



STUDENTS IITJ &lt;pgstudentsiitj@gmail.com&gt;

## Request of Resignation from Director IIT Jodhpur

PGSTUDENTS IITJ &lt;pgstudentsiitj@gmail.com&gt;

Thu, Apr 2, 2015 at 1:47 AM

To: gmsc@uohyd.ernet.in, gmehta43@gmail.com, K VijayRaghavan <vijay@ncbs.res.in>, chandra@iimb.ernet.in, kiran@karnik.net.in, drmehta.jaipurfoot@yahoo.com, spgoyal@nic.in, pradeepkumar@nic.in, amishra.edu@nic.in, shailym.edu@nic.in, rajusrini.edu@nic.in, triptigurha.edu@nic.in, pmathew.edu@nic.in, rajesh.solanki@nic.in, sujitkumar.edu@nic.in, arunkumar.edu@nic.in, daulat.kaushik@nic.in, ak.gopal@nic.in, indirap.edu@nic.in, sonewiit.edu@nic.in, vkahluwalia.edu@nic.in, sksaha.edu@nic.in, pstohrm@gov.in, apstohrm.edu@nic.in, veena.dunga@nic.in, secy.dhe@nic.in, krishna.kumari@nic.in, damodaran.edu@nic.in, anil\_kumar@nic.in, hansraj.edu@nic.in, asinha.edu@nic.in, smritizirani@gmail.com, smritizirani@sansad.nic.in, upendra.kushwaha@sansad.nic.in, office.mpagra@gmail.com, rs.katheria@sansad.nic.in, usgrievance@rb.nic.in, pradyut.guha@rb.nic.in, osdhindi@rb.nic.in, osdrr@rb.nic.in, dps@rb.nic.in, saurabh.vijay@rb.nic.in, pstopresident@rb.nic.in, osdtopresident@rb.nic.in, ps1president@rb.nic.in, gaitrikumar@rb.nic.in, presssecyrb@gmail.com, mathew.thomas@rb.nic.in, secy.president@rb.nic.in, surendra.mohan@nic.in, dhe-mhrd@nic.in, cmrf.cmo@rajasthan.gov.in, cmrajasthan@nic.in, cmraj@rajasthan.gov.in, dm-jod-rj@nic.in, ranjanr1@nic.in, sandhu.edu@nic.in, ishita.edu@gov.in, yogendra.tripathi@nic.in, rc.meena@nic.in, cca.edu@nic.in, bn.tiwari@nic.in, manju\_j@nic.in, avinashpant@aicte-india.org, mpchopra@aicte-india.org, jpganguly@aicte-india.org, arizahmed@yahoo.com, g.shekhawat@sansad.nic.in, appt.pmo@gov.in, gargarjunbilara@gmail.com, phalodimla122@gmail.com, aapkijiji@gmail.com, dharkk@gmail.com, Jaitly\_vk@rediffmail.com, pkkapse@hotmail.com, sec@hry.nic.in

Cc: director@iitj.ac.in, cvrm@iitj.ac.in

Respected Sir / Ma'am,

This is to bring to your notice a severe problem being faced by all the members of IIT Jodhpur family.

We feel that our Institute is in a very bad condition and we are facing various serious issues all due to 1 person - Director Sir. Over the past one and half years, there have been many instances of dictatorship, autocracy, favoritism due to which many faculty and staff have been terminated senselessly and many have left the Institute bearing pressure due to non-conducive environment created by Director Sir in IIT Jodhpur. If this situation persists, we will have no faculty to take our courses and guide us. Apart from this, there are many other problems which we feel are degrading our Institute and tarnishing our reputation as an IIT.

We have attached documents stating the problems we have and the consent of students demanding resignation of Director Sir.

Abiding to the situation, we the students are protesting against Director Sir. We feel that if Director Sir continues, our academics will degrade and we will not be able to compete with world.

It is our sincere appeal to consider our request and terminate Sir from his duties. We will be on indefinite protest since our request is being considered.

Attachments: Letter requesting resignation of Director Sir signed by students.  
Issues being faced by all the members of IIT Jodhpur

Thanking You

Yours sincerely,  
All IIT Jodhpur Students

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3 attachments

**Demands from Students of Indian Institute of Technology Jodhpur**

1. Current Director Prof. C.V.R. Murthy must resign and leave the institute immediately.
2. Roll back the recent termination of Dr. Ganesh Bagler.
3. Transparent and fair investigation of all the past terminations of faculty/ staff of IIT Jodhpur.



## **Complaints from UG students (IIT Jodhpur)**

### **1. Nepotism and Draconian Rules**

The Administration recently passed a Code of Conduct for the students of IITJ, which prevents them from speaking to media, not just about the institute, but also on their opinions on 'controversial topics', a very hazy argument. Also, students cannot be affiliated to any political party, and are not allowed to participate in activities/summits of any political party. This takes away the very democratic right to choose and to make electoral choices. Also, the students are not allowed to post anything about the institute on Social Media, a curb on their freedom of speech. They are also not allowed to protest against the institute (this is in light of a series of protests that occurred the previous academic year, discussed later) or voice their opinion against the administration.

The Director has exhibited favoritism, both among faculty and staff. Evidently, he has hired three members of the same family (lady, father and husband) as staff at IITJ with a public notification of only one day. The lady is his stenographer, the father is also on his personal staff, and the husband in the accounts section. On our personal investigation, it was found that they were also a part of his entourage at IIT Hyderabad, from where they were terminated not long after he left.

### **2. Faculty Crunch**

Although IITJ had been facing a faculty crunch for a long time, faculty attrition has increased like never before under Prof Murty. Most faculty complain of internal politics, lack of freedom to work, and harassment as the reasons for leaving. Over the past year, more than 10 faculty members have left the institute. Not just that, in the name of improving quality, many faculty members have been terminated by the director. But the fact is, these are faculty members who have responded to his actions and voiced their oppositions. 6 faculty have been terminated since he took over, and 8 have resigned since. Among those terminated is a Professor who retired from IIT Kanpur (definitely, one cannot question quality in this case).

Faculty are not being given promotions or not being regularized (instead their probations extended) for reasons such as "not following my (Prof Murty's) instruction to wear white shirts". A letter about this mistreatment was addressed to the Chairman, Board of Governors, IIT Jodhpur, by a faculty who resigned.

There have been no unbiased procedures for faculty recruitment. We know for a fact that a candidate with a PhD from MIT was not shortlisted, because he did not have a "strong technical background". The number of faculty is at such a level that we might have to close down programs like Computer Science which have only 2 faculty, and we need to literally beg qualified faculty to join us, but then can beggars afford to be choosers?

### **3. Closing down of Innovation and Incubation Center**

Our current Prime Minister, Narendra Modi once said, India needs job creators not job seekers. Prof. P.K.Kalra took steps right in 2011 to establish an incubator for startups and to promote entrepreneurship. But what Prof. Murty did was to close down the incubator, which was inaugurated by the Hon. President of India and the former Education Minister. He never gave any public statement as to why, or that he is closing it down. Instead, the companies which were being incubated there were not given the entire funding that they were

promised. And also, any money spent on these companies have been deducted from salaries of the staff, who were responsible for the incubator.

#### **4. New B. Tech. programmes conjured up ambiguously**

Prof Murty has come up with a blended B.Tech. program in July 2014. Even though an academic year is about to end, the details of the programme have not been communicated to the students enrolled in the programme even after repeated requests. The queries regarding the programme remain unanswered even by the director.

#### **5. Closing down new undergraduate programs**

IITJ gained attention, including in national newspapers like The Hindu, for its innovative B. Tech Program in Systems Science, and then in Biologically Inspired Systems Science. Ever since the day Prof Murty took charge, he has been adamant on closing these programs down, which he hinted in his first interaction with students. Later on, with the Academic Committee, which he himself constituted and passed a recommendation to scrap the program. The students tried to argue their case and convince Prof Murty of why it should be continued. They also tried to point out the flaws in his argument, which he was unwilling to listen to. Finally, the students had to send a representation to the Academic senate, where his proposal was opposed by the student representative and external members, and one faculty member (who was the Dean of Students' Affairs), and overturned. He got away partly successful as he reduced the number of seats in the programmes and was able to send a wrong message to IIT aspirants. Finally in November 2014, the programme was scraped without any intimation to the students or the faculty. Also around the same time, two faculty members were asked to prepare proposals for new inter-disciplinary research centers.

#### **6. Personally Targeting those who Respond to him**

Prof. Murty has taken to personally target those who voice their opposition to his autocratic regime. The case of the professor earlier, who toed away from the administration line, on dressing and with regard to other aspects and was hence given an extension of probation is one example. In another case, the Dean of Student Affairs who argued in favor of the continuation of the Systems Science program was removed unceremoniously from his post, a move that led to students' protests, which led to a faceoff between the director and the students, ending in him giving hollow promises which are yet to be fulfilled although 6 months have passed. The strikes were covered in the media as well. In other cases, he has taken to threatening students as well.

#### **7. Centralization of power**

Even for the smallest of the smallest issues, direct approval from the Director is necessary. For example, arranging local transportation for a guest speaker for a students' club lecture, under the Gymkhana and its budget. Even the Coordinator, Students' Affairs, does not have the authority to make the approval.

In his official capacity, it is understandable that the Director has to keep travelling for official purposes and is out of station frequently. With the immense responsibilities that he has taken upon himself, and the very little time he has to spare, he is unable to look into all such issues and approvals get delayed, hampering the smooth and efficient functioning of the system.



