

**NORTH EASTERN REGIONAL INSTITUTE OF SCIENCE &  
TECHNOLOGY**

**Nirjuli :::: Arunachal Pradesh  
(Deemed University)**

**(Under section 3 of UGC Act 1956)**



**MINUTE  
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**Of**

**77<sup>th</sup> Meeting of the Board of Management**

**Date: 07.08.2013**

**Time: 10.00 A.M.**

**Venue: NERIST Board Meeting Hall  
Arunachal Pradesh**

**MINUTES OF THE 77<sup>TH</sup> MEETING OF NERIST BOARD OF MANAGEMENT HELD  
ON 7.8.2013 AT 10.00 A.M. IN THE BOARD MEETING HALL, NERIST.**

The following were present:

1	Shri M.P.Bezbaruah	-	Chairman
2	Prof. Sanjay Dhande, Member National Innovation Council.	-	Special Invitee MHRD
3	Shri R.C.Meena, J. S., MHRD	-	Special invitee MHRD
4	Shri Dalip Kapur, Dy Secretary (T), MHRD-	-	Member
5	ShrSanjayBengia Commissioner Education Govt. of Arunachal Pradesh)	-	Member(Representing
6	Prof. Dipankar Pal, Director, NERIST	-	Member
7	Prof. R. M. Pant, Dean (Acad)	-	Member
8	Prof. M. Muralidhar, Dean (P&D)	-	Member
9	Prof. P. R. Alapati, Dean (SA)	-	Member
10	Prof. Mubarak Husain, NERIST	-	Member
11	Dr. P. R. Parida, NERIST	-	Member
12	Dr. B. K. Singh, NERIST	-	Member
13	Dr. R. P. Bhattacharjee, Registrar	-	Non-Member Secretary

At the outset, Shri M. P. Bezbaruah, Chairman, NERIST Board of Management welcomed the members who attended the emergency meeting of Board of Management including the two team members of the Committee constituted by the MHRD, Prof. Sanjay Dhande, Member National Innovation Council, and Shri R. C. Meena, J. S., MHRD. He said that this emergency meeting was called in the back drop of unrest in the campus due to continuous agitations being resorted to by the NERIST Employees Association.

Then he expressed concern over the frequent agitations by the employees and dislocation of normal functioning of NERIST. He was also worried about the long term impact of some reported instances of indiscipline and violence. He said that it should be the collective responsibility of all-administration, faculty, staff and students to address the genuine demands raised by employees but solutions should be found through discussions and dialogue across the table. The two Committee members of the MHRD-team said that the demands raised

by the faculty, employees, NEA and students were heard over two previous days at length.

Shri R. C. Meena said that he had discussion with the faculty, staff and students and they had expressed their problems both administrative and academic.

He said that he was very happy to see this Institute advancing under its present leadership with the Deemed University status. Coming to the macro level issues he added that they are common everywhere which should be addressed amicably through dialogue and discussions. He also said that rules are framed for the welfare of the employees. So problems can be solved, if the rules are followed properly.

He however said that indiscipline and violence cannot be tolerated. It may be advantageous for some today but disadvantageous for the same tomorrow. All the issues of the Institute should be discussed with the Institute officers to bring out a solution collectively and solve it as per Govt. of India rules.

He said that faculty expressed for timely implementation of CAS and early recruitment in all departments and also Quality Improvement Programme (QIP) should be implemented as per the norms of UGC.

He said that staff has raised several issues, which are purely administrative issues, which can be settled as per the Govt. of India rules. Regarding reservation policy, he emphasized that the Govt. of India rules are very clear and DoPT order should be followed to fill up the reserved category vacancies through special drives. He also suggested that MHRD's help may be taken for identifying the vacant posts. Shri Dalip Kapur, DS(TS.VII) MHRD was asked to help to prepare an action plan for identification of backlog SC/ST quota.

Prof Sanjoy Dhande said that he fully agreed with the views of Shri R.C.Meena. He stated that he and Shri R. C. Meena met Public Leaders and State Govt. Officials beside the Faculty, Staff, Students of NERIST. He said that this is a technical Institution and a Deemed University imparting technical education to the people and the country is proud for that. He said that Arunachal Pradesh is developing very fast educationally as new NIT is established and there is Rajiv Gandhi University (another Central University) very near to NERIST. NERIST has to compete with these institutes and the University. He called upon the entire faculty – particularly the internal members to work on the USP.

