



Guru Nanak Dev Engineering College

Mailoor Road, Bidar, KA – 585403

Approved by AICTE New Delhi and Affiliated to VTU Belagavi

Criterion 6 - Governance, Leadership and Management

Key Indicator 6.2 Strategy Development and Deployment

6.2.1. The institutional bodies demonstrate effective and efficient functioning, which is evident through their policies, administrative structure, appointment and service regulations, procedures, and implementation of institutional Strategic/Perspective/Development plans..

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GURU NANAK DEV ENGINEERING COLLEGE, BIDAR

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GURU NANAK DEV ENGINEERING COLLEGE,

BIDAR (SERVICE) RULES, 2015.

Approved by the G.C in its Meeting held on 30-3-2015

The following G.C. Members were present:

- 1) S. Balbir Singh
- 2) Smt. Reshma Kaur
- 3) M. S. Johar
- 4) S. Jagtar Singh
- 5) Dr. Dhanoranjana Choudhary
- 6) Prof. Dhananjay M.
- 7) Dr. Ashok Biradar

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GURU NANAK DEV ENGINEERING COLLEGE, BIDAR

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In Exercise of the powers conferred by the Rules, the Governing Council of Guru Nanak Dev Engineering College, Bidar, hereby makes the following Rules, namely:-

C H A P T E R - I

G E N E R A L

1. TITLE AND COMMENCEMENT:-

(a) These Rules may be called the Guru Nanak Dev Engineering College, Bidar (Service) Rules, 2015.

(b) These Rules shall come into force from the first day of January, 2015.

2. APPLICATION:-

(a) These Rules shall, unless otherwise specified in the Appointment Order, apply to all the full-time employees of the Guru Nanak Dev Engineering College, Bidar.

(b) Where the Competent Authority is satisfied that the operation of any rule regarding the conditions of service of an employee of the College causes undue hardship in any particular case, it may by order dispense with or relax the requirements of that rule, subject to such conditions as it may consider necessary for dealing with any case in a just and equitable manner; provided that such an action on the part of the Competent Authority is ratified in the very following meeting of the Governing council.

3. DEFINITIONS:-

In these Rules, unless the context otherwise requires:-

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- (1) "Absence" means absence of an employee from his/her appointment either on leave or on deputation to another appointment whether permanent or temporary or on special duty unconnected with his/her own appointment or under suspension.
- (2) "Actual Traveling Expenses" means the actual cost of transporting an employee and/or with the members of his/her family and personal luggage by Public Conveyance. It does not include charges for hotels/ bungalows or refreshments or for the carriage of stores or conveyance or for presents to the drivers and the like, or any allowance for such incidental losses or expenses as a breakage of crockery, the wear and tear of furniture, the entertainment of domestic servants.

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- (3) "Age" When an employee is required to retire or cease to be on leave on attaining a specified age, the last day of the month, in which he/she attains that age is reckoned as the last working day of his/her service, and the employee must retire or cease to be on leave (as the case may be) with effect from the afternoon of that day.
- (4) "Allotment" means grant of permission to an employee to occupy a house owned/ leased/ requisitioned by the Competent Authority, or a portion thereof for use by him/her as residence.
- (5) "Appointing Authority" means the Competent Authority as defined under Rule 3(11) of Chapter-I of these Rules.
- (6) "Authorized Medical Attendant" means the medical Officer Incharge of GuruNanak Hospital

NOTE: - In case an employee requires Medical Attendance while on vacation or on duty outside Bidar, the Authorized Medical Attendant will be the Medical Officer of a Government Hospital.

- (7) "Average Pay" means the average monthly pay earned during the ten complete months immediately preceding the month in which the leave is taken. Provided that the average pay in respect of the periods spent on valid deputation should be calculated taking into account the pay which the employee would have drawn had he/she continued during this period in the employment of the College.
- (8) "Break in service means":-
 - (i) The period between the date of dismissal/removal/ compulsory retirement and the date of reinstatement.
 - (ii) The period of suspension.
 - (iii) The period of unauthorized absence from duty.
 - (iv) The period spent on strike of a kind like refusal to do legitimate work, though physically present at the place of duty or the period when an employee resorts to pen-down strike or stay-in strike or other such unauthorized methods.
- (9) "College" means Guru Nanak Dev Engineering College, Bidar.

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- (10) "Compensatory Allowance" means an allowance granted to meet personal Expenditure necessitated by special circumstances in which duty is performed. It includes House Rent Allowance or any other local allowance.
- (11) "Competent Authority" means the Governing Council of Guru Nanak Dev Engineering College, Bidar, or any other authority to whom its powers are delegated.
- (12) "Continuous Service" means service of an employee from the beginning of his/her service without any break. Only leave with allowance will be included in continuous service.
- (13) "Disciplinary Authority" means the Competent Authority as defined under Rule 3 (11) of Chapter-I of these Rules.
- (14) "Duty" includes:-
- (i) Service on probation provided it is followed by declaration of probation period as having been completed satisfactorily.
 - (ii) A course of instruction/training/seminar/conference /examinations or any other duty duly authorized by the Competent Authority.
 - (iii) Vacation, Casual Leave, Special Casual Leave and Duty Leave.
 - (iv) All duties/works assigned by the University according to University Rules and with the permission of the Competent Authority.
- (15) "Employee" means an employee, whether permanent, temporary, adhoc, part-time or on daily wages working for the College.
- (16) "Family" means employee's wife/husband, legitimate children and step-children, residing with and wholly dependent on the employee.
- (17) "Fees" means a recurring or non-recurring payment to the employee from a source other than College funds.
- (18) "Foreign Service" means service in which the employee of the College receives his/her pay, with the approval of the Competent Authority, from any source other than the College funds.

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- (19) "Governing Council" means the Governing Council of Guru Nanak Dev Engineering College, Bidar.
- (20) "Government" means Government of Karnataka.
- (21) "Head of the Institution" means the Principal of Guru Nanak Dev Engineering College, Bidar.
- (22) "Holiday" means a holiday as notified by the Competent Authority / University/Government.
- (23) "Honorarium" means a recurring or non-recurring payment granted from college funds to an employee or a person drawn from outside to serve in connection with the affairs of the College, as remuneration for work of an occasional or intermittent character.
- (24) "Leave Salary" means the monthly amount paid by the College to an Employee on leave.
- (25) "Ministerial Servant" means an employee of the College whose duties are entirely clerical.
- (26) "Misconduct" means the breach of rules framed by the Governing Council.
- (27) "Month" means a Calendar Month from date to date. In calculating a period expressed in terms of months and days the complete calendar months, irrespective of days in each should first be calculated and the odd number of days calculated subsequently
- (28) "Non-Vacation Staff" means Principal, Vice-Principal, Non-teaching Staff, ministerial Staff, Attenders, Watchmen, Helpers and Peons of the College.
- (29) "Officiate" means an employee of the College who officiates, in a post on which another person holds a lien/or in any vacant post to which he/she is duly appointed by the Competent Authority.
- (30) "On Probation" means an employee of the College on probation for a specified period. Such a probationer will be treated as a temporary employee till declaration of satisfactory completion of the probationary period by the Competent Authority.

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- (31) "Pay" means the amount drawn monthly by an employee as the pay including technical pay, special pay, personal pay or pay granted in view of his/her personal qualifications or additional pay or charge allowances or any other emoluments specified as "Pay" by the Competent Authority.
- (32) "Permanent Post" means a post carrying a definite rate of pay sanctioned without limit of time.
- (33) "Personal Pay" means an additional pay granted to save an employee from a loss in total emoluments or any pay granted on personal consideration or in exceptional circumstances.
- (34) "Provident Funds" means the Employees' Provident Funds Scheme, 1952; The Employees' Family Pension Scheme, 1971 and the Employers' Deposit-Linked Insurance Scheme, 1976, promulgated under the provision of the Employees' Provident Funds and Misc., Provisions Act, 1952.
- (35) "Public Conveyance" means a train, a State Road Transport Corporation bus or any other conveyance which plies regularly for the conveyance of the passengers.
- (36) "Rules" means the rules framed by the Governing Council from time to time.
- (37) "Special Pay" means an additional pay granted by the Competent Authority in consideration of especially arduous nature of duties/or a specific addition to the work or responsibilities.
- (38) "Subsistence Allowance" means the amount paid to an employee who is under suspension and who is not in receipt of Pay or Leave Salary.
- (39) "Teaching Staff" will include Professors, Associate Professors and Assistant Professors only.
- (40) "Technical Pay" means pay granted to an employee in consideration of the fact that he/she has received extra technical training outside India or has acquired extraordinary technical proficiency in a particular faculty.
- (41) "Temporary Post" means a post carrying a definite rate of pay sanctioned for a limited time.

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- (42) "Tenure" post means a post may be held by a particular employee of the college for not more than a limited period without reappointment.
- (43) "Time-Scale Pay" means pay which rises by periodical increments from a minimum to maximum in a pay-scale as prescribed by the Competent Authority.
- (44) "Travelling Allowance" means allowance granted to an employee to cover the additional expenses which are incurred consequent upon absence from headquarters on duly authorized tour. It includes conveyance allowance also.
- (45) "University" means Visvesvaraya Technological University, Belgaum.
- (46) "Vacation" means Summer, Dasara or other Vacations as notified by the Government/University/Competent Authority.
- (47) "Vacation Staff:" means teaching staff (other than Principal and Vice-Principal) to whom vacations are allowed during which he/she is permitted to be absent from duty.

EXPLANATION: - Any 'term' which is not defined in these Rules shall have the same meaning as defined elsewhere in the other Rules of the Guru Nanak Dev Engineering College, Bidar (Karnataka).

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CHAPTER - II

PAY AND ALLOWANCES

4. PAY:-

- (a) When an employee appointed to officiate in a post to hold which he/she is qualified according to Recruitment Rules, he/she shall be entitled to the pay-scale of that post and shall be entitled to other allowances as admissible from time to time.
- (b) The pay of employee officiating in a post, the pay of which is subject to increase upon completion of a certain period of service, is the pay which he/she would received from time to time if he/she had continued officiating in the said post.
- (c) The pay of an employee will be fixed as per the decision of the Competent Authority.

5. ADDITIONS TO PAY AND FEES:-

An employee who is required to perform any special duty outside his/her regular appointment can be given additional pay. Such outside duty includes Consultancy Services also; but such services should be rendered with the prior permission of the Competent Authority.

Fees received from the recipients of Consultancy Services by the employees of the College will be apportioned among the College Management and the employees as decided by the Competent Authority from time to time.

6. HONORARIUM:-

- (a) The Competent Authority may grant or permit an employee to receive an honorarium as remuneration for work performed which is of occasional or intermittent character or is so laborious that merits and justified special qualifications for which special reward is called for. The extent of honorarium is to be decided by the Competent Authority.

Provided the Competent Authority appropriates to the management account any portion of such remuneration/ reward/ consultancy fee/ Radio and Television talks/ publications /papers /pamphlets, as it deems fit, subject to the fact that such an action is ratified by the Governing Council.

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Provided further that the provisions of this rule will not be applicable to legitimate remuneration which is given by the University or any such Educational Body to the teaching staff for superintending examinations, or any fees or honoraria paid by any authority or Court of Law. But such receipts should be brought to the notice of the Competent Authority

- (b) An employee, who accepts a Foreign Service with the sanction of the Competent Authority, and gets any remuneration for the work done outside his/her regular duties from the foreign employer, should credit such remuneration to the funds of the college under intimation to the Competent Authority.

7. INCREMENT:-

- (a) Increment accrues annually/Bi-annually from the day following that on which it is earned. An increment shall ordinarily be drawn as a matter of course unless it is withheld by the competent Authority as a consequence of Departmental/Disciplinary inquiry of the competent Authority to order whether such withholding of increment shall have effect on postponing future increments.
- (b) It is within the purview of the competent Authority to grant advance increments to an employee who has acquired extra, specialized and useful qualifications or who has rich experience

8. CHARGE OF OFFICE:-

Charge of office is completed by an employee as soon as he/she reports for duty mentioning forenoon/afternoon and the date of taking over the charge.

9. LEAVING JURISDICTION:-

No employee shall leave the jurisdiction of the college without prior permission of the proper authority.

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10. LIEN:-

In case an employee is permitted to go on deputation/higher studies/ project work/special assignments in India or abroad, his/her lien on the post will be retained unless such a lien is suspended by the competent Authority or he/she is an employee working on adhoc/daily wages basis.

11. REGULATION OF EMOLUMENTS:-

(a) Training or higher studies :-

Any employee, who is sent on Training/Higher studies/Special Duty, may be granted such pay as the competent Authority deems fit and the resultant absence, though outside the discharge of the regular charge of the employee, shall be treated as duty for purposes of increment and leave.

(b) Incharge arrangement: -

- (i) When exigencies of service demand of an employee any additional charge of the current duties of a vacant post, he/she can be given charge allowance by way of additional pay. When such additional charge entails a substantial increase of responsibilities and some additional work, he/she may be give additional pay by way of charge Allowance not exceeding 1/10th of minimum of the pay-scale of the vacant post, provided no such allowance will be admissible if the responsibilities and duties of the vacant post are lower than those of the employee put in additional charge.

Provided, further that such an employee is eligible and qualified to be promoted to officiate in the vacant post as per the Recruitment Rules applicable to that post or if such an employee is holding a post in an equivalent or higher grade.

Provided, further that such Incharge arrangement should have the sanction of the Governing Council if it exceeds a period of one year.

- (ii) In case, the period of Additional Charge is interrupted by leave with allowances, no charge allowance will be paid if such a leave exceeds one month. No charge allowance will be admissible if the incumbent avails himself/herself of vacations.

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- (iii) No charge Allowance is admissible to an employee who is placed in additional charge of the duties of Attender /Peon /Helper /Watchman.
- (iv) Charge Allowance in respect of only one additional post is admissible even though the employee is placed in additional charge of the duties if more than one post concurrently.

Provided, that the employee placed in-charge of the current duties of Higher/ Equivalent/ Lower office will not be entitled to any fixed allowance attached to that post.

- (v) Any employee who is in receipt of special pay or charge Allowance, when placed Incharge of another post to which special pay of any allowance is attached he/she shall not be allowed to draw either of them, meaning thereby that he/she is not entitled to double benefit.

12. Compensatory Allowance: -

Compensatory Allowance may be granted to an employee by the competent Authority to compensate some extra expenditure necessitated by special circumstances in which such an employee is required to perform his/her official duties.

Provided, such an allowance shall not amount to a source of profit to the recipient.

13. Permanent/Officiating Appointments, without the Authority of the competent Authority:

- (a) No new appointment may be created; and no addition may be made to the pay and allowances of an employee.
- (b) No appointment may be abolished; and the pay and allowances of no appointment may be reduced.
- (c) No Class or grade of employees may be created or abolished; and the pay of no class or grade or employees may be raised or reduced.

14. Temporary Appointment: -

No temporary post may be created or no temporary appointment should be made without the sanction of the competent Authority.

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CHAPTER –III

SUSPENSION, COMPULSORY RETIREMENT, REMOVAL AND DISMISSAL

15. GENERAL:-

- (a) The pay & Allowances of an employee who is compulsorily retired or removed or dismissed from service will cease from the date of such Compulsory retirement, removal or dismissal.
- (b) An employee who is under suspension shall not seek any employment, business, profession, or vocation in any private or Government Institution unless he/she is permitted to do so by the competent Authority.
- (c) When an employee who is suspended, compulsorily retired, removed or dismissed is reinstated as a result of an appeal, it will be the privilege of the competent Authority to order for regulation of his/her pay and allowances during the period of such absence from duty, as it deems fit.

Provided such a period of absence from duty results in computation of any leave found to his/her credit on his/her initial suspension, compulsory retirement, removal or dismissal.

- (d) Where the suspension, compulsory retirement, removal, or dismissal is set aside by a
 - i. Court of Law, such an employee will be paid the pay and allowances as per the judgment of court.
 - ii. In case, such an employee was or is due for promotion, his/her case can be considered by the competent Authority as it deems fit, provided such an action has ratification by the Governing Council.


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16. SUSPENSION:-

- (a) If an employee is arrested on criminal charge or is detained under any law providing for preventive detention, he/she will be deemed to be under suspension for the period during which he/she is detained in custody or he/she is undergoing imprisonment. He/she will not be allowed any pay and allowances during such a period.



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Provided, where extra-ordinary situation has arisen due to political turmoil or other such disturbances which are beyond the control of the employee and he/she is either detained or prevented from attending to his/her legitimate duties in the college, it will be within the competence of the competent Authority to order for release of his/her pay and allowances during such period, taking into consideration the exact circumstances.

- (b) An employee under suspension is entitled to subsistence allowance equal to 50% of his/her pay and allowance if such a suspension does not exceed one year.

Provided that, where the period of suspension exceeds one year, the amount of subsistence allowance may enhanced or reduced depending on the circumstances as to whether such a suspension is allowed to continue beyond one year because of the fault of the competent Authority or the employee. Such increase or decrease in subsistence allowance should be with the concurrence of the Governing Council.

- (c) The rate of Dearness allowance as admissible will be according to the subsistence allowance as fixed by the competent Authority.

Provided that if an employee is convicted by a court of Law and is sentenced, pending result of an appeal to higher court, the subsistence allowance shall be reduced to minimum amount of one Rupee per month. And the question of paying him/her pay and allowances either in full or in part for the period from the date of sentence till the date of decision in appeal, being filed may be considered by the Governing Council after the appeal is decided.

Provided further that, each claim for subsistence Allowance shall be supported by a certificate that the employee concerned was not engaged in any employment, business, profession, or vocation during the period to which the claim relates.

