

**MINUTES OF THE
THIRTY THIRD (33rd) MEETING OF THE BOARD OF GOVERNORS
HELD ON MONDAY, 12th October 2015**

The thirty third (33rd) meeting of the Board of Governors of the Institute was held on Monday, 12.10.2015 at 11.30 am at TCS Office, Mumbai and the following members were present.

1.	Dr. F. C. Kohli	Chairman
2.	Dr. Sanjay Chahande	Member
3.	Mr. Pratap Pawar	Member
4.	Prof. B.N. Chaudhari	Member
5.	Prof. B.B. Ahuja	Member – Secretary
6.	Prof. S.G. Dhande	Invitee
7.	Comm. Anand Khandekar	Invitee
8.	Mr. Harish Mehta	Invitee
9.	Dr. Uday Salunkhe	Invitee
10.	Dr. N.B. Pasalkar	Invitee
11.	Dr. G.B. Pant	Invitee
12.	Mr. S.R. Mirashi	Invitee
13.	Prof. B.G. Birajdar	Invitee
14.	Prof. M.S. Sutaone	Invitee
15.	Prof. M.J. Rathod	Invitee
16.	Dr. D. R. Nandanwar	Invitee

Mr. Maitreya Doshi, Mr. Atul Kirloskar, Dr. W.N. Gade, Mrs. Kanta Batra, Dr. S.K. Mahajan, Dr. Kiran Patil and Mr. D.N. Meshram could not attend the meeting owing to their prior commitments and were granted leave of absence.

The Chairman welcomed all the members and expressed his deep concern on the aggravated issue concerning faculty recruitment drives undertaken by the Board between 2007 to 2012. He remarked that in every iteration, the process was implemented with due diligence, with many visionary decisions/steps deployed therein from time to time with the only intent of raising academic standards of the Institute to that of IITs in stipulated frame of time. Faculty recruitment was considered to be the most prioritized activity by the Board since the members strongly felt that it is the faculty alone that can contribute to bring Quality and Excellence in the education being imparted to the brightest students from across the state as also the PIO/NRI students. Also the dramatically changing curricula, post autonomy, which otherwise in the University system stagnated for years necessitated faculty to be recruited from diversified domains such as Maths, Science, Humanities, Communications and various technological verticals.

The Board assumed complete autonomy on this front interpreting the GR of autonomy, in its spirit and philosophy. The aggressive and proactive approach followed by the Board has paid dividends in terms of COEP acquiring status of an IIT-like Institute, with raised national ranking, increased R & D in terms of funded projects and PhD enrollments (317 candidates on roll as on date), and many accolades on faculty and students achievements. All recruitments were made by the

Board, based on its understanding of practices followed in IITs. A very few candidates who were pursuing PhD, were selected conditionally by a team of experts in respective domains with the apprehension of losing these genuine candidates for other opportunities.

Given this scenario, the Chairman appealed to the members on revisiting the problem of faculty recruitment and finding an amicable solution once again with a clear mindset. This being the point on the agenda of the said meeting, he thereafter requested to commence the meeting with formal sequence of agenda points.

Item No.1: Confirmation of the Minutes of the 32nd Meeting of the Board of Governors of the Institute held on 15.07.2015

The Board **CONSIDERED** the Minutes of the 32nd meeting of the BOG held on 15.07.2015 as confirmed.

R-33/1/2015: The Board **RESOLVED** that the minutes of the thirty second meeting of the Board of Governors of the Institute held on 15.07.2015 be **CONFIRMED as enclosed (APPENDIX – 1).**

Item No.2: Action taken on the minutes of the 32nd meeting of BOG held on 15th July 2015

2.1 Additional land for COEP:

The Board was informed that Mr. Pawar had spoken to Mr. Vinod Tawde, Hon'ble Minister for Higher and Technical Education, M.S., for additional land for COEP. The institute had approached Alandi Trust for 100 acres land to COEP and in return COEP would have to help the trust in locally developing the Alandi area, providing technological solutions to their needs. The Board appreciated Mr. Pratap Pawar's efforts in this direction, and further requested to follow-up with Government authorities and officials, assisted by Prof. Birajdar. The Board advised to approach Hon'ble Chief Minister and Finance Minister, in addition to Minister of Technical Education. Dr. Chahande instructed to initiate the process of land hunting and acquisition through proper channel with bottom-up communication and promised to help the Institute by establishing dialogue with City's Municipal Commissioner. After accomplishment of all filed documentation in this regard from Pune Divisional Commissioner, the Hon'ble Chief Minister of Maharashtra State be approached, he said.

