

**MINUTES OF THE
FORTY FIRST (41st) MEETING OF THE BOARD OF GOVERNORS
HELD ON TUESDAY, 9th April 2019**

The forty first (41st) meeting of the Board of Governors of the Institute was held on Tuesday, 09.04.2019 at 11.30am at College of Engineering Pune and the following members were present.

1.	Dr. Vijay Bhatkar	Chairman
2.	Mr. Prataprao Pawar	Member.
3.	Mr. Sanjay Inamdar	Member
4.	Dr. Rajendra Hiremath	Member
5.	Mr. Vilas Tawde	Member (on VC mode)
6.	Prof. Mrs. P. P. Rege	Member
7.	Prof. S. T. Vagge	Member
8.	Prof. B. B. Ahuja	Member- Secretary
9.	Prof. B. N. Chaudhari	Invitee
10.	Prof. M.S. Sutaone	Invitee
11.	Prof. B.G. Birajdar	Invitee
12.	Mr. Subhash Deshpande	Invitee

Mr. Saurabh Vijay, Hon. Secretary, H & TE department, Govt. of Maharashtra, Dr. Abhay Wagh, Director of Technical Education, Maharashtra State and Prof. Nitin Karmalkar, Vice Chancellor, SPPU, could not attend the meeting owing to their prior commitments and thus were granted leave of absence.

The Director, Prof. Ahuja, welcomed all the members and requested the Chairman for opening the meeting. Since Mr. Vilas Tawde joined the meeting on Video Conferencing from Mumbai, Mr. Prataprao Pawar requested him to seek formal permission from the Chairman, for such mode of participation, after confirming that he was alone in the room wherefrom he is participating in the meeting, as a protocol. After the formal consent from the Chairman, the meeting started with the opening remarks by the Chairman. Dr. Bhatkar initiated the discussions with a mention of an extra ordinary time through which education system in the country is passing. He described the situation as "VUCA"- Volatile, Uncertain, Complex and Ambiguous, and further added that human beings have ability to accept the challenges posed by the situation and find solutions.

The Director informed the Board that the Institute (COEP) stood 49th in the NIRF ranking-2019 in the Engineering Institutes category, this being the slide from last year's 45th rank, while there is an improvement from 96th to 91st in the overall category, where all types and categories of Higher Education Institutes in the country participate. When queried by the Chairman, he further added that around 1050 Engineering colleges in the country participated this year in the process. He attributed the slide to the most crucial parameter, the students to faculty ratio (SFR) at COEP, which has become a point of serious concern recently. With less regular faculty on roll and more contractual, the research outcomes in terms of funded R & D projects, quality publications, PhD candidates being guided and produced, IPR & patents etc. are insufficiently generated in terms of quality and numbers, he added. Mr. Vilas Tawde suggested to study the parameter-wise marking scheme of NIRF,

analyze COEP's report of the year and improve on pitfalls therein, towards better performance next year.

The Chairman enquired on the Institute's participation in international ranking and establishment of Internal Quality Assurance Cell (IQAC). The Director responded that Institute has established IQAC as mandated by Accreditation bodies, with its well-defined function and responsibilities. Whereas COEP has not yet participated in any international ranking exercise, he further added that NIRF is a totally data-based exercise, and Institute has to submit relevant data meticulously.

Mr. Sanjay Inamdar suggested to prepare and submit a detailed parameter-wise note on NIRF ranking of the Institute this year, with corrective measures, towards improvement in the rank in future. The Chairman endorsed his suggestion.

Prof. Chaudhari underlined the importance of SFR, by mentioning these figures, as necessitated by NIRF as 10:1, by AICTE as 20:1 and by NBA as 15:1, and apprehended that we may loose on NBA accreditation even in want of proper SFR. He further emphasized on having a greater number of fulltime PhD scholars on campus through schemes such as MHRD-QIP, AICTE-NDF etc. towards more fruitful research outcomes. He further mentioned that the statutes, dated 14th January 2019, announced by the Government of Maharashtra are highly empowering for Autonomous colleges to start their own PhD programs.

