

Indian Institute of Technology Hyderabad
Board of Governors Meeting

MINUTES
of Second Meeting

27 April 2010 (Tuesday)
10:00 - 15:00 Hours
IIT Hyderabad Conference Hall

The Second Meeting of the Board of Governors of the Institute was held at IIT Hyderabad, on Tuesday, the 27th April, 2010, in the Conference Room of the Institute at its temporary Campus in the Ordnance Factory Estate, Yeddumailaram., The following were present-

Shri. Ajai Chowdhry (Chairman)

Dr. Mohandas

Dr. M Mathew

Prof. U B Desai (Director)

Dr. Anjan Kumar Giri

Dr. M V Pandu Ranga Rao

Leave of absence was granted to Dr. Kiran Mazumdar- Shaw, Shri C.R Biswal and Shri Sunil Kumar.

Dr. Giri acted as Secretary to the Board at the meeting since the Institute is yet to appoint the Registrar.

CONFIRMATION OF MINUTES OF THE FIRST MEETING OF THE BOARD OF GOVERNORS HELD ON THE 19TH JANUARY, 2010

1. (1) The Board CONSIDERED the Minutes of the first meeting held on the 19th January, 2010 which was already circulated to the Members.
- (2) The Board CONFIRMED the Minutes of the first meeting, as circulated.

REPORT OF ACTIONS TAKEN ON THE MINUTES OF THE FIRST MEETING OF THE BOARD OF GOVERNORS HELD ON 19TH JANUARY, 2010

2. (1) The Board CONSIDERED the Report of Actions taken on the various observations/suggestions and decisions as recorded in the Minutes of the first meeting held on the 19th January, 2010.
- (2) While considering the Report, the Board discussed the following matters-

i. a. Flexible Education System.

a. In response to the Chairman's query, the Director mentioned that a committee has already been formed to advise in the matter and it is likely to take some time before we get the recommendations from it. Meanwhile, in order to avoid loss of time, it has been decided to implement the Minor/Hons. stream concept from the next semester. The Director also explained to a further query of the Chairman, the difference between Minor and Hons. courses. The Minor stream is an additional option to any B.Tech available and one can opt for minor in another subject (which is of 12 credits) and for the better students there is provision to go for Hons. in the same subject. It was also stressed that the Minor and Hons. courses are additional options to the B.Tech degree and there is no compulsion to opt for either Minor or Hons. for any student. By taking more credits (for brighter students and who is willing to put in extra effort), there will be additional value addition to such students.

b. **Encouraging IIT B.Techs to join M.Tech** It is long felt that the B.Techs from IITs usually do not opt for higher courses. Only students from the second tier Institutes come for M.Tech in IITs. The BoG members felt that some efforts should be made to attract the IIT-B.Techs to do their higher studies in IIT itself. The Director explained that in a sense to some extent, the Hons. course will bridge the gap between these undergraduate and post-graduate courses and it is expected that some of these Hons. students will join the PG courses. Whereas the Minor course will add new option to the students and they can pursue in the minor stream afterwards. The Hons. is going into depth in a particular subject but minor is for giving more exposure to a second preference subject. It was also felt that we should modify the syllabus so that it will be interesting and innovative.

ii **Urban Planning:** After initiating steps in this regard to learn from the Singapore experience as was suggested by the Chairman at the first meeting, the Director mentioned that a Team from Singapore has visited the Institute and necessary dialogue is on as to how best we can learn the excellent urban planning practices in Singapore and implement in our Institute. It was suggested that to begin with, students may apply for projects to Singapore agencies/companies. It was felt that in the near future around 20-30 cities will come up in India and we must learn the best urban planning from Singapore. The Board decided to follow it up.

iii **Establishment of Medical School:** It was suggested that to start with, the proposed Medical School of the Institute should be without MBBS degree ie to have a PG Medical School. In fact we can identify a good **medical school** in Hyderabad and link it up. It was suggested that we can start the dialogue with NIZAM's Institute of Medical Sciences, Hyderabad, and explore collaboration with the academics. Dr. Mohandas offered to contact Dr. Prasad who is the Director of the Institute. It was also suggested to approach the Apollo Hospital authorities in this regard. The Chairman suggested that we can talk to Ms. Sangeeta Reddy (CEO, Apollo Hospitals) and start discussion. The Chairman agreed to discuss with her initially. It was also felt that Dr. Kiran Mazumdar-Shaw would be of great help in the matter who is herself a well known expert in Biotech.

