

**MINUTES OF THE
THIRTY FIRST(31ST) MEETING OF THE BOARD OF GOVERNORS
HELD ON FRIDAY, 6TH FEBRUARY 2015**

The thirty first (31st) meeting of the Board of Governors of the Institute was held on Friday, 06.02.2015 at 12.00 noon at TCS Office, Air India building, Nariman Point, Mumbai and the following members were present.

1.	Dr. F. C. Kohli	Chairman
2.	Mr. Pratap Pawar	Member
3.	Prof. A. D. Sahasrabudhe	Member – Secretary
4.	Prof. B.B. Ahuja	Member
5.	Prof. B.N. Chaudhari	Member
6.	Prof. B.S. Sonde	Member
7.	Mr. Harish Mehta	Invitee
8.	Mr. Anand Khandekar	Invitee
9.	Dr. Kiran Patil	Invitee
10.	Prof. B.G. Birajdar	Invitee
11.	Prof. M.S. Sutaone	Invitee

Dr. Sanjay Chahande, Mr. Maitreya Doshi, Mr. Atul Kirloskar, Dr. W.N. Gade, Mrs. Kanta Batra, Mr. P.V. Sarode, Dr. S.G. Dhande, Dr. Uday Salunkhe and Dr. G.B. Pant could not attend the meeting owing to their prior commitments and were granted leave of absence.

The Chairman welcomed all the members.

Item No.1: Confirmation of the Minutes of the 30th Meeting of the Board of Governors of the Institute held on 11.11.2014
The Board **CONSIDERED** the Minutes of the 30th meeting of the BOG held on 11.11.2014 as confirmed.

R-31/1/2015: The Board **RESOLVED** that the minutes of the Thirtieth meeting of the Board of Governors of the Institute held on 11.11.2014 be **CONFIRMED as enclosed (APPENDIX – 1).**

Item No.2: Actions taken on the decisions of the thirtieth meeting of the Board of Governors held on 11.11.2014

2.1 Academic Complex:

The Board was informed that the work on compound wall along the river front and landscaping around the Academic complex building was nearing completion. The Board noted the same.

2.2 Appointment of Dean Resource Generation and Dean Graduate School:

The Board was informed that this would be taken up soon. The Board noted the same.

2.3 Renovation of Mechanical Engineering Department:

The Board was informed that with the Support of Bajaj Foundation, construction of the building is in progress and that Mr. Pratap Pawar, during each of his visits to COEP, ensures to review the progress of work and interact with the contractor's engineers to resolve on site-issues. The Board appreciated Mr. Pratap Pawar's efforts in this direction.

2.4 Additional land for COEP:

The Board on deliberations opined that the institute once again write to the Government to grant additional land to COEP for its expansion, deservedly more so as it is likely to acquire Deemed University status.

2.5 Status of COEP Land occupied by slum:

The Board was informed that final court verdict is yet awaited. The Board once again decided that institute pursue the court matter, subsequently resettle the slum dwellers and develop the slum occupied land, once the court case is decided in COEPs favour. The Board felt that to realize the vision of the institute of becoming "Deemed to be University" institute's own land would be required to further its new programs and initiatives.

2.6 Deemed University Status:

The Board while noting the status felt that the matter be followed up with the UGC to nominate a committee to visit COEP at its earliest.

2.7 Revision in honorarium paid to Deputy Director/Deans/Heads of Departments:

The Board noted the same.

2.8 Faculty Recruitment:

The Director informed the Board that all faculty appointed in June/July 2013 and in June/July 2014 and those who have remained in service of COEP, have been re-appointed on 11 months contractual appointments, terminating their earlier services as per the decision taken in the joint meeting of Shri Prataprao Pawar, Shri Anand Khandekar, Prof. B. S. Sonde, Prof. Sahasrabudhe, with the DTE and Dy DTE. Also those appointed on Govt. sanctioned posts were given consolidated salary as admissible from the Govt. exchequer and their balance pay as per scale was drawn from the tuition fee account of the institute.

