



OFFICE OF THE REGISTRAR
INDIAN INSTITUTE OF ENGINEERING SCIENCE AND TECHNOLOGY, SHIBPUR
AN INSTITUTE OF NATIONAL IMPORTANCE
(FORMERLY BENGAL ENGINEERING AND SCIENCE UNIVERSITY, SHIBPUR)

Minutes of the 28th meeting of the Board of Governors of Indian Institute of Engineering Science and Technology (IEST), Shibpur, held online/hybrid mode on 27th August, 2024 at 3.30 p.m.

The following members were present:

1. Dr. Tejaswini AnanthKumar, Chairman and Co-Founder, Adamya Chetana Foundation, Bengaluru 560 019 - Chairperson, BoG, IEST, Shibpur
2. Prof. V M S R Murthy, Director, IEST, Shibpur - Ex-Officio Member, BoG, IEST, Shibpur
3. Prof. Govindan Rangarajan, Director, IISc., Bangalore - Ex-Officio Member, BoG, IEST, Shibpur
4. Prof. Amit Roy Chowdhury, Professor, Dept. of Aerospace Engineering and Applied Mechanics, IEST, Shibpur, Senate nominee
5. Prof. Sudip Kumar Roy, Professor, Dept. of Civil Engineering, IEST, Shibpur, Senate nominee
6. Shri Narayan Singh Bisht, Dy. Secretary (Scholarship & NITs), Dept. of Higher Education, MoE, Shastri Bhawan, New Delhi-110 001 - Ex-Officio Member, BoG, IEST, Shibpur.
7. Shri Mukesh Kumar, Director (IFD), Dept. of Higher Education, MoE as Member of Finance Committee, IEST, Shibpur
8. Prof. Anirban Gupta, Registrar (Acting) IEST, Shibpur, and Secretary, BoG, IEST, Shibpur.

The following member was absent:

1. Secretary, Higher Education Department, Govt. of West Bengal - Ex-Officio Member, BoG, IEST, Shibpur.

At the outset, Dr. Tejaswini Ananth Kumar, Chairperson, BoG, welcomed all the members present physically as well as those in the online mode. The Registrar was requested to present the agenda items of the meeting. Accordingly, the Registrar placed the agenda items.

Item No. 28.01: Confirmation of the Minutes of the 27th meeting of the BoG held on 7th May, 2024.

Resolution 28.01

BoG confirmed the minutes of the 27th meeting, held on 7th May, 2024.

Item No. 28.02: Confirmation of the Minutes of the previous BoG meetings (24th, 25th and 3rd Special meeting of the BoG).

Resolution 28.02

These meetings were held last year and has issues spanning various functions. In the 27th BoG meeting it was discussed that all these pending issues will be classified in a tabular form and will be presented here. As the required information could not be made available in the desired format, these minutes could not be confirmed. However, Chairperson suggested that these matters may be taken up at the earliest, may be online mode, for early confirmation.

Item No. 28.03: Review of actions taken on resolutions from the 27th BoG meeting and others previous BoG meetings, if any.

Resolution 28.03

BoG noted the actions taken on the resolutions of the 27th meeting, held on 7th May, 2024.

Item No. 28.04: Review of recruitment of faculty members department wise and discuss the possible solutions and Status of non-teaching employee recruitment.



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Resolution 28.04

Recruitment of faculty as per advertisement might be carried out as early as possible after due checks of reservation roster and its confirmation.

Item No. 28.05: To nominate two persons by the BOG from amongst its members as the members of the Finance Committee for the Institute as per 1(iv) of statute 10 of the Statute of the IEST, Shibpur Statute, 2017.

Resolution 28.05

Prof. Amit Roy Chowdhury, internal member of BoG, is nominated as a member of the Finance Committee amongst the current BoG members. Another member may be nominated once other vacant positions of BoG are filled up.

Item No. 28.06: -(i) To ratify the pay protection of Prof. V M S R Murthy, Director, IEST, Shibpur as per MoE's letter no. F.No. 33-5/2023-TS.III dt. 13.11.2023.

- (ii) To consider the MACP of Dr. Biman Bandyopadhyay, Former Registrar of IEST, Shibpur and Dr. Hari Prasad Sharma, Joint Librarian, IEST, Shibpur.
- (iii) First phase beneficiaries of restructuring.
- (iv) Status of non-submission of acceptance for fitment/promotion orders.
- (v) Recruitment of Officers.
- (vi) Action taken report in respect of MoE's letter vide no. F.No. 32-1/2023-TS.III dt. 04.06.2024.
- (vii) Consideration of counting past services cases i) Dr. Dibyendu Chatterjee ii) Prof. Bhabani Prasad Mukhopadhyay iii) Prof. I. N. Sinha and iv) Shri Dipankar Chakraborty.

