

Minutes of the Meeting of the 37th Meeting of the Council of IITs held on 21st May 2002

The 37th meeting of the Council of IITs was held at 10.30 a.m. on 21st May, 2002 at Science Centre (Vigyan Kendra), Lodhi Garden, New Delhi. A list of participants is annexed.

Initiating the discussion, the Hon'ble Minister for HRD and Chairman of the Council pointed out that whereas the technical education system has expanded considerably over the last few years, there is still shortage of quality institutions in the country. He stated that though India has become an important source of technical manpower globally, we have still a long way to go to assume leadership position in the field of technical education. He expected that IITs would focus on postgraduate and research programs in order to provide global competitiveness in new and emerging technologies to the country. With the conversion of RECs to National Institutes of Technology, the responsibility of further expansion of undergraduate programs could easily be taken over by NIT's. Referring to reforms in JEE, he pointed that the entrance examination should be so designed as to give fair representations to students coming from rural background.

He pointed out that research in IITs needed to be focused on the specific needs of the country. He emphasized on India Centric Research and hoped that research in IITs and other Institutions will be re-oriented so as to be in confirmity with the country's specific technological requirements.

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He also stressed on the need for IITs teaming up with other premier technical institutions in the country and coming up together. He suggested that research institutions and private industries should work together as team to face the technological challenges. He also stated that alumni from the IITs should be involved in a more structured manner.

He referred to certain new and emerging technologies where IITs could focus viz. IT and communication, Biotechnology, space technologies and tele-medicine.

He stressed on the new networking of IITs with IISc, RECs and other engineering colleges in the country. He also said that synergies between different IITs and CSIR laboratories could be effectively used for taking up research programmes appropriate to the country's needs. Joint research facilities could be created for optimal utilization of resources.

Thereafter, the items on the agenda were taken up for discussion.

Item 37.1: Confirmation of the Minutes of the Last Meeting

The Council confirmed the minutes of the 36th meeting of the Council of IITs held on 13th February 2002.

Item 37.2: Report Changes in the Membership of the Council

The Council welcomed the new members and placed on record its appreciation for the service rendered by the outgoing members.

Item 37.3: To Report Action Taken On The Minutes Of The 36th Meeting Of The Council Of IITs Held On 13th February 2001.

Action taken in pursuance to the decisions taken in the 36th meeting of the Council held on 13th February 2002 was noted. It was also noted that subsequent to circulation of the Agenda, a Committee to Review IITs has been constituted.

Item 37.4 : Appointment Of Directors Of IITs

The Council ratified the new appointments to the post of Directors of IITs at Kanpur, Kharagpur, Chennai (Madras) and Roorkee.

Item 37.5: Conversion of the University of Roorkee into an IIT and its integration with the IIT system

The Council noted with satisfaction that with the amendment of the Institutes of Technology Act- 1961, University of Roorkee has been converted into an IIT and is now fully integrated with the IIT system. The Council placed on record its appreciation for the efforts made by the First Chairman of the Board of Governors - Dr. S.K. Joshi, the First Director of the Institute, Prof. Prem Vrat and Officials of the Ministry of HRD for ensuring a smooth and quick transition.

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Item 37.6: Review of Funding of IITs

The Council deliberated on the recommendations of the Expert Committee for review of funding of IITs and approved the same (subject to fine-tuning based on further consultations) for inter se allocation of Plan and non-Plan funds from the financial year 2002-2003 onwards with the following modifications.

- (a) For Plan Funding, 20% grant shall be based exclusively on research performance and Infrastructure Grant shall be reduced from 70% to 50% with other components remaining the same.
- (b) Each IIT shall furnish its plan for use of Corpus in excess of Rs.25 crore. These plans shall be finalized within next three months taking the overall perspective plan of the IIT into consideration.
- (c) Each IIT will prepare a perspective plan with a 10 year time frame for release of plan funds under the new funding arrangement. This plan should also include utilization of corpus in excess of Rs.25.00 crore as at (b) above.
- (d) While finalizing annual grants, expenditure on maintaining national services / facilities for use by the entire IIT / Technical Education System shall be taken into consideration.
- (e) Support to new faculty at the time of their induction shall be taken into consideration in allocation of plan grants.

The Council agreed to provide autonomy in internal administration to the IITs as envisaged in the Report. The Chairman stressed that each IIT should be fully autonomous in their internal working. However, this autonomy

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would be subjugated to the mandate given to the IIT system and national goals and policies. He termed this kind of autonomy as 'Synergetic *Autonomy*'. He hoped that the new funding arrangement would help develop synergetic autonomy of the IIT system.

Difficulties faced by the Directors in seeking permission from the Government to travel abroad were pointed out. It was decided that in consultation with the Chairman of the Boards and Directors, suitable arrangement keeping the Government norms in mind may be worked out.

