

**MINUTES OF THE
FORTIETH (40th) MEETING OF THE BOARD OF GOVERNORS
HELD ON THURSDAY, 7th March 2019**

The fortieth (40th) meeting of the Board of Governors of the Institute was held on Thursday, 07.03.2019 at 11.30 am at College of Engineering Pune and the following members were present.

1.	Dr. Vijay Bhatkar	Chairman
2.	Dr. Abhay Wagh	Govt. Representative (Nominee of Hon. Secretary- H & TE, M.S.)
3.	Mr. Prataprao Pawar	Member.
4.	Mr. Sanjay Inamdar	Member
5.	Dr. Rajendra Hiremath	Member
6.	Mr. Vilas Tawde	Member
7.	Prof. Nitin Karmalkar	Member
8.	Prof. Mrs. P. P. Rege	Member
9.	Prof. S. T. Vagge	Member
10.	Prof. B. B. Ahuja	Member- Secretary
11.	Prof. B. N. Chaudhari	Invitee
12.	Prof. M.S. Sutaone	Invitee
13.	Prof. B.G. Birajdar	Invitee
14.	Mr. Subhash Deshpande	Invitee

Mr. Saurabh Vijay, Hon. Secretary, H & TE department, Govt. of Maharashtra could not attend the meeting owing to his prior commitments and in his absence, Dr. Abhay Wagh, Director of Technical Education, M.S. represented the Secretary, Department of H & TE, Govt. of Maharashtra in the meeting.

The Director welcomed all the members and requested the Chairman for opening the meeting. The meeting then started with the formal agenda.

Item No.1a): Confirmation of the Minutes of the 39th meeting of BOG held on 23rd July 2018

The Board CONSIDERED the Minutes of the 39th meeting of the BOG held on 23rd July 2019 as confirmed. The Director Technical Education (DTE) informed that he abstains from making this resolution since he had not attended the 39th meeting and participated in the deliberations, therein.

R-40/1-a/2019: The Board RESOLVED that the minutes of the thirty ninth meeting of the Board of Governors of the Institute held on 23.07.2019 be CONFIRMED as enclosed (APPENDIX – 1).

Item No.1b): Formal Welcome to the newly appointed Chairman and Members of Governing Board of COEP

At the outset, Director and Member Secretary- Prof. Ahuja, on behalf of stakeholders of the Institute, welcomed all the members on this newly constituted Board of COEP. He briefed on the composition of the Board as per latest UGC regulations for Autonomous Institutes, consecutive G.R.s of Govt. of Maharashtra regarding nominations of the Board members, nomination letter from S.P. Pune University and introduced all the dignitary members on the Board.

Chairman, Dr. Bhatkar expressed his pleasure on being bestowed with the responsibility of Chairman of the Board of COEP by Hon. Minister, H & TE department, Govt. of Maharashtra. He assumed this privileged association with COEP-the legacy in Engineering Education, in this new role, due to its glorious heritage and illustrious alumni base, spread worldwide. He, in particular, mentioned, Prof. Thomas Kailath, one of the distinguished alumni of COEP, and the authority in Information Theory after Shannon. He remarked that COEP is none less than any IIT and further acknowledged Dr. F. C. Kohli's (Former Chairman, BoG-COEP) contribution in shaping COEP's journey towards Excellence, post Autonomy. He proudly mentioned his past associations with Dr. Kohli and Mr. Prataprao Pawar and wished that Institute like COEP should continue its journey towards 'Institute of Eminence', with such visionary leadership. As a mark of respect and acknowledgement of Dr. Kohli's contributions in carving today's COEP, Director requested the members to put on record the Institute's gratitude and heartfelt thanks for his exemplary leadership and visionary fortitude.

Chairman further queried on NIRF ranking of COEP for the year 2018, and the Director informed the Board that it is 45th among all Engineering Institutes (vis-a-vis 24th in the year 2017) in the Country and 96th overall, the reason for the slide being attributed to many new IITs in the list and relative shortfall of COEP's research outcomes in want of full time PhD scholars.

Chairman, based on his experience and association, cited examples of CDOT and CDAC as autonomous enterprises in Public domain and philosophized on notion and dimensions of Autonomy, to be used as tool for paradigm shift in the culture of Institute, towards Excellence. Mr. Vilas Tawde informed the Board that he is proud alumnus of COEP, and eager to contribute to the ascent of COEP.

R-40/1-b/2019: On behalf of all the stakeholders of the Institute, the Board **RESOLVED** to put on record its sincere thanks and gratitude towards Dr. F. C. Kohli, the former Chairman of the Board of COEP, since inception of Autonomy.

Item No.2: Approval for Selection of Deputy Director/Deans/HODs/Other activity in-charge.

The Director informed the Board that Post Autonomy, Institute has established a governance practice of rotating the functionary positions such as Deputy Director, Deans, Heads of the departments and important Institute level port folios, among senior aspiring faculty members, after a period of THREE years. In 2015- iteration of identifying such functionaries, a well-defined transparent process was laid down and exercised. The same was followed in this iteration also.