Resolution 28.06

- (i) Pay of Prof. V M S R Murthy, Director of the Institute may be fixed considering the pay protection and also deputation allowance at ₹2,25,000.00 (as per order F.No. 62-2/2022-TS-I dated 22.08.2024) considering the pay protection of Rs. 2,24,100.00 plus deputation allowance of Rs. 900.00. BoG approved the same.
- (ii) Dr. Biman Bandyopadhyay, Former Registrar and Dr. Hari Prasad Sharma, Joint Librarian of the Institute have been entitled for MACP as confirmed by the MoE vide their order nos. F.No. 31-1/2024-TS.III dated 29.05.2024 and F.No. 31-2/2024-TS.III dated 13.08.2024 respectively. The confidential reports on MACP submitted by the respective DPCs constituted for this purpose were placed in the meeting. The BoG has approved the recommendations of the respective DPCs for financial upgradation to Pay Level 15 under MACP scheme to Dr. Biman Bandyopadhyay w.e.f. 15.01.2018 and Dr. Hari Prasad Sharma w.e.f. 02.02.2022. The details for the same are furnished below:



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Sl. No.	Department	Name	Designation	Date of Joining at IEST, Shibpur	Date of Last Promotion/ CAS	Present PL	Date of Effect for MACP	Recommended for PL under MACP Scheme
1.	Office of the Registrar	Dr. Biman Bandopadhyay	Registrar (Retired on 31.01.2021)	15.01.2008 (Registrar)	Nil	Level 14	15.01.2018	Level 15
2.	Ramanujan Central Library	Dr. Hari Prasad Sharma	Joint Librarian	12.03.1999 (Assistant Librarian)	02.02.2012 (Joint Librarian)	Level 14	02.02.2022	Level 15

- (iii) Restructuring of non-teaching employees is under examination by the MoE, hence the agenda is deferred as advised by MoE. DPC for internal staff has been reported. The written test has been completed. It is suggested that a proficiency test might be taken with 50% weightage for each of the written and proficiency test. Further modalities, if any, may be decided considering the job requirement by a duly constituted committee of the Institute.
- (iv) This item was deferred as advised by MoE, as the restructuring of non-teaching employees is under examination by the MoE.
- (v) Recruitment of Officers for various positions including the Registrar might be carried out as early as possible as per advertisement after due checks of reservation roster.
- (vi) It is reported that necessary office order (No. RDO/868/24 Date 23.08.204) has been issued in respect of MoE's letter vide no. F.No. 32-1/2023-TS.III dated 04.06.2024. The follow-up action also may be initiated
- (vii) The case of counting of past service of Prof. I. N. Sinha has been considered on priority basis as he has superannuated. Counting of his service years at the Indian School of Mines, Dhanbad has been approved. Remaining cases of past service counts of all employees will be compiled and be taken up together in the next BoG meeting.

Item No. 28.07: To consider the appointment of Professor of Practice.

Resolution 28.07

The proposal of introducing Professor of Practice at IEST, Shibpur has been placed. Director informed that a similar position is operational in NIT Calicut, NIT Jalandhar and also NIT Rourkela, thus there is precedence. Considering the need to bring industry expertise for enhancing academic and industry interaction, it has been agreed that five Professors of Practice may be introduced to begin with as per the guidelines presented. Recruitment may be done looking into the needs of the Department as well as nature of expertise desired. Based on successful delivery this may be reviewed after a year. The matter was discussed in details in FC and BoG agreed in line with the FC's decision.

Item No. 28.08: To consider the Senate expert nominee for faculty recruitment.

Resolution 28.08

The list of Senate Expert Nominee (finalized at the 36th Meeting of the Senate, held on 30.07.2024) has been placed and BoG approved the same.

Item No. 28.09: To consider the BoG expert nominee for faculty recruitment.

Resolution 28.09

The list of BoG expert nominee placed by the Director has been approved.



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Item No. 28.10: To consider the issue of Associate Dean positions.

