

**MINUTES OF THE
FIFTY FIRST (51st) MEETING OF THE BOARD OF GOVERNORS
HELD ON MONDAY, 14th FEBRUARY 2022**

The Fifty First (51st) meeting of the Board of Governors of the Institute was held on Monday - 14th February 2022, at 3.00 pm at College of Engineering Pune and the following members were present.

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| 1. | Shri. Pratap Pawar | Chairman |
| 2. | Shri. Vikas Chandra Rastogi | Principal Secretary Dept. of H & TE, Govt.
Representative (in VC mode) |
| 3. | Shri. Sanjay Inamdar | Member |
| 4. | Prof. Sanjay Dhande | Member (in VC mode) |
| 5. | Dr. Pramod Chaudhari | Member (in VC mode) |
| 6. | Prof. N.B. Pasalkar | Member |
| 7. | Prof. S. T. Vagge | Member |
| 8. | Prof. M.S. Sutaone | Invitee |
| 9. | Prof. B. G. Birajdar | Invitee |
| 10. | 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. Dr. Anand Deshpande and Prof. Nitin Karmalkar could not attend the meeting owing to their prior commitments and were granted the leave of absence.

After the formal welcome by the Chairman, before the onset of the meeting, he appealed to pay condolence to the departed soul of Shri Rahul Bajaj, the Chairman Emeritus of the Conglomerate of Bajaj Group, the accomplished visionary businessman and the philanthropist, who left for his heavenly abode on 12th February 2022. The Chairman recalled the generous gesture of Shri Bajaj towards COEP, in terms of raising the Bajaj School of Mechanical Engg., worth Rs. 15 Crores, with the involvement of both of his sons, Rajiv and Sanjiv Bajaj, who are alumni of COEP. It was decided to send a condolence note to the Bajaj family. The meeting started after the condolence.

To begin with, the members applauded and congratulated Dr. Pramod Chaudhari, he being the first ever Asian recipient of prestigious William C. Holmberg Award for the year 2022, for his unique contributions in field of Bio-Economics, and Prof. S. T. Vagge, for the Best Teacher award conferred upon him by the Savitribai Phule Pune University, on its foundation day-10th February 2022.

While expressing his concerns on the skilling the youth of the Institutes like COEP, in the sunrise areas of Technology, the Chairman said that there is dearth of young skilled R & D engineers in countries like Japan, England and other European countries. While sharing his experiential observations, he further said that there are many industries/businesses in country like Japan which do not have a successor who can take the development further and thus creating lot of opportunities for our youth. We, however, need to train and educate our students, to take over such businesses with entrepreneurial attitude, he further expressed. The Chairman also apprised the members of 'XPrize Foundation', an initiative of Shri Baba Kalyani, that designs and hosts Innovation Competitions, round the globe and rewards teams of young innovators who research and provide novel solutions to societal problems using

emerging technologies. He also appealed COEP to host such design competitions and submit a candid proposal to XPrize Foundation. The Chairman also shared that Prof. Ajit Jaokar from Oxford University, London and an authority in research, entrepreneurship and academia relating to artificial intelligence (AI) and the internet of things (IoT), has signed an MoU with Baramati Agriculture Development Trust and is now being hosted by Vidya Pratishthan Group of Institutes, Baramati. COEP should also leverage on getting associated with Dr. Jaokar for cutting edge research on application of AI and IoT technologies for indigenous solutions to societal issues.

The Chairman further updated the members that the work order is awarded for the construction work order Chikhali land of COEP, after meticulously following the prevailing process of tendering, quotations, negotiations etc. The Ground breaking ceremony is being planned in the month of March-2022, he said, in which all the Ministers and Officers who helped COEP in getting this land, along with the disbursement of timely funds, from the Government, will be duly acknowledged and felicitated, and the ceremony thus being not only for 'Ground breaking' but also for expressing 'Gratitude' for all concerned. For all his support, follow-up and perseverance, in speeding up the Chikhali project, right from the acquisition of land and getting timely funds from the Government, Dr. Pasalkar and Shri Sanjay Inamdar suggested placing on record Board members' gratitude for the Chairman-Shri Pratap Pawar.

