

Subject: Approved Minutes of the 57th meeting of the Board of Governors of Punjab Engineering College (Deemed to be University), Chandigarh.

A Brief of the meeting and participants:

Date/ Day	28.07.2018 (Saturday)			
Time	10:00 A.M.			
Venue	Board Room, 2 nd floor, Administrative Block, Punjab Engineering College (Deemed to be University), Sector -12, Chandigarh			
In chair	Sh. Rajinder Gupta, Chairman, Board of Governors			
List of Participants	S.No	Name (Sh./ Mr./ Dr./ Prof.)	Constituency as per MOA	Capacity
	1	Jasbir Singh, F&PO	Representative of Finance Secretary	Member
	2	Rajesh Khanna	Nominee of Director IIT Delhi	Member
	3	R.K. Sinha	Director, CSIO	Member
	4	Purushottam Kaushik	An eminent Alumnus of the Institute nominated by Chandigarh Administration	Member
	5	Siby John	Professor, Civil Engineering Department	Member
	6	Sanjeev Sofat	Professor, Computer Science Engineering Department	Member
	7	Arun Kumar Grover	Technologist/ Engineers/ Educationalists nominated by Chandigarh Administration	Member
	8	Manoj Kumar Arora	Director, PEC	Member
	9	Sushant Samir	Registrar (Ad-interim)	Member Secretary
	10	Balwinder Singh	Dean Faculty Affairs	Special Invitee
Leave of absence accorded	1	Arun Kumar Gupta, IAS	Secretary Technical Education, Chandigarh Administration	Member
	2	Raj Kumar	Vice Chancellor, Panjab University, Chandigarh	Member
	3	Sachin Rana, IAS	Special Secretary, Technical Education, Chandigarh Administration	Member
	4	-	Nominee of Department of MHRD, GOI	Member
	5	S.K. Rai, IAS	Nominee of Ministry of Home Affairs, GOI	Member
	6	Sofi Zahoor	Chairman CII, Northern Region	Member
	7	-	Nominee of Chairman, UGC	Member
	8	Kiran Malhotra	Technologist/ Engineers/ Educationalists nominated by Chandigarh Administration	Member
	9	A.K. Taneja	Two eminent industrialist nominated by Chandigarh Administration	Member
	10	Sanjeev Aggarwal		Member

At the outset, the Director welcomed Prof. Arun Kumar Grover, Former Vice-Chancellor, Panjab University, Chandigarh and Prof. Rajesh Khanna, Nominee of Director IIT, Delhi, as new members of the BOG and introduced them to the other members.

B. The brief of proceedings is as follows:

Item No.	Item	Decision
57.1	Approval of Minutes of 56 th BOG meeting	The minutes of the meeting were confirmed.
57.2	Action Taken report on decisions of 56 th BOG meeting	Noted.
57.3	Recommendations of the Selection Committee for Direct Recruitment at level of Professor and CAS promotions from Associate Professor to Professor (Stage 4 to 5)	Recommendations of the selection committees for the Direct Recruitment at the level of Professor and promotions under CAS from Associate Professor to Professor (Stage 4 to 5) were accepted by the Board. The list of recommended/ not recommended candidates, as given at Annexure-I , was approved. The Dean Faculty Affairs Office may issue the appointment letters as per the eligibility of the candidates promoted under CAS. In case of Direct Recruitment, the date of appointment to be mentioned in the appointment letter will be the date of approval of the BoG (i.e., July 28, 2018) The Registrar recused himself at the time of approval of this agenda.
57.4	Appointments under Direct Recruitment process 2017-18 for teaching positions of	The candidates recruited at the level of Assistant and Associate Professors and those promoted under various stages (i.e., Stage 1

	Associate/ Assistant Professor and CAS 2016 promotions for Stage 1 to 2, Stage 2 to 3 and Stage 3 to 4	<p>to 2, Stage 2 to 3 and Stage 3 to 4), as approved by the Director, was reported to the BOG.</p> <p>It was informed that at the entry level, 5 new faculty members have joined as Assistant Professor. It was suggested that a one page biodata of these faculty members be shared with the Board. Accordingly, these biodata have been given at Annexure-II.</p> <p>It was suggested that in order to monitor the performance of the newly recruited faculty members on regular basis, a mechanism should be evolved. Those who are doing well must be rewarded. A sub-committee of BOG, as given below, is constituted to propose a methodology for the same,</p> <ol style="list-style-type: none"> 1. Prof. Arun K. Grover - Chairman 2. Prof. Rajesh Khanna - Member 3. Prof. Sanjeev Sofat - Member 4. Sh. Purushottam Kaushik - Member <p>In this regard, the committee may take inputs from other institutes of higher learning in the country.</p>
57.5	Fact finding reports received from Sh. B.M. Bedi, Retired District & Session Judge.	The fact finding reports received from Sh. B.M. Bedi, Retired District & Session Judge were accepted by the Board. The copy of the reports is given in Annexure-III . The copy of the reports may be sent to the aggrieved faculty members.

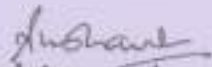
		It was suggested that the institute may appoint an ombudsman in consultation with the Chairman BOG to investigate individuals' complaints. Further, the outcome of the complaints should be communicated to the concerned quarters immediately.
57.6	Shifting of date of eligibility for promotion to the post of Professor of Dr. Umesh Sharma	Ratified.
57.7	Admissibility of leave i.e. Earned Leave/ Half Pay leave to the newly appointed Govt. Employees	Noted.
57.8	Activities under TEQIP – III	Noted.
57.9	Nomination of BOG member on Selection Committee for the Appointment of Registrar:	The BOG nominated Vice Chancellor, Panjab University, Chandigarh, as a member on the selection committee for the appointment of the Registrar.
57.10	Engagement of visiting/ adjunct faculty	Ratified.
57.11	Appointment of Deans	After deliberations, following was decided, <ol style="list-style-type: none"> 1. The feedback from all the professors of the institute be taken. 2. A committee of the two BOG members, namely, Prof. Siby John and Prof. Sanjeev Sofat will interact with all the Professors to suggest some names for the two Deans positions. The committee shall then

		<p>recommend three names each for the two positions based on their administrative experience, acceptability, etc.</p> <p>The BOG authorized the Director to appoint the two deans in consultation with the Chairman BOG.</p> <p>3. Same procedure shall be adopted in future also.</p>
57.12	Chief Guest for Annual Convocation - 2018	<p>BOG, in addition to the names suggested by the Senate, also recommended the following names for the Chief Guest of Convocation – 2018,</p> <ul style="list-style-type: none"> • Sh. Kamlesh Nilkanth Vyas - Director Bhabha Atomic Research Centre, Mumbai • Sh. Anil Kakodkar – Former Chairman, Atomic Energy Commission and Chairman, Technology Vision 2035, Technology Information Forecasting and Assessment Council (TIFAC), Department of Science & Technology, GOI. <p>It was also decided to start an institute lecture series by the renowned personalities from industry, research and other organizations on the Foundation Day of the institute (i.e., on Nov 9) every year. A database of such personalities including the above be prepared.</p>
57.13	Progress of Establishment of Centre of Excellence in	<p>The Director shared the recent communication dated 10.07.2018 by M/s</p>

	Partnership with Siemens	<p>Siemens with regard to the establishment of CoE in partnership with them. It is mentioned that M/s Siemens will be able to hold the quoted cost for the establishment of the CoE upto Aug 20, 2018. All the members opined that since much delay has already occurred in commissioning of this project, the Programme Director of the implementation committee must take immediate action on its establishment.</p> <p>The cost of Rs. 15.03 Crores plus taxes for the establishment of CoE will be booked to Student Service Fund whereas the cost of preparation of the site estimated at Rs. 3.1 Crores will be booked to the institute capital head for the current year budget. In case, the alumni agree to contribute partly towards the cost of establishment of CoE, it will be adjusted with the Student Service Fund.</p> <p>M/s Siemens may be approached to stagger the cost in 6 months period. The GFR guidelines on the percentage of advance payment may be looked into and accordingly the proposal may be sent to M/s Siemens.</p> <p>The UT Engineering Department be requested to prepare the site on priority basis.</p>
57.14	Presentation of Head, CDGC on National Institutional	Deferred

	Ranking Framework on Analysis of ranking of PEC vis-à-vis other institutes	
57.15	Presentation by the Director, PEC on five year plan	Deferred
57.16	Presentation on Alumni Management system by Sh. Manoj Mittal, Founder & CEO of Alumni Management Company	Sh. Manoj Mittal made a presentation on the Alumni Management system to the Board. After deliberations, the Board decided to hire Sh. Manoj Mittal as a consultant for a year to the Dean Alumni, Corporate and International Office, to streamline the activities on enhancing the networking and relationship with the alumni including fund raising. The Dean Alumni Affairs will coordinate with Sh. Manoj Mittal to take this forward. The Chairman announced to cover one year cost of Rs. 6.00 Lakhs from his own resources to hire the consultant. The Board members applauded this gesture and put their appreciation on record.

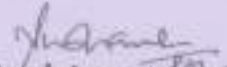
Meeting ended with a vote of thanks to the Chair.


Registrar 10/8/18
(Ad-interim)

Endst. No. PEC/RG/18/233404-24

Dated: 10 AUG 2018

A copy of the above is forwarded to All BOG members for information and necessary action.


Registrar 10/8/18
(Ad-interim)

Annexure – I

List Of

Recommended/

Not-recommended
candidates

participated in CAS/

Direct Recruitment

(Page No. :- 1)

Details of the candidates who were found eligible and participated in the (i) CAS - Table I, (ii) direct recruitment under un-reserved / open category Table - II & (iii) direct recruitment under special drive - Table III alongwith the recommendations of the Selection Committee's.

Table-I List of candidates who were found eligible and participated in the CAS process for consideration of promotion from Associate Professor to Professor (Stage 4 to 5)

Sr. No.	Name of Department	Name of Applicant	Date of Interview	Recommendations
1.	Applied Sciences (Mathematics)	Dr. Asha Gupta	26.03.2018	Recommended
2		Dr. Sucheta		Recommended
3	Applied Sciences (Physics)	Dr. Sanjeev Kumar	26.03.2018	Recommended
4	Mechanical Engg	Dr. S.K. Mangal	24.04.2018	Recommended
5		Dr. D.R. Prajapati		Recommended
6		Dr. Sushant Samir		Recommended
7	Computer Science & Engg Deptt.	Dr. Divya Bansal	15.05.2018	Recommended
8.	Aerospace Engineering	Dr. Rakesh Kumar	17.05.2018	Recommended
9		Dr. T.K. Jindal		Recommended
10	Electrical Engg	Dr. Rintu Khanna	09.06.2018	Recommended
11		Dr. Jagdish Kumar		Recommended
12	Civil Engg.	Dr. Surender Kumar Verma	15.08.2018	Recommended
13		Dr. Pardeep Kumar Gupta		Recommended
14		Dr. Roshan Lal		Recommended
15		Dr. Sarita Singh		Recommended
16		Dr. Shakti Kumar		Recommended
17.	Production Engg.	Dr. R.M. Belokar	21.06.2018	Recommended

One faculty member was not able to meet the minimum API score required for promotion from Stage 4 to Stage 5 under CAS. The minutes of the selection committee is also enclosed. The detail is tabulated as under:-

Sr. No.	Name of Department	Name of Applicant	Date of Meeting	Recommendations
1	Civil Engg.	Dr. Mohd. Afaq Alam	15.06.2018	Not Eligible

Table-II List of candidates who were found eligible and participated in the recruitment process for consideration to the post of Professor under un-reserved / open category.

Sr. No.	Name of Department	Name of Applicant	Date of Interview	Recommendations
1	Electronics & Communication Engg	Dr. Davinder Singh Saini	30.05.2018	Not Recommended
2		Dr. Charanjit Singh		Not Recommended
3	Production Engg.	Dr. Ravinderjit Singh Wala	21.06.2018	Recommended
4		Dr. Rupinder Singh		Not Recommended
5		Dr. Rajendra M. Belokar		Not Recommended
6		Dr. Jatinder Mehan		Not Recommended

Table-III List of candidates who were found eligible and participated in the recruitment process for consideration to the post of Professor under Special Drive.

Sr. No.	Name of Department	Name of Applicant	Date of Interview	Recommendations
1	Applied Sciences (Physical)	Dr. Sanjeev Kumar (OBC)	26.03.2018	Not Recommended.
2	Mechanical Engg	Dr. D.R. Prajapati (SC)	24.04.2018	Not Recommended

Annexure – II

One page Bio-data of
05 newly Recruited
Assistant Professors

Annexure No.	Name of Assistant Professors	Page No.
II (a)	Sh. Chander Kant Susheel	2 - 3
II (b)	Ms. Amanpreet Kaur	4 - 5
II (c)	Sh. Manish Kumar	6 - 7
II (d)	Sh. M.S. Rajeshwaran	8 - 9
II (e)	Sh. Rajiv Kumar	10 - 11

(Page No. :- 2-11)

CURRICULUM VITAE

CHANDER KANT SUSHEEL

cksusheel@gmail.com

+91-9418575700, +91-7347271474

Assistant Professor, Mechanical Engineering

PEC Chandigarh 160012

Professional Qualifications

- PhD titled "Geometric nonlinear shape and vibration control of functionally graded smart structures" from IIT Mandi in July 2016.
- M.Tech. in CAD/CAM & Robotics from Thapar University, Patiala.
- B.Tech in Mechanical Engineering from N.I.T. Jalandhar.