The Director informed that COEP as on date has 60 full time PhD candidates and 238 part time ones, pursuing research. Mr. Inamdar suggested exploring possibility of starting Post Doctoral program on campus. Mr. Vilas Tawde suggested to collaborate with domain specific industries for joint publications and IPR. He also cited example of Oklahoma University in this regard. Prof. Vagge informed the Board that to the tune of 50% of PG Students are mandated to publish their dissertation contributions in the form of journal or conference paper.

The meeting thereafter started with the formal agenda.

Item No.1: Confirmation of the Minutes of the 40th meeting of BOG held on 7th March 2019

The Director informed the Board that draft minutes of 40th Board meeting were duly modified after incorporating suggestions from Dr. Abhay Wagh, who represented the Government in the meeting on 7th March 2019. The Board **CONSIDERED** the Minutes of the 40th meeting held on 7th March 2019 as confirmed.

R-41/1/2019: The Board **RESOLVED** that the minutes of the fortieth meeting of the Board of Governors of the Institute held on 07.03.2019 be **CONFIRMED** as enclosed (APPENDIX – 1).

Item 2: A Brief Report on "Cancellation of Ineligible Faculty Appointments" made by COEP between 2007-12 and Planning further:



The Director reiterated the facts, figures and statistics with regards to the cancellation of ineligible teacher appointments made by the Board of COEP between 2007-12, in light of the Honorable High Court's decision announced on 28th February 2019. With the apt understanding of the Hon. HC's judgment, he said that the stay on Government's letter dated 23rd January 2015 has been vacated and thus the clauses A, B, and C therein have been revived for actions to be exercised. He further deliberated on resolutions (a) through (i) of the 40th Board meeting made in this regard and thus recalled the actions taken by the Institute against these 54 appointments.

Prof. Chaudhari comprehended the clause 'C' in the letter, that PERMITS originally Govt. appointed teachers from amongst 54 to revert to their original lower positions. Dr. Hiremath raised the issue of '6' cases of new reversions and opined that the Government's consent may be required for these reversions. Prof. Chaudhari responded that there had been many cases of reversions/comebacks in the past, independent of the Court case, and Government has been every time informed on such cases with requests on approvals on pay-fixations only.

Mr. Vilas Tawde suggested to go for formal legal opinion regarding the overall Hon. HC judgment and Institute's actions taken based on the letter dated 23rd Jan. 2015. The Director informed that Institute has approached the retired HC judge for such opinion, but the opinion/advise needs to be sought with his due professional fees of Rs. 1.50 lakhs. All the members immediately consented on the proposal with payment of fees. The Director further expressed his deep concern on reinstating the services of $27 + 8 = 35$ teachers, whose services at COEP would cease on 21st June 2019. He hoped for probable solution of having Government's decision on accommodating these teachers on Board created positions, with Institute paying their salaries or seeking permission from the Government to continue their services at COEP, temporarily until the regular recruitment process happens. Mr. Pawar, while appreciating the contributions of these teachers in raising the status of COEP, said that the Institute needs such performers, and also otherwise students being the central focal, would academically suffer. The Director informed the Board about the would-be academic scenario in July 2019 and highlighted the need of 50-60 faculty to cope up with the academics and minimum norms for their student teacher ratio. The Chairman opined that our prime objective is students' education and it should not suffer. The Board authorized and empowered the Director and administration to fill up institute created vacant faculty positions on contract/tenure basis with scale, including Adjunct faculty. Upon information shared by the Director that there are total 158 faculty positions created by the Board in its previous terms, the members re-concurred on the same and assured that additional new positions may be created, in future, towards meeting genuine requirements of teachers for academic and research growth of the Institute.

The Director further briefed the Board that these 35 faculty have verbally conveyed that though reluctant, they will approach the Supreme Court of India challenging the Hon'ble High Court's decision and if the Government / BOG is able to accommodate them they will withdraw the case from the Supreme Court of India. Since approaching the Hon'ble Supreme Court of India is time bound, these 35 faculty have initiated this step. They are hopeful of favorable consideration from the Government / Board will withdraw the case once this decision is conveyed to them.

