



Pimpri Chinchwad Education Trust's (PCET's)
Pimpri Chinchwad College of Engineering (PCCoE)
Sector No. 26, Pradhikaran,
Nigdi, Pune – 411 044



**MINUTES OF THE
SIXTH (6TH) MEETING OF BOARD OF GOVERNORS (BoG)
HELD ON WEDNESDAY, 30 MARCH 2022**

Sixth Meeting of 'Board of Governors (BoG)' reframed as per UGC guidelines (after conferment of 'Autonomous status' for ten years from Academic Year 2020 – 21 onwards); was held on Wednesday, 30 March 2022 at 11:00 AM in the PCET Conference Hall and following Members were present –

Sr. No.	Name	Designation	Details
1	Shri D. P. Landge	Chairman	Chairman, PCET
2	Smt. Padmatai Bhosale	Member	Nominee, PCET
3	Shri V.S. Kalbhor	Member	Nominee, PCET
4	Shri S.D. Garade	Member	Nominee, PCET
5	Dr. G.M. Desai	Member	Nominee, PCET
6	Dr. B.B. Ahuja	Member	Nominee of PCET : Educationist
7	Dr. D.V. Jadhav	Member	Nominee of State Govt. (Ex-officio)
8	Dr. D.S. Bormane	Member	Nominee : University (SPPU) *
9	Dr. N.B. Chopade	Member	Deputy Director, Faculty Representative PCCoE
10	Dr. S.A. Rawandale	Member	Dean Industry Institute Interaction, Faculty Representative PCCoE
11	Dr. Govind N. Kulkarni	Member Secretary	Director, PCCoE
12	Shri Prataprao Pawar	Special Invitee	Special Invitee by PCET *
13	Dr. Mrs. S.U. Bhandari	Invitee Associate Member Secretary	Dean Academics PCCoE, Invitee by Director

Leave of absence – Dr. O.P. Verma

* Attended in Video Conferencing (VC) Mode

Other Members attended the Meeting in physical Offline Mode.

The Chairman confirmed from all whether the proceedings, being transacted, were audible and visible and that everyone (attending in Online Mode) was seated alone in the room and after their conformation the Meeting was called to order. At the outset the Chairman warmly welcomed all Members.

Item No.	Description
1	Statutory matters A. To confirm Minutes of last BoG Meeting (Dated 24/12/2021) Draft Minutes of Fifth (5 th) Meeting of Board of Governors (BoG) held on 24 Dec 2021, as were circulated to the Members, were tabled during the Meeting and after discussions the same were approved. (Annexure 1 – A) R-6/1(A)/2021: The Board RESOLVED to CONFIRM and APPROVE Minutes of Fifth (5 th) Meeting of the Board (under Autonomous status) of the Institute held on 24 Dec 2021.

	<p>B. To consider Action Taken Report</p> <p>1. BoG:05:02 – Reformulation of Vision and Mission Statements Vision and Mission Statements are finalized after incorporating Suggestions received in last Meeting –</p> <ul style="list-style-type: none"> • Vision reformulated – definite and achievable • word <u>Successful Careers</u> is added in the Vision <p>It will be implemented from Academic Year 2022 – 2023</p> <p>Vision and Mission Statements are formulated with a fundamental Thought Process of achieving NIRF < 100 and NBA Accreditation for 6 Years. Related rigorous efforts will be invested accordingly.</p> <p>2. BoG:05:05 – Appointments of Faculty and Supporting Staff Appointments are made (Associate Professor – 4 and Assistant Professor – 14). Details enclosed.</p> <p>3. BoG:05:06-D – Students Admission and Budget Students Admissions (Mechanical – 162, E & TC – 204, Computer – 273, IT – 135, Civil – 63, AIML – 66, B.Tech. (Marathi) – 68 = Total 971)</p> <p>Budget – in view of final Admission status till 31 Dec 2021, no Revision in the Budget for 2021 – 2022 is required.</p> <p>Admissions status is encouraging especially in the current concerning scenario where Colleges are facing tremendous difficulties in getting Admissions. Efforts of all Members of 'Team PCCoE' are acknowledged and appreciated.</p> <p>The Board noted actions taken on various Resolutions / decisions in the Fifth Meeting. (Annexure 1 – B)</p> <p>R-6/1(B)/2021: The Board RESOLVED to CONFIRM and APPROVE Action Taken Report on the Resolutions / decisions of Fifth (5th) Meeting of the Board held on 24 Dec 2021 as apprised by the Director.</p>
2	<p>NBA Visit on 25, 26 and 27 March 2022 – Report</p> <ul style="list-style-type: none"> • Civil and IT UG Programs • Observations of NBA Experts Committee in the Exit Meeting <p>Details about the Visit were shared with 'Exit Comments' displayed (consolidated and verbatim) and discussed with Action Plans.</p> <p>'Exit Comments' of the NBA Experts Committee included –</p> <ul style="list-style-type: none"> • special mention of the quantum and quality of Admissions especially in the current gloomy scenario • transparency to be further enhanced in HR and Promotion Policies • appropriate documentation to be evident for delegation of Authority and Power • quality of Publications to be diligently maintained and further improved • performances of Students in GATE, CAT etc to be clearly evident • separate Laboratory to be dedicated for display of Projects • process of Academic Audit to be further strengthened • Teaching Faculty from other Institutes to be invited which helps in adding different point of view, experiences and flavors