The Council also endorsed the action taken on the recommendations of the ERC as per the statement attached at Annexure - B of the Expert Committee Report.

Item 37. 7: Policy on Increase in Intake in IITs

The Council deliberated on increase in intake in IITs. There was general consensus that greater thrust should be given to increase in intake in integrated and postgraduate programmes. The focus should be to increase country's innovative capacity and build linkages with industry, particularly small and medium enterprises. In this context, supplementary item no.1 & 2 relating to fee policy for undergraduate programmes and research based technical education in IITs were also briefly discussed.

The Council felt that there is a need for detailed deliberation on this and decided that the Committee that went into Review of funding for IITs may examine these issues in further detail and submit its specific



recommendations to the Chairman of the Council within next two months for issue of suitable guidelines to the IITs on these issues.

Item 37.8: New Joint Initiatives and Strategic Direction

The Council appreciated the four joint initiatives, namely –

- Distance and Web-based Initiatives to Enhance Learning Effectiveness;
- Special Thrust for Promotion of Education in Biotechnology;
- National Programme for Earthquake Engineering Education and
- Consortia-based Subscription to Electronic Resources

taken up by the IIT system for improvement of quality of technical education in the country. The Council hoped that approval for these schemes would be available in the next three months. IITs were requested to gear up for their implementation.

The Council hoped that IITs would provide strategic direction to the Technical education system in the country for giving thrust to design, innovation, creativity, product prototyping, incubation and information science based education. The Council emphasized that there should be suitable integration of information science based education and core engineering disciplines together with adequate focus on hardware.

Item 37.9: Synergy between IITs and the CSIR Labs.

The Council endorsed the constitution of a Joint Task Force for working out institutional arrangements to build on synergies between the IIT system and the CSIR laboratories for promotion of postgraduate education and research in higher science and technology education in the country.

Item 37.10: Attracting Young Faculty and Faculty Retention

Taking into consideration difficulties in attracting and retaining quality faculty in the IIT system, the Council approved high value research assistantship to encourage meritorious students particularly from the IIT system, 100% fee waiver in deserving cases for post graduate studies and research and provision for standing faculty advertisement. To ensure harmony, Directors were advised to work out details jointly.

The Council also endorsed scheme of visiting professorship to NRIs and PIOs and appointment of foreign nationals and PIOs for fixed tenures in the IITs. The Council felt that IITs be allowed to appoint PIOs in regular faculty positions and suggested that the Ministry may explore this possibility in consultation with the Ministry of External Affairs.

The Council approved extension of reimbursement of telephone charges up to a ceiling of Rs.750/- p.m. to Associate Professors and Assistant Professors and equivalent posts in the IITs on the pattern of such facility provided to Professors in the last meeting of the Council.

Item No. 37.11: Review of JEE

The Council deliberated on various issues concerning IIT JEE such as timing of test and its undesirable effect on education at the +2 level / the college system, difficulty level of test and consequent proliferation of coaching institutions. The Council also discussed the outcome of the workshop held at IIT Delhi and the background paper prepared by a Joint Committee of IIT / School System. The Council took cognizance of various aberrations that have resulted from the present pattern of JEE over the years.

The Council felt that there is a need for greater harmonization between Board examinations and JEE without diluting the quality of students admitted to the IITs. Various possibilities of conducting the screening and the main test together, screening and the main test after the Class 12 examination with a gap of a month or so and using the ranks of the Board examination for the purpose of screening were discussed. It was felt that in the light of the discussions in the Council, the whole issue be re-examined by the Joint Committee for giving specific recommendations to the Chairman of the Council within a period of one month. The Joint Committee was advised to consult representative of other School Boards before giving their specific recommendations.

The Council authorized the Chairman to take a final view in the matter based on Joint Committee's recommendations for the purpose of admissions in the year 2003. The Council decided to refer to the Joint Committee all issues brought before it except the one relating to allowing students to carry copy of their answer sheets of the screening test. It was felt that bringing in

transparency of that kind from extremely closed system at present may not be desirable at this stage. Meanwhile, IITs were advised to keep on hold admission process for admissions in the year 2003.

Item 37.12: Matters relating to Reservation of seats for SC / ST and Persons with Disabilities

The Council endorsed the decision of the JAB to further relax criteria for admission to preparatory course for SC / ST by lowering cut off marks by 5 % and offering admission to 20% (instead of 15% current) more SC/ST students to improve utilization of SC / ST quotas in IITs and decided that this be reviewed after 3 years.

The Council did not agree to fill up vacant seats in ST quota by SC students and balance if any, by general candidates in view of the reservation policy, though vacant seats in the IITs cannot be carried forward and are waste of national resources.

