

DEFENCE INSTITUTE OF ADVANCED TECHNOLOGY PUNE

(Deemed to be University)

No.DIAT/F/ADMIN/18th BoM/2019/02

Date: 22nd May 2019

MINUTES OF THE 18th MEETING OF BOARD OF MANAGEMENT, HELD ON 22nd MAY 2019

The following were present:

Dr C P Ramanarayanan, Vice Chancellor	Chairperson
Prof S K Koul	Member
Prof Dipankar Banerjee,	Member
Dr. K S Varaprasad, DG (HR), DRDO	Member
Prof S N Kale, Dean (Acad)	Member
Prof K P Ray, HoD, EE	Member
Dr Somanchi Krishna Murthy, Asso Professor & HoD AM	Member
Dr Sunil Chandel	Member
CoE (Represented by Dy CoE)	Permanent Invitee
Prof P K Khanna	Invitee
Mr Ramesh Jahagirdar, Fin Consultant, DIAT	Invitee
Mrs Vidya N Gargote, FO Designate	Invitee
Mr T V Ananthasubramanian, Jt Registrar, DIAT	Invitee
Cmde A K Sinha (Rtd), Registrar	Secretary

Prof Pravas Mahapatra, Shri Subir Mallick, Addl FA & JS, R&D, Shri V V Parlikar, OS and Director, R&DE Engineers, Pune and Prof K Balasubramanian, Dean (Student Affairs), DIAT were allowed leave of absence.

Item No. 18.1: Opening Remarks by Vice Chancellor & Chairman, BoM

The Chairman welcomed the eminent Scientists and Academicians who have been guiding the Institution since 2016; the members and invitees to the meeting. The Chairman informed the BoM that Mr Jahagirdar is invited to give a continuation and support and Mrs Vidya Gargote, the FO designate for an association with the BoM, prior to her joining.

In the opening remarks, he highlighted the following achievements of the Institute since the last meeting of BoM and plans for the future.

- DIAT's status improved in the NIRF ranking from the previous years 63 to 57. The target for the next year is to figure in 40s. On an analysis, our scores dropped in perception and marketing and visibility enhancement are required and that is being planned through improved interactions and by staying relevant, he added.
- The students of CSE Dept [team DCSE_AVENGERS1] won the prestigious Smart India Hackathon-2019 (an initiative of the Ministry of Human Resource Development (MHRD) grand finale – software edition, Mar 2019, held at Jaipur.
- No choice system has been introduced from this semester for MTech students, to be in line with the IIT/NIT model. This ensures preparation based on complete syllabus by students and faculty, to rise to the occasion.
- There is a plan to commence total open book examination, in a year or two. The intention to have this is to shift the student focus to problem solving than focusing on rote learning.
- Aadhaar Enabled Biometric Attendance System has been introduced in the Institute to inculcate more accountability and sense of time.
- The new semester classes will commence on 1st July 2019, after completion of admission formalities by students.
- MoUs have been signed with NTRO and a tri-party MoU with IAF and CAPS.

- PhD in strategic studies will commence this year, in Dept of TM.
- DRDO has agreed to provide scientists to fill up the 20 vacancies earmarked to be filled up through deputation. The scientists who are interested will be selected through interviews. DG-HR, DRDO has already brought orders in r/o 3 scientists for deputation to DIAT.
- Presently, MTech admission in Dept of TM is limited to only sponsored candidates. BoM approval is being sought to admit scholarship students after having AICTE approval.

With the above updates, the Chairman directed the Registrar/ Secretary to go ahead with the Agenda.

Item No. 18.2: Reporting items:

The following Reporting items were presented to the BoM

- On the recommendations of DPC, the following promotions were effected w.e.f 01/01/2019:

Sr. No.	Name	Promoted to
1	Shri Sachin Darade	Laboratory Assistant to Sr. Lab Assistant
2	Shri Abhijeet Kamble	Laboratory Assistant to Sr. Lab Assistant
3	Shri Subodh K Pandey	Assistant to Sr. Assistant
4	Shri Mangesh P Burde	Assistant to Sr. Assistant
5	Shri Akshay A Mokal	Tradesman to Lab Assistant

- Selection to Regular Positions at DIAT

Sr. No.	Name	Appointment	Expected Date of Joining
1	Dr. Vidya N Gargote	Finance Officer	04/06/2019
2	Dr. Pankaj Nadge	Asst Professor in Deptt of ME	31/05/2019

- The following staff were engaged on contract basis:

Sr. No.	Name	Engaged as	Period
1	Shri K. D. Karle	Consultant	1 yr w.e.f. 21/01/2019
2	Shri R A Jahagirdar	Consultant (Fin)	1 month w.e.f. 06-05-2019

Ratification of BoM was solicited.

