

**MINUTES OF THE
FORTY EIGHTH (48th) MEETING OF THE BOARD OF GOVERNORS
HELD ON TUESDAY, 1st JUNE 2021**

The Forty Eighth (48th) meeting of the Board of Governors of the Institute was held on Tuesday-1st June 2021, at 11.00 am at College of Engineering Pune and the following members were present.

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| 1. | Shri. Pratap Pawar | Chairman |
| 2. | Shri. O. P. Gupta | Secretary Dept. of H & TE, Govt. Representative
(in VC mode) |
| 3. | Shri. Sanjay Inamdar | Member (in VC mode) |
| 4. | Prof. Sanjay Dhande | Member (in VC mode) |
| 5. | Dr. Pramod Chaudhari | Member (in VC mode) |
| 6. | Dr. Anand Deshpande | Member(in VC mode) |
| 7. | Prof. Nitin Karmalkar | Member |
| 8. | Prof. N.B. Pasalkar | Member (in VC mode) |
| 9. | Prof. Mrs. P. P. Rege | Member(in VC mode) |
| 10. | Prof. S. T. Vagge | Member |
| 11. | Prof. M.S. Sutaone | Invitee |
| 12. | Prof. B. G. Birajdar | Invitee |
| 13. | Prof. B. B. Ahuja | Member– Secretary |

Owing to the Covid-19 situation, a few members, as mentioned against their names above, preferred to join the meeting in Video Conferencing (VC) mode and thus the Chairman confirmed from all such members whether the proceedings, being transacted, were audible and visible and that they were seated alone in the room, and after their confirmation the meeting was called to order. At the outset the Chairman warmly welcomed all the members.

Item 1: Confirmation of the minutes of the 47th meeting of the BOG held on Tuesday-18th February 2021.

The draft minutes of the 47th meeting of the Board of Governors held on 18th February 2021, as were circulated to the members, were tabled during the meeting and after discussions the same were approved.

R-48/1/2021: The Board **RESOLVED to APPROVE** the minutes of the 47th meeting of the Board held on **18th February 2021**.

Item 2: Action taken on the minutes of the 47th meeting of BOG held on 18th February 2021.

The Director apprised the members on the action taken on the Resolutions of the 47th Meeting of BOG. While on this point, when the Director mentioned about total budgetary cost of Rs. 22 Crores for the construction of the Library cum Computer-IT department building, of which Rs. 9.26 Crores have been contributed by the Government, Prof. Pasalkar congratulated the Chairman of the Board-Shri Pratap Pawar. The Chairman, while acknowledging the generous contribution from the Government, humbly attributed the success to the joint efforts of team-COEP.

The Board noted the actions taken on various resolutions/decisions in the 47th Board meeting.

2.1 A Presentation on "Novel Infrastructure Development on Chikhali Plot by the Architectural Firm-M/S CCBA

The Board noted the same.

2.2 A Presentation on "Recommendations of Prof. Dhande Empowered Committee (as in its submitted Report: Part-I) towards Solutions for long-pending Faculty issues at COEP"

The Board noted the same.

2.3 A report on Recent Initiatives for Enhancing Research through Industry associations of COEP

The Board noted the same.

2.4 Procurement of Collaborative Robot for new 'Robotics & Automation Laboratory' in Department of Manufacturing Engineering & Industrial Management

The Board noted the same.

2.5 Mr. Vijay M. Khadse, Assistant Professor in Computer Engineering & IT for Study Leave of SIX months

The Board noted the same.

2.6 Donation of written-off desktops/laptops to the needy students for Skill development programs, in the villages adopted under UBA/UMA

The Board noted the same.

2.7 Approval for placing the Work Order for Installing, Testing, Commissioning, other related work and Comprehensive maintenance contract for ELEVATORS at various departments of the Institute

The Board noted the same.

2.8 Approval for placing the Work Order for 'Total Solution regarding Electrical Maintenance and New Electrification/ Installation Work' for Institute and Hostel Campus of COEP

The Board noted the same.

2.9 Approval for renewal of e-journals & databases under e-resources grant for 2021, Central Library, COEP

The Board noted the same.

2.10 Approval for the Bulk Purchase of Surface (Touch Screen) Laptops for all regular Full-time Teachers on campus

The Board noted the same.

R-48/2/2021: The Board **NOTED** and **APPROVED** the actions taken on the decisions/resolutions of the 47th meeting of the Board held on **18th February 2021** as apprised by the Director.

Item 3a:

Condolence for deceased faculty members:

The Director informed the members about the sad and untimely demise of two faculty members of the Institute owing to the Covid-19 in its more aggressive second wave. Though in first wave that invaded the country last year, the Institute and the individual employees were precautious and fortunate enough to safeguard their lives, this year, the pandemic affected almost a 2-digit number of COEP employees, he updated, of which Dr. Jagannath V. Aghav, Professor in Dept. of Computer Engg. & IT and Ms. Rishika Verma, Adjunct Full-time faculty in Dept. of Metallurgy & Materials Science unfortunately lost their lives, in the months of April-2021 and May-2021, respectively. While the Institute will ever remember their contributions, with heavy hearts, the Director requested the members to pay homage to the departed souls.

The members observed silence for a minute towards the heavenly abode of the deceased faculty members.

Item 3b:

Disbursement of Dues to Late Prof. J. V. Aghav:

The Director informed that Late Prof. Aghav joined the Institute in 2010, as an Associate Professor, through the diligent open selection process, conducted by the Board of the Institute, and was re-selected to the higher post of Professor in 2011. Prior to joining COEP, Dr. Aghav worked at various cadres in SGGS College of Engg. & Technology, Nanded, a grant-in-aid Institute, owned by Govt. of Maharashtra, for almost 25 years, wherefrom, he was asked to resign his services, he updated. Dr. Aghav himself and COEP were in communication and follow-up with the Government, for getting his previous service CONNECTED with his service at COEP and thus to make him receive all the retirement benefits of a Government servant (such as GPF, GIS and Pension). While the case is yet to be decided by the Government, but in meanwhile in June 2018, for all those teachers, appointed by the Board of COEP, on Government sanctioned and supported posts (during 2008-2012), the Government stopped paying their salaries from the treasury with the reason of 'Improper Salary Disbursement Head', Dr. Aghav being one of such teachers and thus started receiving salary from Institute resources, but with submission of GPF contribution also on hold from January-2019, the Director further said. With the intent of settlement of Dr. Aghav's dues, payable to his legal heirs/successors, the Director requested the members, to permit for the submission of the GPF, Gratuity and Pension proposal to the Government, through proper channel, at the earliest, for further course of favorable actions.

Board agreed for the same.

R-48/3/2021: The Board **RESOLVED to APPROVE** the submission of the GPF, Gratuity and Pension proposal of Late Dr. J. V. Aghav to the Government, through proper channel, at the earliest, for further course of favorable actions.

Item 4:

An Update on progress of Development on COEP's Chikhali campus.

The Director informed the Board that the Chairman Shri Pratap Pawar architects had undertaken visit to the Chikhali campus on 14th April 2021.

The architects had undertaken physical demarcation of the building blocks on site, with markers to provide physical feel to spaces on ground and positioning of the buildings along with their orientations.

He further briefed that with the efforts of Shri Pratap Pawar, the Government had sanctioned Rs. 25 Crores, and that in the first phase along with site development (which includes laying of Water Supply lines, Sewage lines, Storm water drains, Electric Sub-station, leveling of ground, approach roads as per the master plan layout) the construction would be prioritized for building "Four Centers of Excellence." Accordingly plans would be submitted to PCMC in phased manner to save on initial "Development Charges" as imposed by the PCMC which are substantially very high considering the present Site potential of consuming full applicable FSI.

Prof. Kamalkar, sharing his new construction experience at Savitiribai Phule Pune University, informed all that the Development Charges are not applicable to Government buildings and that we should represent accordingly to PCMC authorities.