Director further explained this process to the members and informed that Dr. Kohli, the former Chairman of Board had nominated committee comprising of Mr. Sanjay Inamdar, Dr. Rajendra Hiremath, Prof. B.S. Sonde, Deputy Director as convener and Director himself as Chairman of the Committee. Prof. Sonde could not attend the interactions scheduled on 19th and 20th January 2019 on account of his ill health, but the other nominated committee members interacted with the aspirants on the days. The list of selectees as Deputy Director, Deans, Heads of the Departments and In-charges of various Institute level port folios, was shared with the members, with the Agenda (Appendix 2).

In light of Honorable HC judgment, pronounced on 1st March 2019, with regards to cancellation of '54' ineligible faculty appointments, done by COEP between 2007-12, Director of Technical Education (DTE) expressed his concern on whether the selection list has candidates from the faculty whose appointments need to be cancelled vide the Hon. HC judgment. On the information by the Director that the list has four such members, viz., Heads of Electrical and Production & Industrial Management departments, Dean-Quality Assurance and Training & Placement Officer, the DTE suggested to replace these members with new eligible candidates and then proceed with the announcement. The Board accepted the DTE's suggestion to make necessary changes/replacements in the list of functionaries viz. DD/Deans/HoDs/Other activity-in charge, in view of the recent judgment of Hon HC. Mr. Vilas Tawde suggested to empower the same committee for these new selections. Director further informed that the new functionaries would take over their positions from 1st April 2019 and continue to function in their respective roles upto 30th June 2022. Members agreed to this suggestion.

Dr. Rajendra Hiremath enquired regarding action taken on representation by Prof. P. M. Raval from Civil Engg. department about his participation in the process. Prof. B. N. Chaudhari, the convener of the committee replied that when all 56 aspirants adhered to the mandated application process in letter and spirit, Prof. Raval deviated from the same, and therefore his application could not be entertained.

R-40/2/2019: The Board RESOLVED to empower the same Committee

to have a fresh relook at the applicants and decide on new substituting Heads, Deans, and other functionaries in view of Hon. HC judgment. These new functionaries shall take over their assigned responsibilities w.e.f. 1st April 2019 and their tenure shall conclude on 30th June 2022.

Item 3:

Change in Signatory with regards to Operations of COEP Bank Accounts.

Director informed the members that Institute is operating several Bank accounts, namely, Current accounts, Savings Bank accounts, Project accounts, short term/long term Fixed Deposits. He further shared that these accounts are maintained with State Bank of India, COEP Branch, and apprised the members on slabs of financial delegation with Finance committee, Director, Deputy Director, Project Principal Investigators etc., with regards to transaction signatories on the respective accounts. In light of selection of new functionaries, it was proposed to change the names of signatories for such Bank accounts and transaction. The members unanimously agreed to the changes and resolved as under:

R-40/3a/2019: The Board **RESOLVED and APPROVED** to authorize Director Prof. B.B. Ahuja and new Deputy Director Prof. M.S. Sutaone to be the **joint** signatories for all transactions below Rs. 20 lakhs.

R-40/3a/2019: The Board **RESOLVED and APPROVED** to authorize Director Prof. B.B. Ahuja and Mr. Pratap Pawar or Dr. Rajendra Hiremath to be the **joint** signatories for all transactions above Rs. 20 lakhs

R-40/3c/2019: The Board **RESOLVED and APPROVED** that all the other Project accounts and Department accounts be **jointly** operated by the Director, Prof. B.B. Ahuja and respective Principal Investigator or Head of the concerned Department, as a second signatory.

Item 4:

Pending Salary disbursement of 77 faculty members appointed by the Board on Govt. Sanctioned Positions between 2007 to 2012:

As detailed in the agenda, Director again apprised the members on this pending issue of salary disbursements (from Govt. treasury) of 77 faculty members, appointed by the Board on Govt. sanctioned positions during 2007-12. He further informed that, based on considerations of Finance committee, the Institute has been disbursing salaries to these teachers, from Institute resources, to begin with 75% in June 2018, and now 100%, with submission of their GPF/DCPS contributions. In light of Hon. HC judgment dated 1st March 2019, he duly pleaded that 49 faculty out of these 77, whose appointments are declared 'FIT' for appointment by the Govt. appointed Meshram Committee, should now receive their salaries from Govt. treasury, until the Block grants are received by the Institute from the Government. Mr. Pawar endorsed Director's stand by saying that when Board has appointed them, taken their regular services, it must make provision for their monthly compensation, and now Government must reconsider these cases for salaries from treasury, including that of the Director.

Mr. Vilas Tawde mentioned that these 49 genuine cases and the Government be requested to consider paying their salaries from Treasury.

The DTE mentioned about support from his good offices towards a solution to the issue and Director duly acknowledged the DTE's prompt support in resolving the issue in May 2018 itself.