17. COMPULSORY RETIREMENT:

- (a) An employee, who has completed twenty five years of service or has attained the age of fifty years and is found deficient in the discharge of his/her duties or is mentally unsound or is physically unfit, can compulsorily retired from service by the competent Authority provided such an action is ratified by the Governing Council subsequently.

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(b) An employee also be retired compulsorily as a means of penalty as a consequence of disciplinary proceedings, as can be done in removing or dismissing him/her.

18. REMOVAL AND DISMISSAL:

An employee cannot be removed or dismissed from service except after following the procedure as laid down in the Guru Nanak Dev Engineering College, Bidar (Control & Appeal) Rules, 1986, unless there is a sufficient cause that the employee has acted in a manner which is prejudicial to the aims and objects of the Guru Nanak Dev Engineering College, Bidar.

19. COMPETENT AUTHORITY:

The competent Authority for suspension, compulsory retirement, removal or dismissal of an employee will be the authority as mentioned in the Guru Nanak Dev Engineering College, Bidar (Control & Appeal) Rules, 1986.

20. PROCEDURE:

The procedure to be followed for suspension, compulsory retirement, removal or dismissal of an employee will be the procedure as laid down in the Guru Nanak Dev Engineering College, Bidar (Control & Appeal) Rules, 2015.

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CHAPTER – IV **TRAVELLING AND COMPENSATORY ALLOWANCE**

21. TRAVELLING ALLOWANCES:

- a) These Rules are applicable in respect of all claims of journeys and halts made on duty.
- b) The rates or Travelling allowance admissible to various categories of employees are given in the annexure.
- c) For purposes of regulating grant of Travelling Allowance, the Competent Authority is the final authority.
- d) An employee shall be entitled to Railway/Bus accommodation, Daily Allowance, and Road Mileage for distances between residence and the Railway Station/Bus stand and between Railway Station/Bus Stand and the place of halt on tour and vice-versa as per the Annexure.
- e) An employee will be entitled to claim reimbursement of reservation charges, if any paid by him/her as part of Railway/Bus fare. This will not include the agency charges paid to travel Agency, if accommodation is reserved through them.
- f) An employee who is provided with and avails himself/herself of means of locomotion at the expense of the college will not be allowed to draw any mileage or travelling allowance.
- g) Travelling Allowance is not ordinarily granted to any appointee for the journey to join his/her first appointment in the college but the competent Authority may use its discretion to relax this rule in the case of highly qualified/experienced and competent persons whose services are urgently needed.

22. SHORTEST ROUTE:

- a) For the purpose of calculating Travelling Allowance, a journey between two stations shall be held to be performed by shortest of two or more practicable routes, or by the cheapest of such routes as may be equally short; provided that if there are alternative routes and the difference between them in point of time and cost is not great, Travelling allowance shall be regulated on the route actually used.

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- b) Shortest route is that by which the employee can most speedily reach his/her destination by the ordinary modes of travelling. In case of doubt, competent Authority will declare which shall be regarded as shortest of two or more routes.
- c) The competent Authority may, for special reasons to be recorded, permit travelling allowance to be calculated on route other than the shortest or cheapest, provided the journey is actually performed by such route.

23. DAILY ALLOWANCE:

- a) A daily allowance is an uniform allowance for each day of absence on duty from headquarters and is intended to cover the ordinary daily charges of an employee on tour.
- b) It is drawn during absence from headquarters on duty including authorized holiday, unless the holiday is availed of, provided the employee stays at the place of halt.
- c) It is not admissible for the day(s) on which the employee takes Casual leave while on tour.
- d) The period of absence from headquarters begins on the day on which the employee actually leaves headquarters and ends on the day on which he/she returns to headquarters.
- e) For the purpose of T.A. rules, the 'Day' commences and ends at midnight and D.A. shall be calculated for each day separately.
- f) If the employee returns to headquarters within 24 hours, it will be treated as one day irrespective of the day on which he/she left the headquarters and the Daily Allowance will be admissible as under:-

- i) Absence up to six hours ----- Nil
- ii) Absence exceeding six hours but not exceeding twelve hours ----- Half Daily Allowance.
- iii) Absence exceeding twelve hours but not exceeding twenty four hours ----- Full Daily Allowance.

- g) Where the employee makes a halt or halts at out-stations, the Daily Allowance for the time admissible for "places within Karnataka except Bangalore" and for the period of halt at out station at the rates admissible for the place of halt.
- h) The competent Authority may, for the reasons to be recorded, enhance or decreased the amount of Daily Allowance admissible to an employee under these rules.

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24. COMPENSATORY ALLOWANCES:

- a) **HOUSE RENT ALLOWANCES:** An employee occupying accommodation provided at the expense of the college will not be admissible to any house rent allowance. House Rent Allowance is admissible to all employees as per the rates sanctioned by the Governing council from time to time.
- b) **LOCAL ALLOWANCE:-** An employee shall not be entitled to any local allowance unless it is mentioned in his/her appointment order. Local allowances like city compensatory Allowance, etc., shall be admissible to all employee as per the rates sanctioned by the Governing Council from time to time (as sanctioned on 01-02-2010) as follows.

ANNEXURE TO RULE 1 OF TRAVELLING ALLOWNACE RULES

Sl No	Category	Rail /Bus Fare	Daily Allowance for halt at		Road Mileage
			Places within Karnataka, except Bangalore (a)	Bangalore and other Places (out side Karnataka) (b)	
1	2	3	4		5
1.	Principal, Professor, Asso. Professor	Ist Class/Luxury Bus/ RTC Bus	Rs. 190/-	Rs. 270/-	Actual
2	Asst. Prof., Administrative Officer, Accounts Officer, Office Manager/ Superintendent.	I st Class/Luxury Bus/RTC Bus	Rs. 130/-	Rs. 225/-	
3	Stenographer, F.D.C. , S.D.C., Instructor, Laboratory Assistant, Typist, Cashier, Accountant	II nd Class Sleeper/ SRTC Bus	Rs. 110/-	Rs. 190/-	
4	Peon, Attender, Helper, Watchman, Laboratory Attender, Driver	II nd Class / SRTC Bus	Rs. 85/-	Rs. 130/-	


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CHAPTER – V

LEAVE RULES

25. APPLICATIONS:-

The provisions contained in this Chapter shall, unless otherwise specified in the appointment order, apply to all the full-time employees who are appointed on any time –scale pay.

26. DEFINITIONS:-

Unless the context otherwise requires:-

- a) “Leave” includes Earned Leave, Half-pay Leave, Commuted leave, **Extra-ordinary leave, Maternity Leave and special Disability** leave.
- b) “Earned Leave” means leave earned in respect of periods spent on duty. It should not exceed 1/11th of the period spent on duty subject to maximum limit of 180 days after which an employee shall cease to earn such leave.
- c) “Half-pay Leave” means leave earned in respect of completed years of service at the rate of 20 days for every completed year of service without break.
- d) “Commuted Leave” means half-pay leave taken on Medical Certificate or on private affairs, Commuted in to leave on full pay such a leave will not exceed half the amount of half-pay leave. Such a leave shall not exceed 240 days in the entire service of an employee. Such a leave on private affairs shall not exceed 1020 days at a time. If commuted leave on private affairs is combined with earned leave the total period shall not exceed 180 days. Such leave on Medical Certificate taken in conjunction with earned leave shall not exceed 240 days. When this leave is granted twice the amount of such leave shall be debited against the Half-pay leave account.
- e) “Completed years of Service” means continuous service of the specified duration under the college and includes periods spent on duty and spent on leave.
- f) “Extra ordinary Leave” means the leave granted in exceptional circumstances without pay.
- g) “Sanctioning Authority” for purposes of sanctioning of leave- means;
 - i. The chairman, Governing Council in the case of principal; and
 - ii. The principal in the case of all other employees.


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27. RIGHT TO LEAVE:-

- a) Leave cannot be claimed as of right. Sanctioning Authority may refuse or revoke leave at any time subject to the exigencies of the college services.
- b) Leave shall always be applied for in advance and got sanctioned before it is availed except in cases of emergency and for satisfactory reasons.
- c) No employee shall be entitled to any leave under these rules in respect of absence from duty in pursuance of a strike. Absence on account of participation in a strike shall constitute a break and entail lapse of all kinds of leave to the credit of an employee.
- d) An employee who remains absent from duty without leave for a period of two months is liable to be dismissed or removed from the service, after due procedure as prescribed from time to time is followed as per the Guru Nanak Dev Engineering College, Bidar (Control & Appeal) Rules, 1986.
- e) An employee who over-stays the sanctioned period of leave without proper authority shall be deemed to be absent from duty; and such absence shall be treated as break in service in addition to such absence being treated as breach of conduct Rules entailing institution of departmental proceedings under the Guru Nanak Dev Engineering College, Bidar (Control & Appeal) Rules 1986
- f) Part-time, daily wages, casual and adhoc employee will not be entitled to any kind of leave except Casual leave.

28. APPLICATIONS FOR LEAVE:-

Applications for leave shall be addressed to the Sanctioning Authority through the Head of the concerned Department /Section and Dean of studies.

Provided the principal may avail the casual leave on his own authority, subject to it being recorded in the office Register maintained for the purpose and his/her personal file.


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29. COMMENCEMENT AND TERMINATION OF LEAVE:-

- a) Leave ordinarily begins from the date on which leave as such is actually availed of and ends on the day preceding the day on which the duty is actually resumed.
- b) Sunday and other Holiday (s) may be prefixed as well as suffixed to the leave with prior permission of Sanctioning Authority and subject to any limit of absence on leave prescribed under each category of leave.

30. COMMUTATION OF ONE KIND OF LEAVE INTO ANOTHER KIND OF LEAVE:-

- a) At the request of an employee, the sanctioning authority may commute any kind of leave, including the Extra-ordinary leave, retrospectively into leave of a different kind which may be admissible as on the day on which the employee proceeded on leave, but he/she cannot claim such commutation as matter of right.
- b) When one kind of leave is commuted into another kind of leave under para (a) above the amount of pay and allowance admissible shall be recalculated and arrears of pay and allowances, if any, shall be paid or amount overdrawn shall be recovered.

31. RESUMING DUTY ON RETURN FROM LEAVE ON MEDICAL GROUND:-

An employee, who is granted leave on Medical Grounds, shall produce a Medical Certificate of fitness before resuming duty.

32. RESUMING DUTY BEFORE THE EXPIRY OF THE LEAVE:-

Except with the permission of the authority which has sanctioned the leave, no employee on leave shall resume duty before expiry of the period of leave granted to him/her.

33. RECALL TO DUTY:-

It shall be within the competence of the Sanctioning Authority to recall any employee who is on valid leave before the expiry of the sanctioned leave in the exigencies of college services.


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34. KINDS OF LEAVE:-

The following kinds of leave shall be admissible to the employees:-

- a) Earned leave
- b) Half-pay leave
- c) Commuted leave
- d) Extra-ordinary leave
- e) Maternity leave
- f) Hospital leave
- g) Quarantine leave
- h) Casual leave
- i) Special Casual leave
- j) Special Disability leave

35. EARNED LEAVE:-

- a) An employee may be granted at a time not more than 120 days of Earned leave, provided no Earned leave is admissible to the teaching staff who avails of the full vacation.

Provided that, if an employee, who is a member of the teaching staff, is prevented in any year from availing himself/ herself of the full vacations by reason of his/her having to remain on duty, earned leave is admissible as in the case of other employees in respect of that year only.

Provided further that, if an employee, who is a member of the teaching staff, is required to be present for a portion of the vacation he/she shall be eligible to earned leave if his/her absence during vacations during vacations. If the absence is more than 15 days he/she will not be entitled to any Earned leave.

- b) Vacation cannot be taken in combination with or in continuation of any the kind of leave.

NOTE:-The clerical and manual staff working in the college including Laboratory Attenders Laboratory Assistants, etc., will be treated as belonging to Non-Vacation Department.

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- (d) Earned Leave Admissible to the Teaching Staff, who are entitle to vacation:-

Duration of Duty during vacation Eligibility to Earned leave

- $$\text{ii) Part of vacation} \quad 15 \times \frac{\text{No.of days on duty during vacation}}{\text{No. of days of whole vacation}}$$

- (i) The earned leave admissible to an employee shall be 1/11th of the duty period in calendar year following the year in which he/she is appointed, subject to a ceiling of 30 days in a year.

- (ii) The leave account of each employee shall be credited with Earned leave in advance in two installments of 15 days each on 1st January & 1st July every year.

- (iii) The leave to the credit of the employee at the close of each half year shall be carried over to the following half year subject to the condition that the leave so carried over together with the credit for the half year shall not exceed 180 days.

- (iv) During the calendar year in which the employee is appointed he/she shall be eligible to earned leave at rate of 1/22 of the duty period of his/her continuous service.

The leave so earned but not utilized shall be credited to his/her leave account (in complete days) on 1st January of the following calendar year

- (v) For the half year in which the employee is to retire or to be relieved on resignation or otherwise the leave account will credited at the rate of 1 day for every 11 days till the date of relief.

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(f) Limits of accumulations and grant of leave to Teaching and other Staff.

- i) An employee shall cease to earn leave when the earned leave amounts to 180 days.
- ii) The maximum amount of earned leave that may be granted to an employee at a time shall be 120 days.

36. HALF PAY LEAVE:-

Half pay leave admissible to an employee shall not exceed 20 days for every completed year of service. It may be granted on Medical Certificate or on private affairs.

Provided that no Half pay leave will be granted to an employee if there is a reason to believe that he/she will not return to duty.

37. COMMUTED LEAVE:-

Commutated leave on full pay not exceeding half the amount of half pay leave shall be granted on Medical Certificate to an employee subject to the following conditions:-

- i) When commuted leave is granted twice the amount of such leave shall be debited against the Half pay leave due.
- ii) The total duration of Earned leave and Commuted leave taken in conjunction shall not exceed 180 days.
- iii) No Commuted leave shall be granted unless the sanctioning Authority has reason to believe that the employee will return to duty on its expiry.
- iv) The Commuted leave on private affairs that may be granted at a time shall be restricted to 120 days.
- v) If an employee, who is granted Commuted leave, resigns from service without returning to duty, the commuted leave be treated as on Half pay leave and the difference between the leave on full pay and the half pay leave recovered.

Provided that, on such recovery shall be made if the retirement is on account of ill health or incapacitation of the employee from further service.


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38. EXTRA ORDINARY LEAVE:-

- a) Extra ordinary leave shall always be without pay and allowances.
- b) It may be granted when any other leave is not admissible or when other leave being admissible, the employee specifically applies in writing for grant of Extra-ordinary leave.
- c) The period of extra-ordinary leave shall not count for increment except when such leave is granted on Medical Certificate or for prosecuting higher studies.
- d) Extra-ordinary leave can be granted at the discretion of the Sanctioning Authority, subject to the fact that such a leave shall not exceed six months in respect of illness and two years for pursuing higher studies or training such a leave for pursuing higher studies shall not be granted to an employee unless he/she has put in a minimum satisfactory service of five years.

Provided that, after completing the higher studies/training, the employee shall serve the college for a minimum period of three years, or one and half times the duration of higher studies /training, whichever is less.

Provided further that in case of any doubt whether the Extra-ordinary leave taken is for pursuing higher studies or not, the decision of the chairman shall be final.

39. MATERNITY LEAVE:

- a) A female employee may be granted maternity leave on full pay for a period of 40 days, provided she joins duty and continues in service after such leave for at least two years. In case of miscarriage including abortion, the leave shall be limited to 15 days only and she will have to serve the college for at least one year after rejoining on expiry of such leave.
- b) The application for such leave shall be supported by a Medical Certificate from the Authorized Medical attendant.
- c) Maternity leave may be granted twice during the whole service of the employee but intervening minimum period between the two must be three years.


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40. SPECIAL DISABILITY LEAVE:

- a) Special Disability leave may be granted to an employee who is disabled while in the due performance of his/her official duties or in consequence of his/her official position. Such a leave may be granted on a certificate issued by the Authorized Medical Attendant and shall not exceed 24 months.
- b) The disability should have manifested within three months of the occurrence to which it is attributed and the person disabled had acted with due promptitude in bringing it to notice of the college. The sanctioning Authority, if satisfied as to the cause of the disability, may relax the condition and grant leave in cases where disability has manifested more than three months after the occurrence of its cause.
- c) Such a leave may be combined with any other kind of leave.
- d) Such a leave will count as duty but will not count as service for counting leave.
- e) The leave allowance, for the first three months will be the average pay, and for the period exceeding this period will be half of average pay.
- f) In the case of an employee to whom workmen's Compensation Act applies, the whole leave will be treated as on average pay.

41. COMBINATION OF LEAVE:

- a) Leave of one kind can be combined with the leave of another kind enumerated in Rule-34 above, except extra ordinary leave, quarantine leave, casual leave and special casual leave subject the ceiling as specified under the respective rules.

42. MISCELLANEOUS:

- a) No employee is entitled to any leave when being on leave he/she pursues any other profession or calling.
- b) An employee shall be entitled to draw Dearness Allowance, House Rent Allowance during leave period at the same rate at which he/she was drawing before he/she proceeded on leave. Provided, that he/she will not be allowed any project allowance during such leave.

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43. LEAVE SALARY:

- Leave salary will be the average of the month pay earned during the ten complete months preceding the month in which the leave commence.
- An employee who is on daily wages or holding an adhoc appointment will not be entitled to leave salary all.
- An employee on half pay leave will be entitled to leave salary equal to half the amount specified in sub-rule (a) above.