The Director further informed that based on site visit, there are few changes in the Master plan with location of Exhibition Area being far away from the main gate is shifted besides the "Research & Incubation Centers", such that Exhibition Area will be closest to the Main gate and the parking spaces.

Also, the "Research and Incubation Centers" is shifted towards south side i.e. back side of existing GAS STATION. This will provision space to locate the Exhibition Area.

Further, the present location of "Library cum Knowledge Centre" being at a larger distance from the Centers of Excellence, the Library cum Knowledge Centre" is swapped with 1500 capacity main Auditorium.

The Director mentioned that with the coming-up of Centers of Excellence, partnerships with industry/corporate and alumni are being meticulously planned to seek their R&D Centers at Chikhali campus; and that while the construction is ongoing, we can tailor make spaces for them and charge them rent for the premises and generate revenue.

He also mentioned that a proposal is sent by Chairman -Shri Pratap Pawar, to the Government to acquire adjoining land having GARDEN with POND. Though COEP will have to undertake to maintain the garden, this will help in adding more area for construction in the present land due to requirement of open spaces as per DC Rules and also help to generate more FSI as well as increase the built-up spaces.

Shri Gupta informed that additional FSI could not accrue to COEP, since the Garden is identified as public amenity space in development plans of the PCMC, but COEP could certainly maintain the garden and it could be used by students, faculty and staff of COEP.

The Director also informed the Board that AICTE had recognized the location of COEPs extended campus at Chikhali and permitted conduct of PG program from Chikhali campus.

R-48/4(a)/2021: The Board **RESOLVED** to **APPROVE** to undertake site development and construction of four Centres of Excellence from the grant of

Rs. 25 crores received from the Government, by inviting tenders on the Maha e-Portal.

R-48/4(b)/2021: The Board **RESOLVED** to **APPROVE** the locational changes of Research and Incubation Centres, Exhibition area, Library cum Knowledge Centre and Main Auditorium in the Master Plan of Chikhali Campus.

R-48/4(c)/2021: The Board **RESOLVED** to **APPROVE** seeking R&D Centres of industry / Corporate on Chikhali Campus on rent basis to generate revenue and strengthen institutes linkage with industry, engaging industry for research collaboration and transfer of technology.

R-48/4(d)/2021: The Board **RESOLVED** to **APPROVE** the maintenance of adjoining Garden to Chikhali campus, if transferred in the name of COEP.

R-48/4(e)/2021: The Board **RESOLVED** to **APPROVE** the commencement of some of the existing academic programs from the extended Campus at Chikhali once the infrastructure for the new Centres of Excellence is established.

Item 5:

A Proposal by Shanti Creation, Kolhapur on “Implementation of Immersive Technologies for enriching Online teaching-learning experience”:

The Director enlightened the members on the sunrise technologies Augmented Reality (AR), Virtual Reality (VR) & Mixed Reality (MR), deployed for classroom and laboratory instruction, thereby empowering the teachers on the backdrop of the COVID-19 pandemic. He further informed about a team of professionals from Shanti Creations, Mumbai and Kolhapur, meeting COEP functionaries on **07th April 2021** at the campus wherein the visiting team demonstrated several technological innovations in teaching and learning related to AR-VR-MR technologies in the Engineering education space. He also emphasized the claims of the Company (i.e. Shanti Creations) in enhancing the employability of the students, making them globally competent, helping teachers to improve their pedagogy dramatically, with the opportunities of develop a good pool of joint intellectual property (IP), and lastly for the Institute like COEP, planning a collaborative development initiative among various Engineering colleges in the State, using these technologies, towards establishment of a few self-sustained and revenue-earning “Content Development Centers”, across the State, co-working with the vendor.

While updating the members on the Vendor's offer for the platform, as a whole, at the price of Rs. 5,72,86,736/- plus GST with a committed initial discount of 3.5%, he mentioned on the Company's request for space on rental basis in the Research park of Chikhali campus, alongside other industries.

While appreciating the proposal on infusion of such sunrise technologies with the education of tomorrow, the Chairman-Shri Pratap Pawar cited an example of company-Mercedes Benz, housed on the campus of Singapore University and opined that industry/corporate should integrate with Institute like COEP, towards self-sustenance. Prof. Dhande, however, expressed that it would be rather bit early to commit the space to the said vendor on Chikhali campus, and advised to initiate a few cooperative sponsored projects with the vendor, to begin with, participated and contributed jointly by the faculty and UG/PG students. Also, since most of the labs which will be based on AR/VR technologies relate to UG programs it will be apt to have the AR/VR centre at existing COEP

campus, he said. He further opined on having a demarcation of declaring the Chikahli campus as "PG & Research campus" of COEP, while retaining identity of Shivajinagar campus as UG campus.

While on this point, Prof. Karmalkar informed the members about a section-8 company established on the campus of SPPU, named, "EduTech", for creation of educational technologies. The in-house think-tank and task force were constituted, to ease the operations of this company towards pedagogical developments, he added and cautioned on dependence of the Institute on external agencies for development of educational technologies. He further informed on development of a Learning management System-LMS at SPPU, and offered the same to be used by COEP. After carefully listening to the discussions, the Hon. Secretary advised to prepare and float an "Expression of Interest-EOI" from the competent bidders through a transparent process, evaluate the EOIs, and meticulously follow the whole tendering/bidding process before awarding the order. At every stage of such procurement of equipment/service for the said project, the Board be updated necessarily, he further suggested.

Dr. Anand Deshpande promised on having detailed discussion with Institute team with regards to this proposal.

The Board, while appreciating the proposal, decided to study the same in detail and instructed the Director to constitute an institutional team for the in-depth analysis of the inclusions, offer, outcomes and deliverables, associated with the proposal.

R-48/5/2021: The Board, while appreciating the proposal, **RESOLVED** to **APPROVE** in-principle go ahead to the proposal and requested the Director to place the outcome of tendered process before the board for Board's final approval.

Item 6:

An Update on setting up a Centre of "Advanced Electronics Manufacturing & Skills Development" with the vehement support of MacDermid Alpha and Bajaj Foundation:

The Chairman-Shri Pratap Pawar instructed Prof. Sutaone, the Deputy Director to narrate the details related to this initiative, he himself being from the domain of Electronics manufacturing. Prof. Sutaone briefed on the project and proposal of establishing a Center of "Advanced Electronics Manufacturing & Skills Development", with the support of MacDermid Alpha, one of the leading companies in "Electronics Solutions" providing integrated product offering combined with cross-functional solutions in the circuitry, assembly, and semiconductor segments of the electronics industry. Being a leading brand, spread worldwide and known for PCB manufacturing and allied domains, high quality packaging etc. the company has its units established at Bengaluru, Chennai and Manesar, in India, Prof. Sutaone informed.

Elaborating on the proposal, he further added that, Dr. Ravi Bhatkal, the Managing Director (India) with MacDermid Alpha Solutions and an illustrious alumnus of COEP, has taken a lead role in establishing the Centre at COEP, with a committed contribution of Rs. One Crore, in setting up this facility, in approximately 3000 sq ft area at COEP. The Centre, once set up, will aim at providing basic and specialized training & skills development programs on

Electronics Assembly, specifically, Surface Mount Technology (SMT) for COEP students seeking to enter the electronics manufacturing industry and engineering students from other Universities/regions in Maharashtra/India, wanting to pursue career in the electronics manufacturing business, he updated.