Dr. Hiremath expressed that the Institute/Board needs to re-approach the Government towards an inclusive solution to accommodate these teachers on institute created posts. The Chairman also advised to work closely with the Government for an amicable solution.

R-41/2(a)/2019: The Board **RESOLVED** to work closely with the Government towards an inclusive and an amicable solution for reinstating the 35 teachers.

R-41/2(b)/2019: The Board **RESOLVED** to **APPROVE** the professional fees of Rs.1.50lakhs to be paid to the retired HC Judge for seeking his advise/opinion on the Hon. HC judgment and actions taken thereupon by the Institute.

R-41/2(c)/2019: The Board **RESOLVED** to **APPROVE** and authorize the Director and administration to appoint faculty on institute created positions on contract/tenure basis with scale, including appointing Adjunct faculty. The Board also **RECONCURRED** the "158" number of faculty positions created by the Board in its previous terms.

Item 3:

Approval for expenditure towards construction of Compound wall at COEP's land at Chikhali, Pune.

The Director briefed the process of e-tendering the proposal of construction of compound wall at a cost of Rs.1,09,55,607/- for COEP's land at Chikhali, Pune, on the Government's web portal, and also explained the necessity of such construction. Mr. Pawar, while appreciating the Government for giving such precious Slum-free piece of land to COEP, said that the expenditure for constructing the compound wall be approved. The Director informed that eight security guards have been recruited for 24 x 7 duty on this site, to safeguard it from encroachment.

The Chairman expressed his views on the development planning of this site as second campus of COEP and suggested to form a committee of experts from alumni, academia, corporate and in-house leadership to look into the detailed planning for utilization of this land. Mr. Pawar suggested to seek inputs from international institutes/organizations of repute such as IDC, Israel, NTU or NUS, Singapore and expressed his readiness for further support. Mr. Inamdar also offered his help in this regard and suggested help of Dr. S. G. Dhande.

The Chairman suggested a Committee of Mr. Pratap Pawar, Dr. Rajendra Hiremath, Mr. Sanjay Inamdar, Mr. Subhash Deshpande,

President Alumni Association and Dr. Sanjay Dhande to look into the proposed master plan of COEP land at Chikhali.

R-41/3(a)/2019: The Board **RESOLVED** to **APPROVE** the expenditure for construction of compound wall costing approximately of Rs.1,09,55,607/- for COEP's land at Chikhali, as per the tendered process.

R-41/3(b)/2019: The Board further **RESOLVED** to constitute a committee comprising of Mr. Pratap Pawar, Dr. Rajendra Hiremath, Mr. Sanjay Inamdar, Mr. Subhash Deshpande and Dr. Sanjay Dhande developmental planning on the said land of COEP.

Item 4:

Approval for renewal of subscription of IEEE/IEL Online e-journal resources (edition-2019) through College Central Library grants.

The Director explained the importance of annual renewal of subscription of IEEE/IEL online e-journal resources in terms of its extensive utilization by the research scholars and PG students, in particular. Mr. Pawar enquired about the possibility of any discounts on such subscription amounts and appealed to approve such mandatory annual investments. The Director informed that price of Rs. Thirty-five lakhs is discounted one and being subscribed to sole distribution of IEEE/IEL transaction in India.

R-41/4/2019: The Board **RESOLVED** to **APPROVE** the expenditure approximately of Rs. Thirty five lakhs for renewal of subscription of IEEE/IEL online e-journal resources through College Central Library grants.

Item 5:

Approval for implementation of 7th Pay for supporting staff appointed by the Institute in post autonomy era.

The Director informed that, Post Autonomy, institute has created 92 support staff positions to address the needs of various important sections of the institute. He further stated that, following due process, the institute has made few new appointments as well. Today, there are 59 people working on these positions out of which 45 people are getting regular scale. Remaining 14 are working on contract and get consolidated salary. The Director further briefed that the salaries of these 59 people have been fixed by the Finance Committee of the Institute from time to time. The Director reiterated the policy of the Institute on not differentiating between the person appointed by the Board and the person appointed by the Government as far as the salary and related benefits are considered. Upon recent declaration by the Government on implementation of the 7th pay for its supporting staff in the Engineering Colleges, he appealed the members to approve the implementation of the 7th pay for the institute selected staff and informed that the institute has made provision to meet the increased financial burden due to this implementation, since January 2016. All members consented on the proposal and decided to approve the implementation from retrospective effect.