Research Interests

- Geometric Nonlinear Analysis
- Shape and Vibration Control using Non-conventional Controller
- Finite Element Method

Publications

- C. K. Susheel, Anshul Sharma, Rajeev Kumar and V. S. Chauhan, Geometrical nonlinear characteristics of functionally graded structure using functionally graded piezoelectric materials, *Journal of Sandwich Structures and Materials*, 2018, <https://doi.org/10.1177/1099636217752114>.
- C. K. Susheel, Rajeev Kumar and V. S. Chauhan, Active shape and vibration control of functionally graded thin plate using functionally graded piezoelectric material, *Journal of Intelligent Material Systems and Structures*, 2017, Volume: 28 issue: 13, page(s): 1789-1802
- C. K. Susheel, Rajeev Kumar and V. S. Chauhan, An investigation into shape and vibration control of space antenna reflectors, *Smart Material and Structures*, 2016, 25(12), p.125018.
- Anshul Sharma, Anuruddh Kumar, C.K. Susheel and Rajeev Kumar, Smart damping of functionally graded nanotube reinforced composite rectangular plates, *Composite Structures*, 2016, 155, pp.29-44.
- C. K. Susheel, Rajeev Kumar and V. S. Chauhan, Geometric nonlinear analysis of piezolaminated functionally graded cylindrical shell, *International Journal of Structural Engineering*, 2016, 7(2), 216-238
- C. K. Susheel, Rajeev Kumar, V. S. Chauhan and Rahul Vaish, Shape control of spacecraft antenna reflector using lead-free piezoelectric actuators, *European Journal of Computational Mechanics*, 2015, 23(5-6), 199-216.
- C. K. Susheel, Rajeev Kumar and V. S. Chauhan, Nonlinear vibration analysis of piezolaminated functionally graded cylindrical shell, *International Journal of Nonlinear Dynamics and Control*, 2017, 1(1), pp.27-50.

- Anshul Sharma, C. K. Susheel, Rajeev Kumar and V. S. Chauhan, Active Control of Thermally Induced Vibrations in Smart Structure Instrumented with Piezoelectric Materials, *Applied Mechanics and Materials* 612: 169-174, 2014.
- Anshul Sharma, C.K. Susheel, Rajeev Kumar, Vishal S Chauhan, Fuzzy logic based active vibration controller, *Applied Mechanics and Materials*, Vol. 367: 357-362, 2013.

Conferences

- C. K. Susheel, Anshul Sharma and Rajeev Kumar (2017), *Geometric nonlinear analysis of spacecraft antenna reflector*. National Conference on Recent Advances in Mechanical Engineering (NCRAME-2017) June 02-03, 2017, NIT Kurukshetra.
- C. K. Susheel, Anshul Sharma, Rajeev Kumar, Rahul Vaish and V. S. Chauhan (2014) *Optimal Shape Control of Spacecraft Antenna Reflector using Lead-free Piezoelectric Ceramics*, 6th World Conference on Structural Control and Monitoring (6WCSMC-2014), July 15-17, 2014, UPC Barcelona, Spain. Paper ID: 54
- C. K. Susheel, Rajeev Kumar and V. S. Chauhan (2014) *Large deformation analysis of piezolaminated structures using four noded shell element*. International Conference on Smart Materials, Structures and Systems (ISSS-2014), July 08-11, 2014, IISc Bangalore, India. Paper ID: 1569918629.
- Anshul Sharma, C. K. Susheel, Rajeev Kumar and V. S. Chauhan (2014) *Active Control of Thermally Induced Vibrations of Antenna Reflector*. 6th World Conference on Structural Control and Monitoring (6WCSMC-2014), July 15-17, 2014, UPC Barcelona, Spain. Paper ID: 53.
- Anshul Sharma, C. K. Susheel, Rajeev Kumar and V. S. Chauhan (2013) *Fuzzy Logic Based Active Vibration Controller*. International Conference on Mechanics, Simulation and Control (ICMSC-2013), June 22-23, 2013, Kanyakumari, India. Paper ID: F026.

Workshop/ Short Term Courses

- Attended one week short term course on 'Modeling and Simulations using Mesh Free Methods' organized by Indian Institute of Technology Roorkee during May 23-27, 2011.
- 'Finite Element Method for Engineering Applications' organized by Indian Institute of Technology Mandi during July 16-20, 2012.
- 'Computer aided drafting for engineers and designers' organized by Indian Institute of Technology Mandi during Feb-4-9, 2013.
- 'Experimental Structural Dynamics, Structural Health Monitoring and non-Destructive Evaluation using Smart Materials' organized by Indian Institute of Technology Delhi on 26th October, 2013.

Experience

- Assistant Professor at PEC Chandigarh from 4th Jan 2018.
- Teaching Associate at NIT Uttarakhand from 11th Aug 2016 to 16th May 2017.
- Lecturer (contract) at NIT Hamirpur from 21st Jan 2009 to 15th May 2010.

References

- | | |
|---|---|
| <ul style="list-style-type: none"> • Dr. Rajeev Kumar
Associate Professor, School of Engg.
IIT Mandi, VPO Kamand, Mandi
Himachal Pradesh (HP) 175005,
Phone: +91 1905 267148
E-mail: rajeev@iitmandi.ac.in
http://faculty.iitmandi.ac.in/~rajeev/ | <ul style="list-style-type: none"> • Dr. Vishal S. Chauhan
Assistant Professor, School of Engg.
IIT Mandi, VPO Kamand, Mandi
Himachal Pradesh (HP) 175005,
Phone: +91 1905 237920
E-mail: vsc@iitmandi.ac.in
http://faculty.iitmandi.ac.in/~vsc/ |
|---|---|

AMANDEEP KAUR

Email: amandeepkaur@pec.ac.in

Contact: 7696543324

Assistant Professor, Computer Science and Engineering,

PEC, Chandigarh-160012

Date of Birth: 18/03/1989

PROFESSIONAL QUALIFICATIONS

- Pursuing Ph.D in the area of "Digital Image Correlation based Measurements for High Velocity Impact Application" from CSIR-CSIO, Sector 30, Chandigarh
- M.Tech in the area of "Mobile Ad Hoc Networks" from Central University of Punjab, Bathinda
- B.Tech in Computer Science and Engineering from MECRC College, Jodhpur (Rajasthan Technical University, Kota)

RESEARCH INTERESTS

- Digital Image Correlation, Statistical Analysis and Machine Learning, Generative Adversarial Networks, Big Data Analytics, Software Engineering

PUBLICATIONS

- **Amandeep Kaur**, Samriti Gupta, Balvir Kumar and P.K Khosla, Internet of Things (IoT) based Defence Applications: Vision and Challenges, *Journal Synergy*, Centre for Joint Warfare Studies, pp. 72-79, Aug 2017.
- **Samriti Gupta**, **Amandeep Kaur** and Balvir Kumar, Big Data & Related Analytical Applications in Defence, *Journal Synergy*, Centre for Joint Warfare Studies, pp. 160-165, Aug 2017 issue.
- **Amandeep Kaur**, Mamta Mittal, P.K Khosla and Neerju Mittal, "Towards Data Intensive Scientific Computing in Defence and Security: A Review", (Accepted, Dec 2017) *Circulation in Computer Science*.
- P.K Khosla, **Amandeep Kaur**, "Big Data Technologies", Data Intensive Computing Applications for Big Data, Book Series: *Advances in Parallel Computing* (2018), vol. 28, Edited by Mamta Mittal, Valentina Emilia Balas et. al., IOS Press.
- P.K Khosla, **Amandeep Kaur**, "Big Data Security Solutions in Cloud", Data Intensive Computing Applications for Big Data, Book Series: *Advances in Parallel Computing* (2018), Edited by Mamta Mittal, Valentina Emilia Balas et. al., IOS Press.
- **Amandeep Kaur** and Meenakshi Mittal, "A comprehensive review on performance of AODV and DSDV protocols under Manhattan Grid Mobility Model", *International Journal of Research in Engineering and Technology*, Vol. 3 Issue 3, March 2014.
- Tanya Garg and **Amandeep Kaur**, A Review paper on Data Mining Approach for Feature Selection for Network Intrusion Detection system, *International Journal of Advanced Research in Computer Science and Software Engineering (IJARC/SSE)*, pp. 1038-1045, Nov. 2013, ISSN: 2277 128X.
- **Amandeep Kaur**, "Enigmatic Power of Turing Machines: A Review", *International Journal of Computer Science & Engineering Technology*, ISSN: 2229-3345, June 2016.

CONFERENCES

- **Amandeep Kaur** and Meenakshi Mittal, "Influence of Link Sensing Mechanism of IMEP on the Performance of TORA under Different Mobility Models", IEEE International Conference on Parallel, Distributed and Grid Computing (PDGC)-2014 held in JUIT, Solan. Published in *IEEEExplore Library*. Print ISBN: 978-1-4799-7682-9.
- **Amandeep Kaur**, "Mobility Model based Performance Evaluation of DSDV", IEEE International Conference on Recent Advances and Innovations in Engineering (ICRAIE) held from 9-11 May 2014 at Poomima University Jaipur, published in *IEEEExplore Library*. Print ISBN: 978-1-4799-4041-7.
- **अमनदीप कौर**, **शुद्ध शेखर**, **जसकरनवीर कौर**, **पंकज नेगी**, आई.टी. के माध्यम से राजभाषा हिन्दी का प्रचार प्रसार - "ब्रिजिंग द डिजिटल डिवाइड", हिन्दी संगीत, चरम प्रादेशिकी अनुसंधान प्रयोगशाला, 20-21 नवम्बर 2017, pp.167-172.

WORKSHOPS

- 3-day workshop (March 13, 2014 to March 15, 2014) at **Thapar University Patiala** (IEEE and ACM Student Chapter). Topic: Simulation using NS2 and Introduction to various other simulators

EXPERIENCE

- Assistant Professor in Computer Science and Engineering Department, PEC, Chandigarh since 4 June, 2018.
- Senior Research Fellow in Terminal Ballistics Research Laboratory (DRDO), Sector 30, Chandigarh from Junior Research Fellow (12 Jan 2017 to 31 May 2018)
- Junior Research Fellow in Terminal Ballistics Research Laboratory (DRDO), Sector 30, Chandigarh from Junior Research Fellow (12 Jan 2015 to 11 Jan 2017)

REFERENCES

- **Dr. P.K Khosla**, Associate Director, TBRL-DRDO, Sector 30, Chandigarh, Email: drpkhosla@gmail.com, Contact: 9779917776
- **Samriti Gupta**, Scientist 'D', TBRL-DRDO, Sector 30, Chandigarh, Email: gupta.samriti@gmail.com, Contact: 9780096969
- **Meenakshi Mittal**, Assistant Professor, Central University of Punjab, Bathinda, Email: cr.meenammi@gmail.com, Contact: 9417436344

Manish Kumar

Email: manishkumar@pec.ac.in

Contact: 9041858682

Assistant Professor, Computer Science and Engineering,
PEC, Chandigarh-160012

Date of Birth: 03/02/1988

Professional Qualifications

- Submitted Ph.D. in Computer Science and Engineering from PEC University of Technology in July 2018.
- Completed M.Tech in Computer Engineering from NIT Kurukshetra in 2013 with 9.8765 CGPA (Gold Medallist)
- Completed B.Tech in Computers Engineering from University Institute of Engineering & Technology in 2009, Kurukshetra with 80.5% in 2009 (Gold Medallist).

Research Interests

- Information retrieval, Web crawling, Automata theory, Data Mining

Publications

- Kumar, Manish, Rajesh Bhatia, and Dhavleesh Rattan. "A survey of Web crawlers for information retrieval." Wiley Interdisciplinary Reviews: Data Mining and Knowledge Discovery (2017). (SCIE 5 yr impact factor: 3.11)
- Kumar, Manish and Rajesh Bhatia. "Hidden Webpages Detection Using Distributed Learning Automata." Journal of Web Engineering, Vol.17 No.3&4, pp 270-283 Rinton Press.(SC1)
- Patent "Naïve Bayes distiller and classifier for improved focused crawling." Submitted to Punjab and Science board (WIPO) for potential analysis
- Copyright titled "Data mining and analysis of Indian origin academicians in foreign universities for exploring opportunities of academic interaction" with no. SW-9944/2018

Book Chapters

- Kumar, Manish, and Mayank Dave. "MAC Protocols in Body Area Network-A Survey." In Internet of Things: Novel Advances and Envisioned Applications, pp 57-107. Book chapter, Springer International Publishing, 2017.

Conferences

- Kumar, Manish, and Rajesh Bhatia. "Design of a mobile Web crawler for hidden Web." In Recent Advances in Information Technology (RAIT), 2016 3rd International Conference on, pp. 186-190. IEEE, 2016.
- Kumar, Manish, Rajesh Bhatia, Apoorva Ohri, and Aditya Kohli. "Design of focused crawler for information retrieval of Indian origin Academicians." In Advances in Computing, Communication, & Automation (ICACCA)(Spring), International Conference on, pp 1-6. IEEE, 2016.

- **Kumar, Manish** and Mayank Dave. "Modified TMAC and SMAC for Energy Efficiency and Latency Improvement in Body Area Network" "Special issue of "Big Data Analytics" Recent Patent of Engineering-Bentham Science (In Press)
- Goyal, Nancy, Rajesh Bhatia, and **Manish Kumar**. "A genetic algorithm based focused Web crawler for automatic webpage classification." 3rd International Conference on Electrical, Electronics, Engineering Trends, Communication, Optimization and Sciences (IEEECOS)- pp 697-702. IEEE, 2016
- Aggarwal, Heena, Rajesh Bhatia, **Manish Kumar**, and Shilpa Verma. "Change Detection Technique of Relevant Web Documents." 3rd International Conference on Electrical, Electronics, Engineering Trends, Communication, Optimization and Sciences (IEEECOS)- pp 710-715. IEEE, 2016.