About the facility to be installed at this proposed Center, Prof. Sutaone informed that a full Surface Mount Technology (SMT) Line, including a Printer, a Component Pick and Place Machine, and a Reflow Oven, will be procured, to begin with, from the support funds being made available by MacDermid Alpha. In addition to providing training curriculum and training materials for SMT process/manufacturing and training to COEP staff and students, the Company will also help the Institute in approaching Corporate Partners, Government of India, Government of Maharashtra etc., for additional funding support, he added, to meet the total estimated cost for raising the fully functional Center, Rs. 2,73,00,000/-

Prof. Sutaone further detailed that while the Company has committed to engage domain Corporate partners (with formal MoUs) for COEP to run this Centre, it will also provide equipment supplier connections to arrange for equipping the Center at a reasonable cost and starting it up. COEP shall provide for infrastructure for equipping the lab and shall also take operational responsibility for the facility and manage the operational costs.

Upon recommendation of the Chairman- Shri Pratap Pawar, Mr. Rajiv Bajaj, Bajaj Foundation, was approached and appealed to contribute to this cause, and he has agreed to commit Rs. One Crore, towards establishment of this Centre, Prof. Sutaone acknowledged. Balance of Rs. 73,00,000/- will be raised from other allied industries with the help of Dr. Bhatkal, he added.

Prof. Pasalkar congratulated the Director, Deputy Director and Head of E & TC department for this initiative and enquired about the availability of space for development of this Center. The Director updated that a floor space of around 5500 sq.ft. (at an approximate cost of Rs. 1.5 Crores) is identified and decided between the main and extension buildings of E & TC department for the Center and the tendering process for the building construction is initiated. The Chairman- Shri Pratap Pawar instructed the concerned functionaries to appeal the alumni from the relevant field or otherwise for the balance funds towards raising the Center.

R-48/6(a)/2021: The Board, while appreciating the proposal of setting up the Center **RESOLVED** to thank the Dr. Bhatkal and Mr. Rajiv Bajaj for their generous gesture and kind support and instructed the Institute functionaries to appeal the alumni and corporate from the said domain for balance support either financially or in-kind.

R-48/6(b)/2021: The Board **RESOLVED** to **APPROVE** construction of 5500 Sq.ft. space at approximate cost of Rs. 1.5 Crores for this Centre and that tendering process be followed for this construction work.

Item 7:

Retrofitting Work of Metallurgy Workshop:

The Director updated the members that retrofitting work of Metallurgy Workshop is in process, and the initial plan of ground plus one floor (G+1), when the work was awarded to the contractor, has now been modified for additional 2nd and 3rd floors. The said expansion has already been approved by the Finance

committee, with 2 lakhs capacity Ground Storage Water Tank, in the basement of this infrastructure, for the south campus of COEP, he added. Accordingly, the tender for these two additional 2nd and 3rd floor was floated on Maha e-Tender on March 12, 2021 and after the process of technical and commercial bid opening, M/S Saikrishna Constructions, who is the present contractor, was found to be the lowest-L1, with quote of Rs. 3,99,27,736/-, the Director informed.

In nutshell, the project details and the estimated cost of the projects are as follows:

1. Total area of Metallurgy G+1 = 12,483 sq ft . The cost (contract value) is ₹ 2.47 Cr.
2. Basement area with water tank 257 Cu. meter capacity = 5180 sq ft .Approved budget in BOG for this basement is ₹ 76.22 lakh + 12 % GST = ₹ 85.36 lakh

The Total cost for Metallurgy basement + G + 1 is ₹ 332.36 lakh .

Since the Chairman-Shri Pratap Pawar, when apprised on the issue, has already consented to proceed with the award of the project to the L1, with an insistence on further negotiation on project cost, the Director requested the members to approve the expanded construction and its additional cost.

R-48/7/2021: The Board **RESOLVED** to **APPROVE** the construction of additional two floors for the Metallurgy workshop, with the water tank in basement, and the award of the contract to M/S Saikrishna Constructions with associated project cost of Rs. 3, 99, 27, 736/-.

Item 8:

An Update on follow-up with Social Welfare department of the Government of Maharashtra for disbursement of long-pending arrear amount on account of free-ships and scholarships for socially under-privileged categories of students:

The Director debriefed the issue of disbursement of long pending arrear amount for students admitted to the Institute and belonging to socially under-privileged categories, with award of freeships/scholarships by the Department of Social Welfare of the Government, towards their tuition and other fees, payable to the Institute. The Institute is mandated on not charging and accepting a single rupee from these beneficiaries, since the Government has taken responsibility to pay for their education, he said.

The Director further expressed his serious concern on accumulation of a humongous backlog amount to the tune of Rs. 18,15,86,184/- dating back to the year 2004-05, till the current year, on account of certain procedural lapses from the Government side, and further said that, the non-receipt of the fees in time creates not only a financial crisis in the Institute's budget, but the concerned students need to be disallowed from Institute's end, when he/she completes the programs and requests for the leaving certificate.

He further informed on the consistent follow up by the Chairman- Shri Pawar, writing to the Hon. Minister of Social Welfare, Govt. of Maharashtra, Shri Dhananjay Mundeji, and subsequently, to Hon. Secretary- H & TE department, Government of Maharashtra, requesting their attention towards the issue and the non-disbursement of the amount on account of a few procedural lapses.

The Chairman- Shri Pawar endorsed the Director on the issue and expressed that it is very surprising and unjustified that the Government is denying the disbursement with reason of "time-barred" for the said period and requested Hon. Secretary to opine. Upon the reaction of the Chairman on the issue that the due disbursement of the scholarship amount was not effected from the Government end, on an invalid base that the demand is outdated, and thus it is totally an injustice on account of the Government, the Secretary assured to take up the issue for discussions with his peer Secretary of the Social Welfare Department, through Shri Dharurkar, I/c Deputy Secretary- H & TE department, and submit the details to him for clearance.

R-48/8/2021: The Board **RESOLVED** to **THANK** Hon. Secretary on his assurance to look into the matter urgently, towards fruitful conclusion, and instructed Institute administration to further follow up with authorities in the H & TE department, as advised by Hon. Secretary.

Item 9:

An Update on (a) Follow-up with the Government on Recommendations of Dhande Committee Report (b) Draft "COEP State Institute of Technology" Act:

The Director reiterated the members on the recommendations of Prof. Dhande committee, constituted in Feb-2020, by Hon. Minister-H & TE, with the mandate to suggest inclusive solutions to the long pending issues related to faculty recruitments at Autonomous COEP conducted by the Board of COEP during 2008-2012. He further informed that the recommendations are:

- 1. Block Grant to COEP**
- 2. Teachers' and Staff Options to serve as 'COEP Society Employee'**
- 3. Uniform Service Rules for all employees** on campus of COEP as a Government-owned but Society governed Autonomous Institute,

The Director further apprised that the Committee was also mandated on suggesting an immediate Vision-plan for granting Tech-University status to COEP, and articulate a draft Act, to be passed by legislation of the State. Towards this second mandate given to the Prof. Dhande Committee, an Institute level subcommittee has been constituted with Prof. Vijay Khole- Former Vice Chancellor, Mumbai University and Prof. B. P. Sabale- Former Vice chancellor- YCMOU, Kolhapur, as invited experts, with the objective to expedite the articulation of draft "COEP State Institute of Technology" Act, after studying various models of Universities in the State and Country.

The Director further informed the sub-committee is obviously concurrent on the conferment of a Standalone (non-affiliating) State Technical University status to COEP, to be titled as **"COEP State Institute of Technology"** as Elite Technology Institute of State Importance. The Institute functionary members of this subcommittee, viz. Director, Deputy Director and Dean-Faculty, have committed themselves to undertake a comparative study of various University models, with their status conferred through a parliamentary act or state legislation, and come up with an all-inclusive draft act for COEP, that too, in time bound manner, he said.

After listening to the narration by the Director, the Hon. Secretary appreciated the candid aspirations of the Institute to acquire the University status and

queried whether the Institute wishes to opt for a Deemed University status or State University. He further advised the Institute functionaries to undertake an in-depth comparative study of different models of Technical Universities in the State and Country, analyse for pros and cons, and with Board's resolution, submit the proposal to the Government.