Resolution 28.10

The need of a few more Associate Dean positions to facilitate various key functions such as Academic, Research & Consultancy, Student Welfare, Faculty Welfare, Planning & Development, International Relations & Alumni Affairs, has been placed along with a token remuneration. The proposal has been approved with a token honorarium of ₹ 3,500/- per month for the Deans and ₹ 2,000/- per month for Associate Deans. In total there will be six (06) Deans and twelve (12) Associate Deans.

Item No. 28.11: Report regarding tendering process for outsourced manpower supply agency, security agency, garbage clearing agency and housekeeping agency for Guest House.

Resolution 28.11

It has been reported that the outsourcing agencies have been recruited through due tendering in GeM for **outsourced manpower supply** (M/s. Royal India Securitaus), **security** (M/s. Watch & Ward Security Services), **garbage cleaning** (M/s. RFS Agrico Pvt. Ltd.) and **housekeeping for Guest House** (M/s. Paradise Enterprise) for the year 2023-24. It is also reported that the issues with the previous engagement of M/s Golden Hospitality Services Pvt. Ltd. was replied to MoE vide letter no. MOE/01/07/2024, dated 04.07.2024. The observations of MoE on its engagement were also examined by a committee constituted for this purpose covering various aspects such as the initial tendering process and the circumstances of its continuation with due documented support. It was informed by MoE that all needful steps such as age, police verification and performance to be strictly ensured for all such existing and future engagements.

Item No. 28.12: To ratify remuneration of the existing legal counsellor of the Institute approved by the former Director and consider the EoI for empanelment of legal practitioner of the Institute.

Resolution 28.12

Advocate Subrata Mukherjee has been engaged from 2015 to give regular advice and opinion on legal matters pertaining to the Institute. The office memorandum no. 23(02)/2011-JUDG dated 1st September 2011 issued by the Ministry of Law & Justice, GoI did not provide any rates for appearance of an Advocate in High Court & fee for retainer. He has been engaged as a retainer for monthly fee of ₹15,000/- with additional fee of ₹ 8,500/- per opinion in writing, which has been approved by IEST authority in 2015 with the approval of the former Director based on the recommendation of a Committee.

Being a senior advocate, BoG approved the rate of fees for Advocate Subrata Mukherjee.

The Registrar informed that an EoI has been released for empanelment of lawyers of the Institute. The office memorandum no. 26(1)/2014/judl. dated 1st October, 2015 of the Ministry of Law & Justice will be adopted with regards to payment of fee for various types of engagement. MoE suggested IEST Shibpur to explore further opportunities to engage advocates enlisted in the Central Government as per need.

Item No. 28.13: Report regarding CAG observation on HAG promotion.

Resolution 28.13

The CAG observation on HAG promotion has been placed alongwith the replies of IEST, Shibpur given to CAG. The procedure followed for considering the performance (credit points in respect of journal papers to be considered from last promotion/appointment) was found to be in line with the Recruitment Rules and the Oversight Committee report as well as the procedure followed by some other NITs. This helps one to perform at all positions in terms of publications which is one of the key parameters under NIRF ranking framework. It was also reported that the faculty



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recruitment for all positions in different earlier cycles was also done in the similar lines and the same was reported and approved in the 13th (Item 13.07), 17th (Item 17.13, 21st (Item 21.09) BoG meetings held on 14.06.2019, 03.09.2020, and 25.08.2021, respectively. The institute has advertised the same guideline and is following the set norms in the ongoing recruitment cycle also. BoG observed that the procedure followed is in order and consistent with the criteria mentioned in the Statute.

Item No. 28.14: Report on tentative Annual Budget Allocation for FY 2024-25 by MoE, GoI.

Resolution 28.14

Tentative annual budget allocation of FY 2024-25 has been placed alongwith the grant received under Object Heads 31, 35 and 36. It has been observed that the allocated grant by the Ministry is not adequate to meet the old and current infrastructure renovation demands including new infrastructure under different stages of construction (10 storied boys hostel, G+5 Building) and also for maintenance and upgradation of laboratory equipment. The budget requirement has been revised and submitted. Actual requirement till September, 2024 (₹83 crores) and from October, 2024 to March, 2025 (₹161.18 crores) has been presented. MoE has responded positively to consider the requirement and release the payment. The one-time grant (during 2014 conversion) pending balance of ₹ 23.1 crores for infrastructure was also raised and MoE has asked the institute to send the same with details of infrastructure to be renovated or built for needful consideration. The matter was discussed in details in FC and BoG agreed in line with the FC's decision.

