Minutes of the 40th meeting of the Council of IITs held under the Chairmanship of Shri Kapil Sibal, Hon'ble Minister for Human Resource Development on 19th October, 2009 at IIT, Delhi

The list of participants is at **Annexure - A**.

Welcoming the members, the Chairman expressed his appreciation at the reputation acquired by the IITs in the field of technical education in the country and abroad. He also thanked the older IITs for their role in mentoring the newly established IITs. He highlighted the problem of attracting good faculty for the IITs as a major challenge before the IIT system. He impressed upon the IITs the need to improve research publications and the number of Ph.Ds. Much of this could be achieved if the IITs build bridges both within themselves as well as with top institutions of the world.

The agenda items were discussed and the following decisions were taken:

Item No. 40.1: **To confirm the Minutes of the thirty-ninth Meeting of the Council of IITs held on 28.01.2009 at Conference Room, 'C' Wing, Shastri Bhawan, New Delhi.**

The minutes of the thirty-ninth Meeting of the Council of IITs held on 28.01.2009, were circulated on 23.02.2009. The minutes of the meeting were confirmed.

Item No.40.2: **To report changes in the Membership of the Council**

The Council welcomed the new Members and placed on record its appreciation for the work done by the outgoing members.

Item No.40.3: **To Report Action Taken on the Minutes of the 39th Meeting of the Council of IITs held on 28.01.2009.**

Item No. 39.16 of the Action Taken Report regarding accreditation of courses in IITs by NBA was discussed. The Directors of IITs felt that autonomy of NBA must be ensured / increased and norms for accrediting IIT Programmes be done in

consultation with IITs on peer review basis. The IITs would send a panel of names to NBA for the purpose. The Chairman said that a new Bill on accreditation is on the anvil and is likely to be introduced in the Budget Session of Parliament. In the meanwhile, it could be done under the present system through NBA, with the changes as suggested above. This issue will be coordinated by IIT Roorkee.

Regarding Item No. 39.20 of the Action Taken Report relating to cadre, method of recruitment and conditions of service of Registry staff in IITs, it was agreed that the constitution of the earlier Committee set up by the Ministry to consider the revision of RCPS of groups B, C & D non-teaching employees of IITs and formulation of a Career Progression Scheme (CPS) for group A non-teaching employees of IITs, would be upgraded and it would now be chaired by the Additional Secretary. It was also decided that the Committee would take into account the report submitted by the Directors of IITs in the matter.

Item No.40.4: Autonomy of the Institutes – financial, functional and managerial:

The issue of autonomy is closely linked with the capacity of the institutions to raise their own resources. In order to suggest ways and means of achieving more autonomy, it was decided to constitute a Committee comprising Dr. Anil Kakodkar, Chairman, BoG, IIT Bombay and four other members to be nominated by the Chairman to suggest a roadmap for the autonomy and future of the IITs. The Committee would inter-alia examine the issue of increase in fees by the IITs in a gradual manner. While doing so, the interest of weaker sections of society i.e. SCs/STs/OBCs would be taken care of. It should be ensured that any student entering the IIT system should be able to avail educational loan and the same must be facilitated by the Institutes. The Committee could suggest an interest loan waiver scheme for students who continue to do research and take up teaching assignments. In fact a portion of the loan could be even considered for being written off for every year of teaching in a publicly funded institution in such a way that the entire loan could be written off if one has served in publicly funded institutions for more than 30 years or so. Any person who does Ph.D. must be supported. The Non Plan grants to be given to the IITs, which are in the process of being revised through the Block Grant scheme, should be linked to the actual students' strength. The ratio of B.Tech.,

Post Graduate and Research students in the Institutes should be maintained at optimum levels, while affecting increase in students' strength. The Institutes should be entitled for matching grants from the Government in case they generate more resources through research projects from the industry, consultancy, donations from alumni and others etc. All these issues will be examined by the above Committee which will submit its report within 4 months and will also follow up on the implementation of its recommendations.

It was also decided that flexibility would be given to the IITs for creation of posts. IITs may be delegated the power to create posts subject to the ratio of 10:1:1.1 between students, faculty and non-faculty. However the IITs would be required to inform the Ministry while creating the posts under these delegated powers. Addl. Secretary (MHRD) was asked to get this processed for issue of appropriate orders in this regard, after obtaining the approval of the Ministry of Finance.

