

Minutes of the 46th Meeting of the Board of Governors of IIT Hyderabad

Date and time: 18.01.2024 at 5.00 PM

Venue: Board Room, IIT Hyderabad, Kandi 502 284, Sanga Reddy, Telangana

The 46th Meeting of the Board of Governors (BoG) of Indian Institute of Technology Hyderabad (IITH) was held on 18.01.2024 (Thursday) at 5.00 PM, in physical mode.

The following members were present:

Dr. B.V.R. Mohan Reddy	Chairman
Shri B Venkatesham, IAS	Representative of State Govt. of Telangana
Prof. M Lakshmi Kantam	Member
Dr. Prema Ramachandran	Member
Prof B S Murty	Director, IITH & Member
Prof. J Balasubramaniam	Member
Prof. T Shashidhar	Member
Shri V Venkat Rao	Registrar & Secretary-BoG

Leave of absence was granted to Prof Vinod Krishan, Member and Smt. Saumya Gupta, IAS, Joint Secretary, MoE, Member (Central Govt. nominee).

The Chairman, BoG welcomed Shri B Venkatesham, IAS, Representative of State Govt. of Telangana and Prof J Balasubramaniam and Prof T Shashidhar, the two Senate Nominees to the BoG.

Item No. 46.1: Confirmation of the Minutes of the 45th meeting of the BoG

The Director informed that the 45th Meeting of the BoG of the Institute was held on 04.12.2023. A copy of the Minutes of the 45th Meeting has been circulated to the Members and no comments have been received from any member. Further, there is no action pending against the Agenda of the 45th BoG Meeting.

Resolution: *The Minutes of the 45th BoG Meeting of IITH, held on 04.12.2023, are confirmed.*

Item No. 46.2: Introduction of new Senate Nominees on the Board of Governors

The Director stated that, the existing Senate Nominees viz. Prof. Saptarshi Majumdar and Prof. Shiv Govind Singh completed their term of two years on 31.12.2023. Accordingly, the election for new Senate Nominees has been conducted electronically in the month of December 2023 and Prof J Balasubramaniam, Department of Mathematics and Prof T Shashidhar, Department of Civil Engineering were elected as Senate Nominees to serve on the Board for a period of 02 years 2024 - 2025, i.e., until 31.12.2025.

Further, the Director informed the Board that Dr. Digvijay S. Pawar, Associate Professor of Civil Engineering Department, acted as the Returning Officer.

The Board welcomed the New Senate Nominees viz. Prof J Balasubramaniam and Prof T Shashidhar to the BoG and requested both the Members to contribute their best in their capacity as Members of the BoG for the growth and development of the Institute. Further, the Board placed on record its appreciation to Prof. Saptarshi Majumdar and Prof. Shiv Govind Singh, the outgoing two Senate Nominee Members for their tireless effort, dedication, and felicitated them with the mementos.



Item No. 46.3: Presentation by two Faculty Members on Innovative Research

Presentation by Prof. Janaki Ram G.D., Professor, Department of Materials Science and Metallurgical Engineering

Prof. G.D. Janaki Ram, a faculty member of Materials Science and Metallurgical Engineering, has briefly presented his current research activities to the BoG. He has indicated that, in the next five years, he would focus on electron beam powder-bed fusion of advanced nickel-base superalloys for additive manufacturing of critical aeroengine gas turbine components (upcoming project under the umbrella of the DIA-CoE at IITH). He has also highlighted his research group's contributions in:

- (i) developing new Fe-containing CoCrMo alloy for additive manufacturing of biomedical applications
- (ii) developing high-strength hydrogen tolerant carbide-free bainitic steels for both welding and additive manufacturing,
- (iii) dissimilar welding of advanced ultra supercritical power plant steels and stainless steels, and
- (iv) additive manufacturing of six-component strain gauges for aerodynamic balancing, and
- (v) low-dilution weld cladding of valve components for use in oil and gas industries.

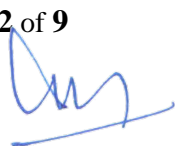
Presentation by Prof. Kishalay Mitra, Professor, Department of Chemical Engineering

Dr. Kishalay Mitra, Professor, Department of Chemical Engineering, presented a *summary* of his group's research on the Machine learning & optimization-based applications in Process Systems Engineering. At IITH, he has developed his Lab. GOKUL (Global Optimization and Knowledge Unearthing Lab) into a state-of-the-art research facility, where several industrial and socially relevant research problems have been solved to give the best return to the industry / society.

Covering the energy space, first the research endeavours towards improving the current state-of-the-art in wind research was presented. Finding how to handle the uncertainty associated with wind flow as the biggest research gap in the literature, his group targeted for accurate wind forecasting, robust wind farm layout design and control as objectives to improve. In forecasting, lab's novel contribution is to automate the process of tuning the hyper-parameters in machine learning which makes the process human performance independent leading to any user can achieve a high-quality result. For handling uncertainty, they used deep learning to find patterns in the past data as well as the forecasted future data and design and control wind farms in such a way that it can handle various uncertain scenarios. In the wake modelling, the lab developed very high fidelity LES models and faster analytical models for use in optimization control. Most of these ideas are extremely novel for the current industry practices, which industry appreciated and is ready to adopt in future. Lab has support from leading funding agencies, which is helping the lab to become one of the rarest labs in the country and abroad, where the whole spectrum of wind farm layout optimization and control is covered.

One of the extremely challenging tasks in the materials science community is to build a process-parameters - microstructure - property mapping for any metal processing operation. The task here is given a target microstructure and structural and mechanical property, can we get the optimal chemistry and process conditions to produce the product? Generally, this inverse problem is extremely hard to solve as it is not easy to predict how the different process and chemical conditions are connected with the evolution of microstructures and thereby influence the properties. Research @ GOKUL is using deep learning to make these connections possible. Using AI, his group could show how a machine can create microstructures with extremely high accuracy. Upon successful project completion, GOKUL will be the first in the world to implement such a solution in a large industry setup.

As India has a huge dependence on oil imports, Government has set a target of mixing 20% of biofuels with petrol and diesel. GOKUL's research has performed a thorough study on how to



design an India wide supply chain. Considering a 9 years of demand data for fossil fuels, they performed a detailed NPV-GHGe based calculation considering carbon credits to answer all infrastructure, production, inventory, transport and import related questions in a supply chain, which can handle uncertainty in demand, feed supply and cost. This project received a lot of appreciation by the Navaratna oil companies and won the best paper award in International Federation of Automatic Control conference in 2020.

