MINUTES OF 9th BOARD OF MANAGEMENT MEETING held on Monday 20th February 2020 at Chinmaya Eswar Gurukula Campus, Kochi.

Members Present:	
In Person:	**By Video Conference:**
Prof. Nagaraj K. Neerchal, Chair (NN) Prof. Gauri Mahulikar, Dean (GM) Dr. Apparao Mukkamala (AM) Dr. Sreevalsakumar R (SVK) Dr. Hari Sundar G (HSG) Smt. Lakshmi Shenoy (LS) Shri N M Sundar (NMS) Dr. Soumya S, Registrar i/c & Secretary (SOU)	Dr. P Geervani (PG) Prof. B Mahadevan (BM) Dr. Shrinivasa Varakhedi (SV) Swami Advayananda (SA) Swami Anukoolananda (SAN) Ms. Manisha Khemlani (MK)
Leave of absence Granted	
Shri. Jagdish Moorjani (JM) Shri K K Rajan (KKR)	

The 8th meeting of the Board of Management started with a prayer and Shanti Mantra.

0. Request for condonation of short notice time

   AM made the motion for condonation of short notice.
   MK requested to send the agenda papers at least a month ahead of time.
   Member suggested that the last item of any BoM agenda should be the date of the next meeting of the Board of Management.
   SA pointed out the it was resolved in the previous BoM that a notice of 15 days shall be given for the meeting of Board of Management. Registrar i/c and Secretary, SOU apologized for the short notice explaining the reasons.

   The motion for condonation for short notice time was seconded by SVK and the motion passed unanimously.

1. Welcoming the Vice Chancellor to the Board of Management

   Secretary SOU welcomed the new Vice Chancellor, Prof. Nagaraj K. Neerchal to the 8th meeting of the Board of Management.

   All members present welcomed Prof. Nagaraj to the Board of Management.

   1.1. Address by the Vice Chancellor

   Prof. Nagaraj K. Neerchal thanked the members of the Board of Management for their support and thanked the dedicated staff for their support and cooperation. He informed the Board of the Cabinet formed in VC office with the members – Vice Chancellor, Dean, Registrar i/c, Finance Officer, Executive Secretary to Trust and

Chief of Staff of VC and explained how cabinet worked to address operational activities of CVV.

The Board took note of the presence and working of cabinet.

2. Reporting: Report on Activities after previous meeting of Board of Management

2.1. Land and Infrastructure: Bhumi Puja was carried out on June 10, 2019, on the proposed site of main campus at Onakkoor.

Members pointed out the correction in the date of Bhumi Puja, which was actually on 12th June, 2019 as opposed to the date mentioned in the Agenda notes. Secretary SOU noted the same to correct in the minutes:

Corrected: Bhumi Puja was carried out on June 12, 2019, on the proposed site of main campus at Onakkoor.

Update on the new campus construction – Managing Trustee.

Managing Trustee gave update on the new campus. He explained that the change in building regulations resulted in change in the design of the building plan. It was informed to the Board that representation has been made to the Government to consider our case. The delay in construction is due to the statutory changes.
BM requested update about when the new campus will be available for use.
AM informed the campus should be ready by Jan 2021.

The Board took note of the update on new campus construction.

2.2. Academic Achievements by Faculty & Students (Annexure – I)

AM queried on the NAAC expectation for faculty publication. SOU updated – 2 publications per faculty per year. NN updated that we are achieving 70%
AM enquired whether we can get 100 publications in a year. SVK said we can get 60 publications at 2 per faculty. NN informed about the plan of recruiting research assistant to help in the faculty to increase publication.
GM mentioned that senior faculty are already publishing 2 or more papers. Joint papers if published by the younger and older faculty will encourage younger faculty to increase the publication.
AM enquired whether the NFSI publication will earn brownie points. GM mentioned that faculty authors in the book will get credit for publications and editors will get credit for an edited book of Conference Proceedings.
BM said the young faculty who have just finished Ph.D. will be eager to publish since they would be keen to publish and suggested that they should be encouraged. CKS - IKS pairs should be encouraged. NN explained the pairing of CKS and IKS faculty. He additionally mentioned that there is difficulty in identifying journals which are interdisciplinary in nature and

sought the help of BM to identify avenues for good publications in domains as ours like CKS – IKS blend. BM offered help in identifying such journals.