44. CASUAL LEAVE:

- Casual leave not exceeding 15 days in each calendar year may be granted to an employee such a leave at a time shall not exceed three days and five days inclusive of holidays.
- An employee who has put in less than one year of service may be granted casual leave at the rate of one day for every completed service of one month.
- This rule shall not be applicable to any absence from duty in pursuance of a strike.
- No employee shall have a right to the grant of casual leave. The sanctioning Authority may refuse or revoke casual leave at any time in the exigencies of services.
- Where casual leave is required it should be got sanctioned by the sanctioning authority before proceeding on leave.

Provided that where an employee is unable to attend due to illness or other sufficient cause he/she may get it granted by the sanctioning Authority after satisfying him/her about the absolute need for being on leave without prior permission.

- Casual leave shall not be granted in continuation of any other kind of leave. It may be combined with Sundays or other authorized holidays but it should not with all the prefixes and suffixes. exceed five days
- Leave without allowance cannot be granted in continuation of casual leave.


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45. SPECIAL CASUAL LEAVE:

- a) The sanctioning Authority at its discretion, may grant special casual leave in the following circumstances, subject to maximum period of 15 days at a time.
 - i. To participate in sporting events of national/international importance,
 - ii. To participate in ministerial/intercollegiate/University tournaments;
 - iii. To participate in cultural activities like; dance, drama, music, poetic symposia, etc., of all India or interstate character.
 - iv. To participate in mountaineering expedition approved by the Indian Mountaineering Foundation.
 - v. Where the employee is unable to attend office during civil disturbances, curfews or strikes
 - vi. To participate in seminars/ conferences of educational and cultural nature.
- b) Special Casual leave shall not be combined with another kind of leave.

46. DUTY LEAVE:

- a) Duty leave is the leave granted to an employee for invigilation at the time of examinations; valuations of answer books; preparation/guidance for Ph.D or M.E Thesis Viva Voce and such conferences/seminars/ symp refresher courses/summer/winter schools innate at the instance of the college authorities.
- b) Such duty leave shall be treated as duty for all purposes.


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CHAPTER – VI Recruitment Rules

In Exercise of the powers conferred by the rules, the Governing Council of Guru Nanak Dev Engineering College, Bidar, hereby makes the following further rules, namely:-

1. TITLE AND COMMENCEMENT:-

- (1) These Rules may be called the Guru Nanak Dev Engineering College, Bidar (Recruitment) Rules, 2015.
- (2) They shall come into force with effect from 1st January, 2015, or any such date as determined by the Governing Council.

2. APPLICATION:-

- a) These Rules shall, unless otherwise specified in the Appointment Order, apply to all the employees of Guru Nanak Dev Engineering College, Bidar.

3. DEFINITIONS:-

In these Rules, unless the context otherwise requires:-

- (a) “**Appointing Authority**” means the Governing Council of Guru Nanak Dev Engineering College, Bidar, or any person so authorized by the Governing Council.
- (b) “**Direct Recruitment**” means appointment otherwise than by promotion or deputation.
- (c) “**Selection**” means selection by the Selection Committee of the College,
- (d) “**Selection Committee**” means the Committee constituted by the Governing Council of the Guru Nanak Dev Engineering College, Bidar, for recruitment, promotion, selection, etc., of the employees of the College.

EXPLANATION:- Any ‘term’ which is not defined in these Rules shall have the same meaning as defined elsewhere in the other rules of the Guru Nanak Dev Engineering College, Bidar (Karnataka).

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4. MINIMUM QUALIFICATIONS AND EXPERIENCE:-

In respect of each category of posts specified in column (2) of the SCHEDULE, the minimum qualifications and experience shall be as specified in column (3) of the said SCHEDULE.

Provided that in the event of non-availability of candidates possessing the prescribed qualifications, candidates with lesser qualifications may be appointed on a purely temporary basis.

5. PROCEDURE FOR APPOINTMENT:-

NOTE:-(i) All regular appointments even on probation shall be deemed to be on long terms basis.

(ii) All part-time/adhoc appointments will be treated as on short term basis.

(a) Where a post is required to be filled by direct recruitment:-

Appointment shall be made on merit by calling for applications from duly qualified and experienced candidates, preferably by advertisement and wide circulation in the National and Local News papers.

(b) Where a post is required to be filled by promotion:

(i) If it is to be a selection post or to a post to be filled by promotion by selection, the appointment shall be made by selection of a person on the basis of merit and suitability in all respects to discharge the duties of the post with due regard to seniority from among persons selected for promotion.

(ii) If it is to be to a post other than the one referred to in sub-rule (i) above appointment shall be made by selection of a person on the basis of seniority-cum-merit, i.e., seniority subject to the fitness of the candidate to discharge the duties of the post, from among persons eligible for promotion.

(iii) All posts/vacancies shall normally to be filled by advertisement in the Newspapers. The Competent Authority may also fill up the post by negotiations.

All applicants shall normally be interviewed by the duly constituted Selection Committees who shall recommend the suitability or otherwise of the applicants.

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- (d) The person appointed should be physically fit to carry out the duties/responsibilities of the post, the fitness being certified by a qualified or the Authorized Medical Attendant or a Medical Officer of a Government Hospital.
- (e) In case of emergency the appointments may be made by the Competent Authority or the Officer authorized by it.
The person so appointed shall be interviewed by the duly constituted Selection Committee within three months from the date of appointment/interview, whichever is later, or by any authority duly authorized by the Governing Council.
- (f) All appointments shall be approved by the Governing Council in its first meeting held after the appointment or any authority authorized by the Governing Council in its first meeting held after the appointment.
- (g) The person appointed shall give an undertaking to serve the College for at least two years from the date of his/her appointment. If this term ends in between any academic year, he/she shall serve the College till the end of that academic year. Provided further that person intending to leave the service at the end of the period of undertaking shall give at least one month's notice.
- (h) Person appointed shall deposit his/her original certificates/ testimonials and such other documents concerning their qualifications.
- (g) Person appointed shall deposit an amount equivalent to his/her one month gross salary as security deposit with the College and this shall be returned at the time of release of the employee from the service from the College.
- (i) An employee whose probation is declared to have been completed satisfactorily shall be eligible to continue in service of the College till the end of the Calendar month in which he/she attains the age of 60 years.

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- (j) An employee whose probation is declared to have been completed satisfactorily and wants to resign shall have to give three month's notice or pay an amount equivalent to three month's emoluments (pay plus allowances), last drawn in lieu of the notice period. Provided that the management shall also give three month's notice or three month's emoluments in lieu of notice in case of termination of the service of an employee, otherwise than on disciplinary grounds.

6. DISQUALIFICATIONS FOR APPOINTMENT:-

- (a) No person who is not a citizen of India is eligible for appointment except with the specific approval of the Governing Council.
- (b) No man who has more than one wife living and no woman who has married a person already having another wife shall be eligible for appointment in the college.

Provided that the Competent Authority may, if satisfied that there are special grounds for doing so, exempt a person, from the operation of this sub-rule.

- (c) No person who propagates communal or sectarian outlook or incites or allows any student to indulge in sectarian activity or discriminates on grounds of caste, creed, language, place of birth, social and cultural back-ground or is charged with mal-practice in connection with examinations or any other activity of the College, makes any sustained neglect of his/her legitimate duties or accepts any gift from any student/parent or any other person with whom he/she comes into contact by virtue of his/her position in the College or practices or incites practice of castism, communalism or un-touch-ability or caused or incites any person to cause any damage to the College property or behaves in a violent manner or encourages violence or any conduct which involves moral turpitude or is found to be guilty of misbehavior or cruelty will not be eligible for appointment in the College.
- (d) No person who attempts to obtain extraneous support by any means for his/her candidature shall be considered eligible for appointment in the College.

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7. PERIOD OF PROBATION:-

- (a) The candidates appointed under these rules shall be on probation period. The Appointing Authority may extend the period in respect of any employee for not having completed his/her probation satisfactorily or for any other reason to be recorded in writing.
- (b) All regular appointments shall normally be made on probation for a period of two years which may either be curtailed or extended by the Appointing Authority on the basis of recommendations from Head of Department or by the Head of the Institution as the case may be.
- (c) During probation period the College may relieve the employee in mid-year/mid-term, but if the employee wishes he/she may be permitted to continue to serve till the end of that term/academic year.
- (d) At the end of the prescribed period of probation or the extended one, as the case may be, the Appointing Authority shall consider the suitability of the probationer to hold the post to which he/she has been appointed and :-
 - (i) If it decides that the probationer is suitable to hold that post it may order declaring the probationer to have satisfactorily completed his/her probation and such order shall have effect from the date of expiry of the prescribed or extended period of probation.
 - (ii) If the Appointing Authority decides that the probationer is not suitable to hold the said post it shall, unless the period of probation is extended, order his/her discharge from service.

Provided that a probationer shall not be deemed to have completed his/her probation satisfactorily unless the specific order by the Appointing Authority is issued in accordance with sub-rule (1) above. Provided further that, any delay in issue of such an order will not accrue any service or financial benefit to the probationer.


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8. SCALE OF PAY & RATE OF ALLOWANCE:-

- (a) Employees of the College shall be appointed in the scales of pay sanctioned by the Governing Council from time to time.
- (b) Employees shall be entitled to draw Dearness Allowance, House Rent Allowance and other allowances, if any, at the rates sanctioned by the Governing Council from time to time.

9. SENIORITY:-

- (a) The relative seniority of all direct recruits shall be determined in the order of date of joining the duty in the college irrespective of the fact of the order of merit in which they are selected or irrespective of the fact of higher start of pay in a pay scale of the college; meaning thereby that the determining point of seniority shall be the actual date of joining the college.
- (b) In case, two or more persons selected at one time and joining on one and the same day, their inter-seniority shall be according to order of merit in which their names appear in the selection list.

10. APPLYING FOR JOB ELSEWHERE:-

- (a) An employee shall be allowed to apply twice in a year for appointment elsewhere after the completion of the period of probation and, if selected, he/she shall be relieved as per the college rules.
- (b) An employee of the college shall devote his/her whole time to the service of the college and shall not engage, directly or indirectly, in any trade, business or any other work which may interfere with the proper discharge of his/her duties, but this prohibition shall not apply to academic and consultancy practice undertaken with the prior permission of the Appointing Authority subject to the conditions laid down by the said authority as regards the acceptance of remuneration.

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11. RETIREMENT:-

Unless the service of the employee is terminated he/she shall continue in the employment of the College till he/she attain the age of 60 years.

Provided that, in exceptional circumstances like in the case of exceptionally qualified persons, the Competent Authority may, at his discretion, grant extension of service beyond the age of 60 years.

12. DISCIPLINARY ACTION, APPEAL, ETC.:-

- (a) During his/her service an employee shall be liable for disciplinary action for any act of insubordination, intemperance or any other misconduct, misdemeanor or an act of moral turpitude or the commission of an act which constitutes a criminal offence or any non-performance of duties or for breach of any of the provisions of rules pertaining to the conduct of the business of the college.
 - (i) If any employee is suspended from duty during investigation into any charge of conduct he/she shall not be entitled to any pay during the period of suspension but shall be paid subsistence allowance at such rate as may be decided by the Competent Authority from time to time or as per rules prescribed.
 - (ii) If an employee is absolved of the charge framed against him/her, he/she shall be re-instated and shall be entitled to full salary for the period of suspension subject to adjustment of subsistence allowance already paid.
 - (iii) The Competent Authority may terminate the services of a confirmed employee without assigning any reason whatsoever by giving one month's notice in writing or one month's pay in lieu of the notice, in case it is proved beyond any doubt that the employee's action is prejudicial to the fair name of the college or he/she is found to be sectarian or communal.


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- (b) Otherwise than these circumstances, services of a permanent employee cannot be terminated unless an enquiry into such allegations is conducted by an independent authority appointed by the Competent Authority and a fair and ample opportunity is afforded to the accused employee before any action of dismissal/removal from service/compulsory retirement is taken against him/her.
- (c) The Appellate Authority in all such cases will be the Governing Council of the College.

13. **MISCELLANEOUS:-**

The Governing Council of the College does not expect the employees of the College to propagate Sikh Religion but it will be mandatory on all employees of the College to respect the Sikh Religion.


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S C H E D U L E

Sl.No. 1	Designation of Post 2	Minimum Qualifications 3
1	Principal	Ph.D. in Engineering with 10 years teaching experience out of which atleast 3 years shall be at the level of professor.
2	Professor	Ph.D in appropriate discipline with 10 years experience in teaching.
3	Associate Professor	Ph.D in appropriate discipline with 5 years experience in teaching.
4	Assistant Professor	BE / B. Tech and ME/ M. Tech in relevant branch with I Class or equivalent either in B E / B Tech or ME/M. Tech.
5	Assistant Professor (Applied Sciences)	Ph.D.
6	Foreman	Diploma in Engineering with 8 years experience.
7	Instructor	Diploma in Engineering OR Two year certificate course with not less than five years of experience.
8	Mechanic/ Assistant Instructors	Diploma in Engineering OR Two year certificate course with not less than five years experience.
9	Laboratory Assistant (Science)	B.Sc.
10	Helper/Attender	Pass in X th Standard.
11	Driver	Valid Driving License. VIIth Standard pass preferable.
12	Peon/Watchman/ Sweeper	Should possess a good physique. Ability to read and write preferred.
13	Office Manager/ Superintendent	(a) A degree of a recognized University. (b) B.Com./Advanced Accountancy in the case of Superintendent (Accounts). (c) Experience of not less than five years in a supervisory capacity in a Government Department or in an Educational Institution or leading Commercial Concern.
14	First Division Clerk	Degree of a recognized University with five years experience, and at least 30 WPM Typewriting Speed.
15	Second Division Clerk/Assistant Store Keeper	Degree of a recognized University with Junior Typewriting Exam., with 30 WPM Speed.
16	Stenographer	(a) Degree of a recognized University. (b) Pass in Senior Typewriting & Senior Shorthand.
17	Librarian	Masters Degree in Library Sciences from recognized university and with 5 years experience in a Library.
18	Assistant Librarian	Degree in Library Science.
19	Library Assistant	(a) Degree of a recognized University or Diploma in Library Science. (b) Two years experience in a responsible position in Library will be preferred.
20	Physical Education Director	(a) Masters Degree in Physical Education or Diploma in Coaching from National Institute of Sports. (b) Experience of not less than ten years in a responsible position in an educational institution.
21	Assistant Physical Education Director	(a) Degree in Physical Education. (b) Two years experience (desirable).

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(e) The authority which made the order appealed against, shall without any avoidable delay, transmit to the appellate authority every appeal with its comments thereon and the relevant records.

14. CONSIDERATION OF APPEALS:-

- (a) In the case of an appeal against an order of suspension, the appellate authority shall consider in the light of the provisions of Rule-5 and having regard to the circumstances of the case confirm or revoke the order of suspension.
- (b) In the case of an appeal against an order imposing any of the penalties specified in Rule 4(a), the appellate authority shall consider whether the procedure prescribed in these rules has been complied with, and, if not, whether such non-compliance has resulted in violation of principles of natural justice; whether the findings are justified; and whether the penalty imposed is excessive, adequate or inadequate; and after due consideration pass orders setting aside, reducing, confirming or enhancing the penalty or may remit the case to the Disciplinary Authority with such direction as it may deem fit in the circumstances of the case.

Provided no enhanced penalty should be imposed unless the employee is given opportunity to make a representation against such enhanced penalty.


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C H A P T E R - V I I

MISCELLANEOUS

APPEARANCE OF LEGAL PRACTITIONER:-

A legal practitioner shall not be allowed to appear for an employee in any disciplinary proceeding unless the Disciplinary Authority is assisted by a legal practitioner as Presenting Officer.

SERVICE OF ORDER, NOTICE, ETC.:-

Every order, notice and other process made or issued under these Rules shall be served in person on the employee concerned or communicated to him/her by Registered Post A.D. Where an employee refused to receive with a view to avoid service of such order, notice or other process, the same may be served by affixing a copy thereof on the notice board of the Guru Nanak Dev Engineering College, Bidar, or upon some conspicuous part of the house, if any, in which the employee is known to have last resided or by publication in one daily newspaper having wide circulation in the University jurisdiction.


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CONTROL AND APPEAL **(DRAFT)**

In exercise of the powers conferred by the rules of the Governing Council of Guru Nanak Dev Engineering College, Bidar, the following rules are made by the Governing Council.

CHAPTER – I

GENERAL

1. TITLE AND COMMENCEMENT:-

- a) These Rules may be called the Guru Nanak Dev Engineering College, Bidar (Control & Appeal) Rules 2015.
- b) They shall come into force with effect from 1st January, 2015, or any such date decided in its discretion, by the Governing Council.

2. APPLICATION:-

- a) These Rules shall apply to all the employees of the Guru Nanak Dev Engineering College, Bidar appointed regularly on whole - time and part-time basis including those appointed on consolidated salary and daily wages, except.
 - i) Persons in Casual employment or on adhoc basis.
 - ii) Persons on contract or honorarium basis or
 - iii) Any such person who is specifically excluded from the application of these Rules by the Governing Council.
- b) If any doubt arises as to whether these Rules apply to any person or not, the matter shall be referred to the Governing Council whose decision thereon shall be final.