The Board noted and approved the action.

2.9 Govt. issue on Faculty Appointments made by the Board:

This issue was taken up with agenda item 3.

2.10 Faculty Requirement and Roster approval:

Attention of the Board was drawn to Appendix 1(a), wherein the Board reviewed its sanctioned faculty strength of 379 faculty for COEP based on student faculty ratio of 9:1, plus the positions of Director, Registrar, Administrative Officer, Accounts officer, System Analyst and System Manager, vis-a-vis the State Government reservation policy as also the status of filled and vacant faculty positions.

The Board while taking a note of this once again reiterated that as State Government had not given COEP its roster at the time of granting autonomy, institute's combined roster for both Government sanctioned posts and PIET created posts with its current faculty requirement of 379 be got approved from the State Government. The Board was informed that the institute had approached the Reservation Cell in Pune with two separate rosters, one of Government sanctioned posts and the other of PIET created posts as was mandated by the DTE. However, BC cell has categorically stated that an institute should have a single roster and accordingly same has been prepared for approval by the BC cell. The BC reservation cell in Pune has now sought duly authenticated seniority list of Government appointed faculty on institute's roll in 2004, when autonomy was granted for starting verification.

The Board decided to write to the Government to seek its duly authenticated seniority list of Government appointed faculty on institute's roll in 2004 as also to sanction the total faculty strength of COEP, thereby empowering it to make regular appointments on its own created posts on AICTE approved pay scales, following Government's reservation policy, in future.

R-31/2(a)/2015: The Board **NOTED** and **APPROVED** the actions taken on the decisions of the 30th meeting of the Board held on 11.11.2014 as stated above.

R-31/2(b)/2015: The Board **RESOLVED** to write to the Government to grant additional land to COEP for its expansion, keeping in view the likelihood of "Deemed to be University" status award to COEP.

R-31/2(c)/2015: The Board **RESOLVED** to pursue the case of land encroachment of slum dwellers and try and secure its own land while rehabilitating the slum dwellers.

R-31/2(d)/2015: The Board **RESOLVED** to approve the actions with regards to faculty recruitments made in June/July 2013 and June/July 2014, on contract for 11 months as per GR of October 2012 and resolved to draw difference between the pay as per 6th pay scale and what is permitted by the State Govt. through institute IRG.

R-31/2(e)/2015: The Board **RESOLVED** to write to the Government to seek its duly authenticated seniority list of Government appointed faculty on institute's roll in 2004, thus enabling it to go ahead with its

combined roster (for both govt. sanctioned posts and PIET created posts) approval process, as stipulated by the Government. The Board also **RESOLVED** to adopt bunching of posts cadre wise as promulgated by the Government of Maharashtra through its various GRs released in 2014.

R-31/2(f)/2015: The Board **RESOLVED** to write to the Government to sanction the total faculty strength of 379 faculty for COEP based on student faculty ratio of 9:1, plus the positions of Director, Registrar, Administrative Officer, Accounts officer, System Analyst and System Manager of COEP, thereby empowering it to make regular appointments on its own created posts on AICTE approved pay scales, following Government's reservation policy.

Item 3:

State Government Order on Cancellation of Faculty Appointments made by COEP:

The Board was informed that as indicated in the Order No. CM-2012/(57/12)/TE-2 of Higher & Technical Education Department, the Government of Maharashtra has communicated following actions to be taken by DTE based on the enquiry committee report of DTE committee:

- (a) 35 appointments on Government sanctioned posts and 19 appointments on institute sanctioned posts i.e. total 54 appointments of faculty have been found not eligible, as per list provided.
- (b) 17 appointments on Government and institute sanctioned posts have been found eligible. Out of which 14 appointments shall be considered eligible after concurrence from Maharashtra Public Service Commission (MPSC).
- (c) Out of 71 appointments those candidates who were previously appointed by the Government of Maharashtra and subsequently appointed by the Institute on higher posts, shall be eligible to revert back to their original post, if interested.
- (d) In accordance with the above finding, action needs to be urgently taken at Directorate level and Compliance report and draft of affidavit for pending 'contempt of court case' needs to be submitted to Government urgently.