A few other important projects are also presented. In the project with DRDO, along with other investigators, his group is trying to come up with a surrogate fuel for the hypersonic rocket applications for the defence. This project is extremely crucial for DRDO to have edge in the hypersonic space. The next project is from DBT where his research group, along with others, is applying AI to optimally control a bioreactor operation for a potential vaccine application. Another important project from Tata Steel is on coke production, where the aim is to determine how to mix coals from different sources to get the coke of desired property using AI. Performance optimization of sprays used in drones for precision agricultural applications, how AI can be used to design catalysts with optimum performance (lignin to fine chemicals) and the group's effort towards COVID virus progression modelling are also presented.

The Chairman and the Members of the BoG highly appreciated the breadth and social relevance (Atmanirbhar Bharat) of research being undertaken by him. The Members of BoG also showed interest and interacted to get more details in the projects.

Resolution: The Board appreciated the work of Prof. Janaki Ram G.D, Professor, Department of Materials Science and Metallurgical Engineering and Prof. Kishalay Mitra, Professor, Department of Chemical Engineering, and their research contributions.

Item No. 46.4.1: Implementation of the Central Educational Institutions (Reservation in Teachers' cadre) Act, 2019 - Framing of Roster and Promotion Policies for Faculty positions

It was appraised to the Finance Committee that with a view to implement the provisions of the CEI (Reservation in Teachers' Cadre) Act, 2019 in letter and spirit and to reward the meritorious faculty with timely promotions, a Committee was constituted by the Director, IITH which included the Liaison Officers for OBC and SC/ST. The Committee, after thorough deliberations, framed two draft Policies, viz., Roster Policy and Promotion Policy.

Earlier the aforesaid two Policies were placed before the 22nd Finance Committee held on 18.01.2024. The Finance Committee recommended both the Policies to the Board for its approval with a suggestion that the sub-ceilings mentioned in the Roster Policy for the positions of Assistant Professors, Associate Professors and Professors may be fixed in the form of ratios.

Accordingly, the two Policies, viz., the Roster Policy and the Promotion Policy for faculty positions were discussed at length in the BoG Meeting.

The Board approved the Promotion Policy for Faculty, with the following suggestions/modifications:

- a) Against 3.5 (Tenure of an IFAC Member) - the Board advised to include that after a gap of 4 years, a faculty member may become re-eligible to be a member of IFAC.
- b) The term 'DOFA' appearing in the presented document should be replaced with 'Dean (Faculty)'.

As regards the Roster Policy, the Board approved the Policy with the following suggestions/modifications:

- a) The faculty strength should be taken as on 1.1.2024. (This works out to a total faculty strength of 480 against the student strength of 4797, which is divided into Pool-A 291 and Pool-B 189).



- b) The sub-ceilings for the positions of Assistant Professors, Associate Professors and Professors be fixed at 75%, 15% and 10% respectively. (This works out to 218 positions for Assistant Professors, 44 positions for Associate Professors and 29 positions for Professors)
- c) Against Point No. 3.6 – the Board advised to mention as “the Institute may revisit the prescribed percentage of sub-ceilings for various faculty positions and modify the same, with the approval of the BoG, to suit its needs prevailing at that point of time”.

Resolution: *The Board approved the Roster Policy and the Promotion Policy for Faculty positions with changes as suggested above. The final versions of these two Policies, as approved by the Board, are attached herewith at Annexure-1 & Annexure-2.*

Item No. 46.4.2: Enhancement of per diem rates to the faculty members for participation in overseas International Conferences on official foreign visits

The Director informed that vide Agenda 4 of the 10th Meeting of the BoG held on 04.10.2012, the revised Per Diem rates were approved for Faculty members for participation in International Conferences on official foreign visits and that it was notified vide OM dated 17.01.2013 in the Institute. Further, the Director informed the Board that the Government of India, Ministry of External Affairs vide Order No. Q/FD/695/03/2000 dated 25.09.2023 issued revised Daily Allowance (DA) rates along with the terms and conditions and it was proposed to implement the same in line with the revised GoI circular, irrespective of source of funds.

Further, the Director informed that the proposal was earlier placed before the 22nd Finance Committee held on 18.01.2024 and the FC recommended to the BoG for its approval for implementation of Daily Allowance (DA) rates as notified by the GoI, Ministry of External Affairs vide its Order dated 25.09.2023, to the faculty members on official foreign visits.

Resolution: *The Board approved the proposal for enhancement of Daily Allowance (DA) rates to the faculty members for participation in International Conferences, on official foreign visits, as recommended by FC and in line with GoI, Ministry of External Affairs Order dated 25.09.2023, irrespective of source of funds.*

Item No. 46.4.3: Proposal for insertion of Pay Levels 7 & 9 in the IITH's RPR-2021 for Non-Teaching Staff

The Director stated that Institute started functioning in July 2008 and it has been 15 years since its inception. Currently, the Institute has nearly 300 staff across all Pay Levels. The staff have always been coping up with the increasing requirements of the Institute and have been delivering the output in the desired manner within the prescribed timelines. To orient the non-teaching staff to the dynamic institutional requirements and to strike a balance between the Institute's functional needs and staff aspirations, there has always been a pressing need to rationalize the existing cadre structure.

Further, it has been observed, of late, that there has been a steady increase in resignations by non-teaching staff, especially at lower levels. Upon analysis of the reasons for this attrition, it is understood that the existing promotional avenues at these levels are not encouraging and promising enough to retain them with the Institute.

Accordingly, the Director proposed the following amendments to the IITH RPR-2021 which is in force since 29.06.2021, in line with the DoPT OM F.No. AB-14017/4/2021-Estt.(RR) dated 20.09.2022:

1. Introduction of Pay Level-7 and Pay Level-9 across all applicable cadres (Administration, Technical, Engineering, Library, Medical, Hospitality Management, Physical Education and Psychological Counsellor).
2. The financial implication involved in the introduction of the pay levels 7 & 9 is negligible as the



upgradation being within the same Group B. Furthermore, the number of years required to move from PL-6 to PL-8 has increased by 2 years, while in the case of movement from PL-8 to PL-10, decreased by one year.

The Director also informed that the proposal was earlier placed before the 22nd FC Meeting held on 18.01.2024 and the FC recommended the proposal to BoG for its approval.

Resolution: The Board approved the proposal to amend the existing RPR-2021 for Non-Teaching Staff, as presented, with a recommendation to refer this proposal to the MoE for its inputs.