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3. DEFINITIONS:-

In these Rules, unless the context otherwise requires:-

- a) "Appointing Authority" means the Governing Council of Guru Nanak Dev Engineering College, Bidar or any person so authorized by the Governing Council.
- b) "Disciplinary Authority" means the appointing Authority as defined in sub rule (a) above.
- c) "Employee" means an employee of the Guru Nanak Dev Engineering College, Bidar, except those specified in the exception to Rule 2 (a) above.
- d) "Governing Council" means the Governing Council of Guru Nanak Dev Engineering College, Bidar,
- e) "College" means Guru Nanak Dev Engineering College, Bidar,
- f) "Inquiring Authority" means the authority to whom the Appointing Authority has delegated its authority under these Rules.

EXPLANATION:- Any 'term' which is not defined in these Rules shall have the same meaning as defined elsewhere in the other rules of Guru Nanak Dev Engineering College, Bidar, (Karnataka)


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CHAPTER – II

DISCIPLINE PENALTIES

4. Nature of penalties:-

a) One or more of the following penalties for good and sufficient reasons as hereinafter provided, may be imposed on an employee:-

- i) Fine in the case of peon/Attenders/watchmen/Sweepers.
- ii) Censure
- iii) Withholding of increments.
- iv) Withholding of promotion.
- v) Recovery from pay the whole or part of any pecuniary loss caused by negligence or breach of orders of the appointing Authority.
- vi) Reduction to a lower stage in the time scale of pay for a specified period with a direction or not as to whether the employee will earn increments of pay during the period of such reduction and whether on the expiry of such period the reduction will or will not have the effect of postponing the future increments of his/her pay or it be a bar to the promotion of the employee to the pay grade and post from which he/she was reduced.
- vii) Compulsory retirement.
- viii) Removal from service
- ix) Dismissal from Service

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b) The following shall not amount to a penalty within the meaning of this rule:-

- i) Stoppage of an employee at the efficiency bar in the time scale on the ground of his/her unfitness to cross the bar.
- ii) Non-promotion of an employee after consideration of his/her case to grade or post for promotion to which he/she is eligible.
- iii) Reversion to a lower grade or post of an employee who is found unsuitable after trial in the higher post and grade.

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- iv) Reversion to his/her permanent grade or post when appointed to higher post on probation and found not suitable at the end of the period of probation.
- v) Compulsory retirement in pursuance of Rule 17 (a) of the Guru Nanak Dev Engineering college, Bidar,
- vi) Termination of the services of a person employed under an agreement or on probation or on contract basis or a person appointed on part time or adhoc basis or appointed for performance of specific duty.

5. SUSPENSION :-

- a) Appointing Authority or any authority to which its authority is delegated may place an employee under suspension:-
 - i) Where a proceeding against his/her is contemplated or is pending:
 - ii) Where a case against him/her in respect of any criminal offence is under investigation or trial or he/she is detained in custody or is convicted in criminal court of law.

Provided, where the order of suspension is made by an authority not authorized to do so, such authority shall forthwith report to the Appointing Authority, the circumstances in which the order of suspension was made.

- b) An order of suspension made under these rules may at any time be modified or revoked by the Appointing Authority.

6. AUTHORITY OF INSTITUTE PROCEEDINGS :

The Appointing Authority is empowered to institute disciplinary proceedings against an employee.

7. PROCEDURE FOR IMPOSING MAJOR PENALTIES :

- a) No order imposing any of the penalties specified in clauses (iii-ix) of Rule 4 (a) shall be made except after an inquiry held, as far as may be in the manner provided in this rule.
- b) Whenever the Disciplinary Authority is of the opinion that there are grounds for inquiring into the truth of any imputation of misconduct or misbehavior against an employee it may itself inquire into, or appoint an Inquiring Authority to inquire into, or appoint an Inquiring Authority to inquire into the truth thereof and shall draw up or cause to be drawn up:-

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- i. The substance of the imputations of misconduct or misbehavior into definite and distinct articles of charge;
 - ii. A statement of the imputations of misconduct in support of each article of charge which should contain all relevant facts including any admission or confession made by the employee; a list of documents; a list of witnesses in support of the articles of charge.
- c) The Disciplinary Authority shall deliver or cause to be delivered to the employee a copy of the articles of charge, statement of imputations of misconduct or misbehavior and a list of documents and witnesses by which article of charge is proposed to be sustained and shall require the employee to submit within the such time as may be specified a written statement of his/her defense and to state whether he/she desires to be heard in person.
- d)
- i. On receipt of the written statement of defense the Disciplinary Authority may itself inquire in to such of the articles of charge as are not admitted or appoint an inquiring Authority for the purpose.
 - ii. In case the articles of charge had been admitted by the employee in his/her written statement of defense the Disciplinary Authority shall record its findings on each charge after taking such evidence as it may think fit and shall pass appropriate order.
 - iii. If no written statement of defense is submitted by the employee the Disciplinary Authority may itself inquire into the articles of charge or appoint an inquiring Authority for the purpose.
- e) Where the Disciplinary Authority or the inquiring Authority feels that it requires any assistance it may appoint another employee or a legal practitioner to be known as the presenting officer to present on its behalf the case in support of the articles of charge.

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- f) Where the Disciplinary Authority shall, where it is not the inquiring Authority forward to the inquiring Authority a copy of the articles of charge and the statement of the imputations of misconduct or misbehavior; of the imputations of misconduct or misbehavior a copy of the relevant statement of defense if any submitted by the employee a copy of the statements of witnesses, if any evidence providing the delivery of the documents to the employee and a copy of the order appointing the presenting officer.
- g) The employee shall appear in person before the inquiring Authority on such day and at such time within then working days from the date of receipt by him/her or the articles of charge and the statement or imputations of misconduct or misbehavior as the inquiring Authority may, by a notice in writing, specify in this behalf, or within such further time not exceeding ten working days, as the inquiring Authority may allow.
- h) The employee may take the assistance of any other employee to present his/her case but shall not engage a legal practitioner unless the Disciplinary Authority has appointed a legal practitioner as a presenting office on its behalf.
- i) If the employee has not admitted any of the articles of charge in his/her written statement of defense or has not submitted any written statement of defense, appears before the inquiring Authority such authority shall ask him/her whether he/she is guilty or has any defense to make and if he/she pleads guilty to any of the articles or charge the inquiring Authority shall record the plea, sign the record and obtain the signature of the employee thereon.
- j) The inquiring Authority shall return a finding of guilt in respect of those articles of charge to which the employee pleads guilty.
- k) The inquiring Authority shall, if the employee fails to appear within the specified time or refuses or omits to plead, require the presenting officer to produce the evidence by which he/she proposes to prove the articles of charge and shall adjourn the case to later date not exceeding 30 days , after recording an order that the employee may for the purpose of preparing his/her defense inspect within five days of the order the documents, the list of witnesses or take extracts of statements with due permission of the inquiring Authority.

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- l) The inquiring Authority shall, on receipt of the notice for the delivery or production or production of document, forward the same or copies thereof to the authority in whose custody or possession the documents are kept, with a requisition for the production of the documents by such date as may be specified in the requisition.

Provided, that the inquiring Authority may for reasons to be recorded by it in writing refuse to requisition such of the documents as are in its opinion, not relevant to the case.

- m) On receipt of the requisition referred to above every authority having the custody or possession of the requisitioned documents shall produce the same before the inquiring Authority.'
- n) On the date fixed for the inquiry, the oral and documentary evidence by which the oral and documentary evidence by which the articles of charge are proposed to be proved shall be produced by or on behalf of the Disciplinary Authority. The witnesses shall be examined by or on behalf of the presenting officer and may be cross-examined by or on behalf of the employee.
- o) When the case for the Disciplinary Authority is closed the employee shall require to state his/her defense orally or in writing. If the defense is made orally it shall be recorded and the employee shall be required to sign the record.
- p) The evidence on behalf of the employee shall then be produced and duly examined including the defence witnesses.
- q) The enquiring Authority may, after the completion of case on behalf of prosecution and defence hear the employee and the presenting officer orally and allow them to file written briefs of their respective case, if any, if they so desire.
- r) If an employee to whom copy of articles of charge has been delivered, does not submit of charge has been delivered, does not submit his/her written statement of defence on or before not appear in person before the inquiring Authority or otherwise fails or refuses to comply with the provisions of this rule at any stage of the inquiry the inquiring Authority may hold the inquiry ex-parte.

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- s) Wherever inquiring Authority, after having heard and recorded the whole or in part of the evidence in an inquiry, ceases to exercise jurisdiction therein and is succeeded by another inquiring Authority so succeeding may act on the evidence so recorded or partly recorded by its predecessor.
- t) After the conclusion of the inquiry, a report shall be prepared which should contain the articles of charge and the statement of the imputations of misconduct or misbehavior; the defence of the employee in respect of each article of charge, an assessment of the evidence in respect of each article of charge and the findings on each article of charge and the reasons there for.

8. PROCEDURE FOR IMPOSING MINOR PENALTIES :

- a) No order imposing on an employee any of the penalties specified in clauses (i & ii) of rule 4 (a) shall be made except after:
 - i) Informing the employee in writing of the proposal to take action against him/her and of the imputations of misconduct or misbehavior on which it is proposed to be taken, and giving him/her a reasonable opportunity of such representation he/she may wish to make against the proposal;
 - ii) Holding a summary inquiry in every case in which Disciplinary Authority is of the opinion that such inquiry is necessary.
 - iii) Taking the representation, if any submitted by the employee under Clause (i) and record of inquiry, if any, held under clause (ii) into consideration; and
 - iv) Recording finding on each imputation of misconduct or misbehavior.
- b) The record of the proceedings in such cases shall include a copy of the intimation to the employee of the proposal to take action against him/her; his/her representation; the evidence produced during the inquiry; the finding on each imputation of misconduct or misbehavior; and the orders on the case together with the reasons therefore.


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9. ACTION ON THE INQUIRY REPORT :

- a) The Disciplinary Authority, if it is not itself the inquiring Authority, may, for reasons to be recorded by it in writing, remit the case to the inquiring Authority for further inquiry and report and the inquiring Authority shall thereupon proceed to hold the further inquiry according to the provisions of Rule 7 as far as may be.
- b) The Disciplinary Authority, shall, if it disagrees with the findings of the inquiring Authority on any article of charge, record its reasons for such disagreement and record its own findings on each such article of charge if the evidence on record is sufficient for the purpose.
- c) If the Disciplinary Authority, having regard to its findings on all or any of the articles of charge, is of the opinion that one or more of the penalties specified in Rule 4 (a) should be imposed on the employee, it shall make an order imposing such penalty.

10. COMMUNICATION OF ORDERS:

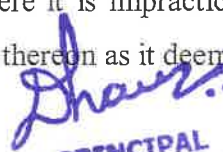
Orders made by the Disciplinary Authority shall be communicated to the employee who shall be communicated to the employee who shall also be supplied with a copy of the report of inquiry, if any held by the Disciplinary Authority/ inquiring Authority and a copy of its findings on each article of charge together with brief reasons for passing such an order.

11. JOINT INQUIRY :

Where two or more employees are concerned in any case, the Disciplinary Authority may order disciplinary action to be taken against all of them in a common proceeding.

12. SPECIAL PROCEDURE IN CERTAIN CASES :

Notwithstanding anything contained in Rule 7, 8,9,10 and 11 where a penalty is imposed on an employee on the ground of his/her conviction on a criminal charge or where the employee has absconded or where the employee does not take part in the inquiry or where it is impracticable to communicate with him/her, the Disciplinary Authority may pass such orders thereon as it deems fit.


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13. PROVISIONS REGARDING LENT EMPLOYEES:

- a) No disciplinary action like suspension, compulsory retirement, removal or dismissal should be taken against any employee whose services are lent to any other authority, by the Borrowing Authority except with the prior approval of the Disciplinary Authority of the College, who is the lending Authority.
- b) In the event of difference of opinion between the Borrowing Authority and the Lending Authority, the services of the employee should be replaced at the disposal of the lending Authority, and the proceedings of the inquiry transmitted to it by the Borrowing Authority, whereupon the lending Authority being the Disciplinary Authority may pass such orders thereon as it deems necessary. Provided that in passing any such order the Disciplinary Authority shall comply with the provisions of Rules 7,8,9 and 10 as the case may be or hold any such further inquiry as it may deem necessary so that the employee is afforded proper and fair opportunity to comply with the principles of natural justice.

14. PROVISIONS REGARDING BORROWED EMPLOYEES:

- a) Where it is necessary to order suspension or to initiate disciplinary proceedings against an employee borrowed from the Central Government or State Government or any other authority, the lending Authority shall forthwith be informed of the circumstances leading to the order of suspension or the commencement of the disciplinary proceeding against the employee as the case may be.
- b) In the light of the finding in the disciplinary proceeding taken against such borrowed employee, the Disciplinary Authority may impose any of the penalties as per Rule 4(a) of these Rules. Provided such an order is not passed except after consultation with the lending Authority.

In case there is a specific stipulation in the contract with such borrowed employees the Disciplinary Authority shall proceed in the matter as per such contractual agreement and shall not proceed to impose penalty as per Rule (4) of these Rules.

- c) In case there is a difference of opinion between the lending Authority and the Disciplinary Authority, the services of the borrowed employee should be replaced at the disposal of the lending Authority, and the records of disciplinary proceeding transmitted to the lending Authority for such action as it deems fit in the circumstances of the case or hold any such further inquiry as it finds necessary.

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CHAPTER –III

APPEALS

15. ORDERS AGAINST WHICH NO APPEAL LIES:

- a) Notwithstanding anything contained in this Chapter no appeal shall lie against an order made by the Governing Council or any order of an interlocutory nature or of the nature of a step-in-aid for the final disposal of disciplinary proceeding other than an order of suspension.

16. APPEALS AGAINST ORDERS IMPOSING PENALTIES:

- a) An employee shall be entitled to appeal to the Governing Council from an order passed by the Disciplinary Authority under Rule 4 (a) of these Rules imposing any of the penalties specified therein, or an order of suspension passed in pursuance of Rule-5 of these Rules.
- b) No appeal shall be entertained unless it is submitted to the Governing Council within a period of three months from the date of the order appealed against.
- c) Every appeal preferred shall be accompanied by a copy of the order appealed against and shall contain all material statement and arguments relied on by the appellant, and shall not contain any disrespectful or improper language and shall be complete in itself.
- d) Every appeal shall be submitted to the authority which made the order appealed against and a copy of such an appeal submitted directly to the appellate authority, i.e., the Governing Council.


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3. GENERAL:-

- a) Every employee shall at all times maintain absolute integrity and devotion to duty, and also be strictly honest and impartial in his/her official dealings.
- b) An employee shall at all times be courteous in his/her dealings with superiors, other members of the staff, students and members of the public.
- c) Unless otherwise stated specifically in the terms of appointment, every employee is a whole time employee of the college, and may be valid upon to perform such duties, as may be assigned to him/her by the competent Authority, beyond scheduled working hours and on closed holidays and Sundays. The duties inter-alia shall include attendance at meetings of committees to which he/she may be appointed by the college.
- d) An employee shall be required to observe the scheduled hours of work, during which he/she must be present at the place of his/her duty.
- e) Except for valid reasons and/or unforeseen contingencies no employee shall be absent from duty without prior permission.
- f) No employee shall leave station except with the previous permission of proper authority, even during leave or vacation.
- g) Whenever leaving the station an employee shall inform the principal through Head of the Department to which he/she is attached or principal, if he/she is the Head of the Department, the complete postal address where he/she would be available from time to time during his/her absence from station.

4. PATRONIZING A COMPANY OR FIRM:-

No employee shall, in the discharge of his/her college duties deal with any matter or give or sanction any contract to any company or firm or if he/she or any member of her/her family is interested in such matter or contract in any other manner, the employee shall refer every such matter or contract to the competent Authority for appropriate disposal.


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CHAPTER –III

CONDUCT RULES

(DRAFT)

In exercise of the powers conferred by the rules of the Governing Council of Guru Nanak Dev Engineering College, Bidar hereby makes the following rules namely:-

1. SHORT TITLE AND APPLICATIONS:-

- a) These Rules shall be called the Guru Nanak Dev Engineering College, Bidar (Conduct) Rules, 2015.
- b) These Rules shall apply to all employees of the College on and from 1st January 2015.

2. DEFINITIONS:-

In these Rules, unless the context otherwise requires:-

- a) "Governing Council" means the Governing Council of the College.
- b) "Competent Authority" means the Governing Council of Guru Nanak Dev Engineering College, Bidar or any other authority to whom its powers are delegated.
- c) "Employee" means an employee of the College.
- d) "College" means the Guru Nanak Dev Engineering College, Bidar (Karnataka)
- e) "Members of the family" in relation to an employee, includes:-
 - i) Wife, children/step-children of the employee residing with and dependent on him/her and in relation to an employee who is woman, the husband residing with and dependent on her and
 - ii) Any other person related, whether by blood or by marriage to the employee or to such employee's wife or husband, but does not include a wife or husband legally separated from the employee or child or step-child who is no longer in any way dependent on him/her, or whose custody the employee has been deprived of by law.
- f) "Service" means service under the College.

EXPLANATION:-Any 'term' which is not defined in these Rules shall have the same meaning as defined elsewhere in the other rules of the Guru Nanak Dev Engineering College, Bidar (Karnataka)

Mailoor Road, Bidar – 585 403

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5. TAKING PART IN POLITICS AND ELECTIONS:-

- a) No employee shall take part in politics or be associated with any party or organization which takes part in political activity, nor shall he/she subscribe to or aid or assist, in any manner, any political movement or activity.
- b) No employee shall can canvas or otherwise interfere or use his/her influence in connection with or take part in election to legislative body or local authority.

Provided that, an employee of the college, qualified to vote at such election, may exercise his/her right to vote but where he/she does so, he/she shall give no indication of the manner in which he/she proposes to vote or has voted.

