have money to pay for semester registration. This is resulting in poor performance of such students due to missing classes in the beginning of the semester.

The matter was discussed in the 110th meeting of the Deans and Heads of the Department on 09.01.2013 and following were recommended:

- (i) Fee payment and semester registration will be delinked.
- (ii) Those who do not register on the date fixed for registration, they will pay a late fee of Rs.1,000/- for late registration within 10 working days without permission. Permission of the Director will be required for registering beyond 10 working days from the date of registration.
- (iii) The fees will be paid between 1st July to 15th August for Autumn Semester and between 15th December to 15th January for spring semester without late fee. Students who will pay within next two weeks beyond the above period will be charged Rs.500/- as late fee. Thereafter Rs.2000/- will be charged towards late fee till 45 days counted from the date of registration after which registration will automatically stand cancelled unless otherwise permitted by the authority.
- (iv) Late Registration fee is distinct from late fees charged for delay in fee payment.
- (v) There shall be no provision of condoning late fee, even if the student had genuine reason to be late, except when the institute system is at fault, the burden of proof resting on the student.
- (vi) Mess fees and fines will be collected along with institute fees.
- (vii) There shall be no system of partial payment. The institute will raise demand note for the full amount.

The Board approved the proposal.

[Annexure- A16, Pg. No. . .]

6) Report of the BOG Sub-Committee on Organisation Structure:

The BOG Sub-Committee constituted by the Board vide resolution No BOG-30(2012)-10 dt. 29.06.2012 on organization structure submitted the report for consideration of the Board.

The item was deferred to the next meeting.

7) Representation by Prof. U. K. Mohanty, MM for appointment of Advocate for assisting him in the disciplinary proceeding.

The representation by Prof. U. K. Mohanty, MM for appointment of advocate for assisting him in the disciplinary proceeding was considered by the Board.

The Board accepted the request of Prof. U. K. Mohanty to engage an advocate to place his representations before the enquiry officer. Director was advised to also appoint a very good, accomplished and high competent advocate on behalf of the Institute as presenting officer.

[Annexure- A17, Pg. No.]

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



राष्ट्रीयप्रौद्योगिकीसंस्थान, राउरकेला
National Institute of Technology, Rourkela

MINUTES FOR THE 45th MEETING OF THE BOARD OF GOVERNORS, NATIONAL INSTITUTE OF TECHNOLOGY, ROURKELA HELD AT 2.30 P.M. ON 13.03.2015(FRIDAY) IN THE CONFERENCE HALL, HOTEL SWASTI PREMIUM, BHUBANESWAR.

- | | | | |
|----|---|-----|-------------|
| 1. | Mrs. Vasantha Ramaswamy,
Chairperson, BOG, NIT, Rourkela &
Founder Director,
Aprameya Associates,
87, National Society, Baner Road, Aundh,
Pune-411007, Maharashtra | ... | Chairperson |
| 2. | Prof. Sunil Kr Sarangi
Director
NIT.Rourkela -769 008 (Odisha) | ... | Member |
| 3. | Dr. R.K. Bhandari
Ex-Director, Govt. of India, DAE/VECC
DAE Raja Ramanna Fellow
Inter University Accelerator Centre
ArunaAsaf Ali Marg
New Delhi-110067Gurgaon-122001 (Haryana). | ... | Member |
| 4. | Prof. (Ms.) Rintu Banerjee
Professor, Agriculture & Food Engineering
IIT, Kharagpur | ... | Member |
| 5. | Dr. Chandra Shekhar Kumar, IAS
Commissioner-Cum-Secretary
Employment and Technical Education &
Training Department,
Government of Odisha, OdishaSecretariate,
Bhubaneswar-751001. | ... | Member |
| 6. | Prof. V. Chandrasekhar, Director,
National Institute of Science Education and Research,
Institute of Physics Campus,
SachivalayaMarg,
P.O. - Sainik School,
Bhubaneswar, Orissa - 751 005 | ... | Member |
| 7. | Prof. S.K. Patra
Professor, EC Dept.,
National Institute of Technology
Rourkela -769 008 (Odisha). | ... | Member |
| 8. | Prof.S.C.Mohany
Associate Prof., ME,
National Institute of Technology
Rourkela -769 008 (Odisha). | ... | Member |
| 9. | Er. S. K. Upadhyay
Registrar
National Institute of Technology
Rourkela -769 008 (Odisha). | ... | Secretary |

Members who could not be present

- | | | | |
|-----|--|-----|--------|
| 10. | Mr. AmarjitSinha, IAS
Addl Secretary,
Government of India
Dept. of Secondary & Higher Education,
Ministry of Human Resource Development,
SashtriBhavan, New Delhi | ... | Member |
| 11. | YogendraTripathi, IAS
Joint Secretary and FA, Finance
MHRD, Government of India
Dept. of Higher Education
ShastriBhawan, New Delhi-110 015 | ... | Member |

The leave of absence was approved.

A. GENERAL AND PROCEDURAL MATTERS.

BOG-45(2015)-01: Welcome to all members to the meeting by the Chairman.

Chairman welcomed all the members to the meeting.

BOG-45(2015)-02: Confirmation of the minutes of the 44th Meeting of the BOG held on 23.12.2014 at New Delhi.

The minutes of the 44th Meeting were sent to the members vide letter No.NITR/RG/BOG-44/ 764, dt: 29.12.2014. No comment or suggestion has been received.

The Board confirmed the Minutes vide No.BOG-44(2014)-11(4) and (5) with following corrections as given below:

4) Review of the Financial Status of the Institute.

The Financial Status of the Institute was given in the Annexure. The representation made by M/s Shapoorji Pallonji and Company Private Ltd. was enclosed.

The Board reviewed the financial status of the Institute, and letter of M/s Shapoorji Pallonji Company (P) Ltd. who is working on major projects. It was reported that Rs. 160 crores will be required in the current financial year as given below:

Sl. No.	Requirement Head	Amount (Rs. In Crore)
1.	Negative Balance as on today => (Including repayment of Bank Load)	79.09
2.	Fellowship/Scholarship payment to Research scholars	10.00
3.	Estimated payment to M/s Saporji Palonjee & Co.	50.00
4	Estimated payment to other Contractors / Procurement of Equipments.	20.00
	Total	159.09

It was informed that a copy of the letter has already sent to MHRD for necessary action. The Institute has taken loan of Rs.21.90 Crore from State Bank of India at the beginning of the first quarter of the current fiscal to redeem its immediate obligations at that point of time. Due to shortage of fund, the Institute is not a position to repay the loan. As a result of that, the interest liability till date is around Rs.1.14 Crore. As per the contract the ongoing major projects being executed by estimated payment to M/s Saporji Palonjee & Co. will be completed in 2015. In the event of failure to clear the bill by the Institute, the project may not be completed in time and there may be escalation of project cost, it may also cause legal complications for violating terms and conditions of the contract. Director (NITs) informed that the proposal is under process by the Ministry.

-74-

5) Disciplinary proceeding against Sri Debendranath Behera, Engineer (Electrical), Estate Maintenance against financial irregularity.

The Fact Finding Committee's report and its recommendation for initiation for disciplinary proceeding against Sri D. Behera is given in the Annexure. It also states that everyone except Sri D.N. Behera have admitted that approximately 10% less diesel was being filled at the filling station under the instruction of Sri D. N. Behera himself. The entire monetary benefit thereof was paid to Shri D. N. Behera directly by the owner of the Filling Station. The committee fixed the responsibility on Sri D.N. Behera.

The Board accepted the report of the Fact Finding Committee involving financial irregularities. In view of the serious misappropriation of the Institute funds to the tune of Rs.10 lakhs approximately, the Board decided to discharge Sri D. Behera from Institute service with immediate effect for his dishonesty and lack of integrity. Further the Board directed the administration that an FIR be lodged in the Police Station for misappropriation of funds by Sri Behera. The Board also decided to lodge FIR against M/s Oram Filling Station, Jhirpani for complicity and terminate the contract with immediate effect. The Board directed Director to take appropriate action against other members who are found guilty by the committee as per rule.

BOG-45(2015)-03: To report on the action taken on the decisions made in the 44th Meeting of BOG held on 23.12.2014 and to discuss matters arising out of the minutes.

The report on the action taken on the decisions made in the 44th Meeting of the BOG held on 23.12.2014 at New Delhi was given in the Annexure A1 for information of the Board.

1. No.BOG-44(2014)-05: Proposal for Extension of Probation Period/ Confirmation of Faculty BOG had directed that a committee should look into the overall performance of 27 faculty members under the broad heads of (1) Teaching (2) Research including sponsored projects and (3) Departmental responsibilities and put up its recommendations.

The committee's Report No. NITR/DN/FW//2015/M/208 dt7.3.2015 recommended 17 faculty members for confirmation and 08 faculty members for extension of probation period. Since the numbers of faculty members examined were less than the originally stated 27, the Board directed that a comprehensive total list of all the faculty members indicating the marks given under each head be presented in the next BOG meeting for approval.

2. The Board had directed vide BOG-44(2014)-05 (2) formation of an appropriate committee to look into the various allegations against Prof M. Nurul Islam. The Committee Report no. NITR/Dn/FW/2015/ dt. 23.2.15 recommended for termination of the service of Dr. Nurul Islam. In view of Board's decision at 1 above, the Board decided to confirm its decision and set aside the committee report, as Prof. Nurul Islam's name was in the original list of 27 and was missing in the new list of 25.

The Board did not accept the recommendation of the committee for termination of service of Dr. Nurul Islam and Dr. A. Debta. The Board directed that a suitable disciplinary proceeding may be initiated and proper procedure be followed.

[Annexure- A1, Pg. No. 18 - 41]

BOG-45(2015)-04: Brief Report on the activities of the Institute since last BOG meeting held on 23.12.2015.

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

The Board noted the above appreciated the efforts made by the Institute.

[Annexure- A2, Pg. No.42]

BOG-45(2015)-05: To approve the Minutes of 24th BWC meeting held on 02.03.2015.

The minutes of 24th Meeting of the Building & Works Committee held on 02.03.2015 at NIT Rourkela was put up on the table for consideration of the Board.

The Board directed that the proposal for construction of faculty residence (small) through M/s Shapoorji & Pallonji Co Pvt. Ltd. vide BWC-24(2015)-09 be reviewed by BWC and to put up the minutes for approval in the next meeting.

[Annexure- A3, Pg. No. 43 - 55]

BOG-45(2015)-06: To consider the Minutes of 31st FC meeting held on 13.03.2015 (Friday).

The Chairperson, BOG, NIT Rourkela approved the minutes of the 31st Finance Committee meeting held on 13.03.2015 and advised the administration to put up the minutes in the next meeting of the BOG for ratification.

[Annexure- A4, Pg. No.56 - 61]

B. POLICY AND IMPORTANT ADMINISTRATIVE MATTERS.

BOG-45(2015)-07: Proposal for extension of Probation period of faculty for Confirmation Regarding:- Action taken on BOG-45 (2015)-03

BOG-45(2015)-08: Proposal for extension of contract period of faculty members for completing Ph.D:

Nine faculty members those who have joined this institute service under contract during the tenure of 3-tier faculty structure are yet to complete their Ph.D. degree. Their respective contract periods expired as per the details given below.

In view of the above, it is proposed to extend their contract period up to 30/06/2016 to enable them for complete their Ph.D. degree and come under 4-tier faculty structure.

Sl. No	Name	EC	Dept.	Date of Joining	Contract Expiry Date	Remarks
1	2	3	4	5	6	7
1.	Mr. ArunChowdhury	1080884	CR	21.07.2008	20.07.2013	
2.	Mr. Ramesh Kr. Mohapatra	1110954	CS	01.07.2011	30.06.2014	
3.	Mr. AyasKanta Swain	1110949	EC	01.07.2011	30.06.2014	
4.	Mr. SubrataMaiti	1110968	EC	28.07.2011	27.07.2014	
5.	Mr. Upendra Kumar Sahoo	1110992	EC	12.12.2011	11.12.2014	
6.	Mr. S.M. Hiremath	1111001	EC	28.12.2011	27.12.2014	
7.	Mr. B.B.V.L. Deepak	1110990	ID	07.12.2011	06.12.2014	

8.	Mr. Dhananjay Singh Bisht	1110998	ID	26.12.2011	25.12.2014	EOL w.e.f. 05/08/2014 to 15/07/2015
9.	Mr. Suraj Kumar Behera	1121022	ME	03.01.2012	02.01.2014	

The Board approved the proposal to extend the contract period of the above faculty members up to 30th June, 2016 to enable them to complete their Ph.D. degree.

BOG-45(2015)-09: Disciplinary proceeding against Prof. U. K. Mohanty, Professor, MM and Prof. S. K. Agarwal, Professor (CH).

1) Case of Prof. U. K. Mohanty, Professor (MM):

Following the incident on 31st October 2010, Prof. U. K. Mohanty, Professor (MM) was issued Charge Sheet for violation of Conduct Rules and actions unbecoming of a Professor of NIT as follows:

"1. You planned the closure of Main and Jagda Gates and invited three faculty members to join you for implementing your plan;

2. You seized the main gate, locked it with a chain and a lock and kept the key in your pocket; till such time that the Director accepted your demand to open the old gate compromising the security of the campus."

Disciplinary proceeding was conducted by the enquiry officer Hon'ble Sri J. Pattanaik, Retired District Judge, Govt. of Odisha. After enquiry, the enquiry officer has confirmed that the charges made by the Institute were found true. The act of Prof. U. K. Mohanty is unbecoming on the part of a Professor of NIT Rourkela, an Institute of National Importance. The copy of the enquiry report was given to Prof. U. K. Mohanty. The reply of which was submitted to the 44th BOG meeting on dated 23.12.2014. BOG decided to make a summary of the case by CVO / Registrar and put up in the next BOG meeting. The summary made by the Registrar is given in the Annexure.

The Board reviewed the enquiry report and the representation made by Prof. U.K. Mohanty, MM vide letter No.nil, dt.2.3.15 and directed the following:

- 1) Prof. U.K. Mohanty, MM shall be called for personal hearing by the Board in the next meeting.
- 2) Since Prof. U.K. Mohanty, MM is superannuating on 31st March, 2015, the payment of his dues etc. may be decided by the administration in accordance with CCS rule.

[Annexure- A5, Pg. No. 62 - 112]

2) Case of Prof. S. K. Agarwal, Professor (CH):

Following the incident on 31st October 2010, Prof. S. K. Agarwal, Professor (CH) was issued Charge Sheet for violation of Conduct Rules and actions unbecoming of a Professor of NIT as follows:

"1. You joined with and assisted Prof. U. K. Mohanty in closing the Main and Jagda gates and keeping them closed till such time that the Director accepted his demand to open the old gate compromising the security of the campus.

2. You took part in locking the Main Gate as well as the Jagda Gate as reported by the Security Officer basing on reports of the Security Guards deployed in the gates,

3. You shouted slogans derogatory to the Institute, a conduct unbecoming of a Professor.
4. On being successful in opening the old gate, you organized a "victory feast" at the end of the day and communicated your action to the Hon'ble Minister of HRD, Govt. of India."

Disciplinary proceeding was conducted by the enquiry officer Hon'ble Sri J. Pattanaik, Retired District Judge, Govt. of Odisha. After enquiry the enquiry officer has confirmed that the charges made by the Institute were found true. The act of Prof. S. K. Agarwal is unbecoming on the part of a Professor of NIT Rourkela, an Institute of National Importance. The copy of the enquiry report was given to Prof. S. K. Agarwal while the disciplinary proceedings were going on. Prof. Agarwal submitted a letter of apology, which is given in the Annexure, the reply of which was submitted to the 44th BOG meeting on 23.12.2014. BOG decided to make a summary of the case by CVO / Registrar and put up in the next BOG meeting. The summary made by the Registrar is given in the Annexure.

The Board reviewed the enquiry report and the unconditional apology made by Prof. S. K. Agarwal and directed the following.

Prof. S.K. Agarwal shall be called for personal hearing by the Board in the next meeting.

[Annexure- A6, Pg. No.113 - 121]

BOG-45(2015)-10: Representation of Shri. D. Behera, Ex- Engineer(Elect), Estate Maintenance for reinstatement.

The Minutes are not confirmed.

[Annexure- A7 ,Pg. No. 122 – 156(a)]

BOG-45(2015)-11: Approval of New Medical Referral and reimbursement Procedure of the Institute.

The Medical Policy was approved by the Board vide resolution No.BOG-23(2010)-14 dt.09.07.2010. The procedure has been modified keeping in view of the requirements and change in policy of the Institute. The policy on New Medical Referral and reimbursement Procedure of the Institute is given in the Annexure.

The item was deferred.

BOG-45(2015)-12: Approval of Policy on New Bio-Metric attendance for employees of the Institute.

The New Bio-Metric Policy for the employees of the Institute is given in the Annexure for approval of the Board.

The item was deferred.

BOG-45(2015)-13: Approval of Policy on Probation and Confirmation of employees after probation period .

The Board vide resolution No. BOG-44(2014)-05: dt.23.12.2014 directed the administration that a suitable committee be formed to look in to the overall performance of the 27 faculty members under the broad heads of (1) Teaching (2) Research including sponsored projects and (3) Departmental responsibilities as given in the annexure. The BOG approved the extension of probation period of 27 faculty members until further order. BOG will take a decision after receiving the recommendation of the committee.

The draft policy on Probation and Confirmation of employees after probation period is enclosed in the Annexure.

The item was deferred.

BOG-45(2015)-14: Restoration of Commuted Pension in respect of Pensioners superannuated during REC period.

Prior to 22nd June, 2002, i.e. the date of conversion of RECs to NITs, Orissa Civil Services (Pension) Rules was applicable to this institute (or, the then REC, Rourkela). Accordingly, the employees who were retiring from service during the REC period were allowed to commute up to 1/3rd of their pension amount which was to be restored after 12 years as provided in the OCS (Pension) Rules. However, after conversion from REC to NIT, CCS (Pension) Rule, 1972 became applicable and the restoration period changed from 12 years to 15 years as provided in the CCS (Pension) Rules. In 2005 the Institute made the Central Government rule (15 years restoration) applicable to old pensioners who had commuted their pension with the understanding that it would be restored after 12 years as per Orissa Civil Service Rules.

The pensioners of REC period have been requesting time and again to restore their full pension after 12 years as was allowed during the time of their retirement under the OCS (Pension) Rules instead of 15 years as provided in the CCS (Pension) Rules.

The fact was brought to the kind attention of the Ministry and clarification on the issue was requested from the Ministry by the Registrar vide letter Nos. – NITR/ES/2011/L/6661, dated 11/11/2011, NITR/ES/2012/L/936 dated 10/02/2012 and NITR/ES/2013/L/3219 dated 29/04/2013 reply to which are still awaited. In the mean time, the RECR Pensioners' Association has also approached on this issue to Secretary, MHRD vide Ref. No. 01/12/ RECPAR, dated 10/01/2012 and have taken up the issue collectively with the Institute. No reply has been received from the Ministry till date.

In view of the above pressing situation, necessary decision may be taken on the subject i.e. whether to maintain the restoration period for the RECR Pensioners (those retired before 22/06/2002) at 12 years as per rules prevailing at that time or to enhance their restoration period to 15 years as applicable to NITR Pensioners today.

The item was deferred.

BOG-45(2015)-15: Discussion on the Minutes of the Meeting held between the Chairman, BOG and NITRAA on 16.01.2015 at NIT Rourkela.

The Board vide resolution No.BOG(2014-17[2], dt.26.09.2014, had approved for creation of AINet-TITR Network of Net Alumni for management of Alumni Relation and generating resources. The President, NITRAA had made a representation to Chairman, BOG to reverse the decision of the BOG and sought permission to present their case before the BOG. Accordingly, Chairman, BOG had a meeting with NITRAA along with Director, Registrar and internal Board members on 16.01.2015 at NIT Rourkela. The minutes of the meeting is given in the Annexure. It was unanimously decided to adopt IIT Kanpur model for Alumni Association of NIT Rourkela. A committee was constituted who would visit IIT Kanpur for preparing a report on IIT Kanpur model. The report was put up on the table.

The item was deferred.

C. ACADEMIC MATTERS:

BOG-45(2015)-16: To consider the Minutes of 51st Senate Meetings held on 19.12.14.

The minutes of 51st Senate Meeting held on 19.12.2014 was given in the Annexure for the information of the Board.

The Board noted the above and considered the representation made by Prof. B.P. Nayak, Asst. Professor, BM (on contract) and the decision of the Senate vide resolution No.2014-51-Senate:15, dt.19.12.14. "In the opinion of the Senate, the Ph.D. thesis evolution process of Dr. B.P. Nayak was found

satisfactory and the subsequent process for Viva-voce was recommended to be initiated".

The Board directed that the viva-voce may be conducted at the earliest and action taken report may be submitted to the Board in the next meeting.

[Annexure- A8, Pg. No. 157 - 189]

D. ROUTINE ADMINISTRATIVE MATTERS:

BOG-45(2015)-17: Personnel issues:

A) Resignation:

Prof. (Mrs.) Jayeeta Mitra, [EC- 1141110], joined this Institute service as an Asst. Professor in the Department of Food Processing Engineering on 11.02.2014(FN). She had tendered her resignation from the post of Asst. Professor, Dept. of FP on 07.11.2014 and requested to relieve her from the Institute service on 14.11.2014(AN). Her resignation was accepted by the Chairman BOG on behalf of the Board and she was relieved from the Institute service on 14.11.2014(AN) pending approval of the BOG.

The Board approved the proposal.

B) Deputation:

Prof. Santosh Kumar Sahoo [EC-1090928], Asst. Professor, Department of Metallurgical & Materials Engineering of this Institute was granted Deputation for the period from 19.01.2015 to 15.05.2015 for availing Sir Dorabji Tata – T.R. Anantharaman Faculty Fellowship (SDT-TRA-FF-2014) at Carnegie Mellon University, U.S.A. His deputation was approved by Chairperson, BOG on behalf of the Board and he was relieved from the Institute duties on 15.01.2015 (AN) prefixing EL on 16.01.2015 and Weekend Holidays on 17.01.2015 & 18.01.2015.

The Board approved the proposal.

C) Hiring of services of Prof. Dol Gobind Sahoo until the end of present semester.

Prof. Dol Gobind Sahoo is due to superannuate on 28/02/2014. As per prevailing practice of the Institute, if a faculty member is retiring during the middle of the academic session, on written request of HOD and willingness of the retiring faculty members, their services are hired on contract up to the end of the academic session i.e. end of June.

Thus, Director recommends, contractual appointment of Prof. Dol Gobind Sahoo on request of HOD [MA] till June 30th 2015 under usual terms and conditions as approved by the board vide resolution No. BOG-25(2010)-10 dated: 21.12.2010 which are as follows:

- a) The consolidated remuneration for the contractual period will be equal to 50% of Total Pay (Basic Pay plus Dearness Allowance) for the month of retirement. However, if the basic pay and / or DA for the month of retirement are revised before expiry of the contract, period, the contract value may change accordingly w.e.f. the beginning of the contract period. This figure will not be changed under any other circumstances and after expiry of the contract period even if basic pay/ or DA is revised with retrospective effect).
- b) He/ She will be allowed to draw his normal pension and Dearness relief during the contractual period.
- c) An amount of Rs. 1,00,000/- or 50% of gratuity whichever is less will be withheld till the expiry of the contractual period and will be released after

submission of "No Demand Certificate" from all concerned including Estate Office and HODs / HOOs etc.

- d) During the period of his contractual appointment, he will not be entitled to any retirement benefits including contribution to CPF / GPF.
- e) During the period of contractual appointment, he will be granted Earned Leave @ 2.5 days per month.
- f) During the period of contractual appointment, he will be entitled to Medical facilities as per Institute rules.
- g) Residential accommodation will be provided as per Institute rule i.e. the faculty can retain quarter up to one month after completion of the contract period.
- h) For other service matters, he will be guided by the relevant rules of the Institute.

The Board approved the proposal.

[Annexure- A9, Pg. No.190 - 191]

D) Extension of contract:

Vide BOG Resolution BOG-37(2013)-22(3), dated:20.12.2013, and subsequent offer letter vide No. NITR/ES/2014/L/635 dated. 22.01.2014, Dr. Hrusikesh Mishra had joined this Institute service on 24.03.2014 as a "Visiting Faculty under Contract" in the Dept. of Earth and Atmospheric Sciences of this Institute.

The appointment was initially valid for One year [i.e. up to 23.03.2015]. The same was extendable for 2nd and 3rd year on approval of BOG. If his contractual tenure is extended for further period of one year, his pay will be re-fixed at the beginning of each year considering the prevailing DA at NIT Rourkela as on the date of extension. At present DA is 107%.

The Board approved the proposal.

[Annexure- A10, Pg. No. 192 - 195]

E) Proposal for extension of Contractual Services of Senior Engineers.

The Board vide resolution No.BOG-35(2013)-23(1), dt.21.06.2013 had approved the extension of contract period of Prof. A. K. Panda, Visiting Professor (Civil), Prof. Y. K. Sahu, Visiting Professor (Electrical) and Prof. A. K. Sahoo, VP (CE) and M.S.P. Rao up to 30.06.2015 with remuneration of Rs.50,000/- P.M. (consolidated).

Now massive construction work is going on and more is expected to be taken up shortly. The service of Prof. A. K. Panda, Prof. Y. K. Sahu, Prof. A. K. Sahoo and Mr. M.S. P. Rao are essential because we do not have any Senior Engineering positions. It is proposed to extend their tenure from 01.07.2015 to 30.06.2017. Prof. Y. K. Sahu, Prof. A. K. Panda and Prof. A. K. Sahoo and Mr. M.S.P. Rao are presently getting Rs.50,000/- p.m. (consolidated).

The item was deferred.

BOG-45(2015)-18:

PARTICIPATION IN CONFERENCE 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
1.	Nivedita Patra, Asst. Professor	BM	04/07/14 to 05/07/14	ICEBB 2014	Nottingham	UK

2.	UjjalChattaraj, Asst. Professor	CE	13/04/15 to 14/04/15	3rd Annual Int. Conf. on Architecture and Civil Engineering	Singapore	Singapore
3.	SusovanSamanta Asst. Professor	EE	17/03/15 to 19/03/15	ICIT – 2015	Seville	Spain

The Board noted the above.

E. MISCELLANEOUS ITEMS:

BOG-45(2015)-19: Proposal for constitution of Public Grievance Redressal Committee.

Constitution of the Public Grievance Redressal Committee is as follows:

- | | | | |
|------|--|-----|------------------|
| 1. | One BOG member nominated by Chairman, BOG | ... | Chairman. |
| 2. | Dean(SA) | ... | Member |
| 3. | Dean(AR) | ... | Member |
| 4. | Dean(FW) | ... | Member |
| 5. | One public figure of High Stature nominated by BOG | ... | Member |
| 6-7. | Two members of local alumni nominated by Director | ... | Member |
| 8. | Chairman, Press & Public Relation Committee | ... | Member |
| 9. | Registrar | ... | Member Secretary |

Accordingly, it was proposed that Board may nominate the following:

- One BOG member as Chairman*
- One public figure of high stature as a member.*

The Board nominated Dr. V. Chandrasekhar, Director, NISER and Board member as the Chairman of the Public Grievance Redressal Committee and Mr. M. Mahesh Vazer, former President Rourkela Chamber of Commerce as a member under Clause -5 of above.

BOG-45(2015)-20: To Discussion on the Report of the Sexual Harassment Committee (case of Ms. Sweta Kumari, Ph.D. Research Scholar, PH).

The report of the Sexual Harassment Committee (case of Ms. Sweta Kumari, Ph.D. Research Scholar, PH Roll No: 514PH6003, Department of Physics and Astronomy) was put upon the table.

The Chairperson pointed out that the Sexual Harassment Committee of the Institute had been constituted with the approval of the Board on 1st July 2010 [BOG-20(2009-10)] its validity was till 1st July 2013. It consisted of 6 members of whom all but one were employees of the Institute. As per section 4(3) of Sexual Harassment Act, the term of office, of all members nominated to the Committee amongst the employees cannot be more than 3 years. Hence the order of extension of the committee by Director from 2013 to 2014 was not admissible under the law. Therefore, the complaints made by Ms. Sweta Kumari, Ph.D. Research Scholar, PH Roll No: 514PH6003, Department of Physics and Astronomy remain unattended which contravenes the Law.

The Board directed that a new committee may be constituted in accordance with Sexual Harassment Act, 2013. The Board authorized the Chairperson to approve the constitution of the new committee as per the Act.

[Annexure- A11, Pg. No. 196 - 216]

BOG-45(2015)-21: Any other item with the permission of the Chair.

1) Policy on Delegation of Administrative Powers.

The BOG, vide Resolution No. BOG-42(2014)-10, dated: 26/09/2014 had approved delegation of administrative power to permit travel within India in case of faculty members & Officers to Dy. Director (Director till Dy. Director is appointed) and power to permit travel within India in case of students to respective HODs.

In view of certain administrative difficulties and technical inconvenience experienced, the following amendment is proposed.

- 1) Dean (FW) and Dean (SR) will exercise the power of Dy. Director for approving travel of faculty members and Officers within India for Institute fund and SRICCE fund respectively till Dy. Director is appointed.
- 2) Permission to travel by students within India will be approved by Dean (AA) and Dean (SR) for travel from Institute fund and project fund respectively in place of HOD.

The item was deferred.

2) Representation of Faculty members for Transition from 3-tier to 4-tier flexible faculty structure:

During the period of 3-tier faculty structure, candidates without Ph. D degree were being appointed as Asst. Professor on contract in PB-3 with AGP of Rs. 6,000/-. Their services were being regularized from the date of their joining on completion of Ph. D. by them and their pay were being re-fixed in PB-3 with AGP of Rs. 7000/- w.e.f. the date of award of Ph. D. degree.

After implementation of 4-tier flexible faculty structure in our Institute vide BOG resolution No. BOG-39(2014)-04 dated 15/02/2014, candidates having Ph. D. degree are recruited as Asst. Professor on contract in PB-3 with AGP of Rs. 6000/-. After one year they are promoted to AGP of Rs. 7,000/- and after two years in AGP of Rs. 7000/-, they become eligible for the post of regular Asst. Professor in PB-3 with AGP of Rs. 8000/- through direct recruitment.

Consequent to implementation of 4-tier flexible faculty structure, faculty members recruited under 3-tier faculty structure, if migrated to 4-tier flexible faculty structure will remain under contract for three more years instead of getting regularized in service from the date of joining with re-fixation of pay after completion of Ph. D. degree. This will lead to violation of the terms and conditions of their respective offers of appointment.

In view of the above and to avoid possible discontentment among the faculty members, it is proposed to allow the faculty members who have joined prior to the implementation of 4-tier flexible faculty structure to continue and get confirmed under 3-tier faculty structure commensurate with their offers of appointment as personal to them.

The item was deferred.

3) Retaining services of Sri Narayan Pati as Senior Industry Relation Adviser.

Sri Naryan Pati, former GM of Rourkela Steel Plant was hired by the institute on approval of Board for a period of one year as "Senior Industry Relations Adviser" to assist in inducting industry to the Institute TIIR. He was given a fixed compensation of Rs.50,000/- per month. His tenure ended on March 02, 2015. While he rendered valuable service during the infancy of the TIIR project, he has less to perform at this stage.

On the contrary, it is now felt necessary to expand the reach of our consultancy & continuing education activities under SRICCE. Sri Pati, as a Senior Industry Relations Adviser can render valuable service in promoting institute's activities, attracting industry and doing a match-making between specific industry and institute faculty.

It is proposed herein to give one year's contractual appointment to Sri Pati under the following terms:

- (1) Sri Pati will receive no fixed remuneration or honorarium from the institute.

- (2) In case of sponsored research, consulting projects or continuing education programmes received as direct consequence of his initiative, he will receive 25% of the institute overhead, (which at present is 15% or 20% or 30% depending on the nature of the project). Testing services shall not be counted as consulting projects.
- (3) For a project to qualify under point (2) above, the first information on such an initiative to SRICCE must come from Sri Pati, before any communication is received from the sponsor or from the faculty member. Alternatively proposals that are specifically referred to him by Dean(SR) to pursue will also qualify. In case of difference of opinion, the decision of director shall be binding.
- (4) Sri Pati shall be provided with working office and all necessary secretarial help including office phone (land line) with STD facility. He however, will meet personally all other incidental expenses such as travel and phone calls from outside. If the institute specifically deputed him on any assignment, it will meet his travel expenses.
- (5) Sri Pati will not receive institute accommodation or transport, nor any allowance in lieu thereof.
- (6) On all matters related to his assignment Sri Pati will liaison with Dean (SRICCE).

The BOG was requested to kindly approve the proposal to hire services of Sri Narayan Pati for one year starting April 01, 2015.

The item was deferred.

- 4) Proposal for MSME Scheme for Providing support for Entrepreneurial and Managerial Development of SMEs through incubators (Ministry of Micro, Small & Medium Enterprises, Govt. of India).

The details of the proposal for MSME Scheme for Providing support for Entrepreneurial and Managerial Development of SMEs through incubators (Ministry of Micro, Small & Medium Enterprises, Govt. of India) is given in the Annexure.

The Board approved the proposal.

[Annexure- A12, Pg. No.217]

- 5) Proposal of Expert list for Faculty Selection:

The list of experts was presented by Dean (FW) before the Board. The Board approved the proposal.

[Annexure- A13, Pg. No.218 - 225]

- 6) Presentation of documents pertaining to BOG and FC.

The Chairperson directed that all the documents pertaining to Board and FC should be sent to the Board Members at least one week before the meeting.

The meeting ended with thanks to the Chair. The next meeting will be held on 17th April, 2015 at Bhubaneswar.

(S. K. Upadhyay)
Registrar and Secretary
Board of Governors, NIT., Rourkela

(Vasantha Ramaswamy)
Chairperson
Board of Governors, NIT., Rourkela



राष्ट्रीय प्रौद्योगिकी संस्थान, राउरकेला
National Institute of Technology, Rourkela

No NITR/RG/ BOG-44/2014/ 7-58

Dt.29.12.2014

Sub: Confirmation of Officers.

The undersigned is directed to convey the approval of the BOG vide resolution No. BOG-44(2014)-06, dt.23.12.2014 that:

- 1) The Board confirmed the probation of 09 Officers as given in the Annexure.
- 2) Confirmation of Mr. D. Behera, Engineer (Electrical Maintenance):

[Refer item No.BOG-44(2014)-11(5)]

The Board accepted the report of the Fact Finding Committee involving financial irregularities. In view of the serious misappropriation of the Institute funds to the tune of Rs.10 lakhs approximately, the Board decided to discharge Sri D. Behera from Institute service with immediate effect for his dishonesty and lack of integrity. Further the Board directed the administration that an FIR be lodged in the Police Station for misappropriation of funds by Sri Behera. The Board also decided to lodge FIR against M/s Oram Filling Station, Jhirpani for complicity and terminate the contract with immediate effect. The Board directed Director to take appropriate action against other members who are found guilty by the committee as per rule.

This issues with approval of the competent authority.

Registrar and Secretary,
BOG, NIT Rourkela

Copy to:

1. Asst. Registrar (ES)
2. Establishment Section/ BOG file.
3. Secretary to Director.



राष्ट्रीय प्रौद्योगिकी संस्थान, राउरकेला
National Institute of Technology, Rourkela
स्थापना कार्यालय
Establishment Office

CONFIDENTIAL

No.NITR/ES/2014/M/ 1101

Date: 24.04.2014

To
The HOD (EM)

Sub : Performance Report for Processing Confirmation of Employee.

The following employee/s has/have completed their probation period as mentioned against their name.

Sl.No.	Name	EC No.	Designation	Date of completion of Probation period
01	Mr. Debendranath Behera	2121020	Engineer (Electrical)	09/01/2013

Accordingly, you are requested to submit the following documents on or before 9th May, 2014 for consideration of the competent authority.

1. Brief write-up by the employee regarding responsibilities handled and specific contributions made during the probation period (for Officers and Administrative Cadres only).
2. Performance Report of the employee by the Reporting Faculty/Officer and comments of HOD/HOC/HOO.

24/04/2014
Asst. Registrar (ES-II)

Copy to :

1. Personal File
2. Confirmation File



सं. No. – NITR/ES/2014/M/ 2838

दिनांक Date – 30/12/2014

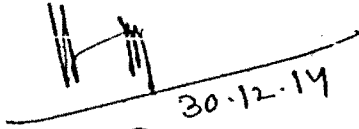
OFFICE ORDER

As approved by the BoG vide resolution No. – NITR-BOG-44(2014)-11(5), dated 23-12-2014 after due consideration of seriousness of the report of an Enquiry Committee and the Director regarding involvement of Shri Debendranath Behera, Engineer (E) (on probation), EC – 2121020 in misappropriation of institute funds of at least ₹ 10.00 lakh (Rupees Ten Lakh), he is hereby discharged from the services of the institute with immediate effect for his dishonesty and lack of integrity

Further enquiries and proceedings as deemed fit may be conducted by the institute to look into other actions and omissions of Sri Behera and/or to recover the amount misappropriated by and otherwise due from him.

He is allowed to retain the Quarter allotted to him for one month and is required to clear all dues as per institute rule.

This issues with the approval of the competent authority.


30.12.14

कुलसचिव
REGISTRAR

Copy to –

1. Person Concerned [Through – HOD (Estate)]
2. HOD (Estate) for information
3. Dr (FA) to stop payment of salary to Sri Behera w.e.f 1st Dec 2014.
4. CCR File (RG Office)
5. Personal File

ANNEXURE -9

No. 28020/1/2010-Estt(C)
Government of India
Ministry of Personnel, Public Grievances and Pensions
(Department of Personnel & Training)

North Block, New Delhi
Dated the 21st July, 2014

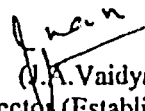
OFFICE MEMORANDUM

Subject: Consolidated Instructions on Probation/Confirmation in Central Services - regarding.

The undersigned is directed to say that this Department has been issuing instructions/ guidelines from time to time laying down principles to be followed in probation/confirmation of persons appointed to services and posts in Central Government. All such instructions issued till date have been consolidated under easily comprehensible headings for the facility of reference and placed as Annexure to this O.M. The number and date of the original O.M.'s has been referred in the relevant instructions for easy reference in the context. All Ministries/ Departments are requested to bring the above guidelines to the notice of all concerned.

2. There may be posts in various Ministries/Departments/Organizations where the norms specified in the Recruitment Rules are different from those prescribed in the Annexure. In such cases, the norms specified in those Recruitment Rules shall prevail.

3. Hindi version will follow.


(J. A. Vaidyanathan)
Director (Establishment)
Telefax: 23093179

To
All Ministries/ Departments.

Copy to:

1. President's Secretariat, New Delhi.
2. Vice-President's Secretariat, New Delhi.
3. The Prime Minister's Office, New Delhi.
4. Cabinet Secretariat, New Delhi.
5. Rajya Sabha Secretariat/Lok Sabha Secretariat, New Delhi.
6. The Registrar General, the Supreme Court of India, New Delhi.
7. The Registrar, Central Administrative Tribunal, Principal Bench, New Delhi.
8. The Comptroller and Auditor General of India, New Delhi.
9. The Secretary, Union Public Service Commission, New Delhi.
10. The Secretary, Staff Selection Commission, New Delhi.
11. All attached offices under the Ministry of Personnel, Public Grievances and Pensions.
12. National Commission for Scheduled Castes, New Delhi.
13. National Commission for Scheduled Tribes, New Delhi.
14. National Commission for OBCs, New Delhi.
15. Secretary, National Council (JCM), 13, Ferozeshah Road, New Delhi.
16. Establishment Officer & A.S.
17. All Officers and Sections in the Department of Personnel and Training.
18. Facilitation Center, DOP&T (20 copies)
19. NIC (DOP&T) for placing this Office Memorandum on the Website of DOP&T.
20. Establishment Section (100 copies).

PROBATION AND CONFIRMATION

A person is appointed on probation in order to assess his suitability for absorption in the service to which he has been appointed. Probation should not, therefore, be treated as a mere formality. No formal declaration shall be necessary in respect of appointment on probation. The appointing authority may declare successful completion, extend the period of probation or terminate the services of a temporary employee on probation, on the basis of evaluation of performance.

2. Probation is prescribed when there is direct recruitment, promotion from one Group to another or for officers re-employed before the age of superannuation. The probation shall stand successfully completed on issue of orders in writing. It is, however, not desirable that a Government servant should be kept on probation for long periods.

PERIOD OF PROBATION

3. The period of probation is prescribed for different posts/services in Central Government on the following lines:

S. No.	Method of appointment	Period of probation
PROMOTION		
1	Promotion from one grade to another but within the same group of posts e.g. from Group 'C' to Group 'C'	No probation.
2	Promotion from one Group to another e.g. Group 'B' to Group 'A'	2 years or the period of probation prescribed for the direct recruitment to the post, if any.

DIRECT RECRUITMENT		
3	(i) For direct recruitment to posts except clause (ii) below (ii) For direct recruitment to posts carrying a Grade Pay of Rs. 7600 or above or to the posts to which the maximum age limit is 35 years or above and where no training is involved; Note: Training includes 'on the job' or 'Institution training'	2 years 1 year
4	Officers re-employed before the age of superannuation.	2 years
5	Appointment on contract basis, tenure basis, re-employment after superannuation and absorption	No probation.

[DoPT OM No. 21011/2/80-Estt.(C) dated 19.05.1983 and
OM No. AB.14017/5/83-Estt.(RR) dated 07.05.1984]

As per revised pay scale of CCS(Revised Pay) Rules,2008.

-89-

-(62-)

(A) DIRECT RECRUITMENT

If a Government servant is appointed to another post by direct recruitment either in the same department or a different department, it may be necessary to consider him for confirmation in the new post in which he has been appointed by direct recruitment irrespective of the fact that the officer was holding the earlier post on a substantive basis. Further confirmation in the new entry grade becomes necessary because the new post may not be in the same line or discipline as the old post in which he has been confirmed and the fact that he was considered suitable for continuance in the old post (which was the basis for his confirmation in that post) would not automatically make him suitable for continuance or confirmation in the new post the job requirements of which may be quite different from those of the old post.

[OM No. 18011/3/88-Estt(D) dated 24.09.1992]

(B) PROMOTION

- (i) Persons who are inducted into a new service through promotion shall also be placed on probation but there shall be no probation on promotion from one grade to another but within the same group of posts, except when the promotion involves a change in the Group of posts in the same service, e.g., promotion from Group 'B' to Group 'A' in which case the probation would be for the prescribed period.

[OM No. 21011/2/80-Estt.(C) dated 19.05.1983]

- (ii) If the recruitment rules do not prescribe any probation, an officer appointed on regular basis (after following the prescribed DPC procedure, etc.) will have all the benefits that a person confirmed in that grade would have.

[OM No. 18011/1/86-Estt.(D) dated 28.03.1988]

- (iii) There shall be no probation in the cases for appointment on contract basis, tenure basis, re-employment after superannuation and absorption.

[OM No. 21011/2/80-Estt.(C) dated 19.05.1983]

PROGRESS DURING PROBATION

4. Instead of treating probation as a formality, the existing powers to discharge probationers should be systematically and vigorously used so that the necessity of dispensing with the services of employees at later stages may arise only rarely.

5. Concentration of attention on the probationer's ability to pass the probationary or the departmental examination, if applicable, should be an essential part of the qualification for confirmation but there should be a very careful assessment of the outlook, character and aptitude for the kind of work that has to be done in the service before a probationer is confirmed.

6. A probationer should be given an opportunity to work under more than one officer during this period and reports of his work obtained from each one of those officers. The probation reports for the whole period may then be considered by a Board of senior officials for determining whether the probationer concerned is fit to be confirmed in service. For this purpose, separate forms of report on the probationers should be used, which are distinct from the usual Annual Performance Appraisal Report (APAR) forms. The probation reports, unlike APAR, are written to help the supervising officer to concentrate on the special needs of probation and to decide whether the work and conduct of the officer during the period of probation or the extended period of probation are satisfactory enough to warrant his further retention in service or post. The probation reports thus do not serve the purpose for which the APARs are written and vice versa. Therefore, in the case of all probationers or officers on probation, separate probation reports should be written in addition to the usual APARs for the period of probation.

7. Save for exceptional reasons, probation should not be extended for more than a year and in no circumstance an employee should be kept on probation for more than double the normal period.

8. A probationer, who is not making satisfactory progress, should be informed of his shortcomings well before the expiry of the original probationary period so that he can make special efforts at self-improvement. This can be done by giving him a written warning to the effect that his general performance has not been such as to justify his confirmation and that, unless he showed substantial improvement within a specified period, the question of discharging him would have to be considered. Even though this is not required by the rules, discharge from the service being a severe, final and irrevocable step, the probationer should be given an opportunity before taking the drastic step of discharge.

[OM No. F.44/1/59-Ests(A) dated 15.04.1959]

9. During the period of probation, or any extension thereof, candidates may be required by Government to undergo such courses of training and instructions and to pass examinations, and tests (including examination in Hindi) as Government may deem fit, as a condition to satisfactory completion of the probation.

TERMINATION OF PROBATION

10. The decision whether an employee should be confirmed or his probation extended should be taken soon after the expiry of the initial probationary period, that is within six to eight weeks, and communicated to the employee together with the reasons in case of extension. A probationer who is not making satisfactory progress or who shows himself to be inadequate for the service in any way should be informed of his shortcomings well before the expiry of the original probationary period so that he can make special efforts at self-improvement.

[OM No. F.44/1/59-Ests(A) dated 15.04.1959]

11. On the expiry of the period of probation, steps should be taken to obtain the assessment reports on the probationer to: -

- (i) Confirm the probationer/issue orders regarding satisfactory termination of probation, as the case may be, if the probation has been completed to the satisfaction of the competent authority; or
- (ii) Extend the period of probation or discharge the probationer or terminate the services of the probationer as the case may be, in accordance with the relevant rules and orders, if the probationer has not completed the period of probation satisfactorily.

[OM No. 21011/2/80-Estt.(C) dated 19.05.1983]

12. In order to ensure that delays do not occur in confirmation, timely action must be initiated in advance so that the time limit is adhered to.

[OM No. 18011/2/98-Estt.(C) dated 28.08.1998]

13. If it appears to the Appointing Authority, at any time, during or at the end of the period of probation that a Government servant has not made sufficient use of his opportunities or is not making satisfactory progress, the Appointing Authority may revert him to the post held substantively by him immediately preceding his appointment, provided he holds a lien thereon or in other cases may discharge or terminate him from service.

14. A Probationer reverted or discharged from service during or at the end of the period of probation shall not be entitled to any compensation.

EXTENSION OF PROBATION PERIOD

15. If during the period of probation, a probationer has not undergone the requisite training course or passed the requisite departmental examinations prescribed (proficiency in Hindi, etc.), if any, the period of probation may be extended by such period or periods as may be necessary, subject to the condition that the total period of probation does not exceed double the prescribed period of probation.

16. The Appointing Authority may, if it so thinks fit, extend the period of probation of a Government servant by a specified period but the total period of probation does not exceed double the normal period. In such cases, periodic reviews should be done and extension should not be done for a long period at one time.

17. Where a probationer who has completed the period of probation to the satisfaction of the Central Government is required to be confirmed, he shall be confirmed in the Service/ Post at the end of his period of probation, having been completed satisfactorily.

LEAVE TO PROBATIONER, A PERSON ON PROBATION

18. A person appointed to a post on probation shall be entitled to leave under the rules as a temporary or a permanent Government servant according as his appointment is against a temporary or a permanent post. Where such person already holds a lien on a permanent post before such appointment, he shall be entitled to leave as a permanent Government servant.