The Directors of IITs expressed that there was a need for more laboratory staff. AS & FA stated that clarifications have been issued to the IITs that requirement of increased number of technical staff due to OSC expansion only could be allowed even if the ratio exceeds the norms of 1:1.1 between faculty to non-faculty staff.

It was also clarified that for the purpose of new cars for the Directors of new IITs, the BoG of the concerned Institute was competent to approve.

It was also decided that every IIT would present its vision document at the Retreat proposed in January, 2010.

Item No.40.5: Improving Effectiveness of the IIT Council

The Directors of the IITs were of the opinion that they would first discuss this issue among themselves in the Committee of Directors and then take it up in the Council. Accordingly the item was deferred.

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Item No.40.6: Making a centralised system of registering complaints/ suggestions etc. from faculty/ students/ public.

It was decided in-principle to create a Secretariat of the IIT Council to coordinate matters relating to IITs. The Secretariat would commence with about three staff taken on contract to begin with. The modalities for functioning of the Secretariat would be worked out by the Secretary of the Council in due course.

Item No. 40.7: The periodicity of Council meetings

It was decided to have the meeting of the IIT Council at least once in six months.

Item No.40.8: Areas of collaboration between the Institutes inter se and modalities of networking.

The Council noted the nature and level of collaboration amongst the IITs at present.

The IITs expressed the need for networking of the libraries of the IITs. The proposal submitted by IIT Patna was especially discussed in this context.

It was decided to constitute a Committee comprising the Secretaries of Scientific Departments and Director General of CSIR to look into the need of curriculum updation in the IITs, the interface with the industry while taking up projects in science and technology and support to Ph.D. students in the IITs. [Also see item No.40.13 regarding 'Nature of Curriculum, their updation].

Directors of IITs would also submit a report to the Ministry on the uniform / homogenous criteria for promoting students from one semester to the next in the IITs, and this matter would be coordinated by the Director, IIT, Kanpur.

Item No.40.9: Repercussions of Foreign Education Providers Bill on these Institutes:

The members of the Council agreed in-principle to the entry of the Foreign Educational Institutions in India and all the Directors of IITs said that they would welcome the competition and are well prepared for it.

Item No.40.10: Examination reforms in each of these institutes for admission as well as assessment:

The Council was informed that the Committee of Directors and the Joint Admission Board (JAB), had felt that there is a need to ensure that IIT aspirants give more importance to their school education which is the foundation for every child. Unfortunately, this is being eroded due to a very large number of aspirants opting for getting intense coaching. Towards this end, a Review Committee has been set up by the Joint Admission Board (JAB) to give its recommendations regarding factoring in of class 12 results on a percentile basis while deciding the admission into IITs. Efforts are also afoot to have a single examination instead of the present two i.e. the IIT-JEE and the AIEEE examinations. Report of this Committee is awaited. The Council took note of the above and expressed the view that integrating of class 12 results with the JEE results, would help the students from rural backgrounds as well as girl students to get admission into IITs. The Council also noted that the regional variation in the results of various Boards would be taken care of by following the cut-off marks on percentile basis. Progress in this regard would be reviewed in the January, 2010 Retreat. IIT Chennai would coordinate this issue.

Item No.40.11: Sharing of faculty among the institutes :

In order to attract faculty from older Institutes into the new IITs, extension of the pension facilities as per the old pension scheme, to the employees of older educational institutes who move to the newer Institutes where the old pension scheme is not available, is absolutely necessary. Hon'ble Minister for Human Resource Development assured the Council that he would take up this matter with the Ministry of Finance.

Item No.40.12: Affirmative action/reservation for marginal communities/ minorities. etc. :

The Chairman appreciated the lead taken up by IITs in implementing the reservation policy of Government of India in right earnest. Seats reserved for category of SCs/STs are filled up based on the relaxed criteria in cutoff marks. In

case all the reserved seats are not filled, a limited number of candidates are admitted to a preparatory course of one year's duration. However, concern was shown about the low percentage of girl students in IITs. Hon'ble HRM requested Directors of IITs to take necessary affirmative action for increasing the intake of girl students, which is now only about 10% to 11% of the total strength of students.

Item No.40.13: **Nature of curriculum, their updation :**

It was decided that the Committee comprising the Secretaries of Scientific Departments and Director General of CSIR would look into the entire issue of curriculum review/ upgradation and suggest ways to make it socially and economically relevant [also see item No.40.8]. It was accordingly decided to have the following Committee :-

1. Secretary, Department of Science & Technology (DST) - Chairman
2. Secretary, Bio-Technology (BT)   - Member
3. Secretary, Information Technology (IT)   - Member
4. Director General of Council of
   Scientific & Industrial Research (DG, CSIR)   - Member
5. Director (TS.I), MHRD   - Member Secretary

The Committee will submit its report within 3 months.