### **Complaints from PG Students, IIT Jodhpur**

**1. Exceptionally high rate of terminations and resignations of faculty and staff members at Indian Institute of Technology Jodhpur:**

*In the very first meeting after joining IIT Jodhpur, we were assured by Prof. Murthy that faculty retention would be his first priority. He promised to do all the needful in order to retain the existing faculty/staff members, and would help IIT Jodhpur in achieving the required faculty/student ratio. Unfortunately, the situation became worse, many faculty/staff members left the institute and many were terminated. The current strength of faculty is almost half of what is required, as per norms.*

**2. No transparency in terminations:**

*It has been observed that faculties are served with termination letter without prior notices. Such termination letters were reported to have least information about valid or proper reason of the action, barely comprised of recommendation of review committee. It seems that student feedbacks were hardly accounted in such decisions.*

**3. Lack of experts to continue the courses left unattended:**

*Once a faculty member leaves the institute, the students (UG and PG) attached with him/her are left to suffer with no alternative arrangements.*

**4. The policy of demolishing old structures:**

*One of the favorite working styles of Prof. Murthy includes demolishing the older structures and starting from the scratch, completely neglecting the institute's loss (all the efforts of manpower, resources and capital). Demolition of CoEs, NI lab and Innovation and Incubation Center (IIC) are few examples of his accomplishments.*

**5. Single point of decision making:**

*In the institute, no appointed authorities were empowered to take decisions on their own behalf. Almost every official document is presented for approval from the Director which creates huge delay in various processes.*

**6. Hiding important facts:**

*Important documents, rules/norms and higher authority communications are not shared timely with the stakeholders. e.g. an important decision of making of departments was circulated among the stakeholders on 16<sup>th</sup> Feb 2015, although the decision was taken on 27<sup>th</sup> Nov 2014 in the 12<sup>th</sup> board meeting.*

*Students are never informed about the resignation/termination of their mentors, it comes as a big shock to the students, which could be traumatic.*

**7. False promises are made in meetings with students**

*Documents including B.Tech/M.Tech./Ph.D ordinance, M.Tech and Ph.D. thesis formats, Rules and regulations for availing contingency grants/HRA/travel grants are not available till date to the students, promised by the Director multiple times.*

8. **Student Harassment:**

*First PhD student after writing his PhD thesis, almost a year ago is still awaiting the thesis reviewing process to be started till date. Another student who went for internship to Tokyo University was terminated in his absence and was compelled to find some alternate.*

9. **Partial Decisions:**

*The fate of student's request/application/approval seems to be dependent on his personal relations with student's mentor. At times, students have suffered because their mentors do not fall in Director's list of favorites.*

10. *Research students are compelled to change their research topics/area multiple times throughout their Ph.D. tenure. In some cases, there are no alternatives at all.*

11. *Students who were promised by the Director to accompany their earlier supervisors for continuing their research are not relieved by the institute till date.*

12. *Many research students are not having any proper sitting place where they can conduct their research and many of them have been forced to leave their previous sitting places.*

13. *Indecent behavior of Prof. Murthy during student interactions.*

14. *There is lack of equal and active participation of students and faculty in the academics and research related matters.*

15. *Director IIT Jodhpur seems to be highly egoistic person who prefers to serve his own ego first rather than serving the institute interest.*



# Why Dr. C.V.R. Murty should be terminated?

A Director of an institute, like IIT Jodhpur, is like the father who is supposed to consider all students equal and mentor them towards their betterment and growth, both professionally and socially. He is supposed to create an environment which is healthy enough, providing new and ample opportunities and take the institute to newer heights. If a person is not capable enough to create such environment then surely he is not fit for sustainability of this system.

We want your attention over some concerns, in this regard, related to Dr. C.V.R. Murty:

## 1. Professional Concerns

- a. His main emphasis is on **empowering administration** rather than maintaining conducive Research and Entrepreneurial environment, by closing various labs like NI (National Instruments) Lab and SoC (Systems of Chip) Lab, Entrepreneurship “Ideas” cell namely Innovation and Incubation Center (IIC) which was inaugurated by the President of India, etc. Approximately, 50crores Rupees worth of equipment and wireless instruments are either lying in labs (which have very little space) or are lying in store rooms rotting in dust. It’s his favorite working styles, that is demolishing the older structures and starting from the scratch, completely neglecting the institute’s loss (i.e. all the efforts of manpower, resources and capital).
- b. In this doing, Director has taken space from the lab where upto 60 PG students and many UG could sit doing their work and rather, only gave back empty-promises to students. He even **discourages establishing Research Environment** in the campus. After the administration got repositioned at one place, there are atleast 4 enough spaced rooms which are left emptied without any purpose and are kept locked for no use, while students, especially PhD scholars, are left wandering in the Institute area seeking a space to work on their research. Upon making many requests for the same by these students, Director boldly replies and encourage them to do their research at hostels which is highly disappointing on his part to hear. Even, A “**PG Room**” was separately provided to PhD scholars in 2013, which was taken back with assurance of separate space to be provided and after two years now, number of verbal reminders and written request just keep on piling up in his office and open door-sessions.
- c. The best thing he introduced as a Director was the so called “**Open door sessions**”.
  - i. But, whenever students have given written requests, only empty promises have been provided to them. For example: Properly written application for providing space to Research (PhD) scholars was given, many times through all possible channels. He agreed upon it and Col. P. S. Rathore was appointed to implement the same. Since then, **4 months** have passed and no place has been provided to who are found **roaming around**.
  - ii. **Computational Needs** of individual Research scholars are not being fulfilled despite regular requests to the Director and instead are told that “it’s not his responsibility.” While, faculty mentors or Heads of Departments are in return bound to ask his approval for these requests.

- iii. A contingency grant is provided to Research Scholars. No formal guidelines have been provided to them, even after countless requests. They are instead told to buy CD/DVDs of worth Rs. 37,000pa.
- d. Students and faculty members are being **mentally harassed**. For example:
  - i. He has made the system complicatedly bureaucratic and increased the paper work. He has setup his own formats for different types of documents needing his approval, which he for sure will either return them many times only pointing out the faulty formats or keep them pending until their deadlines are gone.
  - ii. He might even approve certain requirements for a project/lab in written but then would say, "it's not what I approved". A large amount of time is wasted due to such things, causing ample frustration.
  - iii. Whenever a faculty member is terminated, his/her students are forced to choose a new guide (who is mostly from different research area) during the notice period, leaving the student in **traumatizing condition**, even when the student has already devoted his significant time of research with the previous guide, giving lengthy 'Comprehensive Exams' and 'State of Art' presentation which would take a max. 2 years of the student.
- e. Director has taken **centralized control** over all financial things.
  - i. Students have to run through offices getting signatures of a number of authorities and administration office never helps them in this regard. Even, the sub-authorities assigned by him for administration are not authoritative and no approval is taken in effect until his signatures.
  - ii. First he will approve, in written (E.g. seed grant), the requests but will deny later. It takes too much time in releasing money for above said requirements, also sometimes, giving less money for the budget.
- f. **Dual standards** are displayed, meaning he is always being '**Dual-faced**'
  - i. Ever since he arrived here he has opposed the existence of two new UG Programs, SS and BISS which gained positive attention for IITJ. Even, after an unsuccessful attempt due to the opposition from the students to shut down these disciplines last academic year (even semester), he chose not to discuss with the faculty and students of the concerned disciplines before shutting them down this academic year (odd semester), leaving lives of many students in dilemma. He didn't inform about the same to students, until February after an RTI was filed in January.
  - ii. The Director came up with a Blended B.Tech. Program for the new batches in July 2014. Even though this academic year is about to end, the program remains unstructured and under high apprehension because details of the program have not been communicated to the students enrolled in the program, after repeated requests. The queries regarding the program remain unanswered even by the Director.
  - iii. While one student was permitted to work with a faculty who has left the institute, at the same time another PhD Scholar was denied similar request.
  - iv. Holding **separate meetings with UG and PG** (even, branch-wise) for **same issues**, hence trying to divide students by falsely assuring to heed to needs of students. Encouraging PG students to stop extra-curricular activities.



- g. He constantly keeps on **harassing and depressing the students**. He keeps on changing and modifying the rules, which puts students in trouble and humbly asks students to bear with him for his doing.
  - i. PhD Research Scholar student after writing his PhD thesis, almost a year ago is still awaiting the 'thesis reviewing process' to be started till date.
  - ii. Another student who went for internship to Tokyo University was terminated in his absence, even without informing him until his return to IITJ and was compelled to find some alternate.
- h. Student feedback system is not consistent and confidential. Claims are made for its anonymity while a several times, it's been proved that it is not anonymous which ultimately leads to 'Personal targeting and agitation'.

## 2. Behavioral Concerns

- a. Whenever students interacted with him, he would start saying *"you can close the door and abuse me for 5 minutes"*.
- b. Even faculties have been told by him that *"Because I do not have any close relatives, you can kill me"*.
- c. If he has no answer to a question he'll simply leave the place/meeting.
- d. He would personally target and trap Faculty in his chambers with his own appointed administrative authorities who would harass him/her and the Director would tell him/her to resign otherwise, he would destroy his career by officially terminating him/her. He does this so as to score better in saying that *'he didn't terminate but the faculty himself resigned.'*
- e. During recent alumni meet, the Director asked an alumnus *"Take these 10 rupees and go get shaved"*
- f. When students requested to work in night hours in laboratories, the Director replied, *तुम तो गुंडागर्दी करके रुक रहे हो ऐसे गुण्डों को permission नहीं दूंगा"*
- g. The Director once asked a faculty to have one to one physical fight (Come out of the lab, मैं तैयार हूँ, तुम भी तैयार हो जाओ)

## Conclusion

As it is evident from the above said professional as well as behavioral concerns regarding Dr. C.V.R. Murty, we are ensured that he is unfit and incompetent to be the Director of IIT Jodhpur.