19. The period of joining time availed of by a probationer on return from leave should be counted towards the prescribed period of probation if but for the leave, he would have continued to officiate in the post to which he was appointed.

20. If, for any reason, it is proposed to terminate the services of a probationer, any leave which may be granted to him shall not extend –

- (i) beyond the date on which the probation period as already sanctioned or extended expires, or
- (ii) beyond any earlier date on which his services are terminated by the orders of an authority competent to appoint him.

[Rule 33 CCS(Leave) Rules 1972]

CONFIRMATION

21. If, during the period of probation or any extension thereof, as the case may be Government is of the opinion that an officer is not fit for permanent appointment, Government may discharge or revert the officer to the post held by him prior to his appointment in the service, as the case may be.

22. Confirmation will be made only once in the service of an official which will be in the entry grade post/service/cadre provided further confirmation shall be necessary when there is fresh entry subsequently in any other post/service/cadre by way of direct recruitment or otherwise. Confirmation is de linked from the availability of permanent vacancy in the grade. In other words, an officer who has successfully completed the probation, as prescribed under relevant rules, may be considered for confirmation. A specific order of confirmation will be issued when the case is cleared from all angles.

[OM No. 18011/1/86-Estt.(D) dated 28.03.1988]

23. On satisfactory completion of the period of probation or extension thereof, the Government may confirm a temporary Government servant to his appointment from the date of completion of the period of his probation or extension thereof.

[OM No. 18011/1/86-Estt.(D) dated 28.03.1988]

24. The date from which confirmation should be given effect to is the date following the date of satisfactory completion of the prescribed period of probation or the extended period of probation, as the case may be. The decision to confirm the probationer or to extend the period of probation as the case may be should be communicated to the probationer normally within 6 to 8 weeks. Confirmation of the probationer after completion of the period of probation is not automatic but is to be followed by formal orders. As long as no specific orders of confirmation or satisfactory completion of probation are issued to a probationer, such a probationer shall be deemed to have continued on probation.

[OM No. 21011/2/80-Estt.(C) dated 19.05.1983]

25. Where probation on promotion is prescribed, the appointing authority will on completion of the prescribed period of probation assess the work and conduct of the officer himself and in case the conclusion is that the officer is fit to hold the higher grade, he will pass an order declaring that the person concerned has successfully completed the probation. If the appointing authority considers that the work of the officer has not been satisfactory or needs to be watched for some more time he may revert him to the post/service/cadre from which he was promoted, or extend the period of probation, as the case may be.

[OM No. 18011/1/86-Estt.(D) dated 28.03.1988]

26. Since there will be no confirmation on promotion before an official is declared to have completed the probation satisfactory, a rigorous screening of his performance should be made and there should be no hesitation to revert a person to the post or grade from which he was promoted if the work of the officer during probation has not been satisfactory.

[OM No. 18011/1/86-Estt.(D) dated 28.03.1988]

27. A Government servant appointed by transfer would duly have been confirmed in the earlier post. In such a case further confirmation in the new post would not be necessary and he could be treated as permanent in the new post. Where, however, a Government servant who has not already been confirmed in the old post is appointed by transfer, it would be necessary to confirm him in the new post. In such cases, he may be considered for confirmation after watching him for two years. Within that period of two years, the officer would earn two reports in the new grade and the DPC may consider his case for confirmation on the basis of these APARs.

[OM No. 18011/3/88-Estt(D) dated 24.09.1992]

PURCHASE ORDER

**NATIONAL INSTITUTE OF TECHNOLOGY
ROURKELA - 769 008, ORISSA**

FAX: 0661-2472926,
2471169

e-mail:
registrar@nitrkl.ac.in

Website:
www.nitrkl.ac.in

Purchase Order No.: NITR/PW/PO/EM/ 28 /12-13/ 28

Date: 04.05.2012

To
M/s Oram Filling station KSK,
Jhirpani,
Rourkela- 769042.

Sub: Supply of Diesel Oil

Ref : Your quotation No, 7/OFS/12-13, dated 18. April 2012.

Dear Sirs,

With reference to the above, purchase order for the following stores is being placed with your firm in accordance with the terms and conditions mentioned overleaf.

Item No.	Description of Stores	Unit	Qty.	Rate per unit (Rs.)	Maximum amount in (Rs.)
1.	Diesel Oil	Litre	As per requirement	As per prevailing price.	50,000.00
Rupees in Words: Rupees Fifty thousand only.				Total :	50,000.00

1. Duties: Inclusive.
2. VAT/CST: Inclusive.
3. Entry Tax: NA.
4. Packing and Forwarding Cost: NA.
5. Freight : Inclusive.
6. Transit Insurance: NA.
NOTE [Item 3 - 6]: Please include original receipts with your invoice for reimbursement, if any of these items are charged extra at actual.
7. Warranty: NA.
8. Delivery: Ex - Filling Station. *[Note: NIT will keep a record on the diesel purchased. You will supply. We will pay the record shown to you.]*
9. Delivery Period: Running arrangement. (As per requirement).
10. Consignee's Address: The Director, N.I.T., Rourkela
11. Invoice to be in the name of: Registrar, NIT, Rourkela - 769 008.
12. Invoice (3 copies) and challan.
(3 copies) to be submitted to: Executive Engineer, Estate Maintenance, NIT, Rourkela
13. Terms of Payment:
 - a) Advance of Rs.50,000/- shall be paid along with this P.O. in shape of cheque drawn on SBI, NIT, Campus Branch, Rourkela.
 - b) The above amount of Rs.50,000.00 shall be kept as standing advance. However actual bill shall be raised, when the total supply reaches at least 40,000/- or above.
 - c) Proof regarding revision of diesel oil prices (either upward/downward) must be submitted at the time of submission of bills.
14. Special Clause: Please raise probertia Invoice for advance payment.

REGISTRAR

OTHER TERMS AND CONDITIONS:

1. (a) Disposal of Dispatch Documents: The Railway Receipt/PWB/Consignment Note/AWB along with final bill in triplicate and challan in triplicate should be forwarded to the consignee immediately on completion of dispatch. In case of failure, wharfage/demurrage/dorminal charges, if any, will be recovered from the supplier. The dispatch particulars as well as the amount payable item-wise on account of cost and incidental charges, if any, should be incorporated in the invoice.

(b) If stores are delivered in person, the challans (2 copies), signed by the Receiving Officer, should be submitted along with the Invoice (3 copies) to the H.O.D. A signed copy of the challan should be retained by the vendor as proof of delivery.
2. Liquidated Damages: The stores should be delivered/dispatched to destination and ready for inspection not later than the delivery date specified on the pre-page. If fail to deliver any or all the stores or perform the services by the specified date, liquidated damages at 1% per month or part thereof in respect of the value of stores undelivered will be deducted from the price subject to a maximum of 5%. Alternatively, the order will be cancelled and the undelivered stores purchased from elsewhere at your risk and expense.
3. Marking: Consignment should be outwardly marked with the Order Ref. No. as mentioned on pre-page.
4. Submission of Bill: Pre-receipted Bill/Invoice, in triplicate, along with all supporting documents should be submitted immediately on dispatch/delivery of items. The stores should be supplied and billed for exactly as described in the Purchase Order. Xerox Copy of the Bill shall not be entertained.
5. (a) VAT Certificate: Where VAT is charged, the following certificate should be incorporated in the bill:-

"Certified that the goods on which VAT has been charged are not exempted under the VAT Act and that the charges on account of VAT on the goods are correct under provisions of the said Act".

(b) Current Income Tax & VAT Clearance Certificates should be furnished along with your Invoice, if not furnished earlier (Not applicable to firms with Income Tax PAN number and VAT Registration number printed on the Invoice).
6. Guarantee & Warranty: The stores should be covered by guarantee of quality/warranty of performance for a minimum period of one year from the date of receipt/installation/commissioning of stores. A certificate to this effect should be furnished.
7. Entry Tax: The State of Orissa charges entry tax at the point of entry for all goods coming from out of State. The amount may be paid by the supplier, except when explicitly agreed otherwise.
8. Payment: : As per standing advance.
9. Order confirmation should be sent to the Registrar, NIT, Rourkela - 769 008 (Attention: Purchase Section) immediately on receipt of this order. Please remember to write the P.O. number and date in all correspondence.
10. Technical queries, if any, may be made with the Mr. S.P. Mohapatra, Executive Engineer, Estate Maint. , NIT, Rourkela. Tel No.0661-2462071.

Copy forwarded to:

- 1) ☒ Head, Estate Maintenance, with reference to Requisition No NITR/PR/EM/NE09/2012/01, Date: 24.04.2012. is requested to test the stores when received and, if found in order, to send the certified invoice to Purchase Section within a week of receipt of stores. If the stores are found defective, the vendor should be intimated as soon as practicable.
- 2) Er. D. Behera, TA. for information and follow up as needed.
- 3) Purchase Order File

PURCHASE ORDER

**NATIONAL INSTITUTE OF TECHNOLOGY
ROURKELA – 769 008, ORISSA**

FAX: 0661-2472926, 2471169
e-mail: registrar@nitrrkl.ac.in
Website: www.nitrrkl.ac.in

Purchase Order No.: NITR/PW/PO/EM/ 210 /12-13/ 267

Date: 16.11.2012

20

To
M/s Oram Filling station KSK,
Jhirpani,
Rourkela – 769006.

Sub: Supply of Diesel Oil.

Ref: As per your quotation No.: No.7/OFS/12-13, Dated:18,April,2012.

Dear Sirs,

With reference to the above, purchase order for the following stores is being placed with your firm in accordance with the terms and conditions mentioned overleaf.

Item No.	Description of Stores	Unit	Qty.	Rate Per Unit (Rs.)	Maximum Amount in (Rs.)
1.	Purchase of Diesel Oil.	Ltrs.	As per requirement	As per prevailing price.	1,00,000.00
Rupees In words: Rupees One Lakhs Only.				Total ----	1,00,000.00

1. Duties: Inclusive. 2. VAT/CST: Inclusive.
3. Entry Tax: NA.
4. Packing/Forwarding Cost: NA.
5. Freight: Inclusive.
6. Transit Insurance: NA.
NOTE [Item 3 – 6]: Please include original receipts with your invoice for reimbursement, if any of these items are charged extra at actuals.
7. Warranty: NA.
8. Delivery: Ex-Filling station.
9. Delivery Period: Running arrangement . (as per requirement.).
10. Consignee's Address: The Director, N.I.T., Rourkela
11. Invoice to be in the name of: Registrar, NIT, Rourkela – 769 008
12. Invoice (3 copies) and challan Head, Department of Computer Centre.
(3 copies) to be submitted to: NIT, Rourkela – 769 008.
13. Terms of Payment:
 - a. Previous amount of Rs.50,000/- shall remain as standing advance. However actual bill shall be raised, when the total supply reached at least 60,000/-.
 - b. Proof regarding revision of diesel oil prices (either upward/downward) must be submitted at the time of submission of bills.
 - c. Payment shall be made within 2-3 days after receipt of invoice.
14. Special clause : NA.


20/11/12
Registrar

OTHER TERMS AND CONDITIONS:

1. (a) Disposal of Dispatch Documents: The Railway Receipt/PWB/Consignment Note/AWB along with final bill in triplicate and challan in triplicate should be forwarded to the consignee immediately on completion of dispatch. In case of failure, wharfage/demurrage/terminal charges, if any, will be recovered from the supplier. The dispatch particulars as well as the amount payable item-wise on account of cost and incidental charges, if any, should be incorporated in the invoice.

(b) If stores are delivered in person, the challans (2 copies), signed by the Receiving Officer, should be submitted along with the Invoice (3 copies) to the H.O.D. A signed copy of the challan should be retained by the vendor as proof of delivery.
2. Liquidated Damages: The stores should be delivered/discharged to destination and ready for inspection not later than the delivery date specified on the pre-page. If fail to deliver any or all the stores or perform the services by the specified date, liquidated damages at 1% per month or part thereof in respect of the value of stores undelivered will be deducted from the price subject to a maximum of 5%. Alternatively, the order will be cancelled and the undelivered stores purchased from elsewhere at your risk and expense.
3. Marking: Consignment should be outwardly marked with the Order Ref. No. as mentioned on pre-page.
4. Submission of Bill: Pro-receipted Bill/Invoice, in triplicate, along with all supporting documents should be submitted immediately on dispatch/delivery of items. The stores should be supplied and billed for exactly as described in the Purchase Order. Xerox Copy of the Bill shall not be entertained.
5. (a) VAT Certificate: Where VAT is charged, the following certificate should be incorporated in the bill:-

"Certified that the goods on which VAT has been charged are not exempted under the VAT Act and that the charges on account of VAT on the goods are correct under provisions of the said Act".

(b) Current Income Tax & VAT Clearance Certificates should be furnished along with your Invoice, if not furnished earlier (Not applicable to firms with Income Tax PAN number and VAT Registration number printed on the Invoice).
6. Guarantee & Warranty: The stores should be covered by guarantee of quality/warranty of performance for a minimum period of one year from the date of receipt/installation/commissioning of stores. A certificate to this effect should be furnished.
7. Entry Tax: The State of Orissa charges entry tax at the point of entry for all goods coming from out of State. The amount may be paid by the supplier, except when explicitly agreed otherwise.
8. Payment: As per standing advance.
9. Order confirmation should be sent to the Registrar, NIT, Rourkela - 769 008 (Attention: Purchase Section) immediately on receipt of this order. Please remember to write the P.O. number and date in all correspondence.
10. Technical queries, if any, may be made with Mr.S.P. Mohapatra, Executive Engineer, EM. Telephone No.0661-2462071.

Copy forwarded to:

- 1) Head, Department of EM, with reference to Requisition No. NITR/PR/EM/NE 09/202/1, Date:24.04.2012. H.O.D. is requested to test the stores when received and, if found in order, to send the certified invoice to Purchase Section within a week of receipt of stores. If the stores are found defective, the vendor should be intimated as soon as practicable.
- 2) Mr. S.P. Mohapatra, Executive Engineer, EM, for information and follow up.
- 3) Purchase Order File.

-97-



NATIONAL INSTITUTE OF TECHNOLOGY
ROURKELA - 769 008
ESTATE MAINTENANCE

No. NITR/EM/SE/HOD/2012/L/

12
Dt. 05/12/2012

81-

M/s Oram Filling Station, KSK
Jhirpani, Rourkela-769042.

Sub: Supply of Diesel for NITR DG.

Ref: Our Purchase Order No. NITR/PW/PO/EM/210/12-13/267, Dt. 20/11/2012

Dear Sir,

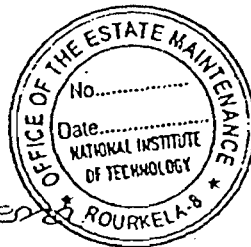
With reference to the above please supply 1760 liters of Diesel to the authorized person handing over the letter and whose signature has been attested bellow. Please note that, 3 copies of invoice may kindly be sent the same authorized along with the material delivered, for processing and payment.

Thanking You,

Your Reg. No. - 027

Yours Faithfully,

Sahoo
12/12/12



Nirmal Kumar Jena

Name: 1. NIRMAL KUMAR JENA.
2. SANYASI PADHI.

S. Mahapatra
12/12/12
Executive Engineer/HOD
Estate Maintenance
NITR
Executive Engineer
National Institute of Technology
ROURKELA-769008 (Odisha)

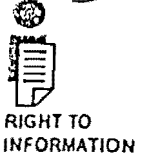
Signature of authorized person carrying the material

9/8-



राष्ट्रीय प्रौद्योगिकी संस्थान
NATIONAL INSTITUTE OF TECHNOLOGY
राउरकेला ROURKELA - 769008, ओडिशा ODISHA

ANNEXURE-13



No.NITR/PW/ EM- 210/13-14/L/ 6109

Date:29.08.2013

To
M/s Orarn Filling Station KSK,
Jhirpani,
Rourkela - 769006.

Sub : Ammendment.
Ref : P.O. No. NITR/PW/PO/EM/210/12-13/267,dated:20.11.2012.

Dear Sir,

With reference to the above, maximum limit of amount may be read as Rs.2,00,000.00
(Rupees two Lakhs only). All other terms and conditions of the Purchase order shall
remain unaltered.

Thanking you,

Yours faithfully


REGISTRAR

Ph.No. (0661-2462021)
(0661-2476773)
FAX.NO. (0661-2462022)

CC: 1. Executive Engineer, Civil, EM.
2. Dy. Registrar (F&A)

-99-

2/0-11TR/EM/SE/13/M/564 DE. 26-3-2013

WORK AND SITE DIVISION FOR ELECTRICAL MAINTENANCE & CONSTRUCTION WORK

SL.NO	WORK	JE/TA	ENGINEER
1	ELECTRICAL CONSTRUCTION AND MAINTENANCE IN COLONY AREA		
	ALL QUARTERS	SRI P K SAHOO	SRI D BEHERA
	SCHOOL	SRI P K SAHOO	SRI D BEHERA
	CLUBS	SRI P K SAHOO	SRI D BEHERA
	MRSS , WESCO & CSUB STATIONS IN COLONY	SRI P K SAHOO	SRI D BEHERA
	GUEST HOUSES	SRI P K SAHOO	SRI D BEHERA
2	ACADAMIC AND HALL AREA MAINTENANCE	SRI SAMBIT PRADHAN	SRI D BEHERA
	EXH. HALL	SRI SAMBIT PRADHAN	SRI D BEHERA
	✓ DG SETS	✓ SRI SAMBIT PRADHAN	SRI D BEHERA
	LIFTS	SRI SAMBIT PRADHAN	SRI D BEHERA
	SUB STATIONS IN AA & HA .	SRI SAMBIT PRADHAN	SRI D BEHERA
3	ACADAMIC AND HALL AREA CONSTRUCTION	SRI S DAS	SRI D BEHERA
	33 kv system	SRI S DAS	SRI D BEHERA

✓ above are dicided with discusion with director.

For construction & maintenance work all are advice to report spective VP & PIC through Engineer(E)

COPY TO: (1) Dean(PD)

(2) PIC/EM

(3) PIC/ET

(4) VP/ET

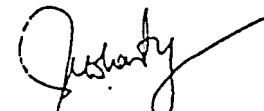
(5) HOD/Estate

(6) Engineer(E)

① Sri P. K. Sahoo

② Sri S Das

③


PIC / ET
26.3.13

ANNEXURE -14
Serial

WORK AND SITE DIVISION FOR ELECTRICAL MAINTENANCE & CONSTRUCTION WORK

No. 100-1000000000000000000

Date.15/07/2013

SL.NO	WORK	JE/TA	ENGINEER
1	ELECTRICAL CONSTRUCTION AND MAINTENANCE IN COLONY AREA	SRI P K SAHOO	SRI D BEHERA
	ALL QUARTERS		
	SCHOOL		
	CLUBS		
	MRSS , WESCO & CSUB STATIONS IN COLONY		
	GUEST HOUSES		
2	ACADAMIC AREA MAINTENANCE	SRI S PRADHAN	
	DG SETS		
	SUB STATIONS IN AA		
3	ACADAMIC AREA CONSTRUCTION	SRI S DAS	
	33 kv system		
	LIFTS		
4	ELECTRICAL CONSTRUCTION AND MAINTENANCE IN HALL AREA	SRI R S THAKUR	

NOTE:

1. For construction & maintenance work all TA are advised to report respective VP & PIC through Engineer(E)
2. All 11KV or 33KV shutdown will take Only by Sri S Pradhan with discussion with Engineer(E).
3. LT shutdown will take by any TA with discussion with Engineer(E).

OPY TC (1) Dean(PD)

- (2) PIC/EM
(3) PIC/ET
(4) VP/ET
(5) HOD/Estate
(6) Engineer(E)

(7) TA/EM & ET - 1) Sri P. K. Sahoo
2) Sri S. Pradhan.
3) Sri S. Das.
4) Sri R. S. Thakur.

er(E).
B. Chakrabarty
Prof-In Charge
Electrical Maintenance.
15/07/2013

(Construction & Maintenance)

At:- NITR/EM/ET/PIC/30 dt: 21.2.14

A1) Er. P K Sahoo:

- a) Campus Maintenance (Colony, Academic & Halls)
- b) All DG/Lift Maintenance
- c) PQ requisition
- d) Maintenance store handling & record keeping.
- e) Inspection & Maintenance schedule & follow up.
- e) Own created work requisition (i.e. excluding PW201 from Institute but including PW201 from Halls)
- f) File keeping related to his works (all papers e.g. BOQ, Drawings, etc)
- g) COMPLAINT REGISTER-COLONY/ACADAMIC/HALLS.
- H) prepare a team to regular checking of transformer, LT panels

A1/i) Sri Ramakrishna Mandal

- a) DG INSPECTION/Check & Report.

A1/ii) Sri Sanyasi Padhi:

- a) All DG & Lift INSPECTION/Check, record keeping & Report.

A2) Er. R S Thakur:

- a) Project in Hall areas
- b) Complaint Register (HALLS) / Direct purchase / Voucher order and bills
- c) Paper development related to all types of work within his responsibilities & billing on related papers.
- d) File keeping related to his works (all papers e.g. BOQ, Drawings, etc)

A2/i) Sri Deb Das:

- a) Hall area e.g. VS Hall, SSB Hall, MSS Hall, GDB Hall.
- B) GJB & Report to Er S Das about this building.

Note: Er. R S Thakur report to Er. P K Sahoo & give the position of work daily.

B1) Er. S Das:

- a) Major Project in academic areas
- b) 33kV ring main system
- c) 33kV hot-line
- d) Rate contract / New DG/Lift commissioning related work
- e) Construction store handling & Record keeping.
- f) File keeping related to his works (all papers e.g. BOQ, Drawings, etc)

B1/i) Sri Jogeswar Majhi:

- a) 33kV Hot line work

B1/ii) Sri Satya Jena:

- a) Mech. Sc. Building, FR-II, 5Mld water treatment plant, *Lifts, chemical building, High Munc.*
- b) Colony construction sites & KMS Hall / PW201 form from academic area & report to Er SK Pradhan about this.

B1/iii) Sri D Kandi:

- a) LC-II, Mining & ceramic, TIIR, Golden Jubli Building.

B1/iv) Sri Deepak Maharana:

- A) 33kV ring main system, Transformers, LT panels.
- B) Record keeping during testing & Commissioning in Reg.
- C) Control Room Keys keeping.

Note: Sri Deepak Maharana, Sri Jogeswar Majhi, Sri Satya Jena & Sri D Kandi will be controlled / guided by & reported to Er. S Das on all about their major responsibilities.

B2) Er. S K Pradhan:

- a) Preparation WO related to PW201 requisition from academic area
- b) Major projects in colony area with the help of Er. S Das
- c) Paper development related to all types of work within his responsibilities & billing on related papers.

Note: Er. S K Pradhan report to Er. S Das & give the position of work daily.

B2/i) Sri Satya Jena:

- b) Colony construction sites & KMS Hall / PW201 form from academic area & report to Er SK Pradhan about this.

B3) Er. R C Mohanta:

- a) All site supervision of UPRNNL & SPCL time to time
- b) All records of UPRNNL & SPCL e.g. BOQ, drawings, deviation, time extension, etc.
- c) All measurement checking of UPRNNL & SPCL during billing.
- D) Report at estate office.

Note: Er. R C Mohanta will work in association with to Er. S Das & give the position of work daily at estate office.

[Signature]
PIC/Elect. 20.2.14
9

Copy to- Dean (PD) / HOD Estate / VP (ET) / Engineer (E) & Concern person

ADMINISTRATIVE IS

Date: 19/6/2014

OFFICE ORDER

1

-

This will be effective from 23.06.2014.

EXECUTIVE ENGINEER(CIVIL) 19.01.14

Copy to :

1. Mr. Ratnakar Biswal
2. Mr. Satyabrata Dhal
3. Er. P.K.Sahoo
4. Er.R.K.Behera
5. ☒ Engineer(Electrical)
6. Registrar
7. Secretary to Director



राष्ट्रीय प्रौद्योगिकी संस्थान, राउरकेला
National Institute of Technology, Rourkela
स्थापना कार्यालय
Establishment Office

No: NITR/ES/2014/M/ 2367

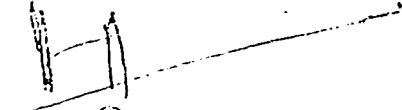
Date: 22.10.2014

OFFICE ORDER

In order to create a healthy arrangement for operation of diesel gen sets following administrative steps are directed:

- a) The contract with Mr. Sanyasi Padhi be suspended with immediate effect for (i) cooking up data in diesel consumption record, (ii) conscious lying (with confirmation to Director). The contract may be made operational after the committee's report is received, subject to the contents of the report. Sri Padhi shall have no role in the Estate matter during the intervening period.
- b) All transaction with Sri Nirmal Jena who assisted Mr. Padhi for the same period be stopped. If he works for other contracts, the contractors may be advised to use other staff in place of Sri Jena.
- c) Sri Ramakrushna Mandal, Technician, EC- 3121021 is posted part time to Estate in addition to his normal duties in ME Department.
- d) Machines are to be kept operational by HOD (Estate) with help of his staff and new contract labour hired from the market.

This issues with approval of the competent authority.


कुलसचिव
Registrar
22/10/14
Copy to:

1. AR (PW)
2. AR (TS)
3. HOD (EM)
4. HOD- ME: with a request to spare Sri Mandal as per request of Head- Estate
5. Sri Ramakrushna Mandal, Technician, ME
6. Secy. to Director
7. Committee File



राष्ट्रीय प्रौद्योगिकी संस्थान, राउरकेला
National Institute of Technology, Rourkela

QUESTIONIRRE FOR SRI SAMBIT KUMAR PRADHAN, TA

1. What is the normal procedure followed for procurement of Diesel for the DG sets and from where ?
2. Who are the persons from the institute side and outside involved in the process and what are their role and responsibilities ?
3. Who decides and places order for the quantity of diesel to be purchased at any time ?
4. Who supervises the filling process at the filling station and the quantity of diesel filled to the DG sets ?
5. Who maintains the stock register and transaction record on daily basis and who certifies it ?
6. What is the consumption rate of diesel (total) per hour
 - i. On Full load condition (Peak Hours)
 - ii. Normal load (Off peak hours)Please also mention here, how many DG sets are in operation in the institute now.
7. What specific duty has been assigned to you in the whole process and by whom ?

Answer given

Sri SK Pradhan

22/10/2014

1. Gate pass, requisition of M/s Oram Filling station & one letter for issue of diesel addressed to M/s Oram filling station are generated from the office of EM with these said documents & barrels Mr Padhi & Mr NK Jena are sent to the filling station. Both of them stays at the filling of diesel at DG sets as well as at the filling station.
2. From the inst. Side my self, Er DN Behera , Er PK Sahoo, Er SP Mohapatra have the role of preparing the documents for procurement of diesel. Then all the documents are handed over to MR Padhi & Mr NK Jena for the carrying of diesel & filling of the DG sets.
3. When the level of diesel becomes lower, Mr Padhi report to concerned TA/STA/Engineer(E) whom ever he meets first. Then the procurement process have been initiated from the TA/STA in charge.
4. Mr Padhi & Mr NK Jena supervises the filling process at the filling station and at the DG sets. When I was looking after the procurement process I had a visit to the filling station . during this moment I was called on phone & was asked some other maintenance works.
5. Mr S Padhi keeps the record of diesel consumption & other parameters in the register assigned to him. Concerned TA/STA & Engineer(E) certifies the same.
6. The consumption rate of diesel per hour are as follows.
 - (i) On full load conditions
 - For 750 KVA= 130 ltrs(approx)
 - For 500 KVA=110 ltrs(Approx)
 - (ii) On normal load conditions
 - For 750 KVA= 105 ltrs(approx)
 - For 500 KVA=90 ltrs(approx)

List of operational DG sets.

- (a) 750 KVA Jackson make- near CSE bldg.
- (b) 500 KVA Jackson make- near library.
- (c) 500 KVA Jackson make- near hall-4
- (d) 63 KVA Jackson make- at SB guest house.
- (e) 63 KVA Kirloskar make- at data centre.
- (f) 63 KVA Kirloskar make- at car parking area.
- (g) 25 KVA KVA kirloskar make- at BM bldg.
- (h) 25 KVA kirloskar make- at swimming pool

Total 8 nos of DG sets.

7. I was assigned the job of looking after the DG sets & diesel filling process by the Engineer(electrical)

S/d

Statement of Shri. Pravat Kumar Sahu (STA Electrical, Estate) on 22-10-2014:-

- ❖ Office order for procurement of diesel ~~from~~^{time} was issued something around MAY-2012.
- ❖ Shri. S Padhi was given the duties for supervision of DG sets.
- ❖ Normal check of all DG sets was done by Shri. Padhi.
- ❖ Log-Book was maintained by Shri. S. Padhi was verified by no-one.
- ❖ When a complain is received, I use to go for checking and resolving the issue.
- ❖ No service contractors for Jackson-make and Cummins-make DG sets.
- ❖ Fuel consumption can be checked by level reading and Energy meters can be installed for the same. I have no knowledge of such thing.
- ❖ Gone only 2 times to the Oram filling station fto supervise the procurement of diesel.
- ❖ Something around Nov.2013 Shri. S. Padhi has once complained me of less procuring of diesel so once I had gone to the filling station to warn him for less supply of diesel. I did not complain the issue to my higher authorities.
- ❖ Shri. S. Padhi was given the job of maintaining the DG sets. Procurement and bringing of diesel was given to Shri. Nirmal Jena.
- ❖ Shri. S. Padhi has complained that the diesel brought by Shri. Jena was less.
- ❖ Shri. S Padhi was the initiator for the requisition of diesel and Electrical Engineer instructs for the Gate Pass.
- ❖ In Jan 2014, Shri. D.Behera instructed that bills would be processed by me and he would sign the requisition. I was not allowed to sign requisition nor bills.
- ❖ In Jan-2012, Shri. S. Padhi tried to negotiate with Shri. D.Behera to get the tender(get his job done).
- ❖ I agree that the data entered in the Log-Book may be wrong.
- ❖ Shri. D.Behera misbehaved with the staff members and they complained to Prof. Chittibabu
- ❖ Shri. D.Behera scolded me for going to Dean (PD) without his prior information.

Statement of Shri. Sambit Pradhan (Technical Assistant, Electrical, Estate) on
22nd Oct 2014.

- ❖ Expressed inability to maintain DG sets due to type of irresponsibility on the part of Estate Maintenance.
- ❖ Shri. Sanyasi Padhi faces difficulty in disposing of the diesel. So he takes a rough note and fills up the Log-Book at his home.
- ❖ Shri. D.Behera use to create extra responsibility so I was very under pressure and was willing to change the department.
- ❖ I along with Shri. P.K.Sahu, Shri. R.K.Thakur etc complained to the then Dean (PD) Prof. C R Patra.
- ❖ Shri. Sanyasi Padhi has also said that diesel procurement was less in comparison to requisition.
- ❖ Single Gate Pass was used to carry 6 barrels of diesel and was in co-ordination with the security staff.
- ❖ No idea who did the Diesel transport.
- ❖ Shri. P.K.Sahu never complained about corruption in the dept.
- ❖ I was not given any Job description.
- ❖ As instructed by Shri. D.Behera we use to do the job.
- ❖ When I showed reluctance in doing maintenance of DG sets, Shri. D.Behera gave the job to Shri. P.K.Sahu.
- ❖ Diesel was procured less and was high jacked before coming to Estate.
- ❖ Shri. Sanyasi Padhi gives the amount of diesel required for filling.
- ❖ No Office Order was given for vehicle.
- ❖ When bills went near Rs. 15000 the vehicle owner was paid through direct payment.

PK Sahoo

22/10/2014

1. One purchase order has been placed to M/s Oram filling station, jagda jhirpani; Rkl-42 for procurement of diesel . normally we are preparing the requisition paper & gate passes of barrels to carry the Diesel.
2. Er D Behera, Mr PK Sahoo, Mr Sambit Kumar Pradhan, ER SP Mohapatra are involved during the purchase of diesel from institute side. Mr Nirmala Kumar Jena & Mr sanyasi Padhi were involved from out side.

The role of institute side people are a to initiate the paper works & to supervise the carry of Diesel . but the supervision was very poor since of we were always disturb by telephonic calls for any breakdown or any maintenance job. So proper supervision were not followed. There was no predefined responsibility to any person in the estate to supervise the carry of diesel, if it would happen then proper supervision will be done. Because the carry and filling of diesel will take a day time nearly 6 to 8 hrs. along with the rest pauses of every one.

Mr nirmala Jena's responsibility or role is to arrange the vehicle for carry & filling the fuel. Mr Sanyasi Padhi's role is to monitor the filling of diesel in DG Sets.

3. On the basis of report from Mr sanyasi Padhi the requirement of diesel for the DG sets were purchased. He was the person , to whom a order was placed to maintain all DG sets reports all about its problem & the level of diesel in them. On the basis I report to my Engineer(E) at estate for procurement of diesel. Then he told me to initiate the papers for this purchase & I do so, hand over those papers to him for further process. Engineer(E) & HOD Places the order for the quantity of Diesel.
4. There was no predefined task to any one in the estate to supervise the diesel filling or carrying . so the supervision was not a through one at any time. Apart from this we are in the estate maintenance having lot of other jobs like daily maintenance, breakdown job, contractors' job. So if this would not be predefined the whole day process of carrying & filling of diesel will not be proper supervised. On the other hand who has signed the requisition, he should have the supervision on this.
5. Mr sanyasi padhi maintains the transation record and report to Engineer(E) & the TA, STA in estate. There report goes to our stock register in our store by the store keeper. The transaction records were signed by me. E(E).
6. On Full load –

	Normal load
a) 750 KVA DG - 140 Ltrs (approx)	90 ltrs
b) 500 KVA DG - 110 ltrs	80 ltrs
c) 62.5 KVA DG -20 Ltrs	10 ltrs
d)10 KVA DG- 10 Ltrs	5 ltrs

one 750 KVA, 2 nos 500 KVa, 2 nos 62.5 KVA DG sets are in operation.
7. To prepare the paper work for procurement of Diesel and look after the DG breakdown maintenance by Engineer(E). the site log book also checked, which is maintained by Mr Sanyasi Padhi. All instructions were given by engineer(E).

S/d



राष्ट्रीय प्रौद्योगिकी संस्थान, राउरकेला
National Institute of Technology, Rourkela

QUESTIONIRE FOR SRI PRAVAT K. SAHOO, STA

1. What is the normal procedure followed for procurement of Diesel for the DG sets and from where ?
- ✓ 2. Who are the persons from the Institute side and outside involved in the process and what are their role and responsibilities ?
3. Who decides and places order for the quantity of diesel to be purchased at any time ?
- ✓ 4. Who supervises the filling process at the filling station and the quantity of diesel filled to the DG sets ?
- ✓ 5. Who maintains the stock register and transaction record on daily basis and who certifies it ?
- x 6. What is the consumption rate of diesel (total) per hour
 - i. On Full load condition (Peak hours)
 - ii. Normal load (Off peak hours)Please also mention here how many DG sets are in operation in the institute now.
- x 7. What specific duty has been assigned to you in the whole process and by whom ?

Answer given

Nirmala Jena

28/10/2014

1. Jan. 2012 started work of diesel filling & transportation by Mr D Behera & Mr PK Sahoo (verbal order).
2. Mr PK Sahoo was going to diesel filling station first. Then Mr Padhi was going for filling or Mr Jena or any one from estate would go for lifting.
3. Objected to Mr Oram filling station & when asked Mr Oram said that Mr Behera Has instructed him to give less.
4. Diesel lifting was 5% & then 10 %.
5. Gate pass- 3 times the barrels would pass.
6. Log book was maintained by s padhi and less consumption was never mentioned.
7. D Behera instructed for maintaining log book on monthly basis for diesel filling, instead of daily basis.
8. Filling station always complained about less procurement of fuel.
9. Money transaction is at Mr D Behera's home and at filling station.
10. Asked N jena about money from Mr Behera & has accepted that he paid money to Mr Behera.
11. S Pradhan is nowhere involved. Mr Behera would always call back Pradhan while going for diesel filling.
12. Mr Pati argued with Mr Oram for less procurer of diesel, but he was outsider from the institute. For that he was pressurized to other jobs not of his level.

S/d

Statement of Shri. Sanyasi Padhi (Contractor)

- ❖ Started work from 06-06-2012 and was paid through voucher payment.
- ❖ Duties Assigned was to check level of lubricant and refilling it and checks (A check) to be performed every day for atleast 10 minutes for all 8 DG sets.
- ❖ Log Book has not been properly maintained by me.
- ❖ Shri. Nirmal Jena was associated with the diesel filling even before I joined.
- ❖ While diesel filling was in process in DBA Hall DG set, I was instructed by Shri. Debendranath Behera (Electrical Engineer, Estate) to leave the hostel.
- ❖ Usually not present during diesel filling, except in a few occasions.
- ❖ Level of diesel procured in the barrel was always less (approx. 10%) although the bill was paid for full. Complained for the same to Shri. P.K.Sahu (STA, Estate).
- ❖ Either Shri. N. Jena or myself would be present during diesel filling.
- ❖ Has gone to the Oram Filling Station sometimes but has been called back several times by Shri. D.Behera and sometimes by Shri. P.K.Sahu.
- ❖ Oram filling station said that Shri. D.Behera has released the check and has stated that he is the Electrical Engineer and would become the Estate Manager after 1 or 2 years.
- ❖ In regard to the carrying of 3200 ltrs of Diesel, I would mention that 3 trips were done and security guards at the gate allowed that without gate pass.
- ❖ Shri. P.K.Sahu is less responsible for all these activities of procuring.
- ❖ Shri. D.Behera always interrupted in "Diesel Filling Process" and would create pressure on me. Shri. S.Pradhan and Shri. P.K.Sahu.
- ❖ Shri. D.Behera would engage me in his personal work.
- ❖ I always did what Shri. D.Behera instructed me to do. Even for lubricant level check, the number would be instructed by Shri. D.Behera and I would put that no. in the Log Book.
- ❖ Shri S Pradhan was knowing about less procurement of diesel.
- ❖ I usually use to write the readings on a small chit of paper and put that on the Register later on.
- ❖ Oram Filling Station owner has me over any cash transaction, when I had gone for the bill.

- 26 -
Annexure - X

Type copy

Statement of Shri. Manoj Kumar Sahu, Driver (Jan-2012 to Aug-2012)

- ❖ Involved in driving vehicle for procurement of Diesel from Jan-2012 to Aug-2012
- ❖ 20 to 25 ltrs less diesel per barrel was coming for DG sets.

- 21 -

Annexure - set x 1 Type copy

J

Statement of Shri. Gita Oram, Owner(Oram Filling Station)

- ❖ In 2012 started supplying diesel.
- ❖ Advance of Rs. 50,000/-.
- ❖ In 2013, Shri. D.Behera visited Oram Filling Station and said that without his sign there can be no voucher and he is the main person responsible for Electrical(Estate) whereas Shri. Mohapatra relates to Civil. Shri. D.Behera asked for 10% share by supplying 10% less diesel and assured that he would get the bills cleared within 2 to 3 days. From then I use to provide him 10% commission in form of cash.
- ❖ Shri. D.Behera called me after 2 to 3 days and asked for cash directly.
- ❖ Shri. D.Behera threatened to move over another Filling station, if not given cash
- ❖ Met Shri. P.K.Sahu and told the matter indirectly.
- ❖ My advance bills were also cleared very fast.
- ❖ Shri. S. Padhi and Shri. Nirmal Jena go for procuring diesel.
- ❖ Shri. D.Behera and Shri. P.K.Sahu have gone only 2 to 3 times.
- ❖ No false bills given.
- ❖ Shri. S. Padhi and Shri. Nirmal Jena know about less procurement of diesel but have never complained.

Statement of Shri. Debendranath Behera (Engineer Electrical, Estate)

- ❖ Joined in 2012.
- ❖ In 2012, no regular staff followed up the diesel procurement.
- ❖ Usually Oram Filling Station does not use to give diesel without HOD's signature.
- ❖ Shri. S.Padhi and Shri. N.Jena use to carry the diesel from the filling station. No official was designated for procurement of diesel.
- ❖ Shri. Nirmal Jena was used to be paid by voucher fund (maintenance fund).
- ❖ Single Gate Pass was used to carry 6 barrels of diesel (as many times needed).
- ❖ The diesel which would left over after filling in the DG sets was stored in Electrical office of the Estate.
- ❖ Log-Book was regularly verified and checked by Shri. P.K.Sahu or Shri. Sambit Pradhan.
- ❖ Shri. S.Padhi's job was to maintain the DG sets and check the proper running of the DGs
- ❖ No official was present to check the filling of disels in the DGs.
- ❖ Shri. P.K.Sahu or Shri. Sambit Pradhan have gone five times to the Oram Filling Station.
- ❖ Gone to Oram Filling Station only two times regarding the clearance of the bills.
- ❖ No one has instructed nor advised me to send an official to the Oram Filling Station and I have not send anyone.
- ❖ I have never called back any person from Oram Filling Station and never denied any person to go to the filling station.
- ❖ Shri. P.K.Sahu or Shri. Sambit Pradhan would requisite me for the quantity of diesel required and initiate the requisition.
- ❖ I have no idea of Indent and it has never come to me.
- ❖ I use to verify the DG parameters in the Log-Book.
- ❖ DG load use to be more in the hostel during night and during day-time it use to be more in the Academic building.
- ❖ A 500KVA DG can give a max of 400KW.
- ❖ Sometimes the owner of Oram Filling Station use to come to my chamber or HOD's chamber for clearance of bills.
- ❖ Never tried to find out whether the procurement process was proper or not.

- ❖ Shri. S.Padhi use to run the DG for 7 to 10 days and based on assumption he used to fill up the Log-Book.
- ❖ Shri. P.K.Sahu or Shri. Sambit Pradhan were assigned to accompany the diesel filling but they didn't go.
- ❖ After filling of Diesel in the DGs the verification was done by Shri. P.K.Sahu or Shri. Sambit Pradhan.
- ❖ Once in the hostel (DBA Hall of Residence) the Diesel consumption was high and when checked the DG had some fault.
- ❖ I never use to check the DG sets.
- ❖ No comments on 10% deficit in diesel procurement.
- ❖ No idea about what TA/STA are doing.
- ❖ TA/STA use to enter the details of the bills and materials in the Stock Register and then put up the bills to me and to higher officials.
- ❖ In response to 3200 ltrs procured, it was due power failure.
- ❖ No doubt in Diesel procurement and filling process.

QUESTIONIRRE FOR SHRI DEBENDRANATH BEHERA

1. What is the normal procedure followed for the procurement of diesel for the DG sets and from where ?
2. Give specific names of the persons involved from the institute and outside in the above process and what are their specific role and responsibility assigned ?
3. Who decides the quantity of diesel to be procured at any time and who verifies this?
4. Who supervises the quantity of diesel being filled in the filling station and also in the DG sets ?
5. Is the above process in para 4 above is carried out under the supervision of a regular staff of the institute or not ? If NO , give specific reasons.
6. Who maintains Stock register and transaction details of diesel and who certifies it ?
7. What procedure is followed to store the surplus diesel ?
8. How and by whom the Log book is maintained ? Is it being checked regularly by your staff ? If NO then why ?
9. How the Bills are received and processed and by whom ? What is your role in this ?
10. Was there any undue pressure / influence exerted on you for any out-of-the way settlement of bills ?
11. Have you noticed any irregularities by the security staff during movement of diesel barrels from and to the institute through the gate ? If yes, what steps you have taken to prevent this or have you ever reported this matter to any body ?
12. How often do you visit the filling station and filling process in the DG sets and what are your specific observations and comments .
13. How do you justify the involvement of outsiders in the procurement and filling process of diesel and what are your specific comments in this regard ?
14. Can the honesty of the Oram Filling station be certified ? If No, then why and what have you done in this regard ?
15. Please comment on the relationship (Professional) with your sub-ordinate staff and HOD of your department .
16. What are your comments on the possible loopholes in the entire process ?
17. Lastly, if you want to state any thing else not covered above.


13/11/2014
CHAIRMAN, FFC

D N Behera

- 31 -

13/11/17

1. Normally DG set Operator report to STA/TA about the diesel positions , then STA/TA generate the diesel requisition for procurement . the diesel is procured from M/s Oram Filling Station.
2. The persons involved from the institute are Er SP Mohapatra,HOD/Estate, Er D Behera Engineer(E), Er PK Sahoo, STA or Er SK Pradhan, TA.
Out sider- M/s Oramfilling Station, who supply the diesel. Sri S Padhi who present during filling at filling station & DG sets normally.
3. STA/TA decide the quantity of fual and they verify this.
4. No institute staff supervises the quantity of Diesel being filled in the filling stations. Normally STA/TA verify the diesel at DG sets.
5. During the staring our staff have visited & supervise the filling. Due to the other work in institute and long filling time they probably stop Visiting.
6. Store keeper maintain the stock register with STA/TA. That certified by HOD.
7. Surplus Diesel is stored at Estate office with locking arrangements. But initially for 4-6 months It has stored at unlock area.
8. Log book is maintain by DG set operator and that was checked by our STA/TA regularly.
9. The bill was received by STA/TA and processed by them. I have checked the bill and forwarded further.
10. No
11. No
12. I have visited two/three times during filling.
13. Due to various work and long filling time , our staff are not fully involves, it is difficult to justify the involvement of outsider.
14. No. most of the time we put the names of the person going for diesel on requisition for the information of HOD.
15. Very Good.
16. No Comments.
17. As the load (Elect.) increase in our institute , to give a reliable and healthy service my team works for round the clock. So we are not think serious about this. No one advice about the procurement of Diesel.

S/d

- 118 -

Mr.S.P.Mahapatra

Executive Engineer (Civil) & Head , Estate Maintenance

5617

SUB : Report

Sir

The FFC requests you to provide a detailed report on the possible irregularities committed in the process of procuring diesel and operation of all the DG sets of the institute. Needless to say that your report will help the FFC to establish the truth and suggest measures for a better and efficient mode of operation in future. Kindly submit your report to the undersigned at the earliest.

Prof.P.Rath

Chairman,FFC

Mr.B.Champatiray

Safety & Security officer, NITR

SUB : Report

Sir

The FFC requests you to provide a detailed report on the possible irregularities committed in the process of transporting diesel through the institute gate and operation of all the DG sets of the institute , since inception. Needless to say that your report will help the FFC to establish the truth and suggest measures for a better and efficient mode of operation in future. Kindly submit your report to the undersigned at the earliest.

Prof.P.Rath

Chairman,FFC

Annexure - X II

To,
Prof P Rath
Chairman, FFC

Sub : Report regarding procurement of diesel by Estate Maintenance

Sir,

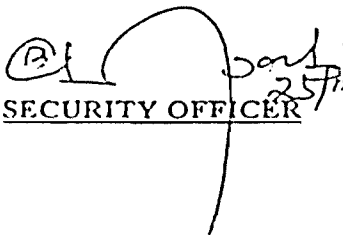
I prepare a list of gate passes issued by the EM for procurement of diesel from Oram filling station. Earlier the security at the Jagda gate could not demand the bill of diesel. On request of Mr. SP Mohapatra, EE (Civil) our security demand the bill of Diesel procurement. Since then security collect the bill and kept with them. I asked the security whether they checked the diesel quantity any time at the gate they said Sir, no never because we don't have any measuring instrument to measure the diesel quantity. I also enquired from the security posted at Jagda gate about the quantity of drum allowed through the gate, whether they allowed more than the qty of drum mentioned in the gate pass they said No. They only allowed the mentioned quantity of drum only.

Our procedure at the gate is properly mentioned on the back side of the gate pass and it is followed by and large. The gate pass books are issued form my section to all the Dept, sees, Offices etc etc. There are three nos. of coloured paper in the gate pass book. The blue one is Security, Yellow one is bearer and the third one for office copy. Normally security kept both the copies (Security & Bearer) in case of non-returnable materials. In case of returnable materials we allow the party to take their gate pass copy. When they bring back the materials after repair or modification at that time security collect the bearer copy.