The Board felt that this is an unacceptable directive of the Government, as it mostly ignores the detailed reply and clarifications given by COEP (COEP/Dir. Office/2014/ of 12th Nov. 2014) to its Show-Cause Notice of 13th October 2014 alleging the College for irregularly appointing 71 faculty members. Although, there seems to be some relief that 17 faculty appointments (out of 71) are not struck in this Govt. Order, the charge of *irregular appointments and requirement* to cancel these as at 1(a) above is not at all acceptable.

In this regard, Deputy Director informed the Board that as directed by the Board in its previous meeting, he had met Adv. Kumbhakoni and his associate Adv. Borkar apprising them of the contents of the Government order dated 23rd January 2015. During his meeting with the advocates, he was advised by them that the Board should try and pursue the matter with the Government and if required the Board could take to legal recourse and that he is willing to take the case.

The Board on deliberations decided that institute should convey and clarify to the Government in its reply its stand, that there have been no irregularities committed by the College in making these faculty appointments. More so, as per the judgment of the Hon'ble High Court, Para 7 – "To our mind it is therefore plain and clear that the Government retains such control as is requisite and necessary as to ensure quality education even after the autonomy is granted to College of engineering, Pune" The Board observed that in view of the Hon'ble High Court's order, the Government nominated Committee have missed out on the merit and quality enhancement demonstrated by the institute post autonomy, and that:

- (a) Every appointment made in the period 2004-12 has been subject to proper scrutiny and approval by the BOG of the College which has strictly followed the *Powers and Duties* assigned to it for *faculty appointments* as per the GR of 31st March 2004. In most of the BOG Meetings when this subject was considered, the State Govt. nominees, both Ex-Officio and representatives were also present as can be seen from the Minutes of various Meetings of the BOG during 2004-12 (until the new GR was issued in October 2012), which were later forwarded to the State Govt. *At no time in the past, any discrepancies/objections in this subject were pointed out by the State Govt. Officials.*
- (b) COEP has always focused on speeding up of its academic/research and other achievements by engaging competent faculty members to enhance its image and visibility to reach the IIT-level in a short time by utilizing the autonomy so graciously granted to it by the State Government, and mandated in the GR of March 31st 2004 referred to earlier. As a result, *the many sided successes and achievements of the College, particularly by its faculty and students, stand out and they have raised the status of COEP to a great extent in less than a decade of autonomous functioning.*
- (c) *The philosophy of pro-active "catch them young" by offering conditional appointments to do PhD in 3-5 years has phenomenally enhanced the institute's stature and quality of faculty from 12 Ph.Ds to 112 Ph.Ds. This has been one of the best practices appreciated by the World Bank funded TEQIP project which has been missed out totally by the DTE Committee.*

The Board strongly felt that the DTE Committee appointed to review the COEP faculty appointments could not assimilate the perspectives of the provisions of the GR of March 31st 2004, as it has unilaterally raised 'objections' on the appointments made during 2004-12 by terming procedural deviations if any, as 'irregular'. This has resulted in the State Government, directing the College to cancel all the appointments made, which is unfair.

Moreover, it is unfortunate that the State Govt. has depended on the Report of the DTE Committee comprising of DTE Office Staff only, for deciding on such a major issue of faculty appointments carried out by the College under the direction of its duly appointed BOG composed of very distinguished, experienced and senior professionals, without even considering its repercussions. It is also disappointing, the Board observed, that the DTE Committee does not seem to have appreciated the clarifications provided in detail by COEP in its reply of 12th Nov. 2014 on each of its 21 allegations in the Show-Cause Notice of 13th October 2014 as most of them have not been withdrawn.