Members of the Board of Management took note of the academic achievements by faculty and students.

2.3. Admissions update

Key Strategy - Direct school visits, esp. Chinmaya Vidyalayas
Social Media Campaign
35 school visits; 3000 students addressed.
Application portal opened.
The Admission Committee has finalized the student selection process.
Applications have started coming in.

NN gave the update on admissions as follows:

- Visits to Chinmaya Vidyalaya has increased.
- Faculty have been greatly involved in making school visits and conducting workshops.
- Paramin has been appointed for doing social media and branding related work. Admission committee has been formed.
- Based on faculty feedback, no student is to be admitted without a face to face interview for which they are committing their time and effort.

Members of the Board took note of the update in admissions.

2.4. Resignations (Annexure – II)

NN informed that the resignations are normal for any young organization. AM requested that Trust should be informed of resignation of key personnel.

Members noted the resignations.

2.5. NCTE: Update on teacher education programmes

Recognition for innovative integrated teacher education programme granted subject to hiring of 3 more faculty in Education/ pedagogy. Letter from NCTE attached as Annexure – III

Interviews are scheduled for February 18, 2020.

NN provided update on NCTE approval including the hiring plan. He further informed that we have been given the permission to start B.A. B.Ed. in Social Studies also. We have consciously decided to start only in English and Mathematics for the 2020 admissions. For 2021 admissions, we can plan to start M.Ed. in one stream.

AM enquired the approved number intake number as per NCTE. SOU informed that we have been granted permission for 2 units of 50 each making the number 100. AM enquired the possibility of getting permission for another 100. SOU informed that they will give the approval after carrying out inspection for the infrastructure for an intake of 200.
SA expressed desire to develop the Education programmes eventually into Centre for excellence in education.

Member of the Board took note on the status of teacher education programmes.

2.6. Events and MoUs (Annexure – IV)

SOU provided update on the events, workshop and MOUs at CVV.
NN informed the Board that possibility of finding similar opportunity with Seva Bharati for other states has been enquired.
BM requested for NAAC update. NN provided update regarding creation of seven teams in consultation with Dr.N. Jayasankaran (NJ). Policy formulation has been identified as a need. Faculty and staff are working on the policies. IQAC is meeting once a month. In March, NJ will be in campus. By then a draft AQAR will be ready. That will indicate our preparedness for NAAC. We should be NAAC ready by June / July 2020. BM suggested that NAAC readiness should be forming a fixed agenda point in every meeting. NN agreed to give status report. SA enquired whether a mock NAAC can be run with JN. NN informed, he will revert.

Members of the Board took note of the events and MoUs at CVV.

3. Approval
   3.1. Read and approve the minutes of 7th meeting of Board of Management dated May 13, 2019 (Annexure – V)
      3.1.1. Action Taken Report: Action taken on the minutes of 7th meeting of Board of Management (Annexure – V a)

The minutes of the 7th meeting of the Board of Management and the Action Taken Report was read by SOU.

AM enquired about the status of the sub committees of the Board of Management announced in the 7th Board of Management, given that the sub committees have not met so far.

NN explained that the sub committees are not mandatory as per UGC requirement and that he is not sure of the need for the sub committees and there is a redundancy in the committees. AM suggested that if the sub committees are not meeting at all, they can be disbanded.

BM explained that these committees should not be operational and are only a governance mechanism and a means of redressal of grievance.

SA mentioned that the sub committees were formed to assist the VC and was formed before NN joined. If NN does not want these sub committees, it needs to be given a rethought.

SV mentioned that statutory committees like Academic Council and Finance Committee cannot be scrapped. For any other committee, VC can take a call on these committees/ form a separate committee to achieve the goals.

PG informed that sub committees are facilitating committees since the Board of Management does not meet very frequently. She added that these subcommittees can meet more often and facilitate to take any issues to the Board of Management. She suggested NN to relook/ reconstitute the committee/ disband the committees as he deems fit.

The members of the Board resolved to approve the minutes of the 7th meeting of the Board of Management and the Action taken report.