EXPERIENCE

- 1.5 years teaching experience at NIT Kurukshetra.
- Currently working as Assistant professor at Punjab Engineering college from Jan, 2018.
- 3 time UGC NET Qualified.
- SUBJECT TAKEN-
 - o Automata Theory
 - o Database Management System
 - o Operating Systems

REFERENCES

- **Prof. Mayank Dave**, Department of Computer Science, NIT Kurukshetra, Haryana, India mdave67@gmail.com
- **Prof Rajesh Bhatia**, Department of Computer Science, Punjab Engineering College, Chandigarh, India, rbhatiapatiala@gmail.com, rbhatia@pec.ac.in

RAJESHWARAN M. S.

Research Establishment Officer, Aero - IIT Kanpur, D.O.B. 03-Feb-1990
rajeshwaran@pec.ac.in, rajeshwaran.ms@gmail.com Ph. +91-7607335999

Short-term Goal:

To developing a combined (humid) cycle Brayton generator for off-grid communities as a sustainable alternative to meet basic power requirement and to master small-gas-turbine technology.

Interests:

- Applied Engineering
- Bryton Cycle solutions
- Rotating Machinery
- Experimental methods
- Innovation & Entrepreneurship for social cause

Education:

- 2012-2014: Masters in Aerospace engineering (Specialized in Propulsion), *Indian Institute of Technology Kanpur (IITK)*, India. Worked on a thesis titled, "Experimental Investigation of Leading Edge Serrations in Compressor Cascade".
- 2011-2012: Self-preparation for *Graduate Aptitude Test for Engineers (GATE)* exam to avail full graduate scholarship at Indian Institute of Technology colleges. Scored 98 Percentile.
- 2007-2011: Bachelors in Aeronautical Engineering, *Veltech Engineering College, Chennai*. Affiliated to *Anna University-Chennai, India*.

Publications:

- Rajeshwaran M.S., Abhijit Kushari, "EXPERIMENTAL STUDY ON THE FLOW PAST SINUSOIDAL LEADING EDGE SERRATIONS IN A COMPRESSOR CASCADE". ASME GTINDIA- 2015, Hyderabad, Dec 2-3, 2015.
- Keerthi M.C., Rajeshwaran M.S., Abhijit Kushari, "EFFECT OF LEADING EDGE TUBERCLES ON COMPRESSOR CASCADE PERFORMANCE". AIAA, 2015. DOI: 10.2514/6.2015-1054

Work Experience:

Assistant Professor, PEC-Chandigarh (June 2018 - Present):

Started Servicing at the department of Aerospace engineering as an assistant Professor.

Courses Assigned:

Fundamentals of Propulsion,

Space Dynamics

Research Establishment Officer, IIT Kanpur (Dec 2016 - June 2018):

This position is aimed at augmenting the course content and handling the experimental facilities in the department. Some of the key roles are highlighted below.

➤ Co-Instructor for experimental courses:

- As Co-instructor handling experiments in courses with experimental portions.
- Introducing new experiments as course content and establishing them.
- As a tutor facilitating more open one-to-one student interactions.

- Developed *Table-Top Supersonic Wind Tunnel* with visualization for class room demonstration of shock structures live.
- Workshop In-charge:
 - This is a management role; a priceless opportunity to practice management skills.
 - Raised the workshop productivity to self-sufficient level for the department.
 - Established policies for effective machine utilization and error rectification.
 - Evaluated the status of machines and necessary overhauling were carried out.
- Team member of research augmentation committee: This role is aimed at finding the research funding opportunity for the department.
- Assisting research scholars with instrumentation and troubleshooting.

Faculty, Aero., PEC university, Chandigarh. (July 2016 - Dec 2016):

- Served as a faculty on contract for Aerospace Department at PEC University for one semester (formerly called Punjab Engineering College famed for Astronaut Ms. Kalpana Chawla's alma mater)
- Taught courses for Second year and Third year under graduate students.
- Supervised group projects namely, *Conceptual design of a Turbine test rig*, and *Design and experimental validation of de-Laval nozzle for supersonic wind tunnel*.
- Encouraged student to numerically determine the range of water-rockets as a part of course Assignment. This role as a teacher was the pleasant of the experiences especially because of the technical interactions.

Research Assistant (IIT Kanpur):

- Assisted PhD students' research works.
- Conducted a detailed experiment on leading edge serrations on compressor cascade.
- Produced a conference paper and a journal paper out of the experimental studies
- Troubleshot issues with experimental devices and sensors as-and-when it appears.
- Taught the beginners on device and sensors handling.
- Calibrated Supersonic Wind tunnel of High Speed Aerodynamics lab at IIT Kanpur.

Instrumentation skills:

- **Proficient** with Hotwire anemometry (CTA), Particle Image Velocimetry (PIV), Multi-hole Probes, Load cell, Pressure transducer, Data Acquisition System, Piezoelectric, Accelerometer sensor, Thermocouple, and strain-gauge based measurements.
- **Familiar** with stereo PIV, Laser Doppler Velocimetry (LDV).
- **Learning** FPGA, Real-time Input output data acquisition, motion control.

Software skills:

These applications were learnt as-and-when required for the task.

- **Proficient** with LabView 2012, Tecplot 360, Matlab R2013a, Meshlab 2016.12, and Autodesk Inventor 2017.
- **Familiar** with Catia v5, C, C++, Inkscape 0.91, Dplot.
- **Learning** TCFD 18.04, MeshMixer 3.5.474, Salome 7.

Extra-curricular:

- **Cycling:** Recreational rides in flat/uphill, moderately gravel/smooth/mud roads for distances ranging from 25 Km-110 Km with all-time average of 48 Km.
- **Trekking:** Climbed to the up-hill rural of Uttarkashi and likewise to living root-bridge in Meghalaya.
- **Skating:** Learning in-line skates.

RAJIV KUMAR

Assistant Professor, Materials and Metallurgical Engineering
Punjab Engineering College (Deemed to be University) Chandigarh, Sector-12, Chandigarh 160012
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EDUCATION

- Indian Institute of Technology (IIT) Bombay, India and Monash University, Clayton, Australia
Ph.D. in Metallurgical Engineering and Materials Science; GPA: 9/10, *Magna cum Laude* [2017]
- Indian Institute of Technology Kanpur, India
M.Tech. in Materials Science and Engineering; GPA: 8.7/10.0, *Magna cum Laude* [2012]
- National Institute of Technology (NIT) Durgapur, India
B.Tech. in Metallurgical & Materials Engineering; GPA: 8/10, *Cum Laude* [2010]
- Ph.D. Thesis Title: Synthesis of nanocrystalline Fe-Cr-Al alloys and the study of the role of nanocrystalline structure and Al content on their high temperature oxidation behavior.

HONORS & AWARDS

- Invited talk on "X-ray diffraction analysis for different properties of materials" in the department of Metallurgical Engineering and Materials Science, IIT Bombay [2015]
- Invited lecture on "High-temperature oxidation of materials" for a PG course in the department of Metallurgical Engineering and Materials Science, IIT Bombay [2015]
- Monash International Postgraduate Research Scholarship [2013-17]
- Monash Graduate Scholarship by Australian Government [2013-17]
- Secured first position in the metallography contest organized by Material Advantage in Indian Institute of Technology Kanpur [2011]

TEACHING & RESEARCH EXPERIENCE

- Assistant Professor, Department of Materials and Metallurgical Engineering, Punjab Engineering College Chandigarh [May 2018-Present]
- Assistant Professor (Temporary), Department of Metallurgical Engineering, National Institute of Technology Raipur [July 2017-March 2018]
- Assistant Professor (Temporary), Department of Materials Science and Metallurgical Engineering, Maulana Azad National Institute of Technology Bhopal [July 2012-Dec. 2012]

COURSE TAUGHT

- Heat treatment of metals and alloys
- Phase equilibrium in materials
- Advance physical metallurgy
- Powder metallurgy
- Transport phenomena in metallurgy
- Materials characterization

PEER-REVIEWED PUBLICATIONS

1. Rajiv Kumar, R.K. Singh Raman, S.R. Bakshi, S. Parida, V.S. Raja, "Effect of nanocrystalline structure on the oxidation behavior of Fe-20Cr-3Al alloys at high temperatures", *Submitted in Materials Science and Engineering A*.
2. Rajiv Kumar, R.K. Singh Raman, S.R. Bakshi, S. Parida, V.S. Raja, "Nanocrystalline structure remarkably enhances oxidation resistance of Fe-20Cr-5Al alloy at 800 and 900 °C", *to be communicated*.
3. Rajiv Kumar, R.K. Singh Raman, S.R. Bakshi, S. Parida, V.S. Raja, "Effect of nanocrystalline structure and the third element effect of Cr on the oxidation behavior of Fe-20Cr-5Al alloy", *to be communicated*.
4. Rajiv Kumar, S.R. Bakshi, Joydip Joardar, S. Parida, V.S. Raja, R.K. Singh Raman, "Structural evolution during milling, annealing, and rapid consolidation of nanocrystalline Fe-10Cr-3Al powder", *Materials*, 10 (2017) 272.
5. Rajiv Kumar, Joydip Joardar, R.K. Singh Raman, V.S. Raja, S.V. Joshi, S. Parida, "Effect of chromium and aluminum addition on anisotropic and microstructural characteristics of ball milled nanocrystalline iron", *Journal of Alloys and Compounds*, 671 (2016) 164-169.
6. A. Muthuchamy, Rajiv Kumar, A.R. Annamalai, D.K. Agarwal, A. Upadhyaya, "An investigation on effect of heating mode and temperature on sintering of Fe-P alloys", *Materials Characterization*, 114 (2016) 122-135.
7. A.R. Annamalai, Rajiv Kumar, A. Upadhyaya, D.K. Agarwal, "Effect of heating mode on sinterability of Fe-Ni steels", *Journal of Microwave Power and Electromagnetic Energy*, 45 (2011) 162-177.

INTERNATIONAL CONFERENCE PROCEEDINGS

1. Rajiv Kumar, Joydip Joardar, R.K. Singh Raman, V.S. Raja, S.V. Joshi, S. Parida, "Synthesis of nanocrystalline Fe-20Cr-3Al alloys by ball milling", PM 15, Published in Transactions of Powder Metallurgy Association of India, 41 (2015) 1-2.
2. Rajiv Kumar, A.R. Annamalai, A. Upadhyaya, "Effect of phosphorus addition on sinterability of Fe-2Ni-0.8C alloy", *Sintered-steels in Euro-PM 2011 congress proceeding*, 1 (2011) 81-88.

CONFERENCES (ABSTRACT ONLY)

1. Rajiv Kumar, S.R. Bakshi, V.S. Raja, S. Parida, R.K. Singh Raman, "Synthesis and consolidation of nanocrystalline Fe-10Cr-3Al alloy powder", TMS 2016, Nashville, Tennessee, USA, 14th-18th February 2016.
2. Rajiv Kumar, S.R. Bakshi, V.S. Raja, S. Parida, R.K. Singh Raman, "Synthesis and oxidation behavior of nanocrystalline Fe-Cr-Al alloy", 17th Asian Pacific Corrosion Control Conference (APCCC17), IIT Bombay, India, 27th-30th January 2016.
3. Rajiv Kumar, "X-ray diffraction-A tool that could take you anywhere", Research scholar confluence (ReSCon 15), IIT Bombay, India, 21st March 2015 (*Invited talk*).
4. Rajiv Kumar, A.R. Annamalai, A. Upadhyaya, D.K. Agarwal, "Effect of heating modes on the sinterability of Fe-P alloys at different temperatures", NMD-ATM 2011, Hyderabad, India, 13th-16th November 2011.

Annexure – III

Fact Finding Reports

Annexure No.	Name of Assistant Professors	Page No.
III (a)	Dr. Arun K. Lall	12 - 24
III (b)	Dr. Arun Kumar Singh & Dr. (Ms.) Divya Bansal	25 - 32
III (c)	Dr. Rakesh Kumar	33 - 43
III (d)	Dr. Deoraj Prajapati	44 - 52
III (e)	Dr. Jagdish Kumar	53 - 68

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FACT FINDING ENQUIRY REPORT SUBMITTED BY B.M.BEDI
(DIST. & SESSIONS JUDGE, (RETD.))

In the matter of representation submitted by Dr. Arun Kumar Lall.

