

**MINUTES OF THE 12TH MEETING OF THE BOARD OF MANAGEMENT OF
SANT LONGOWAL INSTITUTE OF ENGINEERING & TECHNOLOGY
LONGOWAL SANGRUR – 148 016, PUNJAB
(DEEMED UNIVERSITY)**

**16th FEBRUARY, 2013 AT 10:45 A.M. IN THE COMMITTEE ROOM,
ADMINISTRATIVE BLOCK**

The following members were present:-

1.	Sh. S. P. Oswal Chairman, Vardhman Group of Industries, Samrala Road, Ludhiana	Chairman
2.	Mr Rajeev Puri, Officer Incharge, Engineering College Cell, o/o DTE&IT, Punjab as representative of Principal Secretary to Govt. of Punjab, Department of Technical Education & Industrial Training, Punjab, Chandigarh	Member
3.	Mr Ranjit Singh, D/C, Extension Offices, Malerkotla, as representative of Secretary Industries & Commerce, Govt. of Punjab, Udyog Bhawan, Sector-17, Chandigarh	Member
4.	Ms. Padmaja Saxena, Under Secretary to Govt. of India as representative of Additional Secretary (Tel), Ministry of Human Resource Development, Department of Higher Education, Shastri Bhawan, New Delhi	Member
5.	Prof. Sunil Pandey Director, SLIET, Longowal	Member-Secretary
6.	Prof. D.C. Saxena, Dean (Planning & Development) SLIET, Longowal	Member
7.	Prof. Amar Partap Singh, Dean (SFW) SLIET, Longowal	Member
8.	Dr. Kiranjit Singh Kahlon, Professor, Department of Physics SLIET, Longowal	Member
9.	Dr. Sushma Gupta Associate Professor, Department of Mathematics SLIET, Longowal	Member
10.	Shri Gulshan Kumar Jawa, Assistant Professor, Department of Chemical Tech., SLIET, Longowal	Member

11.	Mr. Gaurav Madhu, H.NO. 168, Sector-8, Panchkula	Member
12	Prof. A.S. Dhaliwal, Registrar, SLIET, Longowal	Non Member Presenting Officer

The following member could not attend the meeting:

1	The Additional Secretary & Financial Advisor, Ministry of Human Resource Development, Department of Higher Education, Shastri Bhawan, New Delhi	Member
2	The Chairman, All India Council for Technical Education, 7 th Floor, Chander Lok Building, Janpath, New Delhi-110001	Member
3	Prof R.S. Agarwal, Senior Advisor & Coordinator, Sector Phase-out Plan Unit (UNDP), Ozone Cell, Core 4B, Second Floor, India Habitat Centre, Lodhi Road, New Delhi	Nominated member of Hon'ble, Governor of Punjab, President of SLIET Society.

After detailed deliberations the following decisions were taken:

ITEM NO.12.1	Confirmation of Minutes of Meeting of 11th Board of Management meeting:
	The Board confirmed the Minutes of 11 th meeting of the Board of Management held on 21.09.2012.
ITEM NO.12.2	Action Taken Report on the Decisions taken in 11th Board of Management Meeting held on 21.09.2012
	<ol style="list-style-type: none"> Agenda 11.4: BOM has shown its concern regarding the filling up of vacant faculty and non-faculty positions. BOM desired that committee at different levels be constituted to expedite this process to fill up these vacancies at the earliest. Agenda 11.6(f): Case of grant of ACP to Mrs. Sukhwinder Kaur, Physical Instructor and Mr. Darshan Singh, Driver: BOM approved to grant them MACP from the date of completion of 10 years services by counting the period on which they have worked on the post of clerk and helper (Mrs. Sukhwinder Kaur and Mr. Darshan Singh respectively).

3. Agenda 11.6 (g): Implementation of recommendations of 5th Punjab Pay Commission, case of Mr. Ranjit Singh and Mr. Kulwinder Singh, Sr. Technicians:

Details of the observations of MHRD, New Delhi on the pay scales presently given to Mr. Ranjit Singh and Mr. Kulwinder Singh, Sr. Technicians were considered by the BOM.

