

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

MINUTES OF THE 19<sup>TH</sup> MEETING OF THE BOARD OF GOVERNORS HELD ON  
30 SEPTEMBER 2021 AT 3.00 PM THROUGH ONLINE MODE

**Members Present:**

Prof Prem Vrat, Chairperson, BOG, IIT (ISM)	: Chairperson
Prof Rajiv Shekhar, Director, IIT (ISM)	: Member
Prof Shailendra Singh, Director, IIM-Ranchi	: Member
Prof Subodh Kumar Maiti, IIT (ISM)	: Member
Prof Atul Kumar Varma, IIT (ISM)	: Member
Dr. Arun Kumar, Director, TE, Govt. of Jharkhand	: Member
Prof Shalivahan, Deputy Director, IIT (ISM)	: Special Invitee
Shri Prabodh Pandey, Registrar (Actg.)	: Secretary

**Leave of absence:**

Shri Rakesh Ranjan, Additional Secretary (TE), MOE, GOI	: Member
Shri Gautam N Mehra, CMD, Savita Oil Technologies Ltd.	: Member
Prof Pallab Banerji, IIT Kharagpur	: Member

At the outset, the Chairperson welcomed Dr. Arun Kumar, Director (TE), Government of Jharkhand who has been nominated as member of the Board by the Govt. of Jharkhand. He also welcomed all the distinguished members of the BOG and special invitees present in the meeting.

In the opening remarks, the Chairperson congratulated the Director and his entire team for achieving the 11<sup>th</sup> rank in the Engineering Category in NIRF Ranking. He desired that the ultimate goal should be the 7<sup>th</sup> position amongst all IITs and all the stake holders should work collectively in a positive direction to achieve this goal. He also emphasized that for the next year the institute should aspire to achieve 9<sup>th</sup> rank in the NIRF. He emphasized that the Department of Management Studies of IIT(ISM), Dhanbad needs to really pick up because it has been noticed that in various IITs which have department of Management Studies, probably we are at the last. He emphasized that perhaps this is one area where we need to put in our efforts to improve the position of the Department of Management Studies amongst IITs. This will require collaboration with other IITs and IIMs, especially IIM Ranchi.

Comments received vide letter no. F. No. 23-8/2021-TS-I dated 27.9.2021 from AS (TE), Technical Section-I, MOE on the BOG agenda were presented and considered appropriately while discussing the respective agenda items.

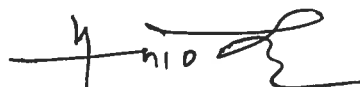
The following agenda items were deliberated:

**19/1 Confirmation of the Minutes of the 18<sup>th</sup> Meeting of the BOG of IIT(ISM) held on 18.06.2021**

The minutes of the 18<sup>th</sup> meeting of the BOG held on 18.06.2021 were confirmed as no comments were received earlier and no comments were offered on the floor by any member.

**19/2 Actions taken on the decisions of the 18<sup>th</sup> Meeting of the BOG held on 18.06.2021**

Actions taken on the decisions made in the 18<sup>th</sup> meeting of the BOG held on 18.06.2021 were noted.



**19/3 A report on pending actions on the decisions taken by the Board of Governors in its previous meetings**

The agenda item on pending actions was presented before the Board. The Board appreciated that the MoE has conveyed their no objection to the proposed amendments in cadre structure and recruitment rules for non-teaching posts of the Institute. The Board also noted that some of the pending matters are under examination by MoE. The BOG asked the Institute to keep pursuing with MOE on matters pending with them.

**19/4 To review the Status Report of various ongoing construction works undertaken by CPWD at IIT(ISM)**

Shri Sanjeeb Mukherjee, S.E, IIT (ISM), Dhanbad presented the status of construction activities of major and other ongoing projects. The earlier target dates and revised target dates as intimated by the CPWD for completion of seven projects are as under:

Name of the Project / Work	Earlier target (As per 18 <sup>th</sup> BOG)	New target (As per 15 <sup>th</sup> B&WC)
180 Nos. of Type V/VI Quarters	: 30.09.2021	30.11.2021
2000 seats (1000 rooms) Boys Hostel	: 31.01.2022	31.03.2022
SITC of 3X4000 KVA Substation	: 30.09.2021	30.11.2021
Augmentation of 33X11 Substation	: 31.12.2021	28.02.2022
Centre of Excellence in Safety, OH and DM	: 31.10.2021	31.01.2022
Central Research Facility	: 31.12.2021	31.03.2022

The BOG asked the SE, whether the revised target dates will be adhered to by CPWD. The SE assured the Board, that these targets will be achieved.