Upon the detailed expression by Prof. Dhande on COEP having a conferment of a distinct status of "State Institute of Technology-SIT", on the lines of IITs/NITs, as a standalone degree awarding institute, from the State Government, through an enactment from legislative assembly & council, the Secretary expressed his agreement for such status and assured his full support to take the proposal forward through proper channel. Prof. Dhande, while welcoming the supportive and encouraging gesture of the Hon. Secretary, reiterated that the new model of SIT, approved through State enactment, will be a novel and revolutionary step by the progressive State of Maharashtra, and emphasized that such SIT should have same relation with the H & TE department of the State Government as IITs have with MHRD(now MoE), with the Government of India. He also recalled the contributions of Shri Humayun Kabir, the IAS officer and also the Minister of Education, in Central Government for articulation of an empowering IIT act. The Chairman-Shri Pawar opined that the Hon. Secretary and Prof. Dhande should meet frequently for the said cause and convert the mandate of 'COEP State Institute of Technology Status' into a reality.

R-48/9/2021: The Board **RESOLVED** to **APPROVE** the submission of articulated draft ACT regarding the concurred conferment of "State Institute of Technology" status to COEP, in a time bound manner to the Government for further necessary actions. The Board also **RESOLVED** to **THANK** the Hon. Secretary for his agreement on the said conferment and the specially constituted sub-committee for such empowerment to COEP.

Item 10: **Approval for (a). Change in Nomenclature of Masters' Program in "Artificial Intelligence and Robotics" and (b) Establishment of THREE New Academic Programs:**

The Director updated the members on change of nomenclature of the multi-disciplinary PG Program (M.Tech) program, titled "Artificial Intelligence & Robotics" started last year (in AY 2020-21), with intake capacity of 18, and establishment of new PG (M.Tech) program in "Transportation Engineering", in the Department of Civil Engg., w.e.f Ay 2021-22 with an intake of 24. He also explained the rationale behind such title change and new establishment respectively. He also mentioned that 5 faculty positions will have to be created for the new M.Tech. program in Transportation Engineering in the STR of 1:10 as was done for all other academic programs both UG & PG. He further informed that, with a intent to meet deadlines of AICTE and SPPU in this regard, an advance permission has been sought from the Chairman and the item is being reported to the Board for ratification. The members, convinced with the rationale approved the proposals.

However, when the Director put forth the proposal of starting new UG programs in vernacular (Marathi) medium, in Civil and Electrical Engg., with an additional intake of 30 each, with the intent to respond and honor the AICTE's relevant appeal, many members did not seem to align. Prof. Pasalkar expressed that for benchmark Institute like COEP, which historically happens to be the first choice

of highest meritorious students across the State, the Institute should only think of expanding its UG education following prevailing path. It may prove deterrent for the learners, educated through Marathi medium to cope with the global challenges and technological trends and thus affecting their career opportunities, he said. COEP like Institute should conceive and establish new programs in the sunrise technologies, he added. Prof. Dhande said that it is bit premature to start engineering education in vernacular language, and a detailed study and analysis on the parameters such as availability of learning material in the local languages, eligibility of such learners to compete for national level examinations such as GATE, IES, IAS, GMAT and admissions for higher education in the Universities abroad, and acceptability by the industry/corporate world for employment, is to be taken up and then cautiously the proposal should be implemented, he said. Mr. Sanjay Inamdar added to the discussion that even Marathi medium schools today render education in semi-english medium.

Participating in the discussions, the Hon. Secretary queried about the crucial mandatory requirements for starting the new academic programs (PG and vernacular UG), such as human resource, both teachers and support staff, civil and academic infrastructure, learning material etc. He also expressed his serious concern on possible implications of this initiative on the career paths for the students of vernacular medium, the interactions between two peer sets students of vernacular and English medium, their associations with external world etc. and suggested to find feasible solutions to these issues before launching the programs.

After listening to the descending expressions from other members on the issue, the Hon. Secretary further said that the for an Institute of the stature of COEP, the academic programs in Marathi medium may not be that relevant as they would be for student population in the rural areas of the State.

While the members did not have any objection for the proposals on PG programs, the proposal on starting UG programs in Marathi medium was decided to be deferred till such time it matures philosophically and logistically across country.

R-48/10(a)/2021: The Board **RESOLVED** to **APPROVE** the proposals on (i) Change in nomenclature of PG Program "Artificial Intelligence and Robotics to "Robotics and Artificial Intelligence" with an intake of 18 and (ii) Establishment of new PG program in "Transportation Engineering" in the Department of Civil Engineering, with intake capacity of 24, w.e.f. AY 2021-22.

R-48/10(b)/2021: The Board **RESOLVED** to **APPROVE** creation of 5 faculty position for the M.Tech. Transportation Engineering program in STR of 1:10 for intake of 24 candidates in the cadre ratio 1:2:2

R-48/10(c)/2021: The Board **RESOLVED** to **DEFER** the submission (and subsequent implementation) of the proposal on starting TWO new UG programs in vernacular medium, viz. Civil Engg., and Electrical Engg. (with additional intake of 30 each). The Board instructed the Institute functionaries to inform AICTE, SPPU and the Government of Maharashtra accordingly.

Item 11: Continuation of Appointment of the 16 teachers, on **TENURE** basis, originally appointed on Contractual basis since 2013:

The Director explained the rationale and thought process behind the "Tenure basis" appointment of teachers, for this agenda item and the subsequent item (no. 12) to be discussed together. He said that Post Autonomy, as empowered in the Autonomy GRs, the Board conducted multiple rounds of faculty recruitment on REGULAR-FULL-TIME basis, on both Govt. sanctioned and Institute created vacant positions, during years 2008-2012. Also, a set of few more eligible candidates who were selected in 2012, 2013 and 2014, at the designation of 'Assistant Professor', on REGULAR-FULL-TIME basis on Institute created positions, through a stringent selection process, of which SIXTEEN are still working at the Institute, with satisfactory performance and contributions. However, their services till date, could not be regularized, and thus were renewed, year-on-year basis, for a period of 11 months, with the approval of the Board every time, he added. Prof. Dhande has been persistently advising to regularize the services of these teachers, by converting their appointments to "TENURE APPOINTMENTS" for a fixed period of FIVE years, the Director said. This would save such qualified and contributing teachers from the imposed annual uncertainty, and therefore, the Institute administration has come with a proposal to grant a TENURE basis appointment to all these teachers, for a period of FIVE years, (OR when regular recruitment process is announced, whichever happens earlier), with grant of yearly increments, he further updated. He also committed that from the administration that their performance on based on pre-defined parameters shall be closely monitored, and once the regular positions are advertised by the Institute, these candidates shall naturally be part of the process and compete with rest of the external applicants/aspirants at that point of time.

Related to agenda item no. 12, the Director said that the purely adhoc faculty on 11 months' appointment, cannot participate and contribute in the research and development activities of the institute, owing to the contractual nature of their appointments, which in turn, affects quality of R & D outcomes and finally the ranking and accreditation of Institute at national level are at stake. In want of approval of the Reservation Cell of the Government on the roster of Institute created teaching posts, the regular recruitment process cannot be initiated, he said and thus strongly advocated the proposal of TENURE basis appointments till the regular recruitment takes place.

While passing on his crucial remarks on the proposal of TENURE basis recruitment of these teachers, simultaneously also addressing the agenda item no. 12, the Hon. Secretary said that though the apex regulatory body, AICTE gives detailed norms of criteria for eligibility, qualification, experience etc, and conduct of selection process, there is no scheme such as TENURE (5 or 3 years) appointments, announced by AICTE. While he expected that the Institute will not appoint any such new teacher on the originally Government sanctioned posts, he advised to opt for REGULAR selection process, instead of tenure appointments.