Now after discussion with the Director, Sir, we change some procedure of collecting the gate passes.

1. In the non-returnable gate pass we put a seal of CHECKED AND PASSED and security handed over the bearer copy to them.
2. In case of returnable gate pass we put the seal of CANCELLED and returned the gate pass to the party when they bring back the material.

This system will help the bearer to show the gate pass when he carries the materials out of NIT and those who bring back the materials to the NIT the bearer copy will be their proof that they brought the material back.


25/11/2014
SECURITY OFFICER


Receiver
25/11/2014

SRI SP MOHAPATRA

After gating some informations w.r.to irregularities of transactions of diesel in estate. Director has set up a committee to find the truth behind such irregularities , As a committee member and HOD of the estate , I have submitted almost all the documents before the committee. During intennogation of involoped persons and subsequent confessions the following points were observed.

1. Initially, for the procurement of diesel , the related documents comes from T.A through Engineer(E) and final'y to HOD. The engineer(E) fixes the responsibilities of procurements. I have given the final approval to avoid any short of breakdown of diesel engine due to shortage of diesel to avoid power failure.
2. During procurement and billing it is the duty of engineer(E) to look after the fairness of procurement through the personnel assign the purpose.
3. Bills normally processed after procurement of stores , duly checked by TA, Engineer and PIC finally to me for certifications related to stock entries in the proper register for further processing for final payment.
4. From interrogation it is reveled that about 10% of diesel in quantity ^{was} ~~has~~ not been received on every occasion. However the bill was claimed for the required quantity as on requisition slip. It is ascertained from M/s Oram filling station that the cost of the 10% diesel bill ^{was} ~~was~~ paid to engineer(e) as per his (engineer(E)) instruction for which the party has supplied less diesel than the quantity shewn in the bill.

Lastly, my conviction is that lesser quantity of diesel(about) is being procured for each occasion than the actual quantity as per requisition quantity.

S/d

Chairman,FFC

FINAL REPORT OF THE FACT FINDING COMMITTEE IN REGARD TO THE OPERATION OF
THE DIESEL GEN SETS

With reference to the confidential letter from the Director bearing letter no- NITR/DR/2014/M/474 dated 14th Oct. 2014, followed by an office order from Registrar bearing letter no. NITR/ES/2014/M/2368 dated 22nd October, 2014, a committee comprising of the following members met to investigate the arrangement for operation of diesel gen sets and possible irregularities.

Members of the Committee

1. Prof. P.Rath, CH – Chairman
2. Prof. Amitesh Kumar, ME - Member
3. Prof. Sanjeev Mohanty, EE, PIC-Estate Electrical - Member
4. Sri. S.P.Mohapatra, Head – Estate - Member
5. Sri. B.Champatiray, Security Officer – Member
6. Sri. Ashis Kumar Behera, AR-Academics - Member Secretary

The terms of reference of the said committee was as follows

1. To record the history of responsibility allocation and involvement and to indentify all working and supervising personnel in both Estate and Security.
2. To study the process of expenditure and record keeping and suggest improvements.
3. To identify possibility of dishonest transaction and to fix responsibility.
4. To analyze the available technical resources and suggest addition/alteration for reliable operation, e.g. addition (or not) of individual energy meters.
5. To analyze method of security (Gate Pass) arrangement and suggest improvements.
6. Any other aspect (No Bar on the items covered) that the committee finds relevant.

The committee discussed with the following persons who are directly/indirectly associated in the process of procurement, supply, transportation, filling and maintenance of the relevant records and official documents of Diesel (HSD) for the Diesel Gen sets. The objective was to identify the person(s) who might be involved in any kind of dishonest transaction in the whole operation. They were ,

1. Sri Debendranath Behera – Engineer (Electrical) ,EM
2. Sri. P.K.Sahoo – STA, EM(E)
3. Sri. Satyendra Das – STA, EM(E)
4. Sri. Sambit Pradhan – TA , EM(E)
5. Sri. R.S.Thakur - TA , EM(E)
6. Sri. Sanyasi Padhi –Proprietor, M/S. Padhi Electricals(Contracted for maintenance of DG Sets)
7. Sri. Nirmal Ku. Jena(Services hired as per necessity for transporting and filling of Diesel)
8. Sri. Manoj Ku. Sahu – Auto Driver
9. Sri. J.Oram – Proprietor, Oram filling station, Jhirpani

During the course of its investigation the committee also inspected the following documents

- i. Stores indent-cum-issue notes – 7 nos
- ii. Office copy of the gate pass -3 nos
- iii. Requisition slips to Oram filling station -2 nos
- iv. Log book of the diesel gen.sets-2 nos
- v. Files and records relating to the DG sets- 3 nos.

On careful scrutiny of all the available records and discussion with the persons mentioned above, the committee found out the following facts as given below:

- The institute is having 8 nos of DG sets, located at different locations, with total rated capacity of 1987.5 KVA and total storage capacity of 4190 litres diesel (Ref : Annexure-1)

- There are 09 (effectively 06) nos of barrels, having a capacity of 200ltrs each, available for transportation of diesel from the filling station. It is observed that 06 nos of barrels can be accommodated in a single trip.
- The procedure for procurement of diesel is initiated by Sri. S.Padhi who informs verbally to Sri. P.K.Sahoo / Sri S.Pradhan about the amount of diesel required. Then Sri. P.K.Sahoo / Sri S.Pradhan prepare a requisition slip to M/S Oram Filling Station, as per the directions of Sri.D.Behera, which is subsequently signed by Sri. D.Behera / Sri.P.K.Sahoo and approved by Sri S.P.Mohapatra (HOD, EM). A Gate-Pass is prepared by Sri.D.N.Behera duly approved by Sri.S.P.Mohapatra, for procurement of diesel. Then Sri. S.Padhi and Sri N.Jena are handed over the above documents for collection of diesel from the filling station.

After the procurement of diesel from the filling station, it is directly taken to the site for filling in the diesel tanks of the individual DG sets(as per requirement).The balance quantity of diesel is stored in the premises of the Estate Office.

Thereafter an Indent-cum-Issue note is prepared by Sri. P.K.Sahoo/ Sri.S.Pradhan as per quantity of diesel filled in the individual DG sets and bills received thereafter.

- No official staff ever inspect the amount of diesel actually needed to be procured or filled in the individual DG tanks.
- The investigation also reveal that no one from the Institute (Estate Office) ever supervised the entire process, except on a very few occasions. The entire operation is left to Sri Padhi and Sri N.Jena.
- It is also observed that a single Gate pass was used to carry diesel several times in a day (Multiple entry), which is against the rules and regulations of the Institute.
- It is also observed that the involvement of Sri. N.K. Jena in the entire process is undefined and he has been operating only on a verbal order as a transport agent (No official order has ever been issued to him).
- Maintenance of the Log- Book as per the stipulated format is solely done by Sri. Padhi, which is periodically verified by Sri. P.K.Sahoo (STA, Electrical) or Sri. D.N.Behera (Engineer, Electrical).

In order to reveal and establish the truth behind the entire operation , the committee decided to prepare a set of questions for some selective persons associated with above and record their responses as Annexure II ,III and IV

They are:

1. Sri Debendranath Behera – Engineer (Electrical) ,EM
2. Sri. P.K.Sahoo – STA, EM(E)
3. Sri. Sambit Pradhan – TA , EM(E)

The possible irregularities in the process were identified in the,

- Indenting Process
 - Institute Gate
 - Diesel filling (at Filling station and in the DG sets).
 - Log-Book entry
- ❖ The Indent-cum-Issue Note is generated by either Sri. P.K.Sahoo/ Sri. S.Pradhan (Electrical) of the Estate Maintenance on the request of Sri. S. Padhi who receives the stock (DIESEL) after procurement and necessary entry in stock register. This process was being followed till 2013 but the Committee observed that both the Indenter and the recipient were Shri. S. Padhi since the beginning of 2014 , who is not a regular staff of the Institute.
- ❖ The security staff at the Gate were observed to have taken a very casual and lenient attitude for movement of empty/filled-in diesel barrel through the gate. It was observed by the Committee that except on a few occasions a Single Gate Pass was used for transportation of diesel several times in a day, as per statement of Shri. S.Padhi and Shri. N.Jena. It was verified and found to be correct from the available documents.
- ❖ Discrepancy was also observed with regards to requisition being placed to Oram Filling station on a particular day and gate pass being issued for transport of diesel. But no indent has been raised for the purpose. One such discrepancy was observed as shown below.

Date	Requisition No. and Date (To OFS)	Gate Pass No. and Date	Remark
29.08.2013	046 / 29.08.2013	6412 / 29.08.2013	There is no official requisition for diesel on that day.
30-08-2013	047/ 30.08.2013	6413/ 30.08.2013	

This is just an example. There are several other instances of similar nature.

- ❖ On some occasions the Gate Passes, claimed to have been submitted at the gate were found to be missing. The committee could not establish whether the Gate Passes were actually produced or not.
- ❖ The process of Diesel filling at the filling station and in the DG sets were carried out under the supervision of Sri. S. Padhi and Sri N.Jena only. No regular staff of the Estate Maintenance office ever supervised the operations or accompanied them to the Filling station for checking the actual quantity of diesel procured.
- ❖ Data entered in the Log-Book relating to the Diesel consumption was believed to have been grossly manipulated by Sri. S.Padhi, under the direction of Sri. D.N.Behera, which was ^{admitted} agreed by Sri. S.Padhi. He admitted to have jotted down the figures in loose chits for entries to be made in the log-book later. However he failed to produce the chits to the Director, when asked for. Large discrepancies in consumption pattern could be seen from the table given below as a sample data taken from the log-book.

The data shown in the table below refers to the DG set near SAC Office (750 KVA).

DATE	DIESEL CONSUMED (ltrs)		TIME (hrs)		CONSUMPTION RATE (ltrs/hr)	REMARKS
	INITIAL	FINAL	FROM	TO		
23-01-2014	795	675	06:00	08:00	60	Consumption rate Normal.
28-01-2014	230	110	09:00	11:00	60	
22-03-2014	1740	1420	08:30	12:30	80	
08-04-2014	580	490	15:00	17:00	45	Unusually low
07-05-2014	745	465	10:00	12:00	140	Unusually high

21-05-2014	995	545	09:30	12:30	150(PEAK TIME)	Consumption Rate nearly same.
08-06-2014	1070	370	19:30	00:30	140(OFF PEAK TIME)	
23-06-2014	2140	320	07:00	20:00	165.5	Abrupt change in consumption rate in two consecutive dates.
24-06-2014	1520	1280	14:00	17:00	80	

- ❖ In most cases, consumption of diesel during peak and off-peak hours in the individual DG sets do not vary appreciably (which otherwise should have been) as shown in the table above, indicating a possible manipulation of data.
- ❖ Sri. S. Padhi has confessed that he used to fill-up the required data in the Log-Book based on the Indent generated and the bills received thereafter, rather than the actual diesel filled in the individual DG sets.

Persons involved in committing the above irregularities

After a thorough review of all available records, files and documents, the committee strongly feels that the data recorded in the log-book has been grossly fabricated and manipulated with a sole objective of getting some financial benefit in a dishonest way. The persons involved directly or indirectly in such activities are,

1. Sri Debendranath Behera – Engineer (Electrical) ,EM
2. Sri. P.K.Sahoo – STA, EM(E)
3. Sri. Sambit Pradhan – TA , EM(E)
4. Sri. Sanyasi Padhi –Proprietor, M/S. Padhi Electricals(Contracted for maintenance of DG Sets)
5. Sri. Nirmal Ku. Jena(Services hired as per necessity for transporting and filling of Diesel)
6. Sri. Manoj Ku. Sahu – Auto Driver

7. Sri. J.Oram – Proprietor, M/S Oram filling station, Jhirpani

Although all the persons in the above list have pleaded for their innocence during the course of our investigation, the committee strongly feels that they are involved in the process of immoral transaction either directly or indirectly. Everyone, except Sri.D.N.Behera, have admitted that approximately 10 % less diesel was being filled at the filling station under the instruction of Sri. D.N.Behera himself. As per the statement of Shri. Nirmal Jena the entire monetary benefit thereof was paid to Sri.D.N.Behera directly by the Owner of the Filling station. It was estimated that 1,95,268 ltrs of diesel was procured during the period 01-06-2012 to 29-08-2014. Assuming that there has been a mis-appropriation of 10% diesel, the figures stands at 19,527 ltrs amounting to Rs 10 lakhs approx. (@ Rs. 50/- per litre) . While the committee desires to fix the responsibility on Sri.D.N.Behera, the involvement of others in this dishonest transaction cannot be ruled out completely. They are found guilty of keeping silent about the matter without bringing the same to the knowledge of the higher authorities. The statements of all the above persons are appended here as Annexure V, VI, VII, VIII, IX, X, and XI along with the statements of the Security Officer and HOD (Estate Maintenance) as Annexure XII and XIII.

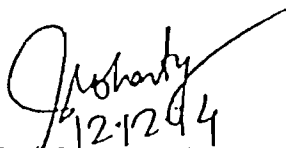
REMEDIAL MEASURES SUGGESTED BY THE COMMITTEE

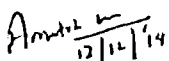
The committee desires to suggest the following measures to regularise the process and prevent any possible reoccurrence of the same situation in future:-


- ❖ The entire process of Indenting, Procuring, transporting and filling of diesel has to be done in presence of a regular and competent person from the Estate Maintenance office.
- ❖ Gate Pass system has to be suitably modified to prevent any multiple transactions at the gate using a Single Gate Pass.


[A new system has already been adopted to check the possible illegal movement through the gate.] A bearer copy may be issued and that has to be attached along with the bill for processing of bills.

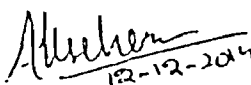
- ❖ Surprise checking of the level of Diesel in the barrel may be done at the gate by using a reliable method before the filled-in barrels enter to the campus.
- ❖ A team may be constituted for surprise checking of Diesel procurement and filing.
- ❖ Similarly a suitable method may be devised to record the exact amount of diesel being filled into the Diesel tanks of the individual DG sets.
- ❖ Tamper proof Energy meters (where ever necessary) must be installed in all DG sets to record the exact energy generation figures.
- ❖ A proper storage facility be provided for storing a adequate quantity of diesel to be used during emergency situations.



12.12.14
Prof. Sanjeev Mohanty
(Member)


12/12/14
Prof. Amitesh Kumar
(Member)


12/12/14
Sri. S.P. Mohapatra
(Member)


Sri. B. Champatiray
(Member)


12-12-2014
Sri. Ashis Ku. Behera
(Secretary)


12.12.2014
Prof. Pradip Rath
(Chairman)

- 129 -

From "Debandanath Behara" <beharad@nitkl.ac.in>

To "Siba Prasad Mohapatra" <mohapatrasp@nitkl.ac.in>

Cc: "director Director" <director@nitkl.ac.in> "DEAN-PD DEAN(PD)" <dean-pd@nitkl.ac.in> "CHITTARANJAN PATRA" <cpatra@nitkl.ac.in> "sanjeeb mohanty" <sanjeeb.mohanty@nitkl.ac.in> sanjeebmohanty@yahoo.com "YK SAHU" <yksahu@nitkl.ac.in>

8/9/2014

IMPROVEMENT.docx (20.2 KB) [Download](#) | [Rename](#)

Dear sir, pl give a look and attention (If Possible).

SYSTEM NEEDS TO IMPROVE.

As our system is growing and covering every corner of a room to Substation and MRSS. These modern equipments have lot of Features and operating technology. Also these equipments will work with certain logics. So our staff must have the knowledge of the equipments, operation procedure, logics and record keeping properly. Also they must co-operate their superior and co-ordinate among them and work with a great discipline. We all know due to a poor co-ordinate one big accident has happened last year. Not only the above. We must give proper training and make a system for like operation procedure and role of each level of staff which will make a discipline for all and all type of accidents can avoided. Also working in discipline improves the work culture and the speed. There will be minimum breakdown or tripping in our system. All will be responsible for role or their assign job.

ALREADY I HAVE DISCUSSED WITH DEAN SIR, PROF YK SAHU SIR AND WITH YOU, BUT A RESULT HAS NOT COME OUT. We are almost ready to charge 33KV Ring Main System within a week, but yet I am unable to assign their role in that system. There are a lot of work to do technically and trainings to staff for making them confidence to work in High Voltage.

I am sorry to write that we are waiting for one more accident to improve our system and learn very little from the last accident. ALL ARE INTERESTED TO IMPROVE THE SYSTEM AND LIMITED UPTO A PHONE CALL OR A DISCUSSION. There a lot of work to do after a call.

Also I have two TAs(one TA and one STA) whose performance is much below our requirements who are most of the time unable to maintain the minimum requirements also. So a lot of trainings and follow up require from all level to improve their performance.

I am writing few common roles of TAs which are not maintain by them and requires improvement.

1. Roster.
 - a) Date of readiness and apply before the 1st date of every month.
 - b) Maintaining it during the period of a leave of any staff.
 Both are not followed by TA.
2. Daily log book.
 - a) Not maintain by technician daily or each shift.
 - b) Not check and sign by TA daily.
 - c) Sometimes found log book is missing.
 - d) Job have not assign for B & C shift staff.
 - e) Sometime TA report, he is unknown about C shift. And one staff in B shift.
3. Assignment of work.
 - a) No assignment of work for holidays or when supervisor not in duty.
 - b) No weekly or monthly report for complaints.
 - c) Not submit the incomplete or pending status and their reasons.
 - d) On asking about reports, reports are not coming properly.
4. Store.
 - a) Position of stocks.
 - b) Maintaining of minimum stock.
5. DG sets.
 - a) Daily log book- not check daily.

- a) Direct position
- b) No plan for attending failures.
- c) TA are less educate than Mr. pram, to run the machine or attending the fault.
- d) Making complaints to concern person and follow up- not done at all time.
- e) B check- always missing, done after follow up.
- f) AMC file pending from last 2 months.
- g) Monthly Energy Bill (WEPPO)- no
- h) Monthly quarter bill.
- i) Not prepare timely.
- j) Not come to me all time.
- k) TA Forwards to account section directly.
- l) Vacation and allotment of quarters.
- m) Faults are not attended before allotment.
- n) Poor co-operation and co-ordination for vacation or allotment of quarters.
- o) Plan for attending of failures/Trippings during
- p) Office hour- randomly
- q) Non-office hour- randomly, sometime takes time to search staffs.
- r) Record- no record keeping of failures.
- 10. Lifts.
- a) Daily Log book-
- b) No failure record keeping.
- c) Making complaints to concern person and follow up- not done at all time
- d) No monthly or weekly report.
- e) AMC- all are done.
- 11. Maintenance schedule to prepare and follow up.
- a) Street lights.
- b) Corridor lights.
- c) Panels.
- d) Transformers,
- e) Pumps,
- f) Bore wells,
- g) Swimming pool matters
- h) Guest house.
- i) Halls.
- 12. PW-201/Direct Purchase
- a) Sometime start the work without discussions.
- b) Sometimes direct purchase without discussions.
- c) Not follow the direct purchase rules.
- 13. Instructions.
- a) Sometimes not follow the instructions.
- b) Sometime they receive direct instruction from different superiors and working, but I am answerable for each case.
- c) Not working as per priority or urgent. Priority converts to urgent and urgent to emergency.

Also if most of above can settle, we can complete the job at normal stage with safely which will give a quality and reliable power to institute.

What I have mention may wrong fully/ partly, but needs discussion up to the end of settlement.

Regards,

DN BEHERA.
Engineer(Electrical)
NIT, Rourkela.
Odisha-769008

Ph-0661 2462089(O), 9692533548(H)

**REPORT ON MISAPPROPRIATION OF FUND IN THE PURCHASE OF DIESEL FOR DG SETS
THROUGH ILLEGAL TRANSACTIONS**

The terms of reference of the enquiry:

- a)
 - i. All the incidences of diesel procurement for DG sets during 2013 & 2014 will be looked in to
 - ii. the role & responsibilities of all individuals involved in the transaction will be examined to fix the level of responsibility for the misappropriation.
 - iii. the quantity of diesel that would have been actually consumed over the period to be worked out, to arrive at the excess quantity indented for and estimate the quantum of misappropriation.
- b) The amount of money misappropriated, through excess diesel procurement will be correctly evaluated
- c) Suggestions to recover the money from the various officials/contractors/personnel responsible for the misappropriation.

The following documents were inspected to find the evidences:

- i. Log books of DG sets – 02nos
- ii. Stores indent cum issue notes
- iii. Requisition slip to filling station
- iv. Gate pass copies
- v. Stock register of diesel purchase
- vi. POs and vouchers related to diesel purchase during 2013 & 2014
- vii. Files and records relating to the DG sets

1. The role & responsibilities of all individuals involved in the transaction will be examined to fix the level of responsibility for the misappropriation.

In order to find out the role and responsibilities of the persons involved in the process of diesel procurement, the following persons were asked present their statements in person, they are

- i. Mr. Pravat Kr. Sahoo (STA, Estate maintenance, Elect.)
- ii. Mr. Sambit Kr. Pradhan, (TA, Estate maintenance, Elect.)
- iii. Mr. D.N Behera(EX. Engineer Electrical, EM)
- iv. Mr. Mr. Sanyasi Padhi (on contract duty for DG set maintenance)
- v. Mr. Nirmal Kr. Jena(Hired for diesel transportation)

All persons mentioned above except Mr. D.N.Behera reported and responded to the queries.

Written response with respect to the issue was also sought from Mr. S.P.Mohanptra (HOD, EM) and Prof Sanjeeb Mohanty (PIC, Elect. Maintenance). Both of them submitted their written statement.

From the discussion, written response and office order copies, the duties and responsibilities of the people associated with diesel procurement are as follows:

S. Mohanptra
29/10/15

For DG sets maintenance

1. Mr. D.N.Behera (Engineer Elect.) was the overall incharge

Supporting staff

2. Mr. Pravat Kr. Sahoo(STA)
3. Mr. Sambit Pradhan (TA)
4. Mr. Sanyasi Padhi, DG inspection/check, record keeping & report(On contract)
5. Mr. N.K.Jena(Transportation and filling of diesel), Hired verbally.

Mr. S. Padhi verbally intimates Mr. P.K.Sahoo or Mr. S.K.Pradhan about the amount of diesel required. Diesel indent process is initiated by Mr. S.K.Pradhan/Mr. P.K.Sahoo and submitted to Mr. D.N.Behera and HOD(EM) for approval. Then the requisition slip for the filling station and gate pass are generated, signed by Engineer (Elect.) and HOD(EM). Mr. N.K.Jena and Mr. S.Padhi carry the requisition slip, gate pass and containers for getting diesel from the filling station. Payment against the bill submitted by filling station is done after passing of bill by TA/STA> Engineer(Elect.)>PIC> HOD(EM).

The diesel from the filling station is directly taken to the DG sets site for filling of individual DG set as per requirement. After filling the DG sets the extra oil is stored in the estate store. After this an indent cum issue note is prepared by Mr. P.K.Sahoo or Mr. S.K.Pradhan as per the quantity of diesel filled in to the individual DG set tank.

It is observed that:

- I. There was no verification of the suggested diesel amount by Mr. Padhi by any estate staff
- II. Except a few occasions, no regular staff from estate supervised the filing process at filling station or at DG site. Filling and transportation was entirely done by Mr. N.K.Jena and Mr. S.Padhi, except a few occasions when either Mr. P.K.Sahoo or Mr. S.K.Pradhan supervised the filling process.

3. The quantity of diesel that would have been actually consumed over the period to be worked out, to arrive at the excess quantity indented for and estimate the quantum of misappropriation.

In order to make an estimate of actual fuel consumption the DG sets Log books were thoroughly examined. It was found that many vital parameters like energy supplied by DG sets, their line voltage, line current, power factor which could have been used to estimate the load on the DG sets have not been recorded properly. The running time and fuel consumed appears to be noted approximately. The energy output of DG sets has never been recorded during their loading, nor there do any provision of automatic continuous recording of load and fuel consumption in the instrumentation system. Though the instantaneous line voltage and line current have been recorded in some cases, there were a lot of discrepancies. So without availability of these data it

Shankar
21/11/15 - 133 -

was not possible make a correct estimate of the fuel consumption and calculate the difference in actual fuel consumption and indented quantity.

To find out possible misappropriation the following persons were called for discussion:

- i. Mr. Pravat Kr. Sahoo (STA, Estate maintenance, Elect.)
- ii. Mr. Sambit Kr. Pradhan, (TA, Estate maintenance, Elect.)
- iii. Mr. D.N Behera(EX. Engineer Electrical, EM)
- iv. Mr. Mr. Sanyasi Padhi (on contract duty for DG set maintenance)
- v. Mr. Nirmal Kr. Jena(Hired for diesel transportation)

All persons mentioned above except Mr. D.N.Behera reported and responded to the queries.

Written response from Mr. S.P.Mohanptra (HOD, EM) and Prof Sanjeeb Mohanty (PIC, Elect. Maintenance) was also sought.

According to Mr. N.K.Jena, there was less filling of diesel at the filling station. Initially it was 5% less and afterwards it was 10% less than the requisitioned quantity. When he asked the Oram filling station proprietor, he told him that he was supplying less fuel at the instruction of Mr. D.N.Behera. Mr. Jena stated that he had informed Mr. Behera and Mr. P.K.Sahoo about less diesel filling.

Mr. Sanyasi Padhi also stated that less diesel was coming in the containers but could not tell exact less quantity. His conclusion was based on the observation of diesel level in the container.

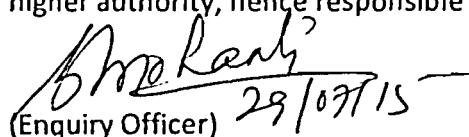
Mr. S.K.Pradhan also stated that MR. Padhi informed him about less diesel supply by the filling station and this was being done under the instruction of Mr. Behera

Mr. P.K. Sahoo stated that in mid of 2013, Mr. Padhi had told him about less diesel filling at the filling station and in this regard he had been to Oram filling station to enquire about the matter, though the proprietor agreed to less diesel supply but he didn't tell the name of the person under whose instruction he was doing this.

Mr. S.P.Mohaptra in his written response informed that he was not aware of any less diesel procurement.

Prof. Sanjib Mohanty in his written response stated that Mr. D.N.Behera was involved with the unethical practice of less diesel procurement and received financial benefit of Rs. 10,000,00=00(Ten Lacs).

It appears that less diesel than the requisitioned quantity was being procured under the instruction of Mr. D.Behera with the sole intention of getting financial benefit. Though Mr. P.K.Sahoo and Mr. S.K.Pradhan were aware of this incident of irregularity, didn't inform any higher authority, hence responsible for negligence of duty.


(Enquiry Officer) 29/07/15



राष्ट्रीय प्रौद्योगिकी संस्थान, राउरकेला
National Institute of Technology, Rourkela

Mrs. Vasantha Ramaswamy,
Chairperson, Board of Governors

No. NITR/CP/BOG/(VR) L- 31/2015

July 31, 2015

To,

Prof. Sunil Kr Sarangi, FNAE
Director
NIT Rourkela

Dear Prof. Sarangi,

At the outset I would like to state that I have tremendous regards for you, as a renowned technologist and educationist in India as well as abroad. Your contributions to the development and enrichment of the NIT system in the country are truly praiseworthy. The NIT Rourkela has over the years evolved into a great institution due to your personal and your team's dedicated efforts.

It has been over a month since I received your letter NITR/DR/L/2015/213 dated 18th June 2015 alongwith a copy of your letter to the Registrar, Mr. S.K. Upadhyay No. NITR/DR/2015/L/212 dated 17th June 2015 on the Subject- Governance and Management of the Institute- Long term issues.

I had mentioned to you during the informal meeting of Board members in Bhubaneswar on 10th July, that I had sent a copy of the above letter, addressed to me, to all BOG members, since in your letter were comments regarding the functioning of the Board and its members for their valuable feedback.

You have stated in your letter that as statutory functionaries, we must work within the boundaries of the ACT and the Statutes. This would definitely mean that the responsibilities assigned to any individual holding a given post under the Act or Statutes are not to be abrogated.

- 135 -

[Signature]

7/12

The Acts and Statutes can only be effective if there is a good understanding and respect amongst the concerned human beings, regarding their roles and responsibilities.

The excellent understanding between you and the Registrar has also been one of the reasons for the Institute's development and growth. It is necessary to maintain this excellent partnership for the good of the Institute, the students and faculty, the main stakeholders in any educational institution

As per NIT Act Section 18 (1) the Registrar shall be the custodian of records, the common seal and funds of the Institute in addition to such other property of the Institute that the Board shall commit to his charge.

Clause (6) of the NIT Statutes defines who are empowered to carry out Authentication of Orders of Board. The dictionary meaning of the word "authentication" is "to prove genuine, to give legal validity, etc". This is to be done under the seal of the Institution / signature of the authority holding the common seal.

Under Clause 21 of the NIT Statutes. The Registrar has to act as Secretary of the Board, the Senate and other committees. Functions and Responsibility of the Registrar as Secretary of the Board is defined by NIT Statute Clause 4(8), 4(10), 4(13).

Given the above definitions, it is obvious, the Registrar as Secretary BOG has to be the one to authenticate the Boards' orders. As per NIT Statute Clause 17(11), In the absence of the Registrar, the Director may take over the functions of the Registrar if the period of absence of the Registrar is not more than a month. In this case the Director would also authenticate the Board's orders.

The procedures now being proposed by you, to prepare agenda, conduct the meetings, taking actions on the decisions of the Board etc is neither in keeping with the Act or the Statutes, in so far as the BOG's function is concerned.

I believe that there was complete understanding between the Director and the Registrar, at NITR prior to the 45th BOG on 13th March. The problems

seem to have begun only after the Registrar conveyed the decision of the Board through the 'fateful' 'order' to the HOD BM to arrange for the conduct of Prof. Nayak's viva-voce examination. In our opinion it was not an 'executive order' but only a routine communication on behalf of the Board to implement its decision.

The decisions taken in the Board were being communicated by the Registrar as Secretary BOG to the concerned officials/persons for action in a similar manner over the past 11 years.

It is believed that the Director is consulted for actions or for the manner in which the communication is to be made in certain critical issues. In our opinion the communication relating to the PhD thesis viva-voce of Prof. Nayak, did not require Director's special attention. **In no case, however, the Board's decision can be changed or modified, in this process and action initiated be cancelled, without the Board's express consent.**

I am in complete disagreement with your view that the Board members have wrongly advised the Chairperson on Prof. Nayak's Ph.D issue. Your comment that the members are not giving their comments in writing to avoid accountability is most unfortunate. Proceedings and discussions during the Board meetings are very much official and whatever a member speaks, he or she is fully responsible for that. The members have expressed their views on this issue of conduct of 'viva voce' very clearly and unambiguously even at the 19 June 2015 BOG meeting.

You have charged that the Board and its Chairperson are trying to micromanage the Institute through the Registrar of NITR, and bypassing you. As Chairperson, BOG, any official information required by me is to be provided by the Registrar as Secretary BOG. The Board has never had any intention of micromanaging the affairs of the Institute. However while the Board is meant for providing a broad vision to the Institute, while discharging its statutory obligations, it can not renege on its obligations towards the stakeholders of the Institute, particularly the students.

You have alleged that the Board is interfering with Senate function, with reference to the specific instance of Prof. B. P. Nayak. We had a very lengthy discussion on this issue in the 47th Board meeting as well on 10th

July in Bhubaneswar. Far from interfering, we have only exhorted you as Chairman, Senate, to implement the 51st Senate's recommendation.

The Board in its 45th meeting on 13.03.2015 noted the decision of the 51st Senate regarding the PhD thesis of Prof. Nayak and in view of his academic harassment complaint to the Board, directed that the 'viva voce' be conducted at the earliest and the action taken report be submitted vide resolution No.BOG-45(2015)-16 dt.13.03.15. The Senate in its 52nd Meeting on 25.03.2015, was informed of this resolution, by the Registrar.

Contrary to this, you as Chairman Senate informed the 52nd Senate, that "the Board on its own initiative discussed the subject and has resolved to proceed with the 'viva-voce' exam of Dr. Nayak. Confirmation of the minutes of the 51st Senate on this subject and any action resulting there from are not necessary because the matter of evaluation of the thesis is being directly handled by the Board and is outside the Scope of the Senate at this stage". This was a patently false statement.

Thus the implementation of the 45th BOG decision No.BOG-45(2015)-16 dt.13.03.2015 was caused to be aborted by you through the mendacious statement to the Senate on 25th March 2015.

Though the 52nd Senate Meeting was held on 25th March 2015, the minutes were not put up for information of the Board in its 46th meeting on 17th April, even though it had a direct impact on the implementation of BOG decision (BOG-45(2015)-16. Thus by keeping the Board in the dark, you ensured that all the subsequent decisions of the Board on this subject were rendered infructuous. viz. BOG 46 (2015) 03 dated 17-4-2015 .Even after confirmation of minutes of the 45th BOG at the 46th BOG on 17th April, you had issued letters to members of the faculty cancelling all actions initiated on BOG-45(2015)-16,thus effectively invalidating the BOG decision,Thus causing Immense Loss of Prestige to the Board, the Senate, & the Institute .

When BOG was convinced about the intention of Prof. Pramanik to harass Dr. Nayak, by not conducting the 'viva voce' as per the recommendation of the Senate it decided to remove her from the DSC chairmanship, to facilitate smooth conduct of viva-voce exam. In our opinion, BOG has not taken over the job of Senate; it has taken only legitimate administrative measures as per statute to prevent further harassment of Dr. Nayak at the hands of Prof. Pramanik, without interfering in the job of Senate. BOG members gain nothing through Ph.D. degree of Dr. Nayak.

By deliberately avoiding the placement of the minutes of the 52nd Senate Meeting, for information of the BOG at its 46th meeting on 17.04.2015. By misrepresenting the Board's intentions to the Senate, you as Chairperson of Senate and Director, have intentionally blocked the implementation of BOG decisions.

This matter came to the notice of the Board only through the Agenda for the 47th BOG, annexure A14 page 260/261. Item 2015-52-Senate -09:

" Report of Action taken on the decision of the 51st meeting (Part-I) of the Senate held on 19-12-2014(Friday) Para. 2014-51-senate-15-1:Evaluation." Due to paucity of time, no discussions took place.

All members present in the 47th BOG meeting requested you as Director and Chairman of the Senate to resolve the issue on humanitarian ground without further harassing the PhD student.

We were convinced that there was deliberate harassment of a student and in the end it would cause harm to the reputation of the Noble Institution, and cause permanent damage to his career/life.

The thesis was evaluated by two independent examiners whose reports have been received and from your own admission both the examiners have recommended the conduct of the Ph. D exam.

In fact it is you who is questioning the wisdom of the Senate of NIT Rourkela for recommending that the 'viva voce' be conducted.

You have put in enormous amount of effort in preparing the long letter dated June 18, 2015 but all this effort appears to be essentially, to justify your stand on the issue of the Ph.D thesis viva-voce of Dr Nayak. Your comment that "somewhere behind the Board's initiative to keep the Senate out, of the exam process is hidden an apprehension that Dr. Nayak may not meet the academic and ethical standards" is a mischievous allegation which is highly objectionable and irresponsible.

You have also made a statement that the Director, Deans, HODs and Faculty do not enjoy the trust of the Board. This is a dangerous allegation. No member of the Board nor I have ever expressed such an opinion. Nor have I had to indulge in any micromanagement through the Registrar as stated by you. This is a baseless and insidious statement.

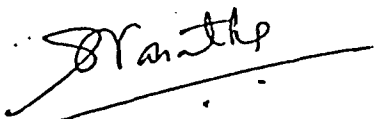
Director's example of comparing the Board's actions to protect a student's interest, with the Board interacting with the Institute's Janitors and holding the broom of the janitors for accomplishing its "Swatch NIT mission" is most unfortunate. In our opinion the Board's decision have always been based on the information and facts provided to it by the Institute.

However the Board will at all times, act based on its powers and responsibilities as defined in the Act and Statutes, for the general superintendence, direction, control of the Institute and review acts of the Senate.

Notwithstanding all that has happened I do however look forward to a harmonious and healthy relationship between the Board, the Director, Registrar and the Senate, contributing to the Growth and Progress of NIT Rourkela.

Thanking you

Yours Sincerely



Chairperson, BOG, NITR

Copy to Shri S. P. Goyal, IAS

Joint Secretary



राष्ट्रीय प्रौद्योगिकी संस्थान, राउरकेला
National Institute of Technology
Rourkela

Prof. Sunil Kr Sarangi
Director

No. NITR/DR/2015/M/271

Date: 29th July, 2015

To,
Deputy Registrar (Academic)

The Ph.D. thesis of Dr. B. P. Nayak, Roll No. 508BM403 is awaiting final evaluation. As informed by me to the Senate in its 52nd meeting, the BOG has taken up the matter on its own initiative and the Senate must wait for any specific direction by the higher authority.

The BOG in its 47th meeting vide resolution no BOG-47(2015)-03 dated 19.06.2015 has directed the administration to hand over the examination files of Dr Nayak to Professor S. K. Patra, member BOG, who in turn would submit his action taken report to Board members.

While the NIT Act bestows the responsibility of appointing DSCs and conducting examinations on the Senate. The BOG, however, is the highest authority of the institute and it has decided to take up this specific evaluation. It is our duty to obey directions of our Hon'ble Board.

Kindly handover all files and papers related to Dr. B. P. Nayak to Prof. S. K. Patra, member BOG after keeping records in your office.

Sunil Kr Sarangi

Encl. : Ph.D. examination files (2 files) by Dr. B. P. Nayak
2 copies of Ph.D. thesis of Dr. B. P. Nayak

CC: Dean (Ac)

✓ Registrar for record in BOG file.

Prof. S. K. Patra, Member BOG for information.

From Sunil Kr Sarangi
Director, NIT Rourkela.

Why I feel that in the matter of Ph.D. examination of Dr B.P. Nayak, the BOG has taken over the function of the Senate:

1. Registrar's order NO NITR/RG/BOG-45/2015/336
of 2.4.2015.

The Board directed that the viva voce may be conducted at the earliest and action taken reports may be submitted to the Board in the next meeting Dean (AC) for necessary action.

HOD (BM)/Prof M Gupta (BM) for necessary action

2. BOG-46(2015)-03

- Board takes serious view of communication from HOD-BM to Registrar who is responsible to (i.e. report to and answerable to) only director.
- Director informed to Board that he had already written letter to external examiner Prof P.C. Pandey.
- Board decided to replace DSC chairperson.

3. BOG-47(2015)-03

The Board directed that the director should hand over file to Prof Patra immediately for

necessary action and ensure that the process of viva voce is conducted within 30 days. The action taken report may be submitted to Board members immediately after completion of viva voce.

Summary

- The Senate is nowhere in the picture. Final action to be taken by BOG member and report to be given to BOG members.
- Senate chairman's efforts invalidated.
- Absolutely no space for academic considerations.

A look at the regulations

Ph.D. 5.1 :

A doctoral scrutiny committee shall be constituted by the Senate for each candidate

Ph.D. 5.6 Decisions of DSC shall normally be arrived at by consensus among members. In case of serious disagreement among members, the chairman of DSC shall record the different viewpoints and put up to chairman Senate through Dean(AA) for a decision. The chairman's decision shall be binding on all concerned.

My Comments : The regulations are healthy and adequate to handle this case; we need to respect them.

The Higher Laws

The NIT Act is very clear on the roles of Senate and BOG in clauses 10, 13 and 15. The Statutes 8(ii) and 8(iii) supplement them.

The Senate is the only academic authority of the institute for operational matters, the Board's role being at a far higher level.

Some pertinent observations:

1. The BOG, in reviewing acts of the Senate, has found nothing wrong.
2. No member of Senate except Director, Dean and HOD has read the thesis or the report of examiners. The Senate and BOG have not yet heard them.
3. At least one member of Senate has opined that the Registrar played a trick on the Senate.
4. We have an academic obligation to the nation

— — —

From Sunil Kr Sarangi
Director, NIT Rourkela

Sub: Proceedings of BOG - 48th meeting
held on 31st July 2015.

- Dissent Note on

Item 48(2015)-03 (3) : Conduct of viva
voce exam of Dr B. P. Nayak.

1. The agenda note ~~reads~~ contains statements which are not true and serious negative impact on director's reputation. Examples are:

- (i) Director accepted to implement the BOG decisions and put up results of viva voce of Prof B.P. Nayak to the Senate. In fact as per minutes Prof Patra has been directed to submit his data to the BOG members
- (ii) The BOG was deliberately kept in dark and was forced to take infractional decisions without knowing all the facts.

2. I believe today the BOG decided to proceed with viva voce exam of Dr B.P. Nayak by Prof S.K. Patra who is appointed D.S.C. Chairman by the BOG in its 46th meeting.

This violates Section 5.1 of BOP.D. regulation

Also there is no reason for objecting to continuance of Senate appointed chairperson, for section 5.6 provides adequate protection & in ~~no~~ case there is any failure on the part of existing chairperson.

3. The explanation/~~given~~ justification given for intervention of the BOG in functions of the Senate is clause 13 of NIT Act that gives power of general superintendence and to review the acts of the Senate.

I believe the meanings of the phrases "general superintendence" and "review" have been misunderstood by the BOG. By such an erroneous interpretation we are creating a tradition which is ^{not only} violative of NIT Act, but also very destructive of the academic traditions of the institute.

Madam chairperson,

Kindly take cognizance of my dissent note in drawing up the minutes.

S. S. Ganguly

4. The BOG ^{meeting} procedure adopted by the BOG ^{to} last time (I believe it was not discussed ^{adequately} last time) and confirmed today violate certain provisions of Acts/statutes, directly negate ministry directions,

and create traditions not in the interest of
the institute.

SKS Gangi
2015/07/31

Find :

☐ Include shared in Email Messages

☒ Search

Mail

Contacts

Calendar

Tasks

Preferences

Compose

Help Log Out

REGISTRAR REGISTRAR-
NIT,RKL
2.65 GB of 6 GB

▼ Folders [edit](#)

Inbox (145)

Sent (1)

Drafts (3)

Junk (11)

Trash

SPAM

Summary Sheet ...

▼ Searches [edit](#)

▼ Tags [edit](#)

Back to Inbox Delete Spam 6

From : rintu banerjee <rintuin@gmail.com>

Mon, 27 Jul, 2015 12:23

Subject : My opinion regarding.....

To : Vasantha Ramaswamy <nitr2014@gmail.com>

Cc : REGISTRAR REGISTRAR-NIT,RKL <registrar@nitrl.ac.in>

Reply

Reply All

Forward

Print

Dear Madam,

In continuation of my earlier communication to all the BoG members, I would like to mention here that

1. Though the Senate is "Supreme" to take decision in academic matters such as courses & award of degrees etc., but the matters that is mentioned here is purely administrative- and BOG as an apex administrative body can & should intervene the process since there is a break-down of academic administration.

2. Director is appointed by the Chairperson through the BOG, hence, the Chairperson can direct the Director in such matters to complete the process ASAP.

3. While I could sense some unfounded reservations of the Director with respect to the external examiners, however if the views of both the external evaluators are not divergent, I see no reason of procrastination of the matter by the Director which has been mentioned by me earlier too. Further, the choice of examiners were approved by the HoD/Senate/Subject board. If there was any reservation about the evaluation process that should have been settled much before in the initial level and not after the evaluation has taken place.

The analogy is a rule may be good or bad so long it is in force and is not amended it need to be followed. Also, it is incumbent upon the Chair of the subject board to hold the "viva" as soon as the report is received.

- 148 -

Madam, I feel there is no point in spending time and giving recommendations if it is not at all considered and executed.