The Chairman felt that to realize the vision of the institute of becoming a "University", in near future, acquiring more land would be necessary to further its new programs and initiatives. Also for the land occupied by the slums and now in possession, be made use of, on rehabilitating the slum dwellers.

2.2 Status of COEP Land occupied by slum:

In response to the Bombay High Court order on Institute's Writ Petition No. 7144 of 2010 dated 18th April 2015, recognizing the plea that the land occupied by slum dwellers belongs to COEP,

the officiating Director informed the Board that towards developing land under Slum Rehabilitation scheme (SRA) of the Government, letters were written to the Urban Planning Department, Govt. of Maharashtra. On meeting the senior officials from the Department, the officiating Director was told that no permission was required from the Government and that the institute should register itself as a "Developer" under the Slum Rehabilitation scheme, with the Slum Rehabilitation Authority (SRA) at Pune. The Pune Municipal Commissioner is the ex-officio Chairman of the SRA.

To register with the SRA, following required documents have been processed: (i) 7/12 land extracts of the land occupied by Slum dwellers (ii) Property Card and (iii) Demarcation Plan.

The institute is processing the Title Search report for the said land along with list of slum dwellers to be rehabilitated with their documentary evidences.

Once the above two documents are obtained, the process of registering COEP as a "Developer" under SRA scheme will be initiated. COEP, thereafter will be able to develop the slum occupied land in Patil Estate under SRA through the bidder who will give maximum built area to COEP, while rehabilitating the slum dwellers.

The members suggested identifying and appointing an NGO for understanding mind-set of the slum dwellers so that process of rehabilitation becomes smooth. The board again acknowledged the help of Mr. Pratap Pawar to expedite the entire process.

2.3 Deemed University Status:

The officiating Director informed that the UGC has written to COEP seeking compliances from the institute, which are ready, the most important being conversion of society name from Pune Institute of Engineering & Technology (PIET) to College of Engineering, Pune (COEP) and resubmit society registration certificate.

This has been done and the "Change Report" from the Jt. Charity Commissioner's office, has been obtained with the guidance and help of Mr. Pratap Pawar.

The UGC has also asked the State Government to submit NOC in the prescribed format. The institute is following up with the State Government and awaiting the NOC in the prescribed format. Dr. Chahande informed that he has signed the NOC and forwarded the same to Hon'ble Education Minister. He suggested following up with Deputy Secretary, Dr. Kiran Patil for the same. The compliance will be sent to UGC once this document is received from the Government.

2.4 Faculty Recruitment:

The officiating Director updated the Board that the Faculty appointed in June/July 2013 and June/July 2014, based on their performance and student feedback, have been given extensions on contract for yet another 11 months period, except for those faculty who were appointed against reserved category posts which required re-advertisement, so that reserved category candidates can be recruited as per roster.

The salaries of those faculty appointed on Govt. posts are being paid as per Government norms, while the difference between the pay as per 6th pay scale and what is permitted by the State Govt. is paid through institute account.

The Board noted the same.

Also the institute undertook fresh recruitment drive to fill vacant faculty positions, those created and sanctioned by the Board on 11 months contract period to tide over the faculty shortage situation. This was put up as separate agenda item to the Board to consider and approve the recommendations of the selection committee.

2.5 Faculty Requirement and Roster approval:

The officiating Director apprised the Board that the Institute's combined faculty roster for both Government sanctioned posts and PIET created posts with its current faculty requirement of 379, as approved by the Board at its 31st meeting was submitted to the Reservation Cell in Pune.

The Reservation cell has categorically stated that an institute should have a single faculty roster and accordingly the same was submitted, while accounting for Government appointed faculty on institutes roll in 2004, when autonomy was granted.