**NOTE:** Documents related to both professional and behavioral concerns are attached herewith.

# CASE STUDIES

1. The case of Dr. Ravindra Arora, senior most faculty at IIT Jodhpur who was terminated and his salary for one month and 4 days withheld.
2. Thoughts of Dr. Debabrata Pal, who resigned because he could not cope up with the filthy internal politics at IIT Jodhpur.
3. An appeal from several prominent academicians to the Director, Prof CVR Murty expressing that termination of Dr. Satyabrata Adhikari, Assistant Professor was unjust, owing to his excellent academic credentials.
4. Closing down of 2 most ingenious hardware labs at IIT Jodhpur and converted to administration offices.
5. The E-mail thread where the faculty members express their frustration and despondence on the sad state of affairs at IIT Jodhpur.



## **The Curious Case of Dr. Ravindra Arora (Senior most faculty at IIT Jodhpur )**

Dr. Ravindra Arora served as a professor with a phenomenal track record for 34 years at the Department of Electrical Engineering at the Indian Institute of Technology, Kanpur. Owing to his experience and expertise, Dr. Kalra, former Director, IIT Jodhpur requested him to join IIT Jodhpur and contribute in the development of IITJ, which was in its nascent stage.

He was terminated by Prof. C.V.R. Murty, the current director without citing any reasons. A week prior to the termination notice Dr. Ravindra had offered to resign citing the reason as humiliation by the director on the account of Dr. Ravindra's association with a mysterious *faculty forum*. The allegations were clearly denied by Dr. Ravindra in another string of e-mails. Dr. Ravindra Arora voiced his concerns as:

*“I am ready to tender my resignation with immediate effect because **I feel humiliated to work under the present conditions prevailing in this Institute. It is very unfortunate that such a way of treatment has now a days become common in dealing with people at IITJ.** I request you to kindly advise me at your earliest so that I could plan my summer in a fruitful manner.”*

**From:** Dr. Ravindra Arora

**To:** Dr. Goverdhan Mehta, Chairman, Board of Governors, IITJ

**Subject:** Termination

Dear Prof. Mehta,

Further to our correspondence last week, I am sorry to bring to your kind knowledge that on April 4<sup>th</sup>, 2014 I have been served a notice from Dr. C.V.R. Murty terminating my services w.e.f. May 5<sup>th</sup>, 2014, seven months before the term. Attached herewith is the scanned copy of the notice.

When I joined IITJ in Nov. 2011, I left behind my well settled life and much more lucrative regular job at Gurgaon. I served IITK for 34 years with excellent records. I have taught Dr. Kalra in the class when he was doing his M. Tech. in our department. I joined IITJ on the request of Dr. Kalra. The only motive was to help the upcoming IITJ for its development. After Dr. Kalra left I was also preparing to leave in Dec.2013. However, I extended my stay at IITJ only on Dr. Murty's request. All my efforts in the last two and a half years have been to make contributions for the development of IITJ to become a prestigious institution.

Your good self would recall that I offered last week to tender my resignation with immediate effect. It is a pity that IITJ still decided to serve me with this unethical letter terminating my services without giving any ground.

I must inform you that such **humiliation has become a culture and a routine way** in dealing with the IITJ fraternity in the last a few months. **The students, faculty and staff is living in a trauma**, ‘who will be the next’ target? **The present atmosphere is not good for the health of the Institute.** It is affecting not only the development but also the teaching and learning process and the research work. The goodwill of IITJ is at stake. **I can assure you that the competent and good people would think twice to work in this institute under the prevailing conditions.**

As I know that the appointment of a Visiting Professor needs the approval of the Chairman, BOG. Does the ‘termination’ not need it?

With warm regards,  
Sincerely,  
Ravindra Arora

Dr. Ravindra has *yet* not received his salary for a period of 2 months even after having voiced the same several times to the director and the Dr. Goverdhan. His laptop was mysteriously stolen from his office which is a high security zone and the documents he submitted to the administration before leaving were *nowhere* to be found.

**From:** Dr. Ravindra Arora  
**To:** Dr. Goverdhan Mehta, Chairman, Board of Governors, IITJ  
**Subject:** Termination

Sir,

I worked for IITJ till May 4th, 2014. **I would like to bring to your kind knowledge that I have till date not received my salary for the months of April and May 2014.** I request you to kindly do the needful.

When I contacted Mr. Sharad Srivastava of Accounts Department early this month, I was told he had not received my 'No Dues Forms', which I had handed over to Mr. Sanjib Mukherji personally before leaving the Institute after getting all the signatures done. Since it was not traceable anywhere in the Institute, I have sent recently a photo-copy of my copy to Mr. Pardeep Saini.

As Mr. Saini informs, the case is pending because the PC issued to me was stolen from my office in the Institute in Oct'13. I would like to inform that this happened within three minutes when I was away from my room to go to restroom around 1:00 pm. An FIR was lodged with the Police by Mr. Rathore, In-charge Security, IITJ. The PC was not recovered till I left IITJ in May'14. I have no information about the further development in this matter.

I request you once again to please do the needful so that my salary is released at the earliest.

Sincerely,  
Ravindra Arora

A very recent statement from Dr. Ravindra Arora:

*“After conveying me verbally his own accusation in the name of Chairman BOG he served me termination letter without giving any reason. Another problem with him is that he is allergic to every thing the previous director started and even to people appointed by him. **I strongly feel he is having a psychological problem, which has made him to be a sadist. A person with such problems does not deserve to be Director of an Institute of national importance.**”*

*(\*he refers to Prof CVR Murty, Director IITJ)*

Considering the statements made by Dr. Ravindra Arora, the need to say anything more is clearly extinguished. Such are the thoughts of an extremely qualified and experienced faculty, who became a victim of the autocratic rule; instances of which have become a part and parcel of the lives of each and every stakeholder alike. The students of IIT Jodhpur will continue to be on an indefinite protest against the director Prof CVR Murty in the light of his dictatorial nature which has stifled the research, the smooth function of the institute and gravely affected the quality of the academics. The protest will continue until the demand for the termination of the director at IITJ is met.

## **A Note on My Resignation.....**

Below I have tried to summarize some of the issues which bothered me during my association with IIT Jodhpur and eventually made me resign from my position as Assistant Professor.

I Joined IITJ at a time when present director (Prof. C V R Murthy) assumed his position, it would be unwise, therefore, to make a comparative analysis of the state of affairs existed in the previous and present situation. My concerns and issues are only related to ongoing academic system.

IIT Jodhpur is a stand-alone IIT in many regards. Firstly it is located in a geographically adverse location, it is facing alarming rate of faculty attrition, even after six years since its inception it could not set up its own campus (Most of the new IITs although have not set up the permanent campus yet. But all of them have started work and progressed way far. IITJ has not even started the construction works). Only a bhumi puja was done), no director finished his full tenure (as of now) and needless to say, system is highly unstable.

Given such condition following state of affairs in the present regime, as it seems to me, are highly undesirable and worrisome.

### **Academic and Administrative**

- a) Institute reduced faculty seed-grant from 50 lakhs to 25 lakhs for science and engineering faculty members and to 5 lakhs for HSS faculty members (while many HSS faculty members require more than 5 lakhs to set up their labs and to do field surveys). This is discriminatory and belittling the HSS faculty in front of other faculty colleagues in the Institute thereby giving an inadvertent and unwarranted message about HSS research to the rest of IITJ faculty.
- b) Along with this clear division among the faculty members in allocation of funds, another attempt was made to make this division explicit in public by categorizing faculty members in following heads: contract, visiting, permanent, guest in the institute website itself; which, in my view, smacks on the integrity of the faculty members.
- c) We were told in the faculty meeting that if it is found that download rate of a particular journal is low then that journal will be unsubscribed and any demand of articles from those journal would be made through a request to librarian who would again use different source to download those and send them to concerned faculty member. **This clearly inhibits the process of academic research.** Furthermore, the annual library grant has been brought down from **5 crore to 2.5 crore** which, needless to say, badly impinges on the library infrastructure in terms of meeting fresh demands of books, journals, buying data for research etc.
- d) **Existing decentralized system of delegating administrative works at different levels of the system virtually has been done away with.** The decentralized structure remains for namesake; all decision are autocratically made by the head of the institute. In the due process the existing online leave-portal was made dysfunctional. Even for the simple leave approval, one has to seek permission with hardcopy of an application from the head of the institute.
- e) For any application addressed to the head of the institute, is generally found to get returned to the concerned faculty member several times due to following reasons: document does not use proper font size or does not leave 2.5 cm margin on the left \right side, Book-antique font is not used, concerned faculty member has not signed horizontally (as it is bit tilted) etc. (a scan copy of

returned document with comments is also attached here with this mail to substantiate my point). One can imagine how much productive time a faculty member wastes for fulfilling this unnecessary, bureaucratic, nonacademic work.

- f) Different committees have been formed for different academic purposes but almost in all the committees the decision of the director prevails. **The democratic process of decision making is strikingly absent in every meeting.** Whenever asked to sign the minutes of the meeting, the head denies to sign it because according to him it is his prerogative not to sign the paper. The director would dictate pretty much every decision in the meeting but refuse to assume the onus of it. **He would make it appear as if the decisions were taken by the committee coordinators.** Coordinators themselves, fearful of their own positions, would not dare to say anything not in sync with the agenda of the director. Most of the center coordinators were changed and new ones were appointed soon after he became director. What was the need for it? Also he changes the coordinators before their presumed tenure is completed as per his whims and in the process **humiliating the person** who assumed the role till then.
- g) The authority splurges money on holding workshop on leadership\team building among faculty and staff members, which is a unique practice in corporate sectors. In my opinion such activities of team building has no relation with academics, it is mere wastage of public money and productive time of faculty members and staff. The infiltration of corporate culture is also prominent in academic structure of the institute. A new blended academic system was developed to focus much on industry needs while diluting the basic foundations. For instance, the role of HSS courses has been compromised significantly. Seven life skill courses have been proposed by the authority without consulting the HSS faculty members. The discussion about whether the set of those courses is exhaustive or the very needs of such courses (the course “ Writing news paper article” for instance) were never discussed with concerned faculty members. The earlier system of requiring 16 credits of HSS course at the end of the programme by BTech students has been dismantled. Evaluation criterion is only Pass and Fail. It may be noted that the HSS courses which were presented and finalized in the HSS focus group were later evaluated by the academic committee which did not consist of a single person with HSS background and approved \disapproved based on what they felt.