Item No. 46.5.1: Regarding filing of Writ Appeal against the Common Order dated 4th December 2023 of Hon'ble High Court of Telangana on the W.P.NO.3111 of 2015 and 27341 of 2017 of Shri Mudavath Bahusingh, Ex. Executive Assistant

The Director informed the Board that Shri Mudavath Bahusingh Ex-Executive Assistant, while on probation, was terminated from his services on 07.10.2013 by the Appointing Authority. This was done based on *Termination Simplicitor*. On an appeal filed by Shri Bahusingh, the Board vide its 14th Meeting held on 07.01.2014, upheld the decision of the Appointing Authority and rejected the appeal of Shri Bahusingh. Accordingly, the decision of the Board was communicated to Shri Bahusingh. Again, Shri Bahusingh filed an appeal to MoE and MoE vide its letter dated 08.07.2014 endorsed that the action taken by the Institute as correct and rejected the appeal of Shri Bahusingh.

Subsequently, two Writ Petitions were filed by Shri Bahusingh vide No.3111 of 2015 and 27341 of 2017 before the Hon'ble High Court of Telangana and the counter affidavits were also filed by the Institute in the Hon'ble High Court. On 04.12.2023, the Hon'ble High Court of Telangana delivered a Common Order in W.P.No.3111 of 2015 & W.P. No.27341 of 2017 setting aside the termination order passed by the Institute and directed the respondents (MoE/IITH) to reinstate the petitioner into service as Executive Assistant with all consequential benefits. However, it is made clear in the Common Order that the petitioner is not entitled to any monetary benefits.

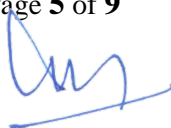
Thereafter, a legal opinion was obtained from M/s. Tempus Law Associates (advocates engaged by IITH since its inception) on the Common Order of Hon'ble High Court. It was opined by the Institute advocates that there are good grounds available to IITH for an appeal. Based on the legal opinion, the matter relating to filing Writ Appeal in the Hon'ble High Court with the Divisional Bench, was submitted to the Chairman, BoG for approval. The Chairman, BoG accorded approval to go ahead with filing Writ Appeal. This was also intimated to MoE through email dated 19th December 2023. Accordingly, the writ appeal was filed before the Hon'ble High Court.

Resolution: The Board ratified the approval accorded by the Chairman, BoG to file Writ Appeal on the Common Order dated 4.12.2023 in the Hon'ble High Court of Telangana with the Divisional Bench.

Item No. 46.5.2: Approvals accorded by the Chairman, Board of Governors from time to time since the last BoG meeting

Various approvals accorded by the Chairman, BoG on matters relating to appointments, upgradation, extension of tenure was presented to the Board, for ratification.

Resolution: The Board ratified the approvals accorded by the Chairman, BoG, IITH on various actions, as presented.



Item No. 46.5.3: List of various Memorandum of Understanding (MoUs) signed by IITH

The Director presented a list of Memorandum of Understanding (MoUs), which were entered into by the Institute with various institutes/ industries from time to time.

Resolution: *The Board ratified the Memorandum of Understanding (MoUs) signed by the IITH, as presented.*

Item No. 46.6.1: Report on Sponsored Research and Consultancy (SRC)

The Director presented the details of funds received by the Sponsored Research & Consultancy Section (SRC) in FY 2023-24 and stated that in addition to this, 15 Seed Grant projects were sanctioned with an amount of Rs. 3.18 Crores. He further informed the Board that in the last 15 years the Institute has received funds for more than Rs.1000 Cr. towards research.

Resolution: *The Board noted the Report on Sponsored Research & Consultancy, as presented.*

Item No. 46.6.2: Report on Campus Development Works

The Director stated that, Government of India vide letter No. 34-1/2016 -TS-I dated 08.07.2016 accorded revised sanction for the Detailed Project Report (DPR) for an amount of Rs 2075 Cr, wherein a provision of **Rs 1042 Cr** was allocated for the Construction of Permanent Campus of IITH. An additional **Rs 510.5 Cr** was approved under HEFA Window-II for the completion of the Campus Development Works. The detailed break-up of the HEFA loan disbursements is tabulated below.

Expenditure details against sanctioned amount of Rs 1042 Cr		
Particulars	Expenditure incurred so far	Remarks
The expenditure covers construction related activities including buildings in Phase-I, expenditure on consultancy services, payment to local bodies for obtaining bulk services like water and power besides development of few facilities such as sports fields, project student hostels, workshops, etc. The expenditure also covers the infrastructure development works under the ongoing construction contracts for Phase-II works clubbed with the JICA assisted works of campus development.	Rs 1032.85 Cr	As on 31.10.2023 an expenditure of Rs 1032.85 Cr has been incurred.

HEFA Loan Disbursement against sanctioned amount of Rs 510.5 Cr			
1 st Instalment	Rs 275 Cr	Against Ministry’s sanction of Rs 510.5 Cr towards HEFA Loan, the Higher Education Funding Agency (HEFA) had granted loan of Rs 275 Cr in First Instalment and Rs 150 Cr (Rs 125 Cr for Infra works and balance Rs 25 Cr for electro-mechanical equipment) in Second Instalment. HEFA loan of Rs 275 Cr was sanctioned on 31.08.2018 and a loan of Rs 150 Cr was sanctioned vide SAN/IITH/142/21-22/dated 02.07.2021.	
2 nd Instalment	Rs 150 Cr		
Total	Rs 425 Cr		
Expenditure details against HEFA Loan of Rs. 425 Cr			
Phase-I		Rs 119.56 Cr	As on 31.10.2023, Rs 329.84 Cr of Loan has been disbursed by HEFA against Loan of Rs 425 Cr
Operationalization of Campus		Rs 30 Cr	

Phase-II	Rs 180.28 Cr	
Total	Rs 329.84 Cr	

The expenditure also covers the infrastructure development works under the ongoing construction contracts for Phase 2 works clubbed with the JICA assisted works of campus development. All these works amounting to Rs 464.07 Cr have been budgeted under HEFA loan within the scope of the revised DPR as approved by Government of India.

(b) Report on Campus Development Works of IITH Phase-II: (IITH-JICA Collaboration Project)

The Director stated that the Phase-II Infrastructure Development at IITH was divided in two different packages viz. Package-3A and Package-3B and then briefed the progress of each package separately.