Prof. Chaudhari narrated the genesis of the issue, mentioning the series of complaints registered by Rajpatrit Adhikari Sangh with the Treasury. He further added that the committed 'Block Grant' from the Government, as per the Autonomy GR of 2004, would have proved to be the permanent solution for the issue and tried to draw parallel between COEP and other granted autonomous colleges like VJTI, Mumbai and SGGS, Nanded. The DTE immediately clarified that there is distinction between COEP and other institutes like VJTI/SGGSJET. In case of COEP, being a Government institute, the appointing authority should be Government and in case of VJTI/SGGSJET, it should be their Management under DTE regulation.

Prof. Chaudhari mentioned that BoG of COEP was empowered to fill vacant faculty positions, both on Govt. sanctioned and Institute created posts vide G.R.s of year 2004 and 2008, until the G.R. of 23rd October 2012, which withdrew such empowerment. He further requested the attention of members to the latest UGC regulations (2018) for Autonomous Colleges and consequential Gazette notification released by the Government of Maharashtra, dated 14th January 2019. Both of these empowering documents have unambiguous mention of 100% support from the Government for salaries of teachers and staff appointed against sanctioned posts, he informed. The DTE clarified that said empowering Gazetted statutes are applicable prospectively from Jan. 2019 onwards, since there is no specific mention about retrospective effect.

In light of the Hon. HC verdict, Mr. Vilas Tawde reiterated his appeal to the Government to consider the 49 VALID teachers for salary disbursement from the Govt. treasury. The DTE remarked that any such proposal to be submitted to Government must be in accordance with HC Judgment dated 28th February 2019 and mentioned his dissent.

R-40/4/2019: In light of the honorable High Court judgment of 28th February 2019, the Board **RESOLVED** to pursue with the Government towards release of salary for 49 faculty who were declared eligible by the Government appointed Meshram Committee, along with the salary of the Director of the Institute.

Item 5:

Request letter from "Shikshak-Shikshaketar Kruti Samiti" of COEP expressing their legitimate concerns.

Director explained the rationale behind evolution of the said "Samiti" comprising of a group of teachers and support staff, who have been, in

particular, appointed by the Board, post Autonomy, and the Samiti would basically follow up with the management and administration regarding their legitimate demands on service/leave conditions, welfare/incentive schemes, and other genuine issues targeting removal of disparity between them and 'Govt. appointed' faculty and staff.

The DTE expressed his reservation on constitution of such 'Samiti' and more on its inclusion in agenda of the Board meeting. He opined that such subjects need not be part of Board meetings and the Director should be judicious and selective while articulating agenda of Board meeting, to avoid such inclusions. He iterated that it is not at all the Board's role and job to approve constitutions of such bodies, and the issues be sorted at administration level of the Institute. Further to the deliberations, the Board decided to discourage formation of such a faculty group driven 'Samiti'. DTE pointed out that a grievance mechanism should be set up at institute level for redressal of grievances of the stake holders.

R-40/5/2019: The Board **RESOLVED** to **DISAPPROVE** the formation the 'Shikshak-Shikshaketar Kruti Samiti'.

Item 6:

UGC Regulations for Autonomous Colleges vide Gazette Notification dated 12th February 2018 and subsequent G.R. dated 28th May 2018 & Gazette Notification dated 14th January 2019 by Govt. of Maharashtra: More Empowering Clauses and Constitution of Statutory Bodies/Committees:

As detailed in the agenda note concerning the item, Director reiterated various empowering clauses in the said UGC Regulations and more importantly the resonating Gazette Notification by the Government released on 14th January 2019. He explained the facilitating roles of the Government and the parent University for Autonomous colleges as spelt out in these regulations/statutes and thanked the Government for such in-time and progressive decision. The DTE pointed out that the issue was already brought to the notice of BoG during 39th meeting. He further informed that the detailed study of these clauses has been undertaken by the concerned departments of the Government, and some action is expected. He also advised that for implementation of these statutes, clarification should be obtained from State Government regarding its applicability to Technical institutes.

The Director mentioned that the focus of agenda item is to seek approval of the Board on composition of various mandated statutory bodies in the Institute, honoring these latest regulations, namely 'Academic Council', and department-wise 'Boards of Studies'. He apprised the members that other two bodies, namely, 'Governing Body' (aka Board of Governors/Board of Management) and 'Finance Committee' are already functional with nominees on the same as per the regulations. Whereas the Governing Body has

nominations/representations from the UGC, State Government, Parent University, Industry, Institute faculty etc., and prerogative of nomination lies with the respective authority, the Finance Committee is constituted by the Board itself with each of these bodies associated with defined charter of responsibilities, he further added. He attracted the attention of members towards list of recommended elite Industry/Academia representatives (department-wise) to be nominated on the 'Academic Council', the apex academic platform on campus to decide on innovative academic and research practices. He said that COEP, post Autonomy had 'Academic Senate' for the cause, which now needs to be titled as 'Academic Council'. He further submitted that recommendation comprises of eight nominees for eight departments, whereas, the regulations mandate minimum four nominations of external experts. Mr. Vilas Tawde immediately pointed out that the number is nine and not eight. Director admitted to the error and added that the ninth recommendation is for Mathematics department. The list also includes three nominations from parent University i.e. S.P. Pune University and internal nominations will be decided, on seniority from among all cadres of faculty, he further informed.