R-41/5(a)/2019: The Board **RESOLVED** to **APPROVE** the implementation of 7th pay for all Institute selected staff with retrospective effect, i.e. since 1st January 2016. The Board approved that those on scales be paid as per 7th pay scales while those on consolidated salary be given approximate raise equivalent to 7th pay scale.

R-41/5(b)/2019: The Board **RESOLVED** to **APPROVE** and authorize the Director and administration to appoint support staff on institute created vacant positions on regular/contract basis. The Board also **RECONCURRED** on the "92" number of support staff positions created by the Board in its previous terms.

Item 6:

Items for reporting to the Board: Action taken report on resolutions/decisions of 40th Board meeting held on 7th March 2019

The Director reported on the actions taken on various resolutions/decisions of 40th Board meeting held on 7th March 2019.

R-41/6/2019: The Board **NOTED** and **APPROVED** the actions taken on the decisions of the 40th meeting of the Board held on 7th March 2019 as stated above.

Item 7:

Any other items with the permission of the Chair:

Following items were deliberated with permission of the Chair;

a) Approval on Expenditure for High Voltage Laboratory at Electrical Engg. Department:

The Director explained the urgency of approval on expenditure to be incurred towards Air-conditioning at a cost of Rs. 36,03,165/- and false Ceiling related work at cost of Rs. 42,55,224/- both for the newly constructed High Voltage laboratory at Electrical Engineering Department, in the remembrance of Late Mr. K. R. Natu and the 3D Printing Lab. He further explained the process of e-tendering, inviting quotations, placing work /service orders etc in this regard. Mr. Pawar queried on why the proposal was directly brought to the Board and not first in the Finance committee, and whether the cost was well negotiated with the dealers. The Director mentioned that the e-tenders were floated on Maharashtra Governments website and due purchase procedure was followed, including negotiation with L1 for further discounts, the proposals are brought to the Board directly as the deadline of May 31st is kept in view for completing these works in the K R Natu School Electrical Engineering building. Entire Rs. 5.0 crores funds were received from the donor and the donor expressed that the work in the building with interiors be completed by 31st May 2019. The Director further informed that HVAC work, after negotiation was 25.84% below the estimated cost and for false ceiling work, after negotiations it was at 13.74% below the estimated cost.

The Board approved the proposal.

R-41/7-a/2019: The Board **RESOLVED** to **APPROVE** the expenditure for HVAC at a cost of Rs. 36,03,165/- and false Ceiling

related works, both at newly established High Voltage laboratory at Electrical Engg. Department and 3D Printing Lab at cost of Rs. 44,55,224/-

b) Approval on increase in Life membership fees of Alumni Association of COEP:

The Director informed the members that the fees of life membership of Alumni Association of COEP has been Rs. 2000/- from almost a decade and being deposited to the Association's account in installments by the Institute as a student progresses from his/her first year to final year, finally exits from campus, and then qualifies as alumnus member of the Association. With a request received from the Association towards a nominal increase in the fees from current Rs. 2000/- to proposed Rs. 3000/-, the Director appealed the members to approve the increase. Mr. Inamdar expressed that even this nominal increase may affect some poor students, for whom this may not be affordable. Mr. Pawar enquired about activities of the Association round the year, their outreach and connect with alumni, their ways and means of communication, annual publications etc. Mr. Subhash Deshpande, the President of Alumni Association of COEP answered his queries mentioning the financial support to various activities of students, faculty and the institute. The Board consented on the increase in life-membership fees of Alumni Association of COEP from present Rs. 2000/- to Rs. 3000/- w.e.f. coming academic year.