Action item: NN to take a call on the sub committees constituted by the Board of Management in the 7th meeting.

3.2. Changes to CVV Logo

Objection was raised by the Advertising Standards Council of India regarding the font size of word 'UNIVERSITY' in CVV logo was given disproportionate weightage in the Television Commercial. A reply was given, justifying the conformation to Supreme Court ruling, but the Consumer Complaints Council authorities were not agreeable to out reply and stated as follows:

The CCC did not agree with the advertiser's contention that the words `deemed to be university' are not required to be in the same size since the very intent of the directions issued by the honourable Supreme Court prohibiting deemed to be universities Institutes from using "University" in their name is to avoid consumers getting mislead into believing that the institute has a status of a "University". By giving disproportionate weightage to the word "University", the advertiser is not adhering to the Supreme Court direction in spirit.

The item was discussed in the 7th meeting of the Board of Management (Item 4.2) and resolved to rework the logo to remove the disproportionate weightage to the word 'University'.

In view of the above, the present logo (Annexure – VI a) was reworked as presented in Annexure – VI b. The emblem and the seal were also reworked as included in Annexure – VI b.

Approval sought for the revised Logo, emblem and seal of CVV.

NN discussed the logo change. NN also mentioned that it may not be possible to change the logo in all the places where hoardings are kept which contains the old logo since the cost is prohibitive. However, the new logo is needed for convocation.
SA mentioned that he is impressed with the new logo NMS pointed that the words "***Deemed to be University***" below the emblem does not look attractive.
BM responded that it is good to mention "***Deemed to be University***" till we stabilize.
SV recommended that "***Deemed to be University***" can be removed from the emblem and use it as and when required.
SA seconded the recommendation of SV and suggested that there should be freedom to use the logo without the phrase "***Deemed to be University***".
SAN commented that the blue portion is more prominent in the emblem with blue background and suggested to rework for more symmetry.

AM moved the motion to accept the logo, emblem and seal. SA seconded the motion. The members resolved to approve the design of logo, emblem and seal, subject to the minor changes in the emblem as suggested by SV, SAN and SA.

Action Item: To incorporate the minor changes suggested and use them for publicity.

3.3. Take on record the appointment of faculty/ non faculty at both the campuses

The appointments are attached as Annexure – VII. Ratification sought for the appointments.

The members took note of the appointments. BM suggested to include the selection committee minutes also while putting up this item.

It was resolved by the members of the Board of Management to approve the appointments.

Addl. One member was missed out in the list of non-faculty member. Including the missed member in the minutes.

3.4. Architect and construction related items:

With the construction of the main campus activities like acquisition of land, related documentation and paperwork, leasing, identifying architects, oversee cost estimation & tender process, etc. have to be carried out.

BoM authorization sought for the following:

3.4.1. The Managing Trustee of the CVV Trust, Dr. AppaRao Mukkamala to oversee the acquisition of up to a maximum of 80 acres of land jointly with the Central Chinmaya Mission Trust (CCMT) in Onakkoor Village in Ernakulam district. (we could attach details of acquisitions to date)

3.4.2. The Managing Trustee of the CVV Trust, Dr. AppaRao Mukkamala to execute any leases necessary of the land and buildings owned by CCMT to fulfil the space and facility requirements of CVV.

3.4.3. Appointing M/S CR Narayan Rao (CRN) as architects to plan, design and provide all architecture services the expanded facilities for the CEG campus at the new site in Onakkoor village in Ernakulam district that will be known as Vidya Pratishthan.

3.4.4. The Managing Trustee of the CVV Trust, Dr. AppaRao Mukkamala to be authorized to:

3.4.4.1 Oversee the cost estimation, tender process, construction and provisioning of the Vidya Pratishthan in accordance with the architectural plans provided by CRN.

3.4.4.2 Submit any and all applications for statutory approvals for which Shri N. M. Sundar is given the power of attorney to execute.

3.4.4.3 Negotiate with and appoint any consultants, contractors and vendors necessary to execute the construction of Vidya Pratishthan in a timely manner including the oversight and management of any tenders issued to select the same.

