

**INDIAN INSTITUTE OF TECHNOLOGY (INDIAN SCHOOL OF MINES),  
DHANBAD**

**MINUTES OF THE 32<sup>nd</sup> MEETING OF THE BOARD OF GOVERNORS HELD ON  
25<sup>th</sup> SEPTEMBER 2024 AT 2.30 PM**

**Members Present:**

Prof Prem Vrat, Chairperson, BoG, IIT (ISM)	: Chairperson
Prof Sukumar Mishra, Director, IIT (ISM)	: Member
Prof Dharmendra Kumar Singh, Vice Chancellor, JUT	: Member
Prof Pallab Banerji, IIT Kharagpur	: Member
Prof Shailendra Singh, IIM Lucknow	: Member
Prof M K Singh, IIT (ISM)	: Member
Prof R M Bhattacharjee, IIT (ISM)	: Member
Shri Prabodh Pandey, Registrar, IIT (ISM)	: Secretary

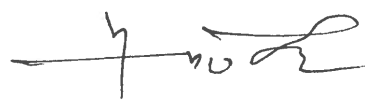
**Leave of absence:**

Joint Secretary (TE), MoE, GoI	: Member
Shri Gautam N Mehra, CMD, Savita Oil Technologies Ltd.	: Member

At the outset, the Chairperson welcomed the members of the BoG present in the meeting. The Chairperson, BoG complimented the Institute for marginally improving its NIRF ranking from 17<sup>th</sup> last year to 15<sup>th</sup> this year in the Engineering category and 35<sup>th</sup> position in the overall category by improving seven positions. He said that the Institute deserves to be in the top 10 list if its perception would have been better. The perception being the key parameter of NIRF needs to be more focused upon by the Institute. The Institute is required to work on a strong strategy to improve its perception. He further desired to use IIIF Delhi & Kolkata effectively in building the Institute's perception. He quoted the theory of constraints, which says that every system has constraints, by identifying and fixing these constraints, the system can become more efficient and achieve its goals. The Institute needs to identify its constraints for fixing and achieving its goals. Thus the Institute needs to consciously work on Perception Building, R&D Achievements, Placement Statistics, and Faculty-Student Ratio to achieve its desired position in the IIT system and to be in the top ten list of NIRF ranking in coming years.

The Director informed the members that the 'Academic Insights Magazine, Bangalore' has published an interview of Prof. Prem Vrat, Chairperson, BoG as one of the 25 most inspiring education leaders in India 2024. The Director and all members of the BoG congratulated Prof Vrat for another milestone of his successful professional journey as one of the great academic leaders of India.

Comments received from Joint Secretary, Technical Education, MoE vide letter no. F.No.23-9/2021-TS.1 dated 25<sup>th</sup> September, 2024 have been considered while discussing the agenda items.



Thereafter, the Chairperson asked the Director to start the proceedings. Accordingly, the following agenda items were presented:

**32/1 Confirmation of the Minutes of the 31<sup>st</sup> Meeting of the BoG of IIT(ISM) held on 21.06.2024**

The minutes of the 31<sup>st</sup> meeting of the BoG held on 21.06.2024 were circulated to all the members. Since no comments have been received and offered on the floor, the Board of Governors confirmed the minutes.

**32/2 Actions taken on the decisions of the 31<sup>st</sup> Meeting of the BoG held on 21.06.2024**

Actions taken on the decisions made in the 31<sup>st</sup> meeting of the BoG held on 21.06.2024 were presented before the BoG. The BoG noted the action taken report.

**32/3 Report on pending actions on the decisions taken by the Board of Governors in its previous meetings**

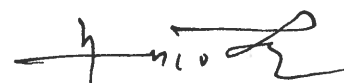
The BoG was apprised about pending matters for which concurrence of the MoE is awaited. Concerning the IPR policy, the BoG advised the Institute to refer other leading IITs and bring a comprehensive IPR policy of the Institute as an agenda item of the BoG for consideration.

