

**Subject:** Resolution on Agenda no. 1 and 2 circulated vide email dated 24.08.2024.

Two agenda items were circulated to all the esteemed members of the BoG, vide an email, dated 24.08.2024. Resolution by circulation on these items is presented below:

**Agenda 1: Seeking Permission for Faculty Recruitment.**

On the Agenda item no. 1, only one comment was received gist of it is reproduced as under:

“This is to bring into your kind notice that although UGC gives only Minimum Qualifications for Recruitment, Institute cannot make anyone ineligible on the basis of the Institute's own Scorecard if the Institute is following UGC Recruitment Rules. The Institute have to shortlist the candidates on the basis of Appendix II, Table 3 A. NIFTEM can ask the candidates to fulfil the scorecard (as approved in 5th BoG meeting) and that can be used for evaluating them in the Interview, but on the basis of the NIFTEM framed scorecard, a candidate cannot be made ineligible for the Interview if NIFTEM will be doing this recruitment as per UGC Regulations, 2018 subject to including its amendments till the date of this resolution.”

Point was reviewed and it is observed it would be appropriate to go for screening as per Table 3A of UGC Regulations. However, the candidates will be asked to attach the score card approved by the Board. The screening committee will screen the applications as per the API and eligibility norms of the UGC. The screening committee will also evaluate the score card approved by the Board for the applicants and allot scores as per the attached documentary evidences. Thus, it is agreed that institute may proceed for recruitment against the vacant Assistant Professor positions as per the UGC REGULATIONS 2018, relevant additional details are enclosed at Annexure 1. Board also approved the list of proposed experts, department wise, circulated with agenda and the roster document.

**Agenda 2: Consideration of New Logo of NIFTEM, Kundli.**

One comment was received on the agenda no 2 that the Logo should be designed by the professional agency. NIFTEM may like to approach NID. In my opinion, the logo should work stand-alone for branding of NIFTEM. It should be bold and futuristic.

In this regard it is submitted that the logo was designed by the professional designers and the logo design was finalized after getting inputs from the NIFTEM alumni placed in reputed companies, students, faculty, staff and a few other stakeholders. Moreover, the new design is based on the original logo of the institute and has been in use for

more than 10 years. Thus, new logo as under was approved by the Board.



Both of these resolutions would be put up for ratification, during the forthcoming BoG meeting.

## **Annexure 1**

Institute will follow the 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 as amended till 30.08.2024, for recruitment of present vacant positions of Assistant Professors.

As per the approved statutes of Institute, the screening committee needs to be approved by the Board. Hence the following screening committee is approved by the Board for screening of applications:

- Dean (Faculty Affairs) -Chairperson
- Two nominees of the Board having domain expertise- Members
- Two internal members (subject matter experts), not below the rank of Professor-Members with one of them being a subject matter expert- Members
- Assistant Registrar (Pers.) - Presenting Officer

The Committee will review the application for eligibility as per the UGC Regulations, 2018 for Universities. The committee will also evaluate the score card approved by the Board for the applicants and allot scores based on the entries made by the applicants and the attached documentary evidences as per the score card approved by the Board in its 5<sup>th</sup> and 6<sup>th</sup> meetings on 17.02.2024 and 13.03.2024. The same shall be perused by the selection committee during the interview.

Candidates will be called for interview in the ratio of 1:10, if the number of eligible shortlisted candidates is 10 or more for one post. If two or more applicants get same score as per the format of table 3A of UGC Regulations, they will be given same weightage and will be called for interview and limit of inviting applicants in the 1:10 ratio will not apply in such specific cases. In all other cases, where the number of eligible candidates per post is less than 10, the Selection Committee will conduct interview for all the eligible candidates as recommended by the Screening committee.

Selection committee will interview the shortlisted candidates forwarded by screening committee and assign the criteria to select the suitable candidates. Selection committee will also consider the score card marks allotted by the Screening committee while selecting the candidates. As selection committee is the apex body, the decision of the selection committee will be final. Selection committee may even reject the candidates not found suitable during interview, irrespective of the scores obtained by the candidate in the score card approved by the Board.

Composition of selection committee as per UGC: a) The Selection Committee for the post of Assistant Professor shall consist of the following persons:

- i) The Vice Chancellor (Director of the Institute) or his/her nominee, who has at least ten years of experience as Professor, shall be the Chairperson of the Committee.
- ii) An academician not below the rank of Professor to be nominated by the Visitor/Chancellor, wherever applicable. In this regard a nomination would be sought from Secretary MoFPI, being ex-officio Chancellor of the Institute under deemed to be university setup in the past.
- iii) Three experts in the subject concerned nominated by the Vice Chancellor (Director of the Institute) out of the panel of names approved by the relevant statutory body (Board of Governors of the Institute) of the university concerned.
- iv) Dean of the Faculty concerned, wherever applicable.
- v) Head/Chairperson of the Department/School concerned.
- vi) An academician representing SC/ST/OBC/Minority/Women/Differently-abled categories to be nominated by the Vice Chancellor (Director of the Institute), if any of the candidates from any of these categories is an applicant and if any of the above members of the selection committee does not belong to that category.

Four members, including two outside subject experts, shall constitute the quorum. Board permits Director to invite external experts for Screening and Selection committees as per the approved list.