The Director further apprised the members that the tenure of the Academic Council is co-terminus with the Board and confirmed on suggestion of the members that department-wise Boards of Studies (BoS) should have industry representatives. He updated the members that every academic department of COEP has an 'Industry Advisory Board' -(IAB), comprising of senior members from domain-specific Industry and that too from R & D, Operations & Maintenance, Quality Assurance and H.R. etc. The role of such IABs is to articulate long-term technology road map for the department and the BoS should execute their vision in terms state-of-art Curriculum Design. Prof. Mrs. Rege, Head of E & TC department detailed on the IAB of her department and narrated the thread of recommendations of IAB and their execution by the BoS. Prof. Vagge added to the discussion by mentioning the impact of IAB's advise in framing novel academic practices in his department (Metallurgy & Material Science).

The Chairman commented on the deliberations with his suggestion that the advice from IAB should be taken in right perspective philosophically, in particular, while balancing the content of the curriculum between 'basics' and 'sunrise technologies'. He said that it is the BoS which must accommodate the possible orthogonal views of all industry experts, who may have inclinations towards their own domain. The curriculum should be comprehensive and inclusive, and based on 360° investigation of global trends in reputed Universities and local requirements, he further guided.

Mr. Vilas Tawde shared his experience from Corporate world on their participation in academic design on campuses and advised to explore possibility of deploying consultants for a structured and organized advise on Curriculum Design, Evaluation and Research practices. He added that such advise may bring in the wisdom in bridging gaps

between academia and Industry/Corporate, while designing pragmatic Curriculum. The Chairman, while appreciating this expression, advised that curriculum be designed by inviting experts from Higher learning Institutes within India and abroad.

The Director stressed on importance of having enough numbers of qualified and competent faculty which would deliver the curriculum contents and in turn the raise the standards of academics towards Excellence. He proudly shared that the AICTE model curriculum for the nation, published in 2018, has certainly an impact of COEP's curriculum, department-wise, which in turn endorses the academic leadership demonstrated by COEP. Prof. Mrs. Rege, being one of the contributors from COEP in the AICTE's national level exercise of model curriculum design, endorsed the Director's submission, in this regard.

R-40/6(a)/2019: The Board **RESOLVED** to **APPROVE** the composition of the Academic Council members as proposed by the Institute.

R-40/6(b)/2019: The Board **RESOLVED** to **EMPOWER** the Director to appoint Statutory Committees such as Planning and Evaluation Committee, Grievance Redressal Committee, Examination Committee, Admission Committee, Library Committee, Student Welfare Committee, Internal Complaints Committee, Extra-Curricular Activities Committee and Academic Audit Committee for the effective running of the institute.

Item 7:

Deputation of Senior leadership for "CII Mission on Innovation and Entrepreneurship" to UK during April 7-13, 2019.

Director apprised the members on participation of COEP in the Visit of CII Start-up Council-led delegation on Innovation & Entrepreneurship" across five cities in United Kingdom (UK) from 7th to 13th April 2019. The delegation comprising of representation from Indian industry, academia, state and central Governments, Start-ups and investors would visit start-ups, incubators, investors, Universities etc in this excursion. The purpose of this visit is to understand emerging trends in technology, innovations, business models, regulatory frameworks towards win-win collaborations and associations with Indian counterparts, Director further highlighted. As requested by Mr. Pawar, Mr. Sanjay Inamdar, Co-founder of Bhau Institute, endorsed the participation of COEP and Bhau Institute in the said delegation towards 'learning to learn more'. He emphasized on the takeaways and return benefits to the Institute from such participation, in terms knowledge gain in these vibrant domains of Innovation and Entrepreneurship globally. The Chairman was also of the opinion that COEP must participate in such missions to get benefited about global happenings and said that the participants, on comeback, must share the proceedings and gains from such visit with Institute stakeholders.