2. The undersigned was assigned the task of holding fact finding enquiry into the representation submitted by Dr. Arun Kumar Lall.
3. Dr. Arun Kumar Lall Professor was working with Thapar Centre for Industrial Research and Development (hereinafter referred to as "TCIRD"). In response to advertisement for the post of professor in the department of Mechanical Engineering in Panjab Engineering College, Chandigarh applied for the post of professor. Union Public Service Commission (hereinafter referred to as "UPSC") after holding interviews sent select list Flag "A". Name of Dr. Arun Kumar Lall appeared in the selected candidates. Pursuance thereto Home Secretary Chandigarh Administration sent appointment letter at Flag "B". As per Dr. Arun Kumar Lall he enquired from Principal Panjab Engineering College requesting for protection of his pay which he was getting from his previous employer and fixation of pay at higher level, on the plea that vide instructions issued under office memorandum dated 7th August, 1989 he was entitled to higher grade by protection of pay which he was getting from previous employer i.e. TCIRD and also for counting of past service for direct recruitment. As per complainant then Acting Principal vide letter dated 07.02.2001 had stated that his pay will be fixed as Rs.17300/- in the pay-scale of 16400-22400. He joined the PEC on 29.03.2001. The Acting

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Principal fixed his pay vide letter dated 04.03.2002 Flag "C" at Rs.17300/- However regular Principal joining, withdraw the benefit of higher pay and revised the pay vide letter dated 20.05.2002 Flag "D". Dr. Arun Kumar Lall submitted representations to Principal, Home Secretary Chandigarh Administration in the capacity of Secretary Technical Education, Chandigarh Administration, Administration seeking comments from college, college after seeking information from TCIRD, which was received vide letter dated 28.11.2002 Flag "E" stating that the TCIRD was not a Government institute. PEC submitted comments to Home Secretary alongwith clarifications vide letter dated 10.01.2003 Flag "F" clarifying that pay protection is granted in respect of candidates joining through UPSC from public sector undertaking, Universities, Semi-Government institutions and autonomous bodies and that since TCIRD is a private body therefore did not fall in the above categories and hence the pay of Dr. Arun Kumar Lall was fixed at minimum of scale at Rs.16400+D.A. @ 43% equal to Rs.7052 total which comes of Rs.23452/- which is more than the basic pay Dr. Arun Kumar Lall was drawing at TCIRD Patiala i.e. 17280+NIL D.A. therefore the pay fixed was in order. Dr. Arun Kumar Lall again submitted representations submitting that since TCIRD was registered as society therefore it was an autonomous body and therefore he was entitled to pay protection besides to attract talent that exists in non-government organizations. Chandigarh Administration declined the request of Dr. Arun Kumar Lall Thus representations filed by Dr. Arun Kumar Lall

Arun

for fixation of higher pay was rejected. Not getting any favourable results of his representations Dr. Arun Kumar Lall challenged the orders dated 20.05.2002 vide which the initial fixation of pay vide Flag "C" were withdrawn and pay of Dr. Arun Kumar Lall was fixed at minimum of scale, before Central Administration Tribunal (CAT), Chandigarh Bench vide O.A. No.607-CH-2004. O.A. filed by Dr. Arun Kumar Lall challenging the orders of PEC withdrawing the higher scale, was dismissed by CAT vide order dated 21.02.2005. Thereafter Dr. Lal filed Civil Writ Petition 4156/CAT/2005. As per facts on the file Dr. Arun Kumar Lall is also stated to have filed another CWP No.3533 of 2009. However CWP No.3533 of 2009 filed by Dr. Arun Kumar Lall was decided with the directions ^{to} of Registrar PEC to decide the case of Dr. Arun Kumar Lall expeditiously and preferably within four months. Thus his earlier writ petition No.4156 /CAT/2005 was got dismissed as withdrawn. Pursuance thereto Administration passed a detailed order. Number of representations were also filed by Dr. Arun Kumar Lall to Secretary Technical Education Chandigarh, HRD Ministry and Prime Minister.

4. The enquiry being marked, Dr. Arun Kumar Lall was afforded an opportunity to submit his view point. Dr. Arun Kumar Lall thereafter filed Civil Writ Petition No.8741 of 2014 before Hon'ble High Court of Panjab and Haryana. Though during pendency of writ petition PEC offered for out of court settlement vide letter dated 14.03.2007 subject to his withdrawal of writ petition. However Dr. Arun Kumar Lall not responding, the PEC presumed the offer not to

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have been accepted by Dr. Arun Kumar Lall. However, the writ petition was disposed of by Hon'ble High court. After writing number of letters to the undersigned that he was not taken into confidence before fact finding enquiry and he was not supplied the terms of reference, besides the other submissions, he submitted detailed reply. He was supplied the complete paper book. He filed reply, wherein he raised three distinct issues reproduced as under:-

*A. The need of a para-wise response needs to be ensured for my representation which was sent to the Director-PEC by the Secretary Technical Education, followed by four reminders, at their end. (Refer Enclosure-1, having 27 pages). This is the letter/Enclosure on the basis of which this "Fact Finding Inquiry" has been initiated by PEC. However the intensions behind it are not known to me, as I have not been taken in confidence besides my past experience.

B. Response of the Director on an earlier representation of mine where 70-75 percent of its contents are evasive, concealed and manipulated. These have to be validated with the documentary proof by PEC authorities as simple denial statements serve no purpose what so ever (Refer Enclosure-II, having 16 pages).

C The third enclosure is in reference to my pay protection. Please refer my letter to the Administrator U.T., refer pages 27-29 of the "Paper Book", for self-awareness and

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clarity. It took almost a year and half for the Administrator's response. The tragedy of our system is that the administration do not even use their common sense to address the issue of complainant at their own level but ask the respondent to comment on the same start believing it to be true without bothering to verify the same. The enclosed documents shows how the authorities manipulated, concealed and misrepresented the information at various levels from the higher authorities (Refer Enclosure-III, having 64 pages). My pay protection is certainly not an issue with the Secretary Technical Education as evidence from the Enclosure-I, however, this will give you a clear indication the way individual's is harassed and made to suffer for not becoming a party to the manipulative and corrupt practices of the PEC functionaries at the top level."

And also annexed appendix and Annexures thereto.

5. Under the first issue raised by Dr. Arun Kumar Lall he has only submitted that the fact finding enquiry appears to be as a result of Parawise response being sought by Secretary Technical Education and that the intentions behind are not known to him.
6. Under Issue B he has mentioned that response of the Director on earlier representation 70-75% of the contents were evasive concealed and manipulated, therefore these two issues do not need anything to be enquired into.

Arun

7. Issue raised under heading C is the primarily issue which relates to his pay protection and which has been the bone of contention, right from the date of joining service and continues till date. The other issue are secondary arising as a result of said issue only.

8. His plea primarily has been that while advertising the post it was mentioned that this was with a view to attract talent that existing in Non-Government Organizations besides that he was assured by the then Acting Principal vide letter dated 07.02.2001 i.e. pay would be fixed at Rs.17300/- in the pay-scale of Rs.16400-22400/-. His stress has been two fold; firstly that as per Government of India instructions dated 07.08.1989, TCIRD is covered as one of the organizations and candidates coming from the said organization were entitled to pay protection and counting of past service. As per Dr. Arun Kumar Lall since TCIRD was registered as the society, therefore it was an autonomous body and thus the said organization fell within the ambit of instructions issued by Government of India vide letter dated 07.08.1989. To contend that being a society registered it was an autonomous body, he has sought reference to newspaper cutting whereby Board of Control for Cricket in India (hereinafter referred to as "BCCI") was held to be an autonomous body by Hon'ble High Court and that in the year 1973 one Dr.B.S.Bedi who joined PEC after leaving Patial Technical Education Trust, Thapar institute of Engineering and Technology, being run by Thapar University

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presently known as Thapar University and being run by Patiala Education Trust was given the benefit of pay protection, therefore he was also entitled to. No such record was placed on file.

9. It is not disputed that Dr. Arun Kumar Lail was earlier working with TCIRD, which is registered as Society. It does not have a regular scale.

10. Before looking into the aspect of pay protection, it would be necessary to go through the Government instructions dated 07.08.1989. Relevant portion of office memorandum issued under No.12/1/88-ESTT(Pay-I) dated 07.08.1989 with the subject guidelines for fixing pay of candidates working in public sector undertakings etc. recommended for appointment by the UPSC by method of direct recruitment by Selection through UPSC. Para No.2 is relevant and reproduced below:-

"2. The question as to how pay protection can be given in the case of candidates recruited from Public Sector Undertakings, etc. has been engaging the attention of the Govt. for sometime. The matter has been carefully considered and the President is pleased to decide that in respect of candidates working in Public Sector Undertakings, Universities, semi-Government Institutions or Autonomous Bodies, who are appointed as direct recruits on selection through a properly constituted agency including departmental authorities making recruitment directly, their initial pay may be fixed at a

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stage in the scale of pay attached to the post so that the pay and D.A., so admissible in the govt. will protect the pay + D.A. already being drawn by them in their parent organizations. In the event of such a stage not being available in the post to which they have been recruited, their pay may be fixed at a stage just below in the scale of the post to which they have been recruited, so as to ensure a minimum loss to the candidates. The pay fixed under this formulation will not exceed the maximum of the scale of the post to which they have been recruited. The pay fixation is to be made by the employing Ministries/Departments after verification of all the relevant documents to be produced by the candidates who were employed in such organizations."

11. The letter dated 07.02.2001 the basis which is stated to have given the cause to Dr. Arun Kumar Lal vide which he states that he was assured by then Principal is reproduced as under:-

*b As regards pay fixation, the basic pay of Sh.Arun K Lal, on his joining this college within the stipulated time, shall be fixed at Rs.17300/- in the pay Estt. (pay-1), dated 7.8.1989, endorsed to this office for necessary action by Chandigarh Administration vide Endstt.No.34/2/43/89-IH(T)/20059,dated 28.09.1989 and keeping in view the information supplied by him to this office regarding pay and allowances drawn

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by him from his present employer from time to time.
This is subject to the verification of his pay particulars by his present employer and further subject to his satisfying other conditions contained in Govt. of India letter dated 7.8.1989."

12. The instructions issued by Government of India vide letter dated 07.08.1989 specifically laid down the institutions from where the candidates if selected by UPSC were entitled to pay protection are public sector undertaking, universities, Semi-Government organizations or Autonomous bodies. It does not specify any private institution/organization. Therefore any candidate coming from private institution to Government service was not entitled to the benefit of pay protection. Therefore when the then Principal has given any assurance vide letter dated 07.02.2001, the para of reproduced above specifically clarifies "this is subject to verification of his pay particulars by his present employer and further subject to his satisfying other conditions contained in Government of India letter dated 07.08.1989". Thus the fact remains that this offer was again subject to the conditions being fulfilled as per Government of India letter dated 07.08.1989. Neither there can be any commitment by any official contrary to Government of India letter nor even, if any assurance given that could be sought to be enforced against the Government, on the principle that there can be no estoppel against rules.

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13. The contention was that since Hon'ble Supreme Court in Zee Telefilms Private Limited Vs. Union of India observed that Board for Cricket control in India (BCCI) enjoys a unique monopoly over passionately followed game of cricket with Govt's tacit understanding, it is discharging public functions and hence comes under the ambit of strict standards of judicial scrutiny. Bursting the myth that BCCI is a private body registered as society under the Tamilnadu Societies Registration Act. Hon'ble Supreme Court further observed that it is amenable to writ jurisdiction of High Courts. It could not be said that since BCCI was held to be an autonomous body therefore the TCIRD being registered as Society was an autonomous body and thus covered by Government of India instructions dated 07.08.1989. Every organization registered as society under the Societies Act does not and cannot fall within the ambit of Autonomous body. Merely because an organization is registered as society under The Societies Registration Act without fulfilling the further criteria of an autonomous body can not label the society to be an autonomous body. The judgement of Hon'ble Supreme Court in Board of Control of Cricket in India is entirely on different facts.

14. There is another aspect also that no doubt the pay of Dr. Arun Kumar Lall was fixed at Rs. 17300/- by the Acting Principal vide letter Flag 'C' however there are other aspects also. In the selection letter issued by UPSC to Home Secretary U.T. Administration dated 16.08.2000 UPSC has specifically mentioned "On an Initial pay as engaged therein for appointment for the post of professor in

Mechanical Engineering In Panjab Engineering college, Chandigarh Administration". The annexure to the said letter recommending names of candidates there is a column pay recommended which finds as "pay according to rules or instructions issued by Government of India from time to time as the case may be in the pay scale of Rs.4500-7300" "pre-revised" In the appointment letter issued by Chandigarh Administration Flag "B" in Para No.2 under the heading pay it is specifically mentioned "you will be entitled to initial pay in the pay-scale of Rs.4500-7300 (pre-revised) +such allowances sanctioned by government from time to time. It is not disputed that the scale equivalent to Rs.4500-7300 as Rs. 16400-22400.

15. Though vide letter dated 04.03.2002 Flag "C" the then Principal has fixed pay-scale of Dr. Arun Kumar Lall at higher pay however the same was withdrawn by letter dated 20.05.2002 Flag "B" Dr. Arun Kumar Lall challenged the order of withdrawal of higher pay before Central Administrative Tribunal and was unsuccessful. Thus judicial finding stood attached to the fixation of pay at initial of minimum of pay scale. Though Dr. Arun Kumar Lall filed writ petition in the Hon'ble High Court which was disposed of with directions to the authorities to dispose of the same at the earliest and in compliance of the orders of Hon'ble High court, the pay was again fixed at minimum of pay scale which order he has not challenged. Once the judicial finality has been attained, Dr. Arun Kumar Lall instead of approaching judicial authorities adopted extra judicial authorities by writing successive representations without getting any success, Not

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only that the matter being even referred to Board of Governors,
 Chairman Board of Governors Sh.Chandra Mohan vide letter dated
 09.05.2011 advised Dr. Arun Kumar Lall as under:-

"Dear Prof. Lall,

1. This refers to your recent request to see the Visitor
 in the above connection, followed by a number of
 repeated reminders.

2. Annex-I attached gives a brief summary of:

Even though it was a none of its concerns, PEC's
 BOG after its elevation to a University in 2004 as a
 gesture of goodwill, decided by to appoint a Special
 committee of the BOG to clean-up all pending legal
 cases. (some 70 of them). This included your issue.