After listening to the concerns and difficulties expressed by the Director, regarding the pending approval on roster of the Institute created posts, by the competent Government authorities, the Secretary further advised the Institute to follow diligence in the selection process, by strictly adhering to the statutory norms, fill only upto 20% positions on contract basis, fill only if you need, and appeal the Reservation Cell of the Government for approval, and finally follow AICTE norms of eligibility criteria/selection process in letter and spirit. He

consented on REGULAR selection process, rather than tenure basis, which was appreciated by all other Board members. The Board decided to empower the Director in this regard.

The Hon. Secretary further suggested that those of the 16 teachers, who are eligible to apply in the regular selection process, be instructed to apply as and when it is announced and they may be continued for a further period of 11 months; with an overriding condition to complete their Ph.D in stipulated period. Prof. Pasalkar suggested considering their performance while renewing their appointments. Prof. Dhande re-opined that the process of recruitment on Institute created posts should be totally delegated to the Board of the Institute and the Government need not object, rather with empowering mind set, the Government should support the cause. Honoring the discussions for both the agenda items no. 11 and 12, taken together, the Board decided as follows:

R-48/11(a)/2021: The Board **RESOLVED** to **APPROVE** the renewal of appointments of the 16 Teachers (listed at Appendix -5 of the agenda) and for the further period of 11 months, based on their performance and contributions.

R-48/11(b)/2021: The Board **APPROVED** the recruitment rules for appointment of regular faculty with modifications on the Selection Committee, as per AICTE norms spelt out in its 7th Pay regulations.

R-48/11(c)/2021: The Board **RESOLVED** to **APPROVE** appointment of Adjunct Faculty for one year on contract upto 20% strength of the total sanctioned faculty positions of Government and Board created posts. However, the salary to such faculty be paid from the Institute Tuition Fee account.

Item 12: **Approval for initiating and conducting the Faculty Recruitment Process, on Institute created positions, on TENURE (FIVE years) basis:**
The discussions, as reported above, under the agenda item no. 11 may please be referred for this item.

R-48/12/2021: The Board **RESOLVED** to **APPROVE** the faculty recruitments on regular basis and empowered the Director to plan for recruitments on REGULAR basis.

Item 13: **Approval for creating new Institute-level positions of 'Laboratory Manager', 'Assistant Accounts Officer', 'Technical Assistant':**
The Director described and justified the need of creating a new position of "Laboratory Manager", for state-of-art Centers and Laboratories on campus with world class facilities created therein with the funding support of external agencies/industry/corporate/alumni. Such technically qualified personnel, when appointed, shall maintain and aptly manage the utilization of the high-end equipment by the multidisciplinary group of students and faculty in such Centers/Labs, he added. One such Laboratory Manager is immediately needed to be appointed in the 3D Make Lab in the Department of Manufacturing Engineering and Industrial Management, since it has many high-end facilities such as SLM Metal 3D printer, Stratasys Fortus 450 MC, F170 FDM 3D Printers, Formlabs SLA 3D Printers and Solidscape WAX 3D Printer etc. the Director added. Such manager will also actively participate in the Post Graduate Diploma in Additive Manufacturing (PGD-AM), and also in the envisaged programs, in

future, such as M. Tech in Additive Manufacturing and Post Graduate Diploma in "Smart Manufacturing", he expressed.

The Director requested the attention of the members to the Eligibility Criteria, Roles and Responsibilities of Lab Manager (and also Technical Assistant), as enclosed at **Appendix-7** of the agenda item and said that, various state-of-art laboratories, across departments or Centers in the Institute, in future, may appoint such 'Laboratory Manager", if needed towards coordination of multi-dimensional activities in the labs/Centers, as mentioned above. He then sought the consideration of the members for creation of TEN posts of '**Technical Assistant**', across various academic departments, who when appointed, would prove of actual help to the faculty in handling laboratory load and justify students also.

He further requested the members to consider the creation of TWO new positions, titled "**Assistant Accounts Officer**", as spelt out in various relevant State GRs and as prevailing in University administration, since the volume and spectrum of work at Accounts section has increased many folds in recent years that necessitates to create such additional posts at Institute level and fill them with "50% by Selection & 50% by Promotion".

Agreeing to creation of such new posts, the Chairman-Shri Pratap Pawar recommended creating an additional post of 'Junior Engineer', particularly to be deployed for Chikhali site of COEP, in light of new construction starting on the site. Prof. Dhande demanded a comprehensive picture of tally of all teaching and non-teaching posts created by the Institute, post Autonomy, rather than requesting approvals for assorted posts. The Director asserted on the same in the next meeting of the Board.

R-48/13(a)/2021: The Board **RESOLVED** to **APPROVE** the creation of new position of **Laboratory Manager** for the academic departments. The Board also **RESOLVED** to empower the Director to initiate the recruitment process for this newly created position.

R-48/13(b)/2021: The Board **RESOLVED** to **APPROVE** the creation of new **TEN** positions of **Technical Assistant** for the academic departments at Institute level and fill them with "50% by Selection & 50% by Promotion of Laboratory Assistant. The Board also **RESOLVED** to empower the Director to initiate the recruitment process for these newly created positions.

R-48/13(c)/2021: The Board **RESOLVED** to **APPROVE** the creation of new **TWO** positions of **Assistant Account Officer**, this being additional posts at Institute level and fill them with "50% by Selection & 50% by Promotion" of Account Assistant. The Board also **RESOLVED** to empower the Director to initiate the recruitment process for these newly created positions.

Item 14:

Approval for Interview Process and Selection Lists of non-teaching staff on Institute created posts, on TENURE basis:

The Director updated the members that, Post Autonomy, Institute was necessitated to create various additional faculty and administrative/technical/support staff positions to cater to the smooth conduct of routine academics, research activities, day-to-day administration and to handle new work profiles that emerged due to Autonomous status. Such designations were conceived and established afresh, in addition to conventionally available Govt. sanctioned and supported positions, and naturally the salaries of personnel appointed against these posts were and are paid from Institute resources, he added.

The Director further informed that an advertisement was recently released to recruit human resource on following Institute created posts on a tenure basis for a period of FIVE years:

- Junior Engineer
- Assistant Database Operator
- Accounts Officer
- Accounts Assistant
- Scanning Electron Microscope (SEM) Operator
- Library Assistant
- Technical Assistant
- Research Assistant (to be filled at Department level)
- Registrar

He further updated that in response to the advertisement, applications were received after the post-wise scrutiny, the phase-wise, staggered interview schedules were conducted. On the tabled (and shared) selection committee reports for the posts of Assistant Database Operator, Accounts Officer, Junior Engineer and Library Assistant, he requested the approval of the Board.

R-48/14/2021: The Board **RESOLVED** to **APPROVE** the post-wise selection lists and selection committee reports for the abovementioned support staff positions. The list of newly recruited support staff is as under:

- i. Mrs. Pournima Rahul Kamble -Library Assistant-Joined on 30th June 2021.
- ii. Mr. Swapnil Bukshete – Research Assistant (PGDPD) – Joined on 7th July 2021.
- iii. Mr. Pratik B. Taware- on waiting list of Junior Engineer (Estate) has joined on 8th July 2021.
- iv. Mrs. Pratiksha Jagdish Kamble-Assistant Database Operator- will be joining on 2nd August 2021.

Item 15:

Appointment of Prof. B. B. Ahuja as an Officiating Director:

Since this agenda item was related to Prof. Ahuja, he abstained himself from the meeting, with the permission of the Chair, while on this item.