Item No. 28.15: To consider the issue of Delegation of powers to Deans and Associate Deans.

Resolution 28.15

Delegation of power to the Deans and Registrar in connection with sanction of leaves as proposed has been approved. The matter was discussed in details in FC and BoG agreed in line with the FC's decision.

Item No.28.16: To consider the issue of IPR Manual and engagement of patent attorney.

Resolution 28.16

New IPR manual has been placed with mention of fees for patent filing and professional fees (page 351). The manual and fee structure is approved for adoption. The matter was discussed in details in FC and BoG agreed in line with the FC's decision.

Item No.28.17: To consider the issue of write-off of missing and damaged books from Ramanujam Central Library.

Resolution 28.17

Stock verification report of the entire library collection has been placed. Loss of 3,855 books out of total library collection of 1,34,646 books is well within the limit as per the GFR 2017, Rule 215 (ii). In addition, 168 books were found badly damaged. It was approved to write-off the above 3,855 missing books (amounting to ₹ 1,41,455.77) and 168 damaged books (amounting to ₹ 34,616.00) as per the report placed. The matter was discussed in details in FC and BoG agreed in line with the FC's decision.

Item No.28.18: To consider the allocation of CPDA and seed grant for new faculty during probation period.

Resolution 28.18

Proposal for allocation of CPDA to the faculty members who joined in regular position and are in their probation



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period has been discussed. The need for providing this support such as mobility to different conferences, institutes for building research proposals, expenses related to their academics and research etc was explained by the Director. It has been suggested to send the proposal to MoE for necessary concurrence.

A seed grant is also proposed to encourage newly joined regular faculty members within a period of one year. Same to be provided from the R&C support charges of R&D and consulting projects @ maximum ₹ 5.00 lakh for engineering and science streams and @ maximum ₹ 3.00 lakh for Humanities, Social Sciences and Management. The distribution modalities will be decided, based on the magnitude of resources generated by the Departments/Schools/Centres through various R&D and Consulting projects, by a committee with the Director as Chairman, Dean (R&C), Dean (FW) as members, and Registrar as Convener. The matter was discussed in details in FC and BoG agreed in line with the FC's decision.

Item No.28.19: To consider the CAG audit report for the year 2021-22 and 2022-23 and report of the Internal Audit Wing of MoE of the Institute.

Resolution 28.19

The reports of CAG for the year 2021-22 and 2022-23 and Internal Audit Wing Report of the MoE for the period April 2018 to March 2023 (1st Audit) have been placed. It was informed by the Registrar that some of the audit para have been dropped and some have been acted upon. The remaining will be pursued and will be placed in the next BoG meeting. The matter was discussed in details in FC and BoG agreed in line with the FC's decision.

Item No.28.20: To consider the revised HEFA loan requirement for institutional development.

Resolution 28.20

The revised HEFA loan proposal has been placed. Masterplan and DPR are being prepared. BoG requested the MoE that the HEFA loan proposal may be considered under HEFA Window III (c) as the Institute has been converted as IIST, Shibpur on 4th March 2014. A request in this regard has already been communicated to the Ministry for their consideration and recommendation. It is suggested that a proposal in this regard may be sent to HEFA for their consideration and needful action with a copy to MoE. The matter was discussed in details in FC and BoG agreed in line with the FC's decision.

Item No.28.21: To consider the implementation of special provisions amended in GFR rules by the Ministry of Finance.

Resolution 28.21

The special provision in the GFR 2017 as per the O.M. No. F.20/42/2021-PPD dated 20.05.2024 of the Ministry of Finance, GoI has been placed and it is approved for adoption. Accordingly, the purchase procedures will be updated and manual will be finalized. The matter was discussed in details in FC and BoG agreed in line with the FC's decision.

Item No.28.22: To consider the issue of manual for purchase procedure.

Resolution 28.22

The agenda has been dropped as it is already covered under agenda 28.21.

Item No.28.23: To consider the issue of Research and Consultancy rules.

Resolution 28.23

The Research & Consultancy Rules including revision in the Institute overhead charge, R&C support charge, Department/Centre development fund, Professional development fund and R&C promotional activity fund has been



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placed. The research and consultancy rules are in line with the rules of IITs and NITs for enhancing research and consultancy activities in a structured manner as well as increasing IRG (Internal Resource Generation) and associated activities from IRG, such as, seed grant, etc. The proposal has been approved. The matter was discussed in details in FC and BoG agreed in line with the FC's decision.