Keeping in mind that your case related to a Senior
 Faculty, the BOG went a step and appointed a Second
 Special Committee for your special case. This was also of
 the view that your request was not valid.

• You have parallely approached many other official
 Agencies in the 1st decade on the same issue. Everyone
 has concluded your request is not justified. ✓

3. In the above backdrop, As a senior Member of the
 Faculty of PEC University, I would strongly urge you
 to focus your energies on your principle role:
 Grooming young minds to become productive
 professionals.

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Frittering away energies in writing long-winded representations on old issues decided upon by many Agencies does not set a good example to others .

4. I have in parallel advised the Director and Registrar not to respond to any further correspondence that they receive from you on this topic.

Yours sincerely,
Sd/-
Chandra Mohan
Chairman, BOG'

Still the representations continuing cannot satisfy the ego of Dr. Arun Kumar Lall.

16. The undersigned is also of conclusive opinion that after judicial verdict and consistent results of successive of representations cannot satisfy the ego, therefore the action of the authorities was certainly within the ambit of instructions. The other issues which are only secondary and which Dr. Arun Kumar Lall has not himself asserted raised point A and B in his representation does not need anything to be enquired into,

17. This is based on the record supplied.

Submitted

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Dated: 25.04.2018

(B.M Redi)
Distt & Sessions Judge (Retd.)
H.No.22, Sector04,
Panchkula

Note: The documents marked Page are in main file. These were not taken out from file to avoid disturbing page marking done by office.

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FACT FINDING ENQUIRY REPORT SUBMITTED BY B.M.BEDI
(DISTT. & SESSIONS JUDGE, (RETD.))

In the matter of representations submitted by Dr Arun Kumar Singh and Dr. Ms. Divya Bansal

2. The undersigned was assigned the task of holding fact finding enquiry into the representations submitted by Dr Arun Kumar Singh and Dr Divya Bansal. Though the representations were submitted by both of them independently, however, since the issue involved is correlated to each other and the matter related to allegations and counter-allegations by both of them, therefore both representations are being taken up together and combined report is being submitted in respect of the representations of both of them.

3. Government of India Ministry of Electronics and Information Technology (MeitY) constituted an award of "Sir Visvesvaraya Young Faculty Research Fellowship" under the Visvesvaraya Phd Scheme for Electronics and IT with an objective to attract, retain and encourage and recognize brilliant young faculty members involved in cutting edge research and technology development in the area of ESDM or IT/ITES (scheme available at Flag "A"). The eligibility criteria, selection process was also circulated with the scheme at Flag "B". Under the said scheme the institutions eligible for support were also mentioned in the scheme at Flag "A". PEC University of Technology (Deemed to be University) is one of the institutions which was eligible to support the candidates for the purpose of applying for said fellowship.

[Handwritten signature]

4. The eligibility for P.hd candidate, eligibility for young faculty and the procedure to submit application are incorporated in the scheme (flag "A"). Under the said scheme an institution would be eligible for one young faculty Research Fellowship grant for every five full time P.hd candidates supported under the scheme in the institution in a given year. Under faculty Research Fellowship entitled the person finally selected for Research Fellowship @ Rs 20,000/- per month in addition to regular income for the maximum of five years of contingency/Research grant of Rs Five lacs per annum for presenting paper and research work at National and International Conference and other research expenses for maximum to five years. One of the terms and conditions for young faculty under fellowship for those faculty members who have a proven track record as is evident from their research publications and recognition. The young faculty must have a regular position in the institute and should be engaged in research or must be in a position on a regular scale, which leads to a regular position in the institute and should be engaged in research. This was however subject to periodical review. It was initially for a period of two years and was subject to satisfactory performance as would be deemed through a review process to be devised by academic committee.
5. The affiliating institute's responsibilities in the selection process was divined as :-

"Affiliating Institute's Responsibilities in the Selection process"

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vide letter dated 09.09.2015 at Flag "C". Pursuance to the scheme Dr. Arun Kumar Singh and Dr. Divya Bansal both submitted their applications alongwith testimonials as required. The committee constituted by PEC University held their meeting on 28.09.2015 at Flag "D" and found both to be eligible vide letter dated 28.09.2015 enclosing therewith, their recommendations at Flag "D/1" submitting that both the candidates meet the eligibility criteria for nomination to the award of "Sir Visvesvaraya Young Faculty Research Fellowship". Government of India vide their mail dated 06.01.2016 asked the PEC to rank the two faculty members in the order of merit as only one fellowship was to be granted, mail at Flag "E". Pursuance therewith the PEC again constituted a committee for the purpose of Ranking both the faculty Members and asked both the faculty members to submit their research publications and academic contributions vide letter dated 13.01.2016 Flag "F". Pursuance to the meeting held on 12.01.2016, copy of minutes Flag "F/1" both submitting the documents. Dean academic affairs vide letter dated 04.02.2016 asked both the faculty members to submit documentary proof in support of their such academic publication for the year 2014-2015. Dr. Divya Bansal and Dr. Arun Kumar Singh both submitted their contributions which was given API score for 2014-2015. Dr. Divya Bansal was at score of 120.49 while Dr. Arun Kumar Singh at score of 98.33 vide Flag "G" and "G/1" respectively. It may be submitted here that the API score is calculated strictly in accordance with the criteria laid down by UGC and certified by the department concerned. Later

1. Every Institute, which intends to participate in the scheme, shall constitute a peer-review committee responsible for the selection as well as the annual review of the fellows.
2. To be considered for the fellowship, an eligible candidate (a faculty member of an institute) should send his/her application to the head of his/her institute, who in turn should forward the application to the Peer-Review Committee of the institute.
3. If the Peer-Review Committee of the Institute finds the applicant suitable, it may forward the application to the PhD-Cell, DeitY for final selection. The application is to be forwarded through the nodal officer of the institute for the PhD scheme. An electronic copy of the resume of the applicant along with the comments and recommendation of the Peer-Review Committee should also be sent to the PhD-Cell, DeitY.
4. The institute shall furnish all required information in the prescribed format to the PhD-Cell. If required, PhD-Cell may request for further information/clarification from the institution in this regard."
6. Government of India forward this scheme in the year 2015 for recommending the names of eligible faculty members. As per guidelines laid down by Government of India, Department of "DeitY" PEC University of Technology constituted a Peer-Review Committee

Dean faculty affairs asked for API score of both faculty members for the years 2012-2013 and 2013-2014. Dr. Arun Kumar Singh had API score for the year 2012-2013 as ZERO and 2013-2014 as 20.83 while Dr. Divya Bansal had API score for the year 2012-2013 as 51 and 2013-2014 as 52.6

7 On being suggested by Government of India Deity to send their ranking the PEC University vide letter dated 09/06/2016 invited fresh applications from interested faculty members at Flag "H". Pursuance thereto in addition to the applications of Dr. Arun Kumar Singh and Dr. Divya Bansal, one Poonam Saini also applied for the said fellowship. Finally the name of Dr. Divya Bansal being recommended at Rank 1 and Dr. Arun Kumar Singh at Rank No.2, Dr. Arun Kumar Singh submitted representation to National Commission for Scheduled Castes (hereinafter referred to as "Commission") alleging that the criteria adopted by the Director and Registrar was framed in a manner that it suited only Dr. Divya Bansal and he was treated with bias on account of caste, copy of representation at Flag "I". Commission issued notice to Director PEC University of Technology and there being some adjournments, Dr. Sanjeev Sofat was deputed to attend the hearings. The commission after hearing directed the institution to review the case based on Dr. Arun Kumar Singh achievements and criteria/norms prescribed by the Deity report at flag "J". The Director constituted a committee to go into all the aspects. The committee consisted of Dr. Uma Batra, Deputy Director, Dr. Rajesh Bhatia, Dean Faculty Affairs, Dr. Parveen Kaira, Dean

members namely Dr. Uma Batra, Deputy Director, Dr. Rajesh Bhatia Dean Faculty Affairs, Dr. Parveen Kalra, Dean Academic Affairs, Professor Anil Kumar from Panjab University, Chandigarh, Dr. Roshan Lal as Liasion Officer, Dr. Balwinder Singh Professor EED, Dr. Neena Gupta HOD ECE and Dr. Sanjeev Sofat HOD CSE. The committee met on 25.04.2017 and after discussions they decided to have another sitting for discussions to review the records of both the faculty members viz. Dr. Arun Kumar Singh and Dr. Divya Bansal and vide their report again found Dr. Divya Bansal at No.1 in the order of merit and Dr. Arun Kumar Singh at No.2. The minutes of the meeting held on 25.04.2017 and 27.04.2017 are at Flag "K" and "K/1". In view of the findings of committee constituted in compliance of orders of Commission the names of both faculty members in the order of merit was sent to DeitY vide letter dated 09.05.2017 at Flag "L". It is only thereafter that Dr. Arun Kumar Singh made representations that he should have been put at higher ranking than Dr. Divya Bansal, while Dr. Divya Bansal, also made representations that she holds higher credentials than Dr. Arun Kumar Singh.

10. Primarily the ground of claim security by Dr. Arun Kumar Singh was that he has more awards to his credit in which he is considering the scholarship/financial assistance granted by Ministry of Social Welfare for pursuing studies as also an award and the best poster award granted to one of his Research Fellow, to be an award in his favour. Certainly the financial assistance granted to a faculty member for the purpose of higher studies could not be considered an

award. In his representations and while calculating his serving API score, he has mentioned the scholarship granted to him for the purpose of pursuing Ph.D by Ministry of Social Welfare to be an award to him. Similarly the best poster writing award granted to one of his research fellow as an award. The Best poster award to a research fellow certainly belongs to the student to whom the best poster writing award is granted and not to his guide. The guide cannot claim the best poster award to his research fellow as a credit to him.

11. Dr. Divya Bansal alongwith her representation also submitted documents giving details of her professional recognitions which was also taken into consideration by the committee constituted for review.

12. It may not be out of place to mention here that Dr. Divya Bansal has also submitted that there was no issue with Dr. Arun Kumar Singh as Dr. Arun Kumar Singh was being misguided by Dr. Tirlak Chand of their department, who was trying to create differences between her and Dr. Arun Kumar Singh. She has also placed on the file message sent by her to Professor Tirlak and Shaitender requesting them not to misguide her friend (Dr. Arun Kumar Singh). She has also placed on the file some e-mails exchanged with Dr. Tirlak Chand in support that there was some differences between her and Dr. Tirlak Chand, who is HOD of the Department.

13. There is another aspect that the committee has not changed the criteria nor they have adopted any criteria of their own. Dr. Arun Kumar Singh has not challenged the criteria, certainly knowing that the criteria was in terms of guidelines issued by DeitY. His grievance

only started when the Peer-Committee gave ranking to Dr Divya Bansal at No.1. When the Peer Review Committee followed the criteria laid down by Deity and Committee consisted of 08 members which included 03 members belonging to S.C. Category and outside members also and all members consistently agreed with their view, there does not appear to be any caste bias.

✓ 14. In conclusion the undersigned is of opinion that the Commission only directed the Director PEC to review and rightly so because the Director individually at his own level could not review the findings of Peer-Committee, constituted by the institution, in terms of the guidelines issued by the Deity and more particularly when the committee consisted of eight members out of which one member was from outside and three members represented S.C. category, even otherwise it is only the expert committee, which is best suited to give its findings after due deliberations of the record of both the faculty members. Therefore there does not appear to any merit in the grievance. This report is based on records supplied by PEC and both faculty members. ✓

Submitted

hmt

Dated. 25.04.2018

(B.M. Bedi)

Distt & Sessions Judge (Retd.)
H.No.22, Sector04,
Panchkula

Note: The documents referred in Report and Pkg marked are in the main file. These were not taken out to avoid disturbing page marking by office.

FACT FINDING ENQUIRY REPORT SUBMITTED BY B.M.BEDJ
DISTT. & SESSIONS JUDGE, (RETD.)

In the matter of representations submitted by Dr. Rakesh Kumar.

2. The undersigned was assigned the task of holding fact finding enquiry into the representation submitted by Dr. Rakesh Kumar, Assistant Prof. Department of Aero Space Engineering PEC University, though in the capacity of President SC/ST/OBC officials welfare association of PEC University submitted a representation to Chairman National Commission for Schedule Caste (hereinafter referred as "Commission") which forwarded this representation to Advisor to Administrator, Chandigarh Administration, which was received in the office of advisor on 01.05.2017. The representation inter alia contained allegations that atrocities/discrimination was being committed by selection committee during selection process from associate professor to professor, as his name was not recommended for promotion despite having better credentials than promoted faculty members belonging to general category and requested for investigation and action against members of Selection Committee alongwith corrective action. It was further mentioned in the forwarding letter that after thorough investigation of representation upon comparison of credentials of Dr. Rakesh Kumar viz-a-viz candidates promoted from general category and interaction held with Dr. Rakesh Kumar discrimination attitude appears to have been done as the marks allotted by selection committee to Dr. Rakesh Kumar in all three components are much less than compared to marks allotted to faculty members belonging to general category as was informed by

✶ Dr. Rakesh Kumar Though applicant had better credentials in category i (domain knowledge) and category ii contribution to Research etc. It was mentioned that as per UGC regulations the candidate is assessed vide three major criteria though (i) Contribution of Research 50%, (ii) domain knowledge and teaching practices 30% and interview 20% for promotion to the post of professor under CAS (Career Advancement Scheme) and out of 100% marks the candidates is required to get 50% marks for promotion. The observation stated by the applicant on the basis of information received under RTI Act is mentioned as under-

* 1. As far as the first criterion (contribution to Research, 50% weightage) is concerned, the petitioner has alleged that, the Scrutiny Committee has awarded maximum API Score of 185.5 in the assessment period of three years to Dr Rakesh Kumar whereas the promoted General Category faculty Members such as Dr.P.J.Singh has been awarded a score of 154.3 in eight years, Dr. Neelu Jain has been awarded a score of 165.5 in five years, Dr.S.K. Singh has been awarded a score of 171.8 in four years and Dr.Tarlochan Kaur has been awarded a score of 154.3 in six years. These scores awarded by the Scrutiny Committee are based on the components of Contribution to Research (such as research publication, papers presented, conferences attended/organized, research projects etc.) The maximum score earned

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by the petitioner highlights the high standard of research contribution as compared to other promoted General Category candidates. In contrast to the Scrutiny Committee, the Selection Committee has awarded minimum marks to Dr. Rakesh Kumar (24) in spite of having excellent research credentials & highest API score whereas the promoted General Category candidates [Dr. P.J. Singh (23), Dr. Neelu Jain (28), Dr. S.K. Singh (32) and Dr. Tarlochan Kaur (30)] have been awarded higher marks in spite of having poor research credentials.

