

Date: 02 March, 2021

Venue: Board Room, Administrative Block, RCCIIT

Minutes of the 3rd Meeting of the Board of Governors of
RCC Institute of Information Technology
held on 02 March 2021, 3 PM (Online Mode)

Members present:

1.	Mr. Pranabesh Das Director of Technical Education Directorate of Technical Education Department of Higher Education Govt. of West Bengal	Chairman	Physically Present
2.	Mr. Jiban Saha Director, Rachana Apparel Pvt. Ltd.	Vice Chairman	Physically Present
3.	Smt. Sampa Guha W.B.A & AS, Deputy Financial Advisor Govt. of West Bengal	Member	Virtually Present via Google Meet
4.	Smt. Bidisha Mukherjee Joint Director of Technical Education Department of Higher Education Govt. of West Bengal	Member	Physically Present
5.	Dr. Dibyendu Kar Registrar, WBJEEB	Member	Virtually Present via Google Meet
6.	Prof.(Dr.) Chiranjib Bhattacharjee Pro-VC, Jadavpur University Prof.(Chemical Engg.), Jadavpur University	Member	Virtually Present via Google Meet
7.	Prof.(Dr.)Krishnendu Chakrabarty Principal, Govt. College of Engineering & Ceramic Technology	Member	Virtually Present via Google Meet
8.	Prof.(Dr.) – Ing. Omkar Nath Mohanty Director, Technology & Academic Initiative, RSB Metaltech., RSB Group; Former - Professor, IIT Kharagpur Director Scientist, NML Jamshedpur Director, R&D Tata Steel Vice Chancellor, BPUT Odisha	Member	Virtually Present via Google Meet
9.	Prof.(Dr.) Ashoke Mondal Professor, Dept. of ECE,RCCIIT	Member	Physically Present
10.	Mr. Soumen Mukherjee Assistant Professor, Dept. of IT,RCCIIT	Member	Physically Present
11.	Prof. (Dr.) Anirban Mukherjee Principal (Officiating) RCC Institute of Information Technology	Member Secretary	Physically Present

Chairman welcomed Board members present physically and members who were attending the meeting through virtual mode via Google Meet. Leave of absence was granted to members unable to attend: Mr. Jayanta Dhali, Law Officer, Dept. of Higher Education, GOWB; Mr. Joydeep Banerjee, Lead Mainframe Service, Global AMS PM & T Development, Lead- Lead Campus Hiring – East, IBM India Pvt. Limited; Dr. M P Ravindra, Former Senior VP, Infosys and Advisor, MaGE.

Agenda 2.1: Acceptance of the Minutes of the last meeting of the BOG held on 09-10-2020 and Action Taken Report (ATR) on the resolutions of the last meeting

Prof. (Dr.) Anirban Mukherjee, Principal (Officiating) and Member Secretary reported to Board that the minutes of the last BOG meeting has already been distributed to all members of BOG – he requested for comments from members. Prof. (Dr.) Krishnendu Chakraborty, Principal, GCECT appreciated the general presentation and drafting of the minutes and Action Taken Report. Principal (Officiating) thanked Prof. Chakraborty and requested for acceptance of the minutes and permission of the Board for commencing the meeting.

Prof. (Dr.) Omkar Mohanty requested Chairman, BOG in order to proceed with the ATR in pursuance of the previous meeting. With permission of Chairman, BOG the meeting commenced with reporting of ATR by Principal (Officiating).

In the matter of commencement of Non-AICTE course BCA in AY 2020-2021 as reported in the ATR, Principal (Officiating) added that formal approval have been accorded by AICTE, MAKAUT-WB and State Government and classes will commence in next AY. In this regard, Chairman, BOG advised that this is a Non-AICTE course introduction and is to be referred to the new BOG to be formed for the institute RCCIIT (Non-AICTE).

Resolution: *The Minutes of the Meeting of 09th October, 2020 was approved with the consent of all BOG members. The Board recommended ratification of the ATR.*

Agenda 2.2: Report on appointment of Advisor (Industry Alliance) on retainership basis following recommendations of the Advisory Committee, RCCIIT and resolutions of the BOM meeting dated 25-01-2021

Principal (Officiating) reported that the recommendation of the Advisory Committee in favour of appointing one Adviser (Industry Alliance) in its first meeting of 16-12-2020 was approved by the Board of Management (BOM) on 25-01-2021. Subsequently, a meeting for selection of Advisor (Industry Alliance) was convened on 29-01-2021 by the Advisory Committee. Six applications were received against EOI published in the institutional website. All six (06) applicants (individuals & agencies) were requested for interaction with the Committee to present their. After much

deliberations and thorough scrutiny, the Committee had recommended the following individual for engagement as Advisor (Industry Alliance) on retainership basis:

Mr. Nirmalya Chaudhuri, Former Lead, Education & Research, Infosys, Bhubaneswar DC

As advised by Chairman, BOG and subsequently agreed by Smt. S. Guha, DFA, GoWB, Mr. Nirmalya Chaudhuri was issued the appointment in February 2021 as Advisor (Industry Alliance), RCCIIT on retainership basis, initially for one year subject to periodic performance review.