The Chairman- Shri Pawar initiated the discussions with a query to Hon. Secretary regarding the release of advertisement for the selection of new Director for COEP, since the tenure of Prof. B. B. Ahuja as Director of COEP concluded on 19th April 2021. He further requested to expedite the process of approval of the advertisement draft so that the same can be released at the earliest. He further said that, though the Board of COEP, in its 45th meeting, had



recommended Prof. Ahuja, for his Second term as Director of the Institute, the Government could not accept the same, in light of non-grantable SECOND LIEN to the State Government employees as per Maharashtra Civil Services Rules (MCSR). So, as per the Government's instruction, Prof. Ahuja has gone back to his original Govt. appointed position of Professor of Production Engineering & Workshop, at COEP, w.e.f. 20th April 2021, he added. Prof. Ahuja being the senior-most Professor in the Institute and to have continuity in college administration, the Chairman of the Board requested Prof. Ahuja to continue as an "Officiating Director" of the Institute, in this interim period, w.e.f. 21st April 2021, he informed. He further mentioned that all powers of Director are vested in Prof. Ahuja as Officiating Director.

While addressing the query raised by the Chairman regarding delay in approving the draft advertisement for the selection of new Director for the Institute, the Hon. Secretary responded that the approval is delayed due to non-alignment and mismatch of the criterion on AGE of the eligible candidate, with that in the prevailing GRs/Statutes for Recruitment rules for the post of Director of Autonomous Engineering Institutes in the State. The age limit as per prevailing norms is 54 years, whereas in the submitted draft advertisement, from Institute's end, it is mentioned as 60 years, he said, and asked whether there is some statutory base for this ascend in the age limit. When the Deputy Director answered that such revised norms are referred to and derived from the Government of Maharashtra GR on implementation 7th Pay Scales to Engineering Colleges/Polytechnics in the State, AICTE notification for Autonomous Colleges and a GR released on 31st March 2008, by Government of Maharashtra for 'Recruitment Rules' for Autonomous Colleges in the State, Hon. Secretary advised to resubmit the draft advertisement, towards approval from the Government, supported with a Board's Resolution on 'Amendment of upper age limit (as 60) for eligible candidates for the post of Director'.

R-48/15(a)/2021: As per instructions of the Hon. Secretary, the Board **RESOLVED** to **RE-SUBMIT** the draft advertisement for the selection of new Director for COEP, with amended age limit of receiving the application upto age of 60 years, with a term of five years or 65 years of age, whichever is earlier.

R-48/15(b)/2021: The Board **RESOLVED** to **RATIFY** the decision of the Chairman, Shri. Pratap Pawar in vesting all powers of Director in Prof. B.B. Ahuja, in his capacity as Officiating Director.

Item 16: **Approval for establishing a new functionary position "Dean/Associate Dean-Administration" with immediate effect:**

The Director informed the members that, post Autonomy, COEP has established and deployed various novel governance/management practices to strengthen routine functioning on-campus, and Deans' functionary positions were timely introduced on the lines of IITs/NITs. As on date, COEP has Deans for SIX important portfolios, namely, Academics, R & D, Quality Assurance, Faculty Affairs, Student Affairs and Alumni & International Relations, and all such portfolios are being rotated after every three years among eligible and contributing senior faculty members, through a nomination process, he updated.

With increasing size of academics and student plus faculty/staff strength on campus, along-with substantial rise in R & D and Outreach, day-to-day administration has grown many folds and there is only one Govt. appointed

administrative officer, looking after the Establishment and Students' section, to whom an additional charge of the position of Registrar (which is Class-II post as per Government norms) has also been given, the Director further said. As advised by the Board, the Institute advertised the vacancy for the Registrar's post in October-2020 and executed the selection process, no suitable candidate was found through that process.

To get around the situation, meanwhile a new functionary port-folio, adding to the pool of Deans, namely, "Dean-Administration" be established and hand-over its charge to a competent in-house faculty member, until such time that the Registrar is appointed under the University status, the Director proposed. This Dean shall in particular look after the routine administration related to faculty, staff, students and other human resource and will be responsible and accountable for looking after all official matters in the Establishment and Students Sections of the Institute and will report for his duties and compliances to the Deputy Director and shall also assist Dean-Faculty Affairs' as and when required.

The Director further proposed, to assign such newly established port folio to Dr. Sujit S. Pardeshi, Associate Professor in Mechanical Engg., recognizing his administrative capabilities, interests and contributions till date. Dr. Pardeshi, being "Associate Professor, the said assignment for him needs to be titled as "Associate Dean-Administration", the Director said. With a monthly additional honorarium (Rs. 20,000/-) like other Deans, as per Institute policy, Dr. Pardeshi shall hold the responsibility till 30th June-2022, he informed. However, the Board made appointment of Dr. Pardeshi, being one of the affected '54' appointments, declared 'Ineligible' by the Meshram Committee and he being one of the petitioners seeking justice against the same from Hon. Supreme Court of India, his assignment may be withdrawn earlier also, if the Hon. Court decides against his appointment, the Director clarified.

On the backdrop of a futile attempt by the Institute in identifying a suitable person for the advertised post of Registrar and the briefing by the Director briefed on the necessity of establishing a distinct port folio of Dean-Administration, the Chairman- Shri Pratap Pawar endorsed the Director by saying that an internal member from amongst the faculty, who can better justify the role, be given the charge of the position, thereby relieving the teachers from stresses and anxieties related to routine administrative issues. Prof. Dhande advised that the responsibilities of Registrar be delegated for the time being to the newly appointed Associate Dean-Administration. The issue of appointing a Registrar may be taken up as and when University status is granted to the Institute, he said.

R-48/16(a)/2021: The Board **RESOLVED** to **APPROVE** the establishment of new functionary position of "Dean/Associate Dean-Administration" with immediate effect.

R-48/16(b)/2021: The Board further **RESOLVED** to **APPROVE** appointment of this newly created position of "Associate Dean Administration" to Dr. Sujit S. Pardeshi, Associate Professor in Mechanical Engineering department, with immediate effect till 30th June 2022 or till the Hon. Supreme Court of India decides with regards to his Board made appointment (of Associate Professor),

whichever happens earlier. The Board also RESOLVED to delegate the charge of Administrative Officer of the Institute to Dr. Sujit Pardeshi.

Item 17: **Approval for re-designation Dr. S. G. Sonar Associate Professor in Department of Civil Engg.:**

The Director explained the case to the Board Members in details. He also informed the Board that Dr. S.G. Sonar was asked to submit undertaking for releasing the salary for the post of Assistant Professor with effect from 1st October, 2020. On submission of the undertaking, he is being paid the salary for the post of Assistant Professor with Seventh pay scale.

However, in relation to Associate Professor's designation and salary, the Board, on deliberations, unanimously decided to re-designate Dr. S. G. Sonar as an Associate Professor with effect from 3rd June, 2013 and also decided to apply the payment of salary applicable to Associate Professor with effect from 1st October, 2020, with the Seventh Pay undertaking as was made applicable to all other faculty members who were given Seventh pay scales with effect from 1st October, 2020. However, the decision about the payment of arrears for the period from 3rd June, 2013 to 30th September, 2020 will be taken pursuant to the final decision of the Hon'ble High Court of Bombay in the Writ Petition No. 24679/2019 or the Government of Maharashtra's favorable decision, whichever is earlier.

R-48/17/2021: The Board **RESOLVED to RE-DESIGNATE** Assistant Professor - Dr. S. G. Sonar as an Associate Professor with effect from 3rd June, 2013 and also decided to apply the payment of salary applicable to Associate Professor with effect from 1st October, 2020, with the Seventh Pay undertaking as was made applicable to all other faculty members who were given Seventh pay scales from 1st October 2020. However, the decision about the payment of arrears for the period from 3rd June, 2013 to 30th September 2020 will be taken pursuant to the final decision of the Hon'ble High Court of Bombay in the Writ Petition No. 24679/2019 or the Government of Maharashtra's favorable decision, whichever is earlier.