The Board opined that the State Governments' directives could lead to disastrous consequences on the present and future activities of COEP and its well-earned image and visibility both nationally and internationally. Besides, there could be grave losses to COEP in its major achievements like accreditation, national awards/ranking, role model under TEQIP II and in its efforts to become a Deemed to be University, all of which being of direct benefit to the stakeholders, particularly students, alumni and society. In addition, the fall out of this could also cast serious aspersions on the reputation of its BOG, who over the years have strived to raise standards of COEP by giving their invaluable personal time of over 100 hours a year by fully owning the institute and shown the way to the nation as to how autonomy could help raise the academic bar of the institute to achieve excellence, a successful experiment not only for the State of Maharashtra but for the entire country to model and replicate for other institutes. In fact, many institutes have started visiting the institute and requesting to help them to raise their level.

Citing a few instances, ranging from introducing Biology in the curriculum to accommodation on campus for all girls, to each department having one industry sponsored lab, with two labs in most departments, the Board strived in its capacity to empower the students of COEP with the best in technology, so much so that students have developed a pico satellite for ISRO to be launched in June 2015. The Chairman also informed the Board that MIT, USA has also come forward to lead COEP to scale further heights in academic excellence. The results are there for every one to see, the Board opined. The Board felt that through this unique experiment, the Board had tried to reform engineering education in the country as this orientation was not meant only for COEP.

The Board also decided to impress upon the Government that even if it wishes to set up a committee for looking into the appointments it should have comprised of eminent educationists with knowledge/experience in higher/technical education and get all the faculty appointments made freshly reviewed. The Government should review its decision keeping the intentions of the Board in filling the backlog of vacant faculty positions being in the best interest of the students. Also the Government be requested to seek time from the Hon'ble High Court to undertake this exercise in fair and just manner. The Board felt that through its recruitment process the Board appointed the best of faculty, with the intent of "Catch them Young, Nurture and Retain" and if they did not do so some other institute would have grabbed this faculty. Also the conditional appointments issued were not at all violation of any rules, but the rules were flexibly implemented. In fact, such provisions did exist in the AICTE norms too. The Board's resolve was not a "stopgap" arrangement but a bridge to fill the gap of faculty shortage, with qualified faculty on board for COEP.

R-31/3/2015: The Board **RESOLVED** to take up the matter with the Government to convey the Board's intent and initiatives in the best interest of COEP students and also **RESOLVED** to impress upon the Government to appoint an Expert Committee, comprising of eminent educationists and industry experts, with knowledge/experience in higher/technical education and get all the faculty appointments made freshly reviewed as due diligence was observed by the Board in each of its faculty appointments

Item 4: **Study leave to Mrs. Meera Murali, Assistant Professor in Electrical Engineering:**

The Board sanctioned study leave to Mrs. Meera Murl, Assistant Professor in Electrical Engineering for a period from 15th February 2015 to 31st May 2015, to enable her to complete her Ph.D. at Savitribai Phule Pune University.

R-31/4/2015: The Board **APPROVED** grant of study leave to Mrs. Meera Murl for a period from 15th February 2015 to 31st May 2015 enabling her to complete her Ph.D.

Item 5: **Lien to Dr. G. N. Kulkarni Associate Professor, Mechanical Engineering:**

On deliberations, the Board decided to recommend to the State Government case of Dr. Govind N. Kulkarni, Associate Professor, Mechanical Engineering Department, College of Engineering, Pune, permitting him to take up position of Principal of Gharda Institute of Technology (Self-Financing Institute), Lavel, Tal. Khed, Dist. Ratnagiri, on lien for a three-year period.

R-31/5/2015: The Board **RESOLVED** to recommend to the State Government lien of three years to Dr. Govind N. Kulkarni to join Gharda

Institute of Technology (Self-Financing Institute), Lavel, Tal. Khed, Dist. Ratnagiri, as its Principal.

Item 6: Visit of Dr. V.K. Tripathi Associate Professor, Mechanical Engineering to Mannheim University of Applied Science, Germany:

The Board was informed that Hochschule Mannheim University of Applied Science, Germany, has invited Prof. V.K. Tripathi to deliver lectures on "Principles of Optimum Design" in a course floated by Mechanical Engineering Department of the University in the ensuing summer term, during the period of 20th May to 10th June 2015 at its cost. The Board while approving his visit, felt it is a matter of honour for the institute and permitted Dr. V. K. Tripathi to accept the invitation and deliver lectures at Hochschule Mannheim University of Applied Science, Germany.