iv. **Advisory Council** : The Director mentioned that the proposed Advisory Council for the Institute is being formed with the Chairman BoG as the Chairman of the Council and names of other members are being finalized.

v. The Director also mentioned that as approved by the Board at its first meeting, Honorary Professorship has been offered to Prof. M. Vidyasagar and Prof. P R Kumar. These reputed experts would, as part of their academic plan in the Institute, deliver specific lectures covering a particular area which would be a part of the B.Tech program's fractional credit courses and as that would be mentioned in the Transcript of the student concerned, it would not only be a value addition, it would help the students in their placement/prosecution of further studies. The Director clarified that the entire proposal would be placed before the Academic Council (Senate) for its approval.

vi. **Indo-Japan Collaboration**

a. The Director mentioned that the Indo-Japan collaboration has since been initiated and certain progress has been achieved in this regard. Broadly, five areas have been identified by the Joint Group for this purpose, namely, Environment and Energy, Digital Communications, Design & Manufacturing, Nanotechnology and Nanoscience and Civil and Urban Planning . The R&D cooperation is likely to start in July. The ODI loan may be finalized by the MHRD. The Director also mentioned that basically the loan will be used towards building the Library, Guest House, Convention Center, and Student Activities Center and other such building which will be used by a large fraction or whole of the campus community

b. The Director also mentioned that the Japanese Group wants a detailed Project Report which he said is yet to be prepared. The Chairman advised that the Project Report may be prepared and completed at the earliest and the same may be forwarded to them so that they can release the loan. At this point, the Director informed the Board that the Japanese Team has shown keenness on its part for this Project and it is ready to fund the projects.

c. The Chairman advised to appoint a Coordinator who may be called as JICA-Coordinator. In fact, he added, that keeping in view the real need for this purpose, the JICA -Coordinator could also look after all the administrative aspects of Indo-Japan collaboration. A dedicated suitable person should be identified so that the whole process could be accelerated.

d. The Director informed that Hitachi smart Grid Technology Project is going to be taken up and the Hitachi team is going to visit the Institute soon to discuss various aspects of collaboration.

e. The Chairman advised to add and include a few more items from the Japanese side apart from the five areas which have been identified. He suggested to set up an Advanced Center/Lab on Manufacturing Technology since the Japanese Manufacturing Sector is widely reputed. The Lab/Center with sophisticated instruments/equipments can be fully funded by the Japanese side.

The Board endorsed the suggestions and decided that necessary steps be taken in this regard.

vii. **Administration:** The Board felt that somebody should be appointed/assigned for the administration to which the Director informed that for the post of Registrar the offer is in the process of finalization after certain verification and hopefully soon we will have our Registrar. The Chairman advised that the MDI can be contacted to get good administrative people. It was also mentioned by the Chairman that if required an Associate Dean (administration) from among our faculty members may be appointed for the smooth functioning of the Institute if a Dean cannot be appointed.

viii. **Composition of Senate:** As an interim arrangement, pending composition of the Senate according to the provisions of the Act and the Statute after the senior faculty are appointed, the Director mentioned that the Board has since decided the composition of Senate and in this context the Chairman opined that it will be better to restrict the senate members to say around 20-30.

(3) The Board, with the above observations and suggestions, APPROVED the Report of Actions on the Minutes of the first meeting of the Board.

INSTITUTION OF ADJUNCT PROFESSORSHIP AND APPOINTMENT OF THE FIRST ADJUNCT PROFESSORS.

3.(1) The Board, in the context of the growing needs of the Institute to involve external experts both from industry as well as academia for various activities of the Institute, CONSIDERED the proposal for institution of Adjunct Professorship at the Institute. both from within the country as well as from abroad to spend some time either at a stretch for one-two months or on occasional visits over a period to participate in the teaching or research activities of the Institute.

(2) The Board NOTED that the proposal does not envisage any specific financial commitment on the part of the Institute. The Adjunct Professor will be provided normal courtesies and wherever necessary, some facilities of local travel etc. However, remuneration may be paid based on the services rendered.

(3) The Board also CONSIDERED the names of Dr. S Seshadri and Dr. S Rajmani, and their detailed bio-data both of whom are currently in India and who have rich and extensive research and academic experience for appointment as Adjunct Professors.

(4)The Board RESOLVED to institute Adjunct Professorship in the Institute as proposed in the agenda item.