BoM, after a short discussion, ratified the above appointments / engagements / promotions.

- The direction of the 17th Meeting [item 17.2] of BoM that the faculty promotions under CAS, reported need be approved/ ratified by the Governing Council. The BoM was informed that the meeting of GC held on 28.2.2019 ratified the same [recorded at para 12.2 (b) of the GC minutes].
- POINTS-22 Course commenced for DRDO Scientists from 11th Feb, 2019. Total 65 Scientists attended. The valedictory function of POINTS -22 will take place later today [A/N]. Shri K S Varaprasad, OS & DG HR, DRDO will be the Chief Guest for the Valedictory Ceremony.
- Nuclear Electro Magnetic Pulse [NEMP]: A short term training programme was conducted from 11th Feb, 2019 to 22nd Feb, 2019. Total 22 participants from DRDO, Services, Coast Guard and DGQA participated.

- The Vice chancellor informed that DRDO has constituted a committee with VC, DIAT and Director ITM as members, for implementation of techno-managerial training policy for Defence Research Development Scientists [DRDS].

Item No. 18.3

Progress on minutes of 17th Meeting of BoM held on 16th Jan, 2019

Agenda Points	Points	Decision	Action
17.5.1	MoU with Cranfield University	The proposal with details and relevant enclosures be forwarded to DRDO HQ for information	Conclusion of MoU approved by Secy DRDO. No financial implication to DIAT
17.5.2	Adoption of UGC Regulations on Minimum qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2018. -Carry forward of 16th BoM agenda item	The BoM approved adoption of UGC Regulations on Minimum qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education 2018 with the condition that while these will be the minimum requirements, the Institute can have the liberty to adopt higher criteria to ensure high standards in DIAT.	Noted
17.5.3	Incubation policy of DIAT	A sub-committee consisting of Prof P R Mahapatra and Shri V V Parlikar, Director, R&DE Engrs was formed to which the detailed proposal be sent for comments and further examination. Prof Khanna may visit them, discuss and give a final shape to the proposal, for adoption. Status be presented in the next meeting.	Current status was presented by Prof. P K Khanna
17.5.4	Appointment of Statutory Auditors for the years 2018-19, 2019-20 to 2020-21	BoM approved engagement of M/s PGMJ & Associates, CAs Pune as Statutory Auditors of DIAT(DU) for F.Y.2018-19 to F.Y.2020-21 (03 years)	M/s PGMJ & Associates Chartered Accountants have accepted the appointment of Statutory Auditors for the period 2018-2019 to 2020 to 2021.
17.5.5	To consider and approve "Model Document to make DIAT self sufficient"	The BoM noted that initiatives proposed are encouraging and commended that they should be put in place and since revenue generation and gaining self-sufficiency is a long time process, approved the proposal.	The proposal has been sent for seeking approval of DRDO HQrs on 19.03.2019
17.5.6	Review of Budget visa-vis - Actual expenditure of DIAT for the year 2018-19 (up to 31.12.2018)	The BoM approved the review budget cum expenditure statement for the year 2019	Grant-in-Aid proposal for the year 2019-20 will be submitted as per approved budget.
17.6.1	Fund allocation for maintenance and repairs	A fresh proposal be made highlighting the issues, also referring the earlier such efforts made for examination at DRDO HQ for necessary enabling orders.	Letter written to DRDO HQ with details.