He also suggested that the Institute may try for financial help for developing infrastructure in the Institute through DoNER Ministry. He also said that indiscipline is never appreciated anywhere and it should be condemned by everyone.

Both the members emphasized that first and foremost student welfare must be looked into and asked the academic members to fulfil the demands raised by the students in the meeting.

They further said that they would address only the macro level issues and left the micro level issues to be addressed by the Institute administration and BoM. However they observed that acts of indiscipline and insubordination has to be tackled strictly as per CCS (CCA) Rules irrespective of the person concerned

Then the following points were discussed.

## **1 Implementation of old pension scheme for the NERIST employees.**

Regarding implementation of old pension scheme for the NERIST employees, Chairman explained the background. The matter was placed in the Board of Management which had passed a resolution for initiating the process of implementation of old pension scheme pending approval of MHRD. The MHRD-representatives in the Board had advised that no action should be taken till approval of MHRD was received. Order was issued by the Institute as per the BoM-resolution which has however been subsequently kept in abeyance as per the instructions of the MHRD. Ministry of Human Resource Development in the meantime has referred it to the Ministry of Finance for final decision. He said that considering the strong sentiments and the fact that perhaps NERIST was not at fault for the delay in submitting proposals within the time fixed by the government, he would try to pursue this matter with the Ministry of Finance. He also requested the two members of the MHRD-team to bring the concern of the NERIST employees to the notice of the Ministry of Finance for early implementation of old pension scheme in view of the very compelling circumstances recorded in the BOM resolution and the two team members agreed to do whatever they can in the matter. The BOM agreed with the

Director that it was not within the powers of the Director to implement the old pension scheme without approval of MHRD.

## **2 Regarding filling up of back log SC/ST/OBC vacancies.**

Chairman said that SC/ST/OBC backlog vacancies must be filled through special drive/ advertisement. Before filling up of the SC/ST/OBC backlog, proper identification of posts must be done category-wise. In view of complexities existing since years, like engagements outside RSS and other complications, Director, NERIST sought guidance from MHRD on filling up of SC/ST/OBC backlog on a step by step basis.

Director, NERIST also stressed that side by side approval of Revised Staff Structure was needed. He stressed that that four or five laboratories were being looked after by one Laboratory Technician in most departments. Without Technical Staff, it would be difficult to run the departments smoothly as was being expressed by the HoDs of the concerned department in several meetings.

Further, Director also said that employees union is demanding regularization of 21 contractual employees. The MHRD members said that it was not possible to regularize them without observing the technicalities as per the Govt. of India rules and regulations. They said that first task would be identification of category wise posts and then to fill up all the backlog, removing irregular appointments if any of non-ST against ST posts. The regularization of the 21 employees should be taken up within this review and other things being equal they should be given preference

**Resolution:-It was resolved that SC/ST/OBC backlog must be filled through special drive. Existing roster should be carefully examined if needed by engaging expert consultants in consultation with MHRD and deficiency if any in respect of appointment of SC/ST/OBC etc. should be rectified.**

### **3 Regarding Security to the officers as well as in the campus.**

Chairman observed that security was a matter of concern right now at NERIST. This Institute is presently being manned by a private security agency. He said that the Director had been advised earlier to write for deployment of central security forces for better security in the campus. All members agreed on the need for better security in the campus and suggested to contact the State Government.

**Resolution:** **It was decided that a comprehensive agenda on the matter of security should be placed in the next Board of Management meeting for appropriate decision.**

### **4 Regarding acts of indiscipline and violence.**

(It was reported that when the Director was out of station on official tour, Registrar was abused, manhandled by the agitating employees and his table glass was broken by Mr. Ranjit on the issue of Charge Sheet issued to him and it had to be annulled by the then Director i/c under pressure. The two team MHRD-members were also seriously concerned about demonstrations outside the meeting hall and demands for "Director Go Back" etc.

The Director said that the similar problems were faced by the earlier Directors created by vested interests. He said that he too had been facing several demands since his joining. Employees had been putting demands for immediate solution of problems like implementation of old pension scheme and regularization of contract employee, which were not under his control and these demands could not be fulfilled by the earlier Directors as well.. He however offered to address the genuine demands of the employees through dialogue and understanding and within rules. In this connection he gave examples of the long pending CAS-anomalies that has been solved with his initiative and such other issues as inclusion of Apollo Hospital, Chennai for treatment with credit facility apart from regular MACP, AGP revision etc.)