The Director also informed the BOG that since the total cost of the projects being undertaken by CPWD is more than Rs. 200/- crores, the Institute will request the DG, CPWD to post a Chief Engineer, Level officer to head the IIT (ISM), Project Division. The BOG accepted the proposal of the Director.

**19/5 Director's Report on progress of various activities**

The Director presented the performance of the Institute during last three months in respect of various key indicators viz. teaching/ non-teaching appointments, sponsored research projects, placement statistics etc. The Board appreciated the same and congratulated the Director for keeping the process of faculty recruitment on and for his achievement to make a good number of faculty selections without compromising the quality.

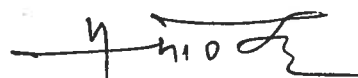
The Chairperson mentioned that after joining of the Placement Officer, the placement data is expected to improve further.

**19/6 Performance evaluation against MoU parameters signed by the Institute with**

The performance of the Institute against each parameter of the MOU signed by the Institute with MoE was presented and BOG expressed its satisfaction on progress made under different parameters.

**19/7 Presentation by Department of Petroleum Engineering on Vision, Mission, Roadmap and Achievements during the last two years**

Prof Ajay Mandal, Head, Department of Petroleum Engineering made a presentation on the Vision, Mission, Roadmap, Departmental Strength, Emerging areas & Roadmap and major achievements of the Department of Petroleum Engineering during the last two years. The Board appreciated the achievements made and initiatives taken by the Department. It was suggested that Department of Petroleum Engineering is around 60 year old department



and it has a privilege of strong alumni base. The department can use this for the placement and other purposes as graduates from this department must be occupying highest positions in Oil and Natural Gas Sector.

The Chairperson advised that the faculty members of the Department may be encouraged to apply for fellowships of National Academies.

**19/8 Presentation by Dean (Academic) on the activities of the Institute**

Prof. Chiranjeev Kumar, Dean (Academic) made a presentation on the academic activities of the Institute during the last three years. The Board appreciated the same and suggested that:

- i. As NEP-2020 allows flexibility in the academic activities, the policies relating to National Credit Transfer framework to transfer the credits earned in other institutions may be framed.
- ii. Online Masters Programmes for the working professionals in the field of Engineering and Management may be started, without compromising the quality. This will increase the Institute-Industry interaction.


**19/9 Ratification & Reporting Items**

The BOG ratified the approvals accorded by the Chairperson, BOG as mentioned from Sl. No. 1 to 11 under heading 'A', 1 to 15 under heading 'B' and noted the Reporting Items from Sl. No. 1 to 7 in the agenda paper. The BOG also ratified following additional items approved by the Chairperson, BOG:

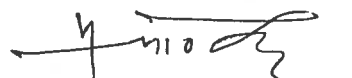
1. Approved Minutes of Selection Committee Meeting for the post of Assistant Professors in the Department of Mining Engineering offering appointments to Dr Ashish Ranjan Kumar.
2. Approved Minutes of Selection Committee Meeting for the post of Assistant Professors in the Department of Mathematics & Computing offering appointments to Dr Kartikay Gupta
3. Approved Minutes of Selection Committee Meeting for the post of Assistant Professors in the Department of Computer Science & Engineering offering appointments to Dr Ayan Das.
4. Approved Minutes of Selection Committee Meeting for the post of Assistant Professors in the Department of Environmental Science & Engineering offering appointments to Dr Vittal H
5. Approved Minutes of Selection Committee Meeting for the post of Assistant Professors in the Department of Chemistry offering appointment to Dr Naga Rajiv Lakkaniga
6. Approved Minutes of Selection Committee Meeting for the post of Assistant Professors in the Department of Management Studies. None Found Suitable.
7. Approved Minutes of Selection Committee for the posts of Medical Officer at IIT (ISM) Dhanbad offering appointments to Dr. Subhashish Nag and Dr. Raja Dey.
8. Approved Minutes of Selection Committee for the post of Workshop Superintendent at IIT (ISM) Dhanbad offering appointment to Shri Shailendra Bhatia.
9. Approved Minutes of Selection Committee for the post of Placement Officer at IIT (ISM) Dhanbad offering appointment to Shri Tapas Bandyopadhyay.
10. Approved minutes of Second Stage Committee for Assistant Professors of up-gradation from Pay Level 12 to 13A, as per 4-Tier cadre structure.
11. Approved acceptance of resignation by Dr. Tasleem Khan, Deptt. of Electronics Engineering w.e.f 30.09.2021.