The BOM noted that the qualification and experience for the posts of Senior Technician at SLIET, Longowal and Foreman Instructor in Technical Institutions in Punjab Government are not identical.

BOM has approved to inform MHRD, New Delhi that BOM in its earlier meetings has not approved the scale of Rs. 7880-13,500 given to these employees from 01.01.1996 vide Office Order No. Admn/144-149, dated 04.01.2005 of SLIET, Longowal.

4. Agenda 11.12: A&A O shall directly report to Director and will function for Pre Audit/auditing the cases. The modalities shall be worked out to set up an audit cell in the institute.

For filling up the post of Registrar, DR, MO, the process is required to be expedited, in case the suitable persons are not available, the posts will be filled on contract basis on consolidated salary. BOM has authorized the Chairman BOM to decide the nature of appointments and the salaries to be paid to such appointed candidates.

5. Agenda 11.16: The BOM approved that the services of Mr. Ashwani Kumar, Assistant Professor(EIE) be dispensed with from the institute with immediate effect.

6. Agenda 11.25: Chairman BOM desired that the enquiry regarding the report received from MHRD, New Delhi is required to be completed within three months.

7. Agenda 11.28 (point 4): Matter related to the apprehensions expressed by the SFA through a memorandum in September 2012 to the Honourable Chairman about the possible reversion of some faculty members. The Chairman stated that he had assured them that no action would be taken unless the issue was discussed with him and then brought before the BOM for its decision.

The data as desired by the Honourable Chairman was made available to him. He apprised the members that as per the report given to him, there were cases where faculty members do not fulfill the conditions of appointment.

The Chairman also expressed great dissatisfaction at the way the administration handled very serious issues in the past. He felt that there seems to be a systemic failure in the organization that the condition

	<p>attached to the decision whether in the matter of appointment or promotions of certain persons have not been reviewed over the period allowed for fulfillment. The consequence is that while we are compromising with the quality of teaching which is well reflected from requisite qualifications in the letter of appointment/promotion and also we may be bearing the financial burden with the unfortunate message of cold indifference of administration towards such lapses.</p> <p>The Chairman emphasized that not only we may examine each case who fails to fulfill the eligibility criteria of the qualification appropriately but also to probe and fix the responsibility, if there were blatant violations in the decision making.</p> <p>However, the BOM unanimously decided that firm decisions must be taken on a case to case basis in all such cases where the faculty members are not eligible to hold a particular designation or have not fulfilled the terms stipulated in the appointment made or promotion given.</p>
ITEM NO.12.3	<p>Amendments in Memorandum of Association as per Instructions of UGC and MHRD, New Delhi particularly adoption of DoPT / Central Govt. Service Rules including Expansion of BOM.</p> <p>After detailed deliberations, BOM decided to send copies of the old MOA and modified MOA to all stake holders and BOM members for inviting their suggestions. The final modified MOA will be sent to MHRD after legal vetting for approval.</p> <p>The approved MOA will be placed before the BOM for adoption.</p>
ITEM NO. 12.4	<p>Adoption of Sarangi Committee Report as per Directions of MHRD.</p> <p>BOM adopted the Sarangi committee report in principle on the directions of the MHRD, New Delhi, for faculty and non-faculty positions in the institute. Ms. Padmaja Saxena, Under Secretary, MHRD, New Delhi, informed the BOM that the Secretary, Higher Education, MHRD, New Delhi has desired SLIET to adopt the Sarangi committee report for faculty and non-faculty positions.</p> <p>A committee will be constituted for smooth implementation of the provisions of the recommendations in the report. Any serious deviation from the current norms will be taken to the BOM at the appropriate time.</p>
ITEM NO. 12.5	<p>Preparation of Roster Register for Recruitment of Teaching and Non-Teaching Posts and filling of Vacant Posts as per present status of positions.</p> <p>BOM appreciated the efforts of the institute for implementing the reservations at various levels as per constitutional provisions under different categories. The vacancies filled from SC are required to be checked, whether they have been offered to ST category candidates or not, as there is no ST category as</p>