The Council decided to advise JAB to finalize the modalities for providing relaxation in the cut off marks in admission against 3% quota of reservation for persons with disabilities in accordance with Section 39 of *The Persons with Disabilities (Equal Opportunities, Protection of Rights and Full Participation) Act, 1995*.

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Item 37.13: Discontinuance of DASA (Direct Admissions for Students from Abroad) Scheme

Taking into consideration, the poor performance of the DASA scheme over the years, the Council decided to abolish the scheme with immediate effect. Admission to foreign students henceforth would be done only through JEE channel against supernumerary seats. For postgraduate and doctoral programmes, Council decided to encourage the IITs to receive foreign meritorious students at same fees as for Indian Students so that there is International student community on their campuses resulting in overall improvement in quality of postgraduate education and research, in the IIT system. For this, detailed guidelines be worked out at the earliest.

Item 37.14: Matters relating to cadres, methods of recruitments and conditions of service of employees and on other matters of common interest

In terms of Section 33 (2) (b) of the Institutes of Technology Act, 1961, the Council took the following decisions regarding cadres, methods of recruitments and conditions of service of employees and on other matters of common interest:

(A) Minimum qualification for direct recruitment of the cadres of Registrar, Librarians and Physical Education Personnel.

On the issue of revision of minimum qualification prescribed for the cadre of Registrars, Librarians and Physical Education personnel of

universities/colleges, the Council advised the Directors to come up with their joint recommendations and submit the same to the Ministry for consideration. Meanwhile, existing minimum qualifications may continue.

(B) Revision of pay scales of Group A officers in IITs.

On the issue of the pay revision of Group A officers in IITs in pursuance of the 5th Pay Commission Recommendations, the Council approved that the following principle be followed:

Case 1: Posts existed at the time of 4th Pay Commission and incumbents are in the approved scale of Government of India

The incumbents may be given corresponding revised scale.

Case 2: Posts existed at the time of 4th Pay Commission but their nomenclature was subsequently changed without change in the approved pay scale.

Incumbents may be allowed corresponding revised scale subject to the condition that this change in the nomenclature has no repercussions.

Case 3: The posts existed at the time of 4th Pay Commission and the incumbents to these posts were subsequently placed in the higher pay scale under some promotion scheme of IITs.

Incumbents in the higher scales may be allowed replacement-revised scales on personal basis on the analogy of the decisions taken in the case of pay revision of the Group B, C and D employees of IITs. However, fresh

appointment/ promotion to the post shall in the Government of India approved pay scale.

Case 4: Posts that did not exist at the time of 4th Pay Commission but were created afterwards thereby exceeding the approved strength of Group A.

All such cases may be referred by IITs to the Ministry for regularizing the creation of posts before revised scales could be extended.

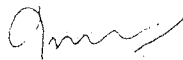
(C) Upgrading pay scale of UDC (SG) from Rs. 5000-8000 to Rs. 5500-9000 on the analogy of similar upgrading of pay scale of Assistants.

On this issue, the Council approved that an LDC, who at the time of his second promotion is given the designation of UDC (SG) instead of Assistant in IITs be given the pay scale of Assistant on his promotion as UDC (SG).

The Council also suggested that a Committee be constituted for rationalization of cadre structure for non-academic posts in the IITs system keeping in view of the changed realities in working of these premier institutions of national importance with global outlook.

(D) Revision of Pay scale of Technical Assistants

On this issue, the Council approved the proposal for higher pay scale to Technical Assistants in IITs on the analogy of Technical Assistants in Ministry of HRD and Ministerial Assistants in the IIT system itself.



(E) Grant of Pay Scale of Rs. 10000-15200 to Junior Programmers in IITs

Since the order of the Court is interim and cannot be extrapolated to include other category of staff, the Council did not agree to grant of pay scale of Rs. 10000-15200 to Junior Programmers in IITs.

(F) Career Advancement Scheme for Support Staff in the IITs

Keeping in view difficulties in implementation of the ACP in IITs because of peculiar system of cadre management and considering that more liberal Career Advancement Schemes exist in other similarly placed institutions, the Council approved the modified ACP Scheme for the IITs. The essential features of the modified ACP Scheme are as under:

- (i) Two financial upgradations will be given on completion of 10 years and 20 years of regular service based on selection and restricted to a fixed percentage of staff in each category as under:

Promotion from Group	Promotion to Group	% of eligible employees promoted to next grade on annual assessment
D	D	80%
C	C	60%
C	B	50%
B	A	40%

- (ii) The staff that is not selected on annual assessment would however get upgradation only after 12 and 24 years of regular service.
- (iii) If an employee has already got one regular promotion he shall qualify for the second financial up gradation only on completion of 20 years of regular service under the modified ACP scheme. In case an

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employee has already received two prior promotions on regular basis, no benefit under the ACP Scheme shall accrue to him.