Mr. Vilas Tawde also acquainted the members on prospective dynamics in UK in the domain of Start-ups and Entrepreneurship, resultantly on BREXIT decision and highlighted the equity/stake related policies for the start-ups. When the Director shared the names of COEP delegation for the said visit viz. Prof. M.S. Sutaone-Dean

Academics and Co-teacher of courses on Entrepreneurship and Innovation, Dr. Mrs. Madhuri Karnik- Incharge, e-Cell of COEP and Mr. Vijay Talele- CEO, Bhau Institute, the DTE enquired about quantum of funding support and source of such support per participant. Director answered the queries and said that the two COEP faculty participants will be supported from Institute funds and Bhau Institute will sponsor its CEO, Mr. Talele. The DTE expressed his concern on financial sponsorship being provided to Dr. Mrs. Karnik, one of the aggrieved faculty whose appointment needs to be cancelled as per Hon. HC's judgment dated 1st March 2019 and remarked that such sponsorship should not be given in view of the HC judgment. He also remarked that any Government appointed faculty is regulated by Maharashtra Civil Services Rules (MCSR) and proposals of such faculty members should be sent to Government for necessary approvals. Mr. Pawar opined that a contributing faculty such as Mrs. Karnik, be supported for further grooming in the domain of his/her contributions to the Institute, for prospective benefits that accrue in long run. Mr. Inamdar and the Director also acknowledged Mrs. Karnik's contribution in leading the e-Cell of the Institute and recently organizing the 'Start-up' Fest at COEP, which could fetch funding to the tune of Rs. 1.0 crores for budding entrepreneurs. In the prevailing situation, Mr. Inamdar decided to support her financially through Bhau Institute keeping her name in COEP's delegation.

R-40/7/2019: The Board **APPROVED** the deputation of Prof. M.S. Sutaone, Dr. (Mrs.) M. G. Karnik and Mr. Vijay Talele, the CEO of Bhau Institute for "CII Mission on Innovation and Entrepreneurship" to UK during April 7-13, 2019, with sponsorship to Prof. Sutaone from COEP resources and to Dr. Karnik and Mr. Talele from Bhau Institute.

Item 8:

Approval for Procurement of Major equipment under TEQIP-III and other R & D grants.

Director shared the lists of equipment to be procured under TEQIP-Phase-III and other R & D grants (Appendix 2), to seek the approval of the Board, as mandated by NPIU purchase procedures. The DTE sought clarification on certain perceived mismatches between reported amounts and figures of prospective expenditure. Director justified his queries, by submitting that the list comprises of extra number of purchase proposals, (assuming some of them don't materialize to the conclusion) and that created the difference in amounts. The DTE also advised that entire procurement should be carried out judiciously, and in a transparent manner and strictly as per NPIU / World Bank guidelines.

The DTE further apprised the members on his role of 'State Project Adviser' at State Project Implementation Unit (SPIU) at DTE Office, for 12 participating Institutes and one Technological University in the State. He further invited all the members for the "National Conference on Equity Assurance in TEQIP Institutes: Challenges and Action Plans"

to be held at COEP on 15th and 16th March 2019, under patronage of NPIU and SPIU.

R-40/8/2019: The Board **APPROVED** the procurement of major equipment under TEQIP-Phase-III and other R&D grants of the Institute.

Item 9:

Reconsideration of request by Prof. D.W. Pande for reversion from his Board appointed post of "Professor" to Govt. appointed position of "Associate Professor".

Director explained the request proposal by Prof. Pande, submitted in June-2018 for reversion to his Govt. appointed position of Associate Professor from Board appointed position of Professor. Director pleaded in favor of Prof. Pande in view of his superannuation on 31st March 2019 and his eligibility to revert on the basis of clause (C) of the State Government letter dated 23rd January 2015. The clause (C) permits those originally Govt. appointed teachers whose names appear in the list of 71 appointees by the Institute (54 ineligible appointments and 17 later eligible appointments by the Meshram Committee) to revert to their original Government positions voluntarily. Director further added that the Hon. HC's judgement dated 1st March 2019, while disposing off the petitions filed by COEP and Rajpatrit Adhikari Sangh, has vacated the stay on this letter and thus the letter has been revived in totality to be operative as on date. He requested the members to consider the case and forward his reversal proposal, along with a few more among the 54 faculty, to the Government for consideration and favor.

The DTE remarked that compliance of HC directives given in judgment dated 28 February 2019 is the immediate priority to avoid the contempt of Court. The Director COEP should initiate the process today itself for such compliance.

R-40/9/2019: The Board **RESOLVED** to forward reversion proposal of Prof. D. W. Pande to the Government for consideration and favorable action.

Item 10:

Permission/Approvals on Faculty Requests for Qualification up-gradation/Long Leave:

When the Director started apprising the members on various such proposals by faculty for attending interviews for admissions to Full time PhD programs, or long leave for completing the PhD, majority of the members seemed to be of the opinion that such issues need not be brought to the Board and the Director be aptly empowered to approve and permit. The DTE & Dr. Hiremath suggested that a comprehensive policy should be prepared by COEP with reference to State Policy and the same should be approved by BoG. Once the approved policy is in place, Director should approve such proposals. The Board, on deliberations decided to empower the Director to approve such long leave proposals for academic/educational causes as a part of the policy.

R-40/10(a)/2019: **R-40/11(a)/2019:** The Board **RESOLVED** to **EMPOWER** the Director to approve the long leave proposals of faculty/staff towards pursuing higher studies, completion of Post-Doc/PhD/Masters program.

R-40/10(b)/2019: The Board **RESOLVED** to approve Study Leave of SIX months of Mrs. Tanuja Pattenshetti, Asstt. Professor, Computer & IT Department w.e.f. 2nd January 2019 to 30th June 2019.