While discussing the actions taken on the above decisions, the following points came up:

- DG-HR/DRDO is requested to advertise the Double Degree program in DRONA to invite applications from DRDO Scientists and to consider nominations for the programme by DRDO.
- Prof P K Khanna informed that the matter of incubation policy was discussed by the sub-committee and the final document is submitted to Shri Parlikar, Member of the sub-committee. The next meeting on the matter will be held in the 1st wk of June 19. As per the proposal, the seed money is around Rs 5 lakhs and the incubators have to return the money if the incubation pays results. Further, the incubators need leave the campus after 3 years / 5 years, as the case may be. Faculty cannot be partners in the Incubator but Mentors. Prof Banerjee and Prof Koul sensitized that the legal and financial matters on incubation should be given adequate care. Proper monitoring need be in place.
- Prof Koul indicated there are additional financing bodies providing soft loans for such matters viz., Technology Development Board and DST/BIRAC; which could be approached. Provision of soft loans to be clear in the beginning about its utilization and refund. The matter of the financial powers of VC also came up which need be examined with reference to the delegation of powers.
- DG-HR informed that DRDO provides financial support in step-wise manner based on crossing the mile-stones set up in project completion. Idea's relevance need be examined at the initial stage itself and to be financed step-by-step based on success. The idea's technological and business potential need be kept in mind while approving. DG-HR indicated about the Dare to Dream contest by DRDO to unearth disruptive ideas and concepts in emerging technologies identified by DRDO for enhancing defence capabilities.

Progress on this point to be updated in the next meeting

- Action – Prof P K Khanna

Item No.18.4

Confirmation of the Minutes of the 17th Meeting of BoM held on 16th Jan, 2019

After a short discussion, the BoM confirmed the minutes of the 17th Meeting of BoM.

Item No.18.5

18.5.1 Approval of the M.Tech; PhD and MS (By Res) results of the Academic Year 2017 -19.

The Assistant CoE [Rep of CoE] presented the results of M.Tech 2017-19 batch; list of students who have completed all the requirements including viva-voce for award of Ph.D and MS (By research) Degrees along with a short analysis to have an idea about the trend over the years. The results presented are at Appendix – A.

BoM, after a short discussion, accorded approval to the results, earlier cleared by the Academic Council.

Action: CoE

18.5.2 Adoption of MACP scheme at DIAT for Non-Teaching Staff

Point: The career advancement of teaching staff of DIAT is governed in terms of UGC Regulations on Minimum qualifications for Appointment of Teachers and other Academic Staff in Universities and Colleges and Measures for the Maintenance of Standards in Higher Education, as amended time to time; whereas the non-teaching staff of DIAT re considered for upgradation to the next higher level within the limit provided in DIAT Rules & Regulations Governing Service Conditions, 2009. The scope of recruitment to the limited number of vacancies in the promotional posts is minimum 5 yrs service in the feeder cadre.

Beyond the number of vacancies, there is no further scope for anyone who have completed the required residency, due to non-availability of vacancy.

DoP&T OM No. 35034/3/2010-Estt (D) dtd 3rd Aug, 2010 addresses the matter of extension of MACP to autonomous bodies under Ministries [Annex-18.5.2]. The Department of Expenditure has approved extending the benefits of the MACPS to the Central Autonomous/Statutory Bodies under various Ministries/Departments subject to their satisfying the conditions viz, approval of BoM / GC, Concurrence of Financial Advisor of the Ministry and on assessment of additional financial implication by the organization concerned. AIP of BoM was sought to forward the case to DRDO HQ for concurrence to implement the MACP scheme.

Decision: BoM accorded approval in principle for the proposal for forwarding to DRDO HQ for financial concurrence.

Action: Registrar; FO

18.5.3

Revision of Institutional Scholarship for the Full time Ph.D Students w.e.f 1st January, 2019

Point: As Chairman of BoM, the Vice Chancellor has given go ahead to revision of Scholarship / emoluments for Research Scholars, to the Institutional Scholarship category PhD students of DIAT, w.e.f. 01 Jan 2019, in terms of DBT/ Gol OM dated January 30, 2019, as per the following table:

Sr. No.	Qualifying Degree	Revised rate of Institutional Scholarship per month
I	Post Graduate Degree in Basic Science OR Graduate / Post Graduate Degree in Profession Course selected through a process described through any one of the following: (a) Scholars who are selected through National Eligibility Tests - CSIR-UGC NET including lectureship (Assistant Professorship) and GATE. (b) The selection process through National level examination conducted by Central Government Departments and their Agencies and Institutions such as DST,DBT, DAE, DOS, DRDO, MHRD, ICAR, ICMR, IIT, IISc, IISER etc.	Rs. 31,000/- (Rs.25000/- pre-rev)
II	The above category students with two years of research experience*	Rs. 35,000*/- (Rs. 28,000/- pre-rev)