2. In case of second criterion (domain knowledge & teaching practices, 30% weightage) the petitioner has alleged that the Selection Committee has awarded minimum marks to Dr. Rakesh Kumar (12) in spite of having excellent academic & teaching related credentials such as obtained Degrees (Ph.D, M.Tech) from IIT Kanpur, conducted & attended highest number of short term courses for faculty/student development, delivered highest number of expert lectures, organized National Conference, developed/renovated various labs, received excellent teaching feedback from the students etc. Whereas the promoted General category candidates have been awarded much higher marks [Dr. P.J. Singh (20), Dr. Neelu Jain (23), Dr. S.K. Singh (18), Dr. Tarlochan Kaur (23)] in spite

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of having poor academic & teaching credentials such as part-time Ph.D degrees, poor students feedback, poor credentials in other academic areas.

This is pertinent to mention here that same API score i.e. 110 was awarded to all candidates by the Scrutiny Committee based on academic & teaching credentials. With all candidates having same API score, the Selection Committee has awarded discriminatory & minimum/much lower marks to the petitioner (Dr. Rakesh Kumar) in spite of having much better credentials as compared to promoted General Category candidates.

As per clause 6.0.1 of UGC regulations 2010 reproduced as under:-

The overall selection procedure shall incorporate transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based on weightages given to the performance of the candidate in different relevant dimensions and his/her performance on a scoring system proforma based on the Academic Performance Indicators (API) as provided in these regulations table I of Appendix-III

3. The petitioner has alleged that as per clause 6.4.8 (page no.43) & APPENDIX-III-TABLE:III (page no.112) of UGC regulation 2010, a candidate

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is required to earn an API score of 120 in three years (40/year) at the level of Associate Professor for becoming eligible for the post of professor.

The petitioner has alleged that Dr.P.J.Singh (Mechanical Engineering Department) does not meet this criteria as he has earned the eligibility API score in 8 years. Dr. P.J.Singh has not earned the score of 120 for assessment period of any three consecutive years and hence stands in-eligible for the said promotion. In spite of being in-eligible, he has been favored & promoted to the post of Professor by the biased/discriminative Selection Committee.

4. The Petitioner has also alleged that the discrimination has also been observed to be repetitive in nature, as Dr. Rakesh Kumar has been accorded the previous promotions under compulsion after a long struggle of three years on the intervention of National Commission for SC's. For this, Director, PEC (Dr.Manoj K.Arora) has been summoned to the Commission. It has come to notice that the previous service of Dr.Rakesh Kumar rendered at Hindustan Aeronautics Limited (H.A.L.) (01.07.1996-31.05.1999) is still pending for consideration of due benefits in previous promotions."

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3. Alongwith letters received from Commission had annexed annexures submitted by the applicant giving the details of criteria for promotion, comparative analysis with promoted candidates, domain knowledge and teaching practices over-all comparative analysis, the minutes of screening/selection committee of applicant as well as selected candidates. The Advisor through Secretary Technical education forwarded the representation to Director PEC University to send his comments directly to Commission. Director sent his comments to Director NCSC, Chandigarh alongwith supporting documents thereof vide its letter dated 12.05.2017. Director PEC in his reply inter alia clarified that though the comments have been sent earlier also, however he further clarified that the API score of faculty members who applied for promotion under CAS was duly verified by API score verification committee and Dr. Rakesh Kumar fulfilling the criteria was considered eligible to be called for interview before the Selection committee. It was also clarified that the additionally the institute has also constituted a hearing committee with a view to give an opportunity of hearing to the candidates who are not found eligible and thus the hearing committee considered the objections of candidates not found eligible. It was submitted that Dr. Rakesh Kumar, the applicant had made comparison with faculty members of other department and that the comparison has to be with the candidates in same department. It was also clarified that Dr. Rakesh Kumar was the only candidate considered for promotion in CAS from Aero Space Engineering Department and further that for each Department there was different Selection Committee with space experts trained from IIT's and NIT's and other institutes of

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excellence. Further that each selection committee has made its independent recommendations therefore the comparison with candidates of other department is out of context. It was also clarified that in all selection committees there was a representative from SC/ST category and that professor Anil Kumar from Panjab University represented SC/ST category and Professor H.S.Gujral Member CCET was a representative from Chandigarh Administration. Director also referred to UGC guidelines. The clause 6.0.1 to UGC guidelines which are referred and reproduced below:-

"The overall selection procedure shall incorporate transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based on weightage given to the performance of the candidate in different relevant dimensions and his/her performance on a scoring system proforma based on the Academic Performance Indicators (API) as provided in this regulations table I to IX of Appendix III (Annexure-III).

In order to make the system more credible, universities may assess the ability for teaching and/or research aptitude through a seminar or lecture in a class room situation or discussion on the capacity to use latest technology in teaching and research at the interview stage. These procedures can be followed for both direct

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recruitment and CAS promotion wherever selection committees are prescribed in these Regulations."

UGC guidelines clause 6.4.8 referred is reproduced below:-

"Associate Professor completing three years of service in stage 4 and possessing a Ph.D. degree in the relevant discipline shall be eligible to be appointed and designated as Professor and be placed in the next higher grade (stage 5), subject to (a) satisfying the required credit points as per API based PBAS methodology provided in Table credit points as per API based PBAS methodology provided in Table I-III of Appendix IV stipulated in these Regulations, and (b) an assessment by a duly constituted selection committee as suggested for the direct recruitment of professor provided that no teacher, other than those with a Ph.D., shall be promoted or appointed as professor."

Refer to UGC guidelines 2010 clause 6.3.12 Annexure-VI)

"C) If the candidate does not succeed in the first assessment, but succeeds in the eventual assessment, his/her promotion will be deemed to be from the later date of successful assessment."

4. It was submitted that there is no violation of UGC regulations nor there was any discrimination as is being alleged. It was further stated that Dr. Rakesh Kumar who made representation to Commission in the year 2013 pertained to the period of a different

✓ Director and that the present Director alongwith Deputy Director appeared personally before the Commission in the year 2015 and clarified everything. Whereupon Dr. Rakesh Kumar withdrew his representation against PEC authorities. It was lastly clarified that the issue regarding counting of past service wherein Dr. Rakesh Kumar has sought adding of his service in Hindustan Aeronotics Limited in the present service is under consideration with AICTE alongwith 78 applications from different faculty members and therefore further action would be taken as per advice from AICTE. Representation was submitted to be withdrawn.

5. The undersigned being entrusted with the fact finding enquiry, a notice of hearing was sent to Dr. Rakesh Kumar through CVO (Central Vigilance Officer) vide notice dated 08.02.2018. In response to which Dr. Rakesh Kumar responded on 27.02.2018 for non-acceptance of enquiry. Another reminder being sent Dr. Rakesh Kumar again refused to attend.

6. Since Dr. Rakesh Kumar has refused to participate in the fact finding enquiry therefore his version has not been put forth. Only relying upon the complaint and the reply of Director besides the annexures submitted by Dr. Rakesh Kumar to the Commission are being considered. Perusal of record shows that from Aero Space Engineering Department Dr. Rakesh Kumar was the only candidate found eligible and participated in the selection process. The findings of selection committee have been placed on the file by Dr. Rakesh Kumar himself. In the column of recommendations and observations

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✓ of selection committee the marks of committee awarded are reproduced below :-

"C. Candidates/Cases presented before Screening/Selection Committee (Assessment Detail)

Sr.no	Name of faculty	Present designation	Contribution to Research (50)	Assessment of domain Knowledge & Teaching Practices (30)	Interview Performance (20)	Total (100)	Remarks
1	Rakesh Kumar	Associate Professor (stage 4)	22	12	09	43	

D. Recommendation:

Sr.no	Name of faculty	Recommended/Not recommended	Remarks (in case of not recommended, reason may be given)
1	Rakesh Kumar	Not recommended	Lacks in prof. Phd research

E. Observations of the selection committee (if any):

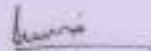
Committee feels that candidate has not demonstrated himself as a serious independent research what is expected.

Sr-	Sr-	Sr-
Member	Member	Member
(Chd. Administration)	Subject Expert-1	(Subject Expert-II)
	Sr-	Sr-
Member	Member	Member
(Subject Expert-III)	(HOD)	(Observer)
	Sr-	
	Chairman	

7. It is not in dispute that in response to the applications invited for promotion Dr. Rakesh Kumar was one of the applicant. It is not

✓ disputed that API screening ~~committee~~ committee found only Dr. Rakesh Kumar to be eligible from the department of Aero Space Engineering Department. He was called for interview and he participated in the selection process and not being successful came up with the complaints. It is also not disputed that he neither challenged the constitution of selection committee nor challenged the selection process in any judicial proceedings. Having participated in the selection process and not being found ~~as~~ successful, he ^{was} come up with the complaints of discrimination etc. Had he been aggrieved either with the constitution of selection committee or with the selection process, he would have certainly challenged the same. The comparison being done is with respect to candidates from other department Viz. Mechanical Engineering, Electronics, Civil Engineering and Electrical. Certainly there could be no comparison with any candidates from department of Aero Space Engineering Department, as he was the only candidate. The selection criteria being in consonance with the UGC guidelines for promotion in CAS and the same being followed, There does not appear to be any apparent discrimination. This view is based on the basis of records supplied to the undersigned.

Submitted



(B.M. Bedi)

Dated: 25.04.2018

Distt & Sessions Judge (Retd.)

H.No.22, Sector-4,

Panchkula

43

FACT FINDING ENQUIRY REPORT SUBMITTED BY B.M.BEDI
DISTT. & SESSIONS JUDGE, (RETD.)

In the matter of representation submitted by Dr. Deoraj Prajapati

2. The undersigned was assigned the task of holding fact finding enquiry into the representation submitted by Dr. Deoraj Prajapati.

3. That representation was filed with the submissions that he applied for promotion under CAS for the post of professor in Mechanical Engineering Department pursuant to advertisement notice dated 19.10.2015 and appeared before the committee on 07.01.2017. It was submitted that CAS promotions are ex-cadre promotion and are generally granted to faculty members who fulfill minimum eligibility criteria set out by UGC and in case the institute desires to adopt a different and/or higher criteria the same is required to be notified by the institute. In the case the institute has notified that the promotion would be as per UGC guidelines and that CAS selection is non-competitive in nature and promotion of one candidate does not affect the promotion of any other candidate. The purpose of CAS is to curb the career stagnation amongst faculty regarding promotion at various levels in the universities. Also in most of the cases moving from stage 4 to stage 5 involves negligible additional financial pay out. It was submitted that he was denied promotion to the post of professor despite meeting eligibility criteria and having much better credentials (excellent academic background, education, research, guidelines etc.) as compared to many faculty

members who have been promoted to the post in various other departments. It was stated that earlier also he was victimized as he was given senior scale in 2014 which was due in 2004. Similarly he was placed in selection grade and associate professor in 2015 which was due in 2009 and 2012 respectively. As per UGC regulations 2010, a candidate is assessed about evaluated vide three major criteria such as; (i) contribution to Research 50% (ii) domain knowledge and teaching practices 30% and interview 20%. He has reproduced his credentials as under:-

"Table-1 Contribution to Research etc. (50% Weightage as per UGC guidelines) -

Sr. No.	Attributes	Number Overall (122 research papers)	Assessment period
1	National & International Journal Publications	84 (39 in SCI Journals) Including publications in Int. Journal of Quality and Reliability Mgmt, Emerald Pubn., U.K. -Int. Journal of Ad. Mfg. Technology, Springer Pubn., U.K. -Int. Journal of Experimental Thermal & Fluid Science, Elsevier Pubn. -Int. Journal of Quality & productivity Mgmt, Indesc. Pubn, UK -the TQM Journal, Emerald Pubn., UK	50 (SCI Journals :15)

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		-Int. Jr of Metrology & Quality Control, EDP Scs., France and in many more SCI Journals	
2	National & International Conference Publications	38	17
3	Papers presented in National/International Conferences etc.	More than 10 (including conferences in abroad USA, UK, France, Netherlands)	05
4	National Conference Organized	02	01
5	Awards Received:	03 1. Received first D.N. Trikha research award for outstanding research publications in reputed international journals, in PEC university of Technology for the year, 2009 2. Marguis Who's who award, 2011, 2013 and 2016 for outstanding achievements in related research areas, awarded by Marquis Who's Who Publication, NJ, USA. 3. Appreciation Award by Chandigarh Administration for conduction Mock drill to aware people against Earthquake.	02
6	Editor/associate Editor Editorial Board Member of Int	08	08