R-40/10(c)/2019: The Board **RESOLVED** to approve the participation of Mr. Yatin Pitkar, Asstt. Professor in Physics., in the interview process for Ph.D. admission under QIP at IIT, Delhi.

R-40/10(d)/2019: The Board **RESOLVED** to recommend to the Government of Maharashtra, the participation Mr. Anish R. Khobragade, Asstt. Professor in Computer Engineering, in the interview process for Ph.D. admission under QIP at IIT(ISM), Dhanbad.

R-40/10(e)/2019: The Board **RESOLVED** to approve Earned Leave of SIX months of Dr. (Mrs.) S.N. Madhekar, Professor in Civil Engg. department w.e.f. 1st January 2019 to 30th June 2019.

Item 11: Permissions/Approvals for Foreign Travel Proposals by faculty/Staff:

Similar opinions were expressed by the members with regards to approvals on foreign travel proposals by faculty/staff, as spelt out in the Item 10 and it was decided to empower Director for needful by making it a part of an appropriate policy.

R-40/11(a)/2019: The Board **RESOLVED** to **EMPOWER** the Director to approve foreign travel proposals of faculty/staff towards attending Conferences/Seminars/Workshops or Personal visits, with or without funding support from the Institute resources.

R-40/11(b)/2019: The Board **RESOLVED** to approve the foreign travel of Dr. V. N. Pande to attend the International Conference at Melbourne, Australia during February 13-15, 2019.

R-40/11(c)/2019: The Board **RESOLVED** to approve the foreign travel of Dr. (Mrs.) U. M. Mate to attend the International Conference at Melbourne, Australia during February 13-15, 2019.

R-40/11(d)/2019: The Board **RESOLVED** to approve the foreign travel of Mr. S. G. Mali to attend the "Discover Israel" program, at Israel during November 24-30, 2018.

R-40/11(e)/2019: The Board **RESOLVED** to approve the personal visit of Dr. (Mrs.) M. G. Karnik to Vietnam and Cambodia between 23rd Nov. to 2nd Dec. 2018.

R-40/11(f)/2019: The Board **RESOLVED** to approve the personal visit of Dr. (Mrs.) P. P. Rege to Scandinavia and Sri Lanka, during 14-20 December 2018.

R-40/11(g)/2019: The Board **RESOLVED** to approve the personal visit of Mrs. Snehal Hirve, (PRO) to Boston, USA, during 15th May to 31st May 2019.

R-40/11(h)/2019: The Board **RESOLVED** to approve the visit of Dr. D. N. Sonawane to attend the "European Control Conference (ECC-2019)" at Napoli, Italy, between June 25-28 2019.

Item 12:

Request by Dr. Sunil R. Patil, Asstt. Professor in Physics to relieve him from COEP Services for joining Govt. Institute of Science, Nagpur.

Director informed on Dr. Sunil Patil had submitted an application for relieving from COEP services to honor his new MPSC selected appointment at Govt. Institute of Science, Nagpur. He further explained the hitch in the issue of his noncompliance of bond period of FIVE years, which he signed with COEP, when he availed leave for completion of his Post-Doc assignment, at University of Washington-DC at Seattle. The DTE remarked that Dr Patil was permitted by earlier BoG to undertake post-doctoral studies subject to signing of 5-year bond with the institute and accordingly Dr Patil has signed 5 years bond with the institute. Now BoG should not contradict its earlier decision to relieve Dr Patil even without completion of 3 years of bond. The Director admitted the administrative lapse, in this regard and assured to avoid such shortfalls in future. He further informed the Board that Dr. Patil has already completed three and half years of the bond period after returning from his post-doc assignment.

R-40/12/2019: The Board **RESOLVED** to accept the request by Dr. Sunil R. Patil and to relax his bond period to three years from the date of return from Post-doc fellowship.

Item 13:

Items for reporting to the Board:

a) Actions taken on the minutes of the 39th meeting of BOG held on 23rd July, 2018:

The DTE suggested that since the members take a note of such actions taken on resolutions of previous Board meeting, for any such (already reported) issues which need further guidance/deliberations/resolutions from the Board in the immediate next meeting, then the same issue should be brought up as separate (fresh) agenda item.

R-40/13(a)/2019: The Board **NOTED** and **APPROVED** the actions taken on the decisions of the 39th meeting of the Board held on 23.07.2018 as stated above.

R-40/13(b)/2019: The Board **RESOLVED** to continue paying salaries and allowances, along with DCPS/GPF contributions, of 77 faculty members and Director of the institute from institute resources till the matter is decided by the Govt. of Maharashtra.

R-40/13(c)/2019: The Board **RESOLVED** to acknowledge with gratitude the kind contribution by Dr. (Mrs.) Prabha Natu (wife of Mr. K. R. Natu) and Mrs. Sharmila Bhide (daughter of Mr. Natu) and other family members for the K. R. Natu School of Electrical Engineering.

b) Minutes of 21st, 22nd and 23rd Finance Committee meetings held



on 25th July 2018, 1st November 2018 and 1st February 2019 respectively.