On following up with the Commissionerate of Reservation Cell, Pune region, seeking approval on the roster approved by the Board, the institute has been told to release the faculty roster on institute website and seek faculty inputs/concerns on the same, if any. Only then would the Reservation Cell office, approve our faculty roster, which would then be forwarded to the Government for its concurrence and endorsement.

The institute faculty roster as approved by the Board, with faculty names against each pointer on the roster would soon be notified on institute website.

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

The Board was informed that the Letter was sent to DTE, Mumbai, requesting appointment of Expert Committee to review the 54 appointments made by the Board. However, on receiving no response from the Government, Case is filed in the High Court Bombay, and the next hearing is scheduled for 12th October 2015.

This was taken up by the Board prior to this agenda item.

2.7 Lien to Dr. G. N. Kulkarni Associate Professor, Mechanical Engineering:

Government has not permitted lien to Dr. Govind N. Kulkarni. The Board noted the same.

2.8 Appointment of Fund Manager:

A few Board members expressed their concerns on the nomenclature of the post and suggested to rethink on the same. The Board felt that a target for annual funds collection, be observed as performance indicator if such a person was to be appointed. The Board felt that instead a suitable internal faculty be identified for this position. Mr. Mirashi, the President of Alumni Association of COEP informed that a similar personnel has been appointed in the Association's office with fixed salary plus an incentive based on his performance.

The officiating Director informed that the process of appointing the Funds Manager is not initiated as yet.

The Board noted the same.

2.9 Faculty requests for reversion to their respective former positions:

As resolved in 32nd Meeting, Dr. N.B. Pasalkar met the concerned faculty and in his letter addressed to the Chairman, BOG, he has recommended that all the NINE faculty who had requested for reversion be reverted to their respective former positions and the action be communicated to the Government.

Copy of the letter is appended at **APPENDIX – 2 (Page No. 36)**. The Chairman expressed his concern on such choice by PIET promoted, but originally Government (MPSC) employed faculty members. Prof. Dhande explained that it is probably the issue related to better service conditions, as perceived by the concerned faculty members, which made them to opt for the choice of reversion.

The Board approved the reversion of all nine faculty to their respective former positions.

2.10 Deputation of Shri S. M. Kakade, to Indian Institute of Technology, Bombay for pursuing Ph.D. in Department of Electrical Engineering, under QIP:

The Board noted the same.

2.11 Study leave to Mrs. V. B. Dawari, Assistant Professor in Civil Engineering:

The Board noted the same.

2.12 Payment of gratuity to Mrs. V.M. Karve, Assistant Professor in Biology:

The Board noted the same.

2.13 Recruitment of support staff:

The Board noted the same.

2.14 Ph.D. Viva-voce Examination of Mr. S. B. Mane:

The Board noted the same.

2.15 Deputation of faculty to 'EDUCON' international conference to be held at Germany, organized by Sakal Media Group, Pune:

The Board noted the same.

2.16 Deputation of Smt Soma Niloy Ghosh to Malaviya National Institute of Technology, Jaipur for pursuing Ph.D. in Electronics and Communication Engineering, under QIP:

The Board noted the same.

2.17 Request from Dr. S.U. Ghumbre to get lien for three year period:

The Board noted the same.

2.18 Roster approval for support staff positions created by the Board & Reporting of Annual Performance Appraisals (Confidential Reports) of Faculty appointed by the Board:

The officiating Director reported that honouring the Board's resolution in its 32nd meeting, the roster preparation for the Board created support staff positions, is in process. The roster is being prepared as per Government of Maharashtra reservations norms, taking bunching of posts cadre-wise. He also informed that Institute is yet to write to Government towards authentication of such roster. The Board members suggested deputing Administrative Officer for this task to liaise with Government offices. Dr. Chahande instructed the Joint Director of DTE's Regional Office of Pune, Dr. Nandanwar, to attend and participate in all the meetings of COEP's BoG to help COEP in this regard and otherwise in future.

The Officiating Director updated the Board that Performance appraisals report, for Board appointed faculty is also under preparation.

The Board noted the same.

