INDIAN INSTITUTE OF TECHNOLOGY BOMBAY

MINUTES OF

THE 276TH MEETING

OF THE

BOARD OF GOVERNORS

HELD ON

DECEMBER 08, 2025 (MONDAY)

MINUTES OF THE 276TH MEETING OF BOARD OF GOVERNORS HELD ON DECEMBER 08, 2025 (MONDAY) AT 3.30 P.M. AT BOARD ROOM, FIRST FLOOR, NANDAN NILEKANI MAIN BUILDING INDIAN INSTITUTE OF TECHNOLOGY BOMBAY

The Special Meeting Number 276 of Board of Governors of the Indian Institute of Technology Bombay was held on December 08, 2025 (Monday) at 3.30 pm through Hybrid Mode.

<u>MEMBER PRESENT AT THE MEETING</u>

1.	Dr. K. Radhakrishnan	: Chairperson
2.	Dr. Sharad Kumar Saraf	: Member (Online)
3.	Prof. Shireesh Kedare	: Member
4.	Prof. A. B. Pandit	: Member (Online)
5.	Prof. Paresh K. Joshi	: Member (Online)
6.	Prof. Swati Patankar	: Member
7.	Prof. B.G. Fernandes	: Member
8.	Shri Ganesh Bhorkade	: Secretary

Invitee

1.	Prof. Milind Atrey	: Deputy Director (Academic, Research & Translation)
2.	Prof. Ravindra Gudi	: Deputy Director (Finance, Infrastructure & Administration)

<u>LEAVE OF ABSENCE</u>

1.	Administrator, U.T. of Dadra and Nagar Haveli	: Member
2.	Ms. Saumya Gupta	: Member
3.	Shri Venugopal Reddy	: Member

At the outset, the Director extended a warm welcome to all members and the invitees present in the meeting.

Item No. 1: **IIT BOMBAY STRATEGY PLAN 2026–2030 & BEYOND**

i) The Director briefed the Board on the Item.

ii) The Board **NOTED** that, as suggested in the 275th BoG meeting, most of the departments/centres/schools have submitted a one-page vision document demonstrating how their department priorities align with the themes and enablers of the Institute's strategy plan, and **RECOMMENDED** that these be included during the implementation process of the Strategy document.

iii) The Board also **NOTED** that the Strategy Document, which was approved in the 275th BoG meeting, was tabled and released by the Chairperson, BoG, on 08.12.2025 in the presence of all the Heads of the Departments.

Item No. 2: **TO CONSIDER THE PROPOSAL OF REVISING THE EXISTING RECRUITMENT RULES AND PROMOTION POLICY (RR&PP) OF THE INSTITUTE FOR NON-TEACHING STAFF, DULY APPROVED BY THE BOARD, WHICH IS IN FORCE WITH EFFECT FROM 01.12.2015 AND REVISED IN 2022**

(Deferred Item from 275th BoG Meeting)

i) The Board **NOTED** the comments received from the Ministry of Education on the item in the 275th BoG Meeting held on 21.11.2025, that the Institute may ensure adherence to DoPT OM dated 20.09.2022 and DoE OM dated 04.01.2024 in the proposed RR&PP

ii) The Deputy Director (Finance, Infrastructure and Administration) briefed the Board on the item, followed by a detailed presentation by the Dean (Administrative Affairs).

iii) The Board appreciated the comprehensive exercise and noted that the Draft RR&PP includes several progressive steps viz.

a. Replacement of existing cadre-based structure with simplified Linear structure, to ensure wider scope for progression of employees at all levels.

b. Abolition of 3 years contractual appointment in Group C & Group B posts. New recruits shall be directly placed on one year probation.
c. Direct recruitment at Pay Level 5 for Group C posts with subsequent abolition of entry through direct recruitment to PL 3 and PL 4
d. Direct recruitment at Pay Level 7 for Group B posts with subsequent abolition of entry through direct recruitment to PL 6.
e. Career progression pathways aligned with DoPT norms i.e. residency period for progression from one pay level to next higher pay level is followed as per DoPT norms.
f. Pooling of vacancies of Group A posts at Pay Level 10 and Pay Level 11. Similarly, pooling has been done at Pay Level 12, Pay Level 13 and Pay Level 13A.
g. Financial upgradation to PL 14 after meeting a residency period of 2 years at PL 13A.
h. Introduction of Limited Departmental Competitive examination (LDCE) to promote meritocracy and performance-based advancement with reduced residency period.
i. The career progression for the doctors will be identical to Dynamic Assured Career Progression Scheme (DACP)
j. The career progression for Group A Library staff will be identical to Career Advancement Scheme (CAS)