Item 18: **Disciplinary action against Prof. P. M. Raval, owing to his severe lapses in undertaking a Consultancy assignments**

The Director unfolded the severe procedural lapses committed by Dr. P. M. Raval, Professor of Civil Engg. and Planning, in his assignment of conducting a set of sequential faculty development programs (FDPs), after signing an MoU with National Institute of Urban Affairs-NIUA, New Delhi, in 2018, by himself, without an intimation to Institute authorities and thus violating all the Institute procedures and norms in executing the paid assignment, (in partnership with an external agency). An internal committee, comprising of Deputy Director, Dean-Faculty and Dean-R & D, was constituted to look into the matter deeply and the said committee queried Prof. Raval towards submitting his compliances on the defaulted loops, the Director further said, but Prof. Raval did not timely and satisfactorily comply with Committee's instructions. Subsequently, it was decided to ask Prof. Raval to forfeit his due share of honorarium to the Institute's IRG, with permission to disburse the share of the partner organization in the activity. Disagreeing with decision, Prof. Raval is inclined to follow a legal course for the closure of the issue. The payment to the external agency has thus been kept on hold, the Director added.

The Director further updated that, historically, there had been some incidences

wherein Prof. Raval was found to be guilty on account of certain serious procedural/administrative lapses or in-disciplined professional behaviour and thus had to face the enquiry committees constituted by the Board, at that point of time.

The Chairman- Shri Pratap Pawar expressed that this is grave matter of indiscipline and arrogance, on account of Prof. Raval, and instructed to appoint an unbiased committee of Board members, namely, Prof. Dhande, Prof. Pasalkar, Prof. Karmalkar and the Director. Prof. Pasalkar opined that the timely action from Institute's administration (such as issuing memo, or show-cause) would have avoided subsequent lapses from Prof. Raval. Prof. Dhande suggested, to appoint a Committee under Chairmanship of a retired Judge to look into the case of Prof. Raval, and emphasized on having sound Institute statutes/norms/policies regarding disciplinary actions, in such cases. Prof. Dhande's suggestions were concurred by the Board.

R-48/18/2021: Considering the repeated serious lapses by Prof. P. M. Raval, on various issues in general, and his above-mentioned consultancy assignment, the Board **RESOLVED to APPOINT** a Committee under the Chairmanship of a retired Judge, to look into the matter.

Item 19: Approvals/Ratification/Information on the RESOLUTIONS of the MEETINGS of various Statutory Bodies of the Board and other ASSORTED Issues:

- a) **Minutes of the 31st Finance Committee Meeting held on 9th March 2021.**
The 31st Finance Committee Meeting was held on 9th March 2021. The minutes of this 31st meeting were tabled in this meeting.
Board took note of the same and **APPROVED**.
- b) **Minutes of 6th and 7th Academic Council Meeting held on 17th October 2020 and 9th April 2021.**
The 6th & 7th meetings of the Academic Council Meeting were held on 17th October 2020 and 9th April 2021, respectively. The minutes of these meetings were enclosed at **APPENDIX – 3**, with the agenda.
Board took note of the same and **APPROVED**.
- c) **MoUs with Academia/Industry:**
List of MoUs with Academia/Industry signed after the last meeting was annexed with the Agenda and Board took the note of the same.
- d) **Purchase of Second bunch of Laptops in BUYBACK mode:**
In light of the unprecedented situation of Pandemic, the Institute had to decide on conducting the whole of its 'Teaching-Learning-Assessment' for the Odd term of AY 2020-21 in ONLINE mode. Since the pandemic is yet to converge, the decision has to persist for couple of next academic years. In this context, the timely actions were initiated, in May-June-2020 itself, to update/upgrade the ICT infrastructure/resources on campus and at the individual teacher's end, in terms of increased internet bandwidth, server configurations, online delivery/streaming platforms, capture devices such as high-resolution cameras, headsets and microphones, Cisco WebEx licenses etc. Though such up-gradation/new procurement was situational, it will continue to facilitate the teachers and

learners even after pandemic converges.

With an empowering policy of the Board of the Institute, to equip every full-time teacher on campus with the state-of-art desktop computer or a laptop, (with wired or wi-fi internet connection when on campus), a decision of procuring a bulk of 240 surface (touch-screen) laptops, with latest configuration (in terms of processor, RAM and HDD etc), was taken, which was resolved and approved by the Finance Committee and the BoG, at a best negotiated cost of Rs. 63,500/- (plus GST extra) per piece. The model enables writing on the screen with stylus and almost emulates Board and chalk delivery mode. The number was ascended to 261 laptops, based on the count of actual teachers department-wise. A first lot of new 206 laptops was processed till the purchase order, which has now been materialized, with the piece, in the hands of the faculty.

A purchase order for remaining 55 laptops is now to be placed in a BUYBACK mode, in which the matching number of used and written-off laptops is to be replaced with new ones. The same price, Rs. 63,500/- (plus GST), per new laptop, applies to this lot also, with a buyback price of Rs. 1000/- per old laptop. Deducting this price for 55 pieces, the purchase order is worth Rs. 40, 56, 250/- i.e. the total amount (inclusive of all taxes) in words is Rs. Forty Lakh Fifty Six Thousand Two Hundred Fifty only.

Though the Chairman and the Finance committee have approved the procurement, it is requested to RATIFY this second lot of purchase of a bulk of 55 laptops, in buy-back mode.

Board took note of the purchase of second bunch of laptops and **RATIFIED** the same post-facto.

e) Approval/Ratification for undertaking the “Booster Gestalt Psychometric Test” for Faculty members of the Institute:

Booster Gestalt is a US patented empowering tool with the capability to psychometrically and scientifically analyze the personality traits, spot the strengths, identify the gaps and create an ‘As Is’ to ‘Should be’ blue-print for leveraging talent and skills for organizational success. Unlike other tools, Booster Gestalt is a platform that offers a domain-neutral decision enabling approach to holistically analyze personality traits. As a key value addition, the platform integrates these 360 degree analyses through algorithmically weaved Artificial Intelligence. The platform ‘turbo-boosts’ the intelligent Human Capital deployment and helps sustained up-skilling of talent for optimized productivity. It’s a Cloud based solution, accessible from anywhere, anytime, ONLINE, and comprises of ONLY 35 to 40 min test, with measurement of 17 unique & universal personality traits. In year 2006-07, it was mandated under TEQIP-Phase-I to undertake such psychometric test for all teachers on campus, as a part of Institute’s journey towards organizational excellence. A test titled “MBTI”, was deployed for the teachers at that point of time, and the exercise proved to be useful for delegation of authority/port folio to an identified individual, based on his/her strengths. With a new generation of teachers, joining the campus, in last 13-14 years, it is reasonably proposed to once again undertake the exercise of Psychometric Analysis Test, with Booster Gestalt advanced ONLINE Tools, for all the teachers on campus.

Whereas the quoted price of this proprietary test is Rs 4000/- (+ GST) per faculty, Dr. Bhooshan Kelkar, the Director-Neuflex Talent Solutions Pvt. Ltd. and

promoter of the B-G Test, has offered a sum price Rs. 2,50,000/- + GST for upto 260 COEP faculty members, when he visited COEP and interacted with the functionaries. The Chairman has already approved the procurement of this test at above-mentioned cost and after placing service order, the same is being undertaken by all the teachers of the Institute.

Board took note of the conduction of the said psychometric test for teachers of the Institute, and **RATIFIED** it post-facto.

- f) **Up-gradation of Pay-scales of various administrative/office staff appointed on Institute created posts and have completed their services for 10/20/30 years:**
Post Autonomy, Institute was necessitated to create various additional support staff positions to cater to the smooth conduct of routine administration and to handle new work profiles that emerged due to Autonomous status. These positions, with their designations and work profile, were naturally not part of Government supported cadres, when the Autonomy was conferred. The personnel appointed against these Institute-created positions, through a diligent selection process, were given consolidated salary, to begin with and after observation of satisfactory performance from their end, were put in regular pay-scales as per Government norms. A group of 22 such staff has completed 10/20 years of their dedicated service to the Institute and thus is required to be considered for grant of revised pay-scales as per 7th pay-scale norms of the Government of Maharashtra. After a meticulous review, based on parameters spelt out in relevant GRs, (with such review mandated after 10 years or 20 years of completion of service) a list of beneficiaries has been prepared and being submitted at **Appendix- 8** of the agenda.