**32/4 To review the Status Report of various ongoing construction works undertaken by CPWD and WAPCOS Ltd at IIT(ISM), Dhanbad**

Shri Sanjeeb Mukherjee, Superintending Engineer, IIT (ISM), Dhanbad, presented the status of ongoing construction works undertaken by the ECMU. The BoG was satisfied with the progress of the works undertaken by ECMU. However, regarding the SITC of the Air Conditioning System in NLHC, the completion of the work within four months was assured to the BoG and the BoG asked to complete the project within the timeline provided. Shri Sona Sharma, Additional Chief Engineer, WAPCOS Ltd presented the status of the projects being executed by WAPCOS Ltd. The BoG deliberated that completion of the Centenary Building is linked with the prestige of the Institute, any delay in this project will not be acceptable and strict penalty as per the tender clause will be imposed for delay, if any. Thereby, WAPCOS was asked to submit milestone-wise progress reports in subsequent BoG meetings. Progress of projects being handled by CPWD was presented by Shri Laxman Murmu, Executive Engineer, CPWD. The BoG advised CPWD to complete the sports project well in time as the Institute will host Inter-IIT Sports Meet in 2026. The CPWD was also asked to present the progress in fixed template outlining the expected and actual progress of works. With these observations, the BoG noted the status report.

**32/5 Director's Report on the progress of various activities**

The Director presented the Institute's all-around performance of last three months. He highlighted the progress on key areas comprising admissions under different



programmes including PhD, R&D/Consultancy projects (sanctioned/fund received), Industry/Alumni support for centenary celebrations, resource generation at IIF Delhi & Kolkata centres, Faculty strength at different levels and placement statistics. The BoG appreciated the progress, however, BoG noted that there are only 71 Professors out of a total faculty strength of around 376. Concerning it, the BoG suggested the Institute for direct hiring at Professor Positions from outside. The Director may directly review the applications of outside candidates for Professor & Associate Professor positions to check their suitability. Furthermore, Scientists of CSIR/DRDO who retire at the age of 60 can also be considered for hiring as Visiting/ Adjunct Professors as per norms. Progress towards Patents filed/ awarded was not found encouraging, therefore sincere planning and execution for increasing this number was desired by the BoG.

**32/6 Performance evaluation and targets achieved for 2023-24 against the parameters of the MoU signed between IIT (ISM), Dhanbad and Ministry of Education (MoE), GoI**

The performance evaluation and targets achieved for 2023-24 against each parameter of the MoU as of 31.08.2024 was presented to the BoG. The BoG noted the Institute's performance against each parameter.

**32/7 Ratification of the approvals accorded by the Chairperson, BoG**

The BoG ratified the approvals accorded by the Chairperson, BoG, as mentioned in Sl. Nos. 1-46 of the agenda notes.

**32/8 Reporting Items**

The reporting items were noted by the BoG.

**32/9 To consider and approve the recommendations made by the Finance Committee (32<sup>nd</sup> meeting) held on September 25, 2024 at 10.00 AM**

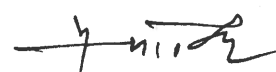
Recommendations made by the Finance Committee in its 32<sup>nd</sup> meeting held on 25.09.2024 were received by the Board of Governors. The Board of Governors approved the recommendations of the Finance Committee as mentioned below:

FC Agenda Item No.	Particulars	Observations/Recommendations of the Finance Committee	Observations/Decisions of the BoG
32/1	<b>Confirmation of the minutes of the 31<sup>st</sup> meeting of the Finance Committee of IIT (ISM) held on 21.06.2024</b>	The minutes of the 31 <sup>st</sup> Finance Committee meeting held on 21.06.2024 were circulated to all the members. As regards item no. 31/9, the JS&FA, IFD, MoE has commented that <i>"the expenditure is advised to be met from IRG, whereas the decision was made to meet from Govt. grants. However. IFD's comments are noted in the minutes"</i> . Considering the comments, the FC suggested the Institute to try to collect information from	Approved by the BoG