R-41/7-b/2019: The Board **RESOLVED** to **APPROVE** the increase in life-membership fees of Alumni Association of COEP from present Rs. 2000/- to Rs. 3000/- w.e.f. academic year 2019-20.

c) Expression of Interest of donating Rs. 7.00 crores by the family members of Late Mrs. Gauri Shah, alumnus of Computer Engg. Department in her commemoration:

The Director apprised the Board on generous gesture of family members of late Dr. (Mrs.) Gauri Shah, in expressing their interest with Alumni Association of COEP, to donate Rs. 7.00 crores in her commemoration. He narrated the journey and association of Mrs. Gauri with COEP, the bright rank-holder of Computer Engg. Department (1998 batch), and her sudden sad demise in the recent past. He further informed that her family members approached him first with a request of donating of sum of Rs. 7.00 Crores to the institute. Rs. 5 Crores for the Computer/IT building, in Gauri's name Rs. 1 Crore toward "Mother's Basket" for helping needy students studying at COEP and Rs. 1 Crore endowment at Bhau Institute towards COEP students seed funding for COEP student startups from interest on the endowment, and also for prize money for best ideation at Bhau Institute. He further informed that he has shared the drawing of the library and Computer /IT building with her parents. There after the parents approached Alumni Association through Dr. Mrs. Vandana Inamdar, senior faculty in the department, with their expression of interest in donating Rs. 7.00 crores in to

commemorate Dr. (Mrs.) Gauri. The family members are yet to freeze on utilization of the donated amount but are inclined to use it for proposed building of Computer Engg. and IT department, her true Alma mater, he further said.

Mr. Pawar responded that COEP and all its stakeholders should be grateful for such gesture expressed by the family after passing through the trauma of sudden demise of the beloved and suggested that a tri-party agreement may be articulated involving COEP (Computer & IT Department), Alumni Association of COEP and the Shah family, to decide on appropriate utilization of the donated amount. The members agreed to his suggestion.

R-41/7-c/2019: The Board, while appreciating the generous gesture of the Shaha family after passing through the traumatic situation, **RESOLVED** to **ACCEPT** the donation with deep sense of gratitude and undertake a tri-party agreement involving COEP (Computer & IT Department), Alumni Association of COEP and the Shaha family. The Committee further **RESOLVED** to **APPROVE** the said Computer/IT building be named after Mrs. Gauri Shaha.

d) Expression of Interest of establishing a Training Centre at COEP by AluminiumCasting Association of India:

Mr. Pawar apprised the members that Aluminium Casting Association of India have expressed their interest in establishing a Training & Skilling Center in the domain of High Pressure Die casting at COEP, with donation of relevant equipment and machinery worth Rs. 1.00 crores. With appreciation of this gesture, he further emphasized on importance of such Center at COEP and appealed the members to approve the proposal and accept the donation.

R-41/7-d/2019: The Board, while appreciating the expression of interest by Aluminium Casting Association of India (ALUCAST), **RESOLVED** to **ACCEPT** the donation from the AluminiumCasting Association towards establishment of Training and Skilling Center at COEP.

e) Nomination of Mr. Narendra Kale as Member on Board of Directors of Bhau Institute:

Mr. Pawar informed the Board that the Bhau Institute has come up with the contribution of Alumni and Industry and that the idea of Bhau Institute was mooted by Mr. Narendra Kale when Prof. Sahasrabudhe visited him in Chicago in 2007-08. He further informed that the members of "Board of Directors of Bhau Institute" are nominated by Board of Governors of COEP.

Mr. Pawar raised the point of co-opting certain industry/corporate personnel on Bhau Institute's Board of Directors, as either permanent invitees or on the "Board of Directors" and strongly recommended the name of Mr. Narendra Kale, for co-option as



Member, Board of Directors of Bhau Institute, he being the co-founder of Bhau Institute.

Mr. Pawar further mentioned that the other co-founder, Mr. Sanjay Inamdar and former Director of College of Engineering Pune, Dr. A. D. Sahasrabudhe are already members while Mr. Narendra Kale who was instrumental in promoting Bhau Institute is left out from the co-founders to represent on Board of Directors of Bhau Institute. Such co-option would certainly add value to the stature, status and brand of the Bhau Institute, he felt, and he further appealed the BoG members of COEP to approve Mr. Narendra Kale's co-option on Board of Directors of Bhau Institute.