R-40/13(b)/2019: The Board **RESOLVED** that ALL the minutes of the 21st, 22nd and 23rd meetings of the Finance committee of the Institute held on 25.07.2018, 1.11.2018 and 1.2.2019, be **CONFIRMED** as enclosed (**APPENDIX – 5a**).

c) TEQIP-III Performance Audit Score/Report

R-40/13(c)/2019: The Board **NOTED** the performance audit score of the Institute in TEQIP-Phase III and appreciated the progress.

d) MoUs with Academia/Industry: List of MoUs with Academia/Industry signed after the last meeting

R-40/13(d)/2019: The Board **NOTED** the same.

e) Approval for the Extension of Lien for Prof. G.V.Parishwad, towards his continuation as Director, Walchand College of Engineering, Sangli.

When the Director was explaining the grant of extension of lien period to Prof. G.V. Parishwad, Director, WCE, Sangli and Professor of Mechanical Engg., COEP, the DTE queried whether the issue falls under the purview of COEP's Board and opined that WCE, Sangli can directly request the Government for needful. The Director justified his query with the submission that Prof. Parishwad, being faculty of COEP on lien to WCE, Sangli, approached the Institute and its Board to forward his 'Extension of lien' application to the Government. So, the issue has been put before our Board.

The DTE also commented on the aptness of draft of agenda of the Board meeting in terms of identification of crucial issues as points to be discussed, avoiding mention of names of ex-officio members on the Board in agenda and MoM drafts, etc.

R-40/14(e)/2019: The Board **RESOLVED** to **CONSENT** on the extension of Lien for Prof. G.V.Parishwad towards his continuation as Director, Walchand College of Engineering, Sangli upto 30th June 2021, further **FORWARD** the proposal to the Govt. of Maharashtra.

Additional Agenda Items:

Item 15.1: A Brief Note on Honorable High Court, (Mumbai) Judgment pronounced on 28th February 2019, with regards to in-eligible faculty appointments at COEP, between 2007-12.

Director informed the members on the unprecedented situation arisen on campus in light of Hon. HC Judgment dated 1st March 2019, with regards to invalid faculty appointments at COEP, carried out between 2007-12. He cited the sequence of events relevant to faculty

recruitment rounds conducted by the Institute between 2007-12 and series of writ petitions filed in the Hon. HC, at various junctures, by the Rajpatrit Adhikari Sangh, consequential Meshram Committee Report making 54 faculty appointments ineligible, Government action letter dated 23rd January 2015 ordering cancellation of 54 such appointments (Clause-A) COEP, but having provisions of MPSC concurrence for valid appointments (Clause B) and permission for reversion to older Govt. posts for original Govt. appointed teachers from among 71 (Clause C, 54 invalid appointments and 17 later eligible appointments by the Meshram Committee). He further shared that the Meshram Committee report has been endorsed by the Hon. HC and the Govt. letter dated 23rd January 2015 has been revived for actions mentioned therein.

The DTE expressed his concern on immediate action to be initiated for the cancellation of ineligible appointments to avoid contempt of Hon. Court. Director presented the statistical analysis of the figure '54' and put forth certain facts. '9' out of these 54 teachers have left COEP on account of retirement or for better opportunities. '4' (Prof. M.S. Sutaone, Dr. K. V. Dalvi, Dr. M. P. Khond, Dr. Mrs. Y. V. Haribhakta) have reverted to their original Govt. positions in 2015 itself, due to their CAS promotions (due in 2008/2009, but announced in 2013). Their reversions were further endorsed by the DTE in light of clause-C of the Govt. letter 23rd January 2015. Thus, the actionable number reduces to '41' ineligible appointments.

Remaining '6' original Govt. appointed teachers have put their reversion requests now (namely Dr. D. W. Pande, Dr. Mrs. Mudhalwadkar, Dr. U. M. Chaskar, Dr. S. S. Dambhare, Dr. I. P. Sonar and Dr. Pardeshi). Out of these 6, Dr. Pardeshi was appointed by the Government (DTE) on Adhoc position.

There are '6' Institute appointed faculty (Dr. Mrs. A. V. Mulay, Dr. M. D. Jaybhaye, Dr. Patil, Dr. S. B. Mane, Dr. B. U. Sonwane, and Dr. B. Rajiv), TWICE appointed sequentially, their higher positions declared ineligible by the Meshram committee, but lower positions as eligible, and thus are liable for reversion to lower eligible positions.

Also, a mere typographical error during transferring the name of 1 eligible appointee (Mrs. V. N. More) as declared in the Meshram committee report as '**INELIGIBLE**' in the annexures attached with the Government letter dated 23rd January 2019.