(5) The Board FURTHER RESOLVED that as proposed in the agenda item, Dr. S Seshadri and Dr. S. Rajamani be appointed as Adjunct Professors of the Institute and the Director is requested to take all necessary steps in this regard.

INSTITUTION OF VISITING PROFESSORSHIP AND APPROVAL TO THE PROPOSAL FOR APPOINTMENT OF THE FIRST VISITING PROFESSOR.

4. (1) The Board **CONSIDERED** the proposal, in the context of the growing needs of the Institute, to involve external experts both from industry as well as academia, mainly for teaching and research activities of the Institute, institution of Visiting Professorship, Visiting Associate Professorship and Visiting Assistant Professorships at the Institute from Hyderabad and surrounding areas which will also enhance involvement of people from the local experts.

(2) The Board NOTED that there will be no financial commitments on the part of the Institute. It may wherever necessary, extend normal facilities of visits of the Professors who may accept such assignments. Remuneration can be given based on services rendered.

(3) The Board also CONSIDERED name of Dr. Pratap S. Vanka, and also looked into his bio-data who is well known expert in his field.

(4)The Board RESOLVED to institute Visiting Professorship, Associate Visiting Professorship and Assistant Visiting Professorship in the Institute as proposed in the agenda item.

(5) The Board FURTHER RESOLVED that as proposed in the agenda item, Dr. Pratap S. Vanka be appointed as a Visiting Professor of the Institute and the Director is requested to take all necessary steps in this regard.

IMPLEMENTATION OF THE SIXTH PAY REVISED PAY STRUCTURE FOR TEACHING AND NON-TEACHING STAFF OF THE INSTITUTE

5. (1) The Board CONSIDERED and NOTED the Report that consequent to the implementation of the Sixth Pay Commission and Pay Revision for the employees of the Central Government, the Ministry of Human Resource Development (MHRD) had communicated to the IITs by their following three letters, revision of pay and related matters in respect of Director, Faculty, Registrar and other Officers

1. Letter No. F.No,23-1/2008-TS II dated 18.8.2009
2. Letter of even Number dated 16.9.2009
3. Letter of even Number dated ??? (the date has to be different for it is issued in continuation of MHRD's letter dated 18.8.2009)

(2) The Board also **CONSIDERED** and **NOTED** that besides the pay revision for the different cadres of faculty, the Ministry has inter-alia informed as follows –

3. "(iii)A cumulative Professional Development Allowance for Rs.3 lakhs for every block period of 3 years may be made available to every member of the faculty on reimbursable basis to meet the expenses for participating in both national and international conferences paying the membership fee of various professional bodies and contingent expenses"

INSTITUTION OF VARIOUS TEACHING AND NON-TEACHING POSTS IN THE INSTITUTE

6. (1) The Board **CONSIDERED**, in the context of the provisions of Section 13(2) (d) of the IITs Act,1961, institution of various teaching and non-teaching posts in the Institute.

(2) The Board **NOTED** that the Ministry of Human Resource Development, Govt of India, has communicated formal approval for various teaching and non-teaching posts which will qualify for grants from it on a continuing basis (Annexures 1 and 2)

(3) The Board **RESOLVED** in terms of the above provisions of the IITs Act, that the various teaching and non-teachings posts as shown in the Annexures 1 and 2 be instituted from the dates of communication from the Ministry in this regard.

FORMAL APPROVAL TO THE ACTUAL PAY FIXATION OF THE FACULTY APPOINTED IN THE REVISED PAY STRUCTURE AS PER RULES

7. (1) The Board **NOTED** that from time to time, it has approved various appointments of faculty, who were recommended by the respective Selection Committees through due process of selection, in the Revised Sixth Pay Commission Grade Pay and Pay Bands.

(2) The Board RESOLVED to accord its formal APPROVAL to the actual pay fixation in individual cases done as per Rules, as shown in the Annexure 3.

NOMINATION OF THE BOARD OF GOVERNORS ON THE VARIOUS SELECTION COMMITTEES FOR SELECTION OF FACULTY

8. (1) The Board CONSIDERED, under the provisions of the Statute No.12 of IITs, relating to Appointments, nominations of two persons, '**one being an expert but other than a member of the Board**' on the Selection Committees for the various faculty positions in the Institute.

(2) The Board APPROVED the list of persons who are reputed faculty/experts in different subjects as given in the Annexure 4 as its nominees authorizing the Director to invite them according to availability of the persons and the need from time to time.