	<p>Suggestions are being incorporated for achieving further effective outcomes.</p> <p>As a part of this exercise, it is proposed to –</p> <ol style="list-style-type: none"> Establish Industry Advisory Board (IAB) Dean Industry Institute Interaction will coordinate IAB will provide inputs to BoG based on recommendations of Departmental Industry Mentors (DIM) and Program Heads (PH) Members – Director, PH, Representative DIM and Departmental T & P Coordinator Frequency of Meeting: in line with CDC and BoG – once in every 4 months Proposed Budget Rs. 10 Lacs <p>It was mentioned that formation of IAB will prove beneficial for –</p> <ul style="list-style-type: none"> designing and enriching Syllabus as per Industry and Market requirements / trends identifying and addressing Curriculum gap further strengthening association with Industry <p>Separate detailed Proposal with framework for implementation to be submitted.</p> <p>The Board noted Report about NBA Experts Committee Visit on 25, 26 and 27 March 2022 (Annexure – 2)</p> <p>R-6/2/2021: The Board RESOLVED to NOTE Report about NBA Experts Committee Visit on 25, 26 and 27 March 2022</p>
3.	<p>Academics – Update</p> <p>A. Commencement of Teaching in offline mode from 28 February 2022 Response for Offline Teaching is very good (average Attendance more than 90%) with Students being enthusiastic and eager to learning. Examinations will be conducted in physical Offline Mode.</p> <p>B. Success of B. Tech. Marathi Program Enrollments 68, Teaching Learning being executed in blended mode with 'Student Centric Approach'</p> <p>C. Closure of PG Mechanical (Heat Power) * In view of seriously concerning Admissions scenario, related review and discussions, it is decided to apply for closure of PG Mechanical (Heat Power) Course</p> <p>Alternatively, we can think of applying for any other Course for e.g. Automobile Engineering / Automotive Engineering which is in demand by studying / reviewing Students' interests through tools like digital surveys, related applicable Entrance Examination and Market trends, eligibility, related guidelines, infrastructure and SFR requirements with potential Placement opportunities</p> <p>Applying for new Course will demand various important aspects including approval for Syllabus and Constitution of Degree etc</p> <p>It was suggested to diligently study and review all related aspects including opportunities for Career growth, before putting up Proposal.</p> <p>D. Beginning of new PG Course 'Fire and Safety Engineering' After collection and review of basic information it is realized that –</p> <ul style="list-style-type: none"> Safety Engineering is available under AICTE related guidelines of Ministry of Labor are very stringent

- separate requirement of Infrastructure
- limited Placement opportunities
- Possibility of offering PG Diploma Course in Industrial Safety to be explored by Mechanical, E & TC and Civil Engineering Departments
- Possibility of offering M.Tech. / Honor / Interdisciplinary Courses to be explored.

This can be discussed and revisited with pragmatic approach for feasibility.

E. Change in Nomenclature of PG Information Technology

Proposed change in Nomenclature of PG – Information Technology is PG – Artificial Intelligence and Data Science, documentation in process to be submitted to SPPU by 31 March 2022.