Regards

Rintu Banerjee

--
Dr. Rintu Banerjee
Chair Professor, MNRE
P. K. Sinha for Bioenergy
Professor, Agricultural & Food Engineering Department
Indian Institute of Technology Kharagpur- 721 302
West Bengal
INDIA
Scholastic Profile @ <http://scholar.google.co.in/citations?user=o6JC0f4AAAAJ>

☒ Back to Inbox ☒ Delete ☒ Spam 6

- 149 -



National Institute of Technology
Rourkela - 769 008 (Orissa)

Annexure- A4

Annexure - A5

BOG-47(2015)-08: Recruitment of Faculty (Table Item)

Sub: Selection of faculty – 7th April – 9th May, 2015

The following candidates are recommended for selection in faculty positions in various departments as listed below in Table-1:

Table-1
Selection of faculty under Regular positions against adv. no. NITR/DN(FW)/adv.02 dt. 10.09.2014

Sl No	Dept Code	Position	Name of Candidate	AGP (₹)	Start Pay In Pay Band (₹)	Note
1.	FP	Asst Prof	Ramachandra Pradhan (ST) ✓	8000	30000	
2.		Asst Prof (Post PhD Contract)	Ashish Rawason	7000	23970	
3.			Kshirod Kumar Dash	7000	23970	
4.	CS	Asst Prof (Pre PhD Contract)	Sambit Bakshi	6000	17550	On award of Ph.D. – Asst. Professor (on contract), AGP- Rs.6000/- + Rs.22,240/- In PB-3
5.			Anup Nandy	6000	17550	
6.			Sumanta Pyne	6000	17550	
7.			Manas Khatua	6000	17550	
8.		Asst Prof (Post PhD Contract)	Ruchira Naskar ✓	7000	23970	Or as per rule Which-ever is higher
9.		Professor	Prof. S. K.Jena ✓	10500	As per rules	Publications of quality Indexed In Scopus, but not In SCI. More than 600 citations; h-Index-11. Recommended
10.	MM	Asst Prof (Post PhD Contract)	Chinmay Chattopadhyay	6000	22240	
11.			D. Nagarajan (OBC)	6000	22240	
12.		Asst Prof (Pre PhD Contract maximum 3 years)	Ajit Behera (SC)	6000	17550	On award of PhD to be converted to Asst. Professor on contract AGP Rs.6000/- + Rs.22,240/- In PB-3.
13.		Asst Prof (Post PhD Contract)	Snehanshu Pal ✓	7000	23970	OR As per rules whichever is higher
14.		Associate Professor	Somnath Bhattacharyya	9500	42800	To be posted in the Department of Biotechnology & Medical Engineering after joining the Institute
15.		Professor	Prof. B. C. Ray ✓	10500		As per rules

16	CH	Asst. Professor	2	Prof. Sujit Sen ✓	8000	30000	-
17		Asst Prof	✓	Sandip Khan(OBC)	6000	22240	
18		(Post PhD Contract)		Rajib Ghoshchaudhuri	6000	22240	
19		Associate Professor		MadhushreeKundu ✓	9500		As per rules
20		Professor		Prof. R. K. Singh ✓	10500		As per rules
21	PA	Asst. Professor		Sohil Ahmed	8000	30000	-
22		Asst Prof (Pre PhD Contract)		Arjun Mukerji	6000	17550	On award of Ph.D. AGP Rs.6000/- Pay Rs.22,240/- (on contract)
23				Ankhi Banerjee	6000	17550	
24				Basudatta Sarkar	6000	17550	
25				Tuhin Subhra Maparu	6000	17550	
26	HS	Asst. Prof.	3	Akshaya K Rath ✓	8000	30000	-
27				Sthitpragyan Ray	8000	30000	-
28		Asst Prof (Post PhD Contract)		Apparao Thamminalna(OBC)	7000	23970	-
29				Shyamashree Dasgupta	6000	22240	
30		Asst Prof (Pre PhD Contract)		Surabhi Verma	6000	17550	AGP Rs.6000/- Pay Rs.22,240/- after Ph.D. (Asst. Prof. contract)
31				Kirithi Ranjan Pallasingh	6000	17550	
32	SM	Asst. Prof.	4	Rajeev Panda ✓	8000	30000	-
33			5	S. H. Uzma ✓	8000	30000	-
34	CR	Associate Professor		Prof. Debasish Sarkar ✓	9500		As per rules
35				Prof. B. B. Nayak ✓	9500		As per rules
36		Professor		Prof. Japes Bera ✓	10500		As per rules
37	ID	Asst. Prof.	6	Mohammed Rajik Khan ✓	8000	30000	As per rules
38				Sumanta Panda	8000	30000	-
39		Asst Prof (Post PhD Contract)		Dibya Prakash Jena	6000	24000	-
40				Mohit Lal	6000	22240	-
41	ME	Asst. Prof.	7	Suman Ghosh ✓	8000	30000	As per rules
42			8	Manoj Masanta ✓	8000	30000	As per rules
43				Sudipto Mukhopadhyay	8000	30000	-
44		Asst Prof (Post PhD Contract)		S. S. Chakraborty	6000		Pay Rs.22,240/- after Ph.D.. Till than Pre-Ph.D. contract AGP Rs.6000/-
45				Tanmoy Bose	6000		
46				ShyamSundar	6000	22240	
47				A. Subramanian (OBC)	6000	22240	
48				Ravikumar Dumpala (OBC)	6000	22240	
49				Chiranjit Sarkar (SC)	6000	22240	
50		Associate Professor		Prof. S. Murugan ✓	9500		As per rules
51		Professor (HAG)		Prof. Dayal R. K. Parhi ✓	HAG		As per rules

52	CE	Asst. Prof.	Debabrata Sahoo	8000	35000	Long Industrial Exp.
53			Rabinarayan Behera ✓	7000	23970	-
54			Koushik Roy	6000	22240	On contract
55		Asst. Prof. (Post-PhD contract)	Abhilash T. Nair	6000	22240	Till completion of Ph.D. Pay Rs.17,550/- (on contract)
56			Mahendra Gattu (OBC)	6000	22240	On contract
57			Sanat Nalini Sahu (OBC)	6000	22240	On contract
58		Associate Professor	Prof. K. K. Khatua ✓	9500		As per rules
59			Prof. K. C. Biswal ✓	9500		As per rules
60	MN	Asst Prof (Pre PhD Contract)	Vivek K Himanshu (OBC)	6000	17550	To enroll in Ph.D. programme. Contract period : 3 years, extendable by 2 more years. Eligible for position of Assistant Professor on ccontract with AGP Rs.6000/- and Pay Rs.22,240/- on award of Ph.D. degree.
61			Harshit Agarwal	6000	17550	
62		Associate Professor	Sekhar Bhattacharya	9500	42800	-
63	EE	Asst. Prof.	Subrat Karmakar ✓	8000	30000	As per rule
64			Pravat K. Ray	8000	30000	As per rule
65		Asst. Prof. (contract)	Prof. Paresh Kale ✓	7000	23970	As per rule
66		Asst Prof (Pre PhD Contract)	Banibrata Mukherjee	6000	17550	AGP Rs.6000/- Pay Rs.22,240/- after Ph.D.
67			Prashant Vooka	6000	17550	(Dr. Mukherjee & Dr. P. Vooka May be more suitable to instrumentation programme in EC Dept., if also selected there.
68			N. Venkataraman Naik (ST)	6000	17550	
69		Professor (HAG)	Prof. Bidyadhar Subudhi ✓	HAG	-	As per rules
70	BM	Asst. Prof.	Prof. P. Balasubramanian ✓	7000		As per rules
71			Prof. Nandini Sarkar ✓	8000		As per rules
72			Prof. Indranil Banerjee ✓	8000		As per rules
73		Asst Prof (Post PhD Contract)	Falguni Pati	7000	26000	Eligible for applying for Rs.8000/- AGP in one yr.
74			Kasturi Dutta	6000	22240	On contract
75			Oindrilla Mukherjee	6000	22240	On Contract
76			Sougat Bhattacharya	6000	17550	After Ph.D. awarded Pay Rs.22,240/- Pre-Ph.D. contract
77			Angana Sarkar (SC)	6000	22240	On contract
78			Rahul Soangra (SC)	6000	22240	On contract
79		Professor	Prof. Krishna Pramanik ✓	10500	48000	As per rules
80		Professor (HAG)	Prof. Krishna Pramanik	HAG		As per rules

(*) not approved by BOG.
22/6/14

- 152 -

81	EC	Asst. Prof. (2)	Prof. Pramod K Tiwari ✓	8000	30000	As per rules higher of the two
82		Asst Prof (Post PhD Contract)	Prof. Manish Okade ✓	7000	23970	As per rules higher of the two (on contract)
83			Debashish Mondal	7000	23970	On contract
84		Asst Prof (Pre PhD Contract)	Banibrata Mukherjee	6000	22240	On contract Till award of Ph.D. degree. AGP Rs.6000/- + Sal Rs.17,550/- on Pre-Ph.D. contract
85			Sudip Kundu	6000	22240	
86			Prashant Vookha	6000	22240	
87			R. Swaminathan	6000	22240	
88		Associate Professor	Prof. Santanu K Behera (SC) ✓	9500		As per rules
89		Professor	Prof. K. K. Mohapatra ✓	10500		As per rules
90	MA	Asst. Prof. (Post PhD Contract)	Rasmita Kar	7000	26000	On contract Eligible for AGP Rs.8000/- In one yr.
91			Subhabrata Paul	6000	22240	
92		Associate Professor	Prof. Santanu Saha Roy ✓	9500		As per rules
93		Professor	Prof. Snehasish Chakravarty ✓	10500	As per rule	The committee noted observation of scrutiny committee that Prof. Chakravarty has guided 2 Ph.Ds. at NITR as Principal guide + 3 at CBRI> The committee examined all thesis and publications. Committee is convinced that Prof. Chakravarty Indeed supervised the students. He meets the criteria.
94	ER	Asst. Prof. (Post PhD Contract)	Prof. Bhaskar Kundu ✓	7000	25000	Excellent record In NIT
95			Bhishma Tyagi	7000	23970	
96			Rekha S	6000	22240	
97			Subhranil Mondal (SC)	6000	22240	
98			Krishna K Osuri (OBC)	7000	23970	
99	PH	Asst. Prof.	Prof. Anil K. Singh ✓	8000		Pay as per rules or Rs.30,000/- whichever is higher.
100			Prof. P. Mahanandia (SC) ✓	8000		
101			Anurag Sahay	8000	30000	
102			Ronald Benjamin	8000	30000	
103			Parimal Kar	8000	30000	
104		Associate Professor	Prof. Dhruvananda Behera ✓	9500		As per rules

105	CY	Asst. Prof. 15/16	Prof. Madhurima Jana ✓	8000		As per rules
106			Prof. Debayan Sarkar (SC) ✓	8000		As per rules
107			Gokarneswar Sahoo (OBC)	8000	30000	
108		Associate Professor	Prof. Niranjana Panda ✓	9500		As per rules
109			Prof. Garudadhwa Hota ✓	9500		As per rules
110	LS	Asst. Prof. 17	Prof. Bismita Nayak (SC) ✓	8000		As per rules
111			Bhairab Nath Singh	8000	30000	-
112			Dhananjay Nayak	8000	30000	-
113			Brijesh K. Biswal (OBC)	8000	30000	-
114		Asst. Prof. (Post PhD Contract)	Blswajit Mishra	7000	23970	-

Total no. of selected candidates:111

Total no. of offers:114 [Prof. Krishna Pramanik has two offers- one for Professor with AGP Rs. 10,500 and another for HAG scale at sl. no.:79 and 80. Banibrata Mukherji and Prashant Vookha have been selected for EE and EC departments at sl. no.: 66/84 and 67/86]

The current faculty distribution in different departments is presented in Table-2

- 154 -

Faculty position distribution across Departments (June 2015)

DEPT.	Programmes with faculty weight assignment											Present faculty position					Faculty shortage	
	B.Tech. / M.Sc. (2 Yr) / MBA/ MA						M.Tech.	M.Sc. (5 Yrs)	B.Tech&M.Tech Dual Degree	Total Weightage	Net position department	Professor (HAG)	Professor	Asso. Professor	Asst. Prof.	Total		
	Branch	Sanctioned Strength	Branch Wt.	Common Theory	Common Practical	Total	Weightage											
BM	BM	30	1	0	0	1.5	1	0	0	2.5	22		1	2	10	13	9	41%
	BT	30	0.5	0	0													
CE	CE	40	1	0.4	0.1	1.5	2		0.1	3.6	30		5	8	9	22	8	27%
CH	CH	50	1	0	0	1	0.5	0	0.05	1.55	14		4	5	7	16	-2	-14%
CR	CR	35	1	0	0	1	0.5	0	0.05	1.55	14		1	6	7	14	0	0%
CS	CS	70	1.5	0.2	0.1	1.8	1.5	0	0.1	3.4	29	1	2	3	11	17	12	41%
EC	EC	35	1	0	0	1.8	2	0	0.1	3.9	33		3	5	14	22	11	33%
	EI	35	0.5	0.2	0.1													
EE	EE	60	1.5	0.2	0.1	1.8	2	0	0.1	3.9	33		3	4	14	21	12	36%
ID	ID	30	1	0	0	1	0.5	0	0	1.5	13	1	0	0	3	4	9	69%
ME	ME	80	1.5	0	0.2	1.7	2	0	0.05	3.75	32	1	7	8	11	27	5	16%
MM	MM	50	1	0	0	1	1	0	0.05	2.05	18		3	4	11	18	0	-0%
MN	MN	35	1	0	0	1	0.5	0	0.05	1.55	14		3	3	3	9	5	36%
FP	FP	30	1	0	0	1	0	0	0	1	9		0	0	3	3	6	67%
PA	PA	30	1	0	0	1	0.5	0	0	1.5	13		0	0	2	2	11	85%
CY	CY	46	0.5	0.2	0.1	0.8	0	1	0	1.8	16		0	6	13	19	-3	-19%
LS	LS	46	0.5	0	0	0.5	0	1	0	1.5	13		0	1	11	12	1	8%
MA	MA	46	0.5	0.8	0.1	1.4	0	1	0	2.4	21	1	3	3	8	15	6	2%
PH	PH	46	0.5	0.4	0.1	1	0	1	0	2	17	1	0	5	10	16	1	6%
ER		0	0.5	0	0	0.5	0	0	0	0.5	6		0	0	5	5	1	1%
SM	SM	30	1	0.2	0	1.2	0	0	0	1.2	11		0	2	3	5	6	5%
HS	HS	30	0.5	0.6	0.1	1.2	0	0	0	1.2	11		0	2	8	10	1	9%
Total										42.35	369	5	35	67	163	270	99	

Sanctioned Strength	369
Number of Faculty for each weight	8.71

Total Faculty Position (available)			270		
	Gen	SC	Total		
Backlog vacancy	0	5	46		
Current vacancy	27	8	53		
Positions available	27	13	99		

- Based on the faculty position in Table-2 the current faculty vacancy position for all designations is presented in Table-3. We have requested the ministry to sanction additional posts so that the total sanctioned positions for faculty will be 485.

TABLE-3

	General	OBC	SC	ST	Total
Backlog Reserve vacancies	N/A	32	5	9	46
Normal Vacancies	27	14	8	4	53
Total category wise vacancies	27	46	13	13	99
Present recommendation (Fresh Intake)	49	11	5	1	66

Out of the 111 names presented in Table-1, 45 persons are currently serving the Institute in different departments at different position. The consolidated list of such candidates is presented in Table-4. Offer letters for them is recommended to be issued immediately.

TABLE- 4: Consolidated list of serving faculty members selected for higher position

Sl. No.	Department	Position		Name of the Candidate
		Current AGP	AGP selected for (4 Tier)	
1	FP	7000	8000	Prof. Ramachandra Pradhan (ST)
2	CS	6000	7000	Prof. Ruchira Naskar
3		10000	10500	Prof. S. K. Jena
4	MM	6000	7000	Prof. Snehanishu Pal
5		10000	10500	Prof. B. C. Ray
6	CH	7000	8000	Prof. Sujit Sen
7		9000	9500	Prof. Madhushree Kundu
8		10000	10500	Prof. R. K. Singh
9	HS	7000	8000	Prof. Akshaya K. Rath
10	SM	7000	8000	Prof. Rajeev Panda
11				Prof. S. H. Uzma
12	CR	9000	9500	Prof. Debasish Sarkar
13				Prof. B. B. Nayak
14		9500	10500	Prof. Japes Bera
15	ID	7000	8000	Prof. Mohammed Rajik Khan
16	ME	7000	8000	Prof. Suman Ghosh
17				Prof. Manoj Masanta
18		9000	9500	Prof. S. Murugan
19		10500	HAG	Prof. Dayal R. K. Parhi
20	CE	6000	7000	Prof. Rabinarayan Behera
21		9000	9500	Prof. K. K. Khatua
22				Prof. K. C. Biswal
23	EE	7000	8000	Prof. Subrata Karmakar
24		8000 (3 Tier)	8000 (4 Tier)	Prof. Pravat K. Ray
25		6000	7000	Prof. Paresh Kale
26		10500	HAG	Prof. Bidyadhar Subudhi

27	BM	6000	7000	Prof. P. Balasubramanian
28		7000	8000	Prof. Indranil Banerjee
29				Prof. Nandini Sarkar
30		10000	10500 & HAG	Prof. Krishna Pramanik
31	EC	7000	8000	Prof. Pramod K. Tiwari
32		6000	7000	Prof. Manish Okade
33		9000	9500	Prof. Santanu K. Behera
34		10000	10500	Prof. K. K. Mohapatra
35	MA	9000	9500	Prof. Santanu Saha Roy
36		10000	10500	Prof. Snehasish Chakravarty
37	ER	6000	7000	Prof. Bhaskar Kundu
38	PH	7000	8000	Prof. Anil Kr. Singh
39				Prof. P. Mahanandia
40		9000	9500	Prof. Dhrubananda Behera
41	CY	7000	8000	Prof. Madhurima Jana
42				Prof. Debayansarkar
43		9000	9500	Prof. Niranjan Panda
44				Prof. Garudadhwa Jhota
45	LS	7000	8000	Prof. Bismita Nayak

Out of the remaining 66 candidates selected through selection process, 5 candidates belong to SC category, 1 candidate belongs to ST category and 11 candidates belong to OBC category (Total-17). Institute has sufficient faculty vacancies for reserve category candidates. It is recommended to issue offer letter to these candidates immediately. The consolidated list of these 17 candidates is presented at Table-5.

Table-5: Consolidated list of candidates selected under reserved category

Sl. No.	Deptt.	Position	Name of the Candidate	AGP	Remarks
1	MM	Assistant Professor	Shri Ajit Behera	Rs.6000/-	SC
2	ME	Assistant Professor	Shri Chiranjit Sarkar	Rs.6000/-	
3	BM	Assistant Professor	Ms. Angana Sarkar	Rs.6000/-	
4			Shri Rahul Soangra	Rs.6000/-	
5	ER	Assistant Professor	Shri Subhranil Mondal	Rs.6000/-	
6	EE	Assistant Professor	Shri N. Venkataraman Naik	Rs.6000/-	ST
7	MM	Assistant Professor	Shri D. Nagarajan	Rs.6000/-	OBC
8	CH	Assistant Professor	Shri Sandip Khan	Rs.6000/-	
9	HS	Assistant Professor	Dr. Apparao Thamminaina	Rs.7000/-	
10	ME	Assistant Professor	Shri A. Subramanian	Rs.6000/-	
11			Shri Ravikumar Dumpala	Rs.6000/-	
12	CE	Assistant Professor	Shri Mahendra Gattu	Rs.6000/-	
13			Shri Sanat Nalini Sahu	Rs.6000/-	
14	MN	Assistant Professor	Shri Vivek K. Hlmanshu	Rs.6000/-	
15	ER	Assistant Professor	Shri Krishna K. Osuri	Rs.7000/-	
16	CY	Assistant Professor	Shri Gokarneswar Sahoo	Rs.8000/-	
17	LS	Assistant Professor	Shri Brijish K. Biswal	Rs.8000/-	

- ② Considering the current faculty position of different departments, faculty availability in departments in certain research groups, the offer letter for general candidates for different departments is recommended to be issued as per Table-6 in order of appearance of names.

Table-6: Consolidated list of candidates selected under general category. Offer letters recommended to be issued in sequence of serial number based on availability of faculty position

Sl. No.	Name	Designation	AGP	Department
1	Sohil Ahmed	Assistant Professor	Rs. 8000/-	PA
2	Shri Arjun Mukerji	Assistant Professor	Rs. 6000/-	PA
3	Shri Ankhi Banerjee	Assistant Professor	Rs. 6000/-	PA
4	Shri Basudatta Sarkar	Assistant Professor	Rs. 6000/-	PA
5	Shri Tuhin Subhra Maparu	Assistant Professor	Rs. 6000/-	PA
6	Shri Sumanta Panda	Assistant Professor	Rs. 8000/-	ID
7	Shri Mohit Lal	Assistant Professor	Rs. 6000/-	ID
8	Shri Dibya Prakash Jena	Assistant Professor	Rs. 6000/-	ID
9	Shri Sambit Bakshi	Assistant Professor	Rs. 6000/-	CS
10	Shri Anup Nandy	Assistant Professor	Rs. 6000/-	CS
11	Shri Somnath Bhattacharyya	Associate Professor	Rs. 9500/-	BM/MM
12	Shri Ashish Rawason	Assistant Professor	Rs. 7000/-	FP
13	Shri Kshirod Kumar Dash	Assistant Professor	Rs. 7000/-	FP
14	Shri Sthitipragyan Ray	Assistant Professor	Rs. 8000/-	HS
15	Shri Debabrata Sahoo	Assistant Professor	Rs. 8000/-	CE
16	Dr. Sekhar Bhattacharya	Associate Professor	Rs. 9500/-	MN
17	Shri Falguni Pati	Assistant Professor	Rs. 7000/-	BM
18	Ms. Kasturi Dutta	Assistant Professor	Rs. 6000/-	BM
19	Shri Banibrata Mukherjee	Assistant Professor	Rs. 6000/-	EC
20	Shri Prashant Vooka	Assistant Professor	Rs. 6000/-	EC
21	Shri Debashish Mondal	Assistant Professor	Rs. 7000/-	EC
22	Sumanta Pyne	Assistant Professor	Rs. 6000/-	CS
23	Shri Bhisma Tyagi	Assistant Professor	Rs. 7000/-	ER

24	Ms. Rekha S.	Assistant Professor	Rs. 6000/-	ER
25	Ms. Surabhi Verma	Assistant Professor	Rs.6000/-	HS
26	Ms. Rasmita Kar	Assistant Professor	Rs. 7000/-	MA
27	Mr. Sudipto Mukhopadhyay	Assistant Professor	Rs.8000/-	ME
28	Shri Manas Khatua	Assistant Professor	Rs. 6000/-	CS
29	Shri Chinmay Chattopadhyay	Assistant Professor	Rs. 6000/-	MM
30	Shri Harshit Agarwal	Assistant Professor	Rs. 6000/-	MN
31	Shyamashree Dasgupta	Assistant Professor	Rs. 6000/-	HS
32	Shri Oindrilla Mukherjee	Assistant Professor	Rs. 6000/-	BM
33	Shri Sougat Bhattacharya	Assistant Professor	Rs. 6000/-	BM
34	Shri Sudip Kundu	Assistant Professor	Rs. 6000/-	EC
35	Shri R. Swaminathan	Assistant Professor	Rs. 6000/-	EC
36	Shri Subhabrata Paul	Assistant Professor	Rs. 6000/-	MA
37	Shri Rajib Ghoshchaudhuri	Assistant Professor	Rs. 6000/-	CH
38	Shri Abhishat T. Nair	Assistant Professor	Rs. 6000/-	CE
39	Shri Koushik Roy	Assistant Professor	Rs.6000/-	CE
40	Shri Kirithi Ranjan Paltasingh	Assistant Professor	Rs. 6000/-	HS
41	Shri S. S. Chakraborty	Assistant Professor	Rs. 6000/-	ME
42	Shri Tanmoy Bose	Assistant Professor	Rs. 6000/-	ME
43	Shri Shyam Sundar	Assistant Professor	Rs. 6000/-	ME
44	Shri Anurag Sahay	Assistant Professor	Rs. 8000/-	PH
45	Shri Bhalrab Nath Singh	Assistant Professor	Rs. 8000/-	LS
46	Shri Dhananjay Nayak	Assistant Professor	Rs. 8000/-	LS
47	Shri Biswajit Mishra	Assistant Professor	Rs. 7000/-	LS
48	Shri Ronald Benjamin	Assistant Professor	Rs. 8000/-	PH
49	Shri Parimal Kar	Assistant Professor	Rs. 8000/-	PH

6

The Institute is under pressure from the Council of Architecture to recruit more faculty in the Department of P&A. At present there are 27 vacancies in general category. It is proposed to dedicate 3 more positions out of this 27 for P&A Department for which a separate interview is proposed soon. For the balance 24 positions in general category and 17 positions in reserved categories appointment letters will be issued immediately. Other candidates (Sl. No.25-49) in general category will be issued appointment letters in serial orders as vacancies occur or new posts are sanctioned.

Submitted to BOG for kind approval.


Prof. Sunil Kr Sarangi
Director NIT Rourkela

July 08, 2015

CONFIDENTIAL

Report

Reg: Disciplinary proceedings against Prof. S.K. Agarwal (CH), NITR

(Ref: BOG resolution no. BOG-47(2015)-06 dated 19/06/2015)

BACKGROUND: In connection with the incidence of locking of the main gate and the Jagda gate of the institute by a group of people on 30/10/2010, the Fact Finding Committee had made certain observations which were conveyed to Prof. Agarwal vide memo no. NITR/RG/2012/M/418 dated 14/11/2012 by the Registrar. The memo also sought explanation from Prof. Agarwal. A copy of the memo is enclosed herewith. The Institute, subsequently, appointed an Inquiry Officer (Shri J.M. Patnaik, former District Judge & Member (judcl.) Orissa Administrative Tribunal) to inquire into the case. The process of inquiry went on for quite some time and, eventually, the Inquiry Officer upheld all the charges levelled against Prof. Agarwal.

Prof. Agarwal appeared before the Board at its 47th meeting on 19/06/2015 and pleaded not guilty. He started with tendering an unconditional apology to the Board. He maintained that the charges levelled against are not true and insisted that he was present in the crowd only during a small part of the whole duration of the incidence. He also claimed that his role was only to pacify the crowd so that the situation does not go out of control. He admitted to raising the slogan "REC Zindabad" but denied raising the slogan "NIT Murdabad." Director, NITR spoke high of Prof. Agarwal's contributions to the Institute and about his good nature. He also informed the Board that Prof. Agarwal had earlier also submitted a letter of unconditional apology to him on 13/9/2013.

OBSERVATIONS: The Registrar had sent to me several documents related to the case with a covering letter no. NITR/RG/L/2015/530 dated 24/06/2015. Based on these documents and his presentation before the Board, I noted the following:

1. There are no strict proofs available against Prof. Agarwal. The Inquiry Officer in his report has maintained, however, that as per law strict proof is not required in a Departmental inquiry. "The Department is to establish its case by preponderance of probability."
2. The witness no. 1, on cross examination by Prof. Agarwal on 04/09/2013, had stated that Prof. Agarwal arrived at the gate only 15-20 minutes before the Director i.e. around 8:30 am. But the gates were locked at around 6:30 am.
3. The witness no. 2 reached the main gate at 8:15 am. So, he could not say that Prof. Agarwal took part in locking of the gates.
4. Both witnesses, however, maintained that Prof. Agarwal, along with others, had raised slogans "REC Zindabad" and "NIT Murdabad".

(continued on page 2)

5. The witness no. 2 stated that he had seen Prof. Agarwal at the so called "victory dinner" at 8:30 pm on 30/10/2010. While Prof. Agarwal has claimed that between 6 pm to 10 pm he was away from the campus at another function and he has also submitted photographic evidence in support of his claim.
6. How has it been established that the abovementioned dinner was organized to celebrate the so called "victory"? Whether it was vegetarian or non-vegetarian is also immaterial.
7. Prof. Agarwal stated before the Board that Prof. U.K. Mohanty was frantically trying to call him up early in the morning of 30/10/2010 when the incidence had started. He had seen several missed calls on his mobile phone. Why was Prof. Mohanty trying to contact him around the time the gates were locked?

CONCLUSION: It is clear that the case against Prof. Agarwal is circumstantial in nature. No charge against him has been conclusively established. However, point no. 7 above feebly indicates that some discussion related to the unfortunate incidence may have taken place earlier where Prof. Mohanty and Prof. Agarwal may have been involved. But the benefit of doubt should be given to Prof. Agarwal. He had also written a letter of unconditional apology to the Director well before (over 15 months) the Inquiry Officer submitted his report. As mentioned above, Director spoke very highly about him and recommended pardon to Prof. Agarwal. I am also in agreement with the Director for the reasons give above and recommend that no action be taken against Prof. Agarwal. Moreover, he has already gone through quite a bit of mental agony for several years during the inquiry period.

(R.K. Bhandari)

CHAIRPERSON
Board of Governors
NIT, Rourkela

- '11' -

CONFIDENTIAL



National Institute of Technology, Rourkela

No. NITR/RG/2012/MI 418

Date: 14-11-2012

Prof. S. K. Agarwal
Professor (CH)
EC-182444.

[Through HOD (CH)]

Sub: Charge sheet for violation of Conduct Rules and actions unbecoming of a professor of NIT.

Whereas it has been reported that an unprecedented event of closure of the main entrance gates to the campus happened on 31-10-2010,

Whereas a Fact Finding Committee was constituted by the Institute on direction of the BOG vide Resolution No BOG-28(2011)-03 dated 02-12-2011 to look into the matter, and whereas the said Committee observed the following:

1. You joined with and assisted Prof. U. K. Mohanty in closing the Main and Jagda gates and keeping them closed till such time that the director accepted his demand to open the old gate compromising the security of the campus.
2. You took part in locking the Main Gate as well as the Jagda Gate as reported by the Security Officer basing on reports of the Security Guards deployed in the gates,
3. You shouted slogans derogatory to the Institute, a conduct unbecoming of a professor,
4. On being successful in opening the old gate, you organised a "victory feast" at the end of the day and communicated your action to the Hon'ble Minister of HRD Government of India.

Consequently, you are charged with the offence of obstructing free movement of campus residents, and shouting slogans against the Institute.

You are therefore called upon to submit your explanation within fifteen days from the date of issue of this charge sheet. On your failure to submit your explanation to the undersigned within the stipulated time, it will be presumed that, you have nothing to say and action as deemed fit and proper shall be taken against you.

- 163 -

- 418 -

July 08, 2015

CONFIDENTIAL

Report

Reg: Disciplinary proceedings against Prof. S.K. Agarwal (CH), NITR

(Ref: BOG resolution no. BOG-47(2015)-06 dated 19/06/2015)

BACKGROUND: In connection with the incidence of locking of the main gate and the Jagda gate of the institute by a group of people on 30/10/2010, the Fact Finding Committee had made certain observations which were conveyed to Prof. Agarwal vide memo no. NITR/RG/2012/M/418 dated 14/11/2012 by the Registrar. The memo also sought explanation from Prof. Agarwal. A copy of the memo is enclosed herewith. The Institute, subsequently, appointed an Inquiry Officer (Shri J.M. Patnaik, former District Judge & Member (judcl.) Orissa Administrative Tribunal) to inquire into the case. The process of inquiry went on for quite some time and, eventually, the Inquiry Officer upheld all the charges levelled against Prof. Agarwal.

Prof. Agarwal appeared before the Board at its 47th meeting on 19/06/2015 and pleaded not guilty. He started with tendering an unconditional apology to the Board. He maintained that the charges levelled against are not true and insisted that he was present in the crowd only during a small part of the whole duration of the incidence. He also claimed that his role was only to pacify the crowd so that the situation does not go out of control. He admitted to raising the slogan "REC Zindabad" but denied raising the slogan "NIT Murdabad." Director, NITR spoke high of Prof. Agarwal's contributions to the Institute and about his good nature. He also informed the Board that Prof. Agarwal had earlier also submitted a letter of unconditional apology to him on 13/9/2013.

OBSERVATIONS: The Registrar had sent to me several documents related to the case with a covering letter no. NITR/RG/L/2015/530 dated 24/06/2015. Based on these documents and his presentation before the Board, I noted the following:

1. There are no strict proofs available against Prof. Agarwal. The Inquiry Officer in his report has maintained, however, that as per law strict proof is not required in a Departmental inquiry. "The Department is to establish its case by preponderance of probability."
2. The witness no. 1, on cross examination by Prof. Agarwal on 04/09/2013, had stated that Prof. Agarwal arrived at the gate only 15-20 minutes before the Director i.e. around 8:30 am. But the gates were locked at around 6:30 am.
3. The witness no. 2 reached the main gate at 8:15 am. So, he could not say that Prof. Agarwal took part in locking of the gates.
4. Both witnesses, however, maintained that Prof. Agarwal, along with others, had raised slogans "REC Zindabad" and "NIT Murdabad".

(continued on page 2)



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

Prof. Sunil Kr Sarangi, FNAE
Director

प्रो: सुनील कुमार षडंगी
निर्देशक

No. NITR/DR/2015/L/212

Dated: June 17, 2015

To

Sri S.K. Upadhyay

Registrar

NIT Rourkela.

Sub: Governance and management of the institute – long term issues

Ref.: Your letter no. NITR/RG/M/2015/395 dt 04.05.2015.

Dear Mr Upadhyay,

It has been quite some time since I received your letter. Under the principle of "silence is consent", you probably believe that I have accepted your conclusions and recommendations. Through this letter, I propose clarify my official thoughts and give you my formal directions.

The contents of your letter have been summarized by you in the following words

1. He is responsible to Director for day to day activities of the institute.
2. As secretary of BOG (where Director is a member like others), he is responsible to Chairperson for following procedure of the Board (preparation of the Agenda, Minutes and authentication of Board decisions etc.)

Please juxtapose it with "provisions of NIT Act, which reads:

Clause 18(2): The Registrar shall act as the Secretary of the Board, Senate and such committees as may be prescribed by the Statutes.

Clause 18(3): The Registrar shall be responsible to the Director for the proper discharge of his functions.

Clause 18(4): The Registrar shall exercise such other powers and perform such other duties as may be assigned to him by this Act or the Statutes or by the Director.

The language of (A) and (B) are both crisp and clear, and they are not compatible; only one of them can prevail. You have suggested a discussion in the BOG to settle this issue, i.e. which one will prevail. It will be preposterous on my part to question (B) above, i.e. the NIT Act passed by the Parliament of India. Let us not bring the BOG into it. Let us accept the Act of Parliament as our sole guide and drop your personal thoughts (A) that contravene the NIT Act.

[1] - 165 -

I have always taken pride in being assisted by a worthy Registrar; I have respected your commitment to the institute and your knowledge of regulations. The present discrepancy between (A) and (B) above is not compatible with my long-held perception; I have tried to identify a possible explanation; and the following has emerged.

I have looked at clause 18(2) of the Act which reads:

"The Registrar shall act as the Secretary of the Board, Senate and such committees as may be prescribed by the Statutes."

The key word is "secretary" which you cite in your letter very effectively. We come across this word frequently in (say) – Secretary of Ministry of HRD, Secretary General of UNO, Secretary of NTESA or Technology Club. These secretaries are the most prominent executive functionaries of their respective organizations. But the Registrar, serving as "Secretary of the Board and Senate" does not fall into the same family of secretaries.

This Oxford English Dictionary gives several meanings of the word "Secretary"; the following appears to me to be the most appropriate in the context of clause 18(2):

Secretary: "An official of a society or other organization who conducts its correspondence and keeps its records."

Therefore, it is my direction to you to kindly perform this well-defined function very effectively and not to distort the meaning. Bringing out executive orders without explicit approval of director and assigning duties in context of Board resolutions to deans, HODs, even ARs is NOT a part of this job.

Another key provision of the institute which appears to be misinterpreted in your letter is:

Clause 18(3): The Registrar shall be responsible to the Director for the proper discharge of his functions.

The word "responsible" again has been defined in Oxford English Dictionary as:

Responsible: (responsible to) Having to report (a superior) and be answerable to them for one's actions.

The Registrar shall not have an administrative agenda of his own; his only duty is to implement and expand directions of the director, and NEVER to negate his explicit or implied intentions. As a very respected member of the NIT family, it is on your shoulders to create strong traditions within the frame work of NIT Act, the Statutes and the common dictionary meanings of the words.

In this context, you have quoted clause 16(2) of the Act that reads:

"It shall be the duty of the Chairperson to ensure that the decisions taken by the Board are implemented."

You have made yourself the vehicle through which Madam Chairperson would exercise her responsibility of ensuring that BOG resolutions are implemented. You have made the Registrar the principal executive officer; it violates the NIT Act. The only possible meaning of Clause 16(2) is that Madam Chairperson will entrust the task of implementing board resolutions to the executive wing of the institute, i.e. the director, the deans, HODs, faculty and officers, all functionaries reporting to the director. She will guide the director and will seek a compliance report from the director. If not satisfied the BOG and the Government will

Re: Case of Prof. S.K. Agarwal

From : Rakesh Bhandari <rakeshbhandari808@gmail.com> Wed, 08 Jul, 2015 17:18
Subject : Re: Case of Prof. S.K. Agarwal 2 attachments
To : REGISTRAR REGISTRAR-NIT,RKL <registrar@nitrkl.ac.in>
Cc : aprameya associates <aprameya201@gmail.com>

Dear Er. Upadhyay,

Please find attached here my report on the case of Prof. S.K. Agarwal (CH). Please acknowledge the receipt and let me know if I should also send a signed report.


With best regards,


R.K. Bhandari

R.K. Bhandari
Raja Ramanna Fellow
Inter University Accelerator Centre (IUAC)
New Delhi-110067
(Mobile: +919910049016)

On Thu, Jul 2, 2015 at 3:35 PM, REGISTRAR REGISTRAR-NIT,RKL <registrar@nitrkl.ac.in> wrote:

> Sir,
> Please find attachment letter
> (no. NITR/DR/2010/L/1772 date 2nd November 2010.
>
> With regards.
>
>
>
> ----- Original Message -----
> From: "Rakesh Bhandari" <rakeshbhandari808@gmail.com>
> To: "REGISTRAR REGISTRAR-NIT, RKL" <registrar@nitrkl.ac.in>
> Sent: Tuesday, 30 June, 2015 5:03:18 PM
> Subject: Case of Prof. S.K. Agarwal
>
> Dear Er. Upadhyay,
>
> Many thanks for sending me the relevant documents to prepare my report
> regarding Prof. S.K. Agarwal's involvement in the gate closure case. One
> document in the bunch that you sent me is incomplete. It is the letter
> NITR/DR/2010/L/1772 dated 2nd November 2010 which the

 Report_SK Agarwal (CH)-NITR.docx
19 KB

 memo dated 14-11-2012.pdf
347 KB

CONFIDENTIAL

Report

Reg: Disciplinary proceedings against Prof. S.K. Agarwal (CH), NITR

(Ref: BOG resolution no. BOG-47(2015)-06 dated 19/06/2015]

BACKGROUND: In connection with the incidence of locking of the main gate and the Jagda gate of the institute by a group of people on 30/10/2010, the Fact Finding Committee had made certain observations which were conveyed to Prof. Agarwal vide memo no. NITR/RG/2012/M/418 dated 14/11/2012 by the Registrar. The memo also sought explanation from Prof. Agarwal. A copy of the memo is enclosed herewith. The Institute, subsequently, appointed an Inquiry Officer (Shri J.M. Patnaik, former District Judge & Member (judcl.) Orissa Administrative Tribunal) to inquire into the case. The process of inquiry went on for quite some time and, eventually, the Inquiry Officer upheld all the charges levelled against Prof. Agarwal.

Prof. Agarwal appeared before the Board at its 47th meeting on 19/06/2015 and pleaded not guilty. He started with tendering an unconditional apology to the Board. He maintained that the charges levelled against are not true and insisted that he was present in the crowd only during a small part of the whole duration of the incidence. He also claimed that his role was only to pacify the crowd so that the situation does not go out of control. He admitted to raising the slogan "REC Zindabad" but denied raising the slogan "NIT Murdabad." Director, NITR spoke high of Prof. Agarwal's contributions to the Institute and about his good nature. He also informed the Board that Prof. Agarwal had earlier also submitted a letter of unconditional apology to him on 13/9/2013.

OBSERVATIONS: The Registrar had sent to me several documents related to the case with a covering letter no. NITR/RG/L/2015/530 dated 24/06/2015. Based on these documents and his presentation before the Board, I noted the following:

1. There are no strict proofs available against Prof. Agarwal. The Inquiry Officer in his report has maintained, however, that as per law strict proof is not required in a Departmental inquiry. "The Department is to establish its case by preponderance of probability."
2. The witness no. 1, on cross examination by Prof. Agarwal on 04/09/2013, had stated that Prof. Agarwal arrived at the gate only 15-20 minutes before the Director i.e. around 8:30 am. But the gates were locked at around 6:30 am.
3. The witness no. 2 reached the main gate at 8:15 am. So, he could not say that Prof. Agarwal took part in locking of the gates.
4. Both witnesses, however, maintained that Prof. Agarwal, along with others, had raised slogans "REC Zindabad" and "NIT Murdabad".

(continued on page 2)

5. The witness no. 2 stated that he had seen Prof. Agarwal at the so called "victory dinner" at 8:30 pm on 30/10/2010. While Prof. Agarwal has claimed that between 6 pm to 10 pm he was away from the campus at another function and he has also submitted photographic evidence in support of his claim.
6. How has it been established that the abovementioned dinner was organized to celebrate the so called "victory"? Whether it was vegetarian or non-vegetarian is also immaterial.
7. Prof. Agarwal stated before the Board that Prof. U.K. Mohanty was frantically trying to call him up early in the morning of 30/10/2010 when the incidence had started. He had seen several missed calls on his mobile phone. Why was Prof. Mohanty trying to contact him around the time the gates were locked?

CONCLUSION: It is clear that the case against Prof. Agarwal is circumstantial in nature. No charge against him has been conclusively established. However, point no. 7 above feebly indicates that some discussion related to the unfortunate incidence may have taken place earlier where Prof. Mohanty and Prof. Agarwal may have been involved. But the benefit of doubt should be given to Prof. Agarwal. He had also written a letter of unconditional apology to the Director well before (over 15 months) the Inquiry Officer submitted his report. As mentioned above, Director spoke very highly about him and recommended pardon to Prof. Agarwal. I am also in agreement with the Director for the reasons give above and recommend that no action be taken against Prof. Agarwal. Moreover, he has already gone through quite a bit of mental agony for several years during the inquiry period.

(R.K. Bhandari)

CHAIRPERSON
Board of Governors
NIT, Rourkela

CONFIDENTIAL



National Institute of Technology, Rourkela

No. NITR/RG/2012/MI *418*

Date: 14-11-2012

Prof. S. K. Agarwal
Professor (CH)
EC-182444.

[Through HOD (CH)]

Sub: Charge sheet for violation of Conduct Rules and actions unbecoming of a professor of NIT.

Whereas it has been reported that an unprecedented event of closure of the main entrance gates to the campus happened on 31-10-2010,

Whereas a Fact Finding Committee was constituted by the Institute on direction of the BOG vide Resolution No BOG-28(2011)-03 dated 02-12-2011 to look into the matter, and whereas the said Committee observed the following:

1. You joined with and assisted Prof. U. K. Mohanty in closing the Main and Jagda gates and keeping them closed till such time that the director accepted his demand to open the old gate compromising the security of the campus.
2. You took part in locking the Main Gate as well as the Jagda Gate as reported by the Security Officer basing on reports of the Security Guards deployed in the gates,
3. You shouted slogans derogatory to the Institute, a conduct unbecoming of a professor,
4. On being successful in opening the old gate, you organised a "victory feast" at the end of the day and communicated your action to the Hon'ble Minister of HRD Government of India.

Consequently, you are charged with the offence of obstructing free movement of campus residents, and shouting slogans against the Institute.

You are therefore called upon to submit your explanation within fifteen days from the date of issue of this charge sheet. On your failure to submit your explanation to the undersigned within the stipulated time, it will be presumed that, you have nothing to say and action as deemed fit and proper shall be taken against you.

[Handwritten signature]

170



NATIONAL INSTITUTE OF TECHNOLOGY, ROURKELA
INTERNAL COMPLAINTS COMMITTEE

[Under section 4(2) of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act 2013]

Observations from the file (Ms Sweta Kumari Vs Prof B.Ganguly) of Previous Internal Complaints Committee

Previous committee did not provide any conclusive report regarding the case. Based on the communications, responses of interrogations and transcripts of audio recording of telephonic conversations, enclosed in their file (Ms Sweta Kumari Vs Prof B.Ganguly), the present committee has summarized the following.

Ms Sweta Kumari was persuaded by Prof B.Ganguly regarding joining Physics Department, NIT Rourkela as a JRF in one of the sponsored research projects of Prof. Ganguly (Ms Sweta Kumari has provided the present committee with e-mail communications made to her by of Prof. Ganguly before her joining to this institute). The joining letter issued by the Institute in the name of Ms Sweta Kumari was scanned by Prof B.Ganguly and sent to her to avoid the possible postal delay, and consequently her joining. It may be noted that Sweta Kumari was not found suitable as a PhD aspirant by the physics department, NIT Rourkela in December 2013. She joined under Prof B.Ganguly as JRF in January 2014 with Prof. Ganguly's interest in shaping her fit for her enrolment in the PhD Programme at NIT Rourkela. During the period (January-July 2014), she was not allotted any project related work; instead she was advised to prepare for NET/GATE Exams since Prof. Ganguly's Project could provide her a financial assistance until December 2014. In July 2014, Ms Sweta Kumari was selected as a PhD scholar by the physics department, NIT Rourkela (without fellowship, because she was not eligible without her GATE/NET).

Ms Sweta Kumari faced problems in semester registration of coursework, and therefore had problems in appearing in the approaching mid semester examination (September, 2014) of her coursework. Supervisor was not taking any interest in her academic work. Fellowship was not paid to her for 7 months. Under such circumstances, the following incidents happened.

Handwritten signature
15

- ✓ 20.9.14 (SATURDAY): Ms Sweta Kumari was called by Prof B.Ganguly to his office to clarify the examination of PhD coursework related problems (time does not match though, the student says 9.30 AM and faculty says 4pm) and the student was told unwanted things accompanied by physical touch below the area at back of her shoulder as well as an attempt to grab her. She ran out of the room without saying anything out of shock.
 - ✓ 21.9.14(SUNDAY): Phone call to the Director in the late evening by Sweta Kumari (after being advised by Prof U.R.Subuddhi, Warden) with the intention to complain and leave the PhD programme.
 - ✓ 10.10.14: E-mail by Sweta Kumari to the Director after Puja vacation reopens on 7.10.14 with details of complaint. The e-mail also includes her meeting with the Director (after 20 days from 21.09.14, i.e. after Puja vacation) to know why no action has been taken yet and her dissatisfaction after being directed to meet the Internal Complaints Committee. She reported that few members were present; written complaint was not received; only verbal discussions were made)
 - ✓ 10.10.14: Letter by the Director to HOD (PH) to help constituting new DSC and new enrolment for the student and since the mid sem exams were dropped, arrangement for required examinations; change of supervisor to Prof Vishwakarma (Dept of PH) who agreed to guide her, and end of project fellowship w.e.f 1.10.14.
- The previous committee has found no adverse information / comments about Prof Ganguly from the annual Faculty Self Appraisal Records as well as from the Head of the Department.
 - Many evidences indicated that Prof Ganguly used to make comments related to sordid or sensational subjects (such as romance, making boyfriends and related topics) in public places like classrooms and his own faculty chamber very often.

Prof. B. Ganguly

172

Report of the Committee with reference to an allegation of possible sexual harassment to Ms Sweta Kumari by Prof B.Ganguly

Section 1

Testimonials/Evidences: Evidences collected and enquired from various sources such as faculty members and staff of this Institute; current and past students; complainant and accused, and evidences collected from previous committee, are attached herewith.

Section 2

Observations by the Committee:

- ✓ Though there is no direct proof or an eyewitness to support the fact that the incident of physical touching and attempt to grab the girl has been made, but there are indications that such a thing might have happened.
- ✓ Many evidences indicate that Prof Ganguly used to make comments related to sordid or sensational subjects (such as romance, making boyfriends and related topics) in public places like classrooms and his own faculty chamber very often, which the committee feels is highly unprofessional, unacceptable and offensive.
- ✓ There is a mismatch of timing of the incident as reported by both Ms Sweta Kumari and Prof Ganguly; but the committee, from the cross references, feels that the timing provided by Ms Kumari seems to be correct. The committee feels that Prof Ganguly might have tried to mislead the committee by providing a false timing (4 pm). He might have tried to convince as if the incident or the meeting at 9.30 am had never occurred at all (since he has stated that the allegations are totally false).
- ✓ Prof Ganguly focused his comments on the academic inability of Ms Sweta Kumari, which could have resulted in her frustration and subsequently false allegation against him. But the committee found that Ms Kumari may not be academically excellent but she is not poor either. Rather she is an average student and sincere too in her studies.
- ✓ During the period of January-September 2014, the interactions between the complainant and accused seem to be quite normal. In this duration, the discontentment (as it is revealed presently) from both the sides, was never reported. Prof. Ganguly has never reported the poor academic ability of Ms Sweta Kumari to the competent authority or never had he discussed it with any of his colleagues.
- ✓ Prof Ganguly, as a supervisor of Ms Sweta Kumari, never contacted any of her course teachers to enquire about her academic performance, had he been not confident enough of his student's academic ability.

Accepted
20.6.15

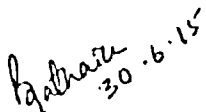

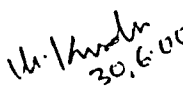
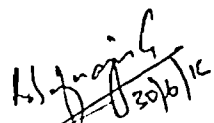
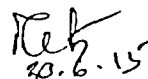
- ✓ After the incident, Ms Sweta Kumari reported that Prof Ganguly not only neglected her academic life, but also spoke irrelevant and vulgar things frequently when they met (on the topic of friendship, romance, boyfriends, man-woman relationship, periods, drinking etc) and in class. According to her, several students had faced such kind of treatment from Prof Ganguly, but no one dared to complain. However, the committee found no complaint from her side against Prof. Ganguly either to the competent authority, or to any department faculty members, prior to the reported incident of sexual harassment.

Section 3

Recommendations:

Based on the observations, the committee strongly recommends the following:

- ✓ Appropriate action, as deemed fit, may be taken to prevent such incidents in future.
- ✓ Arrangement for transparent doors and windows should be made in all academic areas, centres, and other important premises of the Institute.
- ✓ Implementation of CCTV (IP based) in all prominent places of the Institute should be made on an urgent basis to avoid such complaints in future.

 30.6.15	 30.6.15	 30.6.15	 30.6.15	 30.6.15
(Prof B. Patnaik)	(Prof R.K. Patel)	(Prof M. Kundu)	(Dr. B. Gunjal)	(Ms R. Routray)
Chairperson	Member	Member	Member	Member

(Signature of members of Internal Complaints Committee)



Annexure- A7

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

Prof. Sunil Kr Sarangi, FNAE
Director

प्रो: सुनील कुमार षडंगी
निर्देशक

No. NITR/DR/2015/L/212

Dated: June 17, 2015

To

Sri S.K. Upadhyay
Registrar
NIT Rourkela.