6. JOINING OF ASSOCIATION :-

No employee shall join or continue to be a member of an association the objects and activities of which are prejudicial to the interest of the college or public morality.

7. CONNECTION WITH PRESS RADIO OR PATENTS:-

- a) No employee shall, except with the previous sanction of the competent Authority own wholly or in part, or conduct or participating in editing or managing of any newspaper or other periodical publications.
- b) No employee shall, except with the previous sanction of the competent Authority or any other authority empowered by it in this behalf, or in the bonafide discharge of his/her duties, participate in a Radio broadcast or contribute any article or write any letter either anonymously or in his/her own name or in the name of another person to any newspaper or periodical.

Provided that, no such sanction shall be required if such broadcast or such contribution is of a purely literary, artistic or scientific character

- c) Subject to restrictions noted below, employees of the college are at liberty, without a sanction as contemplated in Rule 7 (b) above, to publish their original scientific work in journals of repute in India and Abroad. If, however, they wish to indicate their official designations in the articles they want to publish, previous sanction of the competent Authority will be necessary.

- d) Such articles must be strictly confined to purely scientific subjects and should not be of a political nature. Publication of articles relating to India's boundary areas and the tribal population in such areas is prohibited without previous permission of the competent Authority.

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8. CRITICISM OF THE COLLEGE:-

No employee shall, in any Radio broadcast or in any document published anonymously or in his/her own name or in the name of any other person or in any communication to the press or in any public utterance make any statement of fact or opinion:-

- a) Which has an effect of an adverse criticism of any current or recent policy or action of the college.


OR

- b) Which is capable of embarrassing the relations between the college and central Government or the state Government or the University or any other institution or organization or members of the public.

Provided that, nothing in this rule shall apply to any statement made or views expressed by an employee in his/her official capacity or in the due performance of the duties assigned to him/her

9. EVIDENCE BEFORE COMMITTEE OR ANY OTHER AUTHORITY:-

- a) Save as provided under sub-rule (c) below, no employee shall, except with the previous sanction of the competent Authority, give evidence in connection with any inquiry conducted by any person, committee or authority.
- b) Where any sanction has been accorded under sub-rule (a) above, no employee giving such evidence shall criticize the policy or any action of the college or the central Government or any state Government or the university.
- c) Nothing in this rule shall apply to:-
- Evidence given in any inquiry before an authority appointed by the College, by parliament or by a state legislature; OR
 - Evidence given in any judicial inquiry; OR
 - Evidence given at any departmental inquiry ordered by the College authorities.


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10. UNAUTHORISED COMMUNICATION OR INFORMATION:-

No employee shall, except in accordance with any general or special order of the competent Authority, or in the performance in good faith of the duties assigned to him/her, communicate. Directly or indirectly any official document or information to any person whom he/she is not authorized to communicate such document or information.

11. DONATION AND CONTRIBUTION:-

No employee shall ask for or accept donations or contributions or otherwise associated himself/ herself with the using of any funds or other collections in cash or in kind in pursuance of the aims and objects of the management of the college.

12. GIFTS:-

No employee shall, except with the previous sanction of the competent Authority accept or permit the spouse or any other member of his/her family to accept, from any person any gift of more than trifling value.

Provided that, gifts of a value, reasonable in all circumstances of the case, may be accepted from relations and personal friends, presented to such person on occasions, such as weddings, anniversaries funerals and religious functions, when the making or receipt of such gifts is in conformity with the prevailing religious or social customs; but acceptance of such gifts other than those of trifling value should be reported to the college and the gifts shall be disposed of in such a manner as the college may direct.

13. PRIVATE TRADE OR EMPLOYMENT:-

No employee shall, except with the previous permission of the Competent Authority, engage directly or indirectly, in any trade or business or any private tuition or undertake any employment outside his/her official assignments.

Provided that, the above restrictions shall not apply to academic work and consultative practice undertaken with the prior permission of the competent Authority which may be given subject to such condition as regards acceptance of remuneration as may be laid down by the college.


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14. INVESTMENT, LENDING AND BORROWING:-

- a) No employee shall speculate in any business nor shall he/she make or permit his/her spouse or any member or his/her family to make any investment likely to embarrass or influence him/her in the discharge of his/her official duties.
- b) No employee shall lend money at interest to any person nor shall he/she borrow money from any person with whom he/she is likely to have official dealing.

15. INSOLVENCY, HABITUAL INDEBTEDNESS & CRIMINAL PROCEEDINGS:-

- a) An employee shall so manage his/her private affairs as to avoid habitual indebtedness or insolvency. When an employee is found liable to arrest for debts or as recourse to insolvency or when it is found that a moiety of his/her salary is continuously being attached, he/she may be liable to dismissal. An employee who becomes the subject of legal proceeding for insolvency shall forthwith report full facts to the college.
- b) An employee who gets involved in some criminal proceedings shall immediately inform the competent Authority through the Head of Department to which he/she is attached, irrespective of the fact whether he/she has been released on bail or not.

An employee who is detained in police custody whether on criminal charge or otherwise for a period longer than 48 hours. Shall not join his/her duties in the college unless he/she has obtained written permission to that effect from the competent Authority.

16. VINDICATION OF ACTS AND CHARACTER OF EMPLOYEES:-

No employee shall, except with the previous sanction of the competent Authority, have recourse to any court of law or to the press for the vindication of any official act which has been the subject matter of adverse criticism or an attack of defamatory character.

Provided, nothing in this rule shall be deemed to prohibit an employee from vindicating his/her private character or any act done by him/her in his/her private capacity.


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17. MARRIAGES, etc

No employee who has a spouse living shall contract another marriage without first obtaining the permission of the governing council notwithstanding that a subsequent marriage is permissible under the personal and religious law for the time being applicable to him/her.

Any violation of this rule shall lead to immediate dismissal from the collage service.

18. CONSUMPTION OF INTOXICATING DRINKS/DRUGS AND SMOKING:-

- a) Every employee of the collage shall strictly abide by any law relating to intoxicating drinks/drugs in force in any area in which he/she happens to be for the time being; shall take due care that the performance of his/her duties is not affected in any way by the influence of any intoxicating drink/drug in public places; shall not appear in a public place in a state of intoxication; shall not be habitual to intoxicating drink/drug; shall not take intoxicating drink/drug in excess; and shall not be found in intoxicating by drink/drug while on duty in the collage premises.
- b) No employee shall smoke Cigarette/Bidi/Churret/Hookah/Cigar/chewing of tobacco in the premises of the collage.

19. ATTENDANCE AT METTING:-

An employee who is appointed a member of any duly constituted committee of the collage must attend all meetings of such committee.

If, for unavoidable reasons, he/she is unable to attend any meeting, he/she shall send a previous intimation to the chairman of the committee or to the principal stating the reason of his/her absence.


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20. REPRESENTATIONS:-

- a) Whenever an employee wishes to put-forth any claim, or seeks redress of any grievance or of any wrong done to him/her, he/she must forward his/her case through proper channel, and shall not forward such advance copies of his/her application to any higher authority, unless the lower authority has rejected the claim/ or refused relief, or the disposal of the matter is delayed by more than three months.
- b) No employee shall be signatory to any joint representation addressed to the authorities for redressal of any grievance or for any other matter.

21. PUNISHMENT, APPEALS, ETC:-

An employee shall be governed by the provisions of the relevant rules regarding imposition of penalties for breach of any of these rules/ and preference of appeals against any such action taken against him/her.

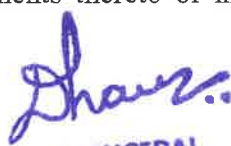
22. INFLUENCING SUPERIOR AUTHORITIES FOR FURTHERANCE OF INTEREST:-

No employee shall bring or attempt to bring any political or other outside influence to bear upon any superior authority for the furtherance of his/her interest. The penalty for a contravention of this rule shall be the withholding of his/her promotion either permanently or for such period as the competent authority may determine.

EXPLANATION:-Any employee causing his/her own case to be made the subject of an interpellation in either House of Parliament or State Legislature Contravenes this rule.

23. STRIKES:-

No employee shall engage himself/ herself in strike or in incitements thereto or in similar activities.


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NOTE:- For the purpose of this rule the expression “Similar Activities” shall be deemed to include the absence from work or neglect of duties without permission and with the object of obstructing something to be done by the superior officers or the Government Council or any demonstrative fast usually called “HUNGER-STRIKE” for similar purpose.

24. INTERPRETATION:-

The decision of the Government Council on all questions relating to the interpretation of these Rules shall be final.


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STRATEGIC PLAN 2024-29

In Guru Nanak Dev Engineering College, Bidar (GNDECB), we believe in engineering education that is academically meticulous, technically rigorous, collaborative and inclusive. Engineering education must prepare students to create significant societal impact, helping to shape a healthier and better world. In short, GNDECB is committed to engineering excellence for the public good.

Engineering for the public good pursues solutions to improve the quality of life for all – whether in infrastructure, technology, transportation, health, environment or manufacturing. As society's needs expand more rapidly than ever, by giving thrust to this, GNDECB have some specific goals and objectives for 2024-29, with focus on NIRF ranking, attracting foreign students, collaborating with renowned universities abroad and getting deemed to be university status in India.

- **NIRF ranking:** NIRF ranking in top 100 in the country.
- **Deemed to be University status:** Achieve deemed to be university status by 2029.
- **Foreign students:** Increase the number of foreign students enrolled at the college to few thousands.

To achieve these goals, the college planning to implement the following strategies:

1. Improve the quality of engineering education:
 - Offer innovative and industry-relevant courses.
 - Provide more opportunities for hands-on learning.
 - Strengthen the college's research capabilities.
2. Attract and retain top faculties with potential and experience:
 - Offer competitive salaries and benefits to attract top faculty.
 - Provide opportunities for professional development to faculty.
 - Create a supportive and collaborative work environment for faculty.
3. Promote the college to prospective students:
 - Attend international education fairs to showcase the college.
 - Develop partnerships with foreign universities to attract foreign students.
 - Offer scholarships to foreign students.
4. Strengthen the college's research capabilities:
 - Enhance infrastructure for research.
 - Encourage faculty to engage in research activities.
 - Foster collaboration with renowned universities abroad.
5. Partner with industry:
 - Develop partnerships with industry partners.


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- Provide students with internships and co-op opportunities.
 - Facilitate industry collaborations for research projects.
6. Expand online education:
- Offer more online courses and programs.
 - Reach a wider audience and attract students globally.
7. Focus on social causes:
- Develop programs and initiatives for social impact.
 - Contribute to the community and improve quality of life.
8. Apply for deemed to be university status: Meet the requirements set forth by the University Grants Commission (UGC), including having a strong financial foundation, a good track record of research, and a commitment to academic excellence.

Additionally, it's important to measure and track the progress of the strategic plan on a regular basis. This will help identify areas of improvement and ensure that the college is on track to achieve its goals and objectives.

By implementing these strategies, GNDECB can enhance its reputation, attract top talent, improve the quality of education, foster international collaborations, and contribute to societal well-being

Here are some additional strategies that the college could consider:

- **Partner with industry:** Develop partnerships with industry partners to provide students with internships and co-op opportunities. This will help students gain real-world experience and make connections with potential employers.
- **Expand online education:** Offer more online courses and programs to reach a wider audience. This will help the college attract students from all over the world.
- **Focus on social impact:** Develop programs and initiatives that have a positive impact on the community. This will help the college make a difference in the world and attract students who are interested in making a difference.

By implementing these strategies, the college can become a leading engineering institution that is known for its quality education, strong research capabilities, and commitment to social impact.


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STRATEGIC PLAN TO IMPROVE NIRF RANKING AMONG TOP HUNDRED COLLEGES IN THE COUNTRY.

Goal: NIRF ranking: NIRF ranking among top 100 in the country.

objectives:

- Improve the quality of engineering education.
- Attract and Retain top faculties with Potential and Experience.
- Promote the college to prospective students.
- Strengthen the college's research capabilities.
- Partner with industry.
- Expand online education.
- Focus on social causes

Strategies:

- Offer more innovative and industry-relevant courses.
- Provide more opportunities for hands-on learning.
- Strengthen the college's research capabilities.
- Offer competitive salaries and benefits to attract top faculty.
- Provide opportunities for professional development to faculty.
- Create a supportive and collaborative work environment for faculty.
- Attend international education fairs to promote the college to prospective students.
- Develop partnerships with foreign universities to attract foreign students.
- Offer scholarships to foreign students.
- Meet the requirements set forth by the University Grants Commission (UGC) to apply for deemed or autonomous university status.
- Develop partnerships with industry partners to provide students with internships and co-op opportunities.
- Offer more online courses and programs to reach a wider audience.
- Develop programs and initiatives that have a positive impact on the community.
- Measure and track the progress of the strategic plan on a regular basis.

Timeline:

The following is a timeline for implementing the strategic plan:

- **2023-24:** Improve the quality of engineering education and attract top faculty.


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- **2024-25:** Promote the college to prospective students and strengthen the college's research capabilities.
- **2025-26:** Partner with industry and expand online education.
- **2026-27:** Focus on social impact and apply for deemed or autonomous university status.
- **2027-28:** Achieve the goal of NIRF ranking around 1000.
- **2028-29:** Continue to improve the college's NIRF ranking and maintain its position in the top 1000.

Resources:

The following are the resources that will be needed to implement the strategic plan:

- **Financial resources:** The College will need to invest in new programs, facilities, and faculty.
- **Human resources:** The College will need to hire new faculty and staff to support the new programs.
- **Time:** It will take time to implement the strategic plan and achieve the goal of NIRF ranking around 1000.

Evaluation:

The college will need to evaluate the progress of the strategic plan on a regular basis. The evaluation will help to ensure that the plan is on track and that the goals are being met.

Conclusion:

By implementing this strategic plan, the college can improve its NIRF ranking and become a leading engineering institution in India.

STRATEGIC PLAN TO APPLY FOR AND ACHIEVE DEEMED TO BE UNIVERSITY STATUS BY 2029

Goal: Apply for and achieve deemed or autonomous university status by 2029.

Objectives:

- Meet the requirements set forth by the University Grants Commission (UGC) for deemed or autonomous university status.
- Develop a strong application that highlights the college's strengths and achievements.

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- Build relationships with key stakeholders, such as the UGC, government officials, and industry leaders.
- Communicate the college's goals and objectives to the public and raise awareness of the application process.

Strategies:

- Review the UGC's requirements for deemed or autonomous university status and develop a plan to meet them.
- Gather data and evidence to support the college's application, such as student performance data, faculty research output, and community engagement initiatives.
- Develop a strong narrative that highlights the college's strengths and achievements.
- Build relationships with key stakeholders by attending conferences, networking events, and other opportunities.
- Communicate the college's goals and objectives to the public through press releases, social media, and other channels.

Timeline:

The following is a timeline for implementing the strategic plan:

- 2023: Review the UGC's requirements and begin gathering data and evidence.
- 2024: Develop a strong application and begin building relationships with key stakeholders.
- 2025: Submit the application to the UGC and continue to build relationships with key stakeholders.
- 2026: Receive feedback from the UGC and make any necessary revisions to the application.
- 2027: Resubmit the application to the UGC and await the decision.
- 2028: Achieve deemed or autonomous university status.

Resources:

The following are the resources that will be needed to implement the strategic plan:

- Financial resources: The College will need to invest in the resources needed to meet the UGC's requirements, such as hiring consultants and conducting research.
- Human resources: The College will need to dedicate staff time to the application process, such as writing the application and building relationships with key stakeholders.

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- Time: It will take time to gather data and evidence, develop a strong application, and build relationships with key stakeholders.

Evaluation:

The college will need to evaluate the progress of the strategic plan on a regular basis. The evaluation will help to ensure that the plan is on track and that the goals are being met.

Conclusion:

By implementing this strategic plan, the college can increase its chances of achieving deemed or autonomous university status.

STRATEGIC PLAN TO INCREASE THE NUMBER OF FOREIGN/OUTSIDE STATE STUDENTS ENROLLMENT AT THE COLLEGE BY 2029

Goal: Increase the number of foreign/outside state student's enrollment at the college by 2029.

Objectives:

- Develop a clear and compelling message about the college's strengths and appeal to foreign/outside state students.
- Create a more welcoming and inclusive environment for foreign/outside state students.
- Make it easier for foreign/outside state students to apply and enroll at the college.
- Increase the college's visibility and reach in foreign/outside state markets.

Strategies:

- Develop a strong marketing and communications plan that targets foreign/outside state students.
- Create a website and social media presence that is targeted to foreign/outside state students.
- Attend international education fairs and conferences.
- Partner with foreign/outside state universities and organizations.
- Offer scholarships and financial aid to foreign/outside state students.
- Provide support services for foreign/outside state students, such as language assistance and cultural orientation.

Timeline:


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The following is a timeline for implementing the strategic plan:

- 2023: Develop a marketing and communications plan and begin targeting foreign/outside state students.
- 2024: Create a website and social media presence that is targeted to foreign/outside state students.
- 2025: Attend international education fairs and conferences.
- 2026: Partner with foreign/outside state universities and organizations.
- 2027: Offer scholarships and financial aid to foreign/outside state students.
- 2028: Provide support services for foreign/outside state students.
- 2029: Evaluate the progress of the strategic plan and make any necessary adjustments.

Resources:

The following are the resources that will be needed to implement the strategic plan:

- **Financial resources:** The College will need to invest in the resources needed to market and attract foreign/outside state students, such as website development and marketing materials.
- **Human resources:** The College will need to dedicate staff time to the marketing and recruitment process, such as developing and executing marketing campaigns and providing support to foreign/outside state students.
- **Time:** It will take time to develop a strong marketing plan, build relationships with foreign/outside state partners, and provide support to foreign/outside state students.