In this context, Principal (Officiating) informed the Board that being facilitated by Advisor (Industry Alliance), the institute has signed a MoU with Nord Drive Systems (a Pune based company) under the purview of Industry Institute Partnership program mandate by AICTE. The Board appreciated the effort. Chairman, BOG conveyed his sincere thanks to all members of Advisory Committee for their valuable inputs and advice.

Resolution: *The Board noted the reporting and ratified the appointment of Advisor (Industry Alliance) on retainership basis, initially for one year subject to periodic performance review.*

Agenda 2.3: Report on appointment of Registrar, RCCIIT following recommendation of Selection Committee

Principal (Officiating) reported that following the earlier BOG resolutions, advertisement had been published in two leading dailies of 'Anandabazar Patrika' and 'The Telegraph' dated 23rd November 2020; a corrigendum pertaining to desirable qualification was also published in both the newspapers dated 11th December 2020 as well as in the institutional website. A total of eighteen (18) candidates applied for the post of Registrar against the advertisement.

After screening of all applications by duly constituted Scrutiny Committee, eight (08) candidates were invited to appear before the Selection Committee (duly constituted by Chairman, BOG) for interview. Out of five (05) candidates who finally appeared for the interview on 18.02.2021, Mr. Sandip Saha, working as Deputy Registrar, RCCIIT, featured in no. 1 position in the panel recommended by the Selection Committee. Principal (Officiating) informed the Board that on being issued the appointment as Registrar Mr. Saha submitted a prayer to the Chairman, BOG whether he can be deputed back to his previous role of Deputy Registrar lest any litigation or complication arising in future regarding his appointment as Registrar. Chairman, BOG addressed the Board in this regard and expressed his concerns regarding unfortunate precedents in the past and informed the Board that he had agreed to Mr. Saha's prayer.

Principal (Officiating) further informed the Board that Mr. Sandip Saha had also appealed for a waiver of probation with regard to his appointment as Registrar, considering his long period of engagement with the institute. To this proposition, Prof. (Dr.) Krishnendu Chakraborty mentioned that when an incumbent is confirmed on the day of joining, there is no need to reserve the previous

position. Chairman, BOG mentioned that the post of Registrar is a non-AICTE post and the probation period may be extended to a period of not more than two terms of six months each, subject to performance review by the BOG. After one (01) year of satisfactory completion of probation, one may be regularized in a post.

In this context, Prof.(Dr.)-Ing. Omkar Nath Mohanty inquired the Board regarding norms for qualifications for the post of Registrar as per AICTE or UGC. With regard to the query, Principal (Officiating) reported that the post of Registrar, RCCIIT is not an academic post, as compared to that of a University; the general State Govt. rules are being followed in this regard. Smt. Sampa Guha, DFA, GoWB, Member, BOG added that a lien may not be applicable for RCCIIT employees as RCCIIT is not entirely a government run institute.

Chairman, BOG advised that the appointment of Registrar be first ratified in the current meeting and appeals of the concerned may be considered later.

Resolution: *The Board ratified the appointment of Mr. Sandip Saha in the post of Registrar.*

Agenda 2.4: Report on the status of recruitment of Principal, RCCIIT

Principal (Officiating) reported that the advertisement for the post of Principal was published in the leading dailies of 'Anandabazar Patrika' and 'The Telegraph' dated 23rd November 2020, and also in the institutional website. A total of five (05) candidates applied for the said post in response to the advertisement.

As discussed in the last BOM Meeting held on 25.01.2021, the issue of less number of applications for the said post was reported – to which the BOM finally resolved to go ahead with the selection procedure considering the five (05) applications received for the post. Chairman, BOG added that the procedure may take some more time, considering the AICTE mandate regarding 5 year appointment term of college Principal. On being requested by Chairman, BOG, Prof. (Dr.), Krishnendu Chakraborty placed his views in this regard - currently the State Govt. is recruiting Principals as permanent recruits and not on a 5 year service contract. In case of contractual appointments of Principal, the pay shall be according to the scale of pay of that of a Professor with a special allowance (Rs. 6750) – the service contract is renewable for not more than two terms i.e. total ten (10) years.

Resolution: *The Board advised that subject to approval of Chairman, BOG, selection for the post of Principal may be completed in due course following requisite norms of AICTE and State Govt.*

Agenda 2.5: Pending CAS and DA of employees of RCCIIT

Principal (Officiating) reported that in pursuance to previous resolutions of the Board, a committee was formed consisting of Prof. (Dr.) Krishnendu Chakraborty, Principal, GCECT as the Chairman, Prof. Sanjoy Chakraborty, OIC, GCELT as Member and Prof. Mukherjee himself as the Member Secretary, to assess pending cases of CAS and make suitable recommendation. Principal (Officiating) thanked Prof. Chakraborty for his time and effort on repeated careful scrutiny of all twenty one (21) CAS applications received w.r.t AICTE norms as applicable to different cases. The Committee in its final recommendation emphasized on the matter of motivation of all faculty members who are yet to be given effect of their pending CAS and recommended that CAS benefit may be given to eligible faculty members following applicable AICTE norms.