Sub: Governance and management of the institute – long term issues
Ref.: Your letter no. NITR/RG/M/2015/395 dt 04.05.2015.

Dear Mr Upadhyay,

It has been quite some time since I received your letter. Under the principle of "silence is consent", you probably believe that I have accepted your conclusions and recommendations. Through this letter, I propose clarify my official thoughts and give you my formal directions.

The contents of your letter have been summarized by you in the following words

1. He is responsible to Director for day to day activities of the institute.
2. As secretary of BOG (where Director is a member like others), he is responsible to Chairperson for following procedure of the Board (preparation of the Agenda, Minutes and authentication of Board decisions etc.)

Please juxtapose it with "provisions of NIT Act, which reads:

Clause 18(2): The Registrar shall act as the Secretary of the Board, Senate and such committees as may be prescribed by the Statutes.

Clause 18(3): The Registrar shall be responsible to the Director for the proper discharge of his functions.

Clause 18(4): The Registrar shall exercise such other powers and perform such other duties as may be assigned to him by this Act or the Statutes or by the Director.

The language of (A) and (B) are both crisp and clear; and they are not compatible; only one of them can prevail. You have suggested a discussion in the BOG to settle this issue, i.e. which one will prevail. It will be preposterous on my part to question (B) above, i.e. the NIT Act passed by the Parliament of India. Let us not bring the BOG into it. Let us accept the Act of Parliament as our sole guide and drop your personal thoughts (A) that contravene the NIT Act.

[1] - 175 -

I have always taken pride in being assisted by a worthy Registrar; I have respected your commitment to the institute and your knowledge of regulations. The present discrepancy between (A) and (B) above is not compatible with my long-held perception; I have tried to identify a possible explanation; and the following has emerged.

I have looked at clause 18(2) of the Act which reads:

"The Registrar shall act as the Secretary of the Board, Senate and such committees as may be prescribed by the Statutes."

The key word is "secretary" which you cite in your letter very effectively. We come across this word frequently in (say) – Secretary of Ministry of HRD, Secretary General of UNO, Secretary of NTESA or Technology Club. These secretaries are the most prominent executive functionaries of their respective organizations. But the Registrar, serving as "Secretary of the Board and Senate" does not fall into the same family of secretaries.

This Oxford English Dictionary gives several meanings of the word "Secretary"; the following appears to me to be the most appropriate in the context of clause 18(2):

Secretary: "An official of a society or other organization who conducts its correspondence and keeps its records."

Therefore, it is my direction to you to kindly perform this well-defined function very effectively and not to distort the meaning. Bringing out executive orders without explicit approval of director and assigning duties in context of Board resolutions to deans, HODs, even ARs is NOT a part of this job.

Another key provision of the institute which appears to be misinterpreted in your letter is:

Clause 18(3): The Registrar shall be responsible to the Director for the proper discharge of his functions.

The word "responsible" again has been defined in Oxford English Dictionary as:

Responsible: (responsible to) Having to report (a superior) and be answerable to them for one's actions.

The Registrar shall not have an administrative agenda of his own; his only duty is to implement and expand directions of the director, and NEVER to negate his explicit or implied intentions. As a very respected member of the NIT family, it is on your shoulders to create strong traditions within the frame work of NIT Act, the Statutes and the common dictionary meanings of the words.

In this context, you have quoted clause 16(2) of the Act that reads:

"It shall be the duty of the Chairperson to ensure that the decisions taken by the Board are implemented."

You have made yourself the vehicle through which Madam Chairperson would exercise her responsibility of ensuring that BOG resolutions are implemented. You have made the Registrar the principal executive officer; it violates the NIT Act. The only possible meaning of Clause 16(2) is that Madam Chairperson will entrust the task of implementing board resolutions to the executive wing of the institute, i.e. the director, the deans, HODs, faculty and officers, all functionaries reporting to the director. She will guide the director and will seek a compliance report from the director. If not satisfied the BOG and the Government will

take action as they think fit on the basis of her observations and response of director. Nothing in the Act or Statutes give the Registrar, with his immense responsibility of being the custodian of records, finance and common seal etc. the task of implementing resolutions of the BOG. It is up to the director, and only the director, to assign the Registrar some of those tasks as he thinks fit.

Coming to the Statutes, Statute (6) states:

"All orders and decisions of the Board shall be authenticated by the signature of the Director or Registrar or any person authorized by the Board in this behalf.

On the strength of this rule, the Registrar sought and received approval of Hon'ble Chairperson to issue executive orders and assign tasks to deans, HODs and ARs. He reported to the BOG that it was only for information. It is known that everyone concerned is informed about decisions of BOG when the minutes are published and posted in the minute book and on institute website. More information is neither necessary nor intended. An executive order with approval of competent authority, or any recognized authority, is never for information, particularly when it also adds "for necessary action". Neither the Act, nor the Statutes, authorize the Registrar to choose faculty and officers and assigns them tasks for necessary action. Please refrain from such unauthorized initiatives in future.

You have cited Statute (6) to give yourself the authority to authenticate Board resolutions. The key phrase in Statute (6) is "under the signature of", which is not same as "by the approval of". Let us assume for a moment that the Registrar, on his own or by approval of Chairperson BOG, can issue orders authenticating Board decisions and direct other functionaries for taking necessary action. Since the Statute says "under the signature of Director or Registrar", if the Registrar can issue orders so can the director. This would result in two separate orders for the same resolution- one by the director and another by the Registrar, with two separate texts and giving responsibility to two separate officers. Definitely that is not the intention of the Statutes.

What is supposed to happen is the following:

Since (a) the Registrar is fully responsible to the director for proper discharge of his functions, (b) the director is the principal executive and academic officer and (c) director's name comes prior to that of Registrar in the text of Statute (6), it is the director who (i) has the deciding word on the contents of the orders and (ii) decides under whose signature they will be issued. He may opt to draft the contents and sign it himself or assign any or both of the 2 tasks to the Registrar. Please do not give yourself this authority.

And bringing the Hon'ble Chairperson down to this level is highly undesirable and defamatory to her high office. The Act clearly defines the functions of the Hon'ble Chairperson in Clause (16). Issuing such orders, or delegating such tasks to anyone is not included in them. Misguiding her either by proposing an approval or accepting an order from her without consulting the director is a misconduct for the high office of the Registrar.

I understand that as Registrar of the institute you had, on an earlier occasion, sought and received legal opinion against the director. I hold no personal grudge against it. I am sure you made the institute pay for it also, maybe I approved the expenditure in my last tenure. But such an act by the Registrar violated the spirit of the NIT Act.

More recently, in this 53rd meeting of the Senate, in response to queries by external members Prof. B. K. Mishra and Prof. Kalyani Mishra, representing the BOG as its Secretary, you cited clause 13 of the Act that defines the functions of the BOG giving it power to "review acts of the Senate". And "To review" is not "to take over". Again the Oxford English Dictionary defines the word "review" as "a formal assessment of something with the intention of instituting change if necessary", not "to change the something."

Everyone in the institute takes the Registrar as last word in interpretation of rules. I am also one of them. I expect you to stand up to our high expectation. I am sure you are fully clear on the Act, the Statutes and the dictionary. A conscious and planned misguiding of Senate or faculty is a breach of trust.

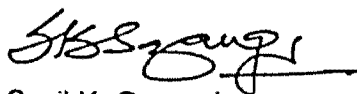
To close, the following are my concrete directions.

- a) Please prepare BOG agenda as per advice of director. The decisions on the text of the agenda, and organization of items received from other members including Madam Chairperson will rest on the director, before the pre-final draft is presented to Madam for approval.
- b) Please present draft minutes to director for preparation of the pre-final draft, the decision on final text resting with the Chairperson.
- c) Registrar should not correspond with Madam Chairperson and members of BOG on contents of agenda and minutes. [Needless to say, there is absolutely no hint of curbing communication in all other issues that concern the Registry.] If you receive a correspondence on contents of Board agenda or minutes please pass them on to director and I will respond to the Hon'ble members.
- d) The Registrar should not express his views on issues in the Board meetings, nor should he try to present the contents of the agenda. That is the director's duty for which he is accountable.
- e) The director will authenticate all resolutions of the BOG; he will assign tasks and issue executive orders. Wherever appropriate he will direct registrar in writing to issue orders under Registrar's signature.
- f) Please do not seek approval of Madam Chairperson, the Ministry or any high authority to negate the above directions; if you do, please use the proper channel.

We have worked together to manage affairs of the institute for over a decade within the ambit of MOA, the NIT Act and the Statutes. That has given our institute prosperity and good name. If we destroy the Statutes, the statutes will not fight back, but affected individuals will. It will take our time and our peace of mind. The objective of any Statute is to prescribe a hierarchy of responsibility and accompanying authority & accountability. If we honor it, everyone benefits. Insubordination and defiance of authority are never the right tools for implementing one's ideas, no matter how genuine those ideas are.

I never wanted to give administrative lessons to the best Registrar of the NIT/IIT system. I am doing it now with a lot of hesitation. I hope you will not disappoint me.

With best wishes,



Sunil Kr Sarangi

Copy to: (1) Mrs. Vasantha Ramaswamy, Chairperson, Board of Governors, NIT, Rourkela and Founder Director, Aprameya Associates, 87, National Society, Baner Road, Aundh, Pune - 411007, Maharashtra

(2) Shri S. P. Goyal, IAS, Joint Secretary, Government of India, Dept. of Secondary & Higher Education, Ministry of Human Resource Development, Sashtri Bhawan, New Delhi- 110 001

With a request to kindly go through the contents of this note and guide me and our Registrar on points of law for ensuring accelerated growth of NIT Rourkela.



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

Prof. Sunil Kr Sarangi, FNAE
Director

प्रो: सुनील कुमार पडंगी
निर्देशक

NITR/DR/L/2015/218
Date: June 24, 2015

To
Mrs. Vasantha Ramaswamy
Chairperson, Board of Governors,
NIT Rourkela and
Founder Director, Aprameya Associates,
87, National Society, Baner Road,
Aundh, Pune-411007, Maharashtra

Dear Madam,

Myself and Mr. Upadhyay are in the process of preparing the essential Office Orders resulting from the minutes of the 47th BOG meeting held recently. While most items can wait for the minutes to be formally signed, the following 3 items require immediate issuance of the orders.

1. Item No. BOG-47(2015)- 04 : Approval of annual accounts.
2. Item No. BOG-47(2015)-17 : Extension of pre-Ph.D. contract of 4 faculty members
3. Item No. BOG-47(2015)-12 : Requirement of faculty

All other items can wait till the minutes are approved by you. I am enclosing herewith the draft minutes prepared by the Registrar and modified by me to be more accurate. I request you to kindly approve contents of the orders prior to approval of the minutes and to permit us to take appropriate action against the 3 items.

I also draw your attention to the item on faculty recruitment where the BOG noted that the procedure followed for upgradation of professors to HAG scale was not in accordance with orders of MHRD and I promised to follow the complete procedure to the last letter. It is true that on this count we had deviated from the MHRD direction in letter though we honoured the spirit completely.

On this item please permit us to issue appointment letters for all posts except HAG scale posts for which proper procedure has to be followed.

With regards,

Yours sincerely,

Sunil Kr Sarangi

Encl: Draft orders (3).

- 179 -

Fwd: Letter From Director

From : aprameya associates <aprameya201@gmail.com>

Wed, 15 Jul, 2015 00:52

Subject : Fwd: Letter From Director

6 attachments

To : Santosh Kumar Upadhyay

<registrarnitrourkela@gmail.com>, REGISTRAR

REGISTRAR-NIT,RKL <registrar@nitrkl.ac.in>

----- Forwarded message -----

From: aprameya associates <aprameya201@gmail.com>

Date: Tue, Jun 30, 2015 at 1:23 AM

Subject: Letter From Director

To: etet.od@nic.in, director@niser.ac.in, SUKESH MOHANTY <
scmohanty@nitrkl.ac.in>, skpatra@nitrkl.ac.in, spgoyal@nic.in,
yogendra.tripathi@nic.in

Dear Honorable Member

Please find attached a recent letter from the Director NITR to
Chairperson

BOG NITR .It is his advice to the BOG and the Chairperson, regarding
how its
business needs to be conducted.

I would earnestly request each one to kindly read through these
letters, and
send me your comments, which I could collate and prepare a suitable
response. I would appreciate your informed response at the earliest.

Thanking You

Yours sincerely

Vasanth Ramaswamy

Chairperson BOG NIT Rourkela

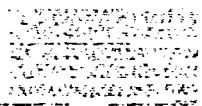
Thanking You

Yours sincerely

Vasanth Ramaswamy

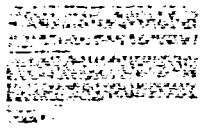
Chairperson BOG NIT Rourkela

letter from director213 inc - 180 -



letter from director2135.jpg

322 KB



letter from director2136.jpg

271 KB



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

Prof. Sunil Kr Sarangi, FNAE
Director

प्रो: सुनील कुमार षडंगी
निर्देशक

NITR/DR/L/2015/213
Date: June 18, 2015

To
Mrs. Vasantha Ramaswamy
Chairperson, Board of Governors,
NIT Rourkela and
Founder Director, Aprameya Associates,
87, National Society, Baner Road,
Aundh, Pune-411007
Maharashtra

Dear Madam,

We have a common responsibility – that of lifting NIT Rourkela to new heights. Today all constituents of our institute – faculty, staff and students are inspired to work hard, to innovate and move forward. But in that world of hope and confidence, there has crept in an element of doubt, a bit of shakiness, as to the directions which the institute is taking.

I hold myself responsible for all this, for I am their captain; they trust me. I must have failed somewhere; I need your guidance and support. As the principal executive officer of the institute, I used to have the confidence that my board would stand by my legitimate well meaning proposals. But today I am not sure, for I feel I do not command your confidence. Through this letter, I propose to explain to you why I have done a few things that you do not appreciate. I hope, when you reach the end of this letter your opinion about what I have done, and not done, would have reversed. We can work together to lift this institute to new heights.

Madam, we are statutory functionaries. We must work within the boundaries of the Act and the Statutes, in letter and spirit. And we must see that all others associated with the institute do that also. You have always been a proponent of this philosophy; all of us admire you for that. If anywhere I have slipped, have not understood the text and spirit of the Act, please guide me. If I cannot convince you on what I have understood, I shall certainly make a U turn and apologies to any one I have hurt.

Two of us attended the TEQIP workshop on good governance. There was an article "WHY GOOD GOVERNANCE, LEADERSHIP & MANAGEMENT" by Prof. R. Natarajan articulating the fundamental philosophy of governance and management in higher technical institutions. He ought to be right, for he is one of the acknowledged pioneers of education administration in our country. As director of IIT Madras, Chairman of AICTE and Chairman of various committees, he personally framed many statutes, regulations and ordinances. The following is extracted verbatim from his paper:

Contd. P/2

"Governance and Management are theoretically separate functions."

"While Board of Governors forms the core of governance, Director/Principal/Deans and HODs form part of the management."

"While governance pertains to the vision of an organization, and translation of the vision into policy, management is all about making decisions for implementing the policies."

"Management is more about the preparation of policy proposals, the implementation of what is agreed and the efficient and effective deployment of resources."

The members of Board of Governors live in their own worlds unaffected by day to day struggles of the institute community so that, when they do get together, they think of the big picture, the future and policy matters that affect lives of a thousand persons. Managers, on the other hand, are field officers who live and work with every common element of the institute, see not only what is visible but also what lies beneath the surface. They bring people together so that the team spirit remains dominant.

According to Prof. Natarajan, the management i.e. the committee of Deans and HODs and the director, their captain, should "prepare policy proposals" for consideration of the Board. In short, the BOG agenda should come from HODs, Deans & Director who need the guidance of the BOG to function on the ground. That is what happens in all IITs and NITs, and was happening at NIT Rourkela till recently. Madam, please allow me to educate my Registrar that as Secretary of the BOG he is not expected, to create contents of the agenda, but only to process, collate and distribute the contents created by the HODs, Deans and Director.

Madam, a crisis has arisen because Sri Upadhyay has ascribed unusual meanings to some vital clauses of the NIT Act and the Statutes. Let me give you some examples:

NIT Act says:

Clause 18(2): The Registrar shall act as the Secretary of the Board, Senate and such committees as may be prescribed by the Statutes.

Clause 18(3): The Registrar shall be responsible to the Director for the proper discharge of his functions.

Clause 18(4): The Registrar shall exercise such other powers and perform such other duties as may be assigned to him by this Act or the Statutes or by the Director.

The meanings of these sentences are straight forward with no scope of ambiguity. There is no clause anywhere in the Act that negates, even partially, the above statements. There should be no doubt, after reading the 3 sub clauses of the Act, that the Registrar is responsible to only one chair, that of the director, for all his duties, including those listed in sub clause 18(2) which immediately precedes sub clauses 18(3) and 18(4). Still Mr. Upadhyay writes to me:

I am responsible to 2 authorities
to director for day to day work
to chairperson for board matter

Contd...P/3.

On the strength of this single misconception he has persuaded you to lend your name to all the wrong steps he has taken including issuing executive orders resulting from BOG minutes with a note: "This issues with approval of Chairperson BOG." It is an insult to the high office of the Chairperson; she is not expected to indulge in such low end approvals. On numerous occasions Sri Upadhyay has given circulars "The Chairperson desires etc." I have never permitted him to use such contemptuous language which projects the Hon'ble Chairperson in bad light before the Institute community. In fact, I have been told, by very respected members of the Senate that Sri Upadhyay used your name multiple times in the meeting of 19th December to guide the Senate to negate its own philosophy of academic excellence. Madam, every individual of NIT Rourkela holds you in high esteem and believes anyone who utters your name; but we must see that this climate of faith continues for all time to come.

I looked up the dictionary to confirm the meaning of the word "secretary". There are many meanings in different contexts, the most appropriate one in present context being "An official of a society or other organization who conducts its correspondence and keeps its record." It is obvious that the Secretary of the Board should do the vital task of taking notes in meetings of the BOG, distributing agenda and minutes and taking care of logistics, freeing himself from presenting the contents or executing the decisions.

Statute (6) states: "All orders and decisions of the Board shall be authenticated by the signature of the Director or Registrar or any person authorized by the Board in this behalf."

Our Registrar feels empowered to issue executive orders on the strength of this statute; under the assumption that the statute mandates the chairperson to execute BOG decisions only through the Secretary of the Board. He makes you believe that he is only circulating contents of the minutes for information. He carefully hides that he selects who gets the information and who gets instruction for "action". At least on one instance, he has persuaded you to pass structures against a HOD who queried him on details of her portion of the assignment given to 3 functionaries by the Registrar on his own accord. This is a serious act of indiscipline on the part of a senior officer. He believes that such executive actions constitute a part of lending his signature for authenticating decisions of the BOG.

Let us assume for a moment that our Registrar is right; he is expected to authenticate all decisions of the BOG. The Statute says that the decisions will be authenticated by the signature of (i) Director, or (ii) Registrar or (iii) any person authorized by the Board. If Registrar can independently issue circulars, so can director. This would result in two separate orders for the same resolution – one by the director and one by the registrar, with two separate texts and giving responsibility to 2 separate officers. Definitely that is not the intention of the Act.

Madam, what all institutes understand from Statute (6) is that since (a) Registrar is fully responsible to director for discharge of his assigned duties (b) and director is the Principal Executive Officer of the institute, and (c) director's name comes prior to that of Registrar in Statute (6), it is the director who decides the contents of the authentication orders. He may or may not ask the Registrar to draft it on his behalf; his choice. He may sign it himself or direct registrar to sign and distribute orders after approving the draft. Bringing the Hon'ble Chairperson down to this level is highly undesirable for any institute. Besides the Act also defines the functions of the Hon'ble post of the Chairperson; such mundane activities are not listed there. In a contentious case, these orders are likely to be held illegal. It is my duty to educate my subordinate, Sri Upadhyay on the letter and spirit of the statutes.

Contd...P/4.

To justify his proposals to you to perform mundane "management" functions (in lieu of "governance"), Sri Upadhyay has quoted clause 16(2) of the Act:

"It shall be the duty of the Chairperson to ensure that the decision taken by the Board are implemented."

Madam, even all our stretched imagination will not link the high office of the Hon'ble Chairperson to the broom stick in the instance of a hypothetical decision of the BOG to adopt a "Swachh NIT" mission. "Ensuring that BOG decision of Swachh NIT is implemented" is synonymous neither with Board members holding the broom nor with Board members supervising janitors on the job, nor giving directions to janitorial staff through the Registrar. Those are the jobs of the executive. Madam's high office can, and must, ensure that a Board resolution is implemented by seeking a report from, and only from, the director, giving guidance to him to do his job better, or by taking disciplinary action against him if either he fails or consciously ignores the directions of the Board. Madam, please do not insult your own office by communicating with lower staff of the institute through the Registrar, who himself reports 100% to the director. Your concerns should be directed to their captain, the director, who is always ready to accept your guidance within letter and spirit of the NIT Act, the Statutes and the resolutions of the BOG.

With the above principles set in place, I place the following concrete suggestions before you:

- (1) Please do not lend our name to the circulars being issued by the Registrar outside his legitimate responsibilities.
- (2) Please do not receive agenda and draft minutes from Registrar except with signed concurrence of the director.
- (3) Please do not permit Registrar to verbally present agenda items in the meeting of the BOG; it is the management's job, and institute management is represented in the Board by the director.

Had these basic principles been followed till now, many of the issues which have bogged down the Board, taking its attention away from governance, would have taken far more beneficial routes than has been possible today. Now let me take this liberty to address to some specific issues so that we can achieve beneficial solutions.

(1) Ph.D. thesis evaluation of Dr. B. P. Nayak:

Madam, the BOG, without saying so, has taken over the job of the Senate. The consequence- Dr. Nayak who would probably have already gotten his degree from the Senate is still waiting for his viva voce. When queried by a member of the Senate, as to why the Senate was not trusted with the job, the Secretary of the Board cited Clause 13(1) of the Act which reads:

"..... the Board shall have the power to review the acts of the Senate."

Madam, we need not look up a dictionary to understand that reviewing is not taking over. Clauses 10, 13 and 15 of the Act clearly define the functions of the two august bodies with no overlap, but with an essential element of superintendence and guidance by the Board. Madam, if a doctor, empowered to supervise a dresser, takes over his job, the patient is the loser. In the instant case, the Hon'ble Board is proceeding with its decision to do micromanagement of an evaluation process; the director,

Contd...P/5.

the Senate are being ignored, if not consciously humiliated and provisions of the NIT Act are being bypassed in letter and spirit. Madam, you have been wrongly advised not only by the Secretary of the Board but even by members of the Board. They have never given you a written advice, nor have they created a formal agenda item. They have ensured that they are not held accountable.

In contrast, when the director gives an advice, he proposes an agenda item, attaches back ground papers, quotes acts, statutes and precedence's signs it and is 100% accountable. It brings quality to the proceedings and stability to the governance. In this case of Dr. B. P. Nayak madam, I have said in the past, and I say it now, let us follow the provisions of the Act, undo the micromanagement measures taken by the Board, and hand over the case back to the Senate. True, I cannot pre-empt the future decisions of the Senate, but I give you my unequivocal assurance that Dr. Nayak will get his degree by following the due process of evaluation on sound academic principles. I have a personal feeling that somewhere behind the Board's Initiative to keep the Senate out of the exam process is hidden an apprehension that Dr. Nayak may not meet the academic and ethical standards normally insisted upon by the Senate. If that happens, it is my duty to coach him up to the point that he does meet every requirement, and I, along with faculty of the Department, shall do it. By extending special consideration to Dr. Nayak, we are actually being unkind to the student. I pray to you to reverse our approach and let the Senate do what it is good at doing. Madam, as a grandparent of a 4 year old child, I and my wife find a myriad faults with the way his parents are raising him; it was the same story when his father was 4 years old and my parents criticized us for being too harsh or too soft to a baby. But the truth remains- the child is best reared in the hands of natural parents, not extra kind grandparents. The Act, the Statutes, the ordinances have assigned specific duties to the Board, the Senate, the director, the dean, the DSC, the DR/AR and the Registrar. Let all of us do our parts individually, and let Dr. B. P. Nayak get his Ph.D. degree by the due process of law. That will be the fastest and the kindest route.

(2) Confirmation of faculty Including Prof. Munshi Nurul Islam:

Confirmation of faculty and officers is a job of the Board, not a lower functionary. But it is the administration's duty to collect performance records and other relevant data and to support the BOG in decision making. Internally we had to overcome many hurdles, including sustained insistence by our Registrar that after a pre-assigned probation period is over an employee stands automatically confirmed and that no confirmation proceedings are necessary. Fortunately that phase is over.

Dr. Islam has been given extra time and extra opportunities to align his teaching and research interest with the main stream. He has been unable to do so. His research productivity is nil and every senior faculty is convinced that it will remain so for ever. He will never get a higher grade pay in life, for performance standards for every AGP is fixed in the RRs. His teaching record is also very poor, particularly in the basic courses. [He is more acceptable in higher level UG courses in a specific sub-field of electronic engineering] I have to handle massive student complaints. It is not improving with time.

With a Ph.D. in electronic engineering from IIT Kanpur, Dr. Islam is in no distress in open market. But he will be in distress among students and fellow faculty if he continues at NIT Rourkela. It will be an immense act of kindness on your part, to both Dr. Islam and to multiple batches of students, if we discharge him from service in a no- research teaching institute with good monitoring of the teaching function. I am sure he will make acceptable contribution to their teaching programme.

Contd...P/6.

(3) Regarding Miss Sweta Kumari and her complaint of sexual advance by her ex- supervisor:

Madam, Miss Sweta's complaint and all accumulated information are being examined by a new committee whom you have personally met and briefed. I hope they will be able to establish the facts with far more certainty than was done by the earlier committee. Maintaining law and order is not a part of governance, but since disciplinary action against faculty comes solely under the jurisdiction of the BOG, it is only appropriate that Board directly looks at the complaints. Our Institute in many instances, including many senior functionaries like BOG members, Deans, HODs etc, had been permitting old functionaries to continue. But that is wrong. We realize our mistake and giving fresh assignments to all.

Miss Sweta has requested continuation of her project fellowship beyond the sanctioned DRDO project duration. If we request, DRDO is unlikely to extend the project and sanction funds. I have written a separate letter to you on the subject. If you can lend your personal weight and persuade DRDO to make a special case of Miss Sweta, she can be financially benefitted commensurate with her expectations.

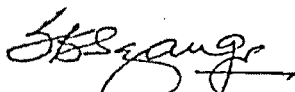
(4) Reaction of NIT Community:

NIT Rourkela is a small community. Almost everyone lives within the campus. Every person takes interest in every event. In fact the common employee, student or family member knows much more on issues than the director or Board members. While responding to visible events we do take into account knowledge of the community and their judgment of good vs. bad. It is often not possible for the BOG to get such information. Complaints and opinions of smart and articulate individuals often get the upper hand. It is inevitable and we must live with such lacunae. As per my perception, the Act and Statutes have taken such possibilities into consideration while assigning responsibilities to the BOG, the Senate, the Director, the Registrar and to all other functionaries. Our best approach should be to honour these higher laws passed on to us by the Parliament and the Government.

Madam, I am pained by my perception that myself as director, our deans, HODs and faculty do not enjoy your trust, and that this absence of trust is compelling you to take over the micromanagement functions through our Registrar. Our institute is losing the benefit of your time in governance and long term policies. Our administration is losing the legitimate services of our excellent Registrar leading to poor performance of the Registry as a whole. I hold myself responsible for not being able to convince you that my faculty and our well established collective decision making process can be trusted. I hope this letter will serve as a bridge to close the trust gap.

With my most humble regards,

Yours sincerely,


Sunil Kr Sarangi



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

Prof. Sunil Kr Sarangi, FNAE
Director

प्रो: सुनील कुमार षडंगी
निर्देशक

No. NITR/DR/2015/L/200
Dated: June 02, 2015

To
Board of Governors

Sub: Request for direction towards implementation of BOG Resolution No.: "BOG-46(2015)-03(B)" on evaluation of doctoral thesis of Dr. B. P. Nayak

Ref: Registrar's order No. NITR/RG/BOG-46/2015/420 dt. 12.05.2015

Dear Madams/Sirs,

The BOG in its 46th meeting discussed the subject of evaluation of the doctoral thesis of Dr. B. P. Nayak and resolved, among other things, the following:

- 1) The BOG noted that the Director was communicating with the external examiner Prof. P. C. Pandey to conduct the viva voce examination on direction of the Board.
- 2) BOG took a serious view of the contents and language of the letter sent by HOD-BM to Registrar seeking clarification on duties assigned to her by the Registrar.
- 3) Director was directed to communicate the displeasure of the Board to Prof. Krishna Pramanik, HOD-BM.
- 4) The BOG appointed Prof. S. K. Patra as Chairman of DSC of Dr. B. P. Nayak in place of Prof. Krishna Pramanik, the Senate appointee.

In his order of NITR/RG/BOG-46/2015/420, the Registrar, on approval of Chairperson BOG has given directions to several functionaries for "necessary action". There is no such direction by the Registrar to the Director. I am not able to ascertain for myself whether I should, on my own, proceed with the Board's advice as given in the text of the minutes or should wait to receive an assignment from the Registrar like others.

As a member of the BOG, I do not question the authenticity of recording of the minutes. The BOG did resolve what has been recorded. However, there are certain points which the BOG consciously accepted or rejected; neither the minutes nor the agenda make mention of them. If they now find a place in the minutes, they could serve as valuable precedence for future. They are:

- a) The Registrar had issued executive order no. NITR/RG/BOG-45/2015/336 dt. 12.05.2015 claiming "approval of competent authority" which was not correct. He had no approval. Consequently the letter was withdrawn by director, to whom the

- b) Registrar is responsible for his functions as per NIT Act Clause 18(3). No disciplinary action was taken by director or the BOG against the Registrar for this serious misconduct.
- c) In the said order the Registrar had assigned duties of "necessary action" (not a part of Board resolution) to Dean (Ac) and HOD-BM. The functionaries were not identified by the BOG; they were identified and given assignments by the Registrar only. As recorded in minutes of 46th meeting, Director (in capacity of being the Principal Academic and Executive officer of the institute) was following up on the BOG resolution, and was contacting external examiner as per wishes of the Board. Contrary to the recordings of the minutes, what were the "necessary action" expected from the two senior functionaries were not articulated by the Registrar, nor were they intuitive. This was the first time that the Registrar was directing any functionary of the institute to do academic functions such as conducting oral exams towards award of Ph.D. degree. He did not enclose the documents that are normally associated with such orders issued by Dean (Ac) when exams are conducted under the supervision of the Senate.
- d) The Dean, as it appears, also had taken no action in response to Registrar's order, while the HOD was proactive. She enquired with the Registrar what she was expected to do, which attracted the displeasure of the Registrar and the stricture of the BOG. We may record our reasons for exempting the dean while penalizing HOD for not conducting viva voce exam, while noting that necessary steps were already being taken by the Director.
- e) We can also keep on record that the objectionable letter produced before the Board by the Registrar was not addressed to the Board nor to any of its members, but was in response to a letter issued by Registrar without sanction of law.
- f) We may also record that we consciously decided not to give opportunity to Prof. Pramanik to explain her commissions and omissions that we found offensive before we put our displeasure on record.
- g) Constituting DSC and appointing its chairman is an operational function of the Senate and the Senate had done its job. There is no provision for the BOG, neither in the Act nor in the Statutes, to take over operational functions of the Senate. We may record the reason behind not trusting the Senate.
- h) As per NIT Act,
 - Clause 18(3) The Registrar shall be responsible to the Director for the proper discharge of his functions
 - Clause 17(2) The Director shall be the Principal academic and executive officer of the Institute and shall be responsible for the proper administration of the institute and for the imparting of instruction and maintenance of discipline therein.

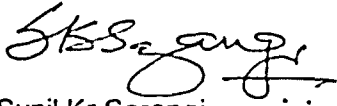
There is no provision, neither for Registrar to issue executive orders on his own nor for the Hon'ble Chairperson to approve Registrar's proposal to permit him to issue such executive orders. These orders issued by the Registrar in violation of the NIT Act has put the director in a very delicate situation because the Registrar claims he has obtained approval of Madam Chairperson.

In summary, I request the BOG:

- a) to kindly consider putting the above on record for posterity, and
- b) to confirm whether or not I am expected to convey the strictures of the Board to HOD-BM (without articulating her offence), since unlike other functionaries I have not been ordered by the Registrar to take any "necessary action".
- c) Since any action by me under such unique circumstances may be violative of NIT Act, there is a chance of the higher authority examining it and finding me guilty. I request BOG and the Government to give me some formal assurance that they will absorb the administrative and legal consequences, instead of passing all of them to me who has always considered this process of "Registrar's administration" violative of law, violative of natural justice and violative of academic spirit.

Seeking prior assurance from the BOG or the Government is no small act for a director. I never wanted to do that. But I find myself in the door step of a legal mine field which I cannot tread alone. I feel grossly insecure and seek support of my authority. Kindly extend me that support and forgive me for any impropriety.

Submitted to BOG for kind consideration.



Sunil Kr Sarangi

Copy to: Sri S. P. Goyal IAS
Addl. Secretary,
Government of India
Dept. of Secondary & Higher Education,
Ministry of Human Resource Development,
Sashtri Bhawan, New Delhi- 110 001

With a request to kindly guide me to choose between following the NIT Act of following the directions of the BOG when the two are not in synchrony.



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

Prof. Sunil Kr Sarangi, FNAE
Director

प्रो: सुनील कुमार षडंगी
निदेशक

No. NITR/DR/2015/L/166
Date 01.05.2015

Sub: Streamlining the administration's role in proceedings of the BOG.

To
Madam Chairperson and fellow members of the Board of Governors,

Dear Madams/Sirs,

The climate of the latest meeting of the Board was stressful to some of us, probably to all of us. Some of you have shared your feelings with me and expressed your apprehension that our beautiful institute will certainly slide downhill if we do not take corrective measures. We in the institute have examined the situation, particularly the administrative process behind proceedings of the Board. We have observed that we have deviated from the established practices of comparable institutes and if we take a few corrective measures we can put our institute back on the path of progress.

The Director of an institute holds a unique position in the administrative hierarchy:

- 1) He is the only member of the Board who is paid his salary for administrating the institute;
- 2) He is thus accountable for the consequences of his acts, including those resulting from implementation of BOG's directions; he enjoys no protection under the doctrine of collective decision.
- 3) Being designated by the NIT Act as the Principal Executive and Academic Officer, he stands responsible for the omissions and commissions of his subordinates.
- 4) In order to implement the decisions of the Board without error, he needs Board resolutions that (a) conform to the Act and the Statutes, (b) are unambiguous, (c) address to real issues and (d) is sensitive to the aspiration of the faculty, staff and students.

It is also the responsibility of the Director to ensure that:

- (a) The Board receives agenda which are complete in all respects; i.e. they present the genesis of issues being discussed, contain copies of relevant rules, choice of decisions, pros and cons of competing choices, and recommendations of subordinate authorities. They must also contain director's recommendations as the Principal Academic and Executive Officer, for which he must be accountable to the Board.
- (b) The agenda must present in an organised manner not only the ideas of the administration, but also those of other members of the BOG received by the administration in advance.
- (c) To save time of the Hon'ble members, the proceedings should follow the agenda, the members adding their valuable inputs point by point, so that we conserve your time. Needless to say, in matters of the procedure and contents, Madam Chairperson shall be the deciding authority, my role being to provide her with the supporting documents promptly and timely and drawing attention to the sequential contents of the agenda.

Contd...P/2.

: 2 :

- (d) The minutes must accurately reflect not only the decisions arrived at, but also sufficient background material to make them readable as complete documents without depending on agenda papers or memory.

From now on, I propose to take responsibility for preparation of the agenda and presenting it to the Board, instead of assigning the task to our Registrar. I promise to work towards meeting your expectations under the above points. Needless to say, we shall always be guided by the Hon'ble Chairperson, and the final decision on every issue will always rest on her.

I am fortunate to be assisted by my Registrar, who is meticulous in his work and is very speedy. I anticipate no difficulty in meeting my promises made above. Together, we shall follow the following basic process, which are axiomatic for successful functioning of any committee:

- (1) As Secretary of the Board, my Registrar will assist director in preparing the text and format of agenda items, collect and attach relevant rules, documents and background information, and supervise the printing of final agenda document before circulation,
- (2) He will take notes on the proceedings and prepare the draft minutes. Accountability on the final text circulated to you shall, however, be mine and mine only.
- (3) As a non-member secretary of the Board, to maintain neutrality of agenda and recording of proceedings, my Registrar will NOT express any view on issues; his interjection if any will be limited to seeking from the Chair or from the Director clarity on decisions made and supporting thoughts to be recorded in the minutes.
- (4) All correspondence with the Chair and members of the Board on contents of agenda and minutes will be from me or from Director I/C. Registrar, assisted by his team of Deputy and Assistant Registrars, will handle all logistics, travel formalities and physical arrangement for smooth conduct of the meetings. I propose to make one of our Assistant Registrars responsible for handling the logistics of the meeting, saving the Registrar some time. He will report to the Registrar.
- (5) On completion of the meeting of the BOG and approval of (to be confirmed) minutes depending on the urgency of the contents, we shall bring out executive orders wherever appropriate. While the orders will be drafted by the Registrar, the director shall decide the final text and the target recipient. As the Principal Executive Officer, the Director shall be the only functionary responsible for deciding the disbursement of information and directions to lower officers for executive actions at their end. In non-urgent cases, office orders will be issued after confirmation of the minutes in the following meeting.

A lot of animosity has been created within the institute and serious legal pot holes have appeared because I have not spent enough time in drafting the post-meeting orders. I promise to fix that and remain accountable for my omissions and commissions. I have already initiated the process; I have withdrawn one critical but unauthorised order issued by our Registrar, I believe, by over-enthusiasm to achieve something quickly.

Contd...P/3.

- 198 -

: 3 :

In the course of its duty, the Board often takes decisions that affect lives of many ordinary people. There is a possibility that one or more of those decisions are challenged by a disgruntled individual before the Government, the Hon'ble Visitor or a court of law. Therefore it is important for the Board to remain scrupulously in the sunny side of the law and it is the duty of the Director to keep the Hon'ble Board briefed on the rules and facts in advance, and during the proceedings. It is better to wait for the correct data than to do a mistake in our hurry. It is also important for all of us to ensure that appropriate sections of the rules are referred to in drawing up the agenda and the minutes.


I believe, our Board is fully empowered to make policy decisions and members are not personally accountable for the success or failure of these policies. But in matters of administrative measures directed at individuals, the institute can be held liable if any of our actions violates the laws of the land, the Act, statutes or rules framed by the Board itself. While most members may be individually covered under the protection of collective decision, the same cannot be applied to the director, who as the Principal Academic and Executive Officer of the Institute, is expected to provide relevant rules, background informations and references to assist the Board in decision making. Members also, while contributing to agenda and minutes under their own signatures, should ensure that their input are within the prevailing regulations.

In summary, I would like to assure the Chair and all members of the Board that all academic and administrative activities of our institute will move on the path of progress and you shall get no perception of a negligent administration. I will personally oversee the contents of the agenda, and the minutes with support of our Registrar. I will also assist Madam Chairperson to conduct the meetings of the Board smoothly. My presentation before the Board shall be crisp and constructive. While I and my Registrar promise to do our best, we will succeed only if you guide us at all stages.

I am looking forward to receiving your valuable guidance.

With regards,

Yours sincerely,


Sunil Kr Sarangi

- 193 -



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

Prof. Sunil Kr Sarangi, FNAE
Director

प्रो: सुनील कुमार षडंगी
निर्देशक

No. NITR/DR/2015/L/155

Dated: April 29, 2015

To

Madam Chairperson and all members of the Board of Governors

Sub: Request for agenda items for the 47th meeting of BOG.

Dear Madam/Sir,

The 47th meeting of the Board of Governors is scheduled to be held at New Delhi on May 23, 2015. Our Registrar has sent you the preliminary information. We are in the process of finalizing the agenda papers for this meeting.

1. I request you to kindly contribute agenda items for the meeting. To save time during the discussions, kindly make your proposals complete in all respects (to the extent possible). Depending on the subject, please enclose all relevant documents, past BOG resolutions, excerpts from NIT Act, statutes, GOI rules and circulars etc.
2. I have prepared one agenda item on the issue of taking over of senate functions by the BOG in the case of one student Dr. B. P. Nayak. It is a critical issue and has involved active participation by all members of the Board. Please give it a thought and send me your comments so that I can include them in the agenda for discussion.

I do understand the pressure on your time. Myself, my office, Registrar and our officers are all available to assist you in collecting and organizing the relevant material. But we need your guidance and approval. If you need this official service, please indicate it in your letter to me so that we can contact you to receive your directions.

An early response in this matter will be appreciated. Madam/Sir, seeking agenda items from members of BOG is a new practice for us. This being the first time, I am doing it myself. From next time onwards Registrar will seek your inputs along with his first announcement itself.

With my humble regards,

Yours sincerely,

Sunil Kr Sarangi

CC: Registrar / Admin. for and to be strictly action in future

- 194



राष्ट्रीयप्रौद्योगिकीसंस्थान, राउरकेला
National Institute of Technology
Rourkela

Prof. Sunil Kr Sarangi
Director

No. NITR/DR/2014/M/568
Date: 14.12.2014

Sub: Observations on the evaluation of the doctoral thesis of Dr. B. P. Nayak, Assistant Professor (On contract) Department of Biotechnology and Medical Engineering.

Dr. B. P. Nayak, Roll No.- 508BM403 submitted synopsis of his Ph.D. thesis on 2013/08/27. After due examination by the DSC and Dean (AC), the list of examiners was serialised by Director on 2013/10/05. Subsequently the thesis was sent by Dean (AC) to the Indian examiner Prof. P. C. Pandey of IIT Bombay (Sl. No.-1) on 2013/10/28 and to Prof. Hoon Taek Lee of Konkuk University, South Korea (Sl. No.-4) on 2013/12/05. The reports of the examiners were received during December 2013 and January 2014 and were put up to Director on 2014/02/12. Subsequently, on receiving director's advice of 2014/02/17, the reports were sent to the Department. As per records, the DSC met on March 04, 2014 and passed on the contents of the reports to the student for modification of the thesis as per observations of the examiners.

The DSC held few more meetings and through several interactions most of the queries raised by the examiners were satisfactorily addressed to. Some points were referred back to the examiner Prof. P. C. Pandey although he did not desire the thesis to be referred back to him. It was because being an uncommon field of research at NITR [The initial supervisor Prof. G. R. Satpathy has resigned and co-supervisor Prof. Arabinda Routray of IIT Kharagpur could not be present in most of the meetings] the committee did not feel confident about the answers to some of the points raised by Prof. Pandey.

The observations of the D.S.C dated 2014/04/11, triggered by some queries from Prof. P. C. Pandey, however, brought to focus a serious anomaly. While responding to observation (10) of Prof. Pandey on the laboratory of the animal studies, the committee came to know that the entire content of chapter-3 on animal experiments were carried out at RIKEN, Japan as a part of the MMST programme of Dr. Nayak at IIT Kharagpur and has subsequently been published by Dr. Nayak along with a student of his as corresponding author.

To correct this anomaly I, as chairman of senate, had a meeting with D.S.C. including supervisor Prof. M. Gupta, and Dean (AC). The main directions emanating out of the meeting were:

- I. Contents of chapter-3 shall not be counted as a part of the Ph.D. work of Dr. Nayak,
- II. The essential portion of the contents could be retained for the sake of completeness, but in the literature review section (Chapter I) with due modification of language,
- III. Dean (AC) would write back to the examiners to assess if after dropping of Chapter 3 on animal studies, the remaining portion of the thesis with or without addition of new work would constitute adequate work for award of Ph.D. degree,
- IV. To expedite completion of the thesis, the supervisor Prof. Mukesh Gupta could communicate with Prof. Pandey to take his guidance on the improvement of the thesis if necessary,
- V. Finally the D.S.C. would sit for a final review before submission of the thesis, and that
- VI. The thesis would be sent to both examiners along with a note on the need of fresh evaluation

Following these decisions, the supervisor Prof. Mukesh Gupta got in touch with Prof. Pandey with a revised thesis and a rebuttal letter, keeping Dean (AC) in the loop. It appears to me that while the intention behind our decision was not to get a premature evaluation done by Prof. Pandey, nor was it the spirit behind Prof. Gupta's communication, Prof. Pandey, probably because of the rebuttal section, took upon himself the task of re-evaluation. The key question: "Whether, on deletion of Chapter-3 and addition of Chapter-5, the volume and quality of work meets the standard of Ph.D. in India?" as neither explicitly articulated nor examined, neither by Prof. Gupta, nor by Prof. Pandey. On the contrary, Prof. Pandey wrote "Although the description of the animal experiment is much cleared now, I feel that it can be further improved. Some of the things to be addressed:etc." Further, he makes absolutely no comment on any aspect of the new chapter on Molecular Pathway. It may be noted that a detailed scientific report from the external examiner is a requirement.

Prof. Gupta kept Dean (AC) in the loop and submitted the thesis to him directly, which was forwarded by Dean (AC) to the D.S.C. for evaluation. The D.S.C. took exception to this reversed route, but examined the thesis any way. It appears from the observations of the D.S.C dated 2014/07/08 that there was no consensus among the members. So the committee enclosed three individual reports that are divergent. Prof. Dipti Patra expressed her satisfaction on the adequacy of thesis without making any specific comments on the

contents of the new chapter. Prof. Amit Biswas and Prof. Krishna Pramanik, on the other hand, drew attention to several questions in the new section and advise improvement. Some of the key observations are:

- The Chairperson of the D.S.C. lamented that Prof. Gupta had chosen to forward the thesis to Dean (AC) without routing through the D.S.C., which is the standard practice. That way, the thesis has lost the benefit of the input by the D.S.C. members.
- The members also noted that Prof. Pandey probably did not take cognizance of the deletion of Chapter-3 on animal studies and had ignored contents of the new chapter, [I also agree with this observations.]
- Certain figures in the new chapter, prime facie, appeared to have taken from literature, but there is made no reference to the original source.
- Though it was mentioned that since direct estimation of gene expression was conducted in Chapter-4, the thesis could be enriched by adding the corresponding experimental steps.
- Some short and simple steps to improve the quality of writing.

Had there been a presentation by the student, some of these observations, right or wrong, would have been resolved. Dean (AC), however, seems to have taken no cognizance of these recommendations of the D.S.C. and drafted a letter to Director to go for viva voce examination on the strength of the correspondence between Prof. Pandey and the supervisor Prof. Mukesh Gupta. Such a step would have been unwise, because the thesis at that stage was not formally sent to Prof. Pandey for evaluation. On Director's advice Dean (AC) sought and received a revised copy of the thesis from the student and sent to Prof. Pandey and the foreign examiner Prof. H. T. Lee, for formal evaluation but without seeking Director's opinion on the contents of the thesis.

In our zeal to expedite the evaluation, three essential steps of evaluation, Inadvertently, were skipped:

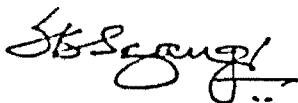
1. The academic concerns of the D.S.C. including possible ethical issues were not addressed to, thus losing the benefit of collective wisdom,
2. The final thesis was not routed through the D.S.C., an essential requirement, and
3. The revised thesis was not presented to Director, another essential element of evaluation.