Financial Impact on DIAT on implementation of Revised Institutional Scholarship w.e.f 01 January-2019:

Sr. No.	No. of Students	Monthly Rate of Scholarship	Amount (per month)	Revised Rate (as per OM dated 30 Jan 2019)	Amount (per month)	Difference amount per month
	[A]	[B]	[C]	[D]	[E]	F= [E-C]
I	18	25,000	4,50,000	31,000	5,58,000	1,08,000
II	19 (with 2 years of res exp)	28,000	5,32,000	35,000	6,65,000	1,33,000
Total	37					2,41,000

DRDO, vide letter No. DHRD/70500/DIAT/DU/C/M/01 dtd 13th Aug, 2015 directed DIAT to follow the UGC/MHRD directives issued on the subject of revision of emoluments and guidelines on service conditions for scholarship and research personnel employed in R&D programmes of DIAT (DU) [Annex-18.5.3-II].

It may be noted that the BoM, in its meeting held on 23rd March, 2015, approved the proposal of enhancement of PhD institutional fellowship as per MHRD communications from time to time and fellowship to Project Staff (JRF, SRF, RA, PA etc) as per norms of funding agencies from time to time.

The Board of Management was requested to ratify/approve extending Institutional Scholarship to all PhD Students of DIAT at enhanced rate, w.e.f. 01 Jan 2019, as notified vide DST OM dated January 30, 2019.

Discussion: It was indicated the DST being the nodal agency revises the scholarship and the same is adopted by MHRD and other funding bodies. DG-HR indicated that DRDO also is revising the scholarship to JRFs and SRFs.

Decision: BoM accorded approval to the revision of Scholarship as proposed.

Action: Registrar; FO

18.5.4 Enhancement of employer contribution towards NPS

Point: Ministry of Finance (Dept. of Financial Services) vide notification No. F.No. 1/3/2016-PR dated 31st January 2019 (in Gazette of India) notified enhancement of employer's share of contribution from 10% to 14% of Basic pay and D.A. to Central Government employees. The increased monthly expenditure to DIAT on this account will be around Rs. 4.00 lakhs per month. In principle approval of BOM was sought to adopt the same in respect of all regular employees of DIAT as and when Central Government extend above benefit to Autonomous institutions of Government of India.

Discussion: This is a statutory payment to be made by the Govt / Employer as per the Gol notification. The BoM was informed that the NSDL has not made any provision to accept the enhanced rate of contribution from autonomous bodies and a resolution to that effect is needed. BoM members felt that there being no exemption possible from paying such statutory contributions, VC can approve such cases, like DA enhancement from time to time.

Decision: BoM accorded approval in principle for the enhanced contribution @14% towards NPS, on Basic + DA.

Action: FO

Item No.18.6 Any other point with the permission of the Chair

Following points were allowed for discussion by the Chairman, in addition to the Scheduled Agenda, for discussion:

18.6.1 Decentralization of the procedural powers

The Dean (Academics) presented the following proposal:

To empower the Deans and the HoDs (Academic Dept Heads) in carrying out sanctioning of functional and administrative works pertaining to the faculty; the following decentralization of administrative powers were proposed for approval of BoM.

- Empowering HoDs to sanction all leaves, including Duty Leave, of Faculty and staff of their Department.

- Empowering Dean (Academics) to sanction all leaves, including Duty Leave of HoDs (Academic Depts).
- Vice Chancellor, DIAT will be the Leave Sanctioning Authority for all types of leaves in r/o Deans.
- The corresponding leave records to be maintained at the level of Sanctioning Authority and in the Establishment / Registrar's office.
- Temporary Duty, having direct financial implication for all, will be sanctioned by the Vice Chancellor, DIAT.

Decision: The powers proposed to be delegated to Deans and HoDs being administrative in nature, BoM approved the proposal.