2.19 Appointment of Executive Director/CEO for BIEL:

The officiating Director informed the Board that Mr. Jeet Vijayvargiya has joined as CEO and Dean (Entrepreneurship) at BIEL on 1st October 2015. He would be paid a consolidated salary of Rs. 1,50,000/- (Rs. One lakh fifty thousand) per month and provided with accommodation. The expenses incurred every month will be met from BIEL account. Also for the funds he raises from the industry for supporting BIEL, he would be paid 1% of the total collection on quarterly basis. Mr. Jeet

introduced himself and sought Board support and guidance in setting up BIEL. The Board welcomed Mr. Jeet and wished him best for his assignment.

R-33/2(a)/2015: The Board **NOTED** and **APPROVED** the actions taken on the decisions of the 32nd meeting of the Board held on 15.07.2015 as stated above.

R-33/2(b)/2015: The Board **RESOLVED** to follow the bottom-up channel from City's Municipal Commissioner to the Hon'ble Ministers and Government officials to grant additional land to COEP for its expansion, keeping in view the likelihood of "University" status being awarded to COEP.

R-33/2(c)/2015: The Board **RESOLVED** to approve and empower the Director to identify and appoint an NGO to obtain an authenticated list of slum dwellers to be rehabilitated with their documentary evidences who while understanding mind-set of the slum dwellers will also suggest measures in which process of rehabilitation becomes smooth.

R-33/2(d)/2015: The Board **RESOLVED** to approve the renewal of appointments for 11 months of all faculty appointed in June/July 2013 and June/July 2014, on contract for yet another 11 months period including those other category candidates appointed against reserved category posts. The Board also approved that salaries of those faculty appointed on Govt. posts will be paid as per Government norms, while the difference between the pay as per 6th pay scale and what is permitted by the State Govt. will be paid through institute account.

R-33/2(e)/2015: The Board **RESOLVED** to revert the concerned NINE faculty members to their respective older positions in the Government, and accordingly initiate the process of case-specific pay-fixation, communication with Government etc.

Item No. 3: State Government Order on cancellation of faculty appointments made by COEP:

This agenda item was taken prior to the other agenda items by the Chairman and appealing the members to revisit the faculty recruitment process, case-on-case basis, exerted by the Board from 2007 to 2012. The Board at its 31st Meeting held on 6th February 2015, in respect of termination of 54 employees had **RESOLVED** to convey to the Government to appoint a Specialist/Elite Committee, comprising of eminent educationists and industry experts, with knowledge/experience in higher/technical education to get all the faculty appointments made reviewed. Upon receiving NO response from the Government, case was filed in the Bombay High Court, Mumbai.

The Board at the suggestion of Dr. Chahande decided to appoint an committee chaired by Prof. Sanjay Dhande, with Prof. N.B. Pasalkar and Dr. Nadanwar-Joint Director, Regional Office of DTE at Pune, as

members. Prof. B.N. Chaudhari would work as Convener for this committee. The committee was asked to relook at each and every case of faculty appointment and submit its report within six to eight weeks time frame.

R-33/3/2015: The Board **RESOLVED** to appoint a committee chaired by Prof. Sanjay Dhande, with Prof. N.B. Pasalkar and Dr. Nadanwar-Joint Director, Regional Office of DTE at Pune, as members and Prof. B.N. Chaudhari as Convener, to relook at all objected faculty appointments case-on-case basis, and submit their report in six to eight weeks time frame.

Item No. 4: **Presentation of Accounts of Financial Year 2014-15:**

Mr. Pol of M/S. Joshi & Pol, Institute's statutory auditors, made a detailed presentation of the final accounts for the financial year 2014-15, at the Board meeting, with the audited balance sheet of the year, tabled at the meeting. All the Board members expressed their appreciation towards the interest, efforts and time put in by Mr. Pratap Pawar with the auditors, towards streamlining and documenting all the account details, with all its analysis for all the years, post autonomy. The members had many concerns and queries on the detailed analytical presentation made by Mr. Pol, related to expenditure pattern, reserves and assets, corpus created and its conversion to assets, targets for IRG, Institute's liabilities etc, to name a few. Mr. Pol responded with satisfactory answers and promised to provide more details on same. The members while congratulating the auditors for their detailed presentation and Mr. Pratap Pawar for his contribution for owning and mentoring the complete accounts systems, post autonomy, expressed that we as an Institute may have two different versions of budget and all account statements, one for Charity commissioner and the other for Boards letter understanding. Dr. Dhande volunteered to share a 13 point template he had adopted in the past in this regard.