**19/10 To receive and consider the recommendations made by the 19<sup>th</sup> Finance Committee, meeting held on 30.09.2021 at 11.00 A.M.**

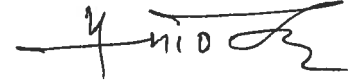
Recommendations made by the Finance Committee in its 19<sup>th</sup> meeting held on 30.09.2021 were received and approved by the BOG.



- 19/11 Revised detailed guidelines for HAG promotions**  
The revised detailed guidelines for HAG promotions were presented by Prof. Shalivahan, Deputy Director. The BOG deliberated on each parameter and suggested minor modifications. The revised guidelines for HAG promotions were approved by the BOG, the same is attached as **Annexure-I** to these minutes.
- 19/12 Age relaxation to outsourced / contractual staff in regular appointment to non-teaching positions**  
The BOG considered this item vis-à-vis the comments received from AS(TE), MoE and the proposal was not approved by the BOG.
- 19/13 Starting Integrated PG-Ph.D programme (w.c.f. students admitted in 2020-21 Monsoon Semester)**  
Prof. Chiranjeev Kumar, Dean (Academic) made a detailed presentation on starting integrated PG-Ph.D programme. In view of the comments received from the AS ((TE), MOE it was decided that in accordance with NEP – 2020, the provision for exit, in case any student wants to leave without the second degree should be incorporated. It was also suggested that exit after completing one year with diploma may also be thought of in future. With above comments the proposal was approved by the BOG.
- 19/14 Department-wise list of External Experts for Selection Committee for Faculty Selection**  
The list of external experts for the Selection Committee for faculty members was approved by the Board.
- 19/15 Record Retention Schedule for various sections of the Institute**  
The agenda item was deferred.
- 19/16 Creation of post of the Dean (Media & Branding) and two Associate Deans**  
The proposal for creation of a post of Dean (Media & Branding) and two Associate Deans was presented before the Board and after deliberations, the same was approved. The Chairperson suggested that there should be Key Performance Indicators (KPI) for assessing the performance of the Deans. The Director assured that in the next BOG meeting KPI's of different Deans will be presented for perusal of the Board.
- 19/17 Status Report on the implementation of reservation for SC, ST, OBC and EWS in faculty positions**  
The status report on the implementation of reservation for SC, ST, OBC and EWS in faculty positions was reported to the BOG. With regards to the comments received from AS(TE), MOE, it was decided that a brief notice of advertisement for Special Recruitment Drive for filling the SC, ST, OBC and EWS faculty positions be published in the Newspapers and the closing date for submission of applications be extended.
- 19/18 CONFIDENTIAL**



The meeting ended with thanks to the Chair.



[Prabodh Pandey]  
Registrar (Actg) &  
Secretary, BOG

**Indian Institute of Technology (Indian School of Mines) Dhanbad**

**Subject: Guidelines for promotion to Professor (HAG)**

The Board of Governors in its 19<sup>th</sup> meeting held on 30.09.2021 has approved following guidelines for promotion to Professor (HAG):

The following table suggests the possible grading of the applicants in each of the six components:

Activity	Group	Inactive	Active	Excellent	Outstanding
Teaching	A	0	1	3	5
Academic Research		0	1	3	5
Sponsored Research	B	0	1	3	5
Peer Recognition		0	1	3	5
Outreach Activities		0	1	3	5
Administration		0	1	3	5

**Group A**

**A1 Teaching:** Will have three components; Courses Taught, Courses on Platform like NPTEL etc. New Courses and Practical's Designed

Teaching	Courses Taught Feedback (during the period of Assessment)	Class Strength	Inactive	Active	Excellent	Outstanding
			Average Feedback Score out of 200 (All Semesters)			
		≤ 15	<160	160 to <180	180 to <190	≥190
		16 to ≤ 50	<150	150 to <170	≥170 to <180	≥180
		>50	<140	140 to <160	160 to <170	≥170
	Number of Courses developed on platforms like NPTEL, Swayam (During the period of Assessment):		0		≥1	
	Number of Courses / Practical's Designed for Academic Curriculum (During the period of Assessment)		0		≥1	