	per gazette of Punjab Government.
ITEM NO. 12.6	<p>Short Listing Criteria for Recruitment of Faculty.</p> <p>SLIET being a "State" organization bound by article 14 and 16 regarding the fundamental rights of citizen cannot discriminate the State universities/Deemed universities on the ground that there are enough candidates available from IITs/NITs/other centrally funded technical institutions.</p> <p>Therefore Board of Management decided to conduct a screening test at the entry level i.e. for the position of Assistant Professor for short listing the candidates in the ratio of 1:6 for calling them for interview.</p>
ITEM NO. 12.7	<p>Recruitment Rules for Staff in view of Sarangi Committee Report.</p> <p>Recruitment Rules for Staff shall be adopted as per the Sarangi Committee Report as per the directions of MHRD, New Delhi. Presently, the nomenclature of certain posts in the institute is different than that of nomenclatures given in Sarangi report. The mapping and the pay scales (Grade pay), on case to case basis, at appropriate level as per Sarangi committee report, shall be made and shall be implemented as per approval of MHRD, New Delhi. The committee shall be constituted to work out the details with the help of the Consultant of the institute Sh. C.A. Subramanian, Joint Secretary (Retired), DOPT, New Delhi. The committee shall submit its report within two months from its constitution.</p>
ITEM NO. 12.8	<p>Delegations of powers for TEQIP-II Project.</p> <p>BOM has approved to delegate the autonomies (Managerial Autonomy, Administrative Autonomy, Financial Autonomy and Academic Autonomy) and financial powers to the Director and other functionaries of the institute for execution of the project.</p> <p>Director: same as the powers delegated by BOM to the Director for expenditures from grant-in-aid received from MHRD, New Delhi.</p> <p>HOD: upto 1.00 Lac for purchase of items and expenditures towards other activities.</p> <p>However, all single item expenditure above 50.00 Lac will need the approval of BOM.</p> <p>Further, BOM has ratified the approvals already given by the Director, SLIET for different activities under TEQIP-II, since the start of this project.</p>
ITEM NO. 12.9	<p>Establishment of Internal Quality Assurance Cell (IQAC) at SLIET, Longowal.</p> <p>BOM approved to establish an Internal Quality Assurance Cell (IQAC) at SLIET, Longowal for ushering in the era of total quality management by working out intervention strategies to enhance overall quality in the</p>

	institution.
ITEM NO. 12.10	<p>Provisions for Construction of Dormitories for Separate Accommodation for Mess Staff and Others.</p> <p>In principle BOM has agreed the concept of dormitories for separate accommodation for Mess Staff and others. However, details of capital expenditure, as per availability of funds and priorities for other infrastructure requirements, are required to be worked out for the consideration of the Chairman BOM.</p> <p>BOM desired that in the meantime, the movement of contractors' workers in the mess/Girls hostels is required to be supervised by engaging the additional security personnel. A complaint box will also be required to be fixed in the Girls hostels to any suggestions/complaint in regard to their safety and security in the hostels.</p>
ITEM NO. 12.11	<p>Provisions for various Advances and Loans as Admissible to the Central Govt. Employees.</p> <p>BOM has approved to make the provisions for various advances and loans as admissible to Central Govt. employees to SLIET employees. Separate provisions shall be made in the budget of the institute for approval from MHRD, New Delhi.</p>
ITEM NO. 12.12	<p>Request of Mr. Sanjeev Jain for Pay Protection for Post of Deputy Registrar.</p> <p>BOM has accepted the request of Mr. Sanjeev Jain, selected candidate for the post of Deputy Registrar in the institute. His pay will be protected.</p>
ITEM NO. 12.13	<p>Ratification of Promotion of Teachers under Career Advancement Scheme (CAS).</p> <p>The Chairman informed that the Director handed over to him a copy of the letter written by the Deputy Secretary with the approval of the competent authority and have requested to defer this item in view of the representation made by one Dr. S. S. Ghumman and seven others.</p> <p>The Chairman expressed that while we hold the view stated with great respect and yet felt that the case seemed not to have been put up to the Ministry of Human Resource Development in its perspective. He therefore desired the BOM to take a full view of the issue that rests today and then finally take a proper decision.</p> <p>The Chairman observed that over the last two years, several times he was approached by the various faculty members personally as well as through written communication that the cases due under Career Advancement Scheme were not being considered and they were deprived of their due promotions. He also stated that this issue was also brought before the BOM and he had</p>