R-33/4/2015: The Board **RESOLVED** to approve the audited accounts statements for the year 2014-15 and put on record its appreciation towards the auditors for their detailed presentation and their mentor Mr. Pratap Pawar for his involvement in whole process of accounts upkeep and maintenance.

Item No. 5: **Faculty Recruitment:**

The officiating Director updated the members that the Interviews for faculty recruitment on contract basis were held in two slots viz., on 23rd and 24th July 2015 and between 28th September to 1st October 2015, in various disciplines mentioned in the Agenda, as per the approved rules for faculty selection.

For each of the disciplines, a committee comprising of 2/3 subject experts, BOG nominee-Dr. G.B. Pant, reserved category nominee-Dr.

S.T. Vagge, Officiating Director, Deputy Director and concerned HOD was constituted for the conduct of process.

All appointments including those against reserved category posts, as also wherein reserved category candidates were not available, such appointments have also been recommended for 11 months period only. The recommendations of the committees and the summary of selected candidates are appended at **APPENDIX - 3 (Page No.38)**. These being institute created posts, all appointments are recommended with scales and their salaries would be drawn from the institute account.

The members expressed their concern on the contractual appointments and necessity on finding permanent solution with Government support or by aiming at self-sustenance on financial fronts, so that regular recruitments can be initiated to attract the best of faculty.

R-33/5/2015: The Board **RESOLVED** to approve the recommendations of the interview committees for faculty selection in various disciplines as per summary in **Appendix -3** with scales and salaries as listed against the candidates, and to be drawn from Institute account.

Item No.6: Visit of Prof. B. N. Chaudhari, Deputy Director & Professor of Electrical Engineering to Singapore-Malaysia from 23rd October to 2nd November 2015.

The Board approved the same. The Board suggested that such foreign trips being either family tours or pleasure trips or visiting relatives or on health grounds and being completely self-financed, and for any personal reason need not be tabled in Board meetings. However, the Director informed that it is mandated by the State Government to seek approvals of the Board on each such faculty, leaving Homeland for a stipulated period, even though there are no financial implications with Government or Institute. The Board decided to empower the Director of the Institute to sanction and approve all such proposals.

R-33/6(a)/2015: The Board **RESOLVED** to approve the foreign visits of Prof. B.N. Chaudhari to the countries mentioned above, since the trip is self supported and Board's approval is mandatory.

R-33/6(b)/2015: The Board **RESOLVED** to empower the Director to sanction leave and permit all such faculty who wish to take trip abroad being either family tours or pleasure trips or visiting relatives or on health grounds and being self financed, and for any such personal reason. The Board decided that such cases need not be tabled in Board meetings.

Item No.7: Visit of Mrs. Tanuja Pattenshetti, Assistant Professor in Computer Engineering/IT to Zurich from 23rd October to 13th November 2015.

The Board approved the same.

R-33/7/2015: The Board **RESOLVED** to approve the foreign visits of Mrs. Tanuja Pattenshetti to the countries mentioned above, since the trip is self supported and Board's approval is mandatory.

Item No.8: Proposal for Visit to USA by Dr. B. B. Ahuja- Officiating Director in Nov. 2015

The Officiating Director informed the Board that he has received an invitation from Mr. Narendra Kale, Co-founder of Bhau Institute and Office bearers of COEP-USA Alumni Foundation, to visit USA from 15th Nov. to 24th Nov. 2015. The visit would help and focus on resolving the crisis regarding rejuvenation of the foundation and re-uniting US based COEP Alumni towards contribution to their Alma mater, in general and BIEL in particular since Mr. Jeet Vijayvargiya is going to accompany Prof. Ahuja. The Director while visiting the US Universities, with which COEP has MoUs, would strive for newer avenues of association on academic fronts of Students and faculty Exchange also. The visit would be organized by the COEP-US Alumni foundation.

The members consented on the necessity of such visits for leveraging on alumni relations and making them more contributive towards their Alma-mater, also strengthening international relations with reputed Universities abroad.

R-33/8/2015: The Board **RESOLVED** to approve the USA visit of the Officiating Director-Prof. B. B. Ahuja, and Mr. Jeet Vijayvargiya in November 2015, upon invitation from COEP-US Alumni Foundation.