18.6.2 Linking of earned external project funding to the internal promotions of Faculty

Proposal: Faculty members at DIAT are always encouraged to write research proposals to funding agencies other than DRDO, to take up Externally Funded Projects. It is proposed that appropriate appreciation can be given to the faculty members who obtain projects, funded by external agencies. In light of the above, the following is proposed:

- At Assistant Professor level: Each faculty member should have project funds worth 20 Lakhs through completed sponsored projects, when they seek promotion to next level.
- At Associate Professor level: Each faculty member should have project funds worth 30 Lakhs through completed sponsored projects, when they seek promotion to Professor.
- If the funding availed/earned by any faculty is more than this stipulated amount, it could be rewarded in the form of appropriate honorarium.

Discussion: The Members generally felt that it is not desirable to attach values to the projects as pre-requisites for promotion; rather, incentives could be attached to those having good / valuable projects., viz., timely consideration / weightage to projects. Since weightage is already built up in the CAS application format for consideration, that could be enough. In general, it was opined that the faculty generating good funds through projects may be considered for professional development, viz., for attending international conferences abroad, provide travel grants for the faculty and his/her student etc. Since the institute is established to support DRDO/ Services, taking up problems of relevance to MoD and providing solutions will make better sense. Also, the institute shall have projects under foreign collaborations, which, DRDO other-wise cannot do directly.

Prof S K Koul has indicated that he will send the policy document on utilization of project funds for professional development of faculty as is being followed in IITD. Approving utilization of such funds generated, to be at the disposal of VC for various development purposes.

Decision: It was directed that Externally Funded Projects are not to be considered as pre-requisite for promotion of faculty. However, such faculty having good / well funded projects may be given weightage during promotion interviews and for professional development through allowing them attend international conferences abroad, providing travel grants for the faculty and his/her student etc., out of the funds generated from the projects.

18.6.3 Revision of Semester Fee for PhD Scholars:

Proposal: In view of the DST OM on enhancement of Scholarship to PhD students w.e.f. 1.1.2019, BoM [Ref: Agenda – 18.5.3 above], the following proposal of enhancement of Semester fee as under was presented:

Category of students	Present Fee		Proposed Fee	
	(Rupees)		(Rupees)	
I. Scholarship Category	Gen/OBC	SC/ST	Gen/OBC	SC/ST
(Admitted based on GATE Score)	25,000	15,000	31,000	18,000
II. MoD SPONSORED	Nil		50,000	
B. Tri Services & coastguard (Under PGT Scheme)	Nil		will be decided in consultation with IDS HQ	
III. Non-MoD Sponsored	50,000		65,000	
Fee structure for M Tech also is proposed to be enhanced				

Decision: The proposal above was agreed with the following additions.

- The fees indicated are per Semester.
- The fees for PhD students (Scholarship Category) in 5th Semester and above (Gen/OBC) will be Rs.35,000/- per sem and for SC/ST Rs. 22,000/- per sem.
- Approval accorded to enhance the fee of M.Tech students [Scholarship category], proportionately, as and when their scholarship is revised.

Action: Registrar / FO

18.6.4 Award of Degrees to TSOC-35 TO 38 batches:

This point was presented by Dean (Acad) based on the Academic Council discussion, on 21.05.2019. She indicated that the AC has decided that a committee will be constituted including an expert on UGC Rules and Regulations to look into the possibility of extending degrees as appropriate. The committee shall submit its report to the Vice Chancellor.

Decision: The BoM gave go ahead to the proposal as above.

Action: Dean (Acad)

18.6.5 Seeking AICTE approval to M.Tech in Technology Management and admission of Scholarship Students:

The Dean (Acad) proposed to seek AICTE approval for the M Tech(Tech Mgt) program so that admission could be offered to Scholarship students.

Decision: After a short discussion, the proposal to seek AICTE approval was approved.

Action: Registrar, Dean (Acad), Hod(TM)

18.6.6 Mapping of Academic Departments:

The Vice Chancellor/ Chairman moved a proposal that he intends to put in a system in place to map the academic departments based on their relative performance ie., indexing; to develop a healthy competition among the departments for overall improvement of performance.

This proposal was accepted by all.

18.6.7 Visit to BoM members to Academic Departments:

Dr. Dipankar Banerjee, Member BoM, proposed to arrange for a visit to the Academic Departments of DIAT prior to the next meeting of BoM to have an idea of the infrastructure in place and research potential. This was agreed upon.

Action: Dean (Acad)

Conclusion: In the absence of any other point, the meeting concluded with vote of thanks.



Cmde A K Sinha (Retd)
Secretary, BoM & Registrar