3.4.5. The Vice Chancellor of CVV to be a member of the Chinmaya Construction Committee, a joint committee of CVV and CCMT that is established and supervise the construction activities at Vidya Pratishthan.

SA moved the motion to approve the authorizations connected with the construction of the main campus activities like acquisition of land, related documentation and paperwork, leasing, identifying architects, oversee cost estimation & tender process, etc. SV seconded the motion.

The Board of management resolved the following:

3.4.1. To authorize the Managing Trustee of the CVV Trust, Dr. AppaRao Mukkamala to oversee the acquisition of up to a

maximum of 80 acres of land jointly with the Central Chinmaya Mission Trust (CCMT) in Onakkoor Village in Ernakulam district. (we could attach details of acquisitions to date)

3.4.2. To authorize the Managing Trustee of the CVV Trust, Dr. AppaRao Mukkamala to execute any leases necessary of the land and buildings owned by CCMT to fulfil the space and facility requirements of CVV.

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3.4.5. To authorize the Vice Chancellor of CVV to be a member of the Chinmaya Construction Committee, a joint committee of CVV and CCMT that is established and supervise the construction activities at Vidya Pratishthan.

4. Discussion and decision

4.1. Programmes and Fees and Intake for Academic Year 2020

The following are the new programmes proposed with the corresponding fees:

		2020	Foreign fees in INR*	Foreign fees in USD*
BOARDING & LODGING (INR)		**100000**	**165000**	**2400**
Activity fees (INR)		**5000**	**8250**	**200**
Program	**Intake**	**Proposed Tuition fees (Rs.)**	**Proposed Tuition fees (Rs.)**	**Proposed Tuition fees (USD)**
BA Sanskrit	5	60000	99000	1500

		2020	Foreign fees in INR*	Foreign fees in USD*
BOARDING & LODGING (INR)		**100000**	**165000**	**2400**
Activity fees (INR)		**5000**	**8250**	**200**
Program	**Intake**	**Proposed Tuition fees (Rs.)**	**Proposed Tuition fees (Rs.)**	**Proposed Tuition fees (USD)**
BBA	40	75000	123750	1800
B. Com	40	75000	123750	1800
BA Applied Psychology	30	100000	165000	2400
B.Sc Applied Psychology (Hons)	30	115000	189750	2800
MA Sanskrit	7	100000	165000	2400
Integrated Masters - Advaita Vedanta	4	100000	165000	2400
Integrated Masters - Vyakarana	4	100000	165000	2400
B.Sc. B.Ed. (Mathematics)	30	100000	165000	2400
B.A. B.Ed. (English)	30	100000	165000	2400
MA PPG	6	140000	231000	3300
LLM (LT)	15	100000	165000	2400
LLM (ITCL)	15	100000	165000	2400
Ph.D (Full Time)	5	50000	82500	1200
Ph.D (Part Time)	5	100000	165000	2400
M.Sc Applied Psychology	20	120000	198000	2900
MA Hindustani Vocal	4	60000	99000	1500
MA Tabla	4	60000	99000	1500
MA Bansuri	4	60000	99000	1500
B.Voc (Tourism & Hospitality)	30	90000	148500	2200
B.Voc (Renewable Energy Management)	50	90000	148500	2200
M.Voc (Tourism & Hospitality)	20	100000	165000	2400
M.Voc (Renewable Energy Management)	25	100000	165000	2400

* Processing charges additional

Approval sought for the proposed fees and proposed intake of students.

Included the missed out proposed new programme and the corresponding fees: B.Sc Applied Psychology (Hons)
Corrected the proposed fees for part time Ph.D

NN presented the rationale for fees. He explained regarding the fees increase, mentioning the support from BOT, Finance committee and admissions team.
SV stated that fees for the programmes run in colleges/ Universities in the local vicinities may be low. He further pointed that Universities like