Item No.9: Instituting a new port folio at Institute level titled "Corporate Relations Officer:

The Officiating Director apprised the Board on necessity of instituting a new Institute level port folio titled "Corporate Relations Officer" to further the associations with industrial and corporate houses and leverage on them towards win-win partnerships. The functionary would be an interface and point of contact between COEP and industry/corporate of all nature/types/categories and would exert on fronts such as fund-raising through CSR, Fellowships for full time research scholars, two-way sabbaticals, engaging Industry personnel in co-teaching, miscellaneous sponsorships, etc. to mention a few. He/She would timely interact with Deans of Academics/R&D/Alumni & International relations and Training & Placement Officer of the Institute and contribute in the best capacity for nurturing industry relations. One amongst senior faculty of the institute, would be given this additional portfolio, and will be considered at par with Head of the Department position. The Board members appreciating this concept, enquired on the duties and responsibilities of existing Training & Placement Officer port folio and remarked that the proposed position is more on strategic

level whereas Training & Placement Officer is more of an execution type role.

R-33/9/2015: The Board **RESOLVED** to institute a new central portfolio of 'Corporate Relations Officer' 3 year on rotation basis, equivalent to the position of Head of the Department and accordingly identify an internal apt faculty member towards the same.

Item No.10: Items for reporting to the Board:

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

The Board noted the same.

b) MoUs with Academia/Industry:

The Board noted the same.

c) Prof. Satish Kumbhar, Assistant Professor in Computer Engineering & IT Department was deputed to attend HP Helion Digital Transformation Summit held in Thailand during 26th - 28th August 2015. The Chairman BOG has accorded permission to his visit.

The Board noted the same.

d) Faculty team from:

- i. Jai Prakash Mukand Lal Institute of Engineering and Technology (JMIT), Radaur, Haryana
- ii. SPFU Telangana from Commissionerate of Technical Education
- iii. Jawaharlal Nehru Technological University, Hyderabad
- iv. Osmania University, Hyderabad

visited COEP on 31st August 2015 & 1st September 2015 to study Best Practices of COEP.

The Board noted the same.

e) Prof. B.N. Chaudhari-Deputy Director and Prof. M.S.Sutaone-Dean-Academics, visited Jai Prakash Mukand Lal Institute of Engineering and Technology (JMIT), Radaur, Haryana, shared their experiences and wisdom on Autonomy and Accreditation, in particular, and Excellence in Education, in general.

The Board noted the same.

f) "Digital India" is a first of its kind initiative, from Govt. of India, involving DST, DEitY, Intel, IIM-Ahmedabad, towards facilitating product development from novel select 20 ideas from innovators across country. With pride and honor, COEP is actively engaged in this initiative in sharing its laboratory infrastructure with these 20 teams of innovators and mentoring whole project towards noble cause.

The Board noted the same.

- g) Dr. S. L. Patil, Dean (Student Affairs) and Professor in Instrumentation & Control Engineering Department, has requested for permission to participate at the 41st Annual conference of IEEE Industrial Electronics Society (IECON 2015) to be held at Yokohama, Japan during November 9-12, 2015, under TEQIP-Phase-II (Centre of Excellence Grant). His research paper titled "Large Signal Model and Nonlinear Control of PWM Converter in Discontinuous Conduction Mode" has been accepted for ORAL presentation in the said conference. The Chairman BOG has accorded permission to his visit.
The Board noted the same.

R-33/10/2015: The Board **NOTED** all reported items under item 10 and **APPROVED** the same.


Item No.11: Any other item with the permission of the Chairman.

Dr. Chahande Principal Secretary, Higher & Technical Education, M.S., brought to the attention of the Board that the procedure of appointing the Director of the Institute be initiated following guidelines given in GoM's GR on Autonomy in year 2004. The Board acknowledged the gesture of Dr. Chahande.

The Board decided to initiate the process and advertise this vacant post.

R-33/11/2015: The Board acknowledged the suggestion of Dr. Chahande and **RESOLVED** to initiate the process of Director's appointment for the Institute.

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


(B. B. Ahuja)

Member- Secretary
Board of Governors, COEP