Package 3A: The Contract for the Construction of Permanent Campus of IITH at Kandi for Package-3A was awarded to M/s. Larson & Toubro Ltd. (L&T) for Rs 864,45,75,374.00. The Contractor had started the work on 25.03.2019. As on 31.12.2023, an expenditure of **Rs. 873.70 Cr** has been incurred. He further presented the breakup of the expenditure among the sub-heads as shown below:

Particulars	JICA	HEFA	TRP
Mobilization Advance	₹ 0.00	₹ 0.00	₹ 0.00
Value of Work	₹ 6,83,74,52,564.00	₹ 1,25,56,16,417.00	₹ 64,39,64,234.00
Secured Advance	₹ 0.00	₹ 0.00	₹ 0.00
Total	₹ 6,83,74,52,564.00	₹ 1,25,56,16,417.00	₹ 64,39,64,234.00
Grand Total			*₹ 8,73,70,33,216.00

**The excess over contract price is due to imposition of higher rate of cost of 18% from 12% which was prevailing at the time of award of the contract. Another major reason is the heavy impact of price escalation of the construction materials and labour Costs in the aftermath of the Covid-19 waves I, II and III.*

Package 3B: The Contract for the Construction of Permanent Campus of IITH at Kandi for Package-3B was awarded to M/s. Shapoorji Pallonji & Company Pvt. Ltd. (SPCPL) for Rs.820,96,51,369.00. The Contractor had started the work on 01.08.2019. As on 31.12.2023, an expenditure of **Rs. 673.45 Cr** has been incurred. He further presented the breakup of the expenditure among the sub-heads as shown below:

Particulars	JICA	HEFA
Mobilization Advance	₹ 21,65,77,011.00	-₹ 18,45,340.00
Value of Work	₹ 5,57,94,95,074.00	₹ 79,17,55,554.00
Secured Advance	₹ 12,15,12,868.00	₹ 2,70,68,370.00
Total	₹ 5,91,75,84,953.00	₹ 81,69,78,584.00
Grand Total		₹ 6,73,45,63,537.00

During the period under report, another hostel building was completed and occupied. During the period under report, another hostel building was completed and occupied. The item was also presented in the 22nd FC Meeting and the FC ratified the item.

Resolution: *The Board noted the Report on Campus Development Works of IITH.*

Item No. 46.6.3: Report on Construction of precast 2 Nos of Faculty Housing Towers (G+12), 3 Nos of Staff Housing Towers (G+12) and 3 Nos of Hostel Blocks (G+6) - RCC Structure at IIT Hyderabad

The Director informed the Board that, to meet the expected increase in the students' strength in upcoming years and to meet their academic & administrative needs, the additional Faculty and Staff are required to be recruited, the Institute has obtained fresh HEFA Loan, with the approval of the MoE, for construction of 3 Nos. of additional Precast Hostels with a preliminary estimate for an amount of Rs 58.09 Cr. and Housing Towers (2 Nos. for Faculty + 3 Nos. for Staff) with an estimate of Rs.227.66 Cr.

Further, for this HEFA Loan under Window II, IITH will have to repay 25% of the principal amount of the loan from its internal revenue for a period of 10 years and 75% of the principal amount along with the yearly interest component of the loan will be borne by MoE through OH-31 grant.

After evaluation of Technical and Financial Bids, the aforesaid construction work was awarded to M/s Teemage Builders Private Ltd for Rs.254,65,48,485.00 (Rupees Two Hundred Fifty-Four Crore Sixty Five Lakh Forty Eight Thousand Four Hundred Eighty Five Only) including GST.

Thereafter, the Director presented the project timelines for completion of respective buildings, Progress Status (Physical & Financial) and payment status till 10th RA Bill (31.12.2023) to the Board Members.

Resolution: *The Board noted the Report on Construction of precast 2 Nos Faculty Housing Towers (G+12), 3 Nos Staff Housing Towers (G+12) and 3 Nos Hostel Blocks (G+6) - RCC Structure at IIT Hyderabad, as presented*

Item No. 46.6.4: Report on Academics

The Director presented the program-wise students' strength and informed that as on 01.01.2024, a total of 4797 students are on the rolls of the Institute.

Resolution: *The Board noted the Report of Academic activities of IITH, as presented.*

Item No. 46.6.5: Report on faculty recruitment

The Director informed the Board that currently the Institute has 302 regular faculty members on rolls out of 425 faculty sanctioned strength as per 10:1 (student: faculty) ratio and 71 adhoc faculty (including Adjunct Professors, Distinguished Professors, Visiting Professors and Professor of Practice). Further, special recruitment drive advertisement was released on 21.10.2023 and a total of 1394 applications were received. Shortlisting of the applications is in progress. Women's drive advertisement was also released on 01.12.2023 and closed on 22.12.2023. A total of 2490 applications were received, and the scrutiny will start soon.

Resolution: *The Board noted the Report on Faculty recruitment.*

Item No. 46.6.6: Report on New Joining /Resignation/Deputation/Promotion

The Director presented the details of non-teaching staff joined, promoted, and relieved from the service since the last BoG Meeting, to the Members.

Resolution: *The Board noted the Report on Non-Teaching Staff joined and relieved from the service, as presented.*



Item No. 46.6.7: List of External Experts invited for faculty interviews from the previous BOG Meeting

The Director presented to the Board the details of the Members who served as External Experts and were invited to act as Selection Committee Members for the faculty interviews, since the last BoG Meeting.

Resolution: *The Board noted the Report on the list of External Experts invited for faculty interviews since the last BoG Meeting.*

Item No. 46.7: Any other items with the approval of the Chair

Item No. 46.7.1: Relaxation of GFR guidelines for the funds accrued out of Private Sponsorships/Registration Fee-Workshops/Conferences/Symposia, etc.

The Director informed the Board that multiple International/National events are being organized through the CCE, for which we are receiving the sponsorship amounts from the private sponsors and the registration fee from the participants. These funds are normally received a few days before the event and following the GFR guidelines for the procurement of goods and services within the short span of time is very difficult for the organizers. Therefore, the following is proposed for the funds sponsored by the private agencies:

1. Advance Payment to the Vendors:

Advance payments to the vendors on the proforma invoice based on the event organizers request up to a limit of Rs.1,00,000/- or 40% of the proforma invoice value, whichever is higher, without a Bank Guarantee subject to the recommendation of the three-member committee.

2. Advance Payment to the event Organizers:

Advance payments to the event organizers for miscellaneous usages up to a limit of 30% of the total private amount or Rs.25,000/-, whichever is higher. However, the limit can be reduced based on the available funds for specific events by the Chair, CCE and institute's financial guidelines to be followed by the organizers while utilizing the funds.

3. Direct purchase of consumables and non-consumables:

Based on 3-member committee recommendations up to a limit of Rs.10,00,000/- (Registration kits, stationery, etc.) and for services like food, this limit may be enhanced to the actual expenditure incurred, provided that the event organizers should be vigilant in choosing the vendor in terms of price, reputation, etc.

Resolution: *The Board approved the proposal, as presented. Further, the Board advised to follow GFR guidelines in case of funds received from Govt. agencies.*

The meeting ended with thanks to the Chair.