Apart from the above issue, the Committee will also look into the item No.40.20 pertaining to increasing scholarship / assistantship to PG and Research students in the light of 6th CPC, and item NO.40.17 regarding enhancement of fellowship for Post Doctoral Fellows at IITs.

Item No.40.14: **To consider a proposal for revision of Merit-cum-Means Scholarship amount and Parental Income Limit for students admitted in the IITs :**

After deliberations, it was agreed that the parental annual income limit for Merit-cum-Means (MCM) scholarship be raised to Rs.4.50 lakhs per annum. However it was decided not to agree to increase the amount of scholarship.

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Item No.40.15: Amendment to The Institutes of Technology Act, 1961 :

Approved. Regarding the appointment of Directors of IITs, Chairman of the Council stated that these appointments would, in future, be made based on the recommendations of a collegium of independent members, for which a Bill would be introduced in Parliament.

The issue of creation of a post of Vice Chairman in the BoG, was not agreed to. However, for IT BHU the same was approved as this was one of the conditions specifically agreed to with BHU.

Item No.40.16: Fixation of norms for granting remuneration to faculty and non-faculty staff of mentoring IITs deputed in new IITs.

The IITs were requested to work out uniform norms for granting additional remuneration to the staff deputed for mentoring of the new IITs and give the proposal to the Ministry for consideration without further delay. This item may be coordinated by IIT Bombay.

Item No.40.17: To consider enhancement of fellowship for Post Doctoral Fellows at IITs.

The proposal was welcomed by the Members. However, concern was shown that the monthly compensation to PDFs should not be more than what a faculty of IIT gets at the entry level. This could be considered for increase upto the following levels:

Year	Consolidated amount per month	HRA(in lieu of on campus housing)
1st Year	Rs.30,000/- plus	Rs.10,000/-
2nd year	Rs.32,000/- plus	Rs.11,000/-
3rd year	Rs.34,000/- plus	Rs.12,000/-

The Post Doctoral Fellows could also be provided medical facilities at par with those available to research scholars in the IITs.

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The issue would also be looked into by the Committee of Secretaries of Scientific Departments, as constituted under Item No. 40.13.

Item No. 40.18: **Admission and Assistantship to Foreign Students in IIT PG Programmes :**

After deliberations, the proposal was agreed to by the members, with the stipulation that the students from the SAARC countries should be allowed to make payment of fees in Indian currency, if requested by them, but their fees structure would have to be higher than what would be payable by Indian students.

Item No. 40.19: **To consider providing multiple entry and exit points in the course of study at IITs.**

The proposal was agreed to in-principle. However, for multiple exit points, if any degree is to be awarded, the generic pattern of such degree may be approved by the Council for which specific proposals for consideration of the Council, may be presented by the Committee of Directors at the Retreat in January, 2010.

Item No. 40.20: **Increasing scholarship/ assistantship amounts to PG and research students in the light of increase in salaries due to Sixth Pay Commission recommendations.**

The proposal was welcomed by the members. However, it was felt that this needs coordination with other concerned Governing Bodies like CSIR, ICAR, etc. The Committee of the Secretaries of Scientific Departments was requested to look into this matter and give its report. [See item No. 40.13 also].

Item No. 40.21: **Over payment due to incorrect pay fixation of Assistant Professors at IITs.**

After deliberations, it was decided that this matter may be taken up and resolved with the Ministry.

Item No. 40.22: **Revision of pay of faculty and other staff of IITs following the pay revision of the Central Government employees on the recommendations of the VIth Central Pay Commission.**

The Council ratified the revision of pay of faculty and other staff of IITs following the pay revision of the Central Government employees on the recommendations of the 6th Central Pay Commission. As regards the requirement of 'a Ph.D. with first class at the preceding degree' and also experience in terms of number of years required for the posts of Assistant Professors, Associate Professors and Professors, it was decided to empower the Board of Governors to relax this condition in exceptional and deserving cases, after recording the reasons in writing. However the norms as indicated in the Pay revision order should be followed in general and the Committee of Directors should also lay down the criteria for relaxation within the frame-work of the approval accorded by competent authority. Such criteria will ensure that there is no scope for the arbitrary exercise of this power of relaxation by the BoG and no unnecessary pressures are brought for such relaxations.