**There was general agreement that indiscipline should not be tolerated and stringent action should be taken as per rules and procedure and law by the competent authority for any willful violation of rules and for any acts of violence.**

**5) Implementation of timely promotions to the faculty under CAS and providing QIP opportunities as per the Govt. of India Rules and appointing faculty in the departments.**

(The two team members stressed that faculty should be given timely CAS promotions and sending them on QIP for improving their qualification and appointing sufficient faculty in the departments. It was accepted by all members.

In connection with direct recruitment of faculty, Prof. P. R. Alapati pointed out to a letter recently received where some posts have been curtailed incorrectly. The Director also strongly supported his view and said that this was done incorrectly and in the interest of the 6-year modular pattern faculty-strength of 200 is the bare minimum for UG and in fact for PG additional faculty is a requirement.

The Committee members commented that the interest of the Institute must be addressed first and if any instruction conflicts with the avowed objectives of the institute action should be taken to get instructions rectified.)

**Resolution:** **It was resolved that as soon as situation normalizes NERIST administration shall start the process for conducting CAS interviews for which advertisement has already been given. About direct recruitment it was decided that the matter should be taken up with MHRD justifying the existing posts and the rationale for demanding additional posts for PG programme.**

**Chairman, BoM requested, the two members of the MHRD-team to make any observation, they stressed on the following points.**

**a Regarding improvement of Training and Placement Cell.**

(The two team members said that they had consulted the students and felt that training and placement should be strengthened by calling big companies to offer more employment to the NERIST students. Training and Placement Cell being + the backbone of the Institute ways and means should be found to improve the cell. Generally students join the institutes with the expectation that a Training and Placement Cell.

Director stressed that the mind-set of the students also needs to be changed and they should attend interviews when short listed even if the job is not in their home state.)

**b Regarding CGPA conversion into percentage of marks.**

(The two members said that a genuine problem being faced by the students is on conversion of percentage of marks. They suggested that CGPA of 5.00 should be converted to 100% marks and simpler conversion formulae of X20 be used. They advised to follow the system of IIT and NITs in order to mitigate this problem of the students in the percentage conversion formula.

Dean (Acad) and Controller of Examination defended the existing formulae stating that in the past a committee was constituted on the recommendation of the Director and students were also invited in the committee meeting and they did say nothing against the present CGPA system.)

**However, considering the strong recommendation of the two respectable members it was decided that NERIST should examine and decide on the conversion formulae to be 100% to be written for students having a CGPA of 5.00.**

**c Regarding two year B. Tech Degree in the modular pattern instead of four years.**

(The two team members said that there should be a four year B. Tech Degree certificate instead of two year B. Tech Degree certificate. The students expressed their concern over the issue of the two-year B. Tech Degree Certificate being awarded by NERIST which is putting them in difficulty in finding employment.

Director informed that the task has already been taken up by the academic body of the Institute and appropriate decision as per procedure would be taken.)

**d Regarding hostel facilities for Girl students.**

(The two team members said that providing hostel facilities to all girl students was top priority. The Girls Hostel which is under construction must be completed very early in order to provide hostel accommodation to all girl students who are presently in transit.

The Director explained various reasons for the delay including fund crunch and hoped that this year the hostel would be completed.)

**e Regarding Maintenance of Class Rooms etc.**

(The two team members said that class rooms should be maintained in good manner. Providing of water through coolers, good lighting and proper chairs etc. should be provided in every class room. The team suggested providing internet facility in the class rooms and one electronic class room also should be constructed.

They suggested officers to visit IIT Kanpur etc. for seeing the arrangements of the class rooms there so that in the line with the IITs, things can be done here.

The Director emphasized on need for more fund stressing however that fund needs to be spent judiciously and quality check for work needs monitoring by all concerned.)

**f Providing of Scholarships/Fellowship to PG students.**

(The two team members said that scholarships to all the Post Graduate students should be given as per the entitlement and the norms of the Govt. of India in order to encourage them to continue PG programmes.)

**It was decided to put a proposal to FC and BoM to this effect.**

**g Regarding Library facilities.**

(The two member team suggested that the Library be kept open even after office hours, up to 9.00 P.M., in order to let students use library facilities. They also suggested keeping good journals for students in order to improve their knowledge. Further, they also said that internet facilities should be provided to have online access to good journals from the internet.)

The meeting ended with vote of thanks to the Chair.

(Sd/- Dr.R.P.Bhattacharjee)

Dated 25.9.2013

Registrar & Non member secretary, BOM