Principal (Officiating) reported to the Board that out of 21 applications received for CAS, 13 applications were found eligible for the pending CAS as of now, the financial liability being around Rs. 30 Lacs per annum. As per recommendations of the Committee, for applicants eligible for promotion under CAS on or after 01.03.2019, their applications may be processed as per Gazette No. 82 dated 01.03.2019. On the other hand, for applicants who have applied before 01.03.2019, their applications may be processed as per the old rule of AICTE following Gazette no. 247 dated 08.11.2012.

Chairman, BOG advised that the institute, after due processing of CAS applications (as recommended by the Committee) following AICTE norms, shall be placing a consolidated report including the financial liability involved to the BOG for approval and the same shall be forwarded to BOM for ratification. Members endorsed the proposition by Chairman, BOG that the matter of pending CAS should be completed at the earliest. As mentioned by Chairman, BOG this is not under the purview of the embargo of the current elections and may be implemented now.

With regard to the DA arrears, Principal (Officiating) reported that a 3% DA has already been announced by State w.e.f Jan 2021 and that it is implied that the same will be followed in RCCIIT. The total financial liability for the implementation of 3% DA is Rs. 35 Lacs per annum. Chairman, BOG advised in this regard that the institute should place a separate report of financial liability in details for approval by the Board and subsequent ratification by the BOM.

Prof. (Dr.) Krishnendu Chakraborty queried regarding the issue of holdup in paying DA arrears for employees of RCCIIT, to which Chairman, BOG informed that this is unfortunate and is a probable effect of the reduced admission status in the previous academic year raising concern for the institutional fund position. Principal (Officiating) asked the Board whether time to time implementation of the DA and other enhancements in pay should be a default decision or need to be approved by the BOG every time. He mentioned that as per appointment letter issued to each employee, their pay and allowance is as per State Government norms.

Prof. Chakraborty suggested a one line resolution considering the current financial situation; any recurring financial enhancement needs to be approved by the BOG followed by ratification by the BOM. Smt. Sampa Guha agreed and added that the matter of the recurring financial grant proposed by RCCIIT to the Higher Education Dept. has been placed to the Finance Dept. with due recommendation and may be delayed due to elections code of conduct.

Resolution: *It was resolved that after due processing of CAS applications, Principal (Officiating) shall be placing a report of total financial involvement for pending CAS implementation to BOG for approval. A separate report on the financial liability with regard to pending DA implementation shall be placed to the BOG for approval. Both should be placed to the BOM for ratification.*

Agenda 2.6: Miscellaneous

Reporting of Admissions scenario

Principal (Officiating) informed the Board that the institute has opted for effective digital marketing, and is hopeful to attract more admissions in B.Tech/ M.Tech in the next academic year, given the fact that in this academic year, there has been a little less number of admissions in the B.Tech programs. He further informed that although the institute has projected deficit in future, it is not running on a deficit in the current FY and added that in the ensuing academic year, the institute is looking forward to the prospects of running non-AICTE courses of BCA and B.Sc in Computer Science with intakes of 60 seats each, thereby earning more revenue.

Reporting of Court Cases

Principal (Officiating) reported to the Board that recently one Mr. Raja Sarkar of Murshidabad College of Engineering & Technology filed a writ petition against the institute anticipating malpractice in the interview process that was to be held for the post of Registrar. Mr. Sarkar had been an applicant for the post of Registrar himself and was called for interview, but had not turned up for the interview, only anticipating malpractice in the procedure. Additionally, he had inquired for break-up of the scores for the interview, which is generally not published and is decided by the Selection Committee involved.

Principal (Officiating) mentioned the case involving Dr. Goutam Pal who had been suspended and later terminated in a female faculty harassment case. Chairman, BOG added that the case had taken an unfortunate turn and it is of much concern that Chairman, BOG and Chairman, BOM have been directed to appear physically before the Hon'ble High Court. The Court has allowed a time period to the institute until 23-04-2021. It was reported that the institute has moved to the Division Bench against the decision by the Single Bench, HC. The appeal to the Division Bench is yet pending. Principal (Officiating) informed the Board that as per the advice of the institute's on-record advocate, in view of the legal compliance to be met in this case, submissions by Principal (Officiating) along with Chairman, BOG and Chairman, BOM are mandatory before the court.

Principal (Officiating) reported the Board that other cases regarding previous Principal's petition and the petition by the Staff Association against Registrar, RCCIIT have no movements and no update has been recorded.

Resolution: *The Board noted the reporting by Principal (Officiating).*

There being no other matter to be discussed, the meeting ended with vote of thanks to the Chair.