#### **Faculty member and the Academic System:**

- h) In the institute majority of the faculty members are on contract or probation. There is not a single faculty at the professor level and only one at the associate professor level. **The head of the institute takes advantage of this vulnerable state of job-security and pushes through its agenda.** In every meeting if someone speaks out or voices some concern which does not go in sync with the view of the head, **the axe of grudge of the authority would fall on dissent.** As a result, many faculty members who have several concerns about the state of affairs and vocal about it in private forums never speak out during a faculty meeting. More often than not, faculty meetings with the director become a monologue by the director.
- i) The unseen incidence like terminating faculty members from probation took place at this institute; **no proper reasons were spelt out when asked about the termination.** Five faculty members were terminated from contract, visiting, guest positions and one member was terminated from probation. Additionally, 10 staff members were terminated or resigned. Not a



single faculty member has joined the IITJ faculty during the tenure of the current director so far. (two people who joined after he joined were offered appointments before the director joined).

- j) In the last faculty review almost all the faculty member got their tenure extended whether be on probation or contract. Noticeably, in many probation letters it is written: *“you ( faculty member) may be terminated at any point of time without assigning any reason”*. Such practice of creating insecurity and playing with the fates of faculty members who have family members dependent on them is absolutely uncalled for. The practice of reining in faculty members by instilling fear of losing job in them for meeting some ulterior motive\goal is nothing but a practice of dictatorial rule, which not only humiliates the position of a faculty member but also reduces the capacity and speed of academic research.
- k) As it seems, there is a clear case of discrimination in the review process of faculty members. Some faculty member with no significant achievement\contribution (no course taught, no paper published in a semester) were made permanent whereas faculty members with significant contributions in research and teaching have got their probation extended or have been terminated. Likewise, in administrative jobs nobody know how come three members from same family were suddenly appointed as staff members in the institute (some of them were also made permanent staff members).
- l) Since new director assumed his position, which is less than a year, apart from 5 terminated faculty members, two faculty members have resigned from their position and in my feeling, many are in pipeline.
- m) Almost every alternative weekend, mostly on Saturday, meetings are scheduled ignoring the fact that faculty members also have some family responsibility to meet. Every meeting whether it is on weekend or weekdays starts at late evening around 6pm and goes beyond 8pm.

#### **Residential Complex and Facility:**

- n) Since faculty quarters are located at a distant place from the institute, where local transportation is literally absent, the institute bus service is only transportation which connects residential complex with the city. In such a situation, Institute's earlier free service to faculty members to avail bus facility has been withdrawn. Now faculty members can avail bus facility after paying lumpy amount to the bus authority. Moreover, even if one is willing to pay for bus service, his\her family members are barred from availing bus service. In emergency, how such facility would take care of the situation nobody knows.

**Due to all these the institute has become a hostile place to work. There is a general lack of sense of belongingness among the staff and faculty.**

In the light of above points it seems to me that I would be better placed if I go out of this Institute. One should not forget that those who get through in IIT system, all have very good academic credential and can move to other place if opportunity arises, especially in a scenario where more IITs, IIITs, NITs are being set up. If IITJ functions the way it is doing now, in near future attrition rate would shoot up to an alarming rate.

Thank you,

Regards

**IIT Jodhpur**

Arpit Agarwal &lt;arpitagarwal@iitj.ac.in&gt;

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**Fwd: [Fwd: An urgent appeal regarding Dr. Satyabrata Adhikari, Assistant Professor]**

1 message

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**vinaypratap singh** <pratap.vinay@gmail.com>

3 April 2015 at 12:38

To: Arpit Agarwal &lt;arpitagarwal@iitj.ac.in&gt;

with regards,  
VINAY PRATAP SINGH  
SYSTEM THINKER@IIT JODHPUR.  
mobile no: 8386068751, 8004354714

"Systems thinking is a style of thought, a perspective on how the world is organized and how it works."

----- Forwarded message -----

From: **Satyabrata Adhikari** <tapisatya@gmail.com>

Date: Fri, Apr 3, 2015 at 12:37 PM

Subject: Fwd: [Fwd: An urgent appeal regarding Dr. Satyabrata Adhikari, Assistant Professor]

To: [pratap.vinay@gmail.com](mailto:pratap.vinay@gmail.com)

----- Forwarded message -----

From: <[archan@boson.bose.res.in](mailto:archan@boson.bose.res.in)>

Date: Thu, Jul 31, 2014 at 3:54 PM

Subject: [Fwd: An urgent appeal regarding Dr. Satyabrata Adhikari, Assistant Professor]

To: [tapisatya@gmail.com](mailto:tapisatya@gmail.com)

----- Original Message -----

Subject: An urgent appeal regarding Dr. Satyabrata Adhikari, Assistant Professor

From: "Prof. Dipankar Home" <[quantumdipankar@gmail.com](mailto:quantumdipankar@gmail.com)>

Date: Thu, July 31, 2014 3:30 pm

To: [director@iitj.ac.in](mailto:director@iitj.ac.in)Cc: "Dipankar Home" <[quantumhome80@gmail.com](mailto:quantumhome80@gmail.com)>"Guruprasad Kar" <[kar.guruprasad@gmail.com](mailto:kar.guruprasad@gmail.com)>"Dr Archan S Majumdar" <[archan@bose.res.in](mailto:archan@bose.res.in)>"Srikanth R." <[srik@poornaprajna.org](mailto:srik@poornaprajna.org)>"Arvind Ekalgadda" <[arvind@iisermohali.ac.in](mailto:arvind@iisermohali.ac.in)>"Pankaj Agrawal" <[agrawal@iopb.res.in](mailto:agrawal@iopb.res.in)>"Anirban Pathak" <[anirbanpathak@yahoo.co.in](mailto:anirbanpathak@yahoo.co.in)>"Arun Kumar Pati" <[akpati@hri.res.in](mailto:akpati@hri.res.in)>[biswajit@bose.res.in](mailto:biswajit@bose.res.in)[debasis1x@yahoo.co.in](mailto:debasis1x@yahoo.co.in)"Sibasish Ghosh" <[sibasish@imsc.res.in](mailto:sibasish@imsc.res.in)>"Som Bandyopadhyay" <[som@bosemain.boseinst.ac.in](mailto:som@bosemain.boseinst.ac.in)>"Dr N. Nayak" <[nlkthn@gmail.com](mailto:nlkthn@gmail.com)>"Prasanta K. Panigrahi" <[panigrahi.iiser@gmail.com](mailto:panigrahi.iiser@gmail.com)>"CHATURVEDI, S." <[scsp@uohyd.ernet.in](mailto:scsp@uohyd.ernet.in)>"pramod@physics.unipune.ac.in" <[pramod@physics.unipune.ac.in](mailto:pramod@physics.unipune.ac.in)>[nmukunda@gmail.com](mailto:nmukunda@gmail.com)[shasanka1@yahoo.co.in](mailto:shasanka1@yahoo.co.in)"Rajiah Simon" <[simon@imsc.res.in](mailto:simon@imsc.res.in)>"Apoorva Patel" <[adpatel@cts.iisc.ernet.in](mailto:adpatel@cts.iisc.ernet.in)>

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To  
Professor C. V. R. Murty  
Director  
Indian Institute of Technology, Jodhpur

Sub: An urgent appeal regarding Dr. Satyabrata Adhikari, Assistant Professor

Dear Professor Murty,

We are writing to you regarding Dr. Satyabrata Adhikari, a young and promising member of the Quantum Information Community in India.

Dr. Adhikari was appointed to the post of Assistant Professor at IIT Jodhpur for a probation period of one year vide a letter dated January 30, 2013, after serving there on contract for a year from January 2012. As per our information, during his tenure at IIT Jodhpur, he has published six papers in international journals, communicated several more papers, got a project sanctioned from CSIR as co-PI, applied for two other projects as PI, taught four undergraduate and two graduate courses, guided several MTech and BTech projects, organized a Workshop, has been supervising four PhD students, and participated in various administrative duties assigned to him.

We hold that the probation period of one year got successfully completed on January 29, 2014, in the absence of any communication to the contrary. In spite of this, surprisingly, he got a letter of termination from you dated July 03, 2014, extending his probation for a period of 28 days till July 31, 2014, and simultaneously terminating his services with effect from July 31, 2014.

We have been following the academic track record of Dr. Adhikari for several years, and have no hesitation in stating that he has already made a prominent contribution in his field at an early stage of his career. We are very much disturbed, and find it unacceptable that he should be subjected to such a sudden jolt to his professional career at this stage, due to lack of timely processing of his probation papers on behalf of IIT Jodhpur, notwithstanding any reasons for your not confirming his service.

In these circumstances, we jointly appeal to you to very urgently reconsider your earlier decision, and facilitate the continuation of the services of Dr. Adhikari as Assistant Professor in IIT Jodhpur. We hope that justice will get administered without delay in this case.

Additionally, four very distinguished senior scientists in this field, namely, Prof. N. Mukunda (Indian Institute of Science, and IAS, Bangalore), Prof. S. M. Roy (Tata Institute of Fundamental Research and Homi Bhabha Center, Mumbai), Prof. R. Simon (Institute of Mathematical Sciences, Chennai), and Prof. A. Patel (CTS, Indian Institute of Science, Bangalore) are aware of this matter and have encouraged us to go ahead with this appeal.