R-31/6/2015: The Board **APPROVED** the visit of Dr. V. K. Tripathi to Hochschule Mannheim University of Applied Science, Germany to deliver lectures on "Principles of Optimum Design" during 20th May to 10th June 2015. The Board noted that Hochschule Mannheim University of Applied Science will bear all the expenses related to Dr. V.K. Tripathi's visit and that his visit does not have any financial burden on the institute/Government.

Item No.7: Items for reporting to the Board:

a) Faculty deputed for training / participation in conferences abroad:

The Board noted the same.

The Board was further informed that institute had entered into MOU with Geometric Ltd. Mumbai, wherein Geometric Ltd. had consented to donate US \$ 200000 (approximately RS. 1.2 crores) to set up state-of-the art 3D Printing Lab at COEP. Under the MOU, two faculty from COEP along with a representative from Geometric Ltd., were sponsored by Geometric to visit Colorado State University, USA between 19th – 29th Jan. 2015 to study their 3 D Printing lab and practices followed and subsequently set up similar lab at COEP. The Chairman had approved the visit of Prof. B.B. Ahuja and Dr. (Mrs.) A.V. Mulay to Colorado State University USA under the MOU with Geometric Ltd. Mumbai. However, two days prior to visit of Prof. Ahuja and Dr. (Mrs.) Mulay, to Colorado State University, USA, the DTE had turned down their visit though approved by the Chairman on behalf of the Board. It was only with the follow up of Mr. Pratap Pawar and the Director that the Hon. Minister for Higher and Technical Education, Mr. Vinod Tawade permitted Prof. Ahuja and Dr. (Mrs.) Mulay to visit Colorado State University, USA, and also telephonically asked Dr. Mahajan, DTE to permit and facilitate their visit.

The Board noted the same.

b) MoUs with Academia/Industry:

The Board noted the same

- c) Prof. A. D. Sahasrabudhe has been co-opted as a Chairman of the Task Force for Basic Scientific Research in Universities of Ministry of Human Resource Development, Department of Higher Education of Government of India.

The Board noted the same.

- d) Prof. A. D. Sahasrabudhe has been co-opted as a visitor nominee of the Committee for appointing Vice Chancellor of Central University of Himachal Pradesh by Ministry of Human Resource Development, Department of Higher Education, New Delhi.

The Board noted the same.

- e) Mrs. U. M. Mate, Associate Professor in the Department of Electrical Engineering was sanctioned a study leave from 07.07.2014 to 06.01.2015 to complete her research work. She is doing research under the guidance of Prof. Dr. V N Pande on her topic "Wind power systems-planning and operation with the grid" and registered under Savitribai Phule Pune University, since 4th June 2008.

A study leave of six months was sanctioned to her from 07.07.2014 to 06.01.2015. During this period, she worked on the direct power control strategies for the DFIG for comparison with the discrete sliding mode control approach proposed by her supervisor Dr. V.N. Pande and her work is now on the verge of completion. Her stipulated time period for submission of Ph.D. thesis to the Savitribai Phule Pune University is up to 03.06.2015.

Her Pre-PhD submission seminar is scheduled in the last week of February 2015. In order to facilitate her submission seminar and thereafter for her thesis writing, she had requested for further study leave from 19.01.2015 to 31.05.2015. She has so far published two journal papers and two conference papers.

The Chairman BOG has approved her study leave from 19.01.2015 to 31.05.2015.

The Board noted the same.

- f) Mrs. V.N. More, Assistant Professor, Department of Electronics & Telecommunication Engineering has been permitted for attending the 10th International Conference on Computer Vision Theory and applications (VISAPP 2015) at Berlin, Germany between 11-14 March 2015 under Center of Excellence- Signal and Image Processing, by the Chairman BOG.