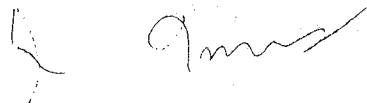
(G) Pay Scales and Service conditions of employees in IITs

The Council noted with regret that many matters relating to cadres, methods of recruitment and conditions of service of employees of IITs are routinely decided by the Board of Governors of IITs though they are not empowered to take final decision in these matters. This results in disparities across the IIT system. As per Section 33(2) (b) of the Institutes of Technology Act, 1961, the Council of IITs is the competent authority to lay down policy on such matters. IITs were advised to refer all proposals relating to service conditions, pay scales etc. to the Council with the recommendations of the Board of Governors for decision. If required, the Council could meet more often for the purpose.

(H) Another chance to exercise option for switch over from GPF-cum-gratuity scheme to GPF-cum-Pension-cum-Gratuity Scheme

(Supplementary Item 3)

On the issue of providing another chance to exercise option for switch over from GPF-cum-gratuity scheme to GPF-cum-Pension-cum-Gratuity Scheme, it was noted that the Government had already given two opportunities for switch over earlier within specified period. No fresh options beyond that period were given in any of the organizations. And, therefore, providing such an option to employees in the IITs at this stage may not be possible. It



was noted that two of the IITs have on their own given such options. The Council advised them to restore the status-quo ante.

Directors of the IITs pointed out that the pension scheme would help in attracting quality faculty. They also pointed out that in some of the other organizations or in pursuance of court orders staff has exercised such option after the period specified by the Government. The Council advised the IITs to send details to the Ministry and recommended to the Government that the case for IITs for providing another chance to staff to exercise these options may be considered in view of special circumstances in the IITs.

(I) Miscellaneous: Medical Facilities for Retired Employees of the IITs

The Council advised the Ministry to consider extending medical facilities to retired employees of the IITs on the pattern existing in the Central Universities.

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Appendix

MEMBERS OF THE COUNCIL OF IITs WHO ATTENDED THE 37TH
MEETING OF COUNCIL OF IITs HELD ON 21ST MAY, 2002 AT 10.30 A.M. AT
CSIR SCIENCE CENTRE, LODHI ESTATE, NEW DELHI.

1.	Dr. Murli Manohar Joshi	In the chair
2.	Shri Hari S. Bharatia,	Member
3.	Shri S K Joshi	Member
4.	Prof. S K Dube,	Member
5.	Prof. M.S. Ananth,	Member
6.	Prof. Ashok Misra,	Member
7.	Prof. S.G. Dhande,	Member
8.	Prof. R. S. Sirohi,	Member
9.	Prof. D. N. Buragohain,	Member
10.	Prof. Prem Vrat,	Member
11.	Prof. Goverdhan Mehta,	Member
12.	Shri S K Tripathi	Member
13.	Shri Rajeev Ratan Shah.	Member
14.	Prof. R. Natarajan,	Member
15.	Dr. R. Chidambaram,	Member
16.	Prof. P. V. Indiresan,	Member
17.	Shri L.M. Thapar,	Member
18.	Shri B J Panda,	Member
19.	Dr. Ashoka Chandra	Special Invitee
20.	Shri V.K. Pipersenia	Special Invitee
21.	Prof. B. P. Khandelwal	Special Invitee
22.	Prof. Ashok Ganguly	Special Invitee

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23.	Shri Suraj Prakash	Special Invitee
24.	Shri G. S. Negi	Special Invitee
25.	Shri V.S. Pandey,	Member Secretary



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V. S. PANDEY
JOINT SECRETARY (T) AND SECRETARY
COUNCIL OF IITs
Tel. No.23382298

मानव संसाधन विकास मंत्रालय
माध्यमिक और उच्चतर शिक्षा विभाग
भारत सरकार
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MINISTRY OF HUMAN RESOURCE DEVELOPMENT
DEPARTMENT OF SECONDARY & HIGHER EDUCATION
GOVERNMENT OF INDIA
SHASTRI BHAVAN
NEW DELHI - 110 001

D.O.13-1/2003-TS.I

Dated the 6th October, 2003

Dear Prof. Dube,

I am enclosing herewith a copy to the approved Minutes of the 38th meeting of the Council of IITs held on 7th September, 2003 at the Science Centre (Vigyan Kendra), Lodhi Garden, New Delhi under the chairmanship of Dr. Murli Manohar Joshi, Minister of Human Resource Development and Chairman of the Council of IITs.

With regards,

Yours sincerely,


(V.S. Pandey)

Prof. S K Dube,
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Kharagpur -721 302.
FAX:55239/55303