Board took note of the said up-gradation and **APPROVED**.

R-48/19(a)/2021: The Board **NOTED** and **RESOLVED** to **APPROVE** the Minutes of 31st Finance Committee Meeting held on 9th March 2021.

R-48/19(b)/2021: The Board **NOTED** and **RESOLVED** to **APPROVE** the Minutes of 6th and 7th Academic Council Meeting held on 17th October 2020 and 9th April 2021

R-48/19(c)/2021: The Board **RESOLVED** to **RATIFY** the purchase of second bunch of Laptop in BUYBACK mode at cost of Rs. 40,56,250/- inclusive of all taxes.

R-48/19(d)/2021: The Board **RESOLVED** to **RATIFY** the "Booster Gestalt Psychometric Test" for Faculty members of the Institute at cost of Rs. 2,50,000/- plus GST.

R-48/19(e)/2021: The Board **RESOLVED** to **RATIFY** the up-gradation of pay-scales of various administrative/office staff appointed on Institute created posts and have completed their services for 10/20/30 years.

Item 20: Items for REPORTING to the Board.

The Board considered and noted the following and **APPROVED** the reported items, wherever necessary:

- **Permission/Approval on Faculty Requests for Long Study-Leave:**
Mrs. Sangeeta Mundra, Asstt. Professor, Department of Mechanical Engineering, is

pursuing PhD in-house, with Dr. S.S. Pardeshi, from the same Department, on the topic is 'Experimental Investigations into effect graphene Addition on Characteristics of non-Ferrous metals'. She registered for her PhD in April 2016 and over the span of last five years, has regularly and satisfactorily defended and submitted her research progress. She is on the verge of concluding her work towards submission of synopsis, followed by thesis. She has requested a study leave for the purpose, from 1st July 2021 to 31st December 2021, to focus on research work. As per encouraging policies of the Institute, post autonomy, she is eligible to proceed on leave for at least a semester. As empowered in the 40th Board meeting, Director has already permitted the faculty members to avail the leave for a semester to complete her PhD work.

- **Appointment of PMC Agency for the Project of Library and Computer-IT Building:** Construction of Library and Computer-IT Building is one of the prestigious projects of COEP. For the timely completion of project with quality, help of an agency having expertise in "Project Management" is needed. The tender for the same is floated on Maharashtra e-Tender Portal. Six agencies have shown interest in this project.

Based on the criteria's of Technical Evaluation, agencies securing minimum 70 marks are shortlisted, and based on this, out of SIX, only FIVE agencies were found to be eligible. When commercial part of the bid was opened **M/s Raje Project Management Consultants, Mumbai** found to be the lowest bidder with an amount of **Rs. 48 lakhs** and **Rs. 56.64 lakhs including GST @ 18%**. Negotiation meeting of all the bidders was convened on May 10, 2021. All the FIVE bidders attended this meeting. A fresh offer with basic price and GST was requested within an hour in a sealed envelope from all the FIVE bidders. In this fresh offer, **M/s ADVENT PROJECTS AND CONSULTANCY SERVICES PVT. LTD. Pune**, turned to be the lowest with **44,98,160/- (Rs. Forty Four Lakhs Ninety Eight Thousand One Hundred Sixty Only) including GST @ 18%**. **M/s. ADVENT PROJECTS AND CONSULTANCY SERVICES PVT. LTD. Pune**, secured the highest total marks and thus recommended for the PMC work of Library cum Comp/IT building.

R-48/20(a)/2021: The Board **RESOLVED** to **APPROVE** the Study-Leave to Mrs. Sangeeta Mundra, Asstt. Professor, Department of Mechanical Engineering for the period of 1st July 2021 to 31st December 2021.

R-48/20(b)/2021: The Board **RESOLVED** to **APPROVE** the appointment of **M/s ADVENT PROJECTS AND CONSULTANCY SERVICES PVT. LTD., Pune** as PMC agency for the Project of Library and Computer-IT Building at cost of Rs. 44,98,160/- including GST.

Item 21:

Any other item with the permission of the Chair:

Disbursement of 7th pay arrears to the Board appointed regular full- time teachers:

The Director apprised the members that in its 45th meeting held on 29th October 2020, the Board vide the meeting resolution numbers **R-45/5(A)/2020** and **R-45/5(B)/2020** decided to implement the 7th pay scales for all Board appointed full-time regular teachers, during 2007-2012, on Govt. sanctioned & supported posts and Institute created posts. Though the decision, as per these resolutions, spelt out the implementation of 7th pay, w.e.f. 1st October 2020, to such 90 teachers, a Government Resolution no. संकीर्ण-२०१८/प्रा. क्र. ६७/वि.शि.-२ दि. २० मे २०२१, was released, instructing to disburse the payable arrears for the period of 1st April 2019 to 30th September 2020, in CASH, he added. Also, since the 7th pay has been mandated for implementation w.e.f. 1st January 2016, the arrear amount due to every employee from. 1st January 2016 to 31st March 2019, is to be deposited in his/her GPF/DCPS account in FIVE equal installments, he updated. The Director further informed that, all the Government employees on campus, whose salaries are disbursed from Treasury, have received the arrear amount, and it is justifiable that the Board appointed teachers should also be disbursed

the same, The total financial liability is Rs. 3.50 Crores approximately, to be met through Institute resources, he added.

The Director also recalled that the salaries of 77 teachers out of these 90, appointed by the Board on Govt. sanctioned and supported posts, are not being disbursed from Govt. treasury since June-2018, as per the Government letter that mentioned the improper head of salary disbursement for such teachers, and the Government is being followed up consistently to re-instate the salaries of these 77 teachers from Government resources.

While on this item, when the Director proposed the Board's same sub-committee (comprising Prof. Dhande, Prof. Pasalkar and the Director himself), that granted the CAS promotions and implementation of 7th pays scales to the Board appointed regular teachers, to look into the matter and decide accordingly, Hon. Secretary expressed his opinion that it is not legitimate to disburse such arrears since there has been Hon. SC interim order of maintaining a "STATUS-QUO", in a petition filed with the Court by a set of aggrieved faculty, whose Board made appointments have been declared 'Not Eligible' by the Government'.

R-48/21/2021: Considering the instruction of Hon. Secretary, the Board **RESOLVED to DEFER** the disbursement of 7th pay arrears to the Board appointed regular full- time teachers, till such time the Hon. Supreme Court decides or a favorable and inclusive solution is announced by the Government for Board appointed teachers on Govt. sanctioned and supported posts.

Item 22:

Item for reporting to the Board: Additional funds received in TEQIP-Phase-III:

Institute participated in the third phase of World Bank-Gol's long term project TEQIP, with its onset in year 2017, with the project life allocation (PLA) of funds worth Rs. 7.0 Crores. Towards sustenance of TWO Centers of Excellence (CoE), developed on campus in the phase-II of TEQIP, additional funds of Rs. 3.0 crores were received in 2018, whereas the same was endorsed with Rs. 1.0 Crore more, owing to the 'glowing performance' of the Centers, based on the TEQIP defined KPIs. In March-2021, Institute received another sum of Rs. 70 lakhs, based again on its overall performance assessed on pre-defined KPIs and DLIs. This made the total funds received in the phase-III of TEQIP, as Rs. 11.70 Crores, with extension for the closure of the project till 30th September 2021. Institute and the CoEs have consumed almost all the allocated funds and now are at the stage of consolidating the account statements towards statutory audits.

R-48/22/2021: The Board **RESOLVED to NOTE** and **APPROVE** all expenses incurred in TEQIP until 31.03.2021.

The meeting concluded with the vote of thanks to the Chair.


(B. B. Ahuja)
Member Secretary