Mr. Pawar also suggested that all the co-founders of the Bhau Institute, be always considered as permanent invitees on Board of Directors' of Bhau Institute, in future, if they are not representing as members on the Board of Directors' of the Institute. Mr. Pawar also invited all BoG members of COEP in forthcoming Board of Director's meeting of Bhau Institute.

The Chairman expressed his interest in knowing about Bhau's activities, Vision, future action plan, modus operandi, number of incubates/start-ups etc. and suggested to have a detailed presentation of Bhau Institute in the forthcoming meeting of COEP's Board. Mr. Inamdar expressed his concerns on formally co-opting the remote invitee members on the Board of Bhau Institute in view of their probable contributions. However, the Chairman endorsed Mr. Pawar's suggestion in co-opting Mr. Narendra Kale as member of Board of Directors on Bhau Institute. The Chairman also authorized Mr. Pawar in his capacity as Chairman of the Board of Directors of Bhau Institute to co-opt any member he finds appropriate for the Bhau Institute as Invitee or member on Board of Directors of Bhau Institute.

R-41/7-e1/2019: The Board **RESOLVED** to **APPROVE** the co-option of Mr. Narendra Kale, as permanent member on the "Board of Directors" of Bhau Institute.

R-41/7-e2/2019: The Board **RESOLVED** to **APPROVE** the nomination of 1) Mr. Narendra Kale 2) Mr. Sanjay Inamdar 3) Dr. Nikhil Jakatdar 4) Mr. Atul Kirloskar as permanent invitees hereafter on Board of Directors of Bhau Institute for Innovation, Entrepreneurship and Leadership.

R-41/7-e3/2019: The Board **RESOLVED** to **AUTHORIZE** Mr. Pratap Pawar to co-opt any member he finds appropriate for the Bhau Institute either as Invitee or member on Board of Directors' of Bhau Institute.

f) Fake financial transaction from COEP by hacking Accounts Assistant email account:

The Director informed the Board that while he was attending "Educon" Conference at Russia, the account of Mr. Sachin Jadhav

Accounts Assistant was hacked and an email simlie as though from Directors' Account was sent to Mr. Sachin Jadhav asking him to release funds to M/s LANKAKRISHNASHAHI ENTERPRISES and M/S IKSHASHI ENTERPRISES. The Director on his return discovered this and questioned Mr. Sachin Jadhav and Mr. Vasant Gonte, Accounts Officer of this case.

The case was immediately registered with Cyber Crime Branch of Pune City Police. The Cyber Crime Branch has traced all the transaction of the fraudster, frozen some of his bank accounts and one of the main culprits arrested in Ahmedabad, Gujarat who was also involved in a similar case, elsewhere.


The Cyber Crime cell has suggested that an FIR be filed for Police to take further action in the matter and get the funds back to College of Engineering Pune from the fraudster through his sealed Bank Accounts. The Board advised to take utmost care in future, have best cyber security measures in place and preferably avoid wire transfer of larger transaction amounts.

R-41/7-g/2019: The Board **RESOLVED** to **APPROVE** filing of FIR in the case.

g) Approval on Proposal of beautification of Boat Club by Alumni Association of COEP:

Mr. Subhash Deshpande, the President of Alumni Association of COEP, apprised the members on proposal of beautification of the heritage Boat Club of COEP, by constructing ghats, permanent barricade structure, plantation of trees etc. which would not only beautify the river bank in possession of COEP's Boat Club, but would also provide protection from slums, permanent seating arrangement for Regatta, etc. he added. Mr. SuhasLunkad MD of M/S Rohan Builders being alumnus of COEP has shown interest in bearing architecture design cost of the beautification project, he further informed. The members, while appreciating the proposal, expressed that due permissions if required from Pune Municipal Corporation be sought for implementation of the project for barricading the land with boundary wall.

R-41/7-f/2019: The Board, while appreciating the proposal on beautification of Boat club, **RESOLVED** to instruct the "Planning and Evaluation Committee" of COEP to explore the intricate details of the proposal.


(Prof. B. B. Ahuja)
Member Secretary
Board of Governors, COEP