F. Update – B. Voc. Courses

- We are Training Partners under the Skill Development initiative of NSDC. Skill Development is important for vertical development and is a need of the hour.
- B.Voc. Courses are truly vital for further strengthening connect with Industry. These Trainings are the best we can offer to Industry.
- B.Voc. Courses will surely help in understanding the Ground Reality and lead to identifying Research Problems.
- Even if current response for B.Voc. Courses; is humble we are investing focused efforts to reach Industry and create awareness about the win-win aspects. Slowly these efforts have started showing results eg. Enrollments from L & T Products India Pvt. Ltd. and Omkar Group of Industries.
- B.Voc. in Fire and Safety Engineering is possible to be offered in association with Industry. Detailed Proposal to be put up for consideration and Curriculum can be submitted to AICTE for approval.
- B.Voc. Courses at PCCoE –
 - ✓ Commenced in January 2022
 - ✓ Enrollments – 17 Students
 - ✓ Approvals from UGC, AICTE, Government of Maharashtra and SPPU are in place
 - ✓ LIC Committee of SPPU received. Related activities in process.

G. Extra Remuneration to Regular Faculty Members of PCCoE engaging UHV, LSC and PDC courses

For External Faculty we are offering Rs. 1000/- per hour. In case where identifying External Faculty is difficult and Internal Faculty is available; it is felt that –

- The Assignments can be offered to Internal Faculty which will help utilize their expertise. Extra Remuneration offer will be Rs. 750/- per hour with no compromise in regular duties (Academic and Administrative). Internal Administrative checks to be exercised for monitoring and related purposes.
- Availability of required Skills can be explored with reputed Institutes like DES, MES and Symbiosis through Tie Ups and Associations.
- Execution to be carried out with both Internal and External Faculty.

Information shared under Academics, was noted by BoG. (Annexure 3)

R-6/3/2021: The Board **RESOLVED** to **APPROVE** information shared under **Academics** as appraised by Dr. Mrs. S.U. Bhandari (Dean Academics).

R-6/3(C)/2021: The Board **RESOLVED** to **APPROVE** applying for Closure of PG Mechanical (Heat Power) Course *

Research and Development – Update

A. Publication Targets (NIRF)

- Strategic Plan for five years is ready with a Target of 400 Quality Publications, Department wise and individual Faculty wise yearly Targets.
- Yearly Target for Academic Year 2022 – 23 is 152.
- All Members are informed accordingly.

B. CSR and other Funding Proposals

Information was shared regarding –

- efforts for Industry Connect
- Proposals ready for submission – 23 (for approx. Rs. 8,64,82,905/-)
- ASEAN and DST Proposals (for approx. Rs. 6.96 Cr.) submitted

C. Review of Incentives offered for Publications

- Requests received from Faculty – 17 for Rs. 1,80,625/- paid so far
- Patents facilitated – 10 for Rs. 2.5 Lacs
- B.Tech. Projects – 7 for Rs. 4 Lacs
- SEED Funding – 6 Projects for Rs. 5.16 Lacs

It was mentioned that efforts for creating awareness about SIRO Recognition will help in this domain.

D. Review of Ph.D. Scholars from 8 March 2021

Ph.D. Scholars (PCCoE Faculty) are ready to pay Fees in installments (which will be recovered after Salary every month), Proposal put up and considered.

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E. Research Mentorship

Information was shared regarding efforts for involving Students in ongoing Research and offering Research Mentorship. Positive responses received and Projects are getting materialized through shortlisted Students.

F. ICCUBEA, i-Mace and GAMS Conference – Updates

Updates were shared about ongoing activities related to Conferences and on boarding of Dr. Dinesh Amalnerkar on Advisory Board/s of related Conferences.

Conferences in physical Offline Mode with Dates as follows –

- i) ICCUBEA (Sixth Conference) – 26 and 27 August 2022
- ii) i-Mace – 26 and 27 August 2022
- iii) GAMS – 29 Sept to 1 Oct 2022

G. 'Atmashodh' Internships – Review

Information was shared about the Internship Opportunities availed by Senior Professors and their related learning experiences. After having real time experiences now this Team is ready to guide and convince other Faculty and Students about importance of Internships.