INDIAN INSTITUTE OF TECHNOLOGY HYDERABAD

Sub: Implementation of Cadre-wise Reservation Roster for Faculty Positions

The Parliament has passed the Central Educational Institutions (Reservation of posts in Teachers' Cadre) Act, 2019, and received the assent of the President of India on 9th July 2019. This document outlines the Roster Implementation Policy at IIT Hyderabad for new faculty recruitment and the career progression of faculty members already serving the Institute.

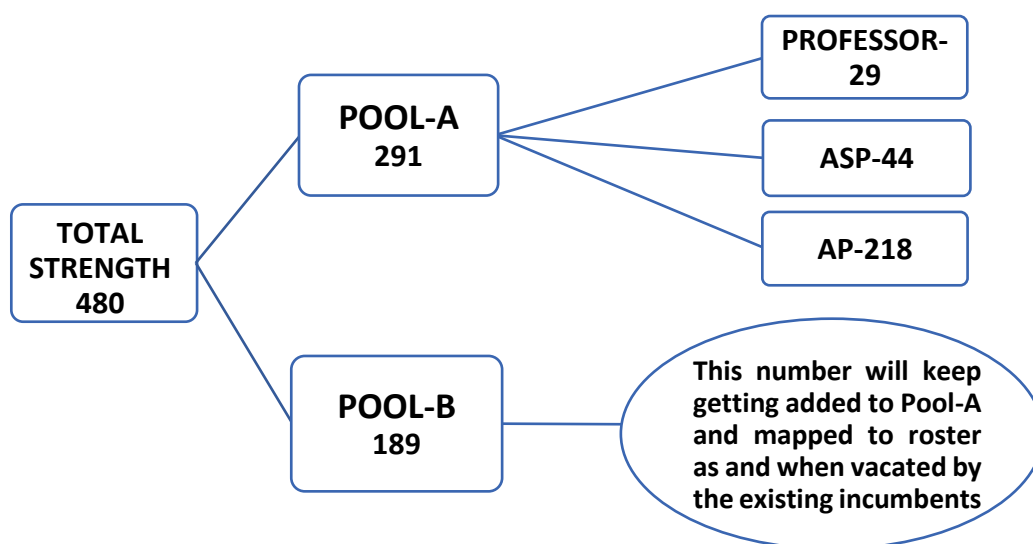
1. **Objectives:** This Scheme envisages implementation the CEI (Reservation of posts in Teachers' Cadre) Act, 2019, in letter and spirit.
2. **Definitions:**
 - (a) **"Act"** – means and refers to the Central Educational Institutions (Reservation of posts in Teachers' Cadre) Act, 2019, that came into force from 7th March, 2019.
 - (b) **"Cadre"** – means a class of all the faculties of the Institute, regardless of the branch of study or faculty, who are remunerated at the same grade of pay, excluding any allowance or bonus.
 - (c) **"Direct recruitment"** means the process of appointing faculty by inviting applications against public advertisement from persons eligible to teach in a Central Educational Institution;
 - (d) **"Level"** wherever it occurs in this document, refers to any of the positions of Assistant Professor or Associate Professor or Professor;
 - (e) **"Pay Level"** wherever it occurs, refers to that Pay Level in the 7th CPC Pay Matrix which a particular post or position in the Institute carries;
 - (f) **"Promotion"** means the elevation of a faculty from one level to another upon completion of the specified qualifications and/or upon satisfactory performance in the selection process carried out by a Selection Committee duly constituted, as per the Institute's Statutes.
 - (g) **"Sanctioned Strength"** means the total number of sanctioned faculty strength of the Institute. This number is the cumulative number of faculty in all the levels and is calculated based on the 10:1 student : teacher ratio of the day.
 - (h) **"Upgradation"** means placement or movement of an already existing faculty member to the next higher pay level as per the 7th CPC recommended Pay Matrix, without change in the current designation of the faculty member.
 - (i) **"Contractual appointment"** referred to in this document means any appointment made on a regular pay level for a fixed tenure otherwise than through direct recruitment.

3. Division of the total sanctioned faculty strength:

- 3.1. The sanctioned strength of the faculty for the Institute is divided into two Pools – Pool-A and Pool-B.
- 3.2. Pool-A contains all the faculty positions filled or to be filled by the Institute after the act came into force. All the posts in Pool-A, without any exception, shall be mapped to the reservation roster and filled by direct recruitment.
- 3.3. Pool-B contains all the faculty positions already filled before the Act came into force and all contractual appointments made before and after the Act, which do not come under the purview

of Reservation Rosters. Any vacancy arisen under Pool-B due to attrition of its incumbents shall get added to Pool-A and mapped to the reservation roster for direct recruitment.

- 3.4. As on 01/01/2024, the Institute has a sanctioned strength of 480 faculty positions against a total student strength of 4797 according to a Students to Faculty ratio of 10:1. A total of 189 faculty positions constitute Pool-B. The remaining 291 positions constitute Pool-A. Any vacancy created under Pool-B shall get added to Pool-A and mapped to the reservation roster for direct recruitment.
- 3.5. The reservation is most effective at the lowest cadre of AP. Therefore, this policy suggests the following flexible sub-ceiling (AP-75% *i.e.* 218; ASP-15% *i.e.* 44; Professor-10% *i.e.* 29) for the rosters to be drawn separately for each level. Further, this also opens a window for the direct recruitment of internal candidates as a career progression path.
- 3.6. The 291 faculty positions of Pool-A shall be filled by direct recruitment *via* an open advertisement, subject to the above-mentioned sub-ceiling. The following diagram illustrates the position explained above. The Institute may revisit the prescribed percentage of sub-ceilings for various faculty positions, and modify the same, with the approval of the BoG, to suit its needs prevailing at that point of time.



- 3.7. Thus, filling up of the vacancies which are currently available and which would become available in future in Pool-A, is governed by the reservation policy of the Government of India, as amended from time to time. For implementation of the GoI Policy on reservations, as notified from time to time, appropriate Roster Registers shall be maintained by the Institute **separately** for each level *viz.* Assistant Professor, Associate Professor and Professor.
- 3.8. When a faculty member belonging to Pool-A resigns or retires or gets selected for a higher position against an open advertisement or leaves the organization forever, the post vacated by him/her in the roster will be opened for further direct recruitment. Similarly, when a faculty member belonging to Pool-B resigns or retires or gets selected for a higher position against an open advertisement or leaves the organization forever, the post at which he/she joined the institute originally will be opened for direct recruitment if it is within the percentage/sub-ceiling prescribed for that post; or else it will be opened at the level where there is a shortfall.
- 3.9. For the subceilings mentioned in 3.5, the roster for PwBD will be as follows:
 - a. Professor 1(any category)
 - b. ASP, 1 (any category)
 - c. AP 4%