	<p>reminded the Director to expedite the process in order to create a more positive and conducive atmosphere by ensuring the completion of the process so that a sense of satisfaction is created. After the process was completed, the Director approached me for the decision on the recommendation of the selection groups constituted by him for this purpose. The Chairman further confirmed that he saw each individual result of the candidates found to be eligible and after thorough satisfaction he granted his approval so that there would not be further delays in the matter. He also stated that board has before it the approval granted by him for its consideration and ratification. The decisions were already conveyed to the candidates and at this stage deferring the issue for consideration will give rise to speculation leading to demoralization in the Faculty who were already bestowed with promotion based on the recommendation of the Selection Group. Therefore he wished that while he personally would explain to the Ministry of Human Resource Development; the Board may consider the item on its merit.</p> <p>BOM has ratified the promotions granted to the teachers under Career Advancement Scheme under the following categories,</p> <ol style="list-style-type: none"> From Stage-4 to Stage-5 (From Associate Professor to Professor): From Stage-2 to Stage-3 (From Assistant Professor AGP ` 7000/- to Asst. Professor (AGP ` 8000/-) From Stage-1 to Stage-2 (From Assistant Professor AGP ` 6000/- to Asst. Professor AGP ` 7000/-). <p>However Dr. Sushma Gupta, Member of BOM disagreed with the decision and wished her dissent to be recorded.</p> <p>Pay fixation of these teachers on case to case basis will be done by eliminating all anomalies and oversights, if any in the past.</p> <p>Industrial training as required to be completed as per decision of the 7th BOM meeting failing which the matter shall be reported to BOM for further directions.</p>
ITEM NO. 12.14	<p>Status and Report on Completion / Planned Civil Works, Electrical Works and Purchase of Equipments.</p> <p>BOM appreciated the efforts made by the institute related to completion/planned Civil and Electrical works, and purchase of equipment. Chairman BOM desired that the expenditure towards various activities is required to be made in a planned and effective manner, for proper utilization of funds for further strengthening the present infrastructure.</p> <p>BOM in particular approved the construction of Academic Block and 32 Type-IV flats on priority basis.</p>
ITEM NO.12.15	<p>Report on Academic Reforms Brought out Till Date.</p> <p>While discussing the academic reforms and appreciating the efforts made by</p>