Thanking you

Yours sincerely

Dipankar Home (Bose Institute, Kolkata)

Guruprasad Kar (Indian Statistical Institute, Kolkata)

Archan S. Majumdar (S. N. Bose National Centre for Basic Sciences, Kolkata)

Arvind (Indian Institute of Science Education and Research, Mohali)

R. Srikanth (Poornapragya Institute of Scientific Research, Bangalore)

Pankaj Agrawal (Institute of Physics, Bhubaneswar)

Anirban Pathak (Jaypee Institute of Technology, Noida)

Arun K. Pati (Harishchandra Research Institute, Allahabad)

Biswajit Chakraborty (S. N. Bose National Centre for Basic Sciences, Kolkata)

Debasis Sarkar (Department of Applied Mathematics, Calcutta University)

Sibasish Ghosh (Institute of Mathematical Sciences, Chennai)

Somshubhro Bandyopadhyay (Bose Institute, Kolkata)

Pramod Joag (Department of Physics, University of Pune)

Nilakantha Nayak (Central University of Jharkhand)

Prasanta Panigrahi (Indian Institute of Science Education and Research, Kolkata)

Subhash Chaturvedi (School of Physics, University of Hyderabad)

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Mailing Address:

Prof. Dipankar Home

Bose Institute

Centre for Astroparticle Physics and Space Science

Salt Lake Sector - V EN Block

Kolkata - 700 091

India

Webpage: <http://www.dipankarhome.com/>

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Dr. Archan S. Majumdar

Professor

S. N. Bose National Centre for Basic Sciences

Block JD, Sector III, Salt Lake,

Calcutta 700098, India

e-mail: [archan@bose.res.in](mailto:archan@bose.res.in), [as\\_majumdar@hotmail.com](mailto:as_majumdar@hotmail.com)

<http://bose.res.in/~archan/asm.html>

Tel: 91-33-23355706/7/8 (Extn. 215)

Fax: 91-33-23353477

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**untitled-2**

6K



## Stifling Research at IIT Jodhpur

- The guides (faculty members) of the PhD students were terminated. The equipment worth millions of rupees in their labs was disconnected, stocked in the corner and rendered unusable. 30+ PhD students were asked to change their guides and their domain of research. Moreover, 2 years of their hard work was discredited.
- The National Instruments lab (room No. 3111) at IIT Jodhpur was converted to an administration office (in reference to above).
- The news of the termination of their respective guides was communicated by a class IV employee and no official e-mail was sent to the students affected.
- The System on Chip (SoC) lab (Room No. 3112); which was the nerve center of ingenious hardware research was closed down on the pretext of it being reserved for new faculty recruitments; none of which happened in the following 1 year. The lab was eventually converted to the accounts office

----- Forwarded message -----

From: Logistics Services, IIT Jodhpur <logistics@iitj.ac.in>  
Date: Thu, Nov 20, 2014 at 2:05 PM  
Subject: Establishment Separate Admin Office  
To: allstudents <allstudents@iitj.ac.in>  
Cc: Faculty <faculty@iitj.ac.in>, Assistant Registrar <ar@iitj.ac.in>, Staff <staff@iitj.ac.in>, Project Staff <projectemp@iitj.ac.in>

Dear Students

With immediate effect, Room No 3111 (Old N I Lab) in Admin Block (First Floor) is converted to Admin office. Students are advised not to use this room for any purpose.

--

Thanks & Regards,  
Col P S Rathore

Logistics Committee  
Office of Director  
Indian Institute of Technology Jodhpur  
Old Residency Road, Ratanada,  
Jodhpur - 342 011  
Ph- 0291-2449141

----- Forwarded message -----

From: Logistics Services, IIT Jodhpur <logistics@iitj.ac.in>  
Date: Tue, Dec 2, 2014 at 6:14 PM  
Subject: Shifting of Admin Office  
To: Faculty <faculty@iitj.ac.in>, Staff <staff@iitj.ac.in>, Project Staff <projectemp@iitj.ac.in>, allstudents <allstudents@iitj.ac.in>  
Cc: "Director, IIT Jodhpur" <director@iitj.ac.in>, Assistant Registrar <ar@iitj.ac.in>

Dear All

1. This is to information all concerned that following offices have shifted to Admin Office (Block No 3111) wef 01 Dec 2013:-

- (a) Office of Establishment & Recruitment
- (b) Office of Academics
- (c) Office of Students
- (d) Office of R&D
- (e) Office of Store Purchase (Under Process)
- (f) Office of Logistics

2. IWD is likely to shift to Room No 3111 in due course of time.

3. Following Rooms are under maintenance and reserved for new faculty likely be join in due course of time:-

- (a) Room Nos 3003, 3004, 3110, 3112 & 3122.

4. Forwarded for your information please.

--

Thanks & Regards,  
Col P S Rathore

Logistics Committee  
Office of Director  
Indian Institute of Technology Jodhpur  
Old Residency Road, Ratanada,  
Jodhpur - 342 011  
Ph- 0291-2449141



IIT Jodhpur

## [faculty] Time to think and react!

12 messages

Vivek Vijay &lt;vivek@iitj.ac.in&gt;

To: Faculty &lt;faculty@iitj.ac.in&gt;

Cc: "Director, IIT Jodhpur" &lt;director@iitj.ac.in&gt;

Fri, Feb 6, 2015 at 7:30 P

To - Faculty members  
cc - Director, IIT Jodhpur

Dear Colleagues

In the context of 26 January someone wrote "Whether we stand in front of the flag or not but *my country my constitution* should be the slogan". In an institution of national importance, we are also supposed to come up with a similar slogan but the circumstances do not allow us to do that. I am just mentioning some of them with an expectation that some of us may think and react.

Some people (20 %) will laugh on this email of mine.  
Some people (10 %) will **try** to punish me.  
Some people (25 %) will appreciate but will not come forward for reaction.  
Some people (20%) will talk about it.  
Some people (10%) will ignore it.

I am actually looking at remaining 15% to come forward to react.

Addressing the constituent assembly in the opening debate on 22 January 1947, Jawaharlal Nehru Ji said

"The first task of this assembly is to free India through a new constitution, to feed starving people, and to clothe the naked masses, **and to give every Indian the fullest opportunity to develop himself according to his capacity.**"

The sentence is 68 years old and still struggling to find its meaning at many places including our institute.

Let me write a few lines in order to set the context -

1. Do we know that more than 65 (yes it is correct and I have the list) people have left the institute in last one year? This includes project staff, non-academic staff and at least 15 faculty members.
2. A faculty member who has left the institute writes an email to the authorities criticizing the functioning of the institute like anything. (I have a copy of the email)
3. A group of 16 faculty members from outside sends an appeal to reconsider a faculty member's termination. (I have a copy of the email)
4. Another faculty member writes an email to the authorities mentioning that "I am totally shattered and afraid" at this place. (I have a copy of the email)
5. A senior professor is writing emails asking for his salary when he was working at the institute.

There are several other emails also but not to be mentioned here.

I would like to mention some of the USPs of IIT Jodhpur that have been created.

1. Outsiders are considered to be more trustworthy than its own faculty members.
2. Student's quote "kisee aur se baat karne ka kya fayda jab pata hai ki finally decide ek ko hi karna hai"
3. Accountability of others is more important than self-accountability.
4. People keep quite and letters speak.
5. Students write that "Faculty members are working like slaves"
6. Students are begging for their reward money.



7. People are terminated with no reasons
8. Money is deducted from salary without even telling it to the faculty member.
9. Limited time but several other points.....

Other highlights are

1. Advertisement for faculty members is a set of stringent rules which probably do not exist at other places.
2. "Parivartan" group has given their proposals several times with no luck.
3. New programs are being closed without any statistics. Thanks to the placement team that 19 out of 24 SS students opted for placement are now placed. Some of them even have multiple options.
4. Faculty members receive letters for writing projects, notices for no reason, correcting the format, sometimes even signature and now for...
5. If someone is organizing a conference, may have to pay money from your own PDA.
6. Administration blames faculty members in front of students.
7. and now recovery.....

Friends, this is time that we sit together and take some steps forward. I also thought "mujhe kya hai, jane do" but not stop myself. Most of the people leaving this institute are joining other institutions. Will someone clean them as well?

Should I be the only one to write all this? I request others to express their feelings also. Let me also clear that all the above is not an opinion but the fact.

In no case, I can be against the system. I strongly feel that it is our system and everyone of us is equally responsible for it. It is our responsibility to take care of it. It is our responsibility to take it forward. It is our responsibility to care for our colleagues and It is our responsibility to take care of the students.

regards  
vivek vijay

Dr Vivek Vijayvargiya  
Assistant Professor  
Indian Institute of Technology Rajasthan

drivekvijay.blogspot.com

**Abdul Gafoor Shaik** <saadgafoor@iitj.ac.in>

To: Vivek Vijay <vivek@iitj.ac.in>

Cc: Faculty <faculty@iitj.ac.in>, "Director, IIT Jodhpur" <director@iitj.ac.in>

Fri, Feb 6, 2015 at 8:09 PM

Dear all

Let us think and work unitedly to protect the interest of the Institute, Faculty, staff and students. Let us strengthen our Institute such that it contribute towards the development of the nation.

Thanking you

Abdul Gafoor Shaik

[Quoted text hidden]

With regards

Dr. A G Shaik  
Faculty in Electrical Engineering  
Room No. 1004B, Academic Block-I  
IIT Jodhpur, Old Residency Road  
Ratanada, Jodhpur, Rajasthan-324011

4/3/2015

IIT Jodhpur Mail - [faculty] Time to think and react!

**Sreekumar Jayadevan** <sreekumarj@iitj.ac.in>

Fri, Feb 6, 2015 at 10:28 PM

To: Abdul Gafoor Shaik &lt;saadgafoor@iitj.ac.in&gt;

Cc: Vivek Vijay &lt;vivek@iitj.ac.in&gt;, Faculty &lt;faculty@iitj.ac.in&gt;, "Director, IIT Jodhpur" &lt;director@iitj.ac.in&gt;

Dear Friends,

I believe that a healthy intellectual environment is necessary for academic excellence. Certainly, many recent events in the institute affected our spirits and enthusiasm for work (I am sure that many of you would agree on this, and may also disagree). Given the state of affairs here, it is obvious that there is an incompatibility in "what is normal in other similar institutes" and "what is done/implemented here". Explanation may be given that we are not on par with other similar institutes in terms of quality. However, as Vivek pointed out, the fact that many of our friends who left this institute are now (perhaps better) placed in other similar institutes disproves the above proposition. What is right and wrong can be relative at times. But I firmly believe that it cannot be so relative that anything is possible. I am afraid we are losing sight of even a minimal required sense of justice. I think that we need collective introspection to help the institute move in the right direction.