In our system, a Ph.D. degree is awarded by the Senate. The D.S.C. is the most essential component of the monitoring mechanism, for it represents whatever scientific expertise the

- 5) He may address to the concerns already raised by the D.S.C. and discuss any additional suggestions that may arise.
- 6) If the D.S.C. along with Director and Dean (AC) is satisfied with the contents (both volume and academic standard) of the revised thesis after correction or enhancement, the thesis may be accepted and go for viva voce examination.
- 7) If, in the opinion of the extended D.S.C., there are still unresolved issues or serious reservations, or if the extended D.S.C. does not feel academically confident about evaluating the contents, the Dean can send the thesis to two new examiners with experience in molecular pathway and related studies. They will be clearly requested to look at the Molecular Pathway chapter for its academic standard and volume of work along with the experimental studies on drivers.
- 8) Other details will be worked out by Director as time comes in consultation with Dean (AC) and the D.S.C. , the Senate being kept continually posted.

As Chairman of Senate, I am confident that with the above measures in place, we will be able to place the evaluation process on track and save a lot of time for Dr. B. P. Nayak.

Submitted to senate for consideration and an Informed decision.



Sunil Kr. Sarangi

Copy to: (1) Dean (AC)

- ✓(2) Secretary to Chairperson BOG for kind information of chairperson
- (3) Registrar as secretary senate to place before the Senate in its forthcoming meeting.



राष्ट्रीय प्रौद्योगिकी संस्थान, राउरकेला
National Institute of Technology, Rourkela

Mrs. Vasantha Ramaswamy,
Chairperson, Board of Governors

No.NITR/CP/BOG/(VR) L-16/2015

Date: 16th June 2015

To,

Shri Yogendra Tripathi IAS,

Member Board of Governors

NIT Rourkela

yogendra.tripathi@nic.in

Subject: Implementation of BOG resolutions

(I) BOG 45 (2015)2016 dated 13-3-2015

(II) BOG 46 (2015) 03 dated 17-4-2015

Ref: Director NITR's letter No NITR/DR/2015/L/200 Dated 2nd June 2015

Dear Sir,

I believe that the time has now come, for me to share some of the interactions I have had with the Director NIT Rourkela, on certain issues. On my first visit, to the Institute on 4-12-2014, I was informed of the inordinate delay in processing of the PhD thesis of Dr. B P Nayak, Assistant Professor Biotechnology and Medical Engineering Department, in spite of the thesis being cleared twice by the external examiners. I requested the Registrar&Secretary BOG, Mr. Upadhyay to verify the facts of the case.

A few days later I received a communication from Director, Prof. Sarangi on the subject (Letter #1 No. NITR/DR 2014/L/567. Dated 14-12-2014). He explained that the case was complex as there were some anomalies/procedural complications in processing of this particular thesis, which were required to be sorted out. He also admitted that the delay was due to him not having had the time to organize his thoughts on the subject. He informed that his recommendations had now been submitted to the Senate

for its consideration and its informed decision. The Senate in its 51st meeting on 19-12-2014 recommended that the process for conducting the "viva voce" of Dr. Nayak's thesis be initiated. Yet six months from that date, no progress has been made, even after two BOG resolutions directing immediate action to complete the process.

In fact the Director has invalidated the action sought to be initiated on BOG resolution No. 45 (2015)-16 (Letter #2. No. NITR/DR/2015/M/148 dated 28th April 2015). He has also questioned the authentication process of BOG decisions carried out by the Registrar(as per clause 6 of the NIT Statutes) in his capacity, as Secretary BOG since 2004.

This act of invalidation of a decision of the Board by the Director after confirmation of the Minutes of the 45th BOG on 17th April 2015, is a clear violation of the NIT Act and the Statutes. Registrar's letter (Letter #3 No.NITR/RG/M/2015/395 dated 04/05/2015) to the Director, copied to the Chairperson and BOG Members refers.

The 2nd para in the Director's letter to the Registrar (letter#4 No. NITR/DR/2015/M/152 dated 29th April 2015) of to the Registrar, contains a statement that he proposes to hold "the Director and Members of the Board far more accountable for our conscious omissions and commissions"

Such expressions/sentiments are not in keeping with his role as Director or Member of the Board. In fact it gives an impression of the 'Board' being subservient to the Director, contrary to the INSTITUTE, being the BODY CORPORATE and the BOG an authority of the Institute as defined by the NIT ACT.

The letter also contain instructions to the Registrar on the preparation of draft Minutes of BOG meetings, which would be first cleared by the Director and only when the Director is satisfied with its contents ,the Registrar as Secretary BOG will be permitted to circulate the minutes to the members, whose comments will be incorporated before the final draft is cleared by the Director. Only then would they would be put up to the Chairperson for signature by the Director.

With these instructions the Director has caused to interfere in the operation of Clause 4(12)(13) of the NIT Statutes and seeks to abrogate the functions of the Chairperson BOG.

The letter also contains instructions which if followed will interfere with the role of Registrar, as Secretary BOG. They completely override his duties and responsibilities as given in Section 18, Subsection (1)(2)(3)(4) of the NIT ACT and Clause 21(1)(2)of the Statute.

Needless to say these directives, defy Section 13, Section 16, Section 18, of the NIT ACT and also Clause 3, Clause 4, Clause 5, Clause 6 ,of the NIT Statutes.

The Director's intention of doctoring of the BOG minutes, overstepping on his role as Director and overtaking the role of the Chairperson, does not augur well for the Institute .

After the Convocation on 17th January 2015, I was flooded with emails from various stakeholders of NITR, including many present and past students of the Biotechnology and Medical Engineering department, expressing anguish at the state of affairs in the department and the injustice being meted out to Prof. B P Nayak at the behest of the HoD, Prof. Krishna Pramanik. These communications were forwarded to the Director with a request for his urgent attention.

On 23 December 2014, after the 44th BOG meeting, during a discussion with the Director and Members of the Board from faculty of NIT, I had voiced my serious concern regarding the issue of harassment and its repercussion on the reputation of the Institute. I had been assured then by the Director, that at NITR, there was "zero tolerance " towards such issues at NITR.

Much to the contrary, we have on hand, appeals made to the BOG by Prof. B P Nayak for redressal of grievances. He has alleged academic harassment and injustice citing many instances. His recent communication on this subject is even more shocking. I also have received statements about fear of victimization from many current/past students, who have requested confidentiality and protection against revealing their identities.

The complaint of sexual harassment by Ms. Sweta Kumari, JRF, against her Supervisor and Project Guide Prof. Bipalab Ganguli of Physics Department has not been attended to till April 2015, contravening the provisions of the Sexual Harassment of Women at Workplace Act 2013.

She had registered for PhD under the supervision of Prof Biplab Ganguli,

For the past 8/9 months, after her request for the transfer out of Prof. Biplav Ganguli's project was effected by the Director, she has been placed in the unaided category and has not been paid her assistantship, despite the fact that the law requires the Institute to move her out of Prof. Ganguli's project if she feels the need to, under the abnormal situation created by the Professor. Thus too is completely against the spirit of the law on the sexual harassment of women at the work place.

The Director vide his communication of 2nd June 2015 (VI) has sought out to indemnify himself against possible legal actions that might arise from carrying out BOG decisions. That he is not liable for such actions is already known to him through the legal advice obtained by the Institute (in an earlier instance in 2010,) from Advocate R K Dash, Senior Advocate, Orissa High Court. The Director's failure to carry out the action on the Confirmation of Probation of Officers in JULY 2013, as per BOG's decision in its 35th meeting [BOG-35 (2013)-19] has caused a legal minefield for the BOG.

As per NIT Rourkela's Academic Regulations for grant of PhD degrees,(chapter15) :Once the Senate is satisfied with the report on the thesis by the examiners, the thesis is cleared for defence by Viva-Voce , which is to be conducted by the DSC and the External examiner.

Prof Pramanik as DSC Chairperson for Prof BP Nayak should have initiated this process soon after the Senate gave its recommendation and perhaps the student could have been cleared for award of his PhD before the Convocation on 17th January 2015.

However even after the decision of the 45th BOG informed to her by the Registrar, she is seen to be awaiting clarifications on what necessary actions she is expected to take and the Director states in her defence that she has been 'proactive' and that he had already communicated with the external examiner.

Prof. Pramanik's response to the communication received from Registrar conveying the 45th BOG's decision is not in keeping with her role as HOD, nor as DSC chairperson. It is not even remotely proactive. Prof. Pramanik must be aware that under clause 20 (5) OF NIT Statutes, as HOD, she is duty bound to see that all decisions of the Authorities of the Institute and of the Director are faithfully carried out.

The decision, at the 46th BOG meeting BOG-46(2015)-03(B) directing the Director to convey the Board's displeasure to Prof. Pramanik, does not fall within the ambit of clause 26 (5) (i) (ii) (iii) (iv) (v) (vi) (vii) (viii) of NIT statutes and hence does not require an opportunity to be given to Prof. Pramanik to be heard, before BOG coming to the decision. The decision to replace Prof Pramanik in DSC Chairperson of Prof B.P.Nayak is correct and is justified in view of her extreme inaction /procrastination in this case.

My comments regarding specific issues raised by the Director in his letter of 2nd June 2015 are tabulated and attached. I have also attached the approval of Chairperson for issue of letters to concerned individuals ,intimating Board decisions, for the Registrar as Secretary BOG.

In view of all that is stated above, I do not find any justification in the demand for the assurance ,the Director is seeking from the BOG for taking the actions as directed by the BOG, which are in consonance with its powers and responsibility as defined by the Act and the Statutes.

Thanking You

Yours sincerely

Vasanth Ramaswamy

Enclosure:

218

1. Letter No. NITR/DR 2014/L/567. Dated 14-12-2014

2. Letter No. NITR/DR/2015/M/148 dated 28th April 2015

3. Letter No. NITR/RG/M/2015/395 dated 04/05/2015

4. Letter No. NITR/DR/2015/M/152 dated Subject: Implementation of BOG resolution

(I) BOG 45 (2015)2016 dated 13-3-2015

(II) BOG 46 (2015) 03 dated 17-4-2015

Ref: Director NITR's letter No NITR/DR/2015/L/200 Dated 2nd June 2015



राष्ट्रीय प्रौद्योगिकी संस्थान, राउरकेला
National Institute of Technology, Rourkela

Mrs. Vasantha Ramaswamy,
Chairperson, Board of Governors

No.NITR/CP/BOG/(VR) L-17/2015

Date:16th June 2015

To,

Er S K Upadhyay

Secretary Board of Governors

NIT Rourkela

registrar@nitrkl.ac.in

Subject: Implementation of BOG resolution

(I) BOG 45 (2015)2016 dated 13-3-2015

(II) BOG 46 (2015) 03 dated 17-4-2015

Ref: Director NITR's letter No NITR/DR/2015/L/200 Dated 2nd June 2015

Dear Er S K Upadhyay

I believe that the time has now come, for me to share some of the interactions I have had with the Director NIT Rourkela, on certain issues. On my first visit, to the Institute on 4-12-2014, I was informed of the inordinate delay in processing of the PhD thesis of Dr. B P Nayak, Assistant Professor Biotechnology and Medical Engineering Department, in spite of the thesis being cleared twice by the external examiners. I requested the Registrar/Secretary BOG, Mr. Upadhyay to verify the facts of the case.

A few days later I received a communication from Director, Prof. Sarangi on the subject (letter #1 No. NITR/DR 2014/L/567. Dated 14-12-2014). He explained that the case was complex as there were some anomalies/procedural complications in processing of this particular thesis, which were required to be sorted out. He also admitted that the delay was due to him not having had the time to organize his thoughts on the subject. He informed that his recommendations had now been submitted to the Senate for its consideration and its informed decision. As you are aware the Senate in its 51st meeting on 19-12-2014 recommended that the process for conducting the "viva voce" of Dr. Nayak's thesis be

204

initiated. Yet six months from that date, no progress has been made, even after two BOG resolutions directing immediate action to complete the process.

In fact the Director has invalidated the action sought to be initiated on BOG resolution No. 45 (2015)-16 (letter#2. No. NITR/DR/2015/M/148 dated 28th April 2015). He has also questioned the authentication process of BOG decisions carried out by the Registrar in his capacity, as Secretary BOG (as per clause 6 of the NIT Statutes) since 2004.

This action of invalidation of a decision of the Board by the Director after confirmation of the Minutes of the 45th BOG on 17th April 2015, is a clear violation of the NIT Act and the Statutes. Registrar's letter (Letter #3 No.NITR/RG/M/2015/395 dated 04/05/2015) to the Director, copied to the Chairperson and BOG Members refers.

The 2nd para in the Director's letter to the Registrar (letter#4 No. NITR/DR/2015/M/152 dated 29th April 2015) of to the Registrar, contains a statement that he proposes to hold "the Director and Members of the Board far more accountable for our conscious omissions and commissions"

Such expressions are not in keeping with his role as Director or Member of the Board. In fact it gives an impression of the 'Board' being subservient to the Director, contrary to the INSTITUTE, being the BODY CORPORATE and the BOG an authority of the Institute defined by the NIT ACT.

The letter also contain instructions to the Registrar on the preparation of draft Minutes of BOG meetings, which would be first cleared by the Director and only when the Director is satisfied with its contents ,the Registrar as Secretary BOG will be permitted to circulate the minutes to the members, whose comments will be incorporated before the final draft is cleared by the Director. Only then would they would be put up to the Chairperson for signature by the Director.

Thanking You
Yours Sincerely
Vasanth Ramaswamy



राष्ट्रीय प्रौद्योगिकी संस्थान, राउरकेला
National Institute of Technology, Rourkela

Mrs. Vasantha Ramaswamy,
Chairperson, Board of Governors

No.NITR/CP/BOG/(VR) L-18/2015

Date: 16th June 2015

To,

Member ,

Board of Governors ,NITR

Subject: Implementation of BOG resolutions

(I) BOG 45 (2015) 2016 dated 13-3-2015

(II) BOG 46 (2015) 03 dated 17-4-2015

Ref: Director NITR's letter No NITR/DR/2015/L/200 Dated 2nd June 2015

Dear Sir,

I believe that the time has now come, for me to share some of the interactions I have had with the Director NIT Rourkela, on certain issues. On my first visit, to the Institute on 4-12-2014, I was informed of the inordinate delay in processing of the PhD thesis of Dr. B P Nayak, Assistant Professor Biotechnology and Medical Engineering Department, in spite of the thesis being cleared twice by the external examiners. I requested the Registrar & Secretary BOG, Mr. Upadhyay to verify the facts of the case.

A few days later I received a communication from Director, Prof. Sarangi on the subject (Letter #1 No. NITR/DR 2014/L/567. Dated 14-12-2014). He explained that the case was complex as there were some anomalies/procedural complications in processing of this particular thesis, which were required to be sorted out. He also admitted that the delay was due to him not having had the time to organize his thoughts on the subject. He informed that his recommendations had now been submitted to the Senate for its consideration and its informed decision. The Senate in its 51st meeting on 19-12-2014 recommended that the process for conducting the "viva voce" of Dr. Nayak's thesis be initiated. Yet six

months from that date, no progress has been made, even after two BOG resolutions directing immediate action to complete the process.

In fact the Director has invalidated the action sought to be initiated on BOG resolution No. 45 (2015)-16 (Letter #2. No. NITR/DR/2015/M/148 dated 28th April 2015). He has also questioned the authentication process of BOG decisions carried out by the Registrar (as per clause 6 of the NIT Statutes) which he in his capacity, as Secretary BOG has been carrying out since 2004.

This act of invalidation of a decision of the Board by the Director after confirmation of the Minutes of the 45th BOG on 17th April 2015, is a clear violation of the NIT Act and the Statutes. Registrar's letter (Letter #3 No. NITR/RG/M/2015/395 dated 04/05/2015) to the Director, copied to the Chairperson and BOG Members, makes it amply clear that the Director is fully aware of the legality of the same.

The 2nd para, in the Director's letter to the Registrar (letter #4 No. NITR/DR/2015/M/152 dated 29th April 2015), contains a statement that he proposes to hold "the Director and Members of the Board far more accountable for our conscious omissions and commissions"

Such expressions/sentiments are not in keeping with his role as Director or Member of the Board. In fact it gives an impression of the 'Board' being subservient to the Director, contrary to the INSTITUTE, being the BODY CORPORATE and the BOG an authority of the Institute as defined by the NIT ACT.

The letter also contain instructions to the Registrar on the preparation of draft Minutes of BOG meetings, which would be first cleared by the Director and only when the Director is satisfied with its contents, the Registrar as Secretary BOG will be permitted to circulate the minutes to the members, whose comments will be incorporated before the final draft is cleared by the Director. Only then would they would be put up to the Chairperson for signature by the Director.

With these instructions the Director has caused to interfere in the operation of Clause 4(12)(13) of the NIT Statutes and seeks to abrogate the functions of the Chairperson BOG.

The letter also contains instructions which if followed will interfere with the role of Registrar, as Secretary BOG. These instructions completely override his duties and responsibilities as given in Section 18, Subsection (1)(2)(3)(4) of the NIT ACT and Clause 21(1)(2) of the Statute.

T Prevention these directives, defy Section 13, Section 16, Section 18, of the NIT ACT and also Clause 3, Clause 4, Clause 5, Clause 6, of the NIT Statutes.

The Director's intention of doctoring of the BOG minutes, overstepping on his role as Director and overtaking the role of the Chairperson, does not augur well for the Institute .

After the Convocation on 17th January 2015, I was flooded with emails from various stakeholders of NITR, including many present and past students of the Biotechnology and Medical Engineering department, expressing anguish at the state of affairs in the department and the injustice being meted out to Prof. B P Nayak at the behest of the HoD, Prof. Krishna Pramanik. These communications were forwarded to the Director with a request for his urgent attention.

On 23 December 2014, after the 44th BOG meeting, during a discussion with the Director and Members of the Board from faculty of NIT, I had voiced my serious concern regarding the issue of harassment and its repercussion on the reputation of the Institute. I had been assured then by the Director, that at NITR, there was "zero tolerance" towards such issues at NITR.

Much to the contrary, we have on hand, appeals made to the BOG by Prof. B P Nayak for redressal of grievances. He has alleged academic harassment and injustice citing many instances. His recent communication on this subject is even more shocking. I also have received statements about fear of victimization from many current/past students, who have requested confidentiality and protection against revealing their identities.

The complaint of sexual harassment by Ms. Sweta Kumari, JRF, against her Supervisor and Project Guide Prof. Bipalab Ganguli of Physics Department has not been attended to till April 2015, contravening the provisions of the Prevention of Sexual Harassment of Women at Workplace Act 2013.

She had registered for PhD under the supervision of Prof Biplab Ganguli,

For the past 8/9 months, after her request for the transfer out of Prof. Biplav Ganguli's project was effected by the Director, she has been placed in the unaided category and has not been paid her assistantship, despite the fact that the law requires the Institute to move her out of Prof. Ganguli's project if she feels the need to, under the abnormal situation created by the Professor. Thus too is completely against the spirit of the law on the Prevention of sexual harassment of women at the work place.

The Director vide his communication of 2nd June 2015 (VI) has sought out to indemnify himself against possible legal actions that might arise from carrying out BOG decisions. That he is not liable for such actions is already known to him through the legal advice obtained by the Institute (in an earlier instance in 2010.) from Advocate R K Dash, Senior Advocate, Orissa High Court. The Director's failure to carry out the action on the Confirmation of Probation of Officers in JULY 2013, as per BOG's decision in its 35th meeting [BOG-35 (2013)-19] has created a legal minefield for the BOG, in Debendra Behera case.

As per NIT Rourkela's Academic Regulations for grant of PhD degrees,(chapter15) :Once the Senate is satisfied with the report on the thesis by the examiners, the thesis is cleared for defence by Viva-Voce , which is to be conducted by the DSC and the External examiner.

Prof Pramanik as DSC Chairperson for Prof BP Nayak should have initiated this process soon after the Senate gave its recommendation and perhaps the student could have been cleared for award of his PhD before the Convocation on 17th January 2015.

However even after the decision of the 45th BOG informed to her by the Registrar, she is seen to be awaiting clarifications on what necessary actions she is expected to take and the Director states in her defence that she has been 'proactive' and that he had already communicated with the external examiner.

Prof. Pramanik's response to the communication received from Registrar conveying the 45th BOG's decision is not in keeping with her role as HOD, nor as DSC chairperson. It is not even remotely proactive. Prof. Pramanik must be aware that under clause 20 (5) OF NIT Statutes, as HOD, she is duty bound to see that all decisions of the Authorities of the Institute and of the Director are faithfully carried out.

The decision, at the 46th BOG meeting BOG-46(2015)-03(B) directing the Director to convey the Board's displeasure to Prof. Pramanik, does not fall within the ambit of clause 26 (5) (i) (ii) (iii) (iv) (v) (vi) (vii) (viii) of NIT statutes and hence does not require an opportunity to be given to Prof. Pramanik to be heard, before BOG coming to the decision. The decision to replace Prof Pramanik in DSC Chairperson of Prof B.P.Nayak is correct and is justified in view of her extreme inaction /procrastination in this case.

My comments regarding specific issues raised by the Director in his letter of 2nd June 2015 are tabulated and attached. I have also attached the approval of Chairperson for issue of letters to concerned individuals, intimating Board decisions, for the Registrar as Secretary BOG.

In view of all that is stated above, I do not find any justification in the demand for the assurance, the Director is seeking from the BOG for taking the actions as directed by the BOG, which are in consonance with its powers and responsibility as defined by the Act and the Statutes.

Thanking You

Yours sincerely

Vasantha Ramaswamy

Enclosure:

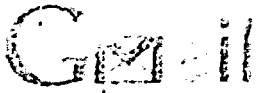
1.Letter No. NITR/DR 2014/L/567. Dated 14-12-2014

2.Letter No. NITR/DR/2015/M/148 dated 28th April 2015

3.Letter No. NITR/RG/M/2015/395 dated 04/05/2015

4.Letter No. NITR/DR/2015/M/152 dated 29/04/2015

Ref: Director NITR's letter No NITR/DR/2015/L/200 Dated 2nd June 2015



Fwd: Compliance of provisions of NITSER Act, 2007 and First Statutes of NITs.

aprameya associates <aprameya201@gmail.com> :

Thu, Jun 18, 2015 at 7:31 PM

To: Santosh Kumar Upadhyay <registrarnitroukela@gmail.com>, bbehera1964@gmail.com

----- Forwarded message -----

From: aprameya associates <aprameya201@gmail.com>

Date: Thu, Jun 18, 2015 at 1:38 AM

Subject: Fwd: Compliance of provisions of NITSER Act, 2007 and First Statutes of NITs.

To: technical section <technicalsection3@yahoo.co.in>, rajeshsingh.edu@nic.in, sanjeevsharma.edu@nic.in

Dear Mr Rajesh Singh Solanki

The mail from technical section III containing your letter F.41-6/2015-TS III dated 17th June 2015 arrived at 1835 hrs today and was seen by me just now.

My letter No.NIT/CP/BOG/(VR) L-07/2015 dated 22nd May 2015 was prompted by a telephone call from Mr Sanjeev Sharma, Director NITs on 15th May 2015.

Essentially it contained arguments for retaining the full strength of the BOG at all times to arrive at a balanced decision process. It also stated certain legal thought processes/traditions/justifications for extending what is stated in the constitution of the Council to the Board.

I had also stated that under Section 35 of the Act continuing to maintain the Board as it had been functioning till then, would not cause any of the Board decisions to be invalidated due to any defect in its constitution.

While I understand all that is stated in your letter, I would like to mention that the decision to invite them was taken only after getting an affirmative reply from Mr Sanjeev Sharma, Director, NITs, to my letter.

My letter and the reply received from Mr Sharma had been sent to the Registrar and the Director for their information.

The Director had raised the issue of continuance of Dr Rintu Bannerjee and Dr Bhandari only after the 46th BOG where some of the decisions were not to his liking.

Particularly the decision concerning the PhD 'viva voce' of Dr BP Nayak, an Assistant Professor in the Biotechnology and Medical Engineering Department.

The opinion of these two members and the Odhisha government nominees were strongly critical of the way the matter was being treated by HOD and DSC chairperson of Prof BP Nayak.

In fact Professor Sarangi has written to Professor Rintu Bannerjee on this matter eliciting her support in reversing the BOG decision, stating his difficulty in implementing the same. She has in her recent mail, to BOG members has quoted parts of her reply to him stating that she stood with the BOG decision in the matter.

After getting my opinion that we maintain Status Quo, as they were Council Nominees, he approached MHRD for its direction and forwarded the communication from Mr. Sanjeev Sharma to me. He had also suggested that Mr Sharma speak to me.

He has vide his letter of 2nd June and 15th June to all Board members has raised the bogie of legal suits ensuing

from the implementation of BOG decisions, which he claims are against the Act and Statutes.

After careful examination of all of them against the various sections of the Act and clauses of the Statutes, I have sent my response by email on 16th June to all members.

If the continuance of the Council nominees after completion of their term is against the Act, and the Director, Prof Sarangi, was aware, that the terms of the members nominated by the council had expired on 24th March 2014, the question arises in my mind, as to why did he bring it up only now?

I would earnestly request you to kindly go through my letter of 22nd May 2015, once again, and see if there are any merits in my arguments. Also since only Dr Bhandari is in the country and is likely to attend, it is my sincere request that we allow the invitation to stand for this BOG meeting, and await the appointment of fresh nominees from the next meeting onwards.

I would be extremely obliged for this support from you, in maintaining the Status and Sanctity of the BOG

Thanking you
yours sincerely

Vasanth Ramaswamy

Chairperson, BOG, NITR

----- Forwarded message -----

From: technical section <technicalsection3@yahoo.co.in>

Date: Wed, Jun 17, 2015 at 6:33 PM

Subject: Compliance of provisions of NITSER Act, 2007 and First Statutes of NITs.

To: "Dr. Vasanth Ramaswamy, Chairperson, BOG, NIT-Rourkela" <aprameya201@gmail.com>

Cc: "Registrar, NIT - Rourkela" <sku_seema@rediffmail.com>, "Registrar, NIT - Rourkela" <registrar@nitrkl.ac.in>, "Prof. S.K. Sarangi, Director, NIT - Rourkela" <sarangiskr@nitrkl.ac.in>, "Prof. S.K. Sarangi, Director, NIT - Rourkela" <sunilkr.sarangi@gmail.com>, "Prof. S.K. Sarangi, Director, NIT - Rourkela" <director@nitrkl.ac.in>

Respected Sir / Madam,

Kindly find attached a PDF format file in connection with aforesaid subject for information and further necessary action.

Attached File : Letter to Chairperson, BOG, NIT - Rourkela.pdf

Please acknowledge receipt.

Best Regards
Preview

Technical Section - III (NITs Desk),
Department of Higher Education,
Ministry of Human Resource Development,
Room No.435, C - Wing,
Shastri Bhawan, New Delhi - 110 001,
Tel: 011 - 23070177, Fax: 011 - 23384345,



राष्ट्रीयप्रौद्योगिकीसंस्थान, राउरकेला
National Institute of Technology
Rourkela – 769 008

Prof. Sunil Kr Sarangi, FNAE

Director

No. NITR/DR/2015/M/224

Date: 29th June, 2015

प्रो: सुनील कुमार षडंगी

निदेशक

Sub: Rearrangement of some essential administrative responsibilities

Our institute's administrative system is quite healthy, and generally speaking, has kept up with our needs. Still we sometimes are facing difficulties that are hurting our progress. The following few steps are intended to streamline the administrative set up and facilitate a more productive work environment. The measures relate to the following.

- (1) Legal matters (complete)
- (2) Establishment (Recruitment and deployment (posting & transfer) of personnel.)
- (3) Finance and accounts (General superintendence and expenditures of the Registry)

This document constitutes an administrative order (not an advisory) and is binding on all concerned officers, faculty and staff of the institute. It is issued under provisions of clause 17(2) of the NIT Act. It will take effect from July 01, 2015.

(1) Legal matters:

All legal matters will be handled by Assistant Registrar(Es). He will be assisted by ministerial staff as he chooses. AR(Es) will report to PIC – Legal matters. Registrar is requested to hand over all legal files to Sri K. P. Panigrahi, AR(Es).

Prof. Anup Kr. Panda, Professor of Electrical Engineering is appointed PIC-Legal Matters. He will report to Director. He may be authorised by director from time to time to sign legal documents, e.g. wokalnama, on behalf of director on case to case basis.

(2) Establishment Section (Recruitment and deployment (posting & transfer) of personnel.

In matters of Recruitment and deployment of personnel (faculty, officers and staff), AR (Es) shall report to Dean (FW). Dean (FW) will work under direction of director.

(3) Finance and Accounts (General Superintendence and expenditures of the Registry.

The general principle of financial management of our institute has been that departments are partially autonomous and handle their own expenditures. But before a P.O. is placed or a bill is passed, it is examined by the Registry (Purchase, TS, Academic or Establishment), the F & A section and the Internal Audit section. The Registry, as a unit, has been a notable exception, because the originating department and the examining unit are one and the same. To make the Registry more compatible to the rest of the Institute, some adjustment in the procedure is in order.

Further there appears to be a visible gap between the financial administration approaches conceived by the director or committee of Deans & HODs and that followed by the F & A section. An example is the recent emphasis put by the meeting of Deans and HODs on the mandatory on-line submission (with signed paper copies) of direct purchase statement which has largely been ignored by the F&A section citing the reason that there has been no "administrative order" to that effect.

Contd...P/2

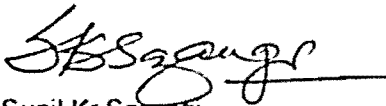
To bring the entire institute to a common frequency, the following arrangement is done.

Prof. S. K. Patra, Professor EC is given responsibility of *PADA (Professor assisting director in administration) – F&A. His responsibilities shall be :

- (a) General superintendence of all activities relating to financial administration, specifically the F&A section.
- (b) Overall familiarity of financial position and scrutiny of annual budget and accounts.
- (c) Work towards introduction of more automation in a comprehensive manner.
- (d) Particular scrutiny and approval, on behalf of director, of all expenditures made by the Registry as a department. All financial proposals and expenditures, after signature of Registrar, will need his counter signature before being processed by the F&A section. AR(Services), the custodian of Procurement registers of the Registry shall place papers before PADA (F&A) before sending them to F&A section for payment or to IA for scrutiny.

This provision shall not, in any way, affect the present functions of the Registrar in capacity of being Registrar or Secretary FC, BOG, BWC or Senate relating to expenditures made for other departments or the management of institute's finances. PADA (F&A) will not intervene in those functions except for general superintendence of the Accounts activities.

This is for information of all concerned. If any official has a question or suggestion, please feel free to contact me in person or over phone.



Sunil Kr Sarangi

To

Registrar, All DRs, ARs
Prof. S. K. Patra, Prof. B. B. Biswal, Prof. Anup Kr. Panda
All faculty and officers by email



राष्ट्रीय प्रौद्योगिकी संस्थान, राउरकेला
National Institute of Technology
Rourkela

No. NITR/DR/2015/M/152

Date: 29th April, 2015

Sub: Streamlining the administration's role in proceedings of the BOG and its committees: Responsibility of Registrar.

Dear Shri Upadhyay,

Our institute is 13 years old as a CFTI, nearly eight of them under the NIT Act. In the scale of life of an institution, we are still in our infancy. Our rules, administrative procedures and academic standards are evolving, sometimes even moving back and forth. We, however, need to work towards keeping our institute steady on the path of progress, to devise clear rules and guidelines, and to evolve strong traditions. In earlier times, transactions of our institute were rather simple and never created controversies. But in recent times, with growing population and complexity of issues, the authorities (BOG, FC, BWC and Senate) are being called upon to decide more challenging issues. Our traditional approach to managing meetings of the authorities, preparing agenda and minutes and conducting proceedings are proving to be inadequate. Meetings are becoming long and stretching over multiple sessions; sometimes resolutions need to be reversed; and members are expressing unhappiness over inadequacy of our homework.

With the above observations in the background I, under the statutory obligations of the director, have decided to discharge my duties with more investment of time and effort. I also propose to hold the director and members of the Board far more accountable for our conscious omissions and commissions, the highest level of accountability going to the director.

The following are the specific actions, or reverse thereof, that I expect from the Registrar.

- (1) As Secretary of the Board, the Registrar will prepare 'on behalf of the director' the text and format of agenda items, collect and attach relevant rules, documents and background information, and supervise the printing of final agenda document before circulation. The agenda document will be made in 2 stages – (i) short preliminary agenda without annexures for consent of director alone and (ii) the complete agenda document for circulation among all members, and final approval of Chairperson. The complete document will be sent to Chairperson by the Director after he is satisfied with the contents.
- (2) As Secretary of the Board, the Registrar will take notes on the proceedings meetings of BOG and prepare the draft minutes. The draft minutes will be first put up to director for his agreement. When Director is satisfied with the contents, he will permit circulation of the minutes among the members. After all feedback is collected, the Registrar will prepare the final draft and place before the director. The final Minutes will be sent to Chairperson for her signature by the director.
- (3) As a non-member secretary of the Board, to maintain neutrality of presentation of information and recording of proceedings, the Registrar will NOT express any view on issues; his interjection if any will be limited to seeking from the Chair or from the director clarity on decisions made and supporting thoughts to be recorded in the minutes.

Contd...P/2

- 2115 -

- (4) All correspondence with the Chair and members of the Board on contents of agenda and minutes will be from the director or from Director I/C. Registrar, assisted by his team of Assistant Registrars, will handle logistics, travel formalities and physical arrangement for smooth conduct of the meetings. One of the Assistant Registrars will be nominated by director to assist the Registrar in meeting arrangement.
- (5) On completion of the meeting of the BOG and approval of final (to be confirmed in the following meeting) minutes in case of urgent issues, the administration will bring out executive orders wherever appropriate. While such orders, with or without actionable points will be drafted by the Registrar; the director shall decide the final text and the circulation list. As the Principal Executive Officer, the Director shall be the only functionary to decide the course of disbursement of information and directions to lower officers for executive actions at their end. In case of other issues, the orders will wait for confirmation of minutes.

A lot of animosity has been created within the institute and serious legal pot holes have been created because we have not spent enough time in framing proper agenda papers and in deciding the post-meeting activities. Let us work towards repairing the damage done by breaking the chain of command.

The above points will be exactly applicable to meeting of the BOG and the Senate. But in case of FC and BWC, the Registrar is the member secretary, and must discharge his functions accordingly. He will have an opinion of his own on issues and will place them on the table in the meetings of the authorities.

The above process is in conformity with provisions of the Act and the Statutes and will lead to higher speed, accuracy, higher academic standards and social harmony. The following extracts from NIT Act and Statutes guide us in our work.

NIT Act 2007

- Article 10: The following shall be the authorities of an Institute, namely:-\
- (a) A Board of Governors
 - (b) A Senate and
 - (c) Such other authorities as may be declared by the Statutes to be the authorities of the Institute.
- Article 13(2): Without prejudice to the provisions of sub-section (I), the Board of every Institute shall –
- (a) Take decisions on questions of policy relating to the administration and working of the Institute.
- Article 15: Subject to the provisions of this Act, the Statutes and the Ordinances, the Senate of an Institute shall have the control and general regulation, and be responsible for the maintenance of standards of instruction, education and examination in the Institute and shall exercise such other powers and perform such other duties as may be conferred or imposed upon it by the Statutes.
- Article 17(2): The Director shall be the principal academic and executive officer of the Institute and shall be responsible for the proper administration of the Institute and for the imparting of instruction and maintenance of discipline therein.
- Article 18: (i) The Registrar of every Institute shall be appointed on such terms and condictions as may be laid down by the Statutes and shall be the custodian of records, the common seal, the funds of the Institute and such other property of the Institute as the Board shall commit to his charge.

Contd...P/2

- (ii) The Registrar shall act as the Secretary of the Board, Senate and such committees as may be prescribed by the Statutes.
- (iii) The Registrar shall be responsible to the Director for the proper discharge of his functions.
- (iv) The Registrar shall exercise such other powers and perform such other duties as may be assigned to him by this Act or the Statutes or by the Director.

Statutes

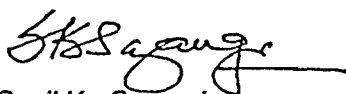
Statute 6: AUTHENTICATION OF ORDERS OF THE BOARD

All orders and decisions of the Board shall be authenticated by the signature of the Director or Registrar or any person-authorized by the Board in this behalf.

Statute 8 : POWERS OF THE SENATE

- (ii) make arrangements for the conduct of examinations; appointment of examiners, moderators, tabulators and other matters relating to the examinations;
- (iii) declare the results of the, examinations or to appoint Committees or Officers to do so and to make recommendations to the Board regarding conferment or grant of degrees, diplomas and other academic distinctions or titles;

With best wishes,



Sunil Kr. Sarangi

To
Registrar



राष्ट्रीय प्रौद्योगिकी संस्थान, राउरकेला
National Institute of Technology
Rourkela

Prof. Sunil Kr Sarangi
Director

No. NITR/DR/2015/M/149

Date: 28th April, 2015

To
Sri S. K. Upadhyay
Registrar

Sub: Authentication of Board resolutions

Dear Sri Upadhyay,

The recent office order from your desk, order NITR/RG/BOG-45/2015/336 dt.02.04.2015 has given me considerable agony. As per Statute 6 – “All orders and decisions of the Board shall be authenticated by the signature of the Director or Registrar or any person authorized by the Board in this behalf.” But before the signed order is circulated, particularly on actionable items the contents of the order need approval of competent authority.

As per NIT Act, Article 18(4), the Registrar is responsible to 3 authorities: (i) the Act, (ii) the Statutes and (iii) the director, the last one being the only human entity capable of approving a draft order. Therefore, please do not authenticate any decision of BOG without first obtaining explicit approval of the Director. This policy shall valid for both actionable issues with target implementors, and ordinary circulars for information of stake holders.

Your recent orders to Dean(Ac), HOD-BM and dr. Mukesh Gupta was flawed on 3 counts:

- (i) It was not approved by any authority, neither competent nor incompetent,
- (ii) Still the order said that the contents had approval of “competent authority”,
- (iii) The three target officials directed to take necessary action were picked solely by the Registrar; their names find no mention in the Board resolution.

When queried (vide my letter No.NITR/DR/2015/M/129 dt15-04-2015 about the approval of competent authority, you cited, vide your reply No.NITR/RG/M/2015/381 dt.22.04.2015, Clause 16(2) of NIT Act, which deals with the powers of the Chairperson. It is really unfortunate that you have given yourself the role of the Hon'ble Chairperson. It is a clear case of contempt against her high office. The post of Registrar certainly does not compare with that of the Chairperson of the Board of Governors. It is her responsibility to ensure implementation of BOG decisions, not yours. That too she is expected to perform by directing and communicating with director, not reaching out to junior functionaries, which is below the dignity of her high office.

In letters to faculty and officers, you have quoted “The Chairperson desires”. It is truly discourteous to the Hon'ble Chairperson who holds a position of high esteem. I am sure, she will never authorize any one to take her name to pressurize officials of the institute to act in one way or another.

As a damage control exercise, I have withdrawn the order and apologized to the 3 faculty members assigned duties by you.

Contd...P/2.

- 218 -

To avoid similar situations in future. I request you to please abide by the following directions:

- (i) Please do not authenticate decisions of BOG on your own. Please wait for a note from the director or seek an approval of the director on the draft orders.
- (ii) Please do not take over the role of the Chairperson. She is the head of the NITR family and must be treated with utmost respect. Lesser individuals should neither play her role, nor should implement their own agenda in her name.

I believe, with the above self imposed guidelines we can give our institute an efficient and friendly administration.

I have already revoked your letter No. NITR/RG/BOG-45/2015/336 dt.02.04.2015. Please remove it and its follow up correspondence from the records, and send me a brief note of compliance.



Sunil Kr Sarangi



राष्ट्रीय प्रौद्योगिकी संस्थान, राउरकेला
National Institute of Technology
Rourkela

Prof. Sunil Kr Sarangi
Director

No. NITR/DR/2015/M/148

Date: 28th April, 2015

Sub: Authentication of BOG Resolution BOG-45 (2015) – 16 dt.13.03.2015 on the subject:
- "Consideration of minutes of 51st Senate Meeting held on 19.12.2014."

The Board of Governors, in its meeting held on 13.03.2015 considered the minutes of the 51st Senate Meeting held on 19.12.2014. The conclusions of the BOG are recorded in the minutes of its 45th meeting vide item No. BOG-45(2015)-16. The resolution reads as: "The minutes of 51st Senate Meeting held on 19.12.2014 was given in the Annexure for the information of the Board. The Board noted the above and considered the representation made by Prof. B. P. Nayak, Asst. Professor, BM (on contract) and the decision of the Senate vide resolution No.2014-51-Senate:15, dt.19.12.2014. "In the opinion of the Senate, the Ph.D. thesis evaluation process of Dr. B. P. Nayak was found satisfactory and the subsequent process for Viva-voce was recommended to be initiated". The Board directed that the viva-voce may be conducted at the earliest and action taken report may be submitted to the Board in the next meeting".

Normally, it is the responsibility of the institute executive to authenticate the minutes, i.e. to bring out appropriate executive orders to implement the decisions of the BOG. Office orders are issued on all actionable points with approval of the director. Circulars are issued on policy decisions that need to be known by many stake holders. As per statute 6 - "All orders and decisions of the Board shall be authenticated by the signature of the Director or Registrar or any person authorized by the Board in its behalf." This means that while the orders are issued on approval of the Director who, as defined in the NIT Act 2007, is the Principal Academic and Executive Officer of the institute, it may be authenticated on signature of either Director or Registrar.

Our Registrar issued Office Order No. NITR/RG/BOG-45/2015/336 dt.02.04.2015 on the subject of the thesis evaluation of Dr. B. P. Nayak Ph.D. student of BM Department giving instructions (to take necessary action) to Dean(Ac), HOD (BM) and Prof. Mukesh Gupta, all senior functionaries of the institute, at least two of them holding positions higher than his own. While the order stated that it was issued on approval of competent authority, in reality the text was approved by no executive authority, nor the target officials were named by the Board in its resolution.

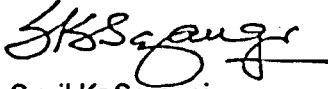
In summary, the office order No NITR/RG/BOG-45/2015/336 dt.02.04.2015 issued by the Registrar was a mistake. As the Principal Executive Officer of the institute:

- (i) I direct withdrawal of this office order issued by the Registrar,
- (ii) I record my apologies to Prof. B. Majhi Dean(Ac), Prof. K. Pramanik, HOD-BM and Prof. Mukesh Gupta for their confusion and possible humiliation.

- 220 -

(iii) Any follow up correspondence to this order stand invalid.

The above is for information of all concerned who received copies of the original (now cancelled) office order



Sunil Kr Sarangi

To

1. All Deans/ HODs
2. Dean(Ac) Prof. B. Majhi
3. HOD-BM , Prof. K. Pramanik
4. Prof. Mukesh Gupta
- ✓ 5. Registrar
6. Dy. Registrar: (F&A)/AC
7. Asst. Registrar: Estt-1
8. Establishment Section/BOG file.



राष्ट्रीय प्रौद्योगिकी संस्थान, राउरकेला
National Institute of Technology, Rourkela

Mrs. Vasantha Ramaswamy,
Chairperson, Board of Governors

No.NITR/CP/BOG/(VR) L-17/2015

Date:16th June 2015

To,

Er S K Upadhyay

Secretary Board of Governors

NIT Rourkela

registrar@nitrkl.ac.in

Subject: Implementation of BOG resolution

(I) BOG 45 (2015)2016 dated 13-3-2015

(II) BOG 46 (2015) 03 dated 17-4-2015

Ref: Director NITR's letter No NITR/DR/2015/L/200 Dated 2nd June 2015

Dear Er S K Upadhyay

I believe that the time has now come, for me to share some of the interactions I have had with the Director NIT Rourkela, on certain issues. On my first visit, to the Institute on 4-12-2014, I was informed of the inordinate delay in processing of the PhD thesis of Dr. B P Nayak, Assistant Professor Biotechnology and Medical Engineering Department, in spite of the thesis being cleared twice by the external examiners. I requested the Registrar/Secretary BOG, Mr. Upadhyay to verify the facts of the case.

A few days later I received a communication from Director, Prof. Sarangi on the subject (letter #1 No. NITR/DR 2014/L/567. Dated 14-12-2014). He explained that the case was complex as there were some anomalies/procedural complications in processing of this particular thesis, which were required to be sorted out. He also admitted that the delay was due to him not having had the time to organize his thoughts on the subject. He informed that his recommendations had now been submitted to the Senate for its consideration and its informed decision. As you are aware the Senate in its 51st meeting on 19-12-2014 recommended that the process for conducting the "viva voce" of Dr. Nayak's thesis be

initiated. Yet six months from that date, no progress has been made, even after two BOG resolutions directing immediate action to complete the process.

In fact the Director has invalidated the action sought to be initiated on BOG resolution No. 45 (2015)-16 (letterl#2. No. NITR/DR/2015/M/148 dated 28th April 2015). He has also questioned the authentication process of BOG decisions carried out by the Registrar in his capacity, as Secretary BOG (as per clause 6 of the NIT Statutes) since 2004.

This action of invalidation of a decision of the Board by the Director after confirmation of the Minutes of the 45th BOG on 17th April 2015, is a clear violation of the NIT Act and the Statutes. Registrar's letter (Letter #3 No.NITR/RG/M/2015/395 dated 04/05/2015) to the Director, copied to the Chairperson and BOG Members refers.

The 2nd para in the Director's letter to the Registrar (letter#4 No. NITR/DR/2015/M/152 dated 29th April 2015) of to the Registrar, contains a statement that he proposes to hold **"the Director and Members of the Board far more accountable for our conscious omissions and commissions"**

Such expressions are not in keeping with his role as Director or Member of the Board. In fact it gives an impression of the 'Board' being subservient to the Director, contrary to the INSTITUTE, being the BODY CORPORATE and the BOG an authority of the Institute defined by the NIT ACT.

The letter also contain instructions to the Registrar on the preparation of draft Minutes of BOG meetings, which would be first cleared by the Director and only when the Director is satisfied with its contents ,the Registrar as Secretary BOG will be permitted to circulate the minutes to the members, whose comments will be incorporated before the final draft is cleared by the Director. Only then would they would be put up to the Chairperson for signature by the Director.

Thanking You
Yours Sincerely
Vasantha Ramaswamy



राष्ट्रीय प्रौद्योगिकी संस्थान, राउरकेला
National Institute of Technology
Rourkela

Prof. Sunil Kr Sarangi
Director

No. NITR/DR/2015/M/148

Date: 28th April, 2015

Sub: Authentication of BOG Resolution BOG-45 (2015) – 16 dt.13.03.2015 on the subject:
- "Consideration of minutes of 51st Senate Meeting held on 19.12.2014."

The Board of Governors, in its meeting held on 13.03.2015 considered the minutes of the 51st Senate Meeting held on 19.12.2014. The conclusions of the BOG are recorded in the minutes of its 45th meeting vide item No. BOG-45(2015)-16. The resolution reads as: "The minutes of 51st Senate Meeting held on 19.12.2014 was given in the Annexure for the information of the Board. The Board noted the above and considered the representation made by Prof. B. P. Nayak, Asst. Professor, BM (on contract) and the decision of the Senate vide resolution No.2014-51-Senate:15, dt.19.12.2014. "In the opinion of the Senate, the Ph.D. thesis evaluation process of Dr. B. P. Nayak was found satisfactory and the subsequent process for Viva-voce was recommended to be initiated". The Board directed that the viva-voce may be conducted at the earliest and action taken report may be submitted to the Board in the next meeting".

Normally, it is the responsibility of the institute executive to authenticate the minutes, i.e. to bring out appropriate executive orders to implement the decisions of the BOG. Office orders are issued on all actionable points with approval of the director. Circulars are issued on policy decisions that need to be known by many stake holders. As per statute 6 - "All orders and decisions of the Board shall be authenticated by the signature of the Director or Registrar or any person authorized by the Board in its behalf." This means that while the orders are issued on approval of the Director who, as defined in the NIT Act 2007, is the Principal Academic and Executive Officer of the institute, it may be authenticated on signature of either Director or Registrar.