REPORT RELATING TO THE ACTIONS TAKEN BY THE CHAIRMAN FROM TIME TO TIME SINCE THE LAST MEETING

9. The Board CONSIDERED and APPROVED the various actions/approval of the Chairman since the first meeting of the Board held on the 19th January, 2010, as given in the agenda item.

REPORT OF THE VARIOUS PURCHASES MADE BY THE INSTITUTE FROM TIME TO TIME FOR TEACHING, HOUSING AND FOR ADMINISTRATIVE PURPOSES

10. (1) The Board NOTED that the Institute started functioning from the academic year 2008-09 from the scratch, temporarily in the Ordnance Factory Estate, Yeddumailaram, by arrangements with the authorities of the Government of India, Ministry of Defence..

(2) The Board also NOTED that the General Manager of the Factory and his team have been very supportive in providing accommodation and other facilities required for Teaching, Offices, Hostels, Faculty housing, Guest House, etc within the Estate of the Factory which greatly facilitated the starting of the Institute.

(3) The Board further NOTED that the Institute had huge challenges before it to organize various facilities for setting up offices, creating teaching facilities in the class rooms, providing library facilities etc within a very limited time before it for starting the teaching for which the

Institute was required to make various purchases of equipment, furniture, consumables etc. and engage contractors

(4) The Board further NOTED that broadly, the purchases were made initially by the Mentor IITM according to its own rules. After the first Director has joined, purchases were also made to meet the needs of the growing number of students and activities both for teaching and research. The third year batch will shortly join the Institute. The Institute has also made provision for faculty cubicles by erecting pre-engineered material adjacent to the main activity centre of the Institute.

(5) The Board APPROVED various arrangements, contracts, purchases and actions of the Institute which were needed in the interest of setting up the Institute and continuing the teaching and other activities, as required from time to time, and as shown in the agenda item.

FOLLOWING TEMPORARILY THE STATUTES AND VARIOUS RULES AND REGULATIONS OF IITM FOR OPERATIONAL PURPOSES TILL THE INSTITUTE FRAMES ITS OWN.

11 (1)The Board CONSIDERED that the newly born IITH is in its second year of infancy and therefore, it is yet to frame its Statutes, Regulations and various Rules that are required both for constitutional as well as for day-to-day operational purposes.

(2) The Board, in view of the above position, APPROVED that till the Institute frames its own Statutes, Regulations and various Rules that are required both for constitutional as well as for day-to-day operational purposes, the Statutes of the Mentor IITM be followed.

(3) The Board also APPROVED that for its day-to-day operational purposes, the Rules, Regulations etc. of IITM be, to the extent such Rules, Regulations etc. are not framed by the Institute, followed.

(4) The BOARD also suggested that steps be taken to frame the Statutes and the necessary Rules etc.

AUTHORIZING THE DIRECTOR TO SIGN VARIOUS CONTRACTS ON BEHALF OF THE INSTITUTE IN TERMS OF THE STATUTE 9 (13)

12. (1)The Board NOTED that under the following provisions of the Statute 9 (13), it is necessary to authorize the Director to sign Contracts on behalf of the Institute for various operational purposes: -

" (13). All contracts for and on behalf of the Institute except the one between the Institute and the Director shall when authorized by a resolution of the Board passed in that behalf shall be in writing and be expressed to be made In the name of Institute and every such contract shall be executed on behalf of the Institute by the Director, but the Director shall not be Personally liable in respect of anything under such Contract"

(2) The Board RESOLVED that the Director be and is hereby authorized to sign all contracts for and on behalf of the Institute.

(3) The Board further NOTED that as the Institute grows, it will be necessary to delegate any of the powers, responsibilities and authorities vested in the Director to such members of the academic or administrative staff of the Institute as may be necessary.

APPROVAL FOR OPENING BANK ACCOUNTS AND OPERATION OF ACCOUNTS OF THE INSTITUTE

13. (1) The Board CONSIDERED the proposal for approval for opening and operation of various Accounts of the Institute.

(2) The Board APPROVED opening of various Accounts in the State Bank of India, Kandi Branch, which is the nearest Branch of SBI and operation of accounts by the Director and one of the two faculty, namely Prof. U.V. Varadaraju (IITM) and Prof R.D. Koilpillai (IITM).