Regards

Sreekumar

Sreekumar Jayadevan  
 Assistant Professor of Philosophy  
 Center for Biologically Inspired System Science  
 Indian Institute of Technology Jodhpur  
 Rajasthan, India 342011

+ 91- 9505214091(mobile)

+ 91-291-244-9073 (work)

[Quoted text hidden]

**Rijo M John** <rmjohn@iitj.ac.in>

Sat, Feb 7, 2015 at 12:34 AM

To: Sreekumar Jayadevan &lt;sreekumarj@iitj.ac.in&gt;

Cc: Abdul Gafoor Shaik &lt;saadgafoor@iitj.ac.in&gt;, Vivek Vijay &lt;vivek@iitj.ac.in&gt;, Faculty &lt;faculty@iitj.ac.in&gt;, "Director, IIT Jodhpur" &lt;director@iitj.ac.in&gt;

Dear All,

I certainly agree to the concerns raised by some of my colleagues and can see that there is plenty of negative energy floating around in our institute. After two months of my joining this institute there were about 60 faculty members here and that number has now dwindled to around 45. That is an attrition of nearly 25% among faculty in a span of little more than a year! Perhaps a record not many central government institutions in our country, or any academic institution for that matter, would share. We've seen colleagues being terminated from service irrespective of whether they are in probation or contract. We've seen colleagues tendering resignations out of sheer frustration. We've seen our colleagues leave the institution after years of service without receiving a proper send-off. If we, the faculty, are indeed the true "owners" of this institution as we've been frequently told, this is the kind of situation one would least expect. I believe, the so-called "owners" have not been given the respect they rightfully deserve.

What is happening is certainly not a good situation for any institution that is aspiring to grow and we cannot afford to let it go unheeded. I hope, as others stated, we can do a collective introspection and see how we can take things forward and spread positive energy around and make this institution a more friendly environment to



4/3/2015

IIT Jodhpur Mail - [faculty] Time to think and react!

work.

Best Regards,

Rijo.

[Quoted text hidden]

—  
Rijo M John, PhD  
Assistant Professor  
Indian Institute of Technology Jodhpur,  
Room No 3001, Old Residency Road, Ratanada  
Jodhpur, Rajasthan - 342011  
Ph: +91-291-2449086 (o)  
Web: <http://home.iitj.ac.in/~rmjohn>

---

**Dr. Mahesh Kumar** <mkumar@iitj.ac.in>

Sat, Feb 7, 2015 at 9:08 AM

To: "Dr. Rijo M John" <rmjohn@iitj.ac.in>

Cc: sreekumarj@iitj.ac.in, IIT Jodhpur Director <director@iitj.ac.in>, Vivek Vijay <vivek@iitj.ac.in>, Abdul Gafoor Shaik <saadgafoor@iitj.ac.in>, Faculty <faculty@iitj.ac.in>

Dear All,

We should thank our colleagues for identifying few issues. Now it is our collective duty to come together to address these problems and work towards to create positive environment and help the institute to move in right direction.

With regards,  
Mahesh

Dear All,

I certainly agree to the concerns raised by some of my colleagues and can see that there is plenty of negative energy floating around in our institute. After two months of my joining this institute there were about 60 faculty members here and that number has now dwindled to around 45. That is an attrition of nearly 25% among faculty in a span of little more than a year! Perhaps a record not many central government institutions in our country, or any academic institution for that matter, would share. We've seen colleagues being terminated from service irrespective of whether they are in probation or contract. We've seen colleagues tendering resignations out of sheer frustration. We've seen our colleagues leave the institution after years of service without receiving a proper send-off. If we, the faculty, are indeed the true "owners" of this institution as we've been frequently told, this is the kind of situation one would least expect. I believe, the so-called "owners" have not been given the respect they rightfully deserve.

What is happening is certainly not a good situation for any institution that is aspiring to grow and we cannot afford to let it go unheeded. I hope, as others stated, we can do a collective introspection and see how we can take things forward and spread positive energy around and make this institution a more friendly environment to work.

Best Regards,

Rijo.

[Quoted text hidden]

4/3/2015

IIT Jodhpur Mail - [faculty] Time to think and react!

5

To: "Dr. Mahesh Kumar" <mkumar@iitj.ac.in>, "Dr. Rijo M John" <rmjohn@iitj.ac.in>  
Cc: sreekumarj@iitj.ac.in, IIT Jodhpur Director <director@iitj.ac.in>, Vivek Vijay <vivek@iitj.ac.in>, Abdul Gafoor Shaik <saadgafoor@iitj.ac.in>, Faculty <faculty@iitj.ac.in>

Dear all,

I think what is written is what we discuss in the institute now a days. It's better that we all sit together and decide collectively and consciously the steps to take the Institute forward. I fully agree with Rijo. It is always painful to see a colleague leaving the institute in pain and we are unable to even express our feelings. Let's be open and be united in the interest of Institute.

Regards

Sandeep

Sent from my BlackBerry 10 smartphone.

**From:** Dr. Mahesh Kumar

**Sent:** Saturday 7 February 2015 09:08

**To:** Dr. Rijo M John

**Cc:** sreekumarj@iitj.ac.in; IIT Jodhpur Director; Vivek Vijay; Abdul Gafoor Shaik; Faculty

**Subject:** Re: [faculty] Time to think and react!

[Quoted text hidden]

**Bibhas Adhikari** <bibhas@iitj.ac.in>

Sat, Feb 7, 2015 at 11:46 AM

To: Vivek Vijay <vivek@iitj.ac.in>

Cc: "Dr. Ravindra Arora" <rarora@iitj.ac.in>, Debabrata Pal <debabrata@iitj.ac.in>, Vivek Dixit <dixitv@iitj.ac.in>, Sneh Jaswal <sjaswal@iitj.ac.in>, Satyabrata Adhikari <satya@iitj.ac.in>, Satyabrata Adhikari <tapisatya@gmail.com>, Ambesh Dixit <ambesh@iitj.ac.in>, Amit Mishra <amit@iitj.ac.in>, Anand Krishnan Plappally <anandk@iitj.ac.in>, ananya@iitj.ac.in, "Dr. Anil K. Tiwari" <akt@iitj.ac.in>, "Ashutosh K. Alok" <akalok@iitj.ac.in>, Atul Kumar <atulk@iitj.ac.in>, Barun Pratiher <barun@iitj.ac.in>, Bibhas Adhikari <bibhas@iitj.ac.in>, "Deepak .Fulwani" <df@iitj.ac.in>, Ganesh Bhimanna Bagler <bagler@iitj.ac.in>, Gaurav Harit <gharit@iitj.ac.in>, "K. J. George" <kjg@iitj.ac.in>, Hari Narayanan V <hari@iitj.ac.in>, Laltu Chandra <chandra@iitj.ac.in>, mkumar@iitj.ac.in, "Dr. Mainak Mazumdar" <mainak@iitj.ac.in>, Manikandan Paranjothy <pmanikandan@iitj.ac.in>, Meenu Chhabra <meenuchhabra@iitj.ac.in>, Abdul Gafoor Shaik <saadgafoor@iitj.ac.in>, Monika Sinha <ms@iitj.ac.in>, "V. Narayanan" <vnara@iitj.ac.in>, "Dr. Rahul Chhibber" <rahul\_chhibber@iitj.ac.in>, Rakesh Sharma <rks@iitj.ac.in>, "B. Ravindra" <ravib@iitj.ac.in>, Rijo M John <rmjohn@iitj.ac.in>, samanwita@iitj.ac.in, Sandeep Yadav <sy@iitj.ac.in>, Satyajit Sahu <satyajit@iitj.ac.in>, Shree Prakash Tiwari <sptiwari@iitj.ac.in>, Subhashish Banerjee <subhashish@iitj.ac.in>, Sushmita Jha <sushmitajha@iitj.ac.in>, Venkata Ramana Badarla <ramana@iitj.ac.in>, Vidya Sarveswaran <vs@iitj.ac.in>, "V. V. M. S. Chandramouli" <chsarma@iitj.ac.in>, Prodyut Chakraborty <pchakraborty@iitj.ac.in>, Kirankumar Hiremath <k.r.hiremath@iitj.ac.in>, Puneet Sharma <puneet@iitj.ac.in>, Gaurav Bhatnagar <goravb@iitj.ac.in>, Karunakar Kar <kkar@iitj.ac.in>, Sreekumar Jayadevan <sreekumarj@iitj.ac.in>, Arun Kumar Singh <singhak@iitj.ac.in>

Dear Vivek,

I thank you for the email, it was long due. It was depressing and frustrating for me to witness an institute loosing its due repute.

After a lot of embarrassments and humiliation, I finally decided to leave the institute when I received a notice from higher authority accusing me of academic threatening to my colleague faculty members. When I wrote back to the authority that I am unaware of any such incident, I have not got any response from the authority. I was so depressed that I had to meet a psychiatrist.

It was very painful for me when I learned that I had to deposit Rs. 3.54 Lacs (approx.) to the institute just before 10 days of my relieving. The administration said if I am unable to pay the money I would not be relieved from the institute. I had no clue how to arrange that money within such a short time. I was unable to understand the rationale of the authority who took this decision keeping the concerned faculty members uninformed. I got back my strength after believing that I have to pay the price to get a better future.

I have many more to say...I still remember the initial days at IIT Jodhpur...I stop here...my eyes are getting



full...