One of the teachers (Dr. Mrs. Karnik), twice selected by the Institute, has her appointment at higher position declared **ELIGIBLE** but her lower position is declared **INELIGIBLE**. If all such cases are sympathetically considered by the Government, the actionable number reduces to 27.

In view of the academic term going on in full swing on campus, and the same ending on 21st June 2019, Director requested the members to

permit the Institute to approach the Government for holding the cancellations upto 21st June 2019. Similarly, the Director also informed about the 3 months bilateral notice period clause of the appointment letter issued to these faculty.

Mr. Pawar opined that the Institute should protect the aggrieved faculty in the legitimate framework, in the best interest of the Institute. The Chairman remarked that a COEP committee comprising of Board members and senior functionaries would immediately request a meeting with Hon. Secretary- H & TE department and other Govt. officials to discuss amicable solution in legal boundaries honoring the Hon. HC judgment.

The DTE remarked that compliance of HC directives given in judgment dated 28 February, 2019 is the immediate priority to avoid the contempt of Court. The Director COEP should initiate the process today itself for such compliance.

R-40/15/2019: The Board **RESOLVED** to request a meeting with Hon. Secretary - H & TE department and other Govt. officials, in immediate future, to discuss the amicable solution complying with the legal framework as follows:

- (a) For '9' teachers who have already left COEP due to retirement or for the better opportunities, a notional letter regarding "Cancellation of their Appointment" (made by the Board of COEP), be issued to each of them.
- (b) For '4' teachers (namely, Prof. M.S. Sutaone, Dr. K. V. Dalvi, Dr. M. P. Khond, and Dr. Mrs. Y. V. Haribhakta originally appointed by the Government) who have already reverted to their original Government positions, a notional letter regarding "Cancellation of their Appointment" (made by the Board of COEP), be issued to each of them.
- (c) '4' teachers (namely Dr. D. W. Pande, Dr. Mrs. Mudhalwadkar, Dr. U. M. Chaskar, and Dr. S. S. Dambhare), who are originally appointed by the Government now be reverted to their original Government positions (complying with clause (c) of the Government letter Dated 23rd Jan 2015) and the cases be forwarded to Government for necessary actions.
- (d) '1' teacher (Dr. I. P. Sonar), who was originally appointed by the Government (MPSC Selection) at Govt. Polytechnic, Malvan, had opted for COEP's selection on higher position, by his application through proper channel. Since his appointment has been declared 'INELIGIBLE' and he has conditionally volunteered to revert to his original position in Govt. Polytechnic services, but preferably be transferred to COEP from Polytechnic cadre, his case be forwarded to the Government for further guidance.
- (e) '1' teacher (Dr. S. S. Pardeshi), who was originally appointed by the Government (DTE) on adhoc basis, now be reverted to his original Government position complying with clause (C) of the Government letter Dated 23rd Jan 2015, and the case be forwarded to Government for necessary actions.


- (f) **'6' teachers** (Dr. Mrs. A. V. Muley, Dr. M. D. Jaybhaye, Dr. S. M. Patil, Dr. S. B. Mane, Dr. B. U. Sonawane and Dr. B. Rajiv) appointed TWICE by the institute between 20017- 2011, on Government positions, and for whom their appointment on lower position is declared "ELIGIBLE" by the Meshram Committee, but, that on higher position is declared "INELIGIBLE", now be recommended to the Government for permission for reversion to lower ELIGIBLE positions.
- (g) **'1' teacher** (Dr. Mrs. M. G. Karnik) appointed TWICE by the institute between 20017- 2011, on Government positions, and for whom her appointment on lower position is declared "INELIGIBLE" by the Meshram Committee, but, that on higher position is declared "ELIGIBLE", now be recommended to the Government for permission for her retention on higher "ELIGIBLE" position.
- (h) The name of **'1' teacher** (Mrs. V. N. More), declared "ELIGIBLE" in details of Meshram committee report, has been erroneously transferred as "INELIGIBLE" in the annexure A of the Government letter dated 23rd Jan 2015. The Government be requested to rectify the error and thus justify the affected innocent faculty.
- (i) In view of academics on campus and anticipated educational loss, the cancellations be made effective on 21st June 2019 (end of ongoing academic semester).

Item 15.2: **Approval on Reversion of Dr. Uttam M. Chaskar from his Board appointed position of "Associate Professor" to Govt. appointed position of "Assistant Professor-Senior Scale":**
Issue has been discussed at length at item no. 9 and 15.1 and resolved.

Item 15.3: **Approval on Reversion of Dr. (Mrs) Rohini P. Mudhalwadkar "Associate Professor" and Assistant Professor to Govt. appointed position of "Assistant Professor" (Senior Scale):**
Issue has been discussed at length at item no. 9 and 15.1 and resolved.

Item 15.4: **Request letter from Mrs. Trishna Ugale for her pay fixation as per the sixth pay commission and re-designating her as Assistant Professor in Computer Engineering:**
The item is deferred until next Board meeting.

Meeting concluded with vote of thanks to the Chair.


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