Item No. 40.23: **To consider a proposal for Faculty Induction and Development Programme (FIDP) in IITs.**

The proposal was welcomed by the Members. IITs were requested to initiate necessary activities for Faculty Induction and Development Programme. This issue will also be discussed in the Retreat in January, 2010. IIT Delhi will coordinate the presentation.

Item No. 40.24: **Constitution of a Committee for making recommendation for revision of RCPS in IITs (for non-teaching employees of Groups–B, C and D) and formulation of Career Progression Scheme for Group-A non-teaching employees.**

It was decided that the existing Committee constituted for revision of RCPS of Groups B, C & D non-teaching employees of IITs and formulation of a Career Progression Scheme (CPS) for Group-A non-teaching employees of IITs would be now chaired by the Additional Secretary, MHRD. It was also decided that the

Committee would take into account the report submitted by the Directors of IITs in the matter.

Item No. 40.25:   New IITs

The Committee took note of the progress made in the setting up of eight new IITs and the proposal for the conversion of IT, BHU into an IIT.

It was decided that PPP model would be tried and implemented seriously especially in the new campuses of the IITs for student hostels and faculty accommodation.

The Chairman urged upon the Directors of new IITs to gear up the pace of expenditure on the new campuses, which as of now, was less than 25%.

Item No.40.26:   Nomination of members by the Council of IITs on the Board of Governors of IITs.

Nomination of Members by the Hon'ble Chairman of the Council, on the Board of Governors of IITs, were reported to the Council.

The meeting ended with a Vote of thanks to the Chair.

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Annexure - 'A'

List of Participants

S. No.	NAME AND DESIGNATION
1.	Shri Kapil Sibal, Hon'ble HRM
2.	Smt. Vasanthi Stanley, Hon'ble Member of Parliament (Rajya Sabha)
3.	Shri R.P. Agrawal, Secretary (Education), Ministry of HRD

4.	**Shri R. Chandrashekhar,** Secretary, Deptt. of Information Technology
5.	**Shri Ashok Thakur,** Additional Secretary (HE), Deptt. of Higher Education
6.	**Shri S. K. Ray,** AS & FA, Ministry of HRD
7.	**Prof. Sukhdeo Thorat,** Chairman, UGC
8.	**Dr. S.S. Mantha,** Acting Chairman, AICTE
9.	**Prof. Samir K. Brahmachari,** Director General, CSIR
10.	**Dr. Anil Kakodkar,** Chairman, BoG, IIT Bombay
11.	**Prof. M. Anandakrishnan,** Chairman, BoG, IIT Kanpur
12.	**Dr. M.K. Bhan,** Chairman, BoG, IIT Guwahati
13.	**Dr. R. Chidambaram,** Chairman, BoG, IIT Madras
14.	**Shri Ashok Bhatnagar,** Chairman, BoG, IIT Roorkee
15.	**Dr. T. Ramasami,** Chairman, BoG, IIT Ropar
16.	**Prof. Goverdhan Mehta,** Chairman, BoG, IIT Rajasthan
17.	**Prof. Devang V. Khakhar,** Director, IIT Bombay
18.	**Prof. Surendra Prasad,** Director, IIT Delhi
19.	**Prof. S.G. Dhande,** Director, IIT Kanpur
20.	**Prof. Damodar Acharya,** Director, IIT Kharagpur
21.	**Prof. M.S. Ananth,** Director, IIT Madras

22.	Prof. Gautam Barua, Director, IIT Guwahati
23.	Prof. S.C. Saxena, Director, IIT Roorkee
24.	Prof. U.B. Desai, Director, IIT Hyderabad
25.	Prof. M.K. Surappa, Director, IIT Ropar
26.	Prof. Sudhir K. Jain, Director, IIT Gandhinagar
27.	Prof. Anil K. Bhowmick, Director, IIT Patna
28.	Prof. Madhusudan Chakraborty, Director, IIT Bhubaneswar
29.	Prof. Prem Kumar Kalra, Director, IIT Rajasthan
30.	Prof. C.S. Seshadri, Director, Chennai Mathematical Instt., Chennai
31.	Shri Tarun Das, Chief Mentor, Confederation of Indian Industry, Gurgaon
32.	Mrs. Seema Raj, Director, MHRD
33	Mr. Yatendra Kumar, Under Secretary, MHRD

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