The Secretary- H & TE insisted on seeking the mandatory 'Administrative Approval' from the relevant Competent authorities of Government of Maharashtra for the building plans and construction on Chikhali land, by submitting the proposals in time. The Director answered that the proposals have been submitted to the DTE office and will thus reach the H & TE department through proper channel.

Dr. Pramod Chaudhari, being the Lead of the Board's Sub-committee for Research, Development & Innovations (R-D-I), presented the progress report of R&D&I activities on campus, post last Board meeting. He expressed his satisfaction on fair response from the faculty/students spanning all the departments, the departmental R & D coordinators and the Dean-R & D, in terms of producing tangible outcomes such as publications, IPRs, product developments and external funding. However, there is a further scope for better industrial connect for real-life application oriented R & D and the faculty/students must engage into more of such collaborations, he said. Shri Sanjay Inamdar, the member of this subcommittee, apprised the members that as on date, 55 minor in-house R & D funded projects are ongoing across departments, with internal funding support, and suggested that 10 best projects be selected out of these 50, to mentor and nurture them for value-add, for more demonstrable outcomes and performance. He further requested for two dedicated volunteering faculty from each department towards their involvement in R-D-I activities for such initiative, which the Chairman approved immediately.

Prof. Dhande reiterated that Chikhali campus of COEP is being developed for R-D-I, with technology-focused 8 Centers of Excellence for which the Chairman is very passionate. The Chairman expressed that we, as campus, should be budget-less and border-less for doing everything for R-D-I, since the performance on this front brings laurels to the Institute at national and international level. He further requested the Director to update the members on new academic initiatives of COEP.

The Director informed that since last 3-4 years, Institute mandated each department to launch a One-year PG Diploma program in the state-of-art technology domain, for engineering graduates from wider cross section of the society, and as on date, the Institute offers NINE financially self-supported PG Diploma programs, in domains such as ERP, Electric Mobility, Rail & Metro Technology, IoT & Embedded Programming, Industrial Automation, etc., which

are well received by the aspirants. All these programs have trimester-spread and industry-friendly academic curriculum, with third semester necessarily for internships in relevant industry. The Chairman attributed the genesis of such skill-based PG diplomas to Community Colleges in Kolhapur, the initiative with which he was associated from the beginning. Shri Inamdar appreciated the PG-diploma initiative and cited the similar example of Kumarguru Engineering College, Coimbatore, Tamilnadu which has industry sponsored Incubation Center, with the mentorship of IIITD & M, Kancheepuram. He further suggested engaging with IIT Bombay, for similar association. When enquired by Prof. Dhande, about intake capacity and fee structure of PG diploma programs, the Director answered that 30 is the intake for each program, with fees varying from Rs. 1.50 lakhs to 4.00 lakhs, for the year. Prof. Dhande further suggested that Academic Council of Institute should form a sub-committee to regulate and monitor the quality/standards of deliverables of these PG diploma programs. The Secretary-H & TE enquired about the placement status of such programs, in particular and all UG/PG degree programs in general. The Director answered that around 80% students are placed through campus T & P cell, with many of them with second/third job in core domain, with higher salary packages.

After these elaborated discussions on various issues, the meeting started with items on agenda as under:

Item 1: Confirmation of the minutes of the 50th meeting of the BOG held on Monday, 11th November 2021.

The draft minutes of the 50th meeting of the Board of Governors held on 11th November 2021, as circulated to the members, were tabled during the meeting and after discussions the same were approved.

R-51/1/2022: The Board **RESOLVED to APPROVE** the minutes of the 50th meeting of the Board held on 11th November 2021.

Item 2: Action taken on the minutes of the 50th meeting of BOG held on 11th November 2021

The Board noted the actions taken on various resolutions/decisions in the 50th Board meeting.

2.1 Discussions on the articulated draft Act for conferment of State Unitary University status to College of Engineering, Pune.

The Board noted the same. The Secretary- H & TE responded that the copy of draft Act, as prepared by Dr. Wagh Committee, has been submitted to the Law and Judiciary department and he would be able to spare copy of the same after the Hon. Minister's (H & TE) review.