Ashoka, Flame and Symbiosis are located in cities, which is advantageous for the University for charging high fees.
NN stated that rural vs city argument is difficult for us to address since UGC does not distinguish between faculty salary at these places.
SV suggested to come up with programmes that attract the local students as well as programmes which attract the global students.
GM stated that Ph.D fees of part time students was proposed higher than that of full time students since full time students can be utilized for any other works also. It was proposed to retain the fees for full time scholars at Rs. 50,000 and raise the fees of part time students to Rs. 100,000 per year. For the current research scholars, it was proposed that the fees can be fixed as Rs. 60,000 and 100000 for new students. However, if the current part time scholars do not complete their thesis submission in time, they will have to pay the then prevailing current fees.
B.Sc applied psychology (hons) –
SV suggested to explore the options of Integrated Psychology.
PG suggested that we should wait for the NEP to be released for taking decisions on B.Sc Applied Psychology. She also suggested that for Integrated Masters Advaita Vedanta and Vyakarana, fees for first three years should be similar to fees in UG programmes and in the last two years, can be increased like masters.
BM stated that IM was started to protect the shastras. The idea was not to charge the students. He also stated that the fees for the newly proposed programmes like B.Sc. Applied Psychology (Hons), B. Voc, M. Voc, etc. have to be approved in Academic Council before bringing to the Board of Management.
NN clarified that IM students will continue to be on scholarship and stated that the fees proposed is for enabling the persons willing to pay and for facilitating for fund raising. He further stated that IM is highly faculty intensive and therefore the cost can be justified.

Members pointed that the admission target numbers are low especially for Sanskrit and Integrated Masters, and suggested to keep the admission target numbers higher than numbers considered for budget. NN clarified that these are conservative numbers and more students will be taken if they are qualified.

The Board resolved as follows:
To approve the proposed fees for the existing programmes, which are to continue for the next academic year.
To defer the approval of fees for the new programmes proposed for the next academic year, till Academic Council approves the fees for the new programmes:

(i) B.Sc Applied Psychology (Hons)
(ii) MA Hindustani Vocal
(iii) MA Tabla
(iv) MA Bansuri

(v) B.Voc (Renewable Energy Management)
(vi) B.Voc (Tourism & Hospitality)
(vii) M.Voc (Renewable Energy Management)
(viii) M.Voc (Tourism & Hospitality)

Action Item:
Include fees of new programmes in Academic Council.

4.2. Classroom and Hostel Requirements for 2020-21

Classroom Requirements:

Based on the existing and proposed programmes in the Kochi campus, the following number of hours have to be engaged in a week:

Sl. No.	Programme Year	No. of Hours required for diff. categories					Required Credit Hours
		Core	Elective	Minor	Foundation	Proficiency	
1	BAS1	8			4	10	22
2	BAS2	8		3	3	5	19
3	BAS3	4	6	3	3	4	20
4	BBA1	8			4	11	23
5	BBA2	8		3	3	5	19
6	BBA3	4	6	3	3	4	20
7	B.Com1	8			4	11	23
8	B.Com2	8		3	3	5	19
9	B.Com3	4	6	3	3	4	20
10	BA AP1	8			4	10	22
11	BA AP2	8		3	3	5	19
12	BA AP3	4	6	3	3	4	20
13	IM AV1	12				7	19
14	IM AV2	12			4	3	19
15	IM AV3	15				1	16
16	IM Vy1	10				7	17
17	IM Vy2	14			4	3	21
18	IM Vy3	18				1	19
19	MAS1	15			4		19
20	MAS2	8	9		3		20
21	MSc AP1	16			4		20
22	MSc AP2	12				10	22

Sl. No.	Programme Year	No. of Hours required for diff. categories					Required Credit Hours
		Core	Elective	Minor	Foundation	Proficiency	
23	B.Sc. B.Ed.1	12				10	22
24	B.A. B.Ed.1	12				10	22
	Total Hours required:	**236**	**33**	**24**	**59**	**130**	**482**
	If 15 Minors extra			45			527

The number of classrooms hours available based on a 7 sessions basis is given in the following table (IT room has been reserved for IT Lab usage and IT courses):

Capacity	Room	Available Credit hours (7h/day)	6h/day
40	KAPILAH	42	36
40	PATANJALIH	42	36
20	JAIMINIH	42	36
20	GAUTAMAH	42	36
72	CHINMAYAM	42	36
72	PANINIH	42	36
40	S2-001 (Bhāskaraḥ)	42	36
40	S2-002 (Bodhāyanaḥ)	42	36
40	S2-003 (Āśvalāyanaḥ)	42	36
40	S2-101 (Āryabhaṭaḥ)	42	36
40	S2-102 (Lagadhaḥ)	42	36
40	S2-103 (Āpastambaḥ)	42	36
40	S2-202 (Yāskaḥ)	42	36
40	S2-203 (Kātyāyanaḥ)	42	36
Total hours available in a week		**588**	**504**

The total number of batches are 24 and total number of classrooms available are 14.