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I feel very sad for all my colleagues who are living a constrained academic life at IIT Jodhpur.

With regards,  
Bibhas

"In your culture tailor makes gentleman, but in our culture, character makes gentleman"

On Sat, Feb 7, 2015 at 9:53 AM, Vivek Vijay <vivek@iitj.ac.in> wrote:

Dear Sir

I am not sure if you are still in the list of faculty members of IITJ. May I request you to kindly write your views copying to all the faculty members of IITJ.

regards

vivek

[Quoted text hidden]

--

Dr Vivek Vijayvargiya  
Assistant Professor  
Indian Institute of Technology Rajasthan

drvivekvijay.blogspot.com

**Ambesh Dixit** <ambesh@iitj.ac.in>

Sat, Feb 7, 2015 at 12:41

To: Sandeep Yadav <sy@iitj.ac.in>

Cc: "Dr. Mahesh Kumar" <mkumar@iitj.ac.in>, "Dr. Rijo M John" <rmjohn@iitj.ac.in>, Sreekumar Jayadevan <sreekumarj@iitj.ac.in>, IIT Jodhpur Director <director@iitj.ac.in>, Vivek Vijay <vivek@iitj.ac.in>, Abdul Gafoor Shaik <saadgafoor@iitj.ac.in>, Faculty <faculty@iitj.ac.in>

Dear Colleagues,

I do agree with the raised concerns from you all and even I have heard that many of our colleagues agree and expressed the same.

Hereby, I politely submit to all our colleagues to avoid email platform, but move forward with positive step, calling a faculty meeting. As several facts are brought forward by Prof. Vivek Vijay however, without any consequences.

Thus, I'll request you all to follow the institute protocol/norms. Faculty members, being the "responsible owners", as already expressed, should request IITJ faculty coordinator, to organize meeting of IITJ faculty members. The objective is to introspect on the raised concerns as rightly summarized by Prof. Mahesh Kumar and others. The undersigned Minutes of Meeting (MoM) will be submitted to the competent authority by the faculty coordinator, with a request for positive consideration.

If required, request will be placed to the competent authority of IITJ, to organize a meeting with the Board of Governor (BoG) of IITJ, following institute protocol/norms. The objective is to discuss the raised concerns as in MoM for necessary measure in view of IITJ's interest to create an amicable, honorable and positive environment for all stack-holders of IITJ. The further steps will be decided in this meeting.

Therefore, once again, I submit to you to address the raised concerns following proper institute protocol/norms. Being the responsible owners of IITJ, I submit to all faculty colleagues for your participation in any such arranged meeting of faculty members.

Thank you and look at the brighter side!

Kind Regards

Ambesh Dixit

[Quoted text hidden]

Sat, Feb 7, 2015 at 1:03 PM

**Dr. Mainak Mazumdar** <mainak@iitj.ac.in>

To: Sandeep Yadav <sy@iitj.ac.in>

Cc: "Dr. Mahesh Kumar" <mkumar@iitj.ac.in>, "Dr. Rijo M John" <rmjohn@iitj.ac.in>, Sreekumar Jayadevan <sreekumarj@iitj.ac.in>, Vivek Vijay <vivek@iitj.ac.in>, Abdul Gafoor Shaik <saadgafoor@iitj.ac.in>, Faculty <faculty@iitj.ac.in>

Dear Friends

I think that most of the issues raised by our colleagues are pertinent and i share similar concern. It is really an agonizing experience to read such emails of faculty members . One issue i want to raise here is regarding the administrative responsibility that many of our colleagues has to shoulder. Generally such responsibility are delegated to senior faculty members in established Institutes. In a growing Institute like IIT Jodhpur a young faculty member has to devote a considerable amount of time in administrative activity and none of us are accomplished administrator. However, in spite of their inexperience and constant pressure to perform academically, i must admit that most of our colleagues are facilitators and try their level best to erase the hurdles in our day to day life in the Institute. However, if there is a mismatch between the expectation from the administration and the faculty members, they are being ruthlessly removed from the position even without giving an explanation. This I feel ignites negativity in the Institute and creates a depressive and gloomy ambiance. I feel an efficient administrator could have handled this issue in a much more humane and considerate way. However, i am sorry to say that the word 'humane' is completely missing in the dictionary of IIT Jodhpur even though a number of scientific studies in positive psychology and social sciences have underlined its importance for a happy and a fulfilling life. I think what matters at the end of the day for all our us(faculty members, staffs and students) is Happiness ...Happiness that does not inflict harm on others ...

Regards

Mainak

Mainak Mazumdar  
Assistant Professor  
Indian Institute for Technology (IIT) Jodhpur  
Rajasthan





9829295336

On Sat, Feb 7, 2015 at 10:19 AM, &lt;sy@iitj.ac.in&gt; wrote:

[Quoted text hidden]

**Debabrata Pal** <debabrata1234@gmail.com>

Sat, Feb 7, 2015 at 2:24 PM

To: Bibhas Adhikari &lt;bibhas@iitj.ac.in&gt;

Cc: Vivek Vijay <vivek@iitj.ac.in>, "Dr. Ravindra Arora" <rarora@iitj.ac.in>, Debabrata Pal <debabrata@iitj.ac.in>, Vivek Dixit <dixitv@iitj.ac.in>, Sneha Jaswal <sjaswal@iitj.ac.in>, Satyabrata Adhikari <satya@iitj.ac.in>, Satyabrata Adhikari <tapisatya@gmail.com>, Ambesh Dixit <ambesh@iitj.ac.in>, Amit Mishra <amit@iitj.ac.in>, Anand Krishnan Plappally <anandk@iitj.ac.in>, ananya@iitj.ac.in, "Dr. Anil K. Tiwari" <akt@iitj.ac.in>, "Ashutosh K. Alok" <akalok@iitj.ac.in>, Atul Kumar <atulk@iitj.ac.in>, Barun Pratiher <barun@iitj.ac.in>, "Deepak .Fulwani" <df@iitj.ac.in>, Ganesh Bhimanna Bagler <bagler@iitj.ac.in>, Gaurav Harit <gharit@iitj.ac.in>, "K. J. George" <kjg@iitj.ac.in>, Hari Narayanan V <hari@iitj.ac.in>, Laltu Chandra <chandra@iitj.ac.in>, mkumar@iitj.ac.in, "Dr. Mainak Mazumdar" <mainak@iitj.ac.in>, Manikandan Paranjothy <pmanikandan@iitj.ac.in>, Meenu Chhabra <meenuchhabra@iitj.ac.in>, Abdul Gafoor Shaik <saadgafoor@iitj.ac.in>, Monika Sinha <ms@iitj.ac.in>, "V. Narayanan" <vnara@iitj.ac.in>, "Dr. Rahul Chhibber" <rahul\_chhibber@iitj.ac.in>, Rakesh Sharma <rks@iitj.ac.in>, "B. Ravindra" <ravib@iitj.ac.in>, Rijo M John <rmjohn@iitj.ac.in>, samanwita@iitj.ac.in, Sandeep Yadav <sy@iitj.ac.in>, Satyajit Sahu <satyajit@iitj.ac.in>, Shree Prakash Tiwari <sptiwari@iitj.ac.in>, Subhashish Banerjee <subhashish@iitj.ac.in>, Sushmita Jha <sushmitajha@iitj.ac.in>, Venkata Ramana Badarla <ramana@iitj.ac.in>, Vidya Sarveswaran <vs@iitj.ac.in>, "V. V. M. S. Chandramouli" <chsarma@iitj.ac.in>, Prodyut Chakraborty <pchakraborty@iitj.ac.in>, Kirankumar Hiremath <k.r.hiremath@iitj.ac.in>, Puneet Sharma <puneet@iitj.ac.in>, Gaurav Bhatnagar <goravb@iitj.ac.in>, Karunakar Kar <kkar@iitj.ac.in>, Sreekumar Jayadevan <sreekumarj@iitj.ac.in>, Arun Kumar Singh <singhak@iitj.ac.in>

Dear Vivek,

Thank you very much again for your tireless effort of building an opinion (unity) among the fellow colleagues against the irregularities, malfunctioning of the institute which have been impinging largely on the academic career and personal life of faculty members at IIT Jodhpur.

The escalation both at the institute and academic levels is so severe that it already got an attention of many popular news papers.

I have seen the decline during my more than one year stay at IIT jodhpur, and needless to say it was during Prof. Murthy's time. I joined IITJ with great expectation as I was aware of the reputation of IITs for its well-acclaimed academic practices. But I only realized after joining IITJ that it stands alone. It is devoid of almost all the good academic practices that other IITs follow and it pays the least respect to any faculty member. The institute functions on the crazy whims of the authority leaving no space for democratic opinion. The authority made the system so vulnerable for faculty members that their voices are strangled by instilling fear of losing jobs or by making them a prey of some financial (bureaucratic) clutches. As I noticed during the initial period of my stay at IITJ that some old flocks (old in terms of their stay at IITJ) became prey to the whims of the authority, now unfortunately it is almost the whole community of faculty and staff members who are becoming the pray to such whims (the recent drive of recovering money in an unjustified way corroborates the fact). Thus it seems to me that the authority not only lacks vision but also is a very bad administrator. Any institute in the hand of such authority only can decay. An academic institute which fails to rope in faculty members in a single string and tries to rule by creating divisions among the members can not prosper, in my opinion.

I think, this is high time for faculty members to get united to change the system and to make it a prosperous and dynamic institution.

Whatever I said is just my opinion and I had already conveyed my opinion to BoG through a mail but nothing happened as of now. So I believe if the systems needs to be changed faculty members needs to take initiatives. I know it is difficult to do being within the system and it is also true that the way I can react today being outside the system, for many faculty members it is difficult to do so. But as it seems, IITJ fraternity are left with no options but to get united to change the system.

All my supports and wishes are with you...