2.2 Discussions on Letter received from the Directorate of Technical Education, M.S. regarding the revisions in the Recruitment Rules (RRs) for the post of Director of Autonomous COEP.

The Board noted the same. The Secretary- H & TE responded that the file has been submitted to the Hon. Minister- H & TE and the decision is awaited.

2.3 Approval for Disbursement of arrears amount due to implementation of 7th pay scales and 6th pay –CAS promotions/pay fixations to the Board appointed teachers.

The Board noted the same. The Chairman said that the issue of (held-up) salary disbursement from the Treasury is being followed-up with the

Government, on priority, and thus should be deferred for some time.

2.4 Approval for New Appointments of Full-time faculty recruited for MBA program on 'Adhoc' basis, in October 2021

The Board noted the same.

2.5 Approval on delegation of Charge of the Head of Physics Department to Dr. J. W. Dadge

The Board noted the same.

2.6 Application from Dr. V. K. Tripathi, Associate Professor in Mechanical Engineering Department, for reversion to his original Government Position for the benefits of continuity of service and protection of other service benefits.

The Board noted the same.

2.7 Permission for construction of second floor in upcoming E&TC extension building.

The Board noted the same and acknowledged the progress of the work.

2.8 Ratification on Chairman's approval for continuation of financial support for establishing institute/students' chapters of reputed bodies/professional societies

The Board noted the same and ratified the Chairman's approval on the issue.

2.9 Ratification on Chairman's Approval for hiring services of Mr. Dilip Jagtap as Consultant (Admin) on contract basis.

The Board noted the same and ratified the Chairman's approval on the issue.

2.10 Ratification on Chairman's Approval for hiring services of Mrs. Vrushali Joshi as Consultant (Finance) on contract basis

The Board noted the same and ratified the Chairman's approval on the issue.

R-51/2(a)/2022: The Board **NOTED and APPROVED** the actions taken on the decisions/resolutions of the 50th meeting of the Board held on **11th November 2021**, as apprised by the Director.

R-51/2(b)/2022: The Board **RATIFIED** the Chairman's approval for continuation of financial support for establishing institute/students' chapters of reputed bodies/professional societies.

R-51/2(c)/2022: The Board **RATIFIED** the Chairman's approval for hiring services of Mr. Dilip Jagtap as Consultant (Admin) on contract basis.

R-51/2(d)/2022: The Board **RATIFIED** the Chairman's approval for hiring services of Mrs. Vrushali Joshi as Consultant (Finance) on contract basis.

Item 3:

Budget for Financial year 2022-23 and Balance Sheet for Financial Year 2020-21.

With reference to the annexed Appendices on balance sheet of Financial year 2020-21 and proposed budget of Financial year 2022-23, Mr. Pol, the statutory auditor presented the same, one after the other, by reading out the

concerned figures and data. He commented that financial health of COEP, as an Institute, can be considered sound with revenue of Rs. 130 crores (with an increase of Rs. 17 Crores, compared to the last year- 2019-20). While he could identify the factors that contributed to such rise (interests, FDs, IRG), he assured that the Institute is being made strong and the statutory compliance has been done as per requirements. The Director added that in the year 2020-21, Rs. 25 Crores for Chikhali land development and Rs. 5.00 Crores for Library building have been received from the Government and will be spent in the coming year. The Secretary- H & TE objected on not explicitly showing the depreciation funds in the budget and further requested to take a note of it.

R-51/3/2022: The Board **RESOLVED to APPROVE** the Balance sheet of Financial year 2020-21 and the Budget of Financial year 2022-23.

Item 4:

Unconditional Apology for Prof. P. M. Raval unintentional procedural lapses in taking consultancy assignment, organizing and conducting the CEP and signing the MOU for organizing FDP/Winter Schools.

The Director briefed about the serious process lapses on account of Prof. P. M. Raval, while undertaking consultancy assignments of preparation of Traffic Diversion Plan for Pune Metro construction. Though the approval was sought from the then Dean R&D, it could not be granted in time and due to urgency and insistence from the assigning party, the said work was completed by Prof. Raval, he added, which has led to the non-raising of the Invoice towards the assignment. The Director further informed that Classes were arranged by Prof. Raval for the aspirants preparing for MPSC Mains exam in Planning domain, however, the detailed proposal in the prescribed format, seeking approval on the assignment, was submitted after the Classes were over. An MOU was signed by Prof. Raval, with National Institute of Urban affair-NIUA, New Delhi for conducting Faculty Development program, Winter school for Students and developing course for PG students, though, he was not the authorized signatory on behalf of the Institute for the MoU, the Director further updated.