4. Upgradations vis-à-vis Promotions:

- 4.1. Elevations by way of placements or movements of the already existing faculty from one pay level to another/higher pay level without a significant change in their designation shall be treated as upgradations as they are routinely done internally while a Selection Committee constituted as per the Statutes of the Institute makes the selections for promotion. Thus, the following elevations shall be treated as upgradations, not promotions.
- (a) From Assistant Professor, Gr.II (Pay Level-10) to Assistant Professor, Gr.II (Pay Level-11);
 - (b) Assistant Professor Gr.II (Pay Level-11) to Assistant Professor, Gr.I (Pay Level-12);
 - (c) Assistant Professor, Gr.I (Pay Level-12) to Assistant Professor, Gr.I (Pay Level-13A1);
 - (d) Professor (Pay Level-14A) to Professor, HAG (Pay Level-15).
- 4.2. In the cases of upgradations mentioned at (a) & (b) above, Pay Levels 10 & 11 being contractual appointments in nature, the pay of the faculty concerned shall be fixed at the equal cell if available in the higher pay level. If there is no equal cell, then it shall be fixed at the next higher cell as has been the practice in IITs all along. However, in the cases of upgradations mentioned at (c) & (d) above, the pay of the faculty concerned shall be fixed under FR 22 (1) (a) (1).

5. No effect of promotions on the reservation roster:

As the promotions will be supplemental, not linked to any vacancy, they will not have any effect on the reservation rosters being implemented by the Institute for direct recruitment. The name of a faculty member finds a place in the reservation roster only at his/her entry level (AP/ASP/Prof.). Internal promotion, if any, will not alter his/her position in the reservation roster. It is only when he/she applies against an open advertisement of the Institute and gets appointed to the higher level that his/her name will move from one roster to another. In other words, his/her name will be struck off from the existing roster and entered in the roster meant for the higher level. The vacancy caused in the previous roster due to his/her movement to another roster shall be filled by the Institute by direct recruitment in accordance with the applicable rules on reservations. Thus, the name of a faculty member will remain in the entry level roster until and unless he/she applies and gets selected by the Institute against an open advertisement or leaves Institute for ever by resigning or retiring or by any other reason.

6. In the case of direct recruitment, the number of candidates shortlisted in each category must be communicated to the Liaison Officers as soon as the Departmental screening is completed. The Liaison Officers will have the right to verify the number of reserved candidates in the shortlist at appropriate stages.
7. In case of direct recruitment, the PwD posts which remain unfilled will carry forward for the subsequent years adhering the guidelines given by the DoPT's O.M. No. 36035/02/2017-Estt.(Res.), dated 15.01.2018.

8. The allocation of the newly arisen vacancies in the Roster Quota (Pool-A):

Direct recruitment takes place only to fill up vacancies in Pool-A. Vacancies accrue to Pool-A on the following three occasions.

- (a) When an existing faculty member of Pool-A resigns or retires or gets selected for a higher position against an open advertisement or leaves the organization forever, the vacancy caused

will go for direct recruitment at the same level at which the faculty member concerned had originally joined the IITH;

- (b) When an existing faculty member of Pool-B resigns or retires or gets selected for a higher position against an open advertisement or leaves the organization forever, the vacancy caused will move out from Pool-B and get added to Pool-A at the level for direct recruitment at which the faculty member concerned had originally joined the IITH if it is within the percentage/sub-ceiling prescribed for that post; or else it will be opened at the level where there is a shortfall;
- (c) When sanctioned strength increases as per 10:1 ratio owing to increase in students' strength, these new vacancies will get added to Pool-A and distributed among the three levels of Pool-A in accordance with the percentages/sub-ceilings prescribed for each post, and then go for direct recruitment accordingly.

8.1. Thus, Pool-B will gradually get depleted as and when attrition occurs, and eventually get merged with Pool-A, over a period of time. However, if any new contractual appointment is to be made by the Institute, the same may be made by transferring an existing vacancy from Pool-A to Pool-B on a temporary basis until the contract period gets over.

9. If any of the clauses of this Policy are found to be contravening or inconsistent with the provisions of the aforementioned Act or the GoI rules, the latter shall prevail over the former.

10. Illustrations:

10.1. Illustration-1 : Division of sanctioned strength:

- Total Sanctioned Strength of Faculty = T_{SS}
- Roster Quota (Pool-A) = P_A (Faculty who joined or will be joining the Institute after the Act *i.e.*, faculty with a joining date after 07.03.2019).
- The number of positions in Roster Quota (Pool-A) will be further divided into three cadres *viz.*, Assistant Professor (AP), Associate Professor (ASP) and Professor (P), with the individual portion of them being N_{AP} , N_{ASP} , N_P (No. of Assistant Professors/No. of Associate Professors/No. of Professors). Currently, the values of N_{AP} , N_{ASP} , N_P are AP-218, ASP-44, Professors-29 respectively. The Institute reserves the right to allocate new positions, if any, accrued in P_A on account of increase in students' strength, to any one or more of the three levels as per its requirements.
- Non-Roster Quota (Pool-B) = P_B (Faculty who joined the Institute before the Act *i.e.*, faculty with a joining date before 07.03.2019 plus all contractual appointments made before and after the Act). (Currently this number is 189).

The following table illustrates the position.

T_{SS} (Currently 480)	P_A (Pool-A) Roster Quota-291	Sub-Division of P_A	UR	OBC	SC	ST	EWS	PwD	Filled	Vacant	Total	
		N_P Professor - 29	14	07	04	02	02	4% (11 out of 291 posts)	03	26	29	
		N_{ASP} Associate Prof - 44	20	11	06	03	04		03	41	44	
		N_{AP} Assistant Prof - 218	91	58	32	16	21		108	110	218	
		TOTAL	125	76	42	21	27		114	177	291	
	P_B (Pool-B)	No Sub-divisions in P_B	Roster Not Applicable							189	00	189
		Professor	Institute may operate this pool with complete flexibility									
Associate Prof.												

	Non-Roster Quota-189	Assistant Prof.				
		TOTAL		189	00	189

10.2. **Illustration-2:** A faculty who joined the Institute as an Assistant Professor after 07/03/2019 belongs to Pool-A. Supposing he/she applies against an internal advt. and gets promoted as Associate Professor on 10/05/2023, he/she would remain in the same Pool-A and in the same reservation roster as he/she does not cause a vacancy therein, promotion being supplementary. Thus, there will be no change in the numbers in either of the Pools.