**A2. Academic Research:** Will have three components; Ph.D. guidance, Publications, and Book writing

Academic Research	Number of Ph.D. Guided (Sole Guide/Principal Guide/Co-guide**) (during the Period of Assessment)		0	1	2	≥3
	Number of Publications (during the Period of Assessment) in Q1/Q2 Journal of Web of Science / Q1 SCimago (for HSS)		0	1-2	3-5	≥6
	Number of Books Author/Co-author from a reputed Publisher* (during the Period of Assessment)		0		1	≥2

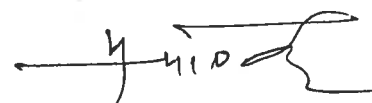
\*Excluding published from Ph.D. thesis

\*\* 02 Ph.D guided as Co-guides will be equivalent to 1 Ph.D guided as Sole/Principal Guide

**Group B:** Comprises of four components: Sponsored Research, Peer Recognition, Outreach Activities, and Administration:

		Inactive	Active	Excellent	Outstanding
B1. Sponsored Research#	Total outlay of Ongoing/New sponsored R&D Project Sanctioned (during the period of Assessment)#	<10.00 Lakhs	≥10.00 Lakhs up to 25 Lakhs	>25 up to 50Lakhs	>50 Lakhs
	Total outlay of Industrial Consultancy Project (during the period of Assessment)	<10.00 Lakhs	≥10 .00 Lakhs		

	Number of Patent (Granted) (during the period of Assessment)	0	1	2	$\geq 3$
	Number of Products Developed and commercialized (in entire Career)	0			$\geq 1$
	Total outlay of International Ongoing/ New Sponsored Projects (Including Project-based Mobility) INR equivalent (during the period of Assessment)	<10.00 Lakhs	$\geq 10$ upto 25 Lakhs	>25 upto 50Lakhs	>50 Lakhs
<b>B2. Peer Recognition:</b>	Occasions of nomination as member of Committees of Reputed National or International Level Organizations/ Editorial Boards of Reputed Publishers / (during the Period of Assessment)	0	1	2	$\geq 3$
<b>B3. Outreach Activities:</b>	Organizing number of short-term courses/ conferences /symposia/workshops, etc. contributing to Institute perception building (during the Period of Assessment)	0	1	2	$\geq 3$
<b>B4. Administration:</b>	Number of Departmental Responsibility (during the Period of Assessment)	0	1		
	Number of Institute Responsibility (during the Period of Assessment)	0	1	2	$\geq 3$





**# For Departments of Mathematics & Computing, Management Studies and Humanities and Social Science it would be as follows:**

Inactive	Active	Excellent	Outstanding
<5.00 Lakhs	≥ 5.00 to <10.00 Lakhs	≥ 10.00 to <25.00 Lakhs	≥25.00 Lakhs

**Minimum Qualifying Criteria:**

- Minimum of 10 points with at least 6 points in Group A and 4 points in Group B

**Other Important Points:**

- Shanti Swarup Bhatnagar (SSB) Awardee/ Fellow of at least two National Academies will automatically be placed in HAG after six years as Professor in IIT Scale. The Fellow of at least two National Academies will be considered only out of the four national academies i.e (i) Indian National Science Academy (INSA), (ii) National Academy of Science Allahabad (NASI) (iii) Indian National Academy of Engineering (INAE) and (iv) Indian Academy of Sciences (IASc) Bangalore
- Measurements must be done in a cumulative sense, comprising quantitative and qualitative analyses with reference to what is expected in six years after becoming a Professor in IIT Scale. This would ensure that a few would make it in a minimum of 6 years, while others may take longer depending on their productivity or rate of contributions.
- An Assessment Committee comprising of (i) three external HAG Professors (serving or retired), (ii) Director, IIT (ISM) Dhanbad as Chairperson, and (iii) Dean, Faculty as Secretary will be constituted. The Director will appoint the external experts in consultation with Chairman, BOG. If Dean, Faculty is a candidate for HAG, then Director can select any Regular Faculty Member of the Institute as the Secretary of the Committee.
- The Assessment Committee will scrutinize the applications under the criteria laid down. The committee will decide the minimum cut-off and recommend the names of eligible professors in order of merit for placement in the HAG before the BOG for approval. However, SSB Awardee will be placed at the top position in the order of merit followed by Fellow of at least two National Academies. The inter-se seniority of the Professor (HAG) will remain the same as their seniority in Professor.