		other IITs on the source of funding for payment to IPDFs. The FC further recommended that recruitment of IPDFs should be stopped till a final decision on the source of funding comes. The number of IPDFs should not be more than 10% of the faculty strength, accordingly, efforts may be made to reduce the existing strength to 40 by way of performance review. The Institute is required to implement a measurable performance appraisal system for IPDFs to assess their performance concerning what is expected from them vis-à-vis what is being delivered. The performance may be reviewed on a six-monthly basis. With the above comments, the Finance Committee confirmed the minutes.	
32/2	<b>Actions taken on the recommendations of the 31<sup>st</sup> meeting of the Finance Committee of IIT (ISM) held on 21.06.2024</b>	Actions taken on the recommendations of the 31 <sup>st</sup> Finance Committee meeting held on 21.06.2024 were presented and the same were noted by the Finance Committee. However, the observations of JS&FA, IFD, MoE concerning item no. 31/9 and FC's comments on it have been suitably recorded in item no. 32/1 above. Regarding the utilization of IIIF Delhi, the FC asked the Institute to think of recruiting a person on a contract basis from outside having the required qualifications and experience exclusively for managing (planning and execution) the activities of the IIIF Delhi.	Noted by the BoG
32/3	<b>To consider the minutes of the 24<sup>th</sup> Building &amp; Works Committee (B&amp;WC) meeting held on 28.08.2024</b>	The Finance Committee considered the minutes of the 24 <sup>th</sup> Building & Works Committee (B&WC) meeting held on 28.08.2024 and recommended for approval by the BoG.	Approved by the BoG
32/4	<b>Reporting Items</b>	The reporting items were noted by the Finance Committee.	Noted
32/5	<b>To consider and approve the Modification in the Preliminary Estimate and renaming the work of "Up-gradation and modification of existing Sports facilities and</b>	The Finance Committee considered the proposal as per the advice given by MoE vide letter dated 14.8.2024 for renaming the work as "Up-gradation and modification of existing Sports facilities and Construction of Indoor Sports Complex" at IIT (ISM), Dhanbad with funding of Rs. 116,31,33,997/- from HEFA. The Finance Committee after taking into account the comments of JS&FA, IFD, MoE,	Approved by the BoG

	<b>existing Sports facilities and Construction of Indoor Sports Complex” at IIT (ISM), Dhanbad towards fund allocation and partial modification in the name of work</b>	Committee after taking into account the comments of JS&FA, IFD, MoE, recommended the proposal for approval and sanction by the BoG.	
32/6	<b>To consider and approve the Renaming the work “Construction of Centenary Building (a. 1x1500 Seater Auditorium; b. Lecture Hall Building having 3 nos. of 400-Seater Classrooms &amp; 6 nos. of 200-Seater Classrooms)” at IIT(ISM), Dhanbad</b>	The Finance Committee considered the proposal as per the advice given by MoE vide letter dated 14.8.2024 for renaming of the projects and its funding as follows: (a) Construction of Centenary Auditorium with an estimated cost of Rs. 66,31,79,959/- to be funded from Alumni/ Industry donations (b) Construction of Centenary Lecture Hall Complex (3 nos. of 400-seater classrooms & 6 nos. of 200-seater classrooms) with an estimated cost of Rs. 65,16,18,837/- to be funded from HEFA loan The Finance Committee after taking into account the comments of JS&FA, IFD, MoE, recommended the proposal for approval and sanction by the BoG.	Approved by the BoG
32/7	<b>To consider and approve the Revised Consultancy Rules</b>	The Finance Committee considered the proposal for earmarking 5% of the total Consultancy Receipts (excluding GST) as ‘Centenary Support Charges’. This scheme will be applicable for Consultancy/ Testing/ EPD etc. The Finance Committee after deliberations recommended the revised consultancy rules for approval by the BoG.	Approved by the BoG
32/8	<b>To consider and approve the nomenclature, qualification and emoluments of all Project Positions (where funding agency guidelines are not available) under sponsored R&amp;D Projects</b>	The Finance Committee considered the proposal as the concurrence of JS&FA, IFD was also received. Accordingly, the proposal was recommended by the Finance Committee for approval by the BoG.	Approved by the BoG