The Director then apprised the members that Prof. Raval has now submitted an unconditional apology letter expressing that there was neither a malafide intention from his end, nor he wanted to break the Institute's process and procedures for undertaking such assignments. Prof. Raval has further assured that in future, he will strictly abide by the process and procedures of the Institute in undertaking the outreach and consultancy assignments and will not repeat such lapses, which happened in the past.

The Chairman observed that Prof. Raval had committed the lapses and then asking for being pardoned. Dr. Pasalkar suggested to re-issue the circular on 'Discipline/Code of Conduct/Process while undertaking the consultancy/testing/outreach assignment, amongst all faculty members and insist on strict adherence to the same. Prof. Dhande commented that senior faculty like Prof. Raval does not deserve any compassion or sympathy on account of his serious process lapses. The Secretary- H & TE enquired on kind of penalties as per rules of the Institute or MCSR. Prof. Dhande answered that there can be major or minor penalties and various levels of punishment, and he suggested serving a charge sheet to Prof. Raval and submit an enquiry report from the sub-committee constituted by the Board, to be chaired by the retired

Judge. The Chairman instructed to hire a consultant for articulating the charge sheet and the Secretary- H & TE assented to the suggestion of Prof. Dhande and the Chairman.

R-51/4/2022: The Board **RESOLVED to APPOINT** the Committee chaired by the retired judge to look into the serious procedural lapses on account of Prof. Raval, while undertaking the consultancy assignments/outreach activities, after serving a charge sheet to Prof. Raval.

Item 5:

Claim of Medical Reimbursement from Prof. S. S. Bhosale, Professor, Civil Engineering Department

The Director informed that Prof. S. S. Bhosale, Department of Civil Engg., had claimed his medical reimbursement bill of Rs 3,03,844/- from the State Government which is now returned by Regional Office of the DTE in Pune vide letter no. 2819, Dated - 06/07/2021 with a remark that he is presently not a Maharashtra Govt. Employee and is currently serving on the higher post offered by BOG of College of Engineering Pune in January 2008. Owing to the denial from Government end, Prof. Bhosale has requested for reimbursement from COEP towards his claim, the Director added. The Secretary- H & TE commented that the issue of BoG appointed teachers on Government sanctioned and supported posts, (post Autonomy- during years 2007-2012) is being considered at the Government level and assured that the inclusive solution will evolve in nearest future. Prof. Dhande suggested that a comprehensive policy document be prepared for all Board appointed faculty and staff that would encompass the service conditions along with retirement benefits/medical claims/leave encashment etc. The Chairman, while thanking the Secretary- H & TE, instructed to defer the issue until the Government comes up with an inclusive solution for teachers like Prof. Bhosale.

R-51/5/2022: The Board **RESOLVED to DEFER** the issue of medical reimbursement to Prof. S. S. Bhosale, until the Government decides positively and gives inclusive solution in nearest future, for teachers appointed by the Board on Government positions.

Item 6:

Recruitment Rules for the Post of Assistant Accounts Officer

The Director apprised the members that in the last Board meeting it was decided to create TWO posts for Assistant Accounts Officer, of which one be filled by nomination and the other by promotion. The Secretary- H & TE suggested to have a look at the 'Recruitment Rules' announced by the General Administration department of the Government of Maharashtra in October 2021, to which the members agreed. He further enquired on whether the Government sanctioned post of Accounts Officer at COEP was abolished in the near past and informed that the Hon. Deputy Chief Minister (and Finance Minister) intends to depute the Accounts Officer from the Government cadre in every Government owned Autonomous Institutes and Public Universities so that the financial discipline is maintained as per Government's norms. The Director informed that the Government's Account Officer post in COEP, stands abolished as on date.