H. Laboratory Ownership, Department Brochures

As discussed and agreed upon in earlier Meetings with Deans and Program Heads –

- Ownership of Laboratory will lie with respective Laboratory 'In charge' under the guidance of Program Head
- Every Laboratory will be treated as a Professional entity with diligently defined Action Plan for activities and optimum utilization with related Revenue Generation
- Every Laboratory will maintain separate Accounts Statement

	<p>Department Brochures are ready (with details about distinct features and special Achievements) to be circulated to Industries for creating, strengthening and further nurturing associations with Industries.</p> <p>I. Agri Internships – Student Internships in Diverse Sectors such as Medical and Agricultural Sectors</p> <p>Currently three domains are identified for exploring Internship Opportunities –</p> <p>i) Agriculture ii) Food Industry and iii) Bio Computation</p> <ul style="list-style-type: none"> • Internships will be indentified in diverse Sectors in the domains as mentioned above for duration of 6 to 8 weeks. • Students will visit related facilities, witness real time working on field, understand the challenges and then will be able to identify Problem Statements and areas where they can offer solutions and support. • This arrangement will help Students to gain knowledge in addition to hands on experiences, enhancement in understanding and assimilation, and enriching learning curves. <p>It was mentioned that –</p> <ul style="list-style-type: none"> • Internship for 15 days is not considered as Internship in the true sense because it only helps in creating basic awareness • Summer Vacations for 3 instances can be utilized for getting expected outcomes • Provisions under Apprenticeship to be reviewed <p>Information shared under Update about Research and Development was noted by BoG. (Annexure 4)</p> <p>R-6/4/2021: The Board RESOLVED to NOTE information shared under Update about Research and Development as appraised by Dr. Mrs. S.V. Shinde (Dean Research and Development)</p>
5	<p>Industry Connect</p> <p>A. Persistent Alumni Meet, Persistent Corner in 'Samvaad'</p> <p>Information was shared regarding 'Persistent Alumni Students Meet' conducted on 26 Feb 2022, details of the participating Students, positive responses of the Participants with a special mention of positive response received from a Parent (to get associated with PCCoE), Social Media Group of the Students formed, 'PCCoE in Persistent (PiP)' Initiative and related roll-over activities commenced. Overall activity and efforts of all concerned acknowledged and appreciated.</p> <p>These Persistent Alumni Students are now part of the Institute Newsletter 'Samvaad' through Persistent Corner.</p> <p>Persistent has selected 100 Students and also has avenues to be associated through Internships and Summer Projects.</p> <p>B. PCCoE Showcase Conference</p> <ul style="list-style-type: none"> • Showcase Conference 'Kshitij' scheduled on 28 April 2022 • Total 53 shortlisted Projects ready to be exhibited before Industry Experts • Hundred Industries are expected to participate <p>C. Connect with BYST</p> <p>Details of the recent MoU signed with Bharatiya Yuva Shakti Trust (BYST) were shared which included insights about Letter of Co-operation and opportunities for PCCoE.</p>