32/9	<b>To consider and approve the revision in the rates of various allowances due to reaching the rate of Dearness Allowance to 50%</b>	The JS&FA, IFD, MoE commented that advice from the Department of Expenditure has been sought by the MoE regarding the applicability of revision of rates of various allowances on Autonomous Bodies. However, the FC noted that various other autonomous bodies like CSIR, ICAR etc have already implemented it and delaying implementation in IITs to some extent disheartens its employees. Further, the FC advised the Institute to request the MoE to expedite such matters. Finally, the FC resolved that the Institute may wait for concurrence from the MoE to implement the revised rate of allowances.	Approved by the BoG
32/10	<b>Adoption of Separate Audit Report (SAR) for the FY 2023-24 received from C&amp;AG</b>	The Finance Committee went through the observations made in the Separate Audit Report (SAR) for the FY 2023-24 by the C&AG. The Finance Committee considered and recommended the Separate Audit Report for the FY 2023-24 for adoption by the BoG.	Adopted by the BoG
32/11	<b>To consider and approve the Budget proposal for Revised Estimates (RE) 2024-25 and Budget Estimates (BE) 2025-26</b>	The Budget proposal for RE 2024-25 and BE 2025-26 was presented before the Finance Committee. The committee recommended to request the MoE for sanction of additional grant to meet out the deficit as reflected in the budget proposal. The Finance Committee after due deliberations recommended the Revised Estimates (RE) 2024-25 and Budget Estimates (BE) 2025-26 for approval by the BoG.	Approved by the BoG
32/12	<b>To consider and approve the adoption of GoI guidelines for purchase of Briefcase/ Office Bag/ Ladies Purse and Newspaper by all the eligible employees of IIT (ISM), Dhanbad</b>	The agenda Item was withdrawn.	Noted
32/13	<b>To consider the matter regarding the initial pay of incumbents at the level of Assistant Professor, Grade-II (Contract), Academic Pay Level-10</b>	The Finance Committee deliberated the proposal taking into account the comments of JS&FA, IFD that <i>"This needs exclusive approval from Technical Bureau of MoE as an Establishment matter"</i> . Accordingly, the Finance Committee did not recommend the proposal.	Agreed by the BoG



32/14	<b>To consider and approve the New Faculty Incentive Scheme with respect to the new Assistant Professors at IIT(ISM), Dhanbad</b>	The Finance Committee deliberated the proposal taking into account the comments of JS&FA, IFD that <i>"there are no such approved guidelines of MoE on this matter. Proposal not agreed to as of now. Approval of Technical Bureau of MoE may be obtained"</i> . The FC suggested that instead of incentivizing new faculty members, Institute may propose a scheme to incentivize excellent faculty members and non-teaching employees who are contributing immensely to the Institute. This incentive scheme may be extended to excellent performers at each level, viz. excellent in teaching, research, excellent administrative officer, excellent staff members etc. they should be incentivized with substantial amount for their encouragement. Non-government funding under the control of the Institute maintained at R&D and Institute account may be identified for the said purpose.	Agreed by the BoG
32/15	<b>Proposals for (i) Creating Individual Professional Development Fund for Officers (PDFO) of IIT (ISM), Dhanbad; (ii) Establishing Performance-based Incentive (PBI) scheme for all Non-teaching employees of IIT (ISM), Dhanbad</b>	The Finance Committee deliberated the proposal taking into account the comments of JS&FA, IFD that <i>"there are no such approved guidelines of MoE on this matter. Proposal not agreed to as of now. Approval of Technical Bureau of MoE may be obtained"</i> . The Finance Committee opined that instead of the existing proposal, the Institute should bring an incentive scheme for non-teaching officers and employees who are rated outstanding in their annual performance appraisal and their punctuality & work output have been immensely helpful to the Institute. Such schemes may be launched from non-government funding generated by the Institute.	Agreed by the BoG
32/16	<b>To consider and approve the recommendation of the Committee constituted in compliance with the judgement dated 15.03.2024 delivered by the Hon'ble High Court of Jharkhand at Ranchi in WP(S) No. 5647 of 2013 and WP(S) No. 5663</b>	The Finance Committee deliberated the proposal in light of the comments of JS&FA, IFD, MoE. The FC noted that the HRA has been recommended by the committee to five faculty members for the period when they applied for entitled/ one level below quarters but the Institute could not provide it. After detailed deliberations, the Finance Committee agreed with the recommendations of the committee constituted by the Institute for the grant of HRA to five internal faculty members. The Finance Committee further suggested the	Approved by the BoG