T_{SS} (currently 480)	P_A (Pool-A) Roster Quota-291	Sub-Division of P_A	UR	OBC	SC	ST	EWS	PwD	Filled	Vacant	Total
		N_P Professor - 29	14	07	04	02	02	4% (11 out of 291 posts)	03	26	29
		N_{ASP} Associate Prof - 44	20	11	06	03	04		03	41	44
		N_{AP} Assistant Prof - 218	91	58	32	16	21		108	110	218
		TOTAL	125	76	42	21	27		114	177	291
	P_B (Pool-B) Non-Roster Quota-189	No Sub-divisions in P_B	Roster Not Applicable						189	00	189
		Professor	Institute may operate this pool with complete flexibility								
		Associate Prof.									
		Assistant Prof.									
		TOTAL									

Supposing the above-said faculty applies against an open advt. of the Institute and gets appointed as Associate Professor, he/she would remain in the same Pool-A, but causes a vacancy in AP level and consumes a vacancy at ASP level. His/her name will be struck off the Roster meant for AP and entered in the Roster meant for ASP. The vacancy caused at AP level will be filled up by direct recruitment. No change will occur in Pool-B, as illustrated below:

T_{SS} (currently 480)	P_A (Pool-A) Roster Quota-291	Sub-Division of P_A	UR	OBC	SC	ST	EWS	PwD	Filled	Vacant	Total	
		N_P Professor - 29	14	07	04	02	02	4% (11 out of 291 posts)	03	26	29	
		N_{ASP} Associate Prof - 44	20	11	06	03	04		03+1	41-1	44	
		N_{AP} Assistant Prof - 218	91	58	32	16	21		108-1	110+1	218	
		TOTAL	125	76	42	21	27		114	177	291	
	P_B (Pool-B) Non-Roster Quota-189	No Sub-divisions in P_B	Roster Not Applicable							189	00	189
		Professor	Institute may operate this pool with complete flexibility									
		Associate Prof.										
		Assistant Prof.										
		TOTAL										

10.3. **Illustration-3:** A faculty who joined the Institute as an Assistant Professor before 07/03/2019 belongs to Pool-B. Supposing he/she applies against an internal advt. and gets promoted as Associate Professor on 10/05/2023, he/she would remain in the same Pool-B, would not move out of Pool-B, but the position held by him/her would get upgraded to accommodate his/her promotion. Thus, he/she would not cause any new vacancy in Pool-B. Likewise, no change would occur in Pool-A either. The following table illustrates the position:

T_{SS} (currently 480)	P_A (Pool-A) Roster Quota-291	Sub-Division of P_A	UR	OBC	SC	ST	EWS	PwD	Filled	Vacant	Total
		N_P Professor - 29	14	07	04	02	02	4% (11 out of 291 posts)	03	26	29
		N_{ASP} Associate Prof - 44	20	11	06	03	04		03	41	44
		N_{AP} Assistant Prof -218	91	58	32	16	21		108	110	218
		TOTAL	125	76	42	21	27		114	177	291
	P_B (Pool-B) Non-Roster Quota-189	No Sub-divisions in P_B	Roster Not Applicable							189	00
Professor											
Associate Prof.		+1									

		<i>Assistant Prof.</i>	-1			
		TOTAL		189	00	189

Supposing the above-said faculty applies against an open advt. of the Institute and gets appointed as Associate Professor, he/she would move from Pool-B to Pool-A, causing a vacancy in Pool-B and consuming a vacancy of ASP in Pool-A. The vacancy caused in Pool-B would move out and get added to Pool-A. The new vacancy getting added to Pool-A owing to vacation of the post existing in Pool-B by the current incumbent, would be opened for direct recruitment at the same level at which the faculty who had vacated the position was originally recruited provided that it is within the percentage/sub-ceiling prescribed for that post; or else it will be opened at the level where there is a shortfall as per the Director's decision. The following table illustrates the position.

<i>T_{SS}</i> (currently 480)	<i>P_A</i> (Pool-A) Roster Quota-291+1	Sub-Division of <i>P_A</i>	UR	OBC	SC	ST	EWS	PwD	Filled	Vacant	Total
		<i>N_P Professor-29</i>	14	07	04	02	02	4%	03	26	29
		<i>N_{ASP} Associate Prof-44</i>	20	11	06	03	04	(11	03+1	41-1	44
		<i>N_{AP} Assistant Prof-218</i>	91	58	32	16	21	out of	108	110	218
		TOTAL	125	76	42	21	27	291 posts)	114+1	177-1+1	291+1
	<i>P_B</i> (Pool-B) Non-Roster Quota-189-1	No Sub-divisions in <i>P_B</i>	Roster Not Applicable						189-1	00	189-1
		<i>Professor</i>									
		<i>Associate Prof.</i>									
		<i>Assistant Prof.</i>	-1								
		TOTAL							189-1	00	189-1

10.4. **Illustration-4:** A faculty who joined the Institute as an Associate Professor before 07/03/2019 belongs to Pool-B. Supposing he/she leaves the Institute after 07/03/2019 for any reason like resignation, retirement *etc.*, he/she would cause a vacancy in Pool-B. The vacancy caused in Pool-B will move out and get added to Pool-A. The new vacancy getting added to Pool-A owing to vacation of the post existing in Pool-B by the current incumbent, would be opened for direct recruitment at the same level at which the faculty who had vacated the position was originally recruited provided that it is within the percentage/sub-ceiling prescribed for that post; or else it will be opened at the level where there is a shortfall as per the Director's decision. The following table illustrates the position.

<i>T_{SS}</i> (currently 480)	<i>P_A</i> (Pool-A) Roster Quota-291+1	Sub-Division of <i>P_A</i>	UR	OBC	SC	ST	EWS	PwD	Filled	Vacant	Total
		<i>N_P Professor-29</i>	14	07	04	02	02	4%	03	26	29
		<i>N_{ASP} Associate Prof-44</i>	20	11	06	03	04	(11	03	41	44
		<i>N_{AP} Assistant Prof-218</i>	91	58	32	16	21	out of	108	110	218
		TOTAL	125	76	42	21	27	291 posts)	114	177+1	291+1
	<i>P_B</i> (Pool-B) Non-Roster Quota-189-1	No Sub-divisions in <i>P_B</i>	Roster Not Applicable						189-1	00	189-1
		<i>Professor</i>									
		<i>Associate Prof.</i>	-1								
		<i>Assistant Prof.</i>									
		TOTAL							189-1	00	189-1

10.5. **Illustration-5:** Supposing there is an increase of 100 in students' strength. It will raise the *T_{SS}* by 10. The additional 10 positions would get added to Pool-A only. Further distribution of the 10 new positions across the three levels of Pool-A will be done in accordance with the percentages/sub-ceilings prescribed for each level. The following table illustrates the position.

