

Dated: June 3, 2020

Director

IIT Roorkee, Roorkee, Uttarakhand, India

Subject: Assessment of Organization, Operations, Management, Vision, Mission, and Activities of IIT Roorkee Alumni Association (IITRAA)

Dear Director, Dr. Chaturvedi:

I was gratified when I was selected and nominated to serve as the President of the IIT Roorkee Alumni Association (IITRAA) for a term of two years from April 1, 2020 to March 31, 2022. I considered it an opportunity to contribute my efforts for materializing the vision and accomplish the mission of making IITRAA a highly respected global organization in line with prestigious, premium, and world class alma mater, IIT Roorkee.

With the support and guidance of Mr. B. K. Chaturvedi, the former President of IITRAA, assistance of Dr. Bhola R. Gurjar, Dean of Resources and Alumni Affairs, input from many highly dedicated and accomplished alumni and members of the Executive Committee (EC), I made plans to revitalize IITRAA by utilizing available resources in terms of extraordinary talents and forward looking ideas.

Your letter, dated April 11, 2020, to me identified two major goals; highlighted the ground reality; recommended IITRAA to come closer to the widely spread alumni instead of being Roorkee centric; and revise bylaws to fulfil the expectations of both alumni as well as IITR.

We established a Bylaws Task Force. With the exception of hopeful signs in the first meeting of the task force, I found out that some members were determined to work harder to preserve and protect the status quo and protect their Roorkee-centric revolving chair control of IITRAA operations and management.

Some IITRAA EC members issued several emails to create misperceptions and malign me and the Director and to protect the ongoing management and control by Roorkee-centric group. They were essentially conveying that there is no need to change the bylaws. They used all kinds of adjectives to disrespect me and threaten my position as President.

In short, they were not debating or discussing pros and cons of changes to bylaws, but they were making me the target of their ill intentions.

Regarding election of EC members, I studied the input provide by Dr. Rahul Garg who has been instrumental in designing the process of election by e-voting, I can state the following:

1. The elected EC members do not represent the global population of IITR alumni, which is conservatively estimated to be 30,000 to 35000.
2. It is alleged that for March 2020 election, voting link was sent to 17,000 alumni. The elected EC members received only 2.4% to 5.47% votes (of the total 17,000). Based upon conservative estimate of alumni population, the voting percentage received can be divided by two (2).
3. The e-voting process is flawed and controlled by "some" to manipulate the outcome. Looking at the last four elections, more Roorkee centric candidates always win compared to any other geographical region or chapter. Why?
4. Many alumni have complained about the flawed e-voting process. Some received the email stating that voting link will be sent to you, but they did not get the voting link. Some got the voting link after they complained. It means someone is exercising selective control on the process. I was one of those who did not get the voting link. I complained and received the voting link. It was obvious that the process is selectively controlled.

Roorkee centric group does not respect bylaws. They take arbitrary decisions and actions in violation of bylaws. The last IITRAA EC on May 30th, 2020 was in violation of existing bylaws.

In addition, the existing bylaws are outdated and lack provisions to meet the needs of modern-day reality of IITR alumni being spread across the globe. They are written to allow the Roorkee centric group to gain and maintain increasingly more control of IITRAA operations and management. Please note the following:

- There are minimum 45 members IITRAA EC. The president is authorized to nominate 5 more members. Accordingly, EC could have 45 to 50 members. Bylaws require only seven (7) members to form quorum. Why? Normally the EC meetings have been held at Roorkee, accordingly seven members from Roorkee can exercise full control.
- For Annual General Body Meeting, the quorum requirement is only 100. In addition, if 100 members are not present, then meeting can be adjourned and restarted after 30 minutes and conducted with as many members present. Why? Meeting has been held at Roorkee only. It does not recognize alumni members located beyond Roorkee or its vicinity.
- Four office bearers (Secretary, Treasure, etc.) are required to be from Roorkee only. Why? Simply, it is designed to maintain control by Roorkee centric group.

Roorkee centric group controlling the IITRAA EC has intentionally deprived 22 EC members of their voting right. Why? Bylaws do not differentiate between voting rights of EC members based upon elected EC members, nominated EC members, or ex-officio

EC members. However, Roorkee centric group has concocted “past practice” not to allow 22 presidents of local chapters to exercise their voting privilege in EC meetings. They can attend the EC meeting, but they are not allowed to vote. Why? If 22 local chapters' presidents can vote, as permitted by the existing bylaws, in decision making process at EC, then Roorkee centric group may not be able to maintain their control.

A task force was established under the leadership of Mr. Pradeep Kapse to look into the current processes and procedures in place to handle various aspects of IITRAA administration, operations, and management, and suggest changes for improving, efficiency, transparency, reliability and credibility. Initial efforts revealed that IITRAA does not have any written procedures or guidelines. Repeated reminders to seek input resulted in 'no responses' to emails or telephone calls. The Secretary and administrative staff did not respond. This experience substantiated the fact that the system at IITRAA does not ensure accountability and sense of responsibility.

I noticed that one office bearer used the database to send an email to all alumni without being authorized to do so by EC or the president. It was evident that the person involved had access to database and he might have been using it in the past to keep himself in the limelight, build his brand, or for some other objective.

To learn and understand the system involving use of database(s), I requested some basic information from the Secretary, but did not get any response to some basic questions. This reminds me and the readers about the problems related to issuance of voting links to alumni for EC elections.

Having been involved in several not-for-profit or tax-exempt organizations over fifty-five (55) years in different capacities, I am humbled to say that my experience as President of IITRAA has taught me a new lesson. The lesson learned is forcing me to say that IITRAA organization in present form is beyond reform and redemption. Why? Here are the reasons.

1. Its organization does not reflect the true character of globally located IITR alumni community.
2. Its bylaws are outdated, ineffective, and lack provisions needed to conduct and manage its activities in modern day environment.
3. It vehemently resists changes to bylaws, reforms, and forward-looking ideas to become world renowned organization like the mother institute, IITR.
4. It is not capable of withstanding internal scrutiny, let alone an evaluation by an external independent body.
5. It does not have system with proper procedures to ensure reliability and transparency.
6. Election process does not inspire confidence in its fairness and the elected EC members do not represent global alumni population.
7. Roorkee centric group is driven to maintain its control.

I am in favor of making constructive efforts to improve situation, but in this case, it is futile to waste God given energy, abilities, capabilities, resources, and time to reform the existing organization to uphold the ethos and values of IIT Roorkee alumni.

We do need a new alumni organization to accomplish the vision and mission of both IIT Roorkee and its alumni. The new organization should:

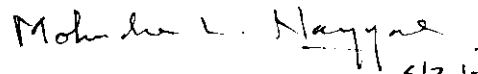
1. Establish system, policies, procedures, guidelines for organizing, coordinating, conducting operations, and managing various activities by various alumni chapters around the globe.
2. Local alumni chapters will be independent and free to organize, operate and conduct their activities within the framework established and in accordance with the procedures and guidelines provided.

Other details can be developed after a blueprint of the new organization is developed and approved.

In conclusion, I may emphasize that IIT Roorkee may consider disassociating itself from IITRAA and consider alternative options to serve both IIT Roorkee and its alumni in a manner befitting to their prestigious status and prominence in the world.

Please feel free to reach for any assistance I can provide.

Sincerely Yours,


Mohinder L. Nayyar 6/3/2020

President, IIT Roorkee Alumni Association