R-51/6/2022: As suggested by the Secretary-H & TE, the Board **RESOLVED to REFER** to the 'Recruitment Rules (RRs) for the said post, by the General administration department of the Government of Maharashtra and accordingly

modify the proposed RRs, annexed at Appendix-3 of the Agenda.

Item 7: Abolishing 14 post of Laboratory Assistant (S-7 [21700-69100]) and 01 post of Technical Assistant (S-7 [21700-69100]) and inclusion of the appointees serving on the post to Technical Assistant with pay scale of S-14 (38600-122800)

The Director informed that as resolved in the 34th meeting of the Finance Committee held on 27th January 2022, it has been recommended to the Board that:

- a) 14 existing Board created posts of Laboratory Assistant (S-7 [21700-69100]) and 01 post of Technical Assistant (S-7 [21700-69100]) be abolished and the appointees serving on these posts be elevated to the posts of Technical Assistant with pay scale of S-14 (38600-122800 since all the incumbent Lab Assistants are graduates and performing roles and responsibilities of Technical Assistant in the respective labs. The qualification and experience of each of these 12 Lab Assistants is annexed at **Appendix-4 (Page No.55)**
- b) One more Post of Technical Assistant cum Instructor [in pay scale of S-14 (38600-122800)] be created for Post Graduate Diploma in Enterprise Resource Planning at Department of Manufacturing Engineering & Industrial Management.
- c) One post each of Ladies Gym Trainer and Gents Gym Trainer be created for students residing at the Hostel.

The Secretary- H & TE expressed his concern on the recommendation of abolishing the Laboratory Assistant's posts and accommodate the existing staff on the elevated posts of Technical Assistant. He suggested not promoting the people, rather **SELECTING** the people through selection process on newly created posts. Once a person is selected on higher post of Technical Assistant, the Secretary-H& TE informed that the lower post of lab assistant could be phased out/abolished. Prof. Dhande earnestly endorsed the expression of the Secretary- H & TE.

R-51/7/2022: As suggested by the Secretary-H & TE, the Board **RESOLVED to EXECUTE** the selection process for the Board created posts of Technical Assistants. The Board further **RESOLVED to APPROVE** creation of 14 new posts of Technical Assistants and 01 Post each of Gym trainer (One male and one female) for Boys and Girls, respectively, residing at the Hostels.

Item 8: Application from Dr. A. M. More, Assistant Professor, Department of Metallurgy and Material Science for Permission to apply for Admission and pursue MBA in distance learning mode under the School of open and Distance Learning of Savitribai Phule Pune University

The Director informed that Dr. A.M. More has requested for permission to apply for admission to the Master in Business Administration (M.B.A) programme, in distance learning mode, under the School of Open and Distance Learning of Savitribai Phule Pune University, a two year (IV semester) duration Programme. Dr. More wishes to pursue M.B.A preferably in 'Entrepreneurship Management', as a major specialization and as this programme is in a distance learning mode, it will not affect his regular office schedule and duties, the Director further added. Dr. More has also requested for permission to pursue the same with sponsorship towards the program fees of Rs. 15,205/- per semester.

While the Chairman and the members immediately consented on the application of Dr. More, it was instructed to the Institute administration that such issues need not be brought to the Board for permissions and be honored at administration level itself and empower the Director for the same. Prof. Dhande suggested to include such items under "Items for Reporting".

R-51/8(a)/2022: With the instruction on NOT to BRING such items for permission of the Board, the Board **RESOLVED to GRANT** the permission to Dr. A. M. More for applying for admission to and thereafter pursuing his MBA studies in distant mode from SPPU, from the coming semester.

R-51/8(b)/2022: The Board **RESOLVED to EMPOWER** the Director for grant of study leave/deputation to the faculty/staff of the Institute.

Item 9:

Application from Mr. Abhijit A. Bhopale, Laboratory Assistant, Department of Metallurgy and Material Science for Permission to apply for Admission and pursue MBA in distance learning mode under the School of open and Distance Learning of Savitribai Phule Pune University.

The discussions on this item coincide with that of Item no. 8.

R-51/9/2022: The Board **RESOLVED to GRANT** the permission to Shri Abhijit Bhopale for applying for admission to and thereafter pursuing his MBA studies in distant mode from SPPU, from the coming semester.