<i>T_{SS}</i> (currently 480+10)	<i>P_A</i> (Pool-A) Roster Quota- 291+10	Sub-Division of <i>P_A</i>	UR	OBC	SC	ST	EWS	PwD	Filled	Vacant	Total
		<i>N_P Professor-29</i>	14	07	04	02	02	4%	03	26	29
		<i>N_{ASP} Associate Prof-44</i>	20	11	06	03	04	(11	03	41	44
		<i>N_{AP} Assistant Prof-218</i>	91	58	32	16	21	out of	108	110	218
		TOTAL	125	76	42	21	27	291 posts)	114	177+10	291+10

	P_B (Pool-B) Non-Roster Quota-189	No Sub-divisions in P_B	Roster Not Applicable	189	00	189
		<i>Professor</i>	Institute may operate this pool with complete flexibility			
		<i>Associate Prof.</i>				
		<i>Assistant Prof.</i>				
		TOTAL		189	00	189



INTERNAL PROMOTION POLICY

1. In order to implement the Central Educational Institutions (Reservation of posts in Teachers' Cadre) Act 2019, IIT Hyderabad has framed a separate roster policy to ensure that due percentages of reservation for each category are met during the direct recruitment of faculty. As regards the career growth of the existing faculty members, this Policy Document seeks to ensure that the meritorious faculty are rewarded with timely promotions.

2. Minimum Required Experience:

2.1. Assistant Professor to Associate Professor: Candidates must have at least 6 years of post PhD research / teaching / industrial experience, of which at least 3 years should be at the level of Assistant professor (Grade-1).

2.2. Associate Professor to Professor: Candidates with at least 10 years of Post-PhD research/teaching/Industrial experience of which at least 4 years as Associate Professor as per the MoE's Letter No.15-4/2017-TC, dated 27.10.2017 to be read together with their earlier Letter No.23-01/2008-TS-II dated 18.08.2009 & 16.09.2009.

2.3. Professor to HAG Scale: As per the MoE letter No. F.NO.23-1/2008-TS.II, dated : 18.08.2009 & F.No. 15-4/2017-TC, dated 27.10.2017.

3. Institute Faculty Assessment Committee (IFAC):

An Institute Faculty Assessment Committee shall be established to streamline the internal promotion policy.

3.1. Terms and Reference for the IFAC:

The IFAC is envisaged as an independent, neutral and an oversight committee that would offer an unbiased commentary on the applicant's contribution taking into consideration the academic, research, outreach, administrative and any other activity taken up by the applicant in the furtherance of the institute in its quest towards excellence and thus providing a contextual positioning of the applicant vis-a-vis his / her stature and standing within the institute.

3.2. Composition of the IFAC:

- Dean (Faculty)
- 3 Professors from the institute (Two from Engineering Departments - circuit and non-circuit streams, One from Science & Arts) on a rotational basis within the group to be chosen by the Dean (Faculty) in consultation with all the HoDs and with the approval of the Director.
- Both the liaison officers.

3.3. Responsibility of the IFAC:

The role of the IFAC is limited only to recommend/not recommend a candidate with a proper justification either for the selection committee or for the candidate himself/herself.

- The IFAC will provide the final shortlisted candidates.
- The IFAC will also recommend a list of observers to be part of the selection process for the upcoming round from which the Dean (Faculty)/Director will nominate one, in case when someone from the reserved category is shortlisted.

3.4. Process Flow chart of the selection Process:

The process and procedure to be adopted by the IFAC to discharge its responsibilities shall be as given at the end of this document.

3.5. Tenure of an IFAC member:

Any IFAC member, considering the workload involved, will serve for two consecutive calendar years. However, after a gap of 4 years, a faculty member becomes re-eligible to be a member of IFAC.

3.6. Outline of the process:

- The internal promotion call will be open 45 days before every direct recruitment round, including any special drives.
- A faculty member applies to the office of the Dean (Faculty) directly.
- The Dean (Faculty) will pass application to the Departmental Faculty Search Committee (FSC).
- Before the final list of shortlisted candidates for the direct round is made, the Dean (Faculty) will set up a meeting of the FSC team and the Head of the respective department with the IFAC.
- During this meeting the FSC chairman will explain the rationale for recommending the names in the shortlist.
- The IFAC, also based on their own assessment, may recommend that the applicant be shortlisted.
- In the case of a positive recommendation, the IFAC has to give a one-page report to the selection committee.
- The Dean (Faculty) shall apprise the Selection Committee members with the content of the IFAC recommendations in one page.
- In the event of an unfavourable recommendation, the IFAC should clearly spell out the areas of improvement to be met by the faculty member concerned before he/she applies again.

4. Upgradations vis-à-vis Promotions:

Elevations by way of placements or movements of the already existing faculty from one pay level to another/higher pay level without a significant change in their designation shall be treated as upgradations as they are routinely done internally while a Selection Committee constituted as per the Statutes of the Institute makes the selections for promotion. Thus, the following elevations shall be treated as upgradations, not promotions.

- (a) From Assistant Professor, Gr.II (Pay Level-10) to Assistant Professor, Gr.II (Pay Level-11);
- (b) Assistant Professor Gr.II (Pay Level-11) to Assistant Professor, Gr.I (Pay Level-12);
- (c) Assistant Professor, Gr.I (Pay Level-12) to Assistant Professor, Gr.I (Pay Level-13A1);
- (d) Professor (Pay Level-14A) to Professor, HAG (Pay Level-15).

4.1. In the cases of upgradations mentioned at (a) & (b) above, pay levels 10 & 11 being contractual appointments in nature, the pay of the faculty concerned shall be fixed at the equal cell if available in the higher pay level. If there is no equal cell, then it shall be fixed at the next higher cell as has been the practice in IITs all along. However, in the cases of upgradations mentioned at (c) & (d) above, the pay of the faculty concerned shall be fixed under FR 22 (1) (a) (1).

5. No effect of promotions on the reservation roster:

As the promotions will be supplemental, not linked to any vacancy, they will not have any effect on the reservation rosters being implemented by the Institute for direct recruitment. The name of a faculty member finds a place in the reservation roster only at his/her entry level (AP/ASP/Prof.). Internal promotion, if any, will not alter his/her position in the reservation roster. It is only when he/she applies against an open advertisement of the Institute and gets appointed to the higher level that his/her name will move from one roster to another. In other words, his/her name will be struck off from the existing roster and entered in the roster meant for the higher level. The vacancy caused in the previous roster due to his/her movement to another roster shall be filled by the Institute by direct recruitment in accordance with the applicable rules on reservations. Thus, the name of a faculty member will remain in the entry level roster until and unless he/she applies and gets selected by the Institute against an open advertisement or leaves Institute for ever by resigning or retiring or by any other reason.

PROCESS FLOW CHART