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	Journals		
7	Refresher/Winter/Summer/Short Term Courses Organized	02	-
8	Refresher/Winter/Summer/Short Term Courses Attended	More than 18 weeks (including courses attended in IIM, IITs and other reputed institutes)	4 weeks
9	Chairmanship of Technical Session/Keynote Address	07	04
10	Expert/invited lectures delivered	09	03
11	Ph.D. Thesis Guidance	Awarded=4 and in-progress=3	02 (awarded)
12	M.E.Thesis Guidance	24	09
13	Research Project Completed	01 (Rs.84.00, titled "Advanced Manufacturing Technology Lab" includes CNC Multi-Purpose Micro Machining Center, Under TEQUIP-II scheme of World Bank through MHRD, completed in Sept, 2014)	01
15	Consultancy	01	-

Table-II Domain knowledge and teaching Practices (30% weightage as per UGC guidelines)

S.No.	Attributes	Achievements
1	Academic Qualifications	B.E. (Mech.Engg.), Govt. Engg. College Rewa, APS University, Rewa (MP) M.Tech. (Industrial Engg-MED), IIT Delhi. Ph.D (Engg. & Technology), Panjab

		University, Chandigarh.
2	Reviewer of Int Journals	09
3	National Conference Organized	02
4	Winter/Summer/Short Term Courses Organized	02
5	Courses Taught	Quality control, Engg. Drawing, Engg. Graphics (UG level), Production system Design & Quality Control (PG level), Industrial Management, Work Study, Production Planning & Control etc.
6	International Projects supervised (PEC students) Teaching practices	Worked as Faculty Advisor (Supervisor) for the Formula Sae car project, held in Victoria University, Melbourne, Australia, from the 10 th to the 13 th of December, 2009. Excellent/good
7	No of countries visited for int. conferences/student projects	05 (USA, UK, Australia, Netherlands & France)
8	Expert/Invited Lectures Delivered	More than 10
9	Reviewer of Journals	09 International Journals, Published by Elsevier, Emerald, Inderscience, Springer, EDP Sciences, Growing Science etc.
10	Evaluations	Evaluated M.Tech. theses
11	Professional Membership	World congress on Engineering and Computer Science (WCECS)
12	Labs Renovated/developed	Advance Manufacturing Technology Lab and SOM Lab
13	Duties performed at Instt. & Deptt. Level	Chief Wardens of 2 Hostels, O/I NCC, O/I National Disaster Management, Examination Supdtt., Convener, DAPC/DUGC, Admission duties at UG and PG levels, NBA duties, O/I SOM labs, O/I Ph.D. (MED), O/I

		Library (MED), Chairman /Member/ of various SRCs, Member of internship assessment etc.
14	API Score	110 (maximum possible value)- Required by UGC 100)

4. He further submitted that the table showing exceptional credentials was denied promotion and stated that the selection process adopted by the institution was arbitrary, discretionary, unfair, biased and unethical and non-transparent. He also sent representation to Secretary Technical Education Chandigarh Administration besides other authorities. Comments were sought from the institute. Institute sent the comments on 28.04.2017 clarifying that Dr. Deoraj Prajapati was appointed as lecturer in Mechanical Engineering on 16.07.1999 and placed as lecturer Senior Scale with effect from 16.07.2004, lecturer selection grade w.e.f. 16.07.2009 and associate professor w.e.f. 16.07.2012, after he completed three year service as lecturer selection grade he applied for promotion from stage 4 to stage 5 under CAS category in 2015 for which interviews were held on 07.01.2017 with minutes of selection committee were annexed and is reproduced as under:-

"PEC UNIVERSITY OF TECHNOLOGY CHANDIGARH
MINUTES OF SCREENING/SELECTION COMMITTEE MEETING

Name of Department	Mechanical Engineering
Date of meeting	07.01.2017 at 10.00 AM
Meeting for stage 4 to Stage 5	

B. Constitution of Screening/Selection Committee:

S.No.	As per Constitution	Attended by	Designation
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1	Chairman	Manoj Arora	Prof. & Director
2	Member (Nominee Chandigarh Administration)	Manpreet Singh	Professor
3	Member (Subject Expert-1)	P.K.Jain	Professor & Director
4	Member (Subject Expert-II)	N.Shiva Prasad	Professor
5	Member (Subject Expert-III)	Pankaj Chandna	Professor
6	Member (HoD)	P.S. Satsangi	Professor
7	Observer/Nominee (SC/OBC/Women)	Anil Kumar	Professor

C.Candidates/Cases Presented before Screening/Selection Committee (Assessment Detail):

Sr. No.	Name of Faculty	Present Designation	Contribution to Research (50)	Assessment of Domain Knowledge & Teaching Practices (30)	Interview Performance (20)	Total (100)	Remarks
1	Dr. Permind erjit Singh	Associate Professor (Stage 4)	23	20	11	54	
2	Dr. Sanjeev Kumar	Associate Professor (Stage 4)	33	20	13	66	
3	Dr. S.K.Mangal	Associate Professor (Stage 4)	23	08	09	40	
4	Dr. D.R.Prajapati	Associate Professor (Stage 4)	26	10	07	43	
5	Dr.Sushant Sasmir	Associate Professor (Stage 4)	22	10	10	42	

D.Recommendation:

S.No.	Name of Faculty	Recommended/Not recommended	Remarks (in case of not

			recommended, reason may be given)
1	Dr. Parminderjit Singh	Recommended	
2	Dr. Sanjeev Kumar	Recommended	
3	Dr. S.K. Mangal	Not Recommended	Poor domain knowledge
4	Dr. D.R. Prajapati	Not Recommended	Less domain knowledge
5	Dr. Sushant Samir	Not Recommended	Less domain knowledge

e. Observations of the Selection Committee (if any):

sd/-	sd/-	sd/-
Member	Member	Member
(Chd. Administration)	(Subject Expert-I)	(Subject Expert-II)

5. It was clarified that though Dr. Deoraj Prajapati has stated in the complaint that the evaluation was done giving 100% weightage to interview instead of 20%. Further as per UGC guidelines clause 6.0.1 lays down criteria as under:-

"The overall selection procedure shall incorporate transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based on weightages given to the performance of the candidate in different relevant dimensions and his/her performance on a scoring system proforma based on the Academic Performance Indicators (API) as provided in this regulations table I of Appendix-III."

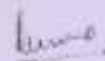
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6. It was clarified that no UGC guidelines was violated nor there was any discrimination. It was further stated that the complaint was apparently mis-conceived.

7. After the undersigned was appointed as Enquiry Officer Dr. Deoraj Prajapati gave in writing that he submitted complaint due to frustration and feeling of dejection. He stated that on being satisfied he withdraws such representation made in that behalf and also apologized. In view of the fact that Dr. Deoraj Prajapati who made representation withdrew the allegations of discrimination etc., there is no purpose in going deep into the issue. Therefore, the selection process appears to be in-consonance with the regulations and in a transparent manner. The report is based on documents supplied.

Dated:25.04.2018

Submitted



(B.M. Bedi)

Distt & Sessions Judge (Retd.)

H.No.22, Sector04,

Panchkula

ANNEXURE-III

FACT FINDING ENQUIRY REPORT SUBMITTED BY B.M.BEDI
DISTT. & SESSIONS JUDGE, (RETD.)

In the matter of representations submitted by Dr. Jagdish Kumar
Associate Professor Electrical Engineering Department.

2. The undersigned was assigned the task of holding fact finding enquiry into the representations submitted by Dr. Jagdish Kumar Associate Professor Electrical Engineering Department.
3. Two complaints were filed by Dr. Jagdish Kumar, Associate Professor, Electrical Engineering Department, one with the allegations of providing protection under The Whistle Blowers Protection Act, 2011 for having disclosed information; and second with allegations of victimization by Director PEC on account of disclosure of information and on that ground being ignored for promotion from Associate Professor to Professor. Since the second complaint of non-promotion was related to earlier complaint of victimization under The Whistle Blowers Protection Act, 2011, therefore both the complaints are being taken up together.
4. Dr. Jagdish Kumar submitted a complaint dated 22.05.2015 Flag "A" complaining about academic corruption/irregularities in PEC. Dr. Jagdish Kumar mentions that as per prospectus for academic session 2014-2015 approved by Senate and IAPC the grading system was to be implemented as per meeting of Senate held on 30.04.2014 wherein equal range of marks for award of grade from "A" to "D" was equal to 0.50. In addition there was 10% ceiling on grades A+ and F was decided. However it was not decided how to deal with the situation if above three constraints are violated; a new constraint

stating "No student securing 35% or more marks is to be awarded F grade was illegally added by Associate Dean Academic Program. The constraint made grading system illogical and non-scientific and there is no comparison of absolute marks with the relative grading. Due to this clause non uniformity and erroneous grading took place in many courses of BE first year for Semester 1415(1) and lead to irregularities. ADAP is not competent authority to issue such guidelines. To legalise the said letter ADAP and DAA issued another letter dated 13.05.2015 submitting the same to have been approved by Senate. This was a dereliction of duty, therefore ADAP and DAA have lost their integrity and honesty by issuing fake letter. This was brought to the notice of Director, however no action was taken. The grades in courses MAN101, CSN104 and GSC101 were not reviewed as per decision of senate and recommendations made by Senate sub committee purposely due to your vested interest of DAA. This was a dishonour of senate. It was also stated that an increase in Grade "A" by almost 9% was allowed by the Director in course TAN 104 for semester 1314 (1) to favour a student. The marks of a student was increased illegally from 65% to 67% after verification of grade and cut of from 70% to 67% was allowed in TAN104. This was to help a student in changing branch from CE to E&EC. The guidelines for branch change was unethically relaxed on the recommendation of ADAR and DAA which change can only be done by senate. However in previous years branch change rule was not relaxed in spite of availability of vacant seats in good branches. It was further mentioned that the grades awarded for courses to BE first year for semester 1415(2) appears to be non-uniform and illogical as in

course EEN102 maximum difference of marks for D grade is 14 while for all other pass grade is approximately 6.5, how it is justified. The grades in all courses of Semester 1415(2) may be done uniformly and logically as per distribution of normal curve. It was further threatened that if the same was not rectified by the Director with the help of ADAR and DAA, Director should be ready to face consequences of enquiry by Vigilance, CBI, Lokpal etc. and that Director would be personally responsible.

5. Thereafter Jagdish Kumar made another complaint to Chief Vigilance Officer, Chandigarh Administration on 31.07.015 Flag "B" with same allegations seeking Vigilance Enquiry under 'The Whistle Blowers Protection Act, 2011' with the submissions that PEC university of Technology is an autonomous institute, funded by Chandigarh Administration and Director is head of the same. All rules and regulations and guidelines related to academic matters are done by senate. Though the senate consists of about 25 members however only few attend meeting. DAA is head of academic affairs with two associate deans namely ADAP and ADAR, who deal with matters relating to under graduate and post graduate program. At present two grading system existed, one for students admitted before 2014 (Old grading system) and new grading system was implemented w.e.f. 2014. There are four pass grades i.e. A, B, C and D and seven pass grades i.e. A+, A, B+, B, C+, C and D in old and new grading system respectively. In the new grading system grades are awarded based on distribution of marks as per normal curve and ensure equal difference of marks for Grades "A" to "D", additionally the students securing A+ and F grade may not be more than 10%. It

was also mentioned that there was provision of branch change for BE students after first semester based on academic performance for which the guidelines have been laid. This provision has been a key cause for academic corruption since long and the present disclosure is focused around it, as PEC authorities have misused this provision. Under the heading public interest disclosure of this complaint it was mentioned that the senate in its meeting held on 06.01.2014 for approval of results of Semester 2013-14(1) observed variations in grading pattern from common practice for course TAN 104 and some other courses. The sub committee of senate was constituted for suitable recommendations and the case was sent to concerned departments for re-consideration of cut off marks for "A" grade in TAN 104. An incidence was given that Chairman Moderation Committee (EED) did not agree to lower the cut off marks to "A" grade and it was already low i.e. 70%. Subsequently sub committee of senate sought revised minutes of DAPC from concerned department. Second time the cut off marks for "A" grade were reduced from 70% to 67% (corresponding increase in students getting "A" grade from 11.31% the maximum permissible limit 20%). In this process marks of a students were increased from 65% to 67% against rules and awarded A grade from B grade. This helped the branch up-gradation for a student from Civil to E&EC. The sub-committee requested twice to the concerned department, and Director approved 8.60% increase in A grade in TAN 104 indicating that the efforts were made to give an undue benefit to a student. Two controversial letters issued by DAA stating that no student securing 35% are more marks is to be awarded F grade and in the second letter stating that for large

classes "No student having marks $\geq 35\%$ after corrigendum would be awarded "F" grade after senate decision. It was mentioned that he requested copy of minutes of meeting of senate, which was not provided to him, while the office of DAA in reply to RTI application stated that it was not available with the office of DAA. It appeared that no such decision was taken by senate for large classes. It was further mentioned that the grades in courses MAN101, CSN104 and GSC101 were not awarded as per new grading system and cut off marks were Degrade were lowed to 35% for remaining courses for semester 2014-15(1) 2014-15(2). Had cut off marks for pass grades lowered uniformly, more number of students would have been benefitted. It was mentioned that the sub committee recommended an increase in A+ grade to 6-7% and accordingly revision of all other grades (except GSC101). It was thus mentioned that PEC authorities were not interested in revision of grade as per senate decision and the recommendations of sub committee for revision were not accepted by Director on recommendations of DAA. It was thus stated that the act of Director/DAA has shown injustice with large number of students. It was also alleged that guidelines for branch change were relaxed by Chairman senate over-night without approval of senate. The branch change provision is only for academically meritorious students who score CGPA more than 9.0 after first semester, however 9.0 was replaced by 8.0 on the ground that seats in remaining branches would remain vacant. It was further alleged that as to why the norms for branch change was not relaxed for students admitted in 2013 despite availability of seats. He has mentioned that he had a meeting with Director alongwith DAA on 30.12.2014 where

he opposed the decision taken and suggested that these issues be discussed in senate by calling an emergent meeting of senate on the next day. However he refused to sign on the already prepared document on the branch change in the capacity of O/I UG-II and ADAP. He further mentioned that Director apprehending that senate may not fulfill his desire, therefore director called Dr Vasundra Singh ADAR, who signed it, though she was not competent. Thereafter Dr Jagdish Kumar resigned from responsibility of O/I UG-II w.e.f. 06.01.2015 due to bias attitude of Director/DAA. Another fact was alleged that the award of grades in course GSC101, 30% weightage was to be given for assignment etc. This was against academic policy and thus students got poor grade. In the same complaint under the heading of corrective measures he suggested the revision of grading system and also sought protection from being victimized for disclosure of these information.