Classrooms can be managed on a shift/ slot basis. Slots can be assigned to core and elective; minors; foundation and proficiency.

Hostel requirements:

The following is the status of existing and projected residential students for the next batch.

	Girls	Boys
Returning students (current students)	65	46
2020 Students (Projected residential)	76	58
TOTAL	**141**	**104**
Available rooms in CIF	**39**	**35**
Demand of rooms for CVV	**36**	**26**

With plan of 4 students in a room, the classroom and hostel infrastructure can be met.

Approval sought for accommodating 4 students in a room in hostel in the current premises.

NN presented the update on classroom, hostel, catering and sports facility for the academic year 2020 in the light of the main campus expected for academic year 2021.

The Board of Management resolved to approve the classroom and hostel plans, as presented.

4.3. Mediclaim update

In the 7th meeting of the Board of Management, the members suggested to put a cap of Rs. 2,000 on the premium to be borne by CVV. However, at the time of implementation, the willingness to share premium was surveyed among all staff and based on the results, it was proposed by VC to cap the premium of each person at 50% of the premium due to each person who opted to avail group Mediclaim by sharing half the premium amount. The cost comparison is shown below:

	2018	2019		
	Till 2018; paying full premium	**CVV paying full premium (Quote)**	**Rs. 2000 shared by CVV**	**50% of premium shared by CVV and facility extended to those opting for it**
No. Eligible for CVV paid premium	52	76	76	29
Dependents	55	87	87	33
TOTAL	107	163	163	62
Premium (RS.)	573835	872877	872877	251725
Borne by CVV (RS.)	573835	872877	152000	119923
Difference (RS.)	0	0	720877	131802

The staff on contract, who were not covered for insurance by CVV, were given the option to enrol into group mediclaim by paying full premium.

Approval sought for:

- CVV bearing 50% of premium for staff who are confirmed or on probation

NN explained the operational aspects of having arrived at a plan of CVV sharing 50% of premium. BM enquired if additional persons can opt in the later years. NN confirmed that they can, if they wish to. AM enquired whether pre-existing diseases are covered. SOU confirmed that pre existing diseases are covered in group Mediclaim scheme. BM sought clarity on the definition of staff on contract. NN explained that they were persons who gave professional services/ drawing consolidated pay.

The Board resolved to approve the Mediclaim premium sharing of 50% by CVV and 50% by employee.

4.4. Alignment of Annual Appraisal and Revision: update

Currently, we have been offering a flat raise to faculty members. It is proposed that management will allocate a certain amount of money for merit raise throughout the year. VC/Dean/CFO/Registrar will review the performance and make a decision on the merit awards for each faculty member.

Evaluation of the performance will be based on certain processes. For staff there is an existing system: fill in the performance review format (approved in BoM), and submit to reporting officer. The reporting officer will conduct a performance review and give comments on performance. Based on the review scores, the raise in salary is given as follows:

Category	Overall Rounded Score	Salary Increase proposed
Below Expectations	1 to 2.9	0
Can do better	3 to 4.9	3%
Meets Expectations	5 to 7.9	7%
Exceeds Expectations	> 8	10%

For faculty, it is proposed to start evaluating performance based on the API (Academic Performance Indicators) parameters provided by UGC. Every faculty member will have to compute their API score and submit it as part of their work report (Annexure – VIII). Additionally, the work report will also collect details about contributions made by the faculty in co-curricular and extra-curricular activities like participation in committees, coordination of workshops/seminars, programme directorship, etc and

assign a score. Both the scores will be combined to define the differential merit award for the faculty member. There is a faculty incentive policy that is being drafted to set the guidelines for implementing this.