Evaluation:

The college will need to evaluate the progress of the strategic plan on a regular basis. The evaluation will help to ensure that the plan is on track and that the goals are being met.

Conclusion:

By implementing this strategic plan, the college can increase the number of foreign/outside state student's enrollment and become a more global institution.


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CLASS MONITORING BY HOD

DEPARTMENT: Mechanical engineering

Name of the evaluator: PRASAD K K WEEK 1&2 Dt.9/10/21

Sl. No	Date	Room No./ Lab	Sem./S ec.	Subject Name/Code Name of Faculty	Quality of notes	Quality of delivery	Students' response to the questions by HOD	Advice to the teacher	Remarks
1	1/10/21	Seminar Hall	VII/A	CADM/18ME72 Parameshwar patil	Good	Good	Satisfactory	Correlate theory with real world situation	Motivate students to attend the class regularly
2	4/10/21	Seminar Hall	VII/A	EECA(18EE754) Pritpal Sigh	Good	Good	Satisfactory	Give practical examples	Motivate students to attend the class regularly
3	4/10/21	Seminar Hall	VII/A	TQM(18ME734) Ram Reddy	Good	Good	Satisfactory	Give real word examples	Students attendance need to improve
4	5/10/21	302	V	M&E(18ME51) Dr N D Rao	Good	Good	Satisfactory	Include case studies	Motivate students to attend the class regularly
5	7/10/21	Seminar hall	VII/A	CE(18ME71) Dr Mogre	Good	Good	Good	Solve more problems	Students attendance need to improve
6	8/10/21	302	V	DME-I	Good	Good	Satisfactory	Discuss real world examples	Students attendance need to improve

GURU NANAK DEV ENGINEERING COLLEGE, BIDAR

				Gangadhar						
7	9/10/21	302	V	18ME53 DOM parameshwar	Good	Good	Satisfactory	Give practical examples	Students attendance need improve ment	

[Signature]
Principal Engineering
Guru Nanak Dev Engineering College
Bidar-431 004 (Haryana)

[Signature]
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PURCHASE COMMITTEE

Policies for purchase of capital equipment and stationery

1. Departments will prepare the list of equipment required for various labs and facilities for given financial year.
2. Departments will get the approval of purchase of equipment and registrar should get approval for procurement of stationery from finance committee with effect from April to September and from October to March of every financial year.
3. Departments will submit the list of the equipment/ stationery with details to be purchased along with the list of suppliers to the purchase committee.
4. Purchase committee will call for quotations and on receipt of the same from atleast three vendors, comparative statement will be prepared.
5. Department representative/s will verify the technical aspects of the quotations.
6. Depending on recommendations of purchase committee, supplier will be finalized for further action.
7. Department will submit the appendix form for sanction from higher authorities with respect to quotation finalized by purchase committee.
8. Purchase committee will prepare the purchase order along with terms and conditions.
9. Accounts dept. will arrange for the payment of purchase as per financial terms of the purchase order.
10. On receipt of equipment/stationery, concerned department/ store in-charge will inspect the consignment for the compliance of purchase order.
11. If found satisfactory, the consignment will be handed over to the concerned department/store and balance payment to the supplier (if any) will be done by accounts department on recommendation of purchase committee.
12. Departments will record the details of equipment procured in respective laboratory stock register
13. Original invoice/ receipt will be submitted to the account section
14. The accounts section will verify the entry in the stock register.
15. Purchase committee will keep the records of all above proceedings (a Photo copy).


PRINCIPAL
Guru Nanak Dev Engg. College, Bidar



Guru Nanak Dev Engineering College, Bidar


Affiliated to Visvesvaraya Technological University, Belagavi
Approved by AICTE, New Delhi

GNDECB/FINCOMM/2017-18/

6-2-1
5-2-4
DATE: 27-03-2017

AUTHORIZATION

With reference to the Governing Council meeting held on 25-03-2017, it is decided to delegate a financial power of imprest amount of Rs. 10,000/- (Rupees Ten Thousand Only) to the Principal GNDECB and Rs. 5000/- (Rupees Five Thousand Only) to the Head of the Departments.


Chairman
GNDEC Bidar

To,

1. The Vice Chairperson, GNDECB, for kind information
2. The Principal GNDECB.
3. All HODs (CSE, EEE, ECE, ISE, Civil, Mechanical, Auto, Phy, Chem, Maths, MBA)
- ✓ 4. Registrar, GNDECB
5. Accounts Superintendent, GNDECB.


PRINCIPAL
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GURU NANAK DEV ENGINEERING COLLEGE

Mailoor Road, Bidar 585403, Karnataka, India.

(Affiliated To VTU, Belagavi, Approved By AICTE, New Delhi).
An ISO 9001:2015 Certified College.

★ ★ ★ GNDEC-RESEARCH PROMOTION POLICY (GRPP) ★ ★ ★

Imagination is more important than knowledge. For knowledge is limited, whereas imagination embraces the entire world, stimulating progress, giving birth to evolution. It is, strictly speaking, a real factor in scientific research.
— Albert Einstein

Web: <https://gndecb.ac.in/>

Contact Number : +918482-226949
Email: principalgndecb@gmail.com
principal@gndecb.ac.in


PRINCIPAL
Guru Nanak Dev Engg. College, Bidar

VISION OF THE INSTITUTE

To be a premier technological institution that fosters humanity, ethics and excellence in education and research towards inspiring and developing future torch bearers.

MISSION OF THE INSTITUTE

M1 To impart quality educational experience and technical skills to students that enables them to become leaders in their chosen professions.

M2 To nurture scientific temperament and promote research and development activities.

M3 To inculcate students with an ethical and human values so as to have big picture of societal development in their future career.

M4 To provide service to industries and communities through educational, technical, and professional activities.



PRINCIPAL

Guru Nanak Dev Engg. College, Bldg

GNDEC-RESEARCH PROMOTION POLICY

Introduction

Guru Nanak Dev Engineering College, Bidar is a premier institution in Karnataka offering technical and management courses. The college was established in the year 1980 by the Prabhandak Committee, Gurudwara Shri Nanak Jhira Saheb Foundation, Bidar with the Vision of "Essence of Wisdom is Service to Humanity". The sole objective of GNDEC is to impart quality technical education in the field of engineering and management. The college is affiliated with Visvesvaraya Technological University, Belagavi. This College is approved by the All India Council for Technical Education (AICTE), New Delhi, and was Accredited twice by the National Board of Accreditation, New Delhi during the years 2005 and 2009. GNDEC started in the year 1980 with an annual intake of 120 in three traditional branches. Currently, 2500 students all over from country benefit from education imparted through professionals. The college is spread over a sprawling area of 25 acres. The college offers six undergraduate, four postgraduate courses and seven Ph.D. research centers. The college has received 2nd National Karnataka Education Summit Award, Excellent Education Institution in Technical Education, Dr. A. P. J Abdul Kalam Memorial Award, and Certificate of excellence & Kannada Rajyotsava Prashasti. The college has MoU with Universiti Tunku Abdul Rahman research university Malaysia, Universiti Teknologi PETRONAS research university Malaysia, SEER academy Bangalore, MTC, and AP for Autodesk & PTC Bangalore and Intel Corporation, Bangalore. The College has received grants for research activities from various funding agencies. A number of major and minor research projects are being undertaken and completed by the faculty of the college.

The objective of the Research & Development (R&D) inventiveness undertaken by GNDEC is to put up research careers, to support and strengthen the knowledge foundation and promote the creation of new applications, as well as the societal impact of education, research, and innovation. All education, research, and innovation of the college aim to be of a high standard. To achieve the high quality research ambiance the following policies have been in practice with continual efforts for revision and update.




PRINCIPAL
Guru Nanak Dev Engg. College, Bidar

A Research Committee of the R&D Cell is composed of the following members contributing in a big way to prepare and implement the documents related to research and development activities within the College.

Research Committee

- Dr. Ravindra Eklarker, Principal, GNDECB & Chairman (R&D).
- Dr. Veerendra Dakulagi, Dean (R&D).
- Dr. K.K.Prasad, HOD Mechanical Engineering Department, GNDECB.
- Dr. B.B. Kori, HOD., Civil Engineering Department, GNDECB.
- Dr. Neeshetty K, HOD., Electrical Engineering Department GNDECB.
- Dr. Md. Bakhar, HOD, Electronics & Communication Engineering Dept. GNDECB.
- Dr. Dayanand, HOD., Computer Science Engineering Department, GNDECB.
- Dr. Sindhu Prasad, HOD., Applied Science and Humanities Department GNDECB.
- Dr. Anup Eliya, HOD., Information Science Engg. Department, GNDECB.
- Prof. Jyoti, HOD., MBA Department, GNDECB.
- Dr. N.D. Rao, Dean Academics, Mechanical Engineering Department, GNDECB.
- Dr. Dhananjay, Prof. of Computer Science Engineering Department, GNDECB.
- Dr. Pradeep Singa, Assoc. Prof of Civil Engineering Department, GNDECB.

Responsibilities of the R&D Cell

- i. The development, review and monitoring of achievements under the Research & Development.
- ii. The development and enhancement of the research capacities in the College.
- iii. Motivate all Faculties to pursue research in their respective areas of expertise.
- iv. The protection and commercialization of the Institute's intellectual property.
- v. Consultancy activities related to R&D.
- vi. The provision of research and development opportunities for academic staff to maintain enthusiasm, awareness of current scholarship, and relevance in teaching and other activities.
- vii. The development of infrastructure conducive for promoting the quality and quantity of research and development.
- viii. Disbursement of Institute Research Funds to established researchers, both individually and in groups.
- ix. Monitor the application of Research Funds to ensure that the funds are properly and formally accounted for.
- x. To be responsible for the progression of research scholars.
- xi. To foster the development of multidisciplinary research endeavors across Faculties and departments.
- xii. Monitor the research and development performance of individuals, groups and Faculties to encourage excellence and productivity through maintaining a database of research and development activities.



Dhanu
PRINCIPAL

Gur Nanak Dev Engg. College, Bidar

Responsibilities of the GRPP

GRPP is aimed to create a research ambiance in the institute by promoting research in engineering sciences and innovations in established and newer technologies, and generating Doctoral degree candidates to augment the quality of faculty and research personnel in the institute.

Research and development activities are considered as an essential component of higher education because of their role in creating new knowledge and insight and imparting excitement and dynamism to the educational process, as well as make them need-based in view of the national requirements.

The objective of this scheme is to create and update the general research capabilities of the faculty members of the Institute.

Approval of Research Proposals

The proposal should include a specific project theme with a clear statement of the objectives, details of equipment and other research facilities proposed to be acquired, and the expected deliverables from the project. The design and methodology of research undertaken by a member of staff or student, that makes use of research and subjects like people, human remains, other living beings, and the environment, must be submitted to R&D Cell for evaluation and approval, especially if legislation, professional councils or institutions affected by the research require it. When students hand in research essays, mini-dissertation, dissertations, and theses, they must declare that their research has complied with the Code of Research Ethics of the Institute. The Code and Conduct of research & development are to uphold the values of freedom, democracy, equality, human dignity, and respect for diversity.

Processing Methodology

The proposal shall be assessed by an expert committee constituted as follows

- (a) Principal (R&D Committee Chairman).
- (b) Dean R&D.
- (c) Dean (Academics)
- (d) Three-member expert committee not below the rank of Associate Professor.
- (e) At least two members among the experts shall be from the concerned stream.

Incentive: 1% of the received grant will be given to the selected proposal by the institute as an incentive.



A handwritten signature in blue ink, appearing to read "Shauz", written over the printed name of the Principal.

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Award for Research Publications

1. The award of Rs. 5,000/-(Five Thousand Only) with the appreciation letter will be given to the faculty members (first author only) who will publish their research work in the SCI/SCIE indexed journals.
2. The award of Rs. 5,000/-(Five Thousand Only) with the citation will be given to the first inventor of the Patent (Published/Granted).
3. The second author of the SCI/SCIE paper/s and the second inventor of the patent/s will receive the appreciation letter with an amount of Rs. 1100/-.

Financial support for paper presentation.

Staff members are encouraged to present their research work at the conferences organized by NITs/IITs. The details of the financial support are as follows:

100% registration fee for the paper presentation at the conferences organized by IITs/IITsMs/IIMs.

50% registration fee for the paper presentation at the conferences organized by NITs.

Ph.D. Fee concession to internal faculty members

Internal faculty members are given up to a 20% fee concession every year to peruse a Ph.D. in the recognized research center of the GNDECB. Also, staff members can pay the required fee in 7-8 installments.

Support for Intellectual Property Rights (IPR)

GRPP will help faculty and students in the filing of patent applications through the IPR/R&D Cell. In addition to the support on legal matters R&D Cell. All government costs incurred in any of the patenting activities shall be borne by GNDECB after approvals at the concerned levels and this will be facilitated by the R&D Cell. In case the invention is a work of a Sponsored Project, the costs may be availed from the funding agency, and in that situation, the assignment/ownership of intellectual property shall be made as per the contract between Institute and the agency.

R&D Cell hereby clarifies that only those patenting requests will be considered for final filing which is not a part of public domain knowledge. It is further clarified that the following activities apart from others, by the Faculty shall be considered as disclosure in the public domain. It is clarified that any request of publication of any technical literature by concerned faculty after initiating the filing of IPR will need prior approval by R&D Cell.




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Relationships with the Community

Data or information shall be gathered and recorded in such a way that it can be made available at any time (after completion of the project) to other interested parties without undermining confidentiality. Researchers will judiciously consider potentially destructive consequences of their research activities, outcomes or outputs on the human or natural environments and will avoid such research projects, or assiduously reduce the risk of such consequences through their research activities. Researchers will exercise their rights to academic freedom and freedom of scientific research; researchers are accountable to the community for the way in which they exercise those rights.

Relationships with Sponsors

The methods, contents and results of research that has been funded (fully or partially) by external funds, shall be fully disclosed. Full particulars of the person or institution from outside the Institute who funded the research shall be provided in the published results of the research.

Researchers shall be honest with sponsors of their research about their qualifications and their research expertise and skills. Researchers shall only utilize a sponsor's funds for purposes explicitly approved by the sponsor.


Dean (R&D)




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BIDAR - 585 407 (Karnataka)


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Guru Nanak Dev Engineering College

Mailoor Road, Bidar, KA – 585403

Approved by AICTE New Delhi and Affiliated to VTU Belagavi

Meeting Minutes

Meeting Title: Strategic Plan Implementation for the College

Meeting Date: 2023-07-06

Meeting Time: 10:00 AM - 11:00 AM

Meeting Location: College Conference Room

Attendees:

Dr. Balbir Singh, President SNJSF.
Dr. Reshma Kaur, Vice Chairperson GNDECB.
Dr. Dhananjay M, Principal GNDECB.
Dr. Dayanand J, HOD AIML
Prof. Shravan Kumar, HEAD CCD
Prof. Prasad K K, IQAC,
Prof. Jyoti HOD MBA
Dr. Sindhu Prasad, Dean Academics
Dr. Kishan Singh HOD ECE
Dr. K Neelshetty HOD EEE
Dr. Anoop Elia HOD MECH
Dr. B B Kori HOD CIVIL
Prof. RAMESH Patil HOD ISE

Agenda:

1. Review of the Strategic Plan
2. Discussion of Implementation Timeline
3. Identification of Key Challenges
4. Next Steps
5. Minutes:

The meeting began with a review of the college's strategic plan. The plan was developed over the past year with input from faculty, staff, students, and alumni. It outlines the college's goals for the next five years in areas such as academic excellence, student success, and community engagement.


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Here are some specific goals and objectives that GNDECB might have for 2024-29, with a focus on NIRF ranking, attracting foreign students, and getting deemed or autonomous university status in India:

- **NIRF ranking:** Increase the college's NIRF ranking Around 1000 by 2029.
- **Foreign students:** Increase the number of foreign students enrolled at the college from Current status to Next Level by 2029.
- **Deemed University or autonomous College status:** Apply for and achieve deemed or autonomous university status by 2029.

The group then discussed the implementation timeline for the strategic plan. The plan is ambitious, and it will require a significant commitment of resources. The group discussed how to prioritize the plan's goals and how to allocate resources accordingly.

The group identified several **key challenges to implementing the strategic plan**. These challenges include:

- Increasing enrollment
- Raising of tuition Fees
- Attracting and retaining with potential and experience faculty
- Enhancing the college's facilities

The group discussed next steps for implementing the strategic plan. The group agreed to develop a more detailed implementation plan and to track the plan's progress on a regular basis.


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Action Items:

- a) Dr. Dhananjay M will develop a more detailed implementation plan for the strategic plan.
- b) Prof Prasad KK and Dean Academics Dr. Sindhu Prasad will create a tracking system to monitor the plan's progress.
- c) The group will meet again in six months to review the plan's progress.

Adjournment:

The meeting was adjourned at 11:00 AM.