Item 10:

Approval for Dr. K. V. Dalvi as Head of Mathematics from 1st January 2022

The Director informed that Dr. K. V. Dalvi, on his return from deputation from Government College of Engineering, Ratnagiri has taken charge as Head of Mathematics Department on 1st January 2022 till 30th June 2022 (or until further orders) from Dr. (Mrs.) C. M. Deshpande, Also as decided by the Board and as per the Office Order (ref: COEP/Diroff/Honorarium/2019/3981 dated 25th July 2019), Dr. Dalvi shall be eligible to receive an additional honorarium for shouldering the responsibility of Headship, the Director added.

R-51/10/2022: The Board **RESOLVED to APPROVE** the resumption of charge of the Head of the Mathematics Department by Dr. K. V. Dalvi from 1st January 2022, with a decided monthly additional honorarium.

Item 11:

Approvals/Ratification on the RESOLUTIONS of the MEETINGS of various Statutory Bodies of the Board and other ASSORTED Issues.

a) Ratify for Construction of Center of Excellences Building Complex at Chikhali Campus - College of Engineering Pune (COEP).

The Director informed that the proposal of Construction of Centers of Excellence Building Complex at Chikhali Campus of COEP was consented by the Board, earlier, accordingly the bids were invited on www.mahatenders.gov.in and after tender process, the final offer by M/s Shubham EPC Private Limited, Pune was Rs. 31,85,77,502 + 12% GST= Rs. 35,68,06,802/-. The negotiated offer was found acceptable to the current market rates and as per estimated cost of the project and thus the Chairman approved the same and work order was issued as per terms and condition of

contract mentioned in the tender.

R-51/11(a)/2022: The Board **RESOLVED to RATIFY** the award of Work Order to M/S Shubham EPC Private Limited, Pune, at the negotiated project cost of Rs. 31,85,77,502 + 12% GST= Rs. 35,68,06,802..

b) Ratify for Site Development work at Chikhali Campus, COEP.

The Director updated the members on the tendering process of the said work and negotiations further with the L1 bidder. The estimated cost of the project is Rs.4,17,00,574 /- including GST. M/s Akshad Construction being L1, was invited for negotiation and he has agreed to reduce the price further by 3.99% totaling to Rs. 3,54,97,529/- (Three Crore Fifty-Four Lakh Ninety-Seven Thousand Five Hundred and Twenty Nine only) all inclusive.

R-51/11(b)/2022: The Board **RESOLVED to RATIFY** the award of Work Order for Site Development to M/S Akshad Construction, Pune, at the negotiated project cost of Rs. Rs. 3,54,97,529/- inclusive of all.

c) Approval of Minutes of the 33rd and 34th Finance Committee meeting held on 10th November 2021 and 27th January 2022 respectively.

Minutes of the above-mentioned meetings were noted and approved by the Board.

R-51/11(c)/2022: The Board **RESOLVED to APPROVE** the Minutes of the 33rd and 34th Finance Committee meeting held on 10th November 2021 and 27th January 2022 respectively.

d) Approval of the Minutes of the 9th Academic Council Meeting held on 11th December 2021

Minutes of the above-mentioned meeting were noted and approved by the Board.

R-51/11(d)/2022: The Board **RESOLVED to APPROVE** the Minutes of the 9th Academic Council Meeting held on 11th December 2021.

e) Approval of Minutes of 5th IQAC Meeting held on 28th December 2021

Minutes of the above-mentioned meeting were noted and approved by the Board.

R-51/11(e)/2022: The Board **RESOLVED to APPROVE** the Minutes of the 5th IQAC Meeting held on 28th December 2021.