	<p>D. 'Unnati' – 1:2 Industry Connect</p> <ul style="list-style-type: none"> • Association of Faculty with Industry (1 Faculty with 2 Industries) made mandatory to achieve various linked Targets. • This is linked to Performance Appraisal of Faculty • Faculty Members are informed. <p>E. KPIT Sparkle Finale – Report PCCoE being associated with this prestigious Event as 'Academic Partners' since 2018 onwards. PCCoE 'Team Dravya' won an Award of Rs. 1 Lac in 'KPIT Sparkle 2022'</p> <p>F. Platinum Placement Project (PPP) – Update</p> <ul style="list-style-type: none"> • Agency for providing special Training is identified with an investment of Rs. 5,000/- per Student which will be borne by the Institute. • 100 Students are shortlisted • This investment will definitely result in grooming our Students to achieve Platinum Placements with increase in Average Median Salary (> 10 LPA) in the times to come. <p>G. Competitive Examinations Training Center Subsequent to the Meeting with Mr. Sanket Bhodve (IAS Officer) and Mr. Hinge activities are further intensified via spreading awareness. Positive response is being received through around 100 Registrations so far. Related information will be published on the Institute Website for Branding.</p> <p>Information shared under Industry Connect was noted by the Board (Annexure 5).</p> <p>R-6/5/2021: The Board RESOLVED to NOTE information shared under Industry Connect.</p>
6	<p>Administrative matters</p> <p>A. Appraisal Interactions for Faculty Members</p> <ul style="list-style-type: none"> • Interviews with Faculty are planned and the exercise will be completed before 30 April 2022. • Major contributing aspects include Personal Websites of Faculty and participation in various activities including SIG. • Faculty Members are informed and related activities in process. <p>The point of providing a Monetary Incentive to PCCoE Staff was discussed in the Sixth (6th) Meeting of Board of Governors (BoG) of PCCoE held on 30 March 2022.</p> <p>Possibility of giving additional increments was explored. In this regard Dr. B.B. Ahuja, Director COEP and one of the Honorable Members of the Board and eminent Educationist advised following –</p> <p>i) Additional Increments Scheme – Additional Increments result into Salary enhancement of Staff over his entire tenure of Service. There will be a substantial and permanent financial burden on the Organization. On the basis of Performance, once the Staff earns additional Increments he tends to be complacent. As he has nothing to lose, he may perform sluggishly. Further, Students' Fee is the only source of income for PCCoE. With a singular income source, initiating 'Additional Increments Scheme' is not viable as well as advisable.</p>

ii) **Fixed Financial Incentive** – Another option is to sanction a fixed amount of money per month as an Incentive to the qualified Members for a period of one year. Depending upon the appraisals the fixed amount of money may vary. There may be three slabs of Fixed Monthly Financial Incentive vis-à-vis first for Outstanding Performers, second for Very Good Performers and third for Good Performers. A Staff earning incentive in lower slab will work harder and strive to acquire higher slab next year. This being a Financial Incentive, some other Staff who didn't obtain incentive in the earlier year will tend to work hard and be motivated to seek one in the next year. This financial incentive will be over and above the routine Annual Income.

After the above inputs from Dr. B.B. Ahuja, it is resolved by the Honorable Board Members that –

*** 'The Second method of providing Fixed Monthly Financial Incentive for one year seems more appropriate for PCCoE and can be applied on pilot basis to the Appraisals received in 2022 – 23. Accordingly Director PCCoE to prepare a proposal of Budget and submit to PCET for scrutiny and approval'.*

B. Faculty requirements for 2022 – 2023

Considering an Intake of more than 3500 and SFR 1:15, 44 Teaching appointments are required to be made.

Alternatives such as Visiting, Adjunct (Full Time) and Industry Experts (15%) are being considered. Special efforts needed for identifying Faculty for Computer Engineering and Information Technology Programs.

Latest Approval Process Handbook to be referred and then Proposal to be put up accordingly.

C. Technical Support and Non teaching Staff requirements for 2022 – 2023

On the same lines, 19 Technical Support and Non Teaching Staff appointments are required to be made. Proposal to be put up accordingly.

D. Infrastructure requirements for 2022 – 2023

It is proposed to demolish Old Hostel Building and construct a New Building of 2 + 8 Floors with Hostel (700 Capacity). Infrastructure can be made available in this New Construction. Construction Plans to be studied and requirements to be put up accordingly.

E. Dedicated space allocation for all Collegiate Clubs

Information was shared regarding enormous activities and efforts of these Teams with many Awards, Laurels and Achievements with huge Prize money won by the Teams. It is now felt justified that these Teams get a dedicated Space to work with.

Availability of Space is possible in the proposed Pimpri Chinchwad University Campus in Sate as 'Research and Innovation Centre' Facility or alternatively in the said Proposed New Hostel Building. Feasibility to be explored for putting up Proposal for review and consideration.

Information shared was noted by the Board (**Annexure 6**).

R-6/6/2021: The Board **RESOLVED** to **APPROVE** information shared regarding Administrative matters.