	of 2013 to scrutinise the representations made by five internal faculty members	<p>Institute to reconcile its House Allotment Rules in light of applicable GoI guidelines and requirements of the IIT system to avoid the recurrence of such court cases in future. Accordingly, the Finance Committee recommended payment of HRA for the periods listed below for approval by the BoG.</p> <p>Prof. Akhilesh Prasad: from 01.01.2013 to 28.07.2014</p> <p>Prof. Manish Kumar Jain: from 01.01.2013 to 31.05.2013</p> <p>Prof. Mrinalini Pandey: No HRA is admissible for any period</p> <p>Prof. Vineet Kumar Rai: from 01.01.2013 to 25.04.2013</p> <p>Prof. Upendra Kumar Singh: from 01.01.2013 to 25.04.2013</p>	
32/17	<p><b>To receive and approve the recommendations of the 34th Senate held on 05.09.2024. (i) The grant of in-principle approval for starting a 4-year Integrated B.Sc. – B.Ed. program from AY 2025-26 along with applicable Fee; (ii) Tripartite MoU proposed to be signed with IIT Patna and Microtek Educational Society for initiating online/hybrid programs</b></p>	<p>The proposal recommended by the Senate to start the Integrated B.Sc.-B.Ed. program and to sign a tripartite MoU was considered by the Finance Committee. The JS&amp;FA, IFD, MoE commented that:</p> <p><i>'This needs approval of Technical Bureau of MoE. As per the observations of the Hon'ble Courts, technical courses where Lab work/ Practicals are involved, can't be conducted online. This needs to be taken into consideration'</i></p> <p>In response to the above, the Finance Committee was apprised that B.Sc.-B.Ed. program would be a full-time on-campus program. Further, the lab sessions, wherever required for online/hybrid programs will be conducted on campus as there would not be any relaxation in lab work/ practical session to the candidates. The Finance Committee recommended the following for approval by the BoG:</p> <p>(i) Starting 4-year Integrated B.Sc. – B.Ed. program from AY 2025-26 along with applicable Fees. The seats were reduced to 60 instead of 120 (20 for each department) so that there may be a combined class of 60 candidates wherever feasible. Regarding lateral entry directly into B.Ed program, the Institute will comply the decision of IIT council.</p>	Approved by the BoG



		(ii) The signing of a Tripartite MoU with the IIT Patna and Microtek Educational Society for initiating online/hybrid programs initially for BBA/MBA courses. It may be ensured that the degree will not carry the name of private party/service provider. The Institute may initiate the program either under bipartite agreement with the service provider or tripartite agreement with the service provider and IIT Patna as feasible. The service provider will also plan classes/ other activities of these courses at IIIF Delhi and Kolkata centers.	
32/18	<b>Status report on implementation of reservation policy for SC, ST, OBC and EWS in Faculty Recruitment</b>	The Finance Committee noted the status report.	Noted