	<p>the institute, the chairman BOM desired that the Professional Development Allowance (PDA) meant for the faculty, is required to be linked to the progress of the faculty in terms of his/her achievement in research work, publications and other academic areas for further enhancement of his/her knowledge and imparting education to the students at large.</p> <p>It was decided that approvals will be given only after reviewing the tangible outputs from the first phase of PDA by each of the faculty members.</p>
ITEM NO. 12.16	<p>Report on Admission Reforms Brought out Till Date.</p> <p>BOM appreciated the admission reforms brought out by the institute.</p>
ITEM NO. 12.17	<p>Ratification of Minutes of Meeting of 39th Finance Committee Meeting held on 21/09/2012.</p> <p>BOM ratified the minutes of meeting of 39th Finance Committee meeting.</p>
ITEM NO. 12.18	<p>Ratification of Minutes of Meeting of 11th Senate Meeting held on 09/11/2012.</p> <p>BOM ratified the minutes of meeting of 11th Senate meeting.</p>
ITEM NO. 12.19	<p>Information about various Court Cases.</p> <p>BOM noted the agenda item. Chairman BOM appreciated the efforts made by the institute in regard to filing a SLP in the Honourable Supreme Court of India in recovery case of Mr. S.C. Verma, Assoc. Prof.(Mech.).</p>
SUPPLEMENTARY AGENDA ITEMS	
ITEM NO. 12.20	<p>Filling up the post of Finance Officer in the institute</p> <p>Board of Management approved to take up the matter of appointment to the post of Finance Officer with MHRD, New Delhi in the Pay Band-4 with Grade Pay of ` 10,000/- .</p>
ITEM NO. 12.22	<p>Treating the period from 17.07.2012 to 02.01.2013 " Compulsory Wait" and release his salary during this period:- Case of Dr P.C. Upadhaya, Assoc. Prof.(ECE)</p> <p>BOM has shown its concern in this extreme compassionate condition of Dr P.C. Upadhaya, who is suffering from Cancer.</p> <p>BOM has approved to treat the period from 17.07.2012 to 02.01.2013 as "Compulsory Wait" and further approved to release the salary of this period to Dr P.C. Upadhaya, Assoc. Prof.(ECE).</p>
ITEM NO. 12.23	<p>Grant of increments for Ph.D. to Assistant Professor appointed/promoted in the pre-revised pay scale of ` 12000 - 18300</p>

	<p>BOM has clarified that the basic concept of advance increments for obtaining higher qualifications, while in service, is that no advance increments should be paid, if the post itself requires that qualifications. Advance increments are admissible only at the entry levels for acquiring higher qualification during service, in addition to the required essential qualifications.</p> <p>BOM has approved that the grant of 2/3 advance increments to a faculty member, who obtained Ph.D. degree while in service at a position of Assistant Professor (pre-revised ` 12000-18300), is not permissible, as Ph.D. was an essential qualification for the post. It is decided that advance increment earlier granted to all such faculty members for acquiring Ph.D. during service shall be withdrawn with immediate effect, as these were not admissible as per provisions.</p> <p>BOM further approved to make administrative corrections in the pay of the faculty members, who were granted the advance increments for acquiring Ph.D. degree while in service as an Assistant Professor (pre-revised ` 12000-18300) since 1999.</p>
ITEM No. 12.24	<p>Extension of Deputation in respect of Dr. H.S. Bains, Assoc. Prof.(Mech.) to Punjab Technical University, Jalandhar.</p> <p>The request of Dr. H.S. Bains for extension of his deputation to PTU Jalandhar as Registrar was considered by the BOM and it has been decided that no extension in deputation can be granted to him, in view of the shortage of faculty in the institute and as per the decision of 11th BOM meeting.</p>
ITEM No. 12.25	<p>Action taken report on the EPF case</p> <p>On the basis of the inquiry report from the MHRD, three employees were served Charge Sheets. All the employees have denied the charges and it has been decided by the institute to initiate the major inquiry under rule 14. All efforts will be made to complete the inquiry in three months.</p>
ITEM No. 12.26	<p>Action report on the audit notes Nos CW VII/SLIET/SPLP&S/2011-12/4, 5 and 6 received from the Government Audit, PAG (Audit) Punjab & UT, Chandigarh.</p> <p>A committee has been constituted and has been requested to submit report within two months.</p>
Any other item with the permission of the Chair.	
ITEM No. 12.27	<p>Mrs Padmaja Saxena, Under Secretary, MHRD informed the BOM about the various complaints the ministry has received related to pay anomalies and disparities in the pay of staff holding the same designation. She pointed out that this is probably due to permitting some of these staff members to switch to Central Pay Scales at different point of time (1999 and 2006) despite they had already availed some benefits under Punjab Pay Scales. She pointed out that lateral switching at later dates has created this disparity and court cases.</p>

	She has asked the institute to send comprehensive data to the ministry for taking appropriate action.
ITEM No. 12.28	Possibility of conversion of CPF to GPF The request of employees for conversion of CPF to GPF as one time measure will be sent to the MHRD for consideration.

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(S.P. Oswal)

Chairman, Board of Management

Sant Longowal Institute of Engineering & Technology

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