Our Registrar issued Office Order No. NITR/RG/BOG-45/2015/336 dt.02.04.2015 on the subject of the thesis evaluation of Dr. B. P. Nayak Ph.D. student of BM Department giving instructions (to take necessary action) to Dean(Ac), HOD (BM) and Prof. Mukesh Gupta, all senior functionaries of the institute, at least two of them holding positions higher than his own. While the order stated that it was issued on approval of competent authority, in reality the text was approved by no executive authority, nor the target officials were named by the Board in its resolution.

In summary, the office order No NITR/RG/BOG-45/2015/336 dt.02.04.2015 issued by the Registrar was a mistake. As the Principal Executive Officer of the institute:

- (i) I direct withdrawal of this office order issued by the Registrar,
- (ii) I record my apologies to Prof. B. Majhi Dean(Ac), Prof. K. Pramanik, HOD-BM and Prof. Mukesh Gupta for their confusion and possible humiliation.

(iii) Any follow up correspondence to this order stand invalid.

The above is for information of all concerned who received copies of the original (now cancelled) office order



Sunil Kr Sarangi

To

1. All Deans/ HODs
2. Dean(Ac) Prof. B. Majhi
3. HOD-BM , Prof. K. Pramanik
4. Prof. Mukesh Gupta
- ✓ 5. Registrar
6. Dy. Registrar: (F&A)/AC
7. Asst. Registrar: Estt-1
8. Establishment Section/BOG file.



राष्ट्रीय प्रौद्योगिकी संस्थान, राउरकेला
National Institute of Technology, Rourkela

No. NITR/RG/M/2015/ 548
Dt: 06/07/2015

To
The Director,
NIT, Rourkela

Sub:- Rearrangement of some essential administrative responsibilities.
Ref:- Your letter no. NITR/DR/2015/M/224 dated 29th June, 2015.

Sir,

I would like to draw the following points for your kind perusal as your above letter is not in consonance with the provisions of NIT Act, Statutes and BOG guidelines. Some of the provisions of NIT Act and Statute & BOG guideline are quoted below.

NIT Act 18 states:

- (1) *The Registrar of every Institute shall be appointed on such terms and conditions as may be laid down by the Statutes and shall be the custodian of records, the common seal, the funds of the institute and such other property of the Institute as the Board shall commit to his charge.*
- (2) *The Registrar shall act as the Secretary of the Board, Senate and Such committees as may be prescribed by the Statutes.*
- (3) *The Registrar shall be responsible to the Director for the proper discharge of his functions.*
- (4) *The Registrar shall exercise such other powers and perform such other duties as may be assigned to him by this Act or Statutes or by the Director.*

Further Board resolution vide No. NITR/RD/BOG-18/2008/M/521, dated 26.12.2008, explicitly assigns the following responsibilities to the Registrar:-

- (5) Registrar shall act as Estate Officer under Public Premises Act, 1971 vide MHRD letter No. F.14-9/2007-TS-III, dt.31.07.2007,
- (6) He shall be the Member Secretary of:
 - (i) Finance Committee
 - (ii) Building & Works committee
 - (iii) Deans, Heads of Department Committee.
 - (iv) Departmental promotion Committee.
 - (v) Public Grievance Committee.
- (7) The Registrar shall assist the Director in the administrative matter and may be called upon to take up any other duties assigned by the Director or the Board of Governors. He shall be assisted by the Asst. Registrar/ Asst./Dy. Registrar (Admn.), Finance Officer, Asst. Registrar/ Dy. Registrar (Aca), Asst. Registrar/ Dy. Registrar(IA), Asst. Registrar/ Dy. Registrar(Purchase & Works), Asst. Registrar/ Dy. Registrar(SRICEE), Security Officer and In-charge (Technical Services) with associating and supporting staff and any other officer or staff assigned by the Director.

As per the above Act, Registrar is the custodian of the Institute seal which means Registrar is responsible for

- i) All legal issues of the Institute.
- ii) All the Orders such as Circulars, Office Order and Office memorandum involving Financial, legal and Administrative issues such as recruitment, service conditions etc are issued by the Registrar under the seal.

As per the Act, Registrar is the custodian of funds of the Institute. It means Finance and Accounts is the responsibility of the Registrar. The case under reference is neither an Office Order nor a Circular nor an Office memorandum. Therefore the legality of the letter naming as Executive Order is questionable under law.

As per the section 13(1) of the NIT Act, *"The Board of every Institute shall be responsible for general superintendence, direction and control of the affairs of the Institute and shall exercise all the powers of the Institute not otherwise provided for by this Act, the Statutes and the Ordinance, and shall have the power to review the acts of the Senate."*

BOG vide resolution No.BOG-42(2014)-10 dated 26/09/2014 decided that:

"For the present, the existing organisation structure passed vide BOG Resolution No. BOG-29(2012)-17 Dt.16.03.2012 will continue to be in force until further orders. The amendment of Delegation of Financial and Administrative Powers may be implemented."

The Board approved the proposal for implementation of Delegation of Financial and Administrative powers and advised the Director to send the proposal on Management Model to the Ministry for consideration of NIT Council. * The copy of the Organisation Structure and Delegation of Power are enclosed in Annexure-1. As approved by BOG vide resolution No.BOG-29(2012)-17 dated 16.03.2012 the DR/AR (FA), DR/AR (ES), DR/AR (IA), Security Officer, DR/AR(AC), DR/AR (PW), DR/AR(SR), DR/AR (TS) will report to the Registrar. Therefore, by assigning the responsibility of Establishment and Finance & Accounts and legal matter to Dean(FW) and PIC are not in consonance with the BOG resolution. Therefore, your letter under reference violates the guidelines given by the BOG.

In your letter under reference you have mentioned that under provision of the clause 17(2) of the NIT Act, the order has been issued as an administrative order not as an advisory. The 17(2) of the NIT Act states:

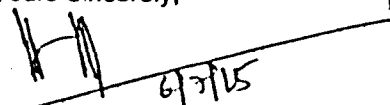
"The Director shall be the principal academic and executive officer of the Institute and shall be responsible for the proper administrative of the Institute and for the imparting of instruction and maintain of discipline therein." It goes without saying that Director is the principal academic and executive officer within the frame work of other provisions of NIT Act & Statutes and BOG guidelines. As per Schedule 'C' of NIT statute, *"Deanship is functional position and not administrative one and such be discharged in its right spirit."*

The order issued thus is not in consonance with the provisions with the NIT Act (Clause 18, 13), Statute (Schedule(c)) and BOG guideline – (NITR/RD/BOG-18/2008/M/521 dt. 26.12.2008 & BOG-42(2014)-10 dt. 26.09.2014) as stated above. Therefore it is not maintainable under law and any order involving Financial, Legal, Administrative issues such as recruitment, service condition etc issued by Director or anybody else is liable to be declared invalid.

Therefore, I request that any change in the Organisation Structure approved by BOG may be put up to BOG for amendment.

With regards.

Yours Sincerely,


-REGISTRAR

Copy to:

1. Chairperson, BOG, NIT, Rourkela for kind information.
2. Asst. Registrar (ES).

BOG-39(2014)-10: *Proposal for amendment of Delegation of Administrative and Financial Powers.*

26/9/2014

The Board vide resolution No.BOG-21(2009)-09, dt.19.06.2009 & BOG-32(2012)-11; dt.15.12.2012 respectively had approved delegation of financial and administrative powers. The amendment of Delegation of Financial and Administrative Powers were put to the BOG vide resolution and BOG-40(2014)-02; dt.09.05.2014 with the New Organization of the Institute.

The Board directed the administration to put on hold the implementation of the above decisions and refer the proposal to MHRD for discussion in NIT Council. For the present, the existing organization structure passed vide BOG Resolution No.BOG-29(2012)-17, DT.16.03.2012 will continue to be in force until further orders.

The amendment of Delegation of Financial and Administrative Powers may be implemented.

The Board approved the proposal for implementation of Delegation of Financial and Administrative Powers and advised the Director to send the proposal on 'Management Model' to the Ministry for consideration of NIT Council.

[Annexure A8. P.No.104 – 105]

[Type text]

Page 5

h b

1/5



राष्ट्रीय प्रौद्योगिकी संस्थान, राउरकेला
National Institute of Technology, Rourkela

No NITR/RG/ BOG-29/2012- 139

DT. 16.03.2012

Sub: New Organisation Structure.

The undersigned is directed to convey the approval of the Board of Governors, NIT Rourkela vide resolution No. BOG-29(2011)-17, dt.16.03.2012 the New Organization Structure of the Institute and authorized Director to incorporate minor changes wherever felt necessary for ensuring smooth administration.

This issues with the approval of the competent authority.

Registrar and Secretary,
BOG, NIT Rourkela

Copy to

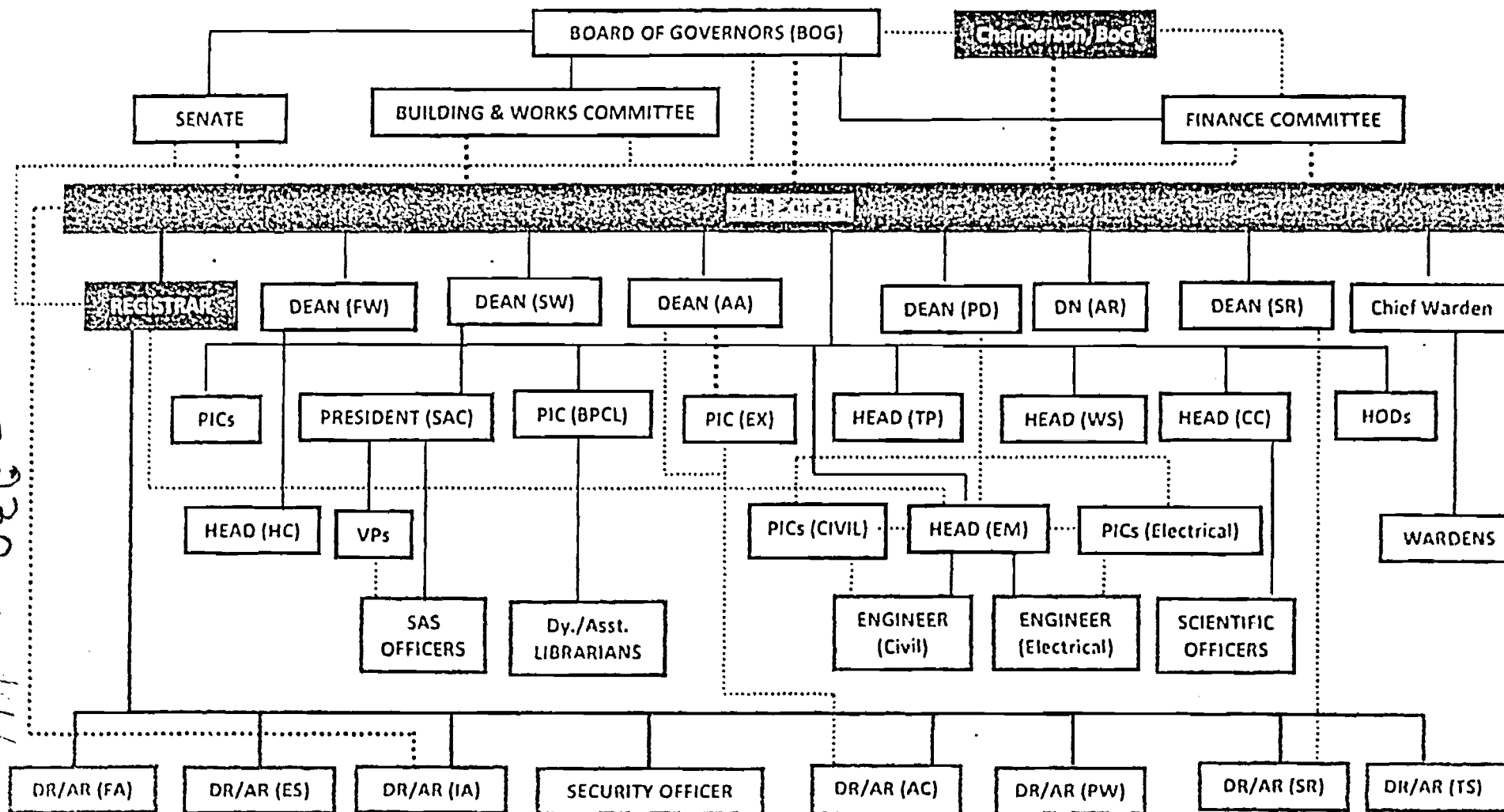
1. All Deans/ HODs/HOOs
2. Chief Warden
3. Dy. Registrar (F&A)
4. Asst-Registrar: Estt / F. & A. / I. & A. / J. & A.
5. Establishment Section/ BOG file.
6. Secretary to Director.

C/

2/1



ORGANIZATION STRUCTURE NATIONAL INSTITUTE OF TECHNOLOGY, ROURKELA



LEGEND

1. Solid lines (—) represent both Administrative and Functional relationship.
2. Dotted lines (.....) represent only Functional relationship.

REFERENCE

1. Approved vide B.O.G Resolution No. B.O.G-29(2012)-17, Dated 16.03.2013.
2. Notified vide Circular No. - NITR/RG/BOG29/2012/17, Dated 30.03.2012.

Registrar
National Institute of Technology

National Institute of Technology
Rourkela-769008

Delegation of Administrative Powers

Particulars	Categories of Employees	Approving Authority (within the approved Budget)
Entitlement of leave (Increment, LTC etc.) Except Leave mentioned below	Dy. Director, Deans, HODs, Chief Warden & Registrar	Director
	Faculty & Officers except Dy. Director, Deans, HODs, Chief Warden & Registrar	Dy. Director *
	All other staff members	Registrar
CL	All employees	HOD / HOD
Com Leave exceeding 7 days not involving hospitalization, Advance Leave, EOL up to 50 days, Leave involving private foreign visit.	All employees	Director
EOL exceeding 90 days	All employees	Board of Governors**
Permission to Travel within India for employees (all funds)	Dy. Director, Deans, HODs, Chief Warden, Registrar	Director
	Faculty members & Officers except above	Dy. Director *
	All other staff members	Registrar
Permission to Travel within India for invitee to Institute	All invitees from project/SAC funds	Dean (SR)/Dean (SW)
	Seminar Speakers from Dept. Grant (without airfare)	HOD
	Institute Seminar Speakers (without airfare)	PIC (Inst. Seminar)
	Examiners (with / without airfare)	Dean (AA)
	All other categories and for Seminar Speakers with airfare	Director
Permission to Travel within India for students	On Academic Work (Department Operating Grant or Project Funds)	HOD
	On SAC Work (From SAC Funds)	Dean (SW)
Foreign travel not involving training of Personnel	All Employees (except Director)	Director
Foreign travel involving training	All Employees (except Director)	Chairman, BOG
Foreign visit (All types)	Students	Director
Property related transactions	Faculty & Officers	Director
	All other staff members	Registrar
Medical Referral for treatment outside CWSHUGH, Rourkela	All employees	Dy. Director *
Forwarding of Application or NOC for outside job	Dy. Director, Deans, HODs, Chief Warden, Registrar	Director
	Faculty members & Officers except above	Dy. Director *
	All other staff members	Registrar
Honorarium / Incentive	All employees	Director
Suspension, Revocation of suspension, penalty	Faculty & Officers	Board of Governors**
	All other staff members	Director
Recruitment & Resignation	Faculty & Officers	Board of Governors**
	All other employees	Director

* Director will look after the duties of Dy. Director and Dean (SW) will approve EL, HPL and Medical leave for all faculty and officers except Dy. Director, Deans, HODs, Chief Warden, Registrar for one year or till Dy. Director is appointed which ever is earlier.

** Chairman, BOG at his discretion, may consider approval on behalf of the Board when BOG is not scheduled to meet in near future.

Nature of power	Expenditure Limit (within approved Budget)	Competent authority	
Financial (plan) administrative approval for processing of Purchase orders subject to budget provision being available	Up to Rs. 15,00,000	Not Required	
	Up to Rs. 5,00,00,000	Director	
	Above Rs. 5,00,00,000	FC → BOG	
Financial (plan) administrative approval for processing of Works proposals subject to budget provision being available	Up to Rs. 15,00,000	Not Required	
	Above Rs. 15,00,000 but upto Rs. 25,00,000	Director	
	Above 25,00,000 but Up to Rs. 2,00,00,000	BWC (Minor Construction and Maintenance)	
	Above Rs. 2,00,00,000	BWC → BOG (Major Works including Maintenance)	
Approval of Fund Booking and Issue of Purchase Order / Work Order	Up to Rs 50,000	HOD / HOC / Registrar / PI (Projects) (from respective Grants / Projects)	
	Up to Rs.1,00,000	Dean(PD)	Civil / Electrical Maintenance Fund. (Plan and Non-Plan)
		Dean (SW)	Student Activity Fund
		Dean (SRICCE)	Consultancy and Sponsored Research Projects Fund.
		Dean (AR)	Alumni Fund
	Up to Rs.2,00,000	Dy. Director*	Institute Fund (Plan and Non-Plan except Civil & Electrical Construction and Maintenance)
	Up to Rs 5,00,000		All Other Funds
	Above Rs.2,00,000	Director	Institute Fund (Plan and Non-Plan)
	Above Rs 5,00,000		All Other Funds
Sanction of cash advance to employees	Up to Rs. 25,000	HOD / HOC / Registrar / PI (Projects) (from respective Grants / Projects)	
	Up to Rs 50,000	Dean(PD)	Civil / Electrical Maintenance Fund (Plan and Non-Plan)
		Dean (SA)	Student Activity Fund
		Dean (SRICCE)	Consultancy and Sponsored Research Projects Fund.
		Dean (AR)	Alumni Fund
	Up to Rs. 50,000	Dy. Director *	Institute Fund except Civil / Electrical Maintenance Fund
	Up to Rs.1,00,000		For all Other Funds
	Up to Rs 10,00,000	Director	For all Funds
Sanction of Advance to outsiders	As per Purchase and Works Procedure		
Sanction of Payment against approved expenditure, (issuing of bills)	Up to Rs.2,00,000	Registrar	For all Funds
	Up to Rs.10,00,000	Dean (SR)	For SRICCE Funds
	Up to Rs.10,00,000	Dy. Director*	For all Funds
	Beyond Rs. 10,00,000	Director	For all Funds
(a) Routine monthly payments: Salary/Pension/Scholarship etc. (b) Statutory payments: Electricity/ Water/Telephone bill, Govt. Taxes etc.	All cases	Registrar	For all Funds (A monthly summary report of all such approvals made by Registrar to be placed before Director for information)

* Director will exercise the power of Dy. Director till Dy. Director is appointed.

* Financial proposals including Bills will need examination and comments of concerned functionaries before being presented to higher authorities.



राष्ट्रीय प्रौद्योगिकी संस्थान, राउरकेला
National Institute of Technology, Rourkela

सं. NITR/RG/M/ 2015/395

दिनांक: 04.05.2015

To

The Director,
NIT, Rourkela

Sub:- Authentication of BOG resolution.

Ref:- Your letter No. NITR/DR/2015/M/148 and 149 dated. 28th April, 2015.

Sir,

The provision in the NIT Act and Statute are given below.

- A. As per the NIT act clause no.16 (2) "It shall be the duty of the Chairperson to ensure that the decision taken by the Board are implemented."
- B. As per NIT Statute clause no. 6 "All orders and decisions of the Board shall be authenticated by the signature of the Director or Registrar or any person authorised by the Board in this behalf."
- C. As per Clause 4(12) of NIT Statute, the Board of Governors and meetings thereof, the ruling of the Chairperson with regard to all questions of procedure shall be final.
- D. As per NIT Act 18(1), The Registrar of every Institute shall be appointed on such terms & conditions as may be laid down by the Statutes and shall be the custodian of records, the common seal, the funds of the Institute and such other property of the Institute as the Board shall commit to his charge.

Registrar & Secretary, BOG has been authenticating all decisions of the Board since 2004.

The Board vide resolution no. BOG-45(2015)-16 dated. 13/03/2015 decided the following.

"The Board approved the Minutes of 51st Senate Meetings held on 19.12.2014 and noted the above and considered the representation made by Prof. B.P. Nayak, Asst. Professor, BM (on contract) and the decision of the Senate vide resolution No.2014-51-Senate:15, dt.19.12.14. "In the opinion of the Senate, the Ph.D. thesis evolution process of Dr. B.P. Nayak was found satisfactory and the subsequent process for Viva-voce was recommended to be initiated."

The Board directed that the viva-voce may be conducted at the earliest and action taken report may be submitted to the Board in the next meeting."

The decision of the Board was communicated to HOD (BM) and other functionaries of the Institutes responsible for implementation as per clause (6) of the Statute. You have further communicated in your letter under reference that, two of the functionaries are senior to Registrar. Registrar and Secretary, BOG has communicated the decision of the Board only. As per clause 18(1) of the NIT Act, "Registrar is the custodian of the common seal". Therefore, all orders are issued in the name of the Registrar. There is no question of Senior or Junior as referred in your letter. In a Similar case of Dr. Samir Mohanty in 2010, legal opinion was sought from Mr. R.K. Dash, the learned advocate, Orissa High Court. The excerpts of the opinion is given below.

" The Registrar has issued the order dtd. 07/09/2009 for regularisation of service of Dr. Mohanty as per the resolution of BOG bearing resolution No. BOG-21(2009)-17 dtd. 19.06.2009 and also issued another order dtd. 13-11-09 indicating his pay fixation as per the resolution of BOG-22(2009)-3, 3(a) in the capacity of Secretary of the Board and also as per the direction of the Chairman of the Board. Even though the Registrar issued the above orders without approval of the Director but the same was as per the resolution of the BOG and as per direction of the Chairman of the Board, therefore he has not transgressed his authority."

Further the undersigned has been directed by the Director to withdraw the Office Order under reference. I would like to draw your kind attention to the legal opinion of the learned advocate Mr R.K. Dash in case of Dr. Samir Mohanty, 2010 as follows.

"Once the Registrar issued the orders authenticating the resolution of the Board no further power has been conferred to him either under the Act or Statutes for withdrawal of the same without any further resolution of the Board."

You have also mentioned in your letter that no approval has been taken from competent authority for issuance of Order. It may be noted that although not mandatory (as clarified by the Institute Advocate through legal opinion), as a tradition, I have discussed all the draft orders with Director in person including 45th BOG meeting minutes before authenticating the Board decisions.

Therefore, any action by the Registrar & Secretary, BOG to withdraw the Order at this stage without BOG approval will be infringement on the BOG's authority. Unfortunately the order of the Registrar under reference has been withdrawn unilaterally by the Director without waiting for my reply.

Registrar has dual responsibilities as per the NIT Act & Statutes.

1. He is responsible to Director for day to day activities of the Institute.
2. As Secretary of BOG (where Director is a member like others), he is responsible to Chairperson for following procedure of the Board (preparation of the Agenda, Minutes and authentication of Board decisions etc.)

Regarding Board of Governors meeting and procedures thereof under Statute 4(12), " The ruling of the Chairperson with regard to all questions of procedure shall be final.

In view of the above, I would therefore request you to put up the above issues in the next BOG meeting scheduled on 23/05/2015 at New Delhi for withdrawal of the said order.


कुलसचिव/

REGISTRAR

Copy to:

1. Chairperson, BOG, NIT, Rourkela for kind information.
2. All members of the BOG, NIT, Rourkela for kind information.

Director's Letter No. NITR/DR/2015/L/200 Dated. June 02, 2015.

Sl. No.	Particulars	Comments
01	In his order of NITR/RG/BOG-46/2015/420, the Registrar, on approval of Chairperson BOG has given directions to several functionaries for "necessary action". There is no such direction by the Registrar to the Director. I am not able to ascertain for myself whether I should, on my own, proceed with the Board's advice as given in the text of the minutes or should wait to receive an assignment from the Registrar like others	Authentication of the orders of the Board is done by Registrar as Secretary, BOG as per clause (6) of the statute. Clause (6) of the NIT Statutes states Authentication of Orders of the Board. "All orders and decisions of the Board shall be authenticated by the signature of the Director or Registrar or any person authorised by the Board in this behalf."
02	a) The Registrar had issued executive order no. NITR/RG/BOG-45/2015/336 dt. 12.05.2015 claiming "approval of competent authority" which was not correct. He had no approval. Consequently the letter was withdrawn by Director, to whom the Registrar is responsible for his functions as per NIT Act Clause 18(3), No disciplinary action was taken by Director or the BOG against the Registrar for this serious misconduct.	The authorities of the Institutes is defined under clause (3) of the Statutes i) The Board of Governors as constituted under Section 11 of the Act. ii) the Senate as constituted under section 14 of the Act. iii) the Finance Committee as constituted under First Statute 10 and iv) the Building and Works Committee as constituted under First Statute No. 12 Competent Authority means Board of Governors" with the approval of the Chairperson, the authentication of the Board decision has been done.
03	In the said order the Registrar had assigned duties of "necessary action" (not a part of Board resolution) to Dean(AC) and HOD(BM).	The copies have been marked to the persons who are responsible for implementation of BOG decision with a copy to Secretary to Director for kind information. This is not direction by Registrar but simply the communication of the Board decision.
04	g) Constituting DSC and appointing its Chairman is an operational function of the Senate and the Senate had done its job. There is no provision for the BOG, neither in the Act nor in the Statutes, to take over operational functions of the Senate. We may record the reason behind not trusting the Senate.	BOG has reviewed the act of the Senate & directed as per the NIT Act clause 13 (1). 13(1) of the NIT Act states Subject to the provisions of this Act, the Board of every Institute shall be responsible for the general superintendence, direction and control of the affairs of the Institute and shall exercise all the powers of the Institute not otherwise provided for by this Act, the Statutes and the Ordinances, and shall have the power to review the acts of the Senate.

05	There is no provision, neither for Registrar to issue executive orders on his own nor for the Hon'ble Chairperson to approve Registrar's proposal to permit to issue such executive orders. These orders issued by the Registrar in violation of the NIT Act has put the director in a very delicate situation because the Registrar claims he has obtained approval of Madam chairperson.	Under Clause 6 of the NIT Statute Authentication of Orders of the Board. "All orders and decisions of the Board shall be authenticated by the signature of the Director or Registrar or any person-authorised by the Board in this behalf."
06	Since any action by me under such unique circumstances may be violative of NIT Act, there is a chance of the higher authority examining it and finding me guilty. I request BOG and the Government to give me some formal assurance that they will absorb the administrative and legal consequences, instead of passing all of them to me who has always considered this process of "Registrar's administration" violative of law, violative of natural justice and violative of academic spirit.	Registrar as Secretary has only communicated the decision of the BOG. Under clause (6) of the NIT Statutes. Therefore, there is no violation of the NIT statute by the Registrar.

F.No.41 - 6 / 2015 - TS.III
Government of India
Ministry of Human Resource Development
Department of Higher Education
*_**_*_*_*

Shastri Bhawan, New Delhi,
dated, the 7th May, 2015

To

The Directors of NITs
(Allahabad, Agartala, Bhopal, Durgapur, Hamirpur, Jalandhar,
Jamshedpur, Kurukshetra, Nagpur, Patna, Raipur, Rourkela,
Srinagar, Surat, Tiruchirappalli and Warangal)

Subject:- Compliance of provisions of the NITSER Act, 2007 and First Statutes of NITs - regarding.

Sir,

I am directed to refer to this Ministry's letter No.F.23-14/2009-TS.III dated 21st November, 2009 and 6th August, 2012, respectively, issued to draw the attention of NITs towards various provisions of the National Institutes of Technology, Science Education and Research (NITSER) Act, 2007 and First Statutes of NITs - 2009.

2. It is repeatedly noticed that the agenda items and agenda notes in respect of the meetings of the Board of Governors (BOGs), Finance Committee (FC) and Building & Works Committee (BWC) are being received in the Ministry at the last moment thereby leaving a very little scope for this Ministry to examine and offer comments. Sometimes, the agenda papers are circulated among the members of the Committees just before the commencement of the meetings.

3. In this context, your attention is drawn towards Section 4 (10) of the First Statutes of the NITs, which provides for circulation of agenda papers atleast 10 days before the dates of meetings. A hard & soft copy of each of

the notice and agenda papers may always be sent to the NITs Division to enable them to put up the same on file in time.

4. Further, the Institutes, after the BOGs, meeting does not invite comments of the members of the Board and initiate actions for implementation of the recommendations immediately. In this context, attention is also drawn towards Section 4 (13) of the First Statutes which states that *"the minutes of the proceedings of a meeting of the Board shall be drawn up by the Registrar and circulated to all the members of the Board in India and the same along with any amendment suggested shall be placed before the Board in its next meeting for confirmation and after the minutes are confirmed and signed by the Chairperson, they shall be recorded in the minute book"*.

5. At some point of time, it has also been observed that the comments of the members and Officers of the Ministry, who attended the meetings, are either distorted or not recorded in the way in which the views were expressed. The minutes of these meetings are also generally received in this Ministry after a period of about three / four weeks from the date of commencement of the meetings. The minutes of the meetings may please be circulated within next two days of the meeting to invite comments of the members of the respective Committees. Otherwise, the minutes will not be accepted if not sent within above mentioned period.

6. At the same time, it is requested that the NITs should always place the Action Taken Notes / Report w.r.t. the minutes of the Council of NITs and the Conference of the Directors held with the Hon'ble Visitor before the BOGs meetings so that the members could be apprised of the developments made and the further course of actions on part of the Institute / Ministry could be discussed. Hence, in each meeting, ATN with reference to above should be integral part of the agenda.

7. Apart from the above, it has also been noticed that the Institutes are not serious in handling the Parliament Questions, Court Cases and other time bound issues, which results in delayed receipt in the Ministry. Recently, instructions have been issued in this regard and the same are reiterated for strict compliance. In respect of Court Cases, while filing a Common Affidavit / Counter Affidavit, Director of NITs should personally vet the same and

ensure that the ASG / Govt. Counsel are appropriately briefed before hearing. Registrars of NITs should personally attend the Court proceedings.

8. While, the emphasis is on streamlining the administrative framework and to bring transparency to the system, the NITs are advised to strictly adhere the provisions of the NITSER Act, 2007, First Statutes and other instructions issued by the Government of India from time to time so as to avoid any legal complications.

Yours faithfully,



[Sanjeev K Sharma]

Director (NITs)

Tel: 23070186

Encl.: as above.

Copy to:-

1. The Chairpersons, Board of Governors of the aforesaid 16 National Institutes of Technology (NITs).
2. The Registrars of the aforesaid 16 National Institutes of Technology (NITs).
3. Guard File.

Sun, 14 Jun, 2015 16:16

From :	rintu banerjee <rintuin@gmail.com>
Subject :	My opinion related to some of the BoG issues of NITR.
To :	aprameya associates <aprameya201@gmail.com>, Sunil Kr Sarangi <director@nitrkl.ac.in>, spgoyal@nic.in, Rakesh Bhandari <rakeshbhandari808@gmail.com>, director@niser.ac.in, skpara@nitrkl.ac.in, REGISTRAR REGISTRAR-NIT,RKL <registrar@nitrkl.ac.in>, Yogendra tripathi <Yogendra.tripathi@nic.in>, etet od <etet.od@nic.in>, vc@niser.ac.in

Dear Madam,

Hope my mail will find you in best of your health and spirit. Madam, herewith I am sending you my feedback related to the following issues which have been included as agenda item of the BOG meeting to be held on 19th June, 2015 in Bhubaneswar. It is requested to the Registrar, NITR to circulate this mail to every members of the committee.

Madam, I am out of country at present and thus will not be attending the meeting on 19th June, 2015. As I have received the agenda for the BOG meeting to be held on 19th June, 2015 from Registrar, NIT Rourkela. I would like to put forward my opinion regarding some of the issues raised in the previous BOG meeting:

- A. Regarding the Ph.D award of Dr. B.P. Nayak where Prof. Sarangi expressed his uncomfortableness to convey his message to the HOD, Biotechnology and Medical Engineering, NIT Rourkela. In response I had sent him a reply related to the queries raised by Prof. Sarangi. Some of the important section of my letter I am pasting here for your kind perusal and request you all to consider this mail as my opinion related to this issue.

Sir, I have also noted your extreme helplessness regarding decision of BOG related to changing chairperson DSC for smooth conduct of viva-voce. In this regard whatever I am recollecting from my memory and would like to share it with you:

- 1) By following the normal protocol/procedure DSC recommended the thesis of Dr. B P Nayak for PhD thesis submission.
- 2) As per the examiner's comment Dr. Nayak modified the thesis and resubmitted for getting the PhD degree.
- 3) As the candidate (Dr. B P Nayak) was allowed to submit his thesis, BOG finds no procedural lacunae from the department side as well as the performance of Chairperson DSC including NITR administration (Dean, AC).
- 4) After submission of modified thesis both the examiners sent their positive report towards smooth conduct of PhD degree.
- 5) When department delayed for conducting the smooth viva-voce of Dr. B.P Nayak, the issue went to NITR Senate, where Senate being the highest academic body had given their verdict to conduct the viva-voce of Dr. B.P. Nayak.

Sir, upto this I don't find any lacunae in procedural action, but what I have seen that till today the viva-voce of Dr. B P Nayak is pending.

According to me the academic lapses or irregularity which have been continuing till today are as follows:

- i) DSC, Chairperson cannot claim that without her knowledge one can submit the thesis and it can be send to external examiners, outside of NITR which indicates a big flaw in the system which I believe is not correct and thus the claim is questionable.
- ii) You being the Director, I don't believe that anyone can adopt or practice such an

- unacceptable approach and Dean (AC) must be answerable for that if DSC, Chairperson is correct. In that case also student should not be penalized for such system error.
- iii) Whatever may be the procedural lapses, when the thesis has been dispatched, report of Dr. B P Nayak is positive, DSC Chairperson should have conducted the viva-voce immediately.
- iv) DSC Chairperson or anyone else cannot question on the skill/expertise of external examiner, which is highly indecent and unethical when the same committee has recommended the name of that examiner for evaluation of the thesis. To me, it looks highly improper on part of the constituted DSC of Dr. B. P. Nayak.
- v) DSC Chairperson should not have delayed the conduct of PhD viva-voce of Dr. B P Nayak for indefinite time when the Senate, the highest academic body of NITR, has permitted to conduct the viva-voce. You can appreciate that such delays put the candidate under extreme tension/stress.

Since, the Chairperson has, allegedly, not taken any action on the Senate decision related to the viva-voce examination, BOG had to interfere into this matter. Therefore, it took decision to change the DSC chairperson and give the responsibility to Prof. S K Patra, Dean (FW) for smooth conduct of the PhD viva-voce of Dr. B P Nayak.

Regarding the interference of BOG in academic activities you have mentioned that BOG has no role in interfering the academic matter. In this context, I would like to mention here that BOG has never interfered in the academic activities of NITR but it has only accepted the Senate decision and directed for its implementation.

Recently I have received two communications related to Dr. Nayak's Ph.D issue. In this regard I would like to place my clear opinion regarding conduct of viva voce of Dr. Nayak. Once both the examiner cleared the thesis no HOD can retain the file with her and thus mentally torture the faculty. I, once again stand by the decision of BOG related to the change of chairman DSC with immediate effect and expedite the process of conducting the PhD viva-voce of Dr. B. P. Nayak.

- B. Related to Mr. Behera's case, I would like to put forward my opinion that what ever will be the Board's decision I will go by that.
- C. Regarding the sexual harassment case of Miss Sweta Kumari, I would like to mention that whatever decision board has taken I am going with that. Being the Presiding Officer of ICC, IIT Kharagpur, I would like to mention here that no committee can continue or take any case beyond its mentioned tenure and thus a new committee should take up this case and reinvestigation should be immediately initiated. Moreover, the earlier expired committee could not submit the final report within 90 days of lodging of the complaint and thus a fresh investigation should be initiated with immediate effect and the report submitted by the earlier committee should be consider null and void.

This is my opinion regarding some of the important issues where I wanted to contribute.
Thanking you

With Regards
(Prof. Banerjee)
Dr. Rintu Banerjee, Chair Professor, MNRE
P. K. Sinha for Bioenergy
Professor, Agricultural & Food Engineering Department
Indian Institute of Technology Kharagpur- 721 302, West Bengal, INDIA

Re: Mail received from Prof. Rintu Banerjee.

From : V Chandrasekhar <vc@niser.ac.in>

Mon, 15 Jun, 2015 16:23

Subject : Re: Mail received from Prof. Rintu Banerjee.

To : REGISTRAR REGISTRAR-NIT,RKL
<registrar@nitrkl.ac.in>

Dear Shri Upadhyay,

I am away on 18th June to attend a meeting with the Secretary,
Department
of Atomic Energy in Mumbai. I am scheduled to reach Bhubaneswar on
19th
June at 12.40 p.m. If the flight arrives in time I will attend the
Board
meeting of NIT-R. If for some reason the flight is delayed and I
am not
able to attend the meeting I would request the Board to consider
my views
on the three important agenda items. On these, I am in complete
agreement
with Prof. R. Banerjee's views.

regards
Chandrasekhar

Prof. V. Chandrasekhar, FNA, FTWAS
Director
National Institute of Science Education and Research
Institute of Physics Campus
Sachivalaya Marg
P. O. Sainik School
Bhubaneshwar-751 005
Telephone: 0674-2302435

On Mon, Jun 15, 2015 at 9:37 AM, REGISTRAR REGISTRAR-NIT,RKL <
registrar@nitrkl.ac.in> wrote:

> Respected Madam/Sir,
>
> A letter received from Prof. R. Banerjee is attached for your
kind perusal
> regarding BOG meeting to be held on 19th June, 2015 at
Bhubaneswar.
>
> With regards.
>
> Yours Sincerely,
>
> S. K. Upadhyay



राष्ट्रीय प्रौद्योगिकी संस्थान, राउरकेला
National Institute of Technology, Rourkela

No.NITR/RG/ BOG-45/2015/ 336

DL02.04.2015

Sub: Approval of the Minutes 51st Senate Meetings held on 19.12.14.

The undersigned is directed to convey the approval of the BOG vide resolution No. BOG-45(2015)-16, dt.13.03.2015 that the Board approved the Minutes 51st Senate Meetings held on 19.12.14 and noted the above and considered the representation made by Prof. B.P. Nayak, Asst. Professor, BM (on contract) and the decision of the Senate vide resolution No.2014-51-Senate:15, dt.19.12.14. "In the opinion of the Senate, the Ph.D. thesis evaluation process of Dr. B.P. Nayak was found satisfactory and the subsequent process for Viva-voce was recommended to be initiated".

The Board directed that the viva-voce may be conducted at the earliest and action taken report may be submitted to the Board in the next meeting:

This issues with approval of the competent authority.

Registrar and Secretary,
BOG, NIT Rourkela

Copy to:

1. All Dean's/ HOD's.
2. Dean (AC) for necessary action.
3. HOD, BM/ Prof. M. Gupta, BM for necessary action.
4. Dy. Registrar. F&A)/AC.
5. Asst. Registrar. Estt-I.
6. Establishment Section/ BOG file.
7. Secretary to Director.



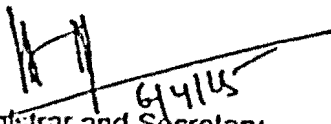
राष्ट्रीय प्रौद्योगिकी संस्थान, राउरकेला
National Institute of Technology, Rourkela

No NITR/RG/ BOG-45/2015/ 346

01.06.04.2015

Head of the Department, BM

The BOG vide resolution No. BOG-45(2015)-16, dt.13.03.2014 directed that Ph.D. viva voce of Prof. B.P. Nayak, Asst. Professor, BM (on contract) may be conducted at the earliest and action taken report may be submitted to the Board in the next meeting. The next BOG meeting is scheduled on 17.04.2015 at Bhubaneswar.

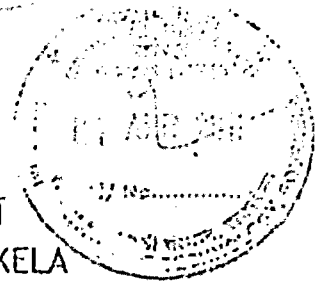

Registrar and Secretary,
BOG, NIT Rourkela

Copy to:

1. Dean (AC)
2. Prof. M. Gupta, BM
3. Secretary to Director.

End: Copy of the Office Order No.NITR/RG/BOG-45/2015/336, dt.02.04.2015.





राष्ट्रीय प्रौद्योगिकी संस्थान राउरकेला
NATIONAL INSTITUTE OF TECHNOLOGY ROURKELA
DEPARTMENT OF BIOTECHNOLOGY AND MEDICAL ENGINEERING

No. NITR/BM/HOD/2015/420

Dated 06.04.2015

To
The Registrar and Secretary,
BOG, NIT Rourkela

Ref: Office order No: NITR/RG/BOG-45/2015/336

Dated 02.04.2015

Sub: Approval of minutes of the 51st Senate meeting held on 19.12.14

Dear Sir,

The above mentioned office order, circulated to all HODs is marked to HOD.BM/Prof Mukesh Gupta for necessary action. The subject of the order relates to the viva voce examination of Dr B P Nayak, Asst Professor (on contract), BM Dept.

In the above context, kindly let me know what necessary action the competent authority expects from HOD BM. Normally in matters of viva voce examination of Ph D students, the DSC is the most active entity which clears the contents in advance before copies are sent to external examiners and after reports are received. The Department receives a folder containing all relevant papers with approval of proper academic functionaries and a direction to arrange the oral (viva-voce) exam. In the instant case, the contents have not been cleared by the DSC. In fact, serious academic deficiencies still remain unanswered. The department has not received the usual folder containing the pertinent documents. Under such circumstances, we are not in a position of defining the "necessary action" expected by the competent authority. I shall await your response to proceed.

The office order also mentions "representation made by Prof B P Nayak." This department does not have any clear record on the representation made by Dr Nayak. I will appreciate if you please send me a copy of the representation considered by the board if it relates to departmental activity or that of any of its sub units.

I shall be awaiting your response before proceeding with "necessary action."

Regards

[Handwritten signature]
6/4/2015

HOD, BM

[Handwritten signature]
Dean (BM)

[Handwritten note:] To send the necessary documents



राष्ट्रीय प्रौद्योगिकी संस्थान, राउरकेला
National Institute of Technology, Rourkela

NITR/RG/2015/ 358

DL08.04.2015

Head of the Department, BM

Sub: Ph. D. Viva Voce of Prof. B.P. Nayak.

Ref: Your letter No.NITR/BM/HOD/2015/420, dt.06.04.15, No.NITR/BM/HOD/2015/424, dt.07.04.2015 and No.NITR/BM/HOD/2015/427, dt.08.04.15.

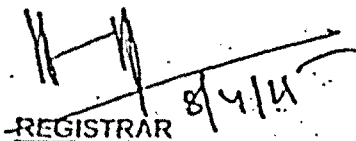
The Board vide resolution No. BOG-45(2015)-16: dt.13.03.2015 considered the representation made by Prof. B.P. Nayak, Asst. Professor, BM (on contract) and the decision of the Senate vide resolution No.2014-51-Senate:15, dt.19.12.14. In the opinion of the Senate, the Ph.D. thesis evaluation process of Dr. B.P. Nayak was found satisfactory and the subsequent process for Viva-voce was recommended to be initiated.

Dean (AC), HOD, (BM) and the concerned supervisor have been communicated for implementation of the above decision. Chairperson desired that the action taken report should be submitted to the Board scheduled on 17.04.2015 at Bhubaneswar.

The following is clarified:

- 1) Your letter has been forwarded to Dean(AC) for providing report file and other relevant documents. You may contact Dean (AC) for the above folder.
- 2) The letter has also been forwarded to Director for necessary advice. You may contact Director for representation made by Prof. B.P. Nayak.
- 3) Chairperson desires that the action taken report against the Board directive [BOG-45(2015)-16:dt.13.03.2015] should be submitted to the BOG meeting scheduled on 17.04.2015.
- 4) 'Necessary action' Means coordinating with all concerned stakeholders and arrange Viva voce for Prof. B.P. Nayak.

For further clarification, you may contact Dean (AC) and Director.


REGISTRAR

Copy to:

- 1) Dean (AC)
- 2) Secretary to Director



राष्ट्रीय प्रौद्योगिकी संस्थान राउरकेला
NATIONAL INSTITUTE OF TECHNOLOGY ROURKELA
DEPARTMENT OF BIOTECHNOLOGY AND MEDICAL ENGINEERING

No. NITR/BM/HOD/2015/M/427

To,

Dated: 8th April, 2015

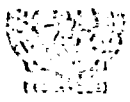
The Registrar & Secretary
BOG, NIT Rourkela

Dear Sir

Today i.e. on 8/4/2015 I have received a letter from Prof. Mukesh Kumar Gupta (supervisor of prof. B. P. Nayak) dated 06-04-2015 seeking advice for viva-voce examination of Prof. B. P. Nayak, Assistant Professor, BM (Contract). I am waiting for your kind response to my letters Nos. NITR/BM/HOD/2015/420 dated 6/4/2015 and NITR/BM/HOD/2015/M/424 dated 7/4/2015 in response to your letters No. NITR/RG/BOG-45/2015/336 dated 2-4-2015 and NITR/RG/BOG-45/2015/346 dated 6-4-2015 so that I can response to the letter of Prof. Gupta.

Regards

HOD, BM



राष्ट्रीय प्रौद्योगिकी संस्थान, रौड़केला
NATIONAL INSTITUTE OF TECHNOLOGY, ROURKELA

विभाग/Department/कार्यालय/Office: Registrar's office
सं/No.: NITRKL: RG/2015/44 दिनांक/Date: 08/04/2015
विषय/Subject: Ph.D. viva voce of Prof. B.P. Nayak

DIRECTOR

The Board vide resolution No. BOG-45(2015)-16: dt.13.03.2015 considered the representation made by Prof. B.P. Nayak, Asst. Professor, BM (on contract) and the decision of the Senate vide resolution No.2014-51-Senate:15, dt.19.12.14. : "In the opinion of the Senate, the Ph.D. thesis evaluation process of Dr. B.P. Nayak was found satisfactory and the subsequent process for Viva-voce was recommended to be initiated.

"The Board directed that the viva-voce may be conducted at the earliest and action taken report may be submitted to the Board in the next meeting."

Dean (AC), HOD, (BM) and the concerned supervisor have been communicated for implementation of the above decision. Chairperson desired that the action taken report should be submitted to the Board scheduled on 17.04.2015 at Bhubaneswar. With response to my letter, a reply (copy enclosed) has been received from the HOD, (BM).

Put up for your kind perusal and advice.

8/4/15
REGISTRAR



राष्ट्रीय प्रौद्योगिकी संस्थान, राउरकेला

National Institute of Technology, Rourkela

No.NITR/RG/ BOG-46/2015/420

Dt.12.05.2015

Sub: The action taken on the decisions made in the 45th Meeting of BOG held on 13.03.2015 and to discuss matters arising out of the minutes - Case of Prof. B. P.Nayak, (BM).

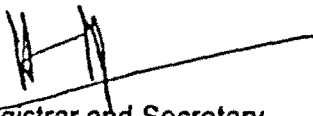
The undersigned is directed to convey the approval of the BOG vide resolution No. BOG-46(2015)-03(B), dt.17.04.2015 as follows:

**BOG-45(2015)-16 dt.13.03.2015 - Registrar informed that the decision of the Board was communicated to Dean(AC), HOD, (BM) vide office order No.NITR/RG/BOG-45/2015/336 dt.02.04.2015 to conduct the viva voce of Prof. B.P. Nayak, (BM). The letter received from HOD, (BM) and the reply given by Registrar was presented before the Board. The Board took a serious view of the contents and the language of the letter received from Prof. Krishna Pramanik, HOD, (BM). who as DSC Chairperson despite the direction given by the Board to conduct the Viva, did not take any action.*

Director informed the Board that he had already written letter to external examiner Prof. Pandey to fix the date for conducting Viva voce. The Board directed that the viva voce of Prof. B.P. Nayak should be conducted without any further delay. The action report should be presented before the Board in the next meeting.