Annual revision period:

It was approved in the 7th meeting of the BoM that the appraisal can be aligned to April and October. However, considering the small scale at present and the challenges that this could with increasing number of staff, it is proposed that the annual revision be aligned to April of every year.

Approval sought for the following:

- Performance based revision of salary of faculty, based on API scores.
- Aligning of annual revision to April.

NN explained the proposal and stated that the inflation adjustments and increment on completion of UGC milestones (Ph.D, promotions) will be mandatory while the performance based pay would vary. He further stated that a policy on incentive plan would be worked out and circulated among the faculty to get their inputs.
AM queried on the difference between the lumpsum that was discussed in Finance Committee and the API based salary increase. AM stated the impact on the budget requires to be seen before it is approved.
BM explained that there are 2 components in a pay revision: increment in basic, which is determined over time and performance-based revision, which is yearly, based on performance.
NN appealed to the management to decide the amount. AM suggested to convene a Finance Committee meeting to work out the details.
SA queried on how this is impacting the finance and whether this has been considered in the budget. AM mentioned that the budget will have to be revised. SA stated that trust needs to be informed for taking the decision.
SA sought information on the general policy in the other universities and requested NN to find out the details and inform.
PG stated that in State Universities, no such benefit is given.
SA stated that idea is very good. However, we are not in a financial position to give additional amount.
NN requested for this idea to be evaluated and for the amount to be decided by the Trust. He further stated that this is required for motivating the faculty.
BM supported the idea and further stated that such a performance-based system will be considered positively by NAAC, NIRF, etc.
SA mentioned that it will be taken up in the trust with sufficient data provided by the University team.

The Board of Management resolved to approve the concept subject to providing of details on the impact.

SOU presented the details of aligning the yearly pay revisions to April and stated that based on the date of joining of the staff, there will be a misalignment in the initial 2 years, as per the table below:

Joining Month	Confirmation (i - if increase)	1st Annual increase	Waiting Time for confirmation increase, if any	Waiting Time for 1st Annual increase	Waiting Time for 1st Annual increase after confirmation
Jan-n	Jan-n+1	Apr-n+1	-	15	3
Feb-n	Feb-n+1	Apr-n+1	-	14	2
Mar-n	Mar-n+1	Apr-n+1	-	13	1
Apr-n	Apr-n+1 (i)	Apr-n+2	12	12	12
May-n	May-n+1 (i)	Apr-n+2	12	11	11
Jun-n	Jun-n+1 (i)	Apr-n+2	12	10	10
Jul-n	Jul-n+1 (i)	Apr-n+2	12	9	9
Aug-n	Aug-n+1 (i)	Apr-n+2	12	8	8
Sep-n	Sep-n+1 (i)	Apr-n+2	12	7	7
Oct-n	Oct-n+1	Apr-n+2	-	18	6
Nov-n	Nov-n+1	Apr-n+2	-	17	5
Dec-n	Dec-n+1	Apr-n+2	-	16	4

BM agreed that the misalignment is normal based on joining date. The members were in agreement with the pay revision cycle.

The Board of Management resolved to approve the alignment of pay revision to April, as presented.

4.5. Approval of minutes of Finance Committee meeting held in September, 2019 and February 17, 2020

Approval sought for the minutes of Finance Committee meeting held in September 2019 and February 2020; presented by FO.

Action Item: Finance Officer to revise the budget of 2020-21, incorporate in the minutes and send to Registrar, who will circulate it to BoM.

4.6. Approval of Budget 2020-21: Approval sought for Budget 2020-21, as presented by FO.

Action Item: Finance Officer to revise the budget of 2020-21, and send to Registrar, who will circulate it to BoM.

4.7. Revised Org Chart

The revised Org Chart is presented in Annexure – IX. Approval sought for the revised Org Chart.

AM moved the motion to approve the Org Chart. BM seconded the motion.

The Board resolved to approve the Org Chart as presented.

5. Any Other Business with the permission of Chair

The meeting concluded with prayer and Shanti Mantra.

Nagaraj K Nurchal

Sd/-
Vice Chancellor
Chinmaya Vishwavidyapeeth

In His Service

Registrar in charge
Secretary