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APPROVED MINUTES

MINUTES OF THE 105th BOARD OF GOVERNORS MEETING OF INDIAN INSTITUTE OF MANAGEMENT KOZHIKODE HELD ON 20 JANUARY 2024 AT 11:00 HRS IN CHENNAI

BGM 105.10 Proposal for introduction of Cumulative Professional Development Allowance (CPDA) for Faculty Members

Faculty members of the Institute are currently entitled for the Annual Conference Fund (ACF) at the rate of Rs.1,50,000/year and the Faculty Development Fund (FDF) at the rate of Rs.1,25,000/year. MHRD vide Letter No. 23-1/2008-TS. II dated 18 August 2009 has communicated the approval of the Central Government to implement Cumulative Professional Development Allowance (CPDA) at All Centrally Funded Technical Institutions or CFTIs (including IIMs). However, the Board of IIMK Society in 2009 decided to continue the existing scheme of FDF and ACF to attract and retain the best talents in the academic domain.

The IIM Act was enacted with effect from 31 December 2017. As per Section 11 (2) (i) of the Act, the allowances of the posts, created by the Board, shall be such as may be determined by the Central Government. While revising the pay of the faculty members as per the Seventh CPC pay levels, MHRD, vide Letter No. 15-4/2017-TC dated 27 October 2017, has informed that the all allowances to faculty members of CFTIs to be paid as per the existing pay structure (6 CPC) till a final decision on the allowances is taken by the Ministry of Finance.

The transaction audit party of the Office of the Principal Director of Audit (Central), Chennai, Kochi Branch, has pointed out that the Institute is paying excess amount under FDF over and above the CPDA limit approved by the Ministry.

Therefore, it is proposed to implement Cumulative Professional Development Allowance (CPDA) at the Institute, from Financial Year 2024-25 onward, as per MHRD Letter No. 23-1/2008-TS. II dated 18 August 2009. All faculty members (both regular and contract) may be given a Cumulative Professional Development Allowance of Rs.3 lakhs for every block period of 3 years (Rs. One Lakh per year). The CPDA may be given on reimbursable basis to meet the expenses for participating in both national and international conferences, paying the membership fee of various professional bodies and contingent expenses.

Since the CPDA covers conference expenses, membership fee of various professional bodies and contingencies, it is also proposed that the Institute may abolish the following from the financial year 2024-25 onward:

1. Faculty Development Fund.
2. Annual Conference Fund.

Julius George

ले कर्नल एम. जुलियस जॉर्ज (सेवानिवृत्त)

Lt. Col. M. Julius George (Retd)

सचिव, शासक मंडल

Secretary, Board of Governors

भारतीय प्रबंध संस्थान कोषिकोड

Indian Institute of Management Kozhikode

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3. Reimbursement of registration charges for international conferences (conducted abroad).
4. Reimbursement of 75% of annual membership fee of one international professional society.

It is further proposed that the point number 6 of the Mandatory Requirements section of the latest BoG approved Faculty Work Norms be modified by deleting the existing text -

"Institutional incentives/payments (including PDF/FDF/ Annual Conference fund) will not be available for those who do not meet the minimum credits required during the previous year".

and replacing it by -

"Institutional incentives/payments (PDF) will not be available for those who do not meet the minimum credits required during the previous year".

Submitted for kind perusal and approval of the Board.

The Board approved the Proposal for introduction of Cumulative Professional Development Allowance (CPDA) for Faculty Members for the time being; however, the Board is of the view that, following Govt. Norms may not be possible in Toto in view of the Academic Competence needed to compete with the Global Standards.

The Board would like to review the same in future.

ले. कर्नल एम. जुलियस जॉर्ज (सेवानिवृत्त)

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