The Board further decided to replace Prof. Krishna Pramanik, Chairman, DSC with Prof. S.K. Patra, Dean (FW) and BOG member with immediate effect. The Board directed the Director to convey its displeasure to Prof Pramanik, HOD-BM.*

This issues with approval of the Chairperson, BOG, NIT, Rourkela.


Registrar and Secretary,
BOG, NIT Rourkela

Copy to:

1. Dean (AC)
2. Prof Pramanik, HOD-BM
3. Prof. S.K. Patra, Dean (FW) and BOG member
4. Dy. Registrar (AC).
5. Asst. Registrar: ES/AC.
6. Establishment Section/ BOG file.
7. Secretary to Director for kind information of Director.

} For kind information and
necessary action.

राष्ट्रीय प्रौद्योगिकी संस्थान, राउरकेला
NATIONAL INSTITUTE OF TECHNOLOGY,
ROURKELA



Minutes
Senate Meeting

MEETING No. : 52nd Senate Meeting
DATE : 25.03.2015 (Wednesday)
TIME : 9.30 AM
VENUE : New Senate Hall, NIT, Rourkela

To,

Deptt./Centre:



राष्ट्रीय प्रौद्योगिकी संस्थान राउरकेला
NATIONAL INSTITUTE OF TECHNOLOGY ROURKELA

**Minutes of the 52nd meeting of the Senate of the Institute held on 25.03.2015
(Wednesday) In the New Senate Hall, N.I.T. Rourkela.**

Members present:

1	Prof. Sunil Kr Sarangi, Director	-	Chairman, Senate
2	Mr. S. K. Upadhyay, Registrar	-	Secretary, Senate
3	Prof. (Mrs.) Kalyani Mishra, Former Reader Government Autonomous College, Rourkela	-	Member
4	Prof. B. K. Mishra, Ex-Professor, Department of Chemistry, Sambalpur University, Jyoti Vihar, Sambalpur, Odisha	-	Member
5	Prof.(Mrs) Krishna Parmanik, BM	-	Member
6	Prof. M. Panda, CE	-	Member
7	Prof. S.P. Singh, CE	-	Member
8	Prof. N. Roy, CE	-	Member
9	Prof. S. K. Sahu, CE	-	Member
10	Prof. C R Patra, CE	-	Member
11	Prof. RamakarJha, CE	-	Member
12	Prof. R. K. Singh, CH	-	Member
13	Prof. S. Bhattacharya, CR	-	Member
14	Prof. S.K. Rath, CS	-	Member
15	Prof. B. Majhi, CS	-	Member
16	Prof. B. Subudhi, EE	-	Member
17	Prof. A. K. Panda, EE	-	Member
18	Prof. K.K. Mohapatra, EC	-	Member
19	Prof. S.K. Patra, EC	-	Member
20	Prof. K. C. Pati, MA	-	Member
21	Prof. G.K. Panda, MA	-	Member
22	Prof. A. Behera, MA	-	Member
23	Prof. D.R.K. Parhi, ME	-	Member
24	Prof. S. K. Acharya, ME	-	Member
25	Prof. S.S. Mohapatra , ME	-	Member
26	Prof. S. K. Sahoo, ME	-	Member
27	Prof. B.K. Nanda, ME	-	Member

28	Prof. R.K. Sahoo, ME	-	Member
29	Prof. K.P. Maity, ME	-	Member
30	Prof. S.C. Mishra, MM	-	Member
31	Prof. B.K. Pal, MN	-	Member
32	Prof. D. P. Tripathy, MN	-	Member
33	Prof. S. Panigrahi, PH	-	Member
34	Prof. B.B. Biswal, ID	-	Member
35	Prof. H. K. Naik, Head, MN	-	Invitee
36	Prof. S. K. Pratihar, Head, CR	-	Invitee
37	Prof. (Ms.) B. Patnaik, Head, HS	-	Invitee
38	Prof. D. K. Bisoyi, Head, PH	-	Invitee
39	Prof. N. Panda, Head, CY	-	Invitee
40	Prof. S. K. Bhutia, Head, LS	-	Invitee
41	Prof. C. K. Sahoo, Head, SM	-	Invitee
42	Mr. B. Acharya, Dy. Registrar (Academic)	-	Invitee
43	Mr. Ashis K Behera, Asst. Registrar (Academic),	-	Invitee
44	Mr. Sobhan Kanti Dhara, 213EC6259 (PG)	-	Student Invitee

Members Absent:

1	Prof. Sidhartha Mukhopadhyay Department of Electrical Engineering, IIT, Kharagpur	-	Member
2	Prof. K.C. Patra, CE	-	Member
3	Prof. P. Rath, CH	-	Member
4	Prof. S.K. Agarwal, CH	-	Member
5	Prof. K. C. Biswal, CH	-	Member
6	Prof. S.K. Jena, CS	-	Member
7	Prof. J. K. Satapathy, EE	-	Member
8	Prof. S. Meher, EC	-	Member
9	Prof. Snehashish Chakravarty, MA	-	Member
10	Prof. P.K. Ray, ME	-	Member
11	Prof. U.K. Mohanty, MM	-	Member
12	Prof. B.C. Ray, MM	-	Member
13	Prof. B.B. Verma, MM	-	Member
14	Prof. S. Jayanthu, MN	-	Member
15	Mr. K S S Vamsivadi, 112EE0510 (UG)	-	Student Invitee

Leave of absence was approved for all members absent.



2015-52-Senate-01: Welcome to the members and invitees by the Chairman.

The Chairman welcomed all Senators and Invitees.

PART – I: WITH STUDENT INVITEES

2015-52-Senate-02: To confirm the minutes (Part – I) of 51st meeting of the Senate held on 19.12.2014 (Friday).

The draft minutes (Part – I) of 51st 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.

2015-52-Senate-03: Report on Action Taken on the decision of 51st meeting (Part-I) of the Senate held on 19.12.2014 (Friday).

The Senate noted the Action Taken Report on the decisions made in the 51st meeting (Part-I) of the Senate held on 19.12.2014 with the following observation:

2014-50-Senate-05 - Proposal for certificate formats for different degrees to be awarded in the Convocation: Letters have been sent to different IITs requesting them to send the formats of the Certificates of Dual Degree and Integrated M. Sc programmes. Only IIT Kanpur has forwarded the formats for both the programmes. Formats from other IITs are to be pursued. Chairman, Senate was authorized to finalize the certificate formats for NIT Rourkela after receiving the formats from other IITs.

[Annexure A1, Pg. No. 15]

A. RULES, PROCEDURES, CURRICULA AND POLICY MATTERS:

2015-52-Senate-04: Proposed change in the M. Tech and Research Regulations for provision of Alternative Mid-Semester examination:

Existing Regulation: There is no provision of Alternative Mid-Semester examination for M.Tech and Research students due to any reason.

However, there will be no Supplementary examinations for M.Tech and Research students.

Proposed Regulation: Students who miss a mid-semester examination due to serious illness, family calamity or some other reason specifically approved by Director may be permitted to appear in an alternative mid semester examination, if there exists sufficient reason to miss the



examination. When a student writes supplementary (for end semester) or alternative mid-sem. examination, the grade awarded will be lowered by one step, with a 'P' grade remaining as 'P'. However, if a student has class attendance exceeding 95% (approximate) at the end of the semester, he may be given full credit. Thus, to be eligible for full credit, a student's absence from classes in any course must not exceed 2 hours in a theory course and one class in a Lab course. Students permitted to avail full credit shall be eligible for medals and prizes.

The Senate decided that the regulations for M. Tech & Research students should be same as B. Tech students with reference to alternative Mid-semester and supplementary examinations. Accordingly, the provision should be incorporated in the M. Tech & Research regulations.

2015-52-Senate-05: Proposed change in the UG Regulation clause 5.9 (ii):

Existing Regulation: students with CGPA < 6.00 in three consecutive semesters are permitted to register only in the Backlog, X or UR courses and courses with "P" grade with no new course of current semester.

Proposed Regulation: students with CGPA < 6.00 in three consecutive semesters are permitted to register only in the Backlog, X or UR courses and courses with "P" grade with no new course of current semester. However, if a student does not have sufficient courses of previous semesters to repeat or there is time table constraint for registration of such courses, depending on his capability, in order to improve his CGPA he may be permitted to register some or all laboratory courses of the current semester. Such situation should specifically be brought to the notice of Dean (Academic) for approval.

After deliberation the Senate decided the following:

- i) Such students should not be permitted to register any new courses (Theory/Lab) of the current semester.
- ii) They can be permitted to register any course with any grade (except 'Ex' grade) of previous Semester(s) if offered.
- iii) They should first register for the courses with 'X', 'UR', 'F', 'P' and higher grades, in that order.
- iv) They cannot register for more than five theory and four Lab courses.

It was also resolved that, except for students with CGPA \geq 8.00 and studying in 7th and 8th Semester B Tech or 9th & 10th Semester M Sc who can take one extra theory and one extra Laboratory course, semester load of all other students of the institute will be limited to five Theory plus four Laboratory courses. This limit will remain same for 3 or 4 credit courses.



2015-52-Senate-06: Syllabus for the M. Tech programme on Plastic, Composites & Timber Engineering.

HOD (ME) had informed that department of Mechanical Engineering is proposing to offer M. Tech programme on Plastic, Composites & Timber Engineering from the forthcoming session 2015-16. Proposed curriculum and syllabus for the programme duly recommended by Chairman, Curriculum Development Committee was put up to the Senate for approval.

The Senate approved the Curriculum and Syllabus recommended by the Curriculum Development Committee which will be effective from the Academic Session 2015-16.

[Annexure A2, Page No. 16 - 31]

2015-52-Senate-07: Report of Committee for New programmes for discontinuation of Dual Degree B.Tech & M.Tech programme in CS department:

Report of Committee for New programmes for discontinuation of Dual Degree B.Tech & M.Tech programme in CS department will be put up on the table for consideration of the Senate.

The Chairman of the Committee for the New Programmes informed that an extended meeting will be held with all HODs and the consolidated report covering all departments offering Dual Degree programmes will be put up to the Senate in its next meeting.

PART - II : WITHOUT STUDENT INVITEES

2015-52-Senate-08: To confirm the minutes (Part – II) of 51st meeting of the Senate held on 19.12.2014 (Friday).

The draft minutes (Part – II) of 51st 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.*

2015-52-Senate-09: Report on Action Taken on the decision of 51st meeting (Part-I) of the Senate held on 19.12.2014 (Friday).

The Senate noted the Action Taken Report on the decisions made in the 51st meeting (Part-II) of the Senate held on 19.12.2014 with the following observations:



2014-51-Senate-07: Publication of results (UG): DAC will review the result and any adverse observation in result will be reported to Academic Programme Oversight Committee (APOC).

2014-51-Senate-13: Reports of Student disciplinary cases: Discussing student disciplinary issues, the Senate decided that in the student election for 2nd year Constituency, both voters and nominees should be from the 1st year students only. This should be incorporated in the SAC Manual.

2014-51-Senate-15-1: Evaluation of the doctoral thesis of Dr. B P Nayak, Asst. Professor (on Contract), BM

Registrar and Secretary, Senate informed the Senate that the minutes of 51st Senate Meeting was put up to BOG for information in its 45th meeting held on 13.03.2015. Registrar and Secretary, Senate further read out the BOG resolution No. BOG-45(2015)-16 which is as follows:

"The Board noted the above and considered the representation made by Prof. B P Nayak, Asst. Professor, BM (on contract) and the decision of the Senate passed vide resolution No. 2014-51-Senate:15 dated 19.12.2014. "In the opinion of the Senate, the Ph. D thesis evolution process of Dr. B P Nayak was found satisfactory and the subsequent process of Viva-voce was recommended to be initiated."

The Board directed that the viva-voce may be conducted at the earliest and action taken report may be submitted to the Board in the next meeting."

Chairman, Senate informed the Senate that the Board on its own initiative has discussed the subject and has resolved to proceed with viva-voce exam of Dr. Nayak. Confirmation of the minutes of the Senate, and any action resulting there from, are not necessary because the matter of evaluation of the thesis is being directly handled by the Board and is outside the scope of the Senate at this stage.

[Annexure A3, Pg. No. 32]

A. RULES, PROCEDURES, CURRICULA AND POLICY MATTERS:

2015-52-Senate-10: Report of Dean (Academic) to look into Senate procedure [Deferred Item]

In 50th meeting of the Senate, the Draft Senate procedures prepared by Prof. S Bhattacharyya, CR, former Dean (AC) along with the



suggestions/ observations of the Senator were discussed in detail and it was decided that the report incorporating the suggestions given by the Senators would be put up in the next Senate meeting for finalization. Accordingly, the revised draft Senate procedure incorporating suggestions/observations is put up to the Senate for consideration.

The Item was deferred and will be discussed in the next Senate meeting.

[Annexure A4, Page No. 33 – 38]

2015-52-Senate-11: Recommendation of Equivalence Committee for conversion of ECTS grades/credits to NIT Rourkela grades/credits:

The Equivalence Committee for the Erasmus Mundas Schemes has submitted its recommendation for conversion of ECTS grades/credits to NIT Rourkela grades/credits for confirmation of the Senate. The same has been approved by the Chairman, Senate.

The Senate ratified the proposal with the change that ECTS & US grade 'No Grade' should be converted to NITR equivalent grade 'UR' instead of 'X'.

[Annexure A5, Page No. 39 - 43]

2015-52-Senate-12: Modalities for comprehensive examination and appointment of thesis examiners for Ph. D or M. Tech (Res.) programmes (Deferred Item)

Two proposals one on comprehensive examination and the other on the appointment of thesis examiners have been received from Prof. S. Panigrahi, PH for consideration of the Senate.

The item was deferred.

[Annexure A6, Page No. 44 - 46]

2015-52-Senate-13: Proposal from Mechanical Engg. Deptt. to allow changing programme from 5 year Dual Degree to 4 year B. Tech Degree within same branch after 6th Semester i.e. 3rd year.

Prof. S K Sahoo (ME) has informed that during a recent informal discussion with parents of Mechanical Engg. students, it is opined that there should be a scope to change over from 5-year dual degree to 4-year degree within same branch to the vacant seats. It will not violate the principles and disadvantages of branch change after 1st year and also total strength of a branch will not be affected.

Accordingly, Prof. S K Sahoo (ME) has proposed to change programme from 5 year Dual Degree to 4 year B.Tech Degree within same branch after 6th Semester i.e. 3rd year to fill the vacant seats arising due to termination and left out on a CGPA basis.

The Senate did not consider the proposal. The Senate advised Dean (AC) and Registrar to examine reasonableness of including an item in the agenda.

[Annexure A7, Page No. 47]



B. UNDERGRADUATE AND POSTGRADUATE STUDIES

2015-52-Senate-14: Case of Sri Sambit Kumar Majhi, Roll No – 111CS0135 regarding attendance in the course EC201: Analog Electronics:

Sri Sambit Kumar Majhi, Roll No – 111CS0135 had registered for the course EC201: Analog Electronics in Section-I with teacher Prof. S. K. Behera. But he was attending classes in Section-II with teacher Prof. Nurul Islam which resulted in "X" grade in that course for the student. With this grade, student's CGPA became less than 6.00 in five consecutive semesters and his studentship was terminated.

On written request by the student, the matter was reviewed by the Director and his attendance was transferred to Section-I and the student got "P" grade in that course. With this "P" grade also the student's CGPA became less than 6.00 in three consecutive semesters. Accordingly, he has been permitted to register for old courses in Spring semester 2014-15. The same has been approved by the Director.

The Senate ratified the proposal.

[Annexure A8, Page No. 48 - 53]

C. RESEARCH STUDIES:

2015-52-Senate-15: Ph. D admission of Ms. Smruti Kayal as a sponsored candidate.

Deptt. of Life Science had recommended the name of Ms. Smruti Kayal for admission to Ph. D programme as a sponsored student, sponsored by NYU School of Medicine. However on scrutiny it was observed that

- i) Ms. Kayal was not a regular employee of NYUSM and has not put in two years of service.
- ii) She was not Govt. of India regular employee to deserve exemption from the two year work requirement.
- iii) She has not entered her fellowship through GATE/NET exam, which could have another channel to deserve an exemption.

The matter was reviewed by Director and as Ms. Kayal constitutes a part of an MOU of collaborative research covering NITR, NYU and IG Hospital and NIT, Rourkela does not have clear provision (+ve or -ve) to register students doing full time research in both the places, she was provisionally permitted admission and to register for courses. Later she has submitted sponsorship certificate from NYU.

However, the Senate may take final decision on her admission to Ph. D programme and also possible incorporation of new provisions/clarifications in the Regulations on such sponsored admission cases.



The Senate advised that the draft policy on the matter should be put up in the next Senate meeting for deliberation and Ms. Kayal's case be processed in accordance with that policy. Hence, the item was deferred.

[Annexure A9, Page No. 54 - 55]

2015-52-Senate-16: Recommendation of RPEC on new Enrolment, Provisional Registration and Registration of PhD and M. Tech(Res) students:

The recommendation of RPEC was put up on the table for consideration of the Senate.

- i) *The Senate approved new enrolments, Provisional Registration and Registration of students as recommended by RPEC.*
- ii) *The Senate advised all the HOD's to assign courses judiciously considering the field of research from the same department. Appropriate courses of other departments can also be assigned.*

[Annexure – A10, Page No. 56-57]

2015-52-Senate-17: Results of Ph.D. and M. Tech. (Res) Examinations:

The Senate confirmed the result of the following Ph.D./M.Tech.(Res) students who have been provisionally awarded degrees on approval of the Chairman, Senate:

Ph.D. Results:

1	Sakti Prasad Samantaral	
	Roll No.	509ME908
	RS/Faculty	RS
	Date of award of degree	12.02.2015
	Foreign Examiner	Prof. Hong Liang, Texas A&M University, US
	Indian Examiner	Prof. P Aggarwal, IIST, Bangalore
	Name of Supervisor	Prof. S K Acharya, ME, NIT Rourkela
	Thesis Title	Tribological Behavior of Rice Husk Reinforced Polymer Composite
2	Sukant Kumar Chhotray	
	Roll No.	507EC004
	RS/Faculty	RS
	Date of award of degree	20.02.2015
	Foreign Examiner	Prof. Ching-Nung Yang, National Dong Hwa University, Taiwan
	Indian Examiner	Prof. A K Sarje, IIT Roorkee, Uttarakhand



	Name of Supervisor	Prof. G S Rath (Retired) , EC, NIT Rourkela Prof. M P Teredesai, EC, IT Mumbai.
	Thesis Title	Image Encryption by Asymmetric Cryptosystem Based on Cipher Matrices
3	Shreeja K L	
	Roll No.	509EE109
	RS/Faculty	RS
	Date of award of degree	02.03.2015
	Foreign Examiner	Prof. Shen Xiang Zhong, NTU, Singapore
	Indian Examiner	Prof. Ajoy Chakraborty, IIT Kharagpur, West Bengal
	Name of Supervisor	Prof. P K sahu, EE, NIT Rourkela Prof. S K Behera, EC, NIT Rourkela
	Thesis Title	Composite Right/Left Handed Antennas for Wireless LAN Applications

M. Tech.(Res)

1	Vutukuru Ravindra	
	Roll No.	611ME303
	RS/Faculty	RS
	Date of award of degree	27.01.2015
	Indian Examiner-I	Prof. B Sarkar, ITER Gandhinagar, Gujarat
	Indian Examiner-II	Prof. U K Choudhury, Corporate R & D Division, BHEL, Andhra Pradesh
	Name of Supervisor	Prof. S K Sarangi, ME, NIT Rourkela Prof. P N Vishwakarma, ME, NIT Rourkela
	Thesis Title	Design, Development and Testing of Nb-Ti Super-Conducting Magnet & Creation of Liquid Helium Test Facility
2	Harjeet Nath	
	Roll No.	612CH3002
	RS/Faculty	RS
	Date of award of degree	09.02.2015
	Indian Examiner-I	Prof. K Krishnaiah, IIT Madras, Tamil Nadu
	Indian Examiner-II	Prof. A K Ghosal, IIT Guwahati, Assam
	Name of Supervisor	Prof. Abanti Sahoo, CH, NIT Rourkela
	Thesis Title	Studies on Abatement of Fluorides using Fluidized Bed Reactor: ASPEN PLUS Simulation
3	Meenakshee Pandey	
	Roll No.	611CH103
	RS/Faculty	RS
	Date of award of degree	02.03.2015
	Indian Examiner-I	Prof. D Shee, IIT Hyderabad, Andhra Pradesh
	Indian Examiner-II	Prof. C B Majumder, IIT Roorkee, Uttarakhand
	Name of Supervisor	Prof. S Sen, CH, NIT Rourkela Prof. R K Singh, CH, NIT Rourkela
	Thesis Title	Lipase Catalysed Hydrolysis Of Non-Conventional Oil Resources : Kinetics & Optimization Study



D. DISCIPLINE, ENDOWMENT AND STUDENT AFFAIRS

2015-52-Senate-18: Reports on Student disciplinary cases:

Reports on Student disciplinary cases could not be put up on the table for approval of the Senate.

The item was deferred.

2015-52-Senate-19: Reports on Examination Malpractice cases of Mid-Semester examinations of Spring 2014-15:

Reports on examination Malpractice cases of Mid-Semester examinations of Spring 2014-15 were put up for confirmation of the Senate. The same had been approved by the Chairman, Senate.

The Senate confirmed the approval.

[Annexure A11, Page No. 57 - 62]

E. MISCELLANEOUS: -

NII

2015-52-Senate-20: Any other matter with permission of the Chair:

ITEM -1 : Proposed change in Academic eligibility for admission to Ph. D/M. Tech (Res.)

In view of the Ph.D/M.Tech (Res.) admission to Autumn 2015-16, some departments had proposed change in the academic eligibility to be incorporated in the advertisement.

The Chairman, Senate was authorized to decide on the proposed change in the academic eligibility for admission to Ph.D/M.Tech (Res.) admission and the same to be put up to the Senate for ratification in its next meeting.

[Annexure A12, Page No. 63]

ITEM -2 : Collaborative course on M. Tech. (Safety Engg.)

Senate considered the proposal of Secretary, MDC on SHE to interchange the 1st Semester subjects with current 2nd Semester subjects at MDC on SHE, Bhubaneswar and 2nd Semester with current 1st Semester subject at NIT-Rourkela. The students after registration at NIT-Rourkela will be reporting at MDC on SHE to complete the 1st Semester.

The Senate authorized Director to take final decision in consultation with concerned faculty.

[Annexure A13, Page No. 64 - 65]



- 262 -

ITEM -3 : Industrial Project work of the Students 'M. Tech. (Safety Engg.)

Senate noted the information shared by Secretary, MDC on SHE that the management of L&T, Construction-Infrastructure, Chennai have agreed to provide 'Industrial Project' facility to 15 students of M. Tech (Safety Engg.) at different Project sites across the country. Rest of the students will do their Industrial Project at Rourkela Steel Plant. The Industrial Project for 3rd and 4th Semesters will commence from July, 2015.

[Annexure A14, Page No. 66 -67]

ITEM -4 : Two year M. Sc. programme in Ocean & Atmospheric Sciences from academic session 2015-16.

Deptt. of Earth & Atmospheric Sciences had proposed to introduce a new programme M. Sc. (2 year) in Atmospheric Science from the academic session 2015-16. Senate deliberated on the matter and decided the following:

- i) The department name should be changed to Earth, Ocean and Atmospheric Sciences from the academic session 2015-16. The proposal on the same will be put up to BOG for approval.*
- ii) An M. Sc. (2 yr) programme in the Ocean and Atmospheric Sciences will be introduced from the academic session 2015-16 in the Deptt. of Earth, Ocean & Atmospheric Sciences.*
- iii) Chairman, Senate was authorized to approve the Curriculum & Syllabus on recommendation of Curriculum Development Committee (CDC). While recommending curriculum and syllabus, Deptt. of Earth, Ocean & Atmospheric Sciences and CDC were advised to invite experts from Oceanography and Atmospheric Science from the reputed organizations/universities.*

ITEM -5 : Proposal to mention specialization in the Certificate of M. Sc (Life Science).

Deptt. of Life Science had proposed to include Botany or Zoology in the Degree certificate of two year M. Sc programme in Life Science in order to facilitate the students to apply for different jobs to a major local employer, Govt. of Odisha through OPSC.



-263-

The Senate deliberated on the issue and decided that the word 'Botany' or 'Zoology', based on the courses taken by the students will be mentioned within bracket after Life Science in the degree certificate of M. Sc. in Life Science. Students need to give their choice before 3rd semester registration. Delayed approval may be given by Director on recommendation of DAC. Students can also opt for degree in 'Life Science' without any specialization. For students who have already graduated, the institute will issue a certificate supplementing the degree certificate, considering the elective courses taken by the student.

[Annexure A15, Page No. 68]

ITEM - 6 : Proposal to condone delay in Ph. D thesis submission beyond 8 years from the date of admission for Mr. Bibhudendra Acharya (50709003).

Mr. Bibhudendra Acharya enrolled in the Ph. D programme on 15.02.2007 in the Deptt. of Electronics and Communication Engg. under the supervision of Prof. S K Patra and Prof. G Panda. He took withdrawal on 24.02.2009 (after two years of enrollment) and joined as Assistant Professor at NIT, Raipur. Due to the work load, he could not give sufficient time for research purpose which resulted delay in thesis submission beyond 8 years of enrollment. He had proposed to submit his thesis by 11th March 2015 with a delay of one month time and had requested to condone this delay and to permit him to submit the thesis.

The Senate approved the proposal.

[Annexure A16, Page No. 69 - 73]

ITEM - 7 : Representation by the students to extend the duration of SIRE to 12 weeks instead of 8 weeks.

Some students of B. Tech, Dual Degree and Integrated M. Sc programmes had represented to extend the duration of SIRE upto 12 weeks instead of 8 weeks as they have been selected for Summer Internship in MITACS GLOBALINK PROGRAM at various Universities of Canada.

The Senate deliberated on the issue and advised the students to submit documentary evidence to Doan (Academic) to the effect that the period of Internship cannot be reduced, which will be put up to the Chairman, Senate for decision.

[Annexure A17, Page No. 74 - 76]



-264-

L

ITEM - 8 : Payment of Scholarship/Fellowship to M. Tech and Research students.

Mr. Atanu Santra (213CE4112), an M. Tech student of Civil Engineering department was absent from 26.08.2014 to 18.12.2014 due to his ill medical condition and was not paid GATE scholarship during that period. The student had requested for consideration of his scholarship during the extended period of his project work beyond May 2015 for the number of days he did not get scholarship.


The Senate deliberated on the issue and decided the following:

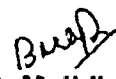
- i) Students should apply for the leave for the absent period. If the leave is approved on merit then s/he will be paid Scholarship/Fellowship for the period of absence beyond the eligible date or the date of thesis submission whichever is earlier.*
- ii) This policy will be extended to all students of M. Tech, M. Tech (Res) and Ph. D.*
- iii) The total duration of scholarship/fellowship including the period of extension should not exceed 2 years for M.Tech and M.Tech(Res); 4 years for PhD with M.Tech/M.Pharm degree and 5 years for PhD with other degrees.*

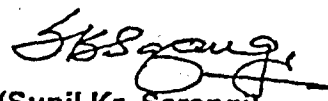
[Annexure A18, Page No. 77 - 79]

The next meeting of the Senate will be held 21st May, 2015.

The meeting ended with thanks to the Chair.


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


(B. Majhi)
Dean (Acad.)


(Sunil Kr. Sarangi)
Director and
Chairman, Senate



राष्ट्रीय प्रौद्योगिकी संस्थान, राउरकेला
NATIONAL INSTITUTE OF TECHNOLOGY,
ROURKELA



Minutes
Senate Meeting

MEETING No. : 53rd Senate Meeting
DATE : 21.05.2015 (Thursday)
TIME : 9.00 AM
VENUE : New Senate Hall, NIT, Rourkela

To,

Deptt./Centre:



राष्ट्रीय प्रौद्योगिकी संस्थान, राउरकेला
NATIONAL INSTITUTE OF TECHNOLOGY, ROURKELA

**Minutes of the 53rd meeting of the Senate of the Institute held on 21.05.2015
(Thursday) in the New Senate Hall, N.I.T. Rourkela.**

Members present:

1	Prof. Sunil Kr Sarangi, Director	-	Chairman, Senate
2	Mr. S. K. Upadhyay, Registrar	-	Secretary, Senate
3	Prof. (Mrs.) Kalyani Mishra, Former Reader Government Autonomous College, Rourkela	-	Member
4	Prof. B. K. Mishra, Ex-Professor, Department of Chemistry, Sambalpur University, Jyoti Vihar, Sambalpur, Odisha	-	Member
5	Prof.(Ms.) Krishna Pramanik, BM	-	Member
6	Prof. N Roy, CE	-	Member
7	Prof. S P Singh, CE	-	Member
8	Prof. C R Patra, CE	-	Member
9	Prof. M Panda, CE	-	Member
10	Prof. R K Singh, CH	-	Member
11	Prof. S Bhattacharyya, CR	-	Member
12	Prof. S K Rath, CS	-	Member
13	Prof. B Majhi, CS	-	Member
14	Prof. S K Patra, EC	-	Member
15	Prof. S Meher, EC	-	Member
16	Prof. A K Panda, EE	-	Member
17	Prof. B Subudhi, EE	-	Member
18	Prof. S Chakraverty, MA	-	Member
19	Prof. K C Pati, MA	-	Member
20	Prof. G K Panda, MA	-	Member
21	Prof. A Behera, MA	-	Member
22	Prof. R K Sahoo, ME	-	Member
23	Prof. S S Mohapatra, ME	-	Member
24	Prof. S K Sahoo, ME	-	Member
25	Prof. P K Ray, ME	-	Member
26	Prof. D R K Parhi, ME	-	Member
27	Prof. S K Acharya, ME	-	Member

28	Prof. B B Verma, MM	-	Member
29	Prof. S C Mishra, MM	-	Member
30	Prof. S Jayanthu, MN	-	Member
31	Prof. S Panigrahi, PH	-	Member
32	Prof. N Panda, Head, CY	-	Invitee
33	Prof.(Ms) B Patnaik, Head, HS	-	Invitee
34	Prof. H Naik, Head, MN	-	Invitee
35	Prof. C K Sahoo, Head, SM	-	Invitee
36	Prof. S K Bhutia, Head, LS	-	Invitee
37	Mr. B Acharya, Dy. Registrar (AC)	-	Invitee
38	Mr. A K Behera, Asst. Registrar (AC)	-	Invitee
39	Mr. Sobhan Kanti Dhara, 213EC6259	-	Student Invitee

Members Absent:

1	Prof. Sidhartha Mukhopadhyay Department of Electrical Engineering, IIT, Kharagpur	-	Member
2	Prof. P Rath, CH	-	Member
3	Prof. K C Biswal, CH	-	Member
4	Prof. S K Agarwal, CH	-	Member
5	Prof. K C Patra, CE	-	Member
6	Prof. S K Sahu, CE	-	Member
7	Prof. S K Jena, CS	-	Member
8	Prof. J K Satapathy, EE	-	Member
9	Prof. K K Mahapatra, EC	-	Member
10	Prof. B B Biswal, ID	-	Member
11	Prof. B K Nanda, ME	-	Member
12	Prof. K Maity, ME	-	Member
13	Prof. B C Ray, MM	-	Member
14	Prof. B K Pal, MN	-	Member
15	Prof. D P Tripathy, MN	-	Member
16	Prof. S K Pratihara, Head, CR	-	Invitee
17	Prof. D K Bisoyi, Head, PH	-	Invitee
18	Mr. K S S Vamsivadi, 112EE0510	-	Student Invitee

Leave of absence was approved for all members absent.



2015-53-Senate-01: Welcome to the members and invitees by the Chairman.

The Chairman welcomed all Senators and Invitees.

PART - I: WITH STUDENT INVITEES

2015-53-Senate-02: To confirm the minutes (Part – I) of 52nd meeting of the Senate held on 25.03.2015 (Wednesday).

The draft minutes (Part – I) of 52nd 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.

2015-53-Senate-03: Report on Action Taken on the decision of 52nd meeting (Part-I) of the Senate held on 19.12.2014 (Friday).

The Senate noted the action taken on the decisions made in the 52nd meeting (Part-I) of the Senate held on 25.03.2015.

[Annexure A1, Pg. No. 12]

A. RULES, PROCEDURES, CURRICULA AND POLICY MATTERS:

2015-53-Senate-04: Finalization of Academic Calendar for the session 2015-16

The Senate approved the Academic Calendar for the Academic session 2015-16 in principle and advised Dean (Academic) and Doan (SW) to incorporate necessary suggestions made by the Senate. Chairman, Senate was authorized to approve the final Academic Calendar.

Also Senate decided to hold Mid-Sem and End-Sem examinations for 7 days including Saturday. Non-teaching employees who will be engaged in the examination on Saturday will be given compensatory leave.

Further, the Senate reviewed the Holiday list for the 2015-16 and suggested that the people belonging to marginally small communities like Sikh, Jainism & Buddhism may be allowed to opt one additional Holiday for the following respective occasions and any important event involving majority of student community should be avoided:

i) Guru Nanak Jayanti



- ii) Mahabir Jayanti
- iii) Buddha Purnima

[Annexure A2, Pg. No. 13- 21]

2015-53-Senate-05: Review and nomination of members for various Committees.

The Senate reviewed the list of the members of various Academic Committees and nominated the new members for the Committees as Annexed.

[Annexure A3, Pg. No. 22 - 23A]

2015-53-Senate-06: Proposal for certificate and grade sheet formats for Dual Degree B.Tech & M.Tech and Integrated M.Sc. programmes:

The Senate reviewed the certificate formats of different IITs, as presented before it and approved the following proposal:

Integrated M.Sc. programme:

- a) Students will be awarded two degree certificates (one for B. Sc. (Hons) and one for M.Sc.) but one grade sheet.
- b) M.Sc. degree/provisional certificate - Existing format with the year of graduation being the academic year in which a student completes graduation requirement as per regulation.
- c) B.Sc. degree/Provisional certificate - Existing format with the year of graduation being the academic year 2 years earlier than that of the M.Sc degree.
- d) Grade Sheet - Existing format (1st - 6th semester for B.Sc., 7th - 10th semester for M.Sc. and overall CGPA of Integrated M.Sc. at the end of 10th semester).

Dual Degree B.Tech & M.Tech programme:

- a) Students will be awarded two degree certificates (one for B.Tech and one for M.Tech) but one grade sheet.
- b) M.Tech degree/Provisional certificate - Dual Degree programme to be mentioned in the existing format of regular M.Tech. The year of graduation being the academic year in which a student completes graduation requirement as per regulation.



- c) *B.Tech degree/Provisional certificate - Dual Degree programme to be mentioned in the existing format of B.Tech. The year of graduation being the academic year one year earlier than that of the M.Tech degree.*
- d) *Grade Sheet – One consolidated gradesheet for both degrees with mention of CGPA separately for B.Tech, M.Tech and Dual Degree., Courses concurrently with B.Tech curriculum from 1st – 8th semesters will contribute towards B.Tech CGPA. Courses concurrently with M.Tech curriculum from 7th – 10th semesters (typically 7 theory and 4 labs along with Research projects, S&TW, Comprehensive Viva etc.) will contribute towards M.Tech CGPA. Overall CGPA of Dual Degree programme will reflect the CGPA earned at the end of 10th semester considering all 10 semesters.*

[Annexure A4, Pg. No. 22(13) - 49]

2015-53-Senate-07: Proposal to change the name of M.Sc. programme in Ocean and Atmospheric Sciences:

The Senate discussed the matter in detail and it was agreed with the request of the HOD, Earth & Atmospheric Sciences that the name of the department shall remain as "Earth & Atmospheric Sciences". It was further agreed that the new 2 year M.Sc. programme will be named as "Atmospheric Science" instead of "Ocean and Atmospheric Sciences" as decided in the 52nd Senate meeting.

[Annexure A5, Pg. No. 50 - 83]

2015-53-Senate-08: MOU between NIT Rourkela and University of North Carolina at Charlotte, USA.

NIT Rourkela has recently set up a specialized centre of teaching & research named "Laxman Rao Peri Centre for Advanced Analytics and Decision Sciences". This has been possible by a grant of close to Rs. 70 lakh (First installment of Rs. 10 lakh already received, the balance expected shortly) from our 1991 batch alumnus Shri. Venkat Narasimham Peri, India head of PricewaterhouseCoopers.

The prime focus of the new multidisciplinary centre, hosted by the department of computer science & Engineering is on a new M.Tech. programme on "Analytics and Decision Sciences" and Ph.D. programmes in the area of advanced analytics covering department of Computer Science & Engineering, Mathematics and School of Management. Through Shri Peri's



initiative, we have received assurance of the University of North Carolina at Charlotte, NC, USA, one of the most reputed universities of the world in this field, to help us with curriculum development and initial academic training. UNCC is not involved financially. No money is expected to flow, neither from USA to India, nor from India to USA. People will travel both ways and knowledge will be shared.

The BOG vide resolution No.BOG-46(2015)-20(3) dt.17.04.2015 approved the proposal in principle. The Board directed that after finalizing the draft MoU, the detailed proposal should be presented before the Senate. The recommendation of the Senate may be put up to Board for approval before being forwarded to MHRD for further action.

The Senate directed Dean (Academic) and Registrar to go through the contents and put up to the Chairman, Senate, which may be further submitted to BOG for approval.

[Annexure A6, Pg. No. 85-89]

2015-53-Senate-09: MOU between NIT Rourkela and University of Memphis, USA.

The Senate considered the draft MOU submitted by Department of Life science to be signed between NIT Rourkela and University of Memphis, USA and directed Dean (Academic) and Registrar to go through the contents and put up to the Chairman, Senate, which may be further submitted to BOG for approval.

[Annexure A7, Pg. No. 90-98]

PART - II : WITHOUT STUDENT INVITEES

2015-53-Senate-10: To confirm the minutes (Part – II) of 52nd meeting of the Senate held on 25.03.2015 (Wednesday).

The draft minutes (Part – II) of 52nd 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.*

Prof. S Panigrahi, PH suggested that before finalising the list of experts of the Selection Committees for recruitment of faculty members, a wider
NIT-Rourkela - Minutes of 53rd Senate Meeting

6 | Page



h

272

- 201 -

database may be prepared by inviting suggestions from HOD and faculty members.

2015-53-Senate-11: Report on Action Taken on the decision of 52nd meeting (Part-I) of the Senate held on 25.03.2015 (Wednesday).

The Senate noted the action taken on the decisions made in the 52nd meeting (Part-II) of the Senate held on 25.03.2015.

[Annexure A8, Pg. No. 99-100]

A. RULES, PROCEDURES, CURRICULA AND POLICY MATTERS:

2015-53-Senate-12: Modalities for comprehensive examination and appointment of thesis examiners for Ph. D or M. Tech (Res.) programmes (Deferred Item):

Two proposals one on comprehensive examination and the other on the appointment of thesis examiners have been received from Prof. S. Panigrahi, PH for consideration of the Senate.

The Item was deferred.

[Annexure A9, Page No. 101-103]

B. UNDERGRADUATE AND POSTGRADUATE STUDIES

2015-53-Senate-13: Publication of results of Spring Semester 2014-15 (except 10th semester Dual degree B.Tech & M.Tech and 4th Semester M.Tech) and approval of the list of graduating B.Tech, M.Sc., MA, MBA and Integrated M.Sc. students.

The Senate deliberated on the combined recommendations of UGPEC and PGPEC and decided the following:

- 1) *The UG and PG results as recommended were approved except for the course ME170. For ME170 Chairman, Senate was authorized to review the result and accordingly give decision.*
- 2) *Evaluation of Research Project – II for students who have not completed Research Project – I:*
 - a) *For current semester, those students Research Project – II will be I grade till they complete Research Project – I. The mark will be kept in the department. When the student will complete Research Project*



- I, department will upload the mark for both Research Project – I and Research Project – II along with thesis uploading in e-thesis.
- b) In future, such students will be permitted to register for Research Project – I in Spring semester in place of Research Project – II. After completion of Research Project – I, they will be permitted to register for Research Project – II.
- 3) Decision regarding making Research Project for B.Tech students to make optional was deferred.
- 4) Biometric attendance for students doing Research Project during Summer(including students for whom there is an extension) is mandatory.
- 5) Extension of Research Project will be minimum for 2 months and such students will not be permitted to submit report before 25th June 2015.

[Annexure-A10, Page No. ~~104-118~~]

C. RESEARCH STUDIES:

2015-53-Senate-14: Assigning supervisors to the research students of Ex-Prof. Ramakar Jha, (CE):

Prof. Ramakar Jha has left the Institute w.e.f. 6th May 2015 and there are five PhD students under his supervision. DRC of Civil Engineering department has submitted its recommendation for consideration.

The Item was deferred.

[Annexure A11, Page No. 119-125]

2015-53-Senate-15: Results of Ph.D. and M. Tech.(Res) Examinations:

The Senate confirmed the result of the following Ph.D./M.Tech.(Res) students who have been provisionally awarded degrees on approval of the Chairman, Senate:

Ph.D. Results:

1	Sai Sateesh Sagiri
	Roll No. 509BM103
	RS/Faculty RS
	Date of award of degree 09-04-2015
	Foreign Examiner Prof. George John, The City University of New York, US
	Indian Examiner Prof. A Sinha, National Metallurgical Laboratory, Jamshedpur
	Name of Supervisor Prof. K Pal, BM, NIT Rourkela
	Prof. P Basak, EC, Jadavpur University, West Bengal



	Thesis Title	Studies on The Synthesis and Characterization of Encapsulated Organogels for Controlled Drug Delivery Applications
2	Kunal Kumar Das	
	Roll No.	50602001
	RS/Faculty	RS
	Date of award of degree	22-04-2015
	Foreign Examiner	Prof. J J Shynk, University of California, USA.
	Indian Examiner	Prof. A Chakraborty, IIT Kharagpur, West Bengal
	Name of Supervisor	Prof. J K Satapathy, EE, NIT Rourkela
3	Preetisudha Meher	
	Roll No.	509EC102
	RS/Faculty	RS
	Date of award of degree	22-04-15
	Foreign Examiner	Prof. S.M. Rezaul Hasan, Massey University Albany, New Zealand
	Indian Examiner	Prof. R P Paily, IIT Guwahati, Assam
	Name of Supervisor	Prof. K K Mahapatra, EC, NIT Rourkela
4	Swagatika Sahu	
	Roll No.	510CY108
	RS/Faculty	RS
	Date of award of degree	22-04-2015
	Foreign Examiner	Prof. Mark T. Swihart, The State University of New York, USA.
	Indian Examiner	Prof. N Pradhan, IACS Kolkata, West Bengal
	Name of Supervisor	Prof.(Ms.) S Mohapatra, CY, NIT Rourkela
5	Prasanta Kumar Padhi	
	Roll No.	509ME903
	RS/Faculty	RS
	Date of award of degree	28-04-2015
	Foreign Examiner	Prof. A Hassan, University of Teknologi, Malaysia
	Indian Examiner	Prof. J Singh, IIT Roorkee, Uttarakhand
	Name of Supervisor	Prof. A Satapathy, ME, NIT Rourkela
6	B B V L Deepak	
	Roll No.	510ME608
	RS/Faculty	RS
	Date of award of degree	28-04-15
	Foreign Examiner	Prof. J K Pieper, University of Calgary, Canada
	Indian Examiner	Prof. D K Pratihari, IIT Kharagpur, West Bengal
	Name of Supervisor	Prof. D R Parhi, ME, NIT Rourkela
7	Sanghamitra Sethi	
	Roll No.	510MM101
	RS/Faculty	RS
	Date of award of degree	30-04-2015
	Foreign Examiner	Prof. T K Sen, Curtin University of Technology, Australia
	Indian Examiner	Prof. S K Das, IIT Madras, Tamil Nadu
	Name of Supervisor	Prof. B.C. Ray, MM, NIT Rourkela
8	Gaurav Gupta	
	Roll No.	511ME104
	RS/Faculty	RS



Date of award of degree	30-04-2015
Foreign Examiner	Prof. A Hassan, University of Teknologi, Malaysia
Indian Examiner	Prof. I Singh, IIT Roorkee, Uttarakhand
Name of Supervisor	Prof. A Satapathy, ME, NIT Rourkela
Thesis Title	A Study on using Glass Microspheres in Erosion Resistant Coatings and Polymer Composites

M.Tech(Res):

1	Bala Murugan S	
	Roll No.	612ME310
	RS/Faculty	RS
	Date of award of degree	21-03-2015
	Indian Examiner-I	Prof. S. K. Panigrahi, Defence Institute of Advanced Technology, Pune
	Indian Examiner-II	Prof. S.K. Dwivedy, IIT Guwahati, Assam
	Name of Supervisor	Dr. R.K Behera, ME NIT Rourkela
	Thesis Title	Finite Element Analysis of Multi-Disk Rotor-Bearing System With Transverse Crack
2	Ram Prasad Mohanty	
	Roll No.	611CS103
	RS/Faculty	RS
	Date of award of degree	24-04-2015
	Indian Examiner-I	Prof. D.P. Vidyarthi, JNU, New Delhi
	Indian Examiner-II	Prof. Basavraj Talavar, NIT, Karnataka
	Name of Supervisor	Prof. Ashok Kumar Turuk, CS, NIT Rourkela
	Thesis Title	Studies on the Impact of Cache Configuration on Multicore Processor
3	Shalini Singh	
	Roll No.	611ME308
	RS/Faculty	RS
	Date of award of degree	28-04-2015
	Indian Examiner-I	Prof. A K Nath, IIT Kharagpur, West Bengal
	Indian Examiner-II	Prof. Ashish Bandopadhyay, Jadavpur University, West Bengal
	Name of Supervisor	Prof. K.P. Maity, ME, NIT Rourkela
	Thesis Title	Experimental Investigation and Modeling of Hot Machining Operation Using High-Strength Materials

D. DISCIPLINE, ENDOWMENT AND STUDENT AFFAIRS

2015-53-Senate-16: Reports on Examination Malpractice cases of Mid-Semester and End-Semester Examinations, Spring 2014-15:

Reports on malpractice cases of Mid-Semester and End-Semester Examinations, Spring 2014-15 were put up for confirmation of the Senate. The same were approved by the Chairman, Senate.

The Senate ratified the proposal.

[Annexure A12, Page No. 126-138]

E. MISCELLANEOUS: -

NII

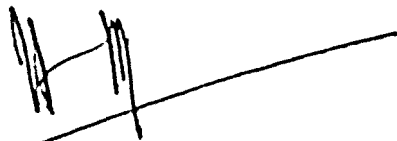


2015-53-Senate-17: Any other matter with permission of the Chair:

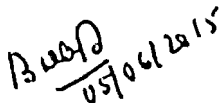
NII

The next meeting of the Senate will be held on 10th June, 2015.

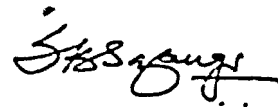
The meeting ended with thanks to the Chair.



**(S.K. Upadhyay)
Registrar and
Secretary, Senate**



**(B. Majhi)
Dean (Acad.)**



**(Sunil Kr. Sarangi)
Director and
Chairman, Senate**