Item 12: Items for REPORTING to the Board.

a) MoUs with Academia/Industry:

List of MoUs with Academia/Industry signed after the last meeting, as annexed at **APPENDIX – 8**

Board NOTED the same.

b) Additional funds for workshop of Department of Metallurgy and

Material Science

The Director informed that the up-gradation of the existing workshop of Department of Metallurgy and Material Science is progressing well with basement, ground, 1st, 2nd and 3rd floors added to it. The total cost of work order for construction including electrical works is Rs. 7,09,68,085/- . He further acknowledged the generous donation by the Firodia group worth Rs. 4.0 crores for the construction. However, with the rise in the total cost of construction, approximately amounting to Rs. 7.0 crores, Mr. Pratap Pawar, the Chairman of the Board, requested Mr. Prasan Firodia for additional CSR funding of Rs. 3.0 crores to complete the workshop at the Department of Metallurgy and Material Science, to which Mr. Prasan Firodia has agreed in principle, and committed to release the same in the next financial year, i.e. in 2022-23.

The Secretary-H & TE appreciated the untiring efforts and passion of the Chairman in seeking funds from renowned Corporate and industrial houses for the Institute and suggested to place the hearty Thanks on record.

R-51/12/2022: While the Board **NOTED** the Update, it **RESOLVED** to **THANK** the Chairman of the Board-Shri Pratap Pawar for all his untiring efforts and passion in seeking funds from renowned Corporate and industrial houses for the Institute.

Additional Agenda Items:

Item 13: Approval for Disbursement of arrear amount due to implementation of 7th pay scales and 6th pay –CAS promotions/pay fixations to the Board appointed teachers.

The Director apprised the members that the agenda item has been discussed in 50th meeting of the Board subsequent to the 33rd Finance Committee meeting, held on 11th November 2021, for its recommendation, and was in principle approved. However, owing to the fact that majority of the beneficiary teachers out of these, are appointed by the Board on Govt. sanctioned and supported posts, and with the view that institute, with the support of Hon. Chairman, shall rigorously follow up with the Government for suspended salaries of such teachers (and its reinstatement in the form of disbursement of salary Block grant), the Board had decided to put the arrear disbursement issue, from Institute resources, on hold for the time being, the Director added.

He further updated the progress on the issue that there has been a series of meetings with Government officers and a couple of times with Hon. Deputy Chief Minister & Finance Minister, in last two months, and a ray of hope is seen that the long-pending issue may conclude on inclusive and amicable solution. But, meanwhile, the incumbent teachers are frequently requesting Institute administration to release the arrears for them, **at least partially**. The Director further proposed to release the arrear amount of Rs. 1.74 Crores to 66 teachers towards implementation of CAS as per 6th pay scale norms and Rs. 7.62 Crores to 86 teachers as partial disbursement of arrears of 7th pay implementation.

With the hope of getting the all-inclusive solution from the Government in nearest future, the Chairman instructed to put the issue on hold until next

meeting.

R-51/13/2022: With the hope of getting the all-inclusive solution from the Government in nearest future, the Board **RESOLVED to DEFER the** Disbursement of arrear amount due to implementation of 7th pay scales and 6th pay –CAS promotions/pay fixations to the Board appointed teachers.

Item 14: Approval for recruitment of Graduate/Diploma Trainees under the National Apprenticeship Training Scheme (NATS)

The Director informed that the Board of Apprenticeship Training (Western Region), Mumbai, under the aegis of Ministry of Education, has been implementing the National Apprenticeship Training Scheme (NATS) for engineering graduates/diploma holders under the Apprenticeship Act, 1961.

Now, the Ministry of Education, Government of India, has decided to also cover Graduates of general streams such as B.A., B.Sc., B.Com. under the NATS, with a minimum stipend of Rs. 9000/- per month, to be paid to the Graduate apprentices, of which Government of India reimbursing 50% share of stipend to the establishments, that provide apprenticeship to the aspiring candidates, the Director added, with the reimbursement of Government's share of stipend at the prescribed rate for the Graduate apprentices, for one year only. The duration of apprenticeship training of such apprentices will be from six months to three years, he updated.