Item No.28.24: Report on pending court cases affecting pensionary benefits.

Resolution 28.24

Pensionary issues of Sri M.M. Bose was discussed. Sri M. M. Bose has superannuated on 31st July 2024. BoG approved the provisional pension and employee's contribution of provident fund (including accrued interest) due to the pending court case against MoE/Institute. The same may be disbursed immediately. It was discussed that for the disbursement of retirement benefits wherever there is ambiguity in pay mapping, restructuring, promotion and court cases against the Ministry or the Institute, such cases may be reported to MoE for observation and concurrence. Thus, the case of Sri Bose will be referred to MoE as early as possible for quick redressal.

Item No.28.25: To consider pension of Sri U.S. Bhattacharyya, Former Assistant Training Officer of the Institute.

Resolution 28.25

The pensionary issue of Sri U.S. Bhattacharyya was discussed. An issue related to his suspension from service and related pending enquiry alongwith pension disbursement has been placed before the BoG. It has been approved that the provisional pension and employee's contribution of provident fund (including accrued interest) may be disbursed immediately. The pending suspension enquiry might be addressed on priority by the Institute for further actions in this regard.

Item No.28.26: To consider the revision of pension of employees who retired before 04.03.2014.

Resolution 28.26

The revision of pension and dearness relief for the employees who retired from BESU, Shibpur was discussed. Considering the detailed understanding required on various aspects of conversion, NITSER Act and Statutes of the Institute and obligations, the MoE suggested the Institute to send all the details to the MoE for needful scrutiny and consideration.

Item No.28.27: To consider the report submitted by the Chairman, Pension Committee constituted by the BoG vide order no. 23rd BoG/AT/Orders/RDO/1097/22 dt. 24.03.2022.

Resolution 28.27

The report of the Pension committee constituted by the BoG was presented. It has been suggested that the pension related issues for IEST, Shibpur employees who joined BESU, Shibpur after 2004 and before 4th March 2014 may be sent to MoE for consideration.

Miscellaneous agenda with the permission of the Chairperson

Item No. 28.28. M1 To consider the annual accounts for the year 2023-24 of the Institute.

Resolution 28.28.M1



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The accounts of F.Y. 2023-24 which was agreed through circulation was placed and approved. It is reported that the annual accounts have already been placed to the CAG for audit and the team is visiting the institute in the first week of September 2024 for conducting the same.

Item No. 28.28. M2 To consider the payment of arrear salary w.e.f 2010 in compliance of the Hon'ble Calcutta High Court's order in Writ petition no. 18241 of 2012 (Uday Shankar Kulsi & Ors Vs BESUS & Ors.)

Resolution 28.28.M2

As desired by MoE, the details will be sent to them for early redressal of the court order.

Item No. 28.28. M3 To consider the recommendation of the Committee constituted vide office order no. RDO/907/23 dated. 22.09.2023 regarding possible pay hike of the teaching contractual employees of the Institute.

Resolution 28.28.M3

The report of the Committee constituted for the salary hike of contractual faculty members was placed. After discussion, it was deferred for the next FC & BoG meetings.

Item No. 28.28. M4 To consider the recommendation of the 6th Emergency Meeting of the B & WC held on 6th July, 2024.

Resolution 28.28.M4

The recommendation of the 6th Emergency B&WC meeting has been placed. The following important works are included in the BWC recommendation: 1. Estimate towards 'repair of damage of 4th floor rooftop, over the Electronics and Telecommunication Department, repair of water tank and roof treatment work at IEST, Shibpur amounting to ₹ 39,05,000.00 submitted by CPWD; 2. To consider estimate towards 'repair and renovation of first floor of Director's Bungalow at IEST, Shibpur amounting to ₹ 18,99,000.00, submitted by CPWD, 3. To consider the present status of the proposed construction of G+5 building and needful demolition of old structure and 4. To consider the present status of construction of 1000 capacity single seated hostel for boys at IEST, Shibpur and provision of emergency service lift. Considering the time bound nature and importance of the works the BoG approved the recommendation for implementation.

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

(Prof. V M S R Murthy)
Director, IEST, Shibpur and
Ex-Officio Member, BoG, IEST, Shibpur

(Prof. Anirban Gupta)
Registrar (Acting) and Secretary to the BoG
IEST, Shibpur

Approved

(Dr. Tejaswini AnanthKumar)
Chairman and Co-Founder, Adama Chetana Foundation and
Chairperson, Board of Governors, IEST, Shibpur