Mrs. V.N.More has asked for an estimated fund of Rs.1.50 lakhs inclusive of registration charges towards this visit.
The Board noted the same.

- g) Faculty team from B.V.B. College of Engineering & Technology, Hubli, visited COEP on 20th December 2014 to study Governance structure, infrastructure etc of COEP.
The Board noted the same.
- h) Dr. G.K.Purohit, Vice Principal of Poojya Doddappa Appa College of Engineering, Gulbarga and other faculty members of Poojya Doddappa Appa College of Engineering Gulbarga, Karnataka, visited COEP on 20th December 2014 to study Networking activities and Good Governance in terms of Administration, Academic, Examination, Training & Placement, infrastructure etc of COEP.
The Board noted the same.
- i) Faculty team from S.D.M. College of Engineering and Technology, Dharwad, Karnataka, visited COEP on 12th January 2015 to study Governance structure, infrastructure etc of COEP.
The Board noted the same.
- j) Faculty team from Seth Jai Parkash Mukand Lal Institute of Engineering & Technology, Yamunanagar, Haryana, visited COEP on 12th January 2015 to study Governance structure, infrastructure etc of COEP.
The Board noted the same.
- k) Principal, all Deans, all HODs Training & Placement Officer and Registrar from J. J. Magdum College of Engineering, Jaysingpur, Sangli, visited COEP on 13th January 2015 to study Governance structure, infrastructure etc of COEP.
The Board noted the same.
- l) Faculty team from Visvesvaraya Technological University, Belgaum, Karnataka, visited COEP on 4th February 2015 to study Governance structure, infrastructure etc. of COEP.
The Board noted the same.

The Director informed the Board that institutes from within the country were now approaching on their own to visit COEP and study its best practices. The institute as a policy had decided to club all such institute visits on a single day in a month, to address them together, and as also show them around COEP campus/labs and show case best practices adopted by COEP.

The Director further informed the Board that few Universities from Israel and Hong Kong University, have on their own approached COEP expressing intent to enter into MOU with COEP, for student/faculty exchange and mutually beneficial research collaborations.

The Board was appreciative of the efforts of the Director.

R-31/7/2015: The Board **NOTED** all reported items under item 7 and **APPROVED** the same.

Item 8.

Any other item with the permission of the Chair:

8.1 Legal Fees of Adv. Ashutosh Kumbhakoni and Adv. Amit Borkar:

The Board was informed that Adv. Ashutosh Kumbhakoni, former Associate Advocate General of Govt. of Maharashtra who had vast experience in dealing with technical education cases in his capacity as Associate Advocate General of Govt. of Maharashtra was identified by Prof. N. B. Pasalkar to help the Board to resolve faculty appointment issues.

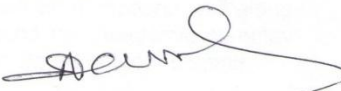
The Board was further informed that Adv. Kumbhakoni had offered to take up the case and when required at a lumpsum fee of Rs. Five lakhs plus taxes and that his associate who would help him draft the petition and follow the matter on High Court Board would charge a lumpsum fee of Rs. One lakh fifty thousand plus taxes. The Board decided to approve the same.

R-31/8/2015: The Board **RESOLVED** to empower the Director to seek legal advice and pursue the case with the assistance of Advocate Kumbhakoni and also **RESOLVED** to approve lumpsum professional fee of Rs. Five lakhs plus taxes to Adv. Ashutosh Kumbhakoni for representing the case in Mumbai High Court as also lumpsum fee of Rs. One lakh fifty thousand to his associate Adv. Amit Borkar.

8.2 Meeting faculty representatives from COEP, affected by the Government's notification:

It was suggested that after the Board meeting, the Board meet Dr. (Mrs.) N.R. Rajhans and Dr. S.S. Pardeshi, representing the faculty appointed by the Board, who were part of the 71 cases, and apprise them of the Board's stand on their appointments.

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


(A. D. Sahasrabudhe)
Member- Secretary
Board of Governors, COEP