APPROVAL TO THE TEMPORARY ARRANGEMENTS MADE BY THE INSTITUTE WITH THE ORDNANCE FACTORY, MINISTRY OF DEFENCE FOR HOUSING THE INSTITUTE IN THE CAMPUS OF THE FACTORY

14. (1)The Board NOTED that the Institute had to become operational within a short time making a number of arrangements relating to the Teaching, Library, Hostel accommodation - Girls and Boys-, Institute Offices, Faculty housing, Guest House accommodation and facilities etc. and that they could be done with the generous and active support of the Ministry of Defence, Ordnance Factory, Medak.

(2) The Board also NOTED that for the purpose of using the facilities mentioned, the Institute is required to make payments to the Government the amount on monthly/annual basis as mentioned in the agenda item.

(3) The Board APPROVED both the temporary arrangements of housing the Institute infrastructure facilities in the Ordnance Factory Estate as also the payments for using the facilities.

CREATION OF RESEARCH DEVELOPMENT FUND (RDF) FOR PROFESSIONAL ACTIVITIES OUT OF THE OVER- HEADS OF SPONSORED PROJECTS

15. (1) The Board CONSIDERED the question of the pressing need to professionally up-date the faculty for which they generally face shortage of funds/opportunities .and therefore the proposal to credit a part of the overheads of the Sponsored Projects to credit to a Research Development Fund (RDF) of the Institute.

(2) The Board, recognizing the imperative need . for providing additional funds for professional development of the faculty on a continuing basis, APPROVED that 20% out of the Overheads of the Sponsored Projects be credited to the Research Development Fund (RDF), as proposed in the agenda item.

APPOINTMENT OF ASSOCIATE HEADS OF DEPARTMENTS OF THE INSTITUTE AS A TEMPORARY ARRANGEMENT

16.(1) The Board CONSIDERED the proposal to appoint, as a temporary arrangement, Associate Heads of Departments from among the full-time Associate and Assistant Professors of the Institute..

(2) The Board NOTED that since the establishment of the Institute, the faculty of IITM has been functioning as Heads of the various Departments, in the absence of the senior faculty in position in the Institute.

(3)The Board APPROVED and AUTHORIZED the Director that as a temporary arrangement, till the senior faculty are appointed, he may appoint Associate Heads from among the full time Associate and Assistant Professors of the Institute.

STARTING OF THE M. TECH. AND M.SC PROGRAMS FROM THE ACADEMIC YEAR 2010-11

17. (1) The Board CONSIDERED the proposal to start M.Tech. program in the following subjects from the academic year 2010-11 -

1. Computer Science & Engineering
2. Electrical Engineering
3. Mechanical Engineering
4. Chemical Engineering
5. Civil Engineering
6. Materials Science & Engineering

(2) The Board also CONSIDERED the proposal to start M.Sc. program in Chemistry from the academic year 2010-11

(3) The Board APPROVED that from the academic year 2010-11, M. Tech program be started in the six subjects mentioned above.

(4) The Board also APPROVED that from the academic year 2010-11, M. Sc program in Chemistry be started.

APPROVAL OF THE INTAKE OF THE B TECH PROGRAM FROM THE ACADEMIC YEAR 2008-09

18 (1) The Board CONSIDERED and NOTED that in accordance with the plan of the MHRD, the Institute started functioning from the academic year 2008-09 providing teaching B. Tech. in three branches, namely, Computer Science & Engineering, Electrical Engineering and Mechanical Engineering with an intake of 40 students for each.

(2) The Board APPROVED the actions as mentioned above from the academic year 2008-09.

(3) The Board suggested that keeping in view the growing demand in the market, the Institute should also start Civil Engineering at the B.Tech level, as soon as possible.

PROPOSAL OF INTRODUCING (1) B.Tech. HONS. MAJOR AND (2) B.Tech. MINOR AT THE B TECH PROGRAM OF THE INSTITUTE

19.(1) The Board CONSIDERED the proposal to make provisions for the B.Tech students to opt for additional Credits for the B.Tech. Hons. Major program and B.Tech. Minor subject to the conditions mentioned in the agenda item

(2) The Board NOTED that the provisions for B.Tech. Hons. Major and B.Tech. Minor have been experimented successfully at IIT Bombay

(3) The Board APPROVED that the proposal of making provisions for the B.Tech. students for B.Tech. Hons. Major and B.Tech. Minor.