The Director further proposed to engage about 20 such graduates as trainees for a period of 3 years, with a stipend amount of Rs. 15,000/- per month (of which Rs. 4,500/- per Graduate Trainee (GT) per month will be reimbursed by the Govt. of India under the NATS for a period of one year) and to deploy such GTs for 7 Deans and 13 HoDs who have no clerical/technical assistance for routine work. The raised stipend amount shall help attract good and competent candidates, he claimed. With the implementation of this scheme, the annual maximum financial burden on the Institute, will be as below:

Year of Service of GT	Maximum Number of GTs	Maximum Institute Burden	Reimbursement from the Govt. of India under NATS
1 st Year	20 GTs B.A./B.Sc./B.Com	Rs. 10,500/- x 20 GTs x 12 Months =====	Rs. 4,500/- x 20 GTs x 12 Months =====
		Rs. 25,20,000/-	Rs. 10,80,000/-
2 nd Year	20 GTs B.A./B.Sc./B.Com	Rs. 15,000/- x 20 GTs x 12 Months =====	
		Rs. 36,00,000/-	
3 rd Year	20 GTs B.A./B.Sc./B.Com	Rs. 15,000/- x 20 GTs x 12 Months =====	
		Rs. 36,00,000/-	

Prof. Dhande suggested to decide on required number of such GTs, with critical need analysis and further see to it that no trainee be assured permanence of the job for which he/she is not entitled under the Act. The Chairman suggested to stagger the hiring in different time slots, rather than hiring all the required GTs in one go. The Secretary-H & TE, while agreeing on the proposal, expressed that the apprenticeship, in principle, is not for employment, but for giving real life learning experience to the trainees for ONE year only. The Director submitted that the apprenticeship law is now amended to appoint the trainees for a maximum period of THREE years.

R-51/14/2022: The Board **RESOLVED to APPROVE, in principle, to participate in and implement** the National Apprenticeship Training Scheme (NATS) by appointing the Graduate trainees for a period of ONE year, in staggered time slots.

Item 15: **Subscribing to LinkedIn professional network (website) for enhancing T & P activities, Industry Connect and Alumni Associations**

The Director informed that, with the thought of making students of COEP more industry relevant and making them aware of the importance of professional networking, the T & P cell is in discussion with LinkedIn for procuring their products/services such as 'Talent pool insights, Talent pool reports and Alumni connect product, etc. He further described about the tools as Talent pool insights can provide information about skills required by specific sectors of industry, job opportunities and enables direct connect with the recruitment teams, Alumni connect tool can provide information about COEP Alumni and their presence in different parts of the globe and LinkedIn learning product provides access to more than 16,000 high- quality on-demand courses for the students. The Director further detailed that LinkedIn Learning is a library of professional training courses, which are taught by expert practitioners and it also releases over 50 new courses every week, so there are plenty of options for students and professionals. The goal of LinkedIn Learning is to help users improve their skills, develop new capabilities, and achieve their career goals. Adding LinkedIn Learning certifications on the CVs will help the students to optimize their job search and will also help them to demonstrate their commitment to professional development, the Director added.

The commercial quotes were sought through an email from LinkedIn after their satisfactory presentation on abovementioned products/services. The first offer for all students and faculty of College of Engineering Pune (5000 licenses) stood at Rs. 70.0 lakhs per year. After a few preliminary rounds on negotiations the total cost comes out to be **Rs. 20, 33, 486/- (all inclusive) per year**, the Director updated and sought the approval of the Board. The subscription is to be continued for a period of three years, with subscription charges of Rs. 20, 33, 486/- to be paid annually. The members, in principle, consented on the proposal.

R-51/15/2022: The Board **RESOLVED to APPROVE, in principle, to subscribe** to LinkedIn professional network (website) for enhancing T & P activities, Industry Connect and Alumni Associations, with annual subscription of Rs. 20,33, 486/- for a 3 year period.

Item 16: Expenditure incurred on Bhau Institute during 2012-17

The Director informed the Board that COEP has funded Rs. 1,90,73,739.44 for setting up of Bhau Institute in 2012-17 period and that since Bhau Institute is now a separate entity as Section 8 Company, this expenditure of Rs. 1,90,73,739.44 be considered as donation to Corpus of Bhau Institute and to be reflected accordingly in books of accounts of COEP.

R-51/16/2022: The Board **RESOLVED to APPROVE** Rs.1,90,73,739.44 (One crore ninety lakhs seventy three thousand seven hundred thirty nine and forty four paise only) as donation to Corpus of COEP's Bhau Institute of Innovation, Entrepreneurship & Leadership, Pune

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


(B. B. Ahuja)
Member Secretary