iv) The Board **NOTED** that in the existing Recruitment Rules and Promotion Policy (RR&PP), employees hired through direct recruitment in Group B and Group C positions had a three-year contractual period followed by a probation of one year, which was a deterrent in getting very good candidates. The Board **RESOLVED TO APPROVE** the abolition of the three-year Contract Period and retain one year Probation Period for Pay Levels 3 & 6.

R. 57/2025
2/276

v) The Board NOTED that as the Pay Levels 3 & 4 will be abolished, there will be no direct recruitment at Pay Levels 3 & 4, henceforth. The Board also RECOMMENDED that the tenures of the employees who are presently on the Contract Period may be reviewed as if there was no Contract Period towards confirmation after the completion of one year.

vi) The Board also **NOTED** that the new RR&PP is proposed keeping the DoPT guidelines as mentioned in its Office Memorandum F.No. AB-14017/4/201-Estt. (RR) dated 20th September, 2022. It is proposed with a view to provide faster career advancement as compared with existing RR&PP scheme.

vii) The Chairperson, BoG, also **SUGGESTED** to check the procedure followed by other IITs regarding direct recruitment at the entry level in Group B and Group C positions.

viii) The Board also **NOTED** that the new 360-degree Annual Performance Appraisal Report (APAR) will be introduced from the year 2026-27 which will be linked to the promotions of employees.

ix) The Board **SUGGESTED** that the implications of the Pay Levels 3 & 4 may be studied comprehensively, and it may be shared with the Staff members to help them to understand the revised policy in detail.

x) The Chairperson, BoG, **SUGGESTED** the following:

a. To refine the RR& PP document
b. Provide justification of ₹ 10 Crore financial implication calculated

xi) The Chairperson, BoG, **SUGGESTED** to have a Special BoG meeting for discussion on the revised draft document, including all the comments received from the Board Members and stakeholders.

xii) Prof. Aniruddha Pandit, BoG Member, **SUGGESTED** to conduct a workshop before implementing the revised Policy to inform all stakeholders who will be affected by this policy. They may be informed about how the changes in the policy are beneficial and are as per the DoPT norms and BoG suggestions.

Item No. 3: **TO CONSIDER THE PROPOSAL FOR ESTABLISHING A TRANSLATIONAL RESEARCH YIELDING SOLUTIONS FOR TOMORROW UNDER THE NAME "TRYST TRANSLATIONAL RESEARCH FOUNDATION" AS A SECTION 8 COMPANY OF IIT BOMBAY**

i) The Director briefed the Board on this item.

ii) The Board **NOTED** that establishing TRYST as a Section 8 Company will help support translational activity and build up an engineering base, data base and vendor base.

iii) The Board also **NOTED** that the Section 8 Company will help to retain, reallot the manpower in verticals in the domains such as bioengineering, artificial intelligence, controls, etc.

iv) The Professor in charge (Translational Research Centre) made a presentation to the Board.

v) The Board **CONSIDERED** the proposal for establishing a Translational Research Yielding Solutions for Tomorrow under the name "TRYST Translational Research Foundation" as a Section 8 Company of IIT Bombay.

R. 58/2025
3/276

vi) The Board **RESOLVED to APPROVE** the establishment of a Section 8 Company of IIT Bombay aligned with the theme of "Translational Research Yielding Solutions for Tomorrow" under the name "TRYST Translational Research Foundation".

vii) The Chairperson, BoG, **SUGGESTED** that once a year, all Section 8 Companies should give a presentation to the Board, including the progress achieved as well as on compliance related matter.

The Meeting ended with a vote of thanks to the Chair.

(SHIREESH B. KEDARE)
DIRECTOR

(K. RADHAKRISHNAN)
CHAIRPERSON