PROPOSAL FOR GIVING INCENTIVES TO THE FACULTY WHO ARE FELLOWS OF THE IDENTIFIED NATIONAL ACADEMIES

20(1)The Board CONSIDERED the proposal of paying an honorarium of Rs.15,000.00 p.m. mooted and recommended at the Scientific Advisory Committee of the Prime Minister(24.10.2006) and implemented by the University Grants Commission, to those faculty who are Fellows of at least two of the following four Academies, namely,;

1. National Academy of Science, Allahabad.
2. Indian Science Academy, Bangalore.
3. Indian National Science Academy, New Delhi
4. Indian National Academy of Engineering, New Delhi

(2) The Board NOTED that CSIR is also paying Rs.15,000.00 p.m. to the Bhatnagar Awardees. However, a teacher can get either from CSIR or under UGC scheme mentioned above.

(3)The Board also NOTED that IIT Bombay has adopted the aforesaid scheme of UGC for it provides incentives to the faculty.

(4) The Board APPROVED the proposal of paying Rs.15,000.00 p.m. to the faculty concerned as proposed in the agenda item.

PAYMENT OF PER DIEM/DAILY ALLOWANCE TO THE FACULTY MEMBERS FOR PARTICIPATION IN INTERNATIONAL CONFERENCE ABROAD

21.(1) The Board CONSIDERED the Proposal for payment of per-diem/daily allowance to the faculty members for participation in international conference abroad.

(2) The Board APPROVED the following rates/norms for payment of per-diem/daily allowance for the faculty -

Countries	Payment of Per-Diem
Europe/Japan/US/Australia	US\$ 100/ per-diem. If Hotel accommodation is availed, a maximum of US\$ 200/ on production of hotel vouchers.
Other Asian and African Countries	US\$ 75/ per-diem. If Hotel accommodation is availed, a maximum of US\$ 150/ on

	production of hotel vouchers.
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(3) The Board also DECIDED that in case a faculty member is provided full hospitality in cash by the Organizers/any other Agency, no DA will be paid. However, if free hospitality i.e. Travel, Boarding and Lodging is provided by the Organizers, only an out-of pocket allowance of US\$ 25/ per-day will be paid.

(Supplementary Agenda)

CASE OF DR ASHLEY TELLIS, ASSISTANT PROFESSOR, RELATING TO HIS PERFORMANCE

22.(1) The Board CONSIDERED the case of Dr. Ashley Tellis, Assistant Professor and the relevant Report of unsatisfactory quality of teaching as provided by the Director who is the Academic and Executive Head of the Institute.

(2) In the course of deliberations, it was mentioned that the teaching of Dr. Tellis including his method and ways of teaching to the young B. Tech/M. Tech and Ph. D students of the Institute was far from satisfactory. Importantly and ironically, students of all streams whom Dr. Tellis taught during the last two semesters at the Institute have complained several times to the content and the manner in which he taught them.

(3) The Board LOOKED into the Performance Evaluation Report given by the students (which is a standard practice in all IITs) and which were not upto the standards/expectations of a faculty member in a premier Institute of National Importance like that of IIT.

(4) The Board CONSIDERED and looked into all aspects of the case and after deliberations on the subject in particular keeping in mind the best interests of the Institute, unanimously RESOLVED that the services of Dr. Ashley Tellis, Assistant Professor, who is on probation, be terminated, and stand terminated with immediate effect.

(5) The Board DESIRED that the Director be requested to communicate the decision of the Board to Dr. Tellis.

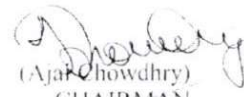
**APPOINTMENT OF ASSISTANT PROFESSORS ON CONTRACT AND
DECIDING THEIR COMPENSATION**

23. (1) The Board CONSIDERED the question of appointments on Contract, Assistant Professors with Ph.D but without the required 3 years experience and the related question such as compensation etc.

(2) The Board DECIDED that the compensation of the persons as Assistant Professors on Contract, be as follows

- i) Fresh Ph.D: Basic - Rs 26,620/- with AGP Rs 6,000/-
- ii) Ph.D + 1 year: Basic - Rs 27,630/- with AGP Rs 7,000/-
- iii) Ph.D + 2 years: Basic - Rs 28,670/- with AGP Rs 7,000/-
- iv) Ph.D. + 3 years: Basic - Rs 30,000/- with AGP Rs 8,000/-
(the experience will counted at the time of joining the Institute)

The meeting ended with a vote of Thanks to the Chair.


(Ajar Chowdhry)
CHAIRMAN