Notes:

- The group was generally supportive of the strategic plan. However, there were some concerns about the plan's ambitious goals and the challenges that the college will face in implementing the plan.
- The group agreed to develop a more detailed implementation plan and to track the plan's progress on a regular basis.
- The next meeting to discuss the strategic plan will be held in six months


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List of faculties having Ph. D. / D.Sc. / D.Litt. / L.L.D along with particulars of degree awarding university, subject and the year of award Academic year 2021-22

Sl.No	Name of the Faculty	Highest Degree Qualification (NET/SET/SLET/Ph.D./D.M/M.Ch./D.N.B Superspeciality/D.S e./D.Litt.)	Name of University	Subject/Area of Specialization	Year of Award
1	Dr. Basappa B. Kori	Ph.D	VTU, Belagavi	Water quality monitoring	2014
2	Dr. Pradeep kumar Singa	Ph.D	UNIVERSITI TEKNOLOGI PETRONAS, MALAYSIA	Wastewater treatment	2019
3	Dr. Manoj Kumar	Ph.D	VTU, Belagavi	Structural / civil engineering	2021
4	Dr. Nandkishor	Ph.D	JNTU, Hyderabad	Mechanical Engineering	2015
5	Dr. Sanjay Patil	Ph.D	SRTMU, Nanded	Mechanical / production Engineering	2015
6	Dr. Anoop Kumar Elia	Ph.D	VTU, Belagavi	Mechanical Engineering sciences	2015
7	Dr. Rajendra Mogre	Ph.D	JNTU, Hyderabad	Mechanical Engineering	2018
8	Dr. Nagraji R. G.	Ph.D	Kuvempu University, Dharwad	Machine Design	2016
9	Dr. Sangamesh Sirsi	Ph.D	VTU, Belagavi	Mechanical Engineering sciences	2022
10	Dr. Neelshety K	Ph.D	JNTU Hyderabad	Power Electronics	2016

Dr. S. S. S. S.
PRINCIPAL
Guru Nanak Dev Engg College
BIDAR



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11	Dr. Kishan Singh Chandra	Ph.D	Gulbarga University Gulbarga	Microwave Electronics	2013
12	Dr. Mohammed Bakhar	Ph.D	Gulbarga University, Gulbarga	Microwave Electronics	2014
13	Dr. Veerendra	Ph.D	VTU, Belagavi	Antenna Array Signal Processing	2019
14	Dr. Savita Soma	Ph.D	VTU, Belagavi	Photonics Crystal	2021
15	Dr. Praveen Kumar Reddy	Ph.D	VTU, Belagavi	Wireless Communication	2020
16	Dr. Premala	Ph.D	VTU, Belagavi	Wireless Communication	2021
17	Dr. Ravindra Eklarker	Ph.D	VTU, Belagavi	MANET	2014
18	Dr. Dhananjay M	Ph.D	JNTU, Hyderabad	Image Processing & Pattern Recognition	2015
19	Dr. Dayanand Janikhandikar	Ph.D	NIMS, Jaipur	Image Processing	2016
20	Dr. Padmanjali H	Ph.D	VTU, Belagavi	Image Processing	2019
21	Dr. Anuradha. S	Ph.D	Gulbarga University Gulbarga	Nano and VLSI technology	2015
22	Dr. Sindhu .S	Ph.D	Dr. Babasaheb Ambedkar Marathwada University	An investigation into the effect of dopant concentration on the S & P Properties	2017
23	Dr. Pratibha Panth	Ph.D	Dr. Babasaheb Ambedkar Marathwada University	Some contributions to the problems in operations research	2001
24	Dr. Raghunandan Kumar	Ph.D	Magadh University	Analytical studies for the determination of some organic compounds	2015
25	Dr. Krishnaji Kurnale	Ph.D	Gulbarga University Gulbarga	MHD boundary layer flow H&M T over a LE & NS sheet with C&V fluid properties	2018
26	Dr. Ajai Molakeri	Ph.D	VTU Belagavi	Comparative study of conducting polymer Bulk & Nano Compositions	2020

Dr. S. S. S.
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- BIDAR -



Guru Nanak Dev Engineering College

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27	Dr. Todkari Shilpa	Ph.D	Vijayanagar sri Krisnadevaraya University Bellary	Microwave Assisted synthesis, Characterization & Biological studies of some schiff Bases & their silver complexes	2021
28	Dr. Math Shivalingayy a	Ph.D	Gulbarga University Gulbarga	Synthesis & characterization of low temperature cofired ceramics for microelectronic applications	2018

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Shan.
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Guru Nanak Dev Engg. College
BIDAR

VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELGAUM
KARNATAKA, INDIA



This is to certify that

Basappa B Kori

has been conferred the Degree of

Doctor of Philosophy

in

Faculty of Civil Engineering Sciences

for the thesis entitled

Investigation of Physico-Chemical Properties of Karanja reservoir,
river and modeling study in Karnataka State (India)

*in recognition of the fulfillment of requirements
for the said degree*

PH 000277

Given under the seal of the University

USN: 3PD05PCM01



BELGAUM

DATE : MAY 20, 2014

Shree.

PRINCIPAL

VICE CHANCELLOR

EMPAR



UNIVERSITI
TEKNOLOGI
PETRONAS

No. 091002046

By virtue of the authority vested in it, the Senate hereby awards

Pradeep Kumar Singa

after having satisfactorily completed the requirements and examinations
prescribed by the University the degree of

Doctor of Philosophy (PhD) in Civil Engineering

along with all the associated rights & privileges and in recognition, the Senate hereby
authorizes the Seal of the University to be affixed.

On this 15th Day of December 2019


Vice-Chancellor


Deputy Vice-Chancellor
Academic


Registrar



PRINCIPAL

Guru Nanak Dev Engg. College, Bidar

VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI
KARNATAKA, INDIA



This is to certify that

MANOJ KUMAR

has been conferred the Degree of
Doctor of Philosophy

in

FACULTY OF CIVIL ENGINEERING SCIENCES

for the thesis entitled

BEHAVIOUR OF REINFORCED GEOPOLYMER CONCRETE SLAB
USING MICRO AND MACRO STEEL FIBERS

*in recognition of the fulfillment of requirements
for the said degree*

PH
19 001084

Given under the seal of the University

USN: 3PD15PCJ01



BELAGAVI

DATE : APRIL 03, 2021

VICE CHANCELLOR

Shree
PRINCIPAL
Guru Nanak Dev Engg College
BIDAR

JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY HYDERABAD

HYDERABAD - 500 085, TELANGANA STATE, INDIA

TS 704784



H.T No.: 0703PH1514

*Mr. Nandkishor
Sh. Digamberrao*

having fulfilled the academic requirements in *April, 2015*
has this day been admitted by the Executive Council to the Degree of

*Doctor Of Philosophy
Mechanical Engineering*

Topic : "Investigations into Characterisation of C.I Engine Characteristics
Using Straight Vegetable Oils with Ethanol".

Given under the Seal of the University

Date: 21-04-2017



[Signature]
DIRECTOR OF EVALUATION

[Signature]
REGISTRAR

[Signature]
VICE CHANCELLOR



461061439741

PC No
21339519761

[Signature]
PRINCIPAL

Guru Nanak Day Engg. College
BIDAR

Swami Ramanand Teerth Marathwada University, Nashik



We, the Chancellor, the Vice-Chancellor, Members of the Management Council and the Academic Council of the Swami Ramanand Teerth Marathwada University, certify that the degree of

Doctor of Philosophy

In the faculty of Engineering & Technology (Mechanical Production Engg.) has been conferred on **Patil Sanjay** on **Twenty Two January Two Thousand Fifteen** who has been found duly qualified for the same. In testimony whereof is set the seal of the said University.

स्वामी रामानंद तीर्थ मराठवाडा विद्यापीठ, नांदेड

पाटील संजय

हे / ह्या

विद्यावाचस्पती या पदवीस पात्र ठरल्यामुळे त्यांना स्वामी रामानंद तीर्थ मराठवाडा विद्यापीठाचे कुलपती, कुलगुरु, व्यवस्थापन परिषद आणि विद्या परिषद सदस्य यांच्या अनुमतीने

अभियांत्रिकी आणि तंत्रशास्त्र

विद्याशाखांतर्गत

(यंत्र उत्पादन अभियांत्रिकी)

विद्यावाचस्पती

ही पदवी दिनांक बावीस जानेवारी दोन हजार पंधरा रोजी प्रदान करण्यात येत आहे. याची साक्ष म्हणून विद्यापीठाची अधिकृत मुद्रा येथे अंकित करण्यात येत आहे.

21/01/2015

Date of issue: 22nd January 2015

Principal
Gurukul Day Engg College
BIDAR

Vice-Chancellor

VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELGAUM
KARNATAKA, INDIA



This is to certify that
Anoop Kumar Elia
has been conferred the Degree of
Doctor of Philosophy
in

Faculty of Mechanical Engineering Sciences

for the thesis entitled

Balancing of a Mixed Model Assembly Line by Optimal
Adjustment of Work Load among Work Stations for
Minimum System Loss

in recognition of the fulfillment of requirements
for the said degree

PH
13

000335

Given under the seal of the University

USN: 3GN10PMN01



BELGAUM

DATE : MAY 09, 2015

Principal
PRINCIPAL

Guru Nanak Dev Engg. College
BIDAR

VICE CHANCELLOR

JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY HYDERABAD

HYDERABAD - 500 085, TELANGANA STATE, INDIA

TS 1327301



H.T No.: 0803PH1589

Mr. Rajendra Mogre

S/o. Malakar Rao

having fulfilled the academic requirements in *November - 2018*

has this day been admitted by the Executive Council to the Degree of

Doctor of Philosophy

Mechanical Engineering

Topic: "Influence of Different Abrasive Particles in the Dielectric Fluid on the Performance of Electric Discharge Machining".

Given under the Seal of the University

Date: 01-03-2019



[Signature]

DIRECTOR OF EVALUATION

[Signature]

REGISTRAR

[Signature]

VICE CHANCELLOR



48014101503

PC No
318001138

[Signature]
PRINCIPAL
Guru Nanak Dev Engg. College
BIBAR



ವಿಶ್ವವಿದ್ಯಾಲಯದ ಕುಲಾಧಿಪತಿ, ಸಹಕುಲಾಧಿಪತಿ, ಕುಲಪತಿ,
We, the Chancellor, the Pro-Chancellor, the Vice-Chancellor,
ವಿದ್ಯಾವಿಷಯಕ ಪರಿಷತ್ತು ಮತ್ತು ಸಿಂಡಿಕೇಟ್‌ನ ಸದಸ್ಯರಾದ ನಾವು
the members of the Academic Council and the Syndicate

Certify that

NAGARAJ GANDHE

ಇವರು ಪರೀಕ್ಷಕರಿಂದ ಪರೀಕ್ಷಿಸಲ್ಪಟ್ಟು, ಪರೀಕ್ಷಕರ ಮಂಡಳಿಯ ಶಿಫಾರಸ್ಸಿನಂತೆ
on the recommendation of the Board of Examiners, admitted to the Degree of

ಡಾಕ್ಟರ್ ಆಫ್ ಫಿಲಾಸಫಿ

(ಮೆಕ್ಯಾನಿಕಲ್ ಇಂಜಿನಿಯರಿಂಗ್)

Doctor of Philosophy

(Mechanical Engineering)

ಪದವಿಗೆ ಅರ್ಹರಾಗಿರುತ್ತಾರೆಂದು ಪ್ರಮಾಣೀಕೃತವಾಗಿರುವುದರಿಂದ
in recognition of the fulfilment of requirements
ಇಪ್ಪತ್ತಾರನೇ ಘಟಿಕೋತ್ಸವದಲ್ಲಿ ಸದರಿ ಪದವಿಗೆ ಇವರನ್ನು ಅಂಗೀಕರಿಸಲಾಗಿದೆ.
for the said Degree at the TWENTY SIXTH CONVOCATION

ಅಧಿಸೂಚನೆ ದಿನಾಂಕ / Date of Notification : 28 - 01 - 2016

ಘಟಿಕೋತ್ಸವ ದಿನಾಂಕ / Date of Convocation : 24 - 03 - 2016

ವಿಶ್ವವಿದ್ಯಾಲಯದ ಮೊಹರಿನೊಂದಿಗೆ ನೀಡಲಾಗಿದೆ.

Given under the seal of the University.



Jyana Sahyadri - Shankaraghatta
ಕ್ರಮ ಸಂಖ್ಯೆ / Sl. No. : KU199072
Date of Issue : 24 - 03 - 2016
KUS



K. Chellur

ಕುಲವತಿ

Vice-Chancellor

Shree
PRINCIPAL
Guru Nanak Dev Engg. College
BIBAR

VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI
KARNATAKA, INDIA



This is to certify that

SANGAMESH

has been conferred the Degree of

Doctor of Philosophy

in

FACULTY OF MECHANICAL ENGINEERING SCIENCES

for the thesis entitled

EVALUATION OF MECHANICAL PROPERTIES OF AL6061 UNDER
EXTRUSION PROCESS AND PROCESS MODELLING

*in recognition of the fulfillment of requirements
for the said degree*

PH
23 00624

Given under the seal of the University

USN: 3GN13PMN02

BELAGAVI

DATE : FEBRUARY 24, 2023



Shree
PRINCIPAL
Guru Nanak Dev Engg. College
BIDAR

S. V. Srinivas
VICE CHANCELLOR

JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY HYDERABAD
HYDERABAD - 500 085, TELANGANA STATE, INDIA

TS 703113



H.T No.: 0703PH0712

Mr. Neelashetty Kashappa
S/o. Shankerappa

having fulfilled the academic requirements in *March, 2016*
has this day been admitted by the Executive Council to the Degree of

Doctor Of Philosophy
Electrical And Electronics Engineering

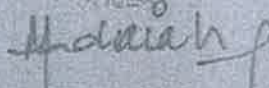
Topic : "Analysis of Voltage Source Inverter - Fed Adjustable Speed Drives".


Given under the Seal of the University

Date: 21-04-2017




DIRECTOR OF EVALUATION


REGISTRAR


VICE CHANCELLOR



467061475203

PC No
31600194


PRINCIPAL

Guru Nanak Dev Engg. College
BIDAR

92

ಗುಲಬರ್ಗಾ ವಿಶ್ವವಿದ್ಯಾಲಯ Gulbarga University



ಗುಲಬರ್ಗಾ ವಿಶ್ವವಿದ್ಯಾಲಯದ ಕುಲಾಧಿಪತಿ, ಸಹಕುಲಾಧಿಪತಿ, ಕುಲಪತಿ ಮತ್ತು
ವಿದ್ಯಾ ವಿಷಯಕ ವರಿಷತ್ತು ಮತ್ತು ಸಿಂಡಿಕೇಟಿನ ಸದಸ್ಯರಾದ ನಾವು

ಕಿಶನ್‌ಸಿಂಗ್ ಚಂದ್ರಾ

ಇವರು ಡಾಕ್ಟರ್ ಆಫ್ ಫಿಲಾಸಫಿ ಪದವಿಗೆ ಸೆಪ್ಟೆಂಬರ್ 2012 ರಲ್ಲಿ ಅರ್ಹರಾದುದರಿಂದ ಅವರಿಗೆ

ಡಾಕ್ಟರ್ ಆಫ್ ಫಿಲಾಸಫಿ

(ಅನ್ವಯಿಕ ವಿದ್ಯುದ್ವಿಜ್ಞಾನ)

ಪದವಿಯನ್ನು ಗುಲಬರ್ಗಾದಲ್ಲಿ 6ನೇ ಮಾರ್ಚ್ ಎರಡು ಸಾವಿರದ ಹದಿನಾರರಂದು ನೀಡಿದ್ದೇವೆ
ಈ ವಿಶ್ವವಿದ್ಯಾಲಯದ ಮುದ್ರೆ ಮತ್ತು ಕುಲಪತಿಗಳ ರುಜುಗಳಿಂದ ಇದನ್ನು ಪ್ರಮಾಣೀಕರಿಸಲಾಗಿದೆ

We, the Chancellor, the Pro-Chancellor, the Vice Chancellor and Members of the
Academic Council and Syndicate of Gulbarga University certify that

Kishansingh Chandra

has been found duly qualified in September, 2012 for the award of the
degree of Doctor of Philosophy. Hence the degree of

DOCTOR OF PHILOSOPHY

(Applied Electronics)

has been conferred on him at Gulbarga

on the 6th day of the month of March In the year Two Thousand Thirteen.

In testimony whereof are set the seal of the said University and the signature of the Vice-Chancellor.

ಗುಲಬರ್ಗಾ
Gulbarga

ದಿನಾಂಕ : 6-3-2013

Date : 6-3-2013



Shree
PRINCIPAL
Shri Nanak Dev Engg. College
BIDAR

[Signature]
ಕುಲಪತಿ
Vice-Chancellor

63

ಗುಲಬರ್ಗಾ ವಿಶ್ವವಿದ್ಯಾಲಯ Gulbarga University



ಗುಲಬರ್ಗಾ ವಿಶ್ವವಿದ್ಯಾಲಯದ ಕುಲಾಧಿಪತಿ, ಪಹಕುಲಾಧಿಪತಿ, ಕುಲಪತಿ ಮತ್ತು
ವಿದ್ಯಾ ವಿಷಯಕ ಪರಿಷತ್ತು ಮತ್ತು ಸಿಂಡಿಕೇಟಿನ ನದವ್ಯರಾದ ನಾವು

ಮಹಮ್ಮದ್ ಬಾಖರ್

ಅವರು ಡಾಕ್ಟರ್ ಆಫ್ ಫಿಲಾಸಫಿ ಪದವಿಗೆ ಜುಲೈ 2013 ರಲ್ಲಿ ಅರ್ಹರಾದುದರಿಂದ ಅವರಿಗೆ

ಡಾಕ್ಟರ್ ಆಫ್ ಫಿಲಾಸಫಿ

(ಅಪ್ಲಾಯಡ್ ಜರೆಕ್ಟ್ರಾನಿಕ್ಸ್)

ವದನಿಯನ್ನು ಗುಲಬರ್ಗಾದಲ್ಲಿ 20 ನೇ ಫೆಬ್ರವರಿ ಎರಡು ಸಾಕಿರದ ಹದಿನಾಲ್ಕರಂದು ನೀಡಿದ್ದೇವೆ.
ಈ ವಿಶ್ವವಿದ್ಯಾಲಯದ ಮುದ್ರೆ ಮತ್ತು ಕುಲಪತಿಗಳ ರುಜುಗಳಿಂದ ಇದನ್ನು ಪ್ರಮಾಣೀಕರಿಸಲಾಗಿದೆ.