	<p>R-6/6(A-ii)/2021: The Board RESOLVED to APPROVE 'The Second method of providing Fixed Monthly Financial Incentive for one year on pilot basis to the Appraisals received in 2022 – 23. Accordingly Director PCCoE will prepare a proposal of Budget and submit to PCET for scrutiny and approval' **</p>
7	<p>Finance (Proceedings of Finance Committee Meeting)</p> <p>A. Concession in Fees for Students who have lost parent/s in Covid 19 Pandemic Already processed.</p> <p>B. Rise in the DA (10%) for PCCoE employees Rise in DA (10% from 154 to 164) implemented from Jan 2022 onwards.</p> <p>C. Examination Fees for 2022 – 2023 PCCoE being in the early phase of Autonomy, we are considering all related factors and hence Yearly Approvals needed. Once the System is stabilized; block Approval can be taken with a final amount.</p> <p>D. Expenses during Dec 2021 – Feb 2022 Within predefined Budget.</p> <p>E. Budget for April 2022 to March 2023 Suggestions received from NBA Experts Committee are accommodated and Budget for certain Heads is increased.</p> <p>It was strongly mentioned that Student Fees is the only amount Receivable and Faculty are required to invest meticulous focused efforts for Revenue Generation and Consultancy. This can be achieved through Department Targets with individual Targets and receiving the benefits through SIRO Recognition.</p> <p>It was suggested –</p> <ul style="list-style-type: none"> to thoroughly check the Budget for important heads such as Salary, Laboratory Equipments, Students Activities, R & D, T & P (Accountant – FNA) that rules and norms for the Appraisal Cycle must be very clear, self explanatory and are known to all concerned <p>Information shared was noted by the Board. (Annexure 7)</p> <p>R-6/7/2021: The Board RESOLVED to APPROVE Proceedings of the Finance Committee Meeting</p> <p>Achievements</p> <p>Information was shared regarding –</p> <ul style="list-style-type: none"> AICTE Grant-in-aid sanctioned of Rs. 12, 14, 608/- under Research Promotion Scheme. Details enclosed. Dessault Systems Grant of approx. Rs. 12.14 Lacs Recognition of Dr. Mrs. S.D. Patil as Senior Member of IEEE Patent Granted in the name of Dr. Roshani Raut and Ms. Anuja Jadhav (Faculty Information Technology Department) Jewels of India an initiative under Aazadi Ka Amrit Mahotsav Student achievements including Team Kratos, Team Solarium – First Ranks. Details enclosed.
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	<ul style="list-style-type: none"> Savitribai Phule Pune University (SPPU) Toppers (24 Students from TE, BE and MCA) in May 2020 Examination Remarkable Placements with 1142 Offers and increase in Average Median Salary (Rs. 6.64 LPA). <p>Sincere efforts of concerned Students, Faculty and Staff are acknowledged and appreciated with best wishes for the journey ahead.</p> <p>R-6/8/2021: The Board RESOLVED to NOTE information shared under Achievements</p>
9	<p>Any other point</p> <ul style="list-style-type: none"> Genuine heartfelt thanks from 'Team PCCoE' for rise in DA (10%) Details requested about AGP, disparity, Vacations not provided from 2020 onwards <ul style="list-style-type: none"> about AGP and disparity: Process Review to be put up about Vacations not provided: No Notification was received from SPPU during Covid 19 period In order to avoid huge rush in the Canteen and Mess due to Physical Offline Teaching now it is proposed to have staggered Working Days for Departments. This is being discussed for feasibility. Possibility of offering NCC to be explored as requested by Students and Parents. Grant-in-aid received by Civil Engineering Department for Consultancy Assignments.

Dr. G.M. Desai shared information regarding grant of 'University Status' to College of Engineering Pune (COEP). Members present congratulated Dr. B.B. Ahuja and Shri Prataprao Pawar for this immensely coveted achievement with wishing them success for the journey ahead.

Shri Pratoprao Pawar mentioned that this is a genuine outcome of Team Efforts and nothing matches the joy of working for betterment of Student fraternity and for the Society.

Shri. D.P. Landge on behalf of PCET Management congratulated 'Team PCCoE' for various achievements and precisely mentioned that NIRF < 100 is a collective Dream and Responsibility of every Member of 'Team PCCoE'. The Management is supportive as always and is sure that this too will be achieved in the recent times.

On behalf of 'Team PCCoE' diligent, meticulous and focused efforts are assured for the same.

Meeting concluded with a vote of thanks.


Dr. Govind N. Kulkarni
 Member Secretary