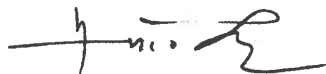
**32/10 To receive and approve the recommendations of the 34<sup>th</sup> Senate held on 05.09.2024**

The BoG approved the recommendations of the 34<sup>th</sup> Senate on the following items:

- (i) Approved the additional list as attached in the agenda note of students/scholars recommended for the award of Degree / PG Diploma;
- (ii) Approved sending request to the MoE for obtaining the assent of the Visitor for the award of Doctor of Science (Honoris Causa) to Dr. Vijay Kumar Saraswat in the ensuing Convocation of the Institute.
- (iii) Approved signing of MoU as proposed with IIM Mumbai.
- (iv) Approved Supplementary List of Experts for faculty selection in the HSS Department as attached with the agenda note.

**32/11 Modalities for confirmation of faculty members in the posts of Assistant Professor Grade-I (Regular) in Pay Level-12, Associate Professor in Pay Level-13A2 & Professor in Pay Level-14A**

The BoG considered the proposal regarding the modalities to assess the performance of the faculty members on probation for their confirmation. The prescribed six-monthly assessment report will be filled by the concerned faculty on probation, HoD will counter-sign to confirm the facts and final grading will be done by a committee as follows:



Director:	Chairman
Dean (Faculty):	Member
*BoG Member (Internal):	Member
*External expert of the relevant field:	Member
Concerned HoD:	Member

\*To be nominated by the Director

With the above suggestions, the BoG approved the proposal.

### 32/12 To consider the Annual Report for the Financial Year, 2023-2024

The Annual Report for the FY, 2023-2024 was presented to the members of the BoG for discussion. After due deliberations the BoG approved the Annual Report of the Institute for the FY, 2023-2024 for sending it to the MoE for laying before the both houses of the Parliament within the prescribed timeline.

### 32/13 Status report on implementation of reservation policy for SC, ST, OBC and EWS in Faculty positions

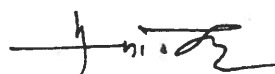
The BoG noted the Status report.

### 32/14 AOB:

#### (A) Parameters of the Annual Performance Appraisal Report (APAR) of faculty members

The parameters of the Annual Performance Appraisal Report (APAR) of faculty members were presented to the BoG. After detailed deliberations, the BoG opined on the following parameters with their weightage:

Sr. No.	Parameter	Weightage (%)
1	<b>Teaching</b> Academic courses taught, feedback, online courses designed/ offered (MOOC/ NPTEL/ SWAYAM etc.)	35
2	<b>Academic Research</b> Dissertations (PhD, M.Tech), Publications, Citations etc.	30
3	<b>Sponsored Research &amp; Consulting</b> Sponsored Research Projects, Sponsored Consultancy Projects, EDP/ PDP/ FDP/ Seminars/ Conferences/ Workshops/ Symposium etc.	15
4	<b>Academic Management</b> Institute Level, Department Level etc.	10
5	<b>Peer Recognition &amp; Outreach</b> Awards/ Fellowships/ Member of Govt. recognised national bodies/ Editorial Board etc.	10



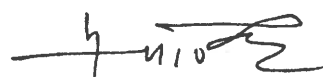
The performance will be assessed by a committee for awarding the performance score. A minimum performance score of 60 points out of 100 may be the benchmark for considering the faculty eligible for internal award/ incentive/ administrative positions etc. Those who score 80 or above may be honoured with an appreciation letter and other recognitions as decided by the Institute.

Director	: Chairman
*Senior Professor	: Member
*BoG Member (Internal)	: Member
Dean (Faculty)	: Member
Concerned HoD	: Member

\*to be nominated by the Director.

The Institute may devise the detailed modalities including its calendar for implementation of the faculty APAR system from the AY 2024-25.

**(B) CONFIDENTIAL**

  
[Prabodh Pandey] 30.9.2024  
Registrar & Secretary,  
Board of Governors