6. In the other complaint regarding promotion Dr Jagdish Kumar Associate Professor Electrical Engineering Department sent representation dated 30.01.2017 to the Chairman Board of Governors PEC University of Technology, Chandigarh regarding irregularities in promotion to the post of Professor under Career Advancement Scheme in PEC University of Technology, Chandigarh. It was submitted that applications for promotion of faculty members under CAS scheme, who came eligible in AICTE/UGC guidelines were invited with last date of submission of application as 14.12.2015. The applicant also submitted application duly verified for the post of Professor in Electrical Engineering Department and also appeared before the Selection Committee on 06.01.2017 with four other faculty

Members as candidates. Though the outcome of selection committee was not officially communicated to him however he had learnt that he has not been promoted and that other three faculty members have been promoted. It was submitted that CAS promotion is ex-cadre and granted on fulfilment of minimum eligibility criteria as set by UGC (50% score). It was stated that CAS Promotion brochure was unfair, non-transparent, biased, arbitrary, pre-fixed and unethical as credentials and merit of the candidates was ignored and UGC regulations were not followed. He has also submitted that most of the candidates had lower credentials as compared to his credentials. It was mentioned that the UGC regulations 2010 say that "the overall selection process shall incorporate transparent, objective and credible methodology of analysis of the merits and credentials of the applicants based on weightages given to the performance of the candidate in different relevant dimensions and his/her performance on a scoring system performed based on academic performance indicators (API)". He has given the criteria for the promotion to the post of professor under CAS as under:-

"S.No	Attributes	Number	
		Till date	Assessment Period (18.11.2008 to 17.11.2011)
1	Paper published in Journals	29 (SCI-03, Scopus-07)	04 (sci-02)
2	Paper Published in Conferences	41 (IEEE/ASME-	09

		21)	
3	Paper Published in Conferences	24 (IEEE-11)	08
4	Conferences Attended	18	05
5	Chairmanship of Technical Session/Keynote Address	10	--
6	Short Term Courses Attended	09 weeks (08 weeks from IITs)	02 WEEKS (01 FROM IITR)
7	ME Thesis Guided	20	03
8	Ph D Thesis Guided	Completed-01 submitted 01 pre submitted 02 undergoing-06	--
9	Research/Consultancy Projects	23	01
10	Google Scholar/Scopus Citations	212H-index 07,1-10 index-05'19"	

7. He has also mentioned that only he has two SCI research papers during the assessment period. Citations in scopus and google scholar are indications of water and Research papers. His google column and scopus citations are much higher than citation of other candidates, who have been promoted, therefore he deserved more score out of 50 as compared to promoted faculty members. He has also mentioned the requirement of the domain knowledge and teaching practice giving break-up as under:-

hwp

S.No.	Attributes	Achievements	Remarks
1	Academic Qualifications	BE (Hons), M Tech (IITD), PhD (IITR)	Very Good Academic Record
2	GATE	GATE-94 (93.43 percentile), GATE-99 (98.08 percentile)	Got admission in PG at IITR in 1994 (but not joined due to financial issue), at IITD in 1999
3	IES	Qualified (written)	Among top 60 in Gen Category (All India)
4	Courses Taught	Almost all courses of EE	Courses taught at UG, PG and PhD level
5	Teaching Practices	Excellent (as per students feedback)	It is consistent throughout my career
6	API Score	110 (maximum possible value)	Minimum required is 100 for Category I and II.

8. He has submitted that he had qualified GATE twice and IES which is not possible without domain knowledge and teaching practices have been rated as excellent based on student feed back interview performance (20%). He was satisfied with his performance during this interview which lasted for 50 minutes and he answered more than 80% questions correctly put to him by subject experts, although none of the experts were from his area of specialization.

hmt

9. He made further allegations that if his credentials are compared with those who have been promoted, the truth would come out. He stated that he was selected as Associate Professor in 2013 through direct recruitment and scored 62% marks however in 2017 he could not secure even 50%, as required for promotion under CAS which was embarrassing for him. He stated that he contributed in corporate life and management, professional development activities at the department and institute of all areas like student affairs, academic matters, purchase etc. Despite having reasonably good academic research and teaching background, the attitude of director was biased against him in promotion and gave reasons that he gave representation to PEC (Chairman Selection Committee) and Chandigarh Administration till 2011 and not getting relief he filed a writ petition in the High Court which was allowed in July 2013. The order not being complied with, he filed a contempt petition in 2014 and this irked the authorities and was granted relief in November 2015. The second reason was that he showed inability to sign an un-constitutional letter regarding academic matters and submitted complaints to Chief Vigilance Officer, still no action was taken even by Chief Vigilance Officer. He has stated that had he been promoted earlier, he would have been a senior most faculty member and might have even claimed to be next HOD, which director never wanted. He alleged that selection process was carried out in a very calculated and pre-decided way. The process took 13 months instead of six months as per UGC and selection committee meeting was postponed twice. Besides the committee was not as per UGC regulations. He stated that committee consisted of Dr. Manoj Kumar Arora Director

PEC (Chairman), who is in lien from IIT Roorkee/ Professor Ramesh Garg, visiting professor and DFA IIT Ropar (his area of research is totally different from the areas of research of faculty members evaluated by him and thus appears to have been appointed due to personal relation with Director) Professor G.K.Singh, Professor IIT Roorkeef the colleague of Director, whose area of research was different from all the candidates, Professor Ashwani Kumar, Professor NIT Kurukshetra. His area of research is different from his area of research, though he answered the questions well, Professor Rakesh K.Bhatia, Professor CS&E and DFA PEC (he was not supposed to attend selection committee as he joined in PEC 2013 and two members were not known to him (though they were absent during the maximum tenure of his interview, however they entered just one or two minutes before his interview was over. It is further alleged that had professor, Shiv Narain a former head of EEC associated in the selection Committee, he would have been selected. Thus Dr. Jagdish Kumar requested that the record of CAS promotion be called upon and investigated in a fair, transparent and independent way by a committee (copy of complaint is at Flag "C"). The same complaint at flag "D" was made by Jagdish Kumar to Secretary Technical Education on 26.04.2017, followed by another complaint dated 18.08.2017 Flag "E". He has also put the complaint on PMO portal and also addressed the same to University Grants Commission. On comments being sought by UGC, Dean academic affairs replied to UGC on 17.08.2017 flag "F" giving details that the promotion was strictly in accordance with the UGC guidelines and the process was followed.

10. I have considered the complaints as well as documents and gone through the entire file supplied by office as well as the submissions and documents submitted by Dr. Jagdish Kumar. Taking up first the case of seeking protection under The Whistle Blowers Protection Act, 2011, it has first to be seen as to whether the subject matter falls within the purview of The Whistle Blowers Protection Act, 2011. Section 3(c) defines 'complainant' and 3 (d) defines 'disclosure' and are reproduced below:-

"3 (c) "complainant" means any person who makes a complaint relating to disclosure under this Act;

(d) "disclosure" means a complaint relating to

(i) an attempt to commit or commission of an offence under the Prevention of Corruption Act, 1988;

(ii) willful misuse of power or willful misuse of discretion by virtue of which demonstrable loss is caused to the Government or demonstrable wrongful gain accrues to the public servant or to any third party;

(iii) attempt to commit or commission of a criminal offence by a public servant;

made in writing or by electronic mail or electronic mail message, against the public servant and includes public interest disclosure referred to in sub-section (2) of Section 4;

hms

Going by the definition of disclosure, the disclosure means complaint in writing relating to an attempt to commit or commission of an offence, willful misuse of power and willful misuse of discretion by virtue of which demonstrable loss is caused to the Government and demonstrable wrongful gain accrues to the public servant or to the third party and attempt to commit or commission of a criminal offence by a public servant.

11. Now going by the entire allegations made by Dr. Jagdish Kumar these do not come within the purview of any of the ingredients of disclosure, therefore the undersigned is of considered view that the complaint was not maintainable at all.

12. However, even if stretching liberally to any extent, the only wild allegations in one of the allegation is that a student was extended benefit in change of branch by changing the criteria. There is no name of any person. There are no allegations who that student was; was he related to any official/authorities dealing with the matter of change of branch or admission. There are no allegations that there was request from number of students for change of branch and a particular student was favoured by using any discretion. Rather a note at Flag "G" from DAA shows that change of branch was allowed to all the students who have secured CGPA more than 8.0 and it was proposed that application be invited for change of branch from the interested students. Therefore there was ^{no} use of discretion in favour of any person.

13. The fact has been mentioned in the complaint that there was change of grading system w.e.f. the session 2014-15. Two grading system were being followed, one for the students who were admitted up to 2013 and the other for students admitted thereafter. The change of grading system was with the approval of senate. Neither the Director was competent nor there is any record that Director/DAA at his own level for changing the grading system. A perusal of letters dated 11.12.2014 Flag "H", dated 15.12.2014 flag "I" and letter dated 31.12.2014 Flag "J" from Dr. Jagdish Kumar with regard to issue that crop up in the implementation of new system of grading. Rather a perusal of letters at Flag "H, I, J" shows that Dr. Jagdish Kumar has sought change of his duty after the implementation of the new grading system. There is note below letter dated 15.12.2014 and 31.12.2014 by DAA that there are issues relating to implementation of new grading system, which could be sorted out through discussions and it was recommended that excellent duty being performed by Dr. Jagdish Kumar he may not be relieved from the duty of O/I UG-II.

14. Thus it appears that the issue that cropped up in the implementation of new grading system has led to an apprehension in the mind of Dr. Jagdish Kumar that led to sending of complaint of some mis-management in the academic affairs of the PEC and further apprehension that he apprehends to be victimized. There is another aspect that had that been so the Director would not have graded the work of Dr. Jagdish Kumar "excellent" as is apparent from the note below letter dated 31.12.2014 Flag "J" coupled with the communications from Director at Flag "K" to Dr. Jagdish Kumar giving remarks for his evaluation as "excellent". This should have removed

all doubts from his mind of there being any bias by Director. ~~On~~ Had that been so, the Director would not have given excellent evaluation to Dr. Jagdish Kumar.

15. Taking up the case of non-promotion, Dr. Jagdish Kumar has leveled allegations that the selection committee was constituted of his favorites with the pre-determined mind, also does not appear to be based on any sound reasoning. The allegations are that on account of his complaint to the authorities in the The Whistle Blowers Protection Act, 2011 and his not agreeing to be a party in the academic affairs, therefore he was victimized, also appears to be a mis-apprehension of his mind. He has participated in the selection process, appeared for interview and not being found successful came with the complaint. In his complaint he has also mentioned that had Dr. Professor Shiv Narain a former Head been associated, he would have been selected. This shows he wanted to be interviewed by a person known to him.

16. He has also given his credentials of having cleared GATE, IES besides in the interview held in 2013 he was given better score than interview held in 2017, thus there was bias against him. *Merely because the candidate scored higher grade in earlier interview cannot be a criteria of not having scored higher marks at a subsequent interview, cannot be a bias, as the performance in interview always depends upon spontaneous reaction of the candidate. There is another aspect that the grading given in interview by experts is based on subjective satisfaction of the selection committee. The selection committee consisted of not only subject experts but also

representatives from Chandigarh Administration and observer/nominee of SC/BC category Sh.Anil Kumar. Besides Jagdish Kumar, Dr. Rintu Khanna was also not recommended for promotion. ✓

17. ✓ Neither any enquiry authority nor any other authority can substitute the observation recorded by selection committee by sitting as appellate authority by superseding the same. However the credentials of Jagdish Kumar have not been disputed by the PEC authorities. Fact remains that he has qualified IES and also cleared GATE. Therefore if Rules permit Dr.Jagdish Kumar may be afforded an opportunity to appear before the Selection Committee which may be constituted by the competent authority and in the event of Dr.Jagdish Kumar improving in the grading may get some benefit. ✓

Submitted



(B.M.Bedi)

Dated:25.04.2018

Distt & Sessions Judge (Retd.)

H.No.22, Sector-4,

Panchkula

Note: Documents flag marked are in the main file and have not taken out to avoid disturbing the page marking done by office and Dr.Jagdish Kumar.



B.M.Bedi