We, the Chancellor, the Pro-Chancellor, the Vice Chancellor and Members of the
Academic Council and Syndicate of Gulbarga University Certify that

Mohammed Bakhar

has been found duly qualified in July 2013 for the award of the
degree of Doctor of Philosophy. Hence the degree of

**DOCTOR OF PHILOSOPHY
(APPLIED ELECTRONICS)**

has been conferred on him / her at Gulbarga

on the 20th day of the month of February in the year Two Thousand Fourteen

In Testimony whereof are set the seal of the said University and the signature of the Vice-Chancellor.

ಗುಲಬರ್ಗಾ
Gulbarga

ದಿನಾಂಕ : 20-02-2014

Date : 20-02-2014



Shur...
PRINCIPAL
Narak Dev Eng College
BIDAR



...
ಕುಲಪತಿ
Vice-chancellor

VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELGAUM
KARNATAKA, INDIA



This is to certify that

VEERENDRA

has been conferred the Degree of

Doctor of Philosophy

in

Faculty of Electrical & Electronics Engineering Sciences

for the thesis entitled

Study of Smart Antennas For Wireless Communication

*in recognition of the fulfillment of requirements
for the said degree*

PH
13

001375

Given under the seal of the University

USN: 5VX13PEN79



BELGAUM

DATE : March 18, 2019

Shree
PRINCIPAL
Visvesvaraya Technological University, Belgaum

[Signature]
VICE CHANCELLOR

VISVESVAPAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI
KARNATAKA, INDIA



This is to certify that

SAVITA SOMA

has been conferred the Degree of

Doctor of Philosophy

in

FACULTY OF ELECTRICAL & ELECTRONICS ENGINEERING SCIENCES

for the thesis entitled

REALIZATION OF OPTICAL LOGICAL DEVICES USING PHOTONIC
CRYSTALS

*in recognition of the fulfillment of requirements
for the said degree*

PH
TO 000644

Given under the seal of the University

USK JRB15PEJ03

BELAGAVI

DATE

APRIL 03, 2021

PRINCIPAL

VICE-CHANCELLOR

VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI
KARNATAKA, INDIA



This is to certify that
PRAVEENKUMAR REDDY
has been conferred the Degree of
Doctor of Philosophy

in
Faculty of Electrical & Electronics Engineering Sciences

for the thesis entitled
Design and Analysis of Efficient Adaptive Equalizers for
Wireless Communication Application

in recognition of the fulfillment of requirements
for the said degree

PH 000525
19

Given under the seal of the University

USN: SVY15PEJ75



BELAGAVI

DATE : Feb 08, 2020

VICE CHANCELLOR

PRINCIPAL

Guru Nanak Dev Engg. College
BIDAR

VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI
KARNATAKA, INDIA



This is to certify that

PREMALA

has been conferred the Degree of

Doctor of Philosophy

in

FACULTY OF ELECTRICAL & ELECTRONICS ENGINEERING SCIENCES

for the thesis entitled

**IMPROVING NETWORK LIFE TIME AND PERFORMANCE METRICS BY
MINIMIZING CROSS LAYER ATTACKS**

*in recognition of the fulfillment of requirements
for the said degree*

PH
19 001308

Given under the seal of the University

USN: 3GN15PEJ01



BELAGAVI

DATE : APRIL 03, 2021

Shuv
PRINCIPAL
Guru Nanak Dev Engg College
BIDAR
[Signature]
VICE CHANCELLOR

VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELGAUM
KARNATAKA, INDIA



This is to certify that

Ravindra Eklarker

has been conferred the Degree of

Doctor of Philosophy

in

Faculty of Electrical and Electronics Engineering Sciences

for the thesis entitled

Route Maintenance for Reactive Routing Protocols in
Mobile Ad Hoc Networks

*in recognition of the fulfillment of requirements
for the said degree*

PH₁₃ 000367

Given under the seal of the University

USN: 3PD08PEM02



BELGAUM
DATE : MAY 09, 2015

Shur
PRINCIPAL
Dr. B. S. College
BIDAR

Chen
VICE CHANCELLOR

JAWAHARLAL NEHRU TECHNOLOGICAL UNIVERSITY HYDERABAD

HYDERABAD - 500 085, TELANGANA STATE, INDIA

TS 703231



H.T No.: 0603PH0640

*Mr. Dhananjay
S/o. Dinkarrao*

having fulfilled the academic requirements in *May, 2015*
has this day been admitted by the Executive Council to the Degree of

*Doctor Of Philosophy
Computer Science And Engineering*

Topic : "Palmpoint Processing, Classification and Identification".

Given under the Seal of the University

Date: 21-04-2017



CSE
HEAD OF DEPARTMENT

Madan h p
REGISTRAR

Allexa
VICE CHANCELLOR



461061488442

Shun
PRINCIPAL

PC No
9306067001

Guru Nanak Dev Engg. College
BIDAR

Serial No.: 1804-167

Enrollment No.: PH/10/539



Nims University

Jaipur (Rajasthan)



This is to certify that
Damkhandikar Dayanand Suryabhan
has been awarded the degree of
Doctor of Philosophy (Ph.D.) in Computer Science & Engineering
of this University for the year 2016.

Jaipur, India
April 4, 2018


President


Chairperson



PRINCIPAL

Gurukul Kangri Dev Pr. Collge, Bidder

VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELGAUM
KARNATAKA, INDIA



This is to certify that

PADMANJALI A HAGARAGI

has been conferred the Degree of

Doctor of Philosophy

in

Faculty of Computer & Information Sciences

for the thesis entitled

Fusion Based Medical Image Analysis For Disease Diagnosis

*in recognition of the fulfillment of requirements
for the said degree*

PH 001658

Given under the seal of the University

USN: 5VXIIPEN37



BELGAUM
DATE

March 18, 2019

Shree

VICE CHANCELLOR

PRINCIPAL

Guru Nanak Dev Engg. College
BIDAR

ಗುಲಬರ್ಗಾ ವಿಶ್ವವಿದ್ಯಾಲಯ
Gulbarga University



ಗುಲಬರ್ಗಾ ವಿಶ್ವವಿದ್ಯಾಲಯದ ಕುಲಾಧಿಪತಿ, ಸಹಕುಲಾಧಿಪತಿ,
ಕುಲಪತಿ, ವಿದ್ಯಾ ವಿಷಯಕ ಪರಿಷತ್ತು ಮತ್ತು ಸಿಂಡಿಕೇಟಿನ ಸದಸ್ಯರಾದ ನಾವು

ಅನುರಾಧ್ ಎಂ. ಸಂದಿ

ಅವರು ಡಾಕ್ಟರ್ ಆಫ್ ಫಿಲಾಸಫಿ ಪದವಿಗೆ ೨೮.೧೧.೨೦೧೪ ರಂದು ಅರ್ಹರಾದುದರಿಂದ ಅವರಿಗೆ

ಡಾಕ್ಟರ್ ಆಫ್ ಫಿಲಾಸಫಿ
ಮೆಟೀರಿಯಲ್ ಸೈನ್ಸ್

ಪದವಿಯನ್ನು ಕಲಬುರಗಿಯಲ್ಲಿ 15 ನೇ ಮೇ ಎರಡು ಸಾವಿರದ ಹದಿನೈದರಂದು ನೀಡಿದ್ದೇವೆ.
ಈ ವಿಶ್ವವಿದ್ಯಾಲಯದ ಮುದ್ರೆ ಮತ್ತು ಕುಲಪತಿಗಳ ರುಜುಗಳಿಂದ ಇದನ್ನು ಪ್ರಮಾಣೀಕರಿಸಲಾಗಿದೆ.

We, the Chancellor, the Pro-Chancellor, the Vice Chancellor, Members of the
Academic Council and Syndicate of Gulbarga University Certify that

ANURADHA M. SANDI

has been found duly qualified on 28.11.2014 for the award of the
degree of Doctor of Philosophy. Hence the degree of

DOCTOR OF PHILOSOPHY
Materials Science

Has been conferred on him / her at Kalaburagi
on the 15th of May in the year Two Thousand Fifteen

In Testimony whereof are set the seal of the said University and the signature of the Vice-Chancellor



ಕಲಬುರಗಿ
Kalaburagi

ದಿನಾಂಕ : ೧೫-೦೫-೨೦೧೫
Date : 15-05-2015



PRINCIPAL
Guru Nanak Dev Engg. College
BIDAR

ಕುಲಪತಿ

Vice-Chancellor



We,
the Chancellor, Vice-Chancellor
and Members of the Management Council of
Dr. Babasaheb Ambedkar Marathwada University,
Aurangabad (Maharashtra State), India

Certify that the withinsigned

Sindhu S.

who has been found duly qualified for the Degree of
Doctor of Philosophy (----- *Physics* -----)

The Degree of

Doctor of Philosophy

(----- *Physics* -----)

(Under the Faculty of ----- *Science* -----)

has been conferred on ----- *her* ----- at Aurangabad, on the
----- *thirtieth* ----- day of the month of ----- *May* ----- in the year
----- *two thousand seventeen* -----

In Testimony whereof are set the Seal of the said University
and the signature of the said Vice-Chancellor.

Date of Notification ----- *September 20, 2016* -----

Place: Aurangabad

Date of issue of the
Degree Certificate ----- *30 MAY 2017* -----

B. Chopade

Vice-Chancellor

Sl. No. COG30485

Shree
PRINCIPAL

Shri Hanak Dev Engr. College
BIDAR



We,
 the Chancellor, Vice-Chancellor
 and Members of the Management Council of
 Dr. Babasaheb Ambedkar Marathwada University
 Certify

Pratibha Gauranathrao Kulkarni that the withinsigned

who has been found duly qualified for the Degree of
 Doctor of Philosophy (Statistics) The Degree of

Doctor of Philosophy

(Statistics)

has been conferred on her at Aurangabad, on the
fifth day of the month of February in the year
two thousand

In Testimony whereof are set the Seal of the said University
 and the signature of the said Vice-Chancellor.

Shri.
 PRINCIPAL
 Gurd Nanak Dev Engg. College
 BIDAR

Serial No. _____

Place: Aurangabad

Date of issue of the _____

ಗುಲಬರ್ಗಾ ವಿಶ್ವವಿದ್ಯಾಲಯ

Gulbarga



University

ಮೂವತ್ತಾರನೆಯ ವಾರ್ಷಿಕ ಘಟೋತ್ಸವ

Kalaburagi

The Thirty Sixth Annual Convocation

ಗುಲಬರ್ಗಾ ವಿಶ್ವವಿದ್ಯಾಲಯದ ಕುಲಾಧಿಪತಿ, ಸಹಕುಲಾಧಿಪತಿ, ಕುಲಪತಿ ಮತ್ತು ವಿದ್ಯಾವಿಷಯಕ ಪರಿಷತ್ತು
ಮತ್ತು ಸಿಂಡಿಕೇಟಿನ ಸದಸ್ಯರಾದ ನಾವು

ಕ್ರಿಷ್ಣಾಜಿ ಬಾಬುರಾವ

ಅವರು ಡಾಕ್ಟರ್ ಆಫ್ ಫಿಲಾಸಫಿ ಪದವಿಗೆ ಜುಲೈ, 2017 ರಲ್ಲಿ ಅರ್ಹರಾದುದರಿಂದ ಅವರಿಗೆ

ಡಾಕ್ಟರ್ ಆಫ್ ಫಿಲಾಸಫಿ
(ಗಣಿತಶಾಸ್ತ್ರ)

ಪದವಿಯನ್ನು ಕಲಬುರಗಿಯಲ್ಲಿ 27ನೇ ಫೆಬ್ರವರಿ, ಎರಡು ಸಾವಿರದ ಹದಿನೆಂಟರಂದು ನೀಡಿದ್ದೇವೆ.
ಈ ವಿಶ್ವವಿದ್ಯಾಲಯದ ಮುದ್ರೆ ಮತ್ತು ಕುಲಪತಿಗಳ ರುಜುಗಳಿಂದ ಇದನ್ನು ಪ್ರಮಾಣೀಕರಿಸಲಾಗಿದೆ.



We, the Chancellor, the Pro-Chancellor, the Vice-Chancellor and Members of the
Academic Council and Syndicate of Gulbarga University certify that

Krishnaji Baburao

has been found duly qualified in July, 2017 for the award of the
degree of Doctor of Philosophy. Hence, the degree of

DOCTOR OF PHILOSOPHY
(Mathematics)

has been conferred on him/her at Kalaburgi on
27th February, Two Thousand Eighteen.

In testimony whereof are set the seal of the said University and the signature of the Vice-Chancellor.


ಕಲಬುರ್ಗಿ
Kalaburagi

ದಿನಾಂಕ/Date: 27-02-2018




ಕುಲಪತಿ

Vice-Chancellor


PRINCIPAL
Sri. M. A. Day. Engg. College

VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELGAUM
KARNATAKA, INDIA

This is to certify that

AJAI KUMAR S MOLAKERI

has been conferred the Degree of

Doctor of Philosophy

in

Faculty of Applied Sciences (Physics)

for the thesis entitled

**Comparative Study of Conducting Polymer Bulk & Nano
Composites**

*in recognition of the fulfillment of requirements
for the said degree*

PH 001496

Given under the seal of the University

USN: 3KB11PCN03



BELGAUM
DATE

March 18, 2019

[Signature]
PRINCIPAL VICE CHANCELLOR
Guru Nanak Dev Engg College
BIDAR

PHDN 00013

ವಿಜಯನಗರ ತ್ರೀ ಕೃಷ್ಣದೇವರಾಯ ವಿಶ್ವವಿದ್ಯಾಲಯ
ಬಳ್ಳಾರಿ, ಕರ್ನಾಟಕ



*Vijayanagara Sri Krishnadevaraya University
Ballari, Karnataka*

*We, the Chancellor, the Pro-Chancellor, the Vice Chancellor, the Syndicate
and the Academic Council Members of the University do hereby confer upon this*



Smt. Todkari Shilpa Audumbar Rao

the Degree of

**DOCTOR OF PHILOSOPHY
IN CHEMISTRY**

*and is entitled to all right and honours therein appertaining
witness the seal of the University and the signatures of its
officers this 29th December 2020*

29th December 2020

Shur.
PRINCIPAL
Guru Nanak Dev Engg. College
BIDAR

ಗುಲಬರ್ಗಾ ವಿಶ್ವವಿದ್ಯಾಲಯ

Gulbarga



University

ಮೂಲಾಧಾರವೆಂದು ಕಾಣಿಸಿಕೊಳ್ಳುವ

Kalaburagi

The Thirty Sixth Annual Convocation

ಗುಲಬರ್ಗಾ ವಿಶ್ವವಿದ್ಯಾಲಯದ ಕುಲಾರ್ಥಿಪತಿ, ಸಹಕುಲಾರ್ಥಿಪತಿ, ಕುಲಪತಿ ಮತ್ತು ವಿದ್ಯಾವಿಷಯಕ ಪರಿಷತ್ತು ಮತ್ತು ಸಿಂಡಿಕೇಟಿನ ಸದಸ್ಯರಾದ ನಾವು

ಮಠ ಶಿವಲಿಂಗಯ್ಯಾ ಸಿದ್ರಾಮಯ್ಯಾ

ಅವರು ಡಾಕ್ಟರ್ ಆಫ್ ಫಿಲಾಸಫಿ ಪದವಿಗೆ ಫೆಬ್ರವರಿ, 2018 ರಲ್ಲಿ ಅರ್ಹರಾದುದರಿಂದ ಅವರಿಗೆ

ಡಾಕ್ಟರ್ ಆಫ್ ಫಿಲಾಸಫಿ

(ಮತ್ತು ವಿಜ್ಞಾನ)

ಪದವಿಯನ್ನು ಕಲಬುರಗಿಯಲ್ಲಿ 27ನೇ ಫೆಬ್ರವರಿ, ಎರಡು ಸಾವಿರದ ಹದಿನೆಂಟರಂದು ನೀಡಿದ್ದೇವೆ. ಈ ವಿಶ್ವವಿದ್ಯಾಲಯದ ಮುದ್ರೆ ಮತ್ತು ಕುಲಪತಿಗಳ ರುಜುಗಳಿಂದ ಇದನ್ನು ಪ್ರಮಾಣೀಕರಿಸಲಾಗಿದೆ.



We, the Chancellor, the Pro-Chancellor, the Vice-Chancellor and Members of the Academic Council and Syndicate of Gulbarga University certify that

Math Shivalingayya Sidramayya

has been found duly qualified in February, 2018 for the award of the degree of Doctor of Philosophy. Hence, the degree of

DOCTOR OF PHILOSOPHY

(Materials Science)

has been conferred on him/her at Kalaburgi on
27th February, Two Thousand Eighteen.

In testimony whereof are set the seal of the said University and the signature of the Vice-Chancellor.

Chancellor
Kalaburagi

Witness/Date: 27-02-2018



PRINCIPAL

Guru Nanak Dev Engg. College, Bidar





ಕುಲಪತಿ

Vice-Chancellor