Warm Regards,  
Debabrata

[Quoted text hidden]



Vivek Vijay <vivek@iitj.ac.in>  
To: Faculty <faculty@iitj.ac.in>  
Cc: "Director, IIT Jodhpur" <director@iitj.ac.in>

Tue, Feb 10, 2015 at 10:35 AM

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Dear All

Following is an mail received from Dr Ravindra Arora Ji. I have sent emails to some of the recently left faculty members on their iitj ID. Those who have access have expressed their views.

regards  
vivek

----- Forwarded message -----

From: **Dr. Ravindra Arora** <rarora@iitj.ac.in>  
Date: Mon, Feb 9, 2015 at 8:35 PM  
Subject: Re: Time to think and react!  
To: Vivek Vijay <vivek@iitj.ac.in>  
Cc: Debabrata Pal <debabrata@iitj.ac.in>, Vivek Dixit <dixitv@iitj.ac.in>, Bibhas Adhikari <bibhas@iitj.ac.in>, Sneh Jaswal <sjaswal@iitj.ac.in>, Satyabrata Adhikari <satya@iitj.ac.in>,

Dear Vivek,

Your mail is not only eye opening but shocking. May be to me because I am not so well aware what has happened during last ten months at IITJ. I would just correct the the first line of the point 1. you wrote in your mail that more than 65 people have been forced to leave iitj without any charges, not just left.

As I realise, the situation has become pathetic at IITJ information gather from your mail. I feel pity for such a lovely iitj fraternity. I really enjoyed to work in such an open atmosphere where every one was free and encouraged to put his/her best in the development of the institute for my first two years from Dec 2011 at iitj. May be because I worked all my life in such an institute, the great IIT Kanpur.

It is extremely unfortunate that even after having worked in that open atmosphere for sixteen years some people could not learn any thing and could not give any value to open atmosphere. I feel there must be some thing basically wrong with such people. It is so unfortunate that such a person is after ruining iitj, which started so well by its founder Director.

Your report about placement of SS students is astonishing. The first UG programme of the country, which was prevented by the students and the members of the faculty of the institute from getting abolished a year ago. Bravo, my congratulations to the iitj fraternity.

Now one realizes that such an strength was inculcated in the institute during the first five years of its being. I am sure it is that strength of freedom which will dominate at the institute and protect it from any body trying to crush it. If you recall the history of mankind, there have always been Sur and Asur among the people. The Sur have always over come the atrocities of Asur. Our aim should be constructive, which will win over the destructive menace.

By the way, it is true that I have till date (after ten months of leaving iitj) not yet got my salary for one moth (April 2014) and four days of May 2015.

I wish all the best for iitj. The strength lies in the people who work for it.

Sincerely,  
Ravindra Arora

On Sat, Feb 7, 2015 at 9:53 AM, Vivek Vijay <vivek@iitj.ac.in> wrote:  
Dear Sir

I am not sure if you are still in the list of faculty members of IITJ. May I request you to kindly write your views copying to all the faculty members of IITJ.

regards

vivek

----- Forwarded message -----

From: **Vivek Vijay** <vivek@iitj.ac.in>

Date: Fri, Feb 6, 2015 at 7:30 PM

Subject: Time to think and react!

To: Faculty &lt;faculty@iitj.ac.in&gt;

Cc: "Director, IIT Jodhpur" &lt;director@iitj.ac.in&gt;

[Quoted text hidden]

--  
Dr Vivek Vijayvargiya  
Assistant Professor  
Indian Institute of Technology Rajasthan

drvivekvijay.blogspot.com

--  
**Prof. Ravindra Arora**  
Electrical Engineering  
Centre of Excellence in ENERGY  
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--  
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Assistant Professor  
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**Vivek Dixit** <dixitv@iitj.ac.in>

Wed, Feb 11, 2015 at 1:25 PM

To: Debabrata Pal &lt;debabrata1234@gmail.com&gt;

Cc: Bibhas Adhikari <bibhas@iitj.ac.in>, Vivek Vijay <vivek@iitj.ac.in>, "Dr. Ravindra Arora" <rarora@iitj.ac.in>, Debabrata Pal <debabrata@iitj.ac.in>, Sneha Jaswal <sjaswal@iitj.ac.in>, Satyabrata Adhikari <satya@iitj.ac.in>, Satyabrata Adhikari <tapisatya@gmail.com>, Ambesh Dixit <ambesh@iitj.ac.in>, Amit Mishra <amit@iitj.ac.in>, Anand Krishnan Plappally <anandk@iitj.ac.in>, Ananya Debnath <ananya@iitj.ac.in>, "Dr. Anil K. Tiwari" <akt@iitj.ac.in>, "Ashutosh K. Alok" <akalok@iitj.ac.in>, Atul Kumar <atulk@iitj.ac.in>, Barun Pratiher <barun@iitj.ac.in>, "Deepak .Fulwani" <df@iitj.ac.in>, Ganesh Bhimanna Bagler <bagler@iitj.ac.in>, Gaurav Harit <gharit@iitj.ac.in>, "K. J. George" <kjg@iitj.ac.in>, Hari Narayanan V <hari@iitj.ac.in>, Laltu Chandra <chandra@iitj.ac.in>, "Dr. Mahesh Kumar" <mkumar@iitj.ac.in>, "Dr. Mainak Mazumdar" <mainak@iitj.ac.in>, Manikandan Paranjothy <pmanikandan@iitj.ac.in>, Meenu Chhabra <meenuchhabra@iitj.ac.in>, Abdul Gafoor Shaik <saadgafoor@iitj.ac.in>, Monika Sinha <ms@iitj.ac.in>, "V. Narayanan" <vnara@iitj.ac.in>, "Dr. Rahul Chhibber" <rahul\_chhibber@iitj.ac.in>, Rakesh Sharma <rks@iitj.ac.in>, "B. Ravindra" <ravib@iitj.ac.in>, Rijo M John <rmjohn@iitj.ac.in>, Samanwita Pal <samanwita@iitj.ac.in>, Sandeep Yadav <sy@iitj.ac.in>, Satvajit Sahu

4/3/2015

IIT Jodhpur Mail - [faculty] Time to think and react!

11

<satyajit@iitj.ac.in>, Shree Prakash Tiwari <sptiwari@iitj.ac.in>, Subhashish Banerjee <subhashish@iitj.ac.in>, Sushmita Jha <sushmitajha@iitj.ac.in>, Venkata Ramana Badarla <ramana@iitj.ac.in>, Vidya Sarveswaran <vs@iitj.ac.in>, "V. V. M. S. Chandramouli" <chsarma@iitj.ac.in>, Prodyut Chakraborty <pchakraborty@iitj.ac.in>, Kirankumar Hiremath <k.r.hiremath@iitj.ac.in>, Puneet Sharma <puneet@iitj.ac.in>, Gaurav Bhatnagar <goravb@iitj.ac.in>, Karunakar Kar <kkar@iitj.ac.in>, Sreekumar Jayadevan <sreekumarj@iitj.ac.in>, Arun Kumar Singh <singhak@iitj.ac.in>

Dear Prof. Vivek Vijay,

Thanks for bringing the true facts in everyone's notice.

I left IIT J as I did not want to prove again (this would be my 3rd time) my capability of being a faculty member at IIT J. The humiliation in the name of review is indeed a pain. In spite of having more than 4 years of post-PhD experience, I was put in 7000 AGP, I believe it is against the government norms and injustice to me.

I have also noticed that faculty members have no voice/say at IIT J. IIT J has become a non-democratic system functioning by someones whims and fancy.

Regards,  
Vivek Dixit

[Quoted text hidden]



[NATIONAL](#) » [OTHER STATES](#)

Published: April 3, 2015 00:00 IST | Updated: April 3, 2015 05:41 IST JAIPUR, April 3, 2015

## Unrest brewing at IIT-Jodhpur over Director's diktat

AARTI DHAR

Discontent is brewing at the Indian Institute of Technology - Jodhpur against the Director with the students resorting to agitation demanding his removal for his "dictatorial attitude". Disquiet was simmering ever since the Institute came up with a code of conduct which prohibits the students and the staff from reaching out to media or airing their views on social media, and disallows students from associating with any political party.

"We feel that our Institute is in a very bad condition and we are facing various serious issues all due to one person – the Director. Over the past one-and-half years, there have been many instances of dictatorship, autocracy, favouritism due to which many faculty and staff have been terminated senselessly and many have left the Institute bearing pressure due to non-conducive environment," according to a petition sent to the Ministry of Human Resource Development and the Board of Governors.

The petition has been signed by 770-odd students of the Institute demanding the resignation of the Director Prof. C.V.R. Murty, roll back of the recent termination of a faculty member Ganesh Bagler, and transparent and fair investigation of all the past terminations of faculty/staff of the Institute.

In the letter sent to the Ministry, the students have said that the administration recently passed a Code of Conduct for the students, which prevents them from speaking to media, not just about the institute, but also on their opinions on 'controversial topics'.

Also, students cannot be affiliated to any political party, and are not allowed to participate in activities/summits of any political party. "This takes away the very democratic right to choose and to make electoral choices. The students are not allowed to post anything about the Institute on social media, a curb on their freedom of speech. They are also not allowed to protest against the Institute or voice their opinion against the administration," the letter said.

Although IIT-J had been facing a faculty crunch for a long time, faculty attrition has increased like never before under the present Director. Most faculty complain of internal politics, lack of freedom to work, and harassment as the reasons for leaving. Over the past year, more than 10 faculty members have left the Institute, six faculty have been terminated and 8 have resigned since, the students have said.

Closing down of Innovation and Incubation Centre - inaugurated by the President in 2011, disbanding new undergraduate programme and centralisation of power are some other issues that have been raised by the students.

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Printable version | Apr 3, 2015 10:46:20 AM | <http://www.thehindu.com/news/national/other-states/unrest-brewing-at-iitjodhpur-